

## GIZ-Genderwettbewerb 2016

Bewerbung des **GIZ Projekts zur Unterstützung des Kofi Annan International Peacekeeping Training Centre (KAIPTC)** für den GIZ Genderwettbewerb 2016.

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Dieses Konzeptpapier ist die Grundlage für einen animierten Kurzfilm, den das GIZ KAIPTC Projekt entworfen hat. Der Film präsentiert die GIZ-Unterstützung zur Entwicklung und Implementierung der KAIPTC Gender Policy. Film und Konzeptpapier werden gemeinsam für den Wettbewerb eingereicht. Die Referenzen zu den Wettbewerbskriterien ziehen sich durch das gesamte Skript und sind zur schnellen Wiedererkennung fett hervorgehoben.

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Concept for an animated film on the support of the development of a KAIPTC Gender Policy

### **1. Introduction – Promotion of gender equality in the peace and security context:**

**Slide 1:** There has been remarkable progress in promoting gender in peace and security in the last years. A milestone in this development was the United Nations Security Council Resolution 1325 on women, peace and security which celebrated its 15<sup>th</sup> year of existence in 2015.

**Slide 2:** The resolution asks for larger involvement of women in preventive diplomacy, peace-making and peacebuilding. It also demands to mainstream gender into Peace Support Operations. This focus on women's participation in peace and security is crucial as women are still underrepresented in peace processes and are highly affected by conflict.

### **2. Gender Mainstreaming within the African Peace and Security Architecture (APSA):**

**Slide 3:** The Kofi Annan International Peacekeeping Training Centre (KAIPTC) trains women and men for Peace Operations. **Slide 4:** The Centre is located in Ghana, West Africa and is mandated by the Economic Community for West African States (ECOWAS) to build capacity of peacekeeping personnel.

**Slide 5:** Both, KAIPTC and ECOWAS are part of the African Peace and Security Architecture (APSA). APSA was developed by the African Union in 2002 to better prevent, manage and respond to conflicts in Africa. One pillar of the APSA is the African Standby Force which is made up of five regional Standby Forces. The ECOWAS Standby Force is one of them.

**Slide 6:** The African Union and ECOWAS have developed Gender Policies that set clear guidelines for mainstreaming gender within the APSA. They also both fully commit to the objectives of the UN Resolution 1325. KAIPTC as a part of the APSA is therefore also striving to be a gender-sensitive institution.

**Slide 7:** So how can the KAIPTC institutionalise the promotion of gender equality?

### 3. Development of a Gender Policy – close collaboration between GIZ and KAIPTC

KAIPTC's idea was to develop its own Gender Policy. **WRITE:** *Supported by the Federal Ministry for Economic Cooperation and Development (BMZ) through the Gesellschaft für Internationale Zusammenarbeit (GIZ).* Gender is one **quality criteria** in the work of GIZ making GIZ the perfect partner to support the process with its own expertise.

The KAIPTC Gender Policy was launched in September 2014. A workshop in September 2015 officially kicked-off the implementation phase. Focal persons from each department monitor the implementation process and support the responsible unit at KAIPTC.

Not only KAIPTC is monitoring the implementation process. The GIZ Support Project has its own indicator to follow the implementation of the Gender Policy's objectives (**Write: Monitoring Gender**). Consequently, implementation is becoming a joint effort. (**Write: Close Collaboration**)

### 4. Lessons Learnt

**Slide 8:** The development and implementation however do not come without challenges. Here are some lessons learnt that we would like to share.

1. The responsible institution within KAIPTC did not have the mandate to fulfil the role of an internal gender mainstreaming actor. This slowed down the process immensely. (**WRITE: Clear mandate needed!**)
2. The responsible unit is understaffed and lacks the knowledge to support gender mainstreaming especially in relation to training courses. (**WRITE: Complementary capacity building of staff is crucial.**)
3. A Gender Policy cannot change the fact that not many women are involved in peace support operations and not many are therefore available for training. (**WRITE: Limited sphere of influence**)
4. The Policy is for everyone at KAIPTC but not every staff knows what it means and can do for her or himself. (**WRITE: Sensitisation**)

### 5. Three most important success factors:

**Slide 9:** Besides the encountered challenges we learnt that the following things can make a Gender Policy a success:

1. A short version of the Gender Policy helped to spread information widely within the institution so that everyone is aware of the Policy's function and implications.
2. The support of top management was and is very helpful.
3. The gender focal persons are very engaged and willing to support the implementation. This is due to the fact that the Gender Policy directly speaks to them. It gives room to discuss issues that concern all staff. Especially the male focal

persons contributed with greater excitement after realising that Gender does not only concern women.

## 6. Promotion of Gender Equality – medium and long-term effects

**Slide 10:** From our experience a Gender Policy helps to address the topic gender in an institution. The KAIPTC Gender Policy will in the long-term create more gender-awareness and will guide mainstreaming gender within plans and programmes. The policy paves the way for **equal opportunities for the men and women working at KAIPTC and those who are coming for training courses.**

**Slide 11:** With the Gender Policy KAIPTC aligns itself with other organisations within the APSA structure such as ECOWAS and AU. It contributes on its level to gender equality within the African Standby Force and thus to the fulfilment of the UN Resolution 1325.

**Slide 12:** So you can see, Gender pays off for everybody!

GIZ Projekt zur Unterstützung des KAIPTC

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