



**Submission for the GIZ Gender Prize 2016-
on behalf of the Gender Working group for the Zambia country office**

Background:

GIZ Zambia, namely the country director Mr. Thomas Schaef and the Gender working group¹ are helping to contribute towards the company wide and Africa Department gender strategies, by promoting gender at country as well as program level and making gender mainstreaming an integral part of all operations. Thus, a series of activities has been conducted during 2014& 2015 for “putting gender on the agenda” in accordance with the Zambian gender motto.

A **gender officer**² was hired and a series of sensitization events for all staff groups took place in form of breakfast meetings and covered topics on: sexual harassment, gender based discrimination, men and gender equality, equality at the workplace and gender mainstreaming in general.

A **gender audit** was conducted which led to **the GIZ Zambia Gender Strategy** which includes the gender plan of operations for 2016-2018. This document adopted the company wide strategic framework pillars to the Zambian context and set out principles, objectives and target indicators to guide the gender mainstreaming work of GIZ Zambia. The strategy³ was launched on December 5th 2015 and will be implemented through the gender structures which comprise of the gender officer, the gender focal point persons⁴ and the gender working group. The monitoring will be done in close collaboration with the management and through the country planning. The financing of the strategy is shared amongst all programs and the country office.

A **GIZ Zambia Gender leader prize** was introduced to award the most gender sensitive program/ AV and to appreciate leadership support to gender work. It is an initiative that aims at appreciating our leaders who have contributed positively towards gender equality, allocated resources for gender mainstreaming work and engage in policy dialogue on gender equality with partners, beyond what is required. It is not a competition but rather recognition of leadership support to the work of the gender working group in promoting gender equality and gender mainstreaming in our programs and the company. All staff groups may vote and the prize is awarded by the gender working group on an annual basis during the general assembly.

¹ The gender working groups (GWG) holds regular meetings to coordinate and develop gender mainstreaming work in GIZ Zambia. It implements the GIZ Zambia strategy under the coordination of the gender officer. The gender focal point persons (GFPPs) receive capacity development and technical support through the GWG to help them do their work at program level. The management team approves the annual implementation plan and budget for the GWG.

² The gender officer is in charge of the GWG. He/she provides technical support to management and programs on gender mainstreaming and coordinates the implementation and monitoring of the GIZ Zambia gender strategy as well as reporting to headquarters on Zambia’s contribution towards the company wide and Africa department gender strategies. He/she is also in charge of sensitization events for all staff groups.

³ <https://dms.giz.de/dms/lisapi.dll/properties/98946518>

⁴ The GFPPs are members of staff who are tasked to support their teams in gender mainstreaming like paralegals. Each program and the country office have a gender focal point who coordinates implementation, monitoring and mainstreaming of gender and also act as contact persons for gender related grievances.



Proposal for submission:

Gender equality is an essential factor in achieving sustainable change and is therefore one of the key values on which our work is based. Gender-differentiated procedures and consistent efforts to ensure that women and men enjoy equal opportunities are among the features that define the quality of our work. We are guided by this benchmark and advise our commissioning parties and clients on designing and implementing gender-sensitive measures. In doing so, we help to successfully position GIZ in the field of international cooperation for sustainable development and international education work.

A **KAP-** (Knowledge, Attitude & Practice) **Survey** on Gender and HIV was conducted amongst GIZ Zambia staff in September 2013. It revealed that 58.1% of the staff showed a lack of awareness about gender structures and policies. Therefore, the idea arose to make the GIZ gender strategy more accessible and popular amongst all staff groups.

Since then, a **comic version of the GIZ Gender Strategy** has been developed in cooperation with the local artist Kiss Brian Abraham, which incorporates the 5 strategic framework pillars: *1. political will and accountability, 2. Gender sensitive corporate culture, 3. Gender competence, 4. Gender equality within the company and 5. Process adjustment*

The GIZ gender strategy aims at strengthening gender equality both in the services we deliver and within GIZ itself. This means we will make continued and greater use of synergies between gender mainstreaming in our development measures and gender equality within GIZ. We consider the everyday application of gender equality especially as a provider of gender advisory services to our partners and commissioning parties. The strategy addresses GIZ staff members first and foremost. It is up to them to put the strategy into practice.

The comics aim at raising awareness of GIZ Zambia staff about the GIZ Gender Strategy objectives and gender mainstreaming approaches in the programs. Through illustrations it also aims at making gender work more visible and attractive.

Five programs, namely: Support to reform of the water sector (RWS), Competitive African Cotton Initiative (COMPACI), Civil Society Participation in Governance Reform Processes and poverty reduction (CSPP), Strengthening good financial governance (GFG) and Decentralization for development (D4D) plus the country office have been covered and chose a gender related situation from their daily work to reflect their program in the comic strip.



The GWG decided to create this gender awareness raising material in form of comics to make it more appealing and easy to understand for all staff members of GIZ. Furthermore, addressing issues in illustrations is more fun and specific for people to relate to in their daily lives. Each comic ends with a positive outcome that is in line with the objectives of the GIZ Gender Strategy:



Political will and accountability: Objective: Managers in the field structure use their country plans to drive forward implementation of the GIZ Gender Strategy at country level.

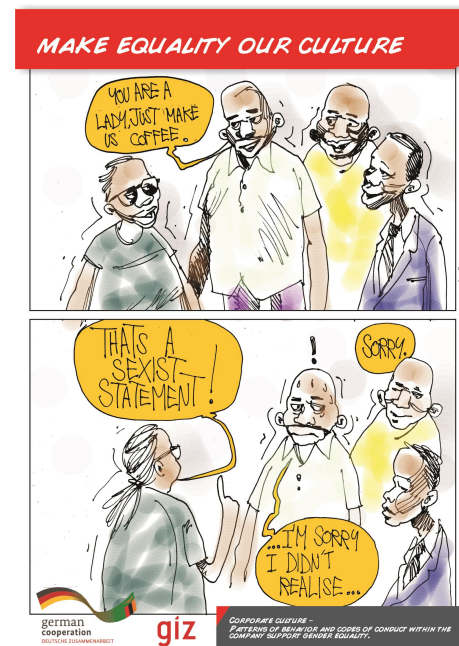
Indicator: In one of the years between 2013 and 2016, at least 80 % of the GIZ offices incorporated a gender-related annual objective and/or priority measure into their country plans and has then implemented it.



Gender sensitive corporate culture:

Objective: The GIZ policy on preventing disrespectful behavior and harassment guides the actions of those working in the Africa Department.

Indicator: The GIZ policy on preventing disrespectful behavior and harassment is communicated to everyone in the Africa Department in 2014, and activities take place to make staff aware of the issues.



Gender competence: Objective: The gender competence of the gender focal points is strengthened in order to ensure the quality of advisory services.

Indicator: In 2014, criteria for systematically selecting gender officers and an induction strategy for gender officers are developed. These are approved by the Management Committee and are put into practice as of 2015.

By 2016, 80 % of gender focal points feel they are well-qualified to carry out their role.





Gender equality within the company:

Objective: The number of management jobs (salary band 5-7) in Germany and abroad and the percentage of national personnel posts (salary bands 5 and 6) that are filled by women either stay at the current level or, if possible, increase.

Indicator: At the end of 2014, 2015 and 2016, at least 40 % of all management jobs in Germany and abroad and at least 35 % of national personnel posts are held by women.



Process adjustment:

Objective: Using a results-based approach, gender is taken into account in our programs to a greater extent, and the gender objectives in our commissions are achieved.

Indicator: An annual assessment of 20 commissions shows that gender is mainstreamed using a results-based approach in at least 80 % of them and that the objectives relating to promoting gender equality have been achieved.



Each program printed a banner and poster versions of the strategy which are now to be found in each office.

As this material was mostly created to be used for the promotion and sensitization about gender inside our company, it never the less contributes to promote GIZ's work in the field of sustainable development in cooperation with our partners and makes us more credible. Only if we live what we preach can we serve as a role model for creating equal opportunities for man and women in the workplace and can give our partners and clients reasons for stressing the recognition of the gender-differentiated approach.



Annex:

Comic version of GIZ Zambia Gender Strategy

Comic version of gender posters per program

GIZ Zambia Gender Strategy- cover:



Political will and accountability:

GENDER NEEDS LEADERSHIP

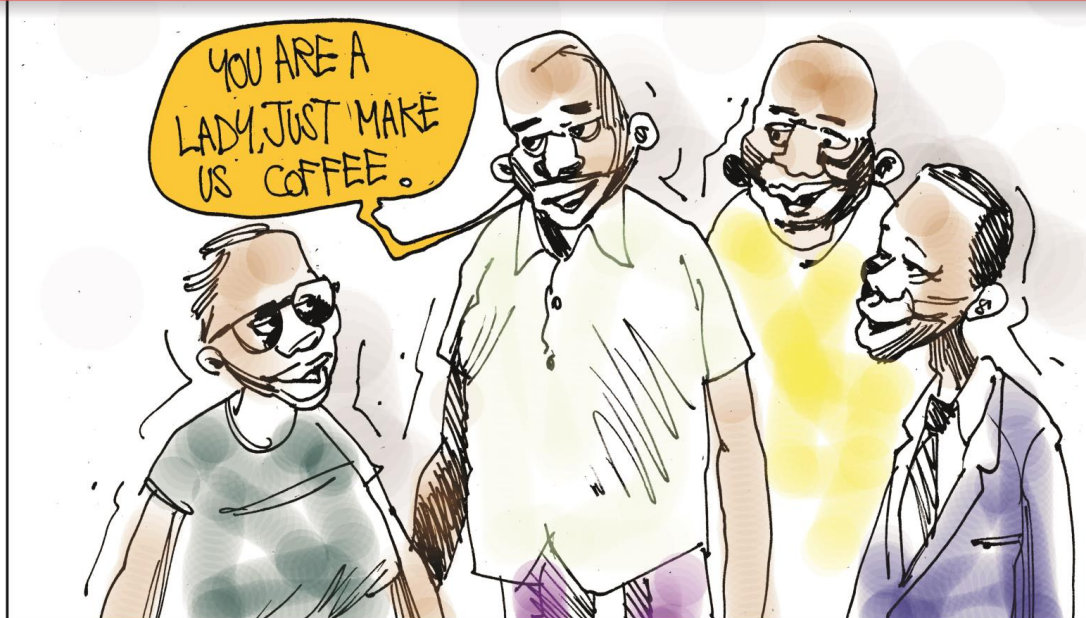


Design by Kiss Brian Abraham

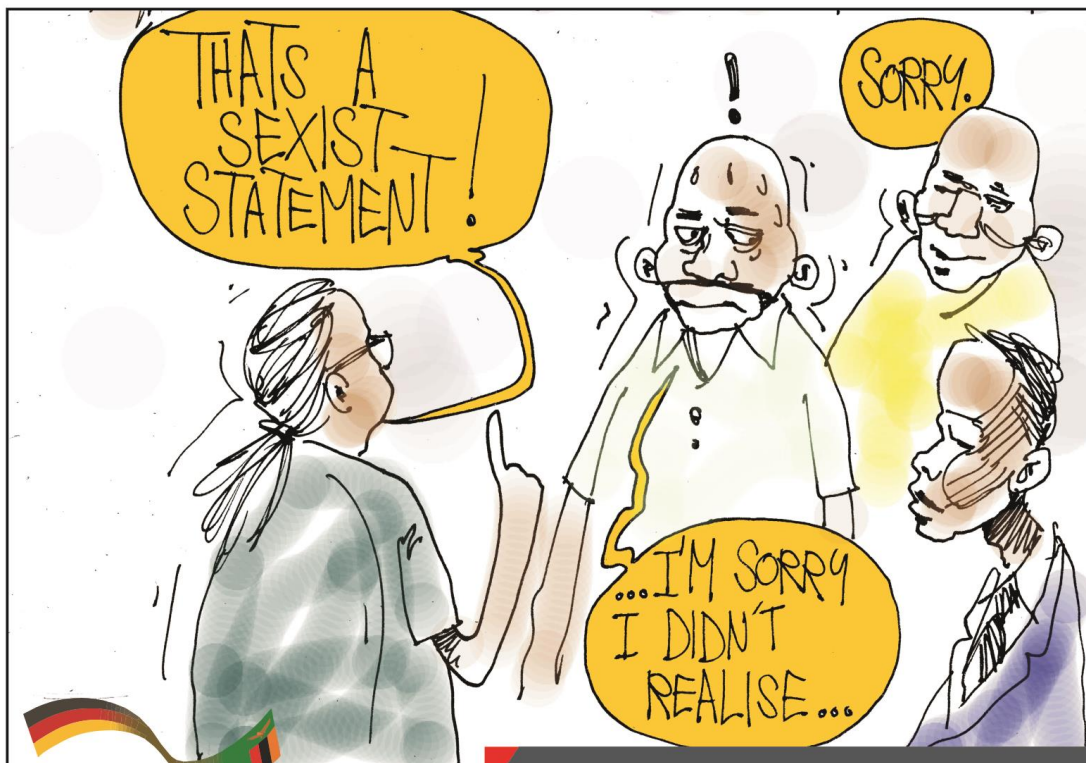


Gender sensitive corporate culture:

MAKE EQUALITY OUR CULTURE

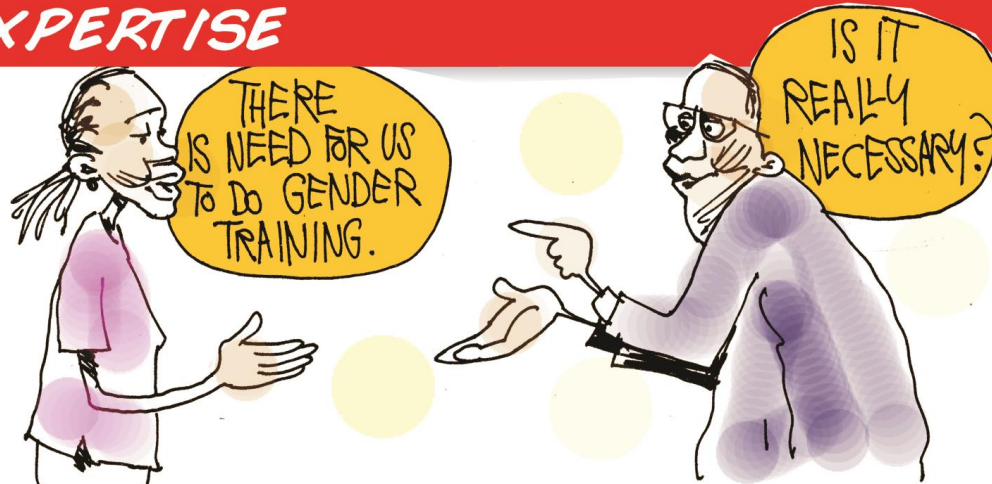


Design by Kiss Brian Abraham



Gender competence:

GENDER MAINSTREAMING NEEDS EXPERTISE



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GENDER COMPETENCE - STAFF MEMBERS HAVE THE KNOWLEDGE AND INFORMATION THEY NEED TO ALLOW THEM TO WORK IN A GENDER-SENSITIVE MANNER.

Gender equality within the company:

WOMEN CAN LEAD



Design by Kiss Brian Abraham

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GENDER EQUALITY WITHIN THE COMPANY –
MEN AND WOMEN WORKING TOGETHER ON EQUAL TERMS AND
A BALANCED GENDER RATIO ACROSS ALL HIERARCHICAL LEVELS
AND FIELDS OF RESPONSIBILITY WITHIN THE COMPANY.

Process adjustment:


GENDER MAINSTREAMING IS A QUALITY ISSUE



**GENDER
MAINSTREAMING
MAKES
PROGRAMMES
ACHIEVE
BETTER
RESULTS.**

Posters of programs:

Reform of the water sector (RWS):



EQUAL PARTICIPATION OF MEN AND WOMEN IN WATER MANAGEMENT

I'M SO GLAD THAT MANY PEOPLE ARE FETCHING TREATED WATER HERE.

WATER KIOSK

BECAUSE OF THIS KIOSK, MY FAMILY IS VERY HEALTHY!

german cooperation
DEUTSCHE ZUSAMMENARBEIT

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REFORM TO THE WATER SECTOR

Competitive African Cotton Initiative (COMPACI):

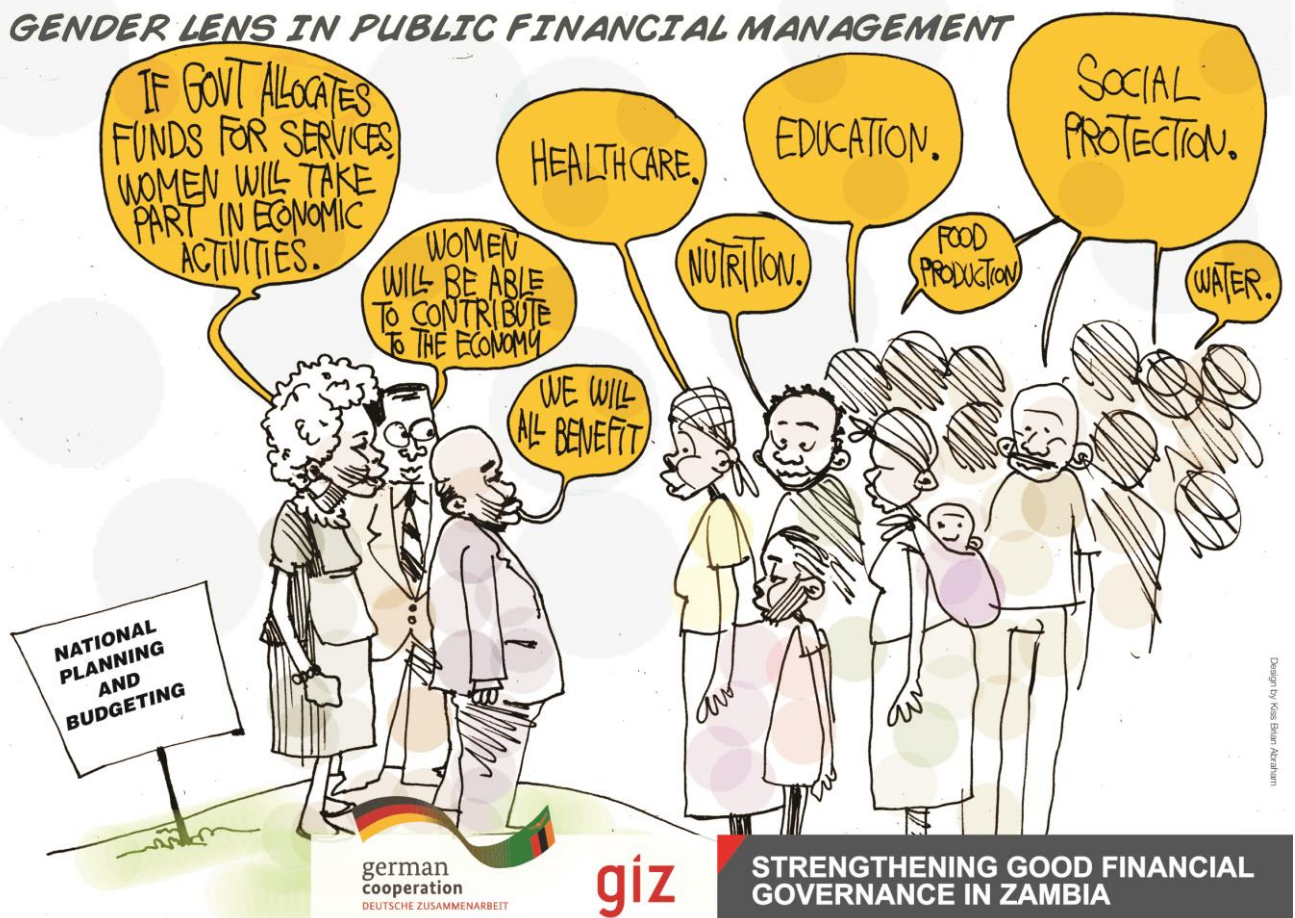


Civil society participation program:

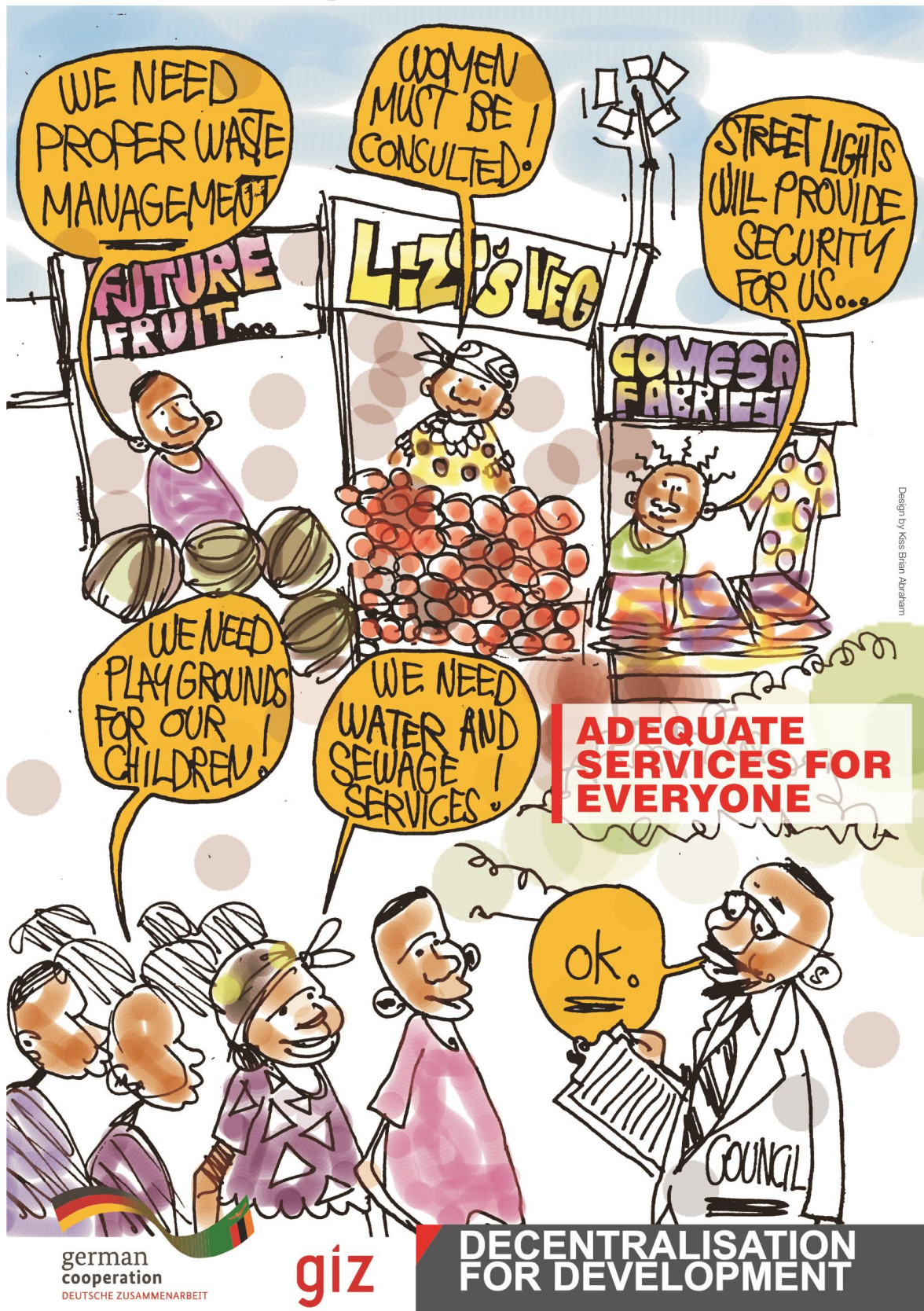


Strengthening good financial government (GFG):

GENDER LENS IN PUBLIC FINANCIAL MANAGEMENT



Decentralization for development (D4D):





Country office:

