



GENDER EQUALITY

A GOAL IN ITSELF
AND A QUALITY FEATURE
OF OUR WORK!

Giving consideration to gender equality
makes our work more effective
and achieves more sustainable results.





GENDER PAYS OFF!



“The culture of Bwisya did not allow women to raise income for their families – villagers believed that if women would generate an income they would undermine the men in the clan. But now there has been drastic development as compared to before electrification without creating new tensions, and I would encourage GIZ to continue supporting our women”.
Oru Yona Magero, Bwisya village chairperson

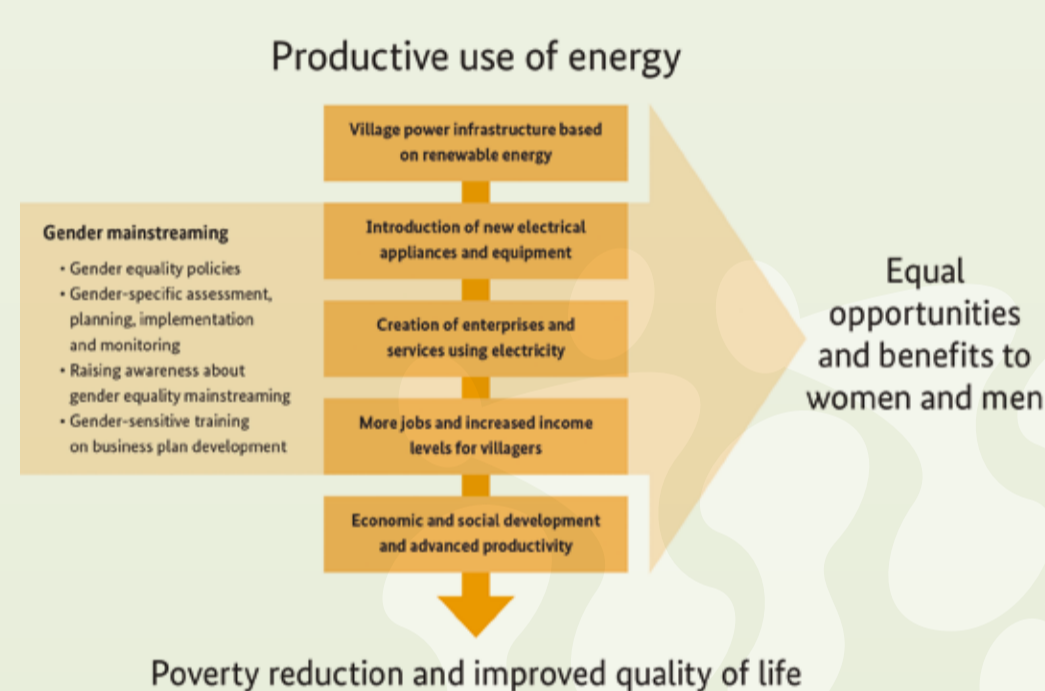
UNLOCKING BENEFITS OF ELECTRIFICATION FOR WOMEN (UBEW)

BWISYA VILLAGE, UKARA ISLAND, VICTORA LAKE, TANZANIA

CREATING WOMEN BUSINESSES AND IMPROVING QUALITY OF LIFE

CONTEXT AND INITIATIVE

According to the 2017 Global Gender Gap Report, Tanzania ranks 68th out of 144 countries in terms of women’s economic participation, and is far away from closing the gender gap. Access to and utilization of electricity in Tanzania continues to be highly gender-imbalanced, with men predominantly regarded as the primary producers and productive users of electricity. Thus, JUMEME, a micro-utility that implements and operates Solar-Hybrid Mini-Grids in remote settlements in Tanzania with co-funding from EU and the Energy and Environment Partnership, used to focus on male-owned businesses. With most village men and leaders being worried that allowing women to become entrepreneurs would make them too independent, leading to social problems within families and in the village, JUMEME’s local staff was not willing to take the risk of doing business with women. Thus, women did not have access to financing; neither did they have sufficient self-confidence to start their own business or the courage to approach male customers directly when trying to sell their products. The “Unlocking Benefits of Electrification for Women” (UBEW) project initiated by GIZ was set-up to addressing gender roles, changing business culture and practice and unlocking women’s potentials. UBEW is a development partnership between JUMEME and the GIZ Sustainable Energy programme, GIZ’s Employment and Skills for Eastern Africa initiative (E4D/SOGA) and



We promote the productive use of energy and gender equality in village electrification

commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). Since 2017, GIZ is collaborating with the UK Institute of Development Studies and the Economic and Social Research Foundation to provide scientific evidence of the benefits for a gendered approach.

GENDER – A QUALITY FEATURE OF OUR WORK

BEW follows a systematic approach to promote equal employment benefits for men and women from village electrification projects with the vision to establish a Rural Energy Agency (REA) Gender Policy for all rural electrification projects. Today REA aims at financing energy access projects with due regards to gender and the National Gender and Sustainable Energy Network is working closely with all stakeholders to explain the benefits of electrification for women and creating new or better jobs. JUMEME is even considering offering special unsecured loans for women.

GENDER IMPACT

The UBEW project has changed gender perceptions and transformed life for many women in Bwisya. Women entrepreneurs are now seen as potential engines of development in the community. They are adding value to what they sell and manufacture products such as mosquito nets that used to be imported to the island.

GIZ and JUMEME are preparing to scale-up the project activities to reach up to 80,000 people in the Victoria Lake.



“The village leaders initialla did not believe that we could become entrepreneurs. Now we have proven that woman can succeed in business and also become role models for others.”
Osula Karu, Bakery owner

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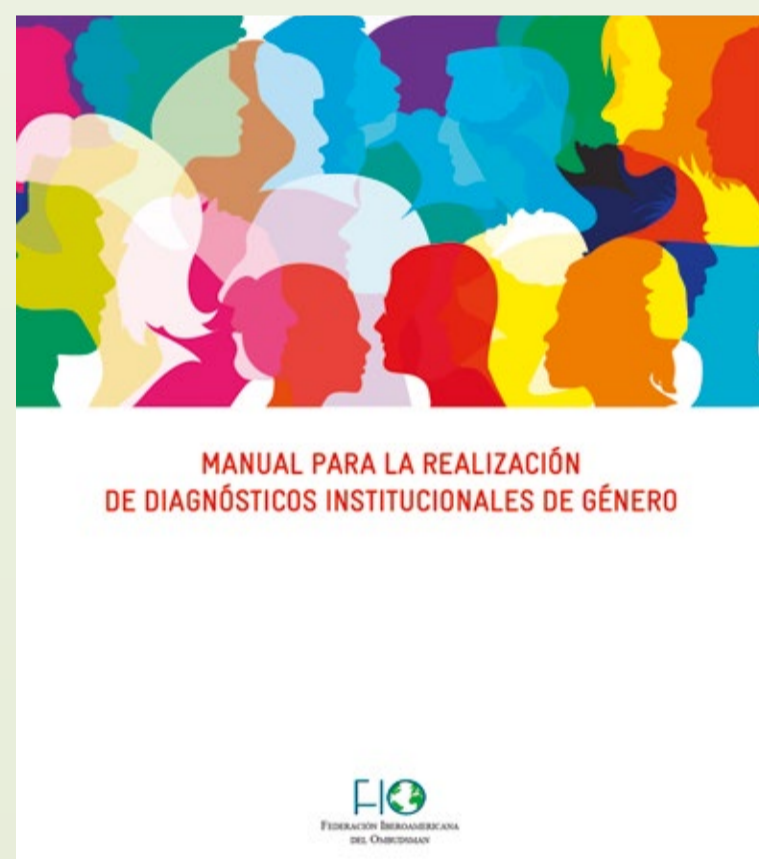


THE “GLASS CEILING” FOR WOMEN ALSO EXISTS IN NATIONAL HUMAN RIGHTS INSTITUTIONS

STRENGTHENING OMBUDSMAN INSTITUTIONS TO PROTECT VULNERABLE GROUPS (PROFIO)

CONTEXT AND INITIATIVE

At first glance, the world of ombudsman institutions in Latin America is female: The majority of the staff is female and in almost all institutions, there is a specialized unit dealing with women's rights. Yet, this reality is different: While women submit a large majority of claims directed at the Ombudsman Offices across Latin America, only one third of the Ombudspersons are female. Moreover, almost 75% of the decision-making positions of these bodies are held by men. Very often, the human resource management in the Ombudsman institutions lacks designated mechanisms for the promotion of qualified women, and staff members regularly report a work climate that is hostile to the integration of gender-specific concerns. To change this, the GIZ programme for the strengthening of the Ibero-American Federation of Ombudsman Offices (PROFIO) conducted trainings targeted towards breaking down organizational barriers and putting an end to gender-based stereotypes and discrimination – breaking the glass ceiling (“techo de cristal”). At the beginning of the



programme, none of the more than 100 human rights institutions in Latin America had a strategic work plan with a gender perspective, nor a gendered policy, nor a clear approach to gender mainstreaming. PROFIO is implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development.

GENDER IMPACT

Together with the FIO-Women's Rights Network (Red de Defensorías de Mujeres), which is part of the Ibero-American Federation of Ombudsman Offices the programme designed a results-oriented learning process to strengthen institutional capacities for gender mainstreaming with the following characteristics: regional diversity (five teams), interdisciplinary (senior management, administration, women's adjunct), team commitment, three face-to-face workshops, three final products per institution. Almost all National Human Rights Institutions in Latin America have participated so far.

GENDER – A QUALITY FEATURE OF OUR WORK

During the trainings, mixed teams from the Ombudsman Offices developed three products:

- 1) an institutional Gender Diagnostic,
- 2) an institution-wide Gender Policy, and
- 3) a Gender Action Plan.

15 Ombudsman Offices have successfully completed the training and have produced the before mentioned policies. Based on the evaluation of the trainings, PROFIO produced two online trainings, one on Violence against Women and one on Gender and Human Rights. In addition, monitoring resulted in the foreseen development of three further manuals. All studies and material developed are publicly available on the programme's website. Almost all the institutions have modified their registration systems and other protocols to be able to provide differentiated attention according to the different needs of women, men, and other groups, such as LGBTI, and indigenous peoples. Cooperation with the Ombudsman Office in Costa Rica has been particularly successful, as it resulted in the incorporation of an indicator on sexual harassment into the national indicator framework.

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GIZ/KfW Pakistan Safety and Security Information Brief



PAKISTAN: GENDER AND SECURITY

MAINSTREAMING GENDER IN THE GIZ RISK MANAGEMENT OFFICE

CONTEXT AND INITIATIVE

Presently, GIZ employs around 45 international and 350 national staff and implements projects throughout Pakistan, a male and Muslim dominated country. Cultural as well as gender notions differ considerably from Western norms with gender mainstreaming often considered to be a theoretical and donor-driven approach. Women and men in society and at home struggle with different problems and concerns when it comes to security issues. GIZ and KfW staff members regard intercultural and gender related problems as interrelated and occurring on various private and professional levels such as social interaction, emergency and other. The GIZ/KfW Risk Management Office (RMO) has taken up gender and gender equality issues and made them part of the mandatory security briefings for new comers and returning visitors to Pakistan.



The RMO, established in 2012, has 17 staff members: 13 in Islamabad (11 male and 2 female) and one Regional Risk Management Advisor

(RRMA) in each of the four Pakistani provinces, namely Punjab, Sindh, Khyber Pakhtunkhwa, and Baluchistan.

GENDER – A QUALITY FEATURE OF OUR WORK

In order to contribute to the implementation of GIZ's Gender Policy and guiding principles the RMO is actively promoting gender responsiveness and gender equality in three areas:

- **Awareness and gender knowledge:** Development and amend RMO documents and training materials to address and reflect on gender and cultural considerations.
- **Gender competence:** Provide tailor made, participatory trainings and workshops on gender and cultural considerations on demand to GIZ Pakistan staff, involving all senior male and female staff on a rotation basis. Increase the number of female professionals working for the RMO by encouraging women to take up full and equal responsibilities as a "Security Focal Point" or a "Floor Marshal". Provide the opportunity to talk to either female or male RMO staff.
- **Strategic endeavours:** Continuously identifying specific threats, needs and gaps related to gender in safety and security and prioritizing future actions to address among others: travel-related risks, sexual harassment and strategies on how to handle injured male/female staff in an emergency.

GENDER IMPACT

The situation is far from perfect. Continuous feedback and improvement is needed to further improve the gender responsiveness of the RMO documents and training materials, to reach out to and follow-up on the staff members. Key outcomes so far are:

- Numerous RMO documents reflect gender / cultural considerations
- Functional structures within the RMO responding to gender issues in a safety or security situation, according to questions such as: Where and why are women insecure? Where and why do women have a perception of insecurity?
- Openness to the issue of gender and other subjects that at first glance are not related to safety and security
- The number of female Security Focal Points (3 out of 25) and Floor Marshals (7 out of 33) is increasing.



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GENDER PAYS OFF!



'WHERE THERE'S A WILL, THERE'S A WAY'

GIZ UGANDA'S WORKPLACE GENDER MAINSTREAMING

CONTEXT AND INITIATIVE

Many of Uganda's developmental issues can be traced back to underlying Gender inequalities. Over half of married women report to have experienced violence by their partner. Internationally, Uganda has the highest percentage of women (40%) and men (36%) who agree that wife beating is acceptable. Another alarming statistic is that 90% of Ugandan women report to have been sexually harassed at their workplace by male seniors.



Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people face discrimination, with over 90% of Ugandans in favour of laws restricting their rights. With that in mind, GIZ Uganda mainstreams gender in all its activities, targeting both beneficiaries, partners and staff. Specifically for its staff, GIZ offers a comprehensive workplace programme that addresses gender justice and gender equality, HIV, health & well-being and disability inclusion. The workplace programme aims at raising awareness and

building the capacity of GIZ employees, in order to help them both in their personal and professional life.

GENDER – A QUALITY FEATURE OF OUR WORK

For both internal and external implementation of the "GIZ Uganda Workplace Programme" Uganda established a Mainstreaming Task Team (MTT) and a full-time mainstreaming advisor position. Each development programme implemented by GIZ Uganda has appointed a MTT focal person. The MTT believes that 'where there's a will; there's a way' and determinedly continues to create the change they want to see. To be successful in their work, the MTT receives and facilitates trainings on topics such as harmful gender norms, roles and responsibilities of Gender Focal Persons, gender mainstreaming in GIZ, gender inequalities at the work place and the GIZ Safeguards+Gender Management System. Other gender-related activities are: Development and implementation of a sexual harassment policy; mentorship programme for young female GIZ staff; establishment of a

breast-feeding/resting room; monthly talks/engagements on gender related topics like menopause, human rights of LGBTI, gender-based violence, women's land rights, writing a will, healthy relationships, effective communication, sexual harassment, anger management, parenthood and many more. Additionally, gender-relevant information is disseminated through flyers, posters, stickers, information boards, quizzes and a newsletter.

GENDER IMPACT

Olga Namatovu, one of the young female colleagues who took part in the mentorship programme, had this to say: 'It has been an exciting learning journey. I have been able to build resourceful networks and share work experiences with senior professionals.' A survey conducted by GIZ in nine African countries in late 2017 found that our staff have a positive attitude towards gender equity and reject gender-based violence. 80% of them report to have neither experienced nor heard of any form of harassment at the workplace and 70% would be comfortable to work with a person from the LGBTI community. These numbers show stark differences compared to those in the general population.



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GENDER EQUALITY FOR ALL

STRENGTHENING THE HUMAN RIGHTS OF LGBT PERSONS IN UGANDA

CONTEXT AND INITIATIVE

Trans- and homophobia are entrenched in the Ugandan society and LGBTI are discriminated in various fields of their daily lives. Morals and values play an important role in Uganda and are often put above the law. The marginalization of women and LGBTI are very similar and result from the idea that there are only two sexes, male and female, biologically determined at birth, and that this dictates who we are. Gender is the decisive factor in discrimination against LGBTI. It is not only a legal issue, but it is also an attempt to define, normalize and impose on others narrowly defined gender norms. Breaking up these norms is as vital to equality for LGBTI as it is for women, gender justice and true gender equality.



GENDER – A QUALITY FEATURE OF OUR WORK

The “Strengthening Human Rights in Uganda” project, which is a component of the “Strengthening Govern-

ance and Civil Society in Uganda” programme, promotes non-discrimination and gender justice for all irrespective of their sex, sexual orientation or gender identity. The programme is implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). To advocate for the human rights of LGBTI the project uses a legal and human rights based approach and arguments based on the Ugandan Constitution and Uganda’s international legal obligations. It applies strategic litigation to change some of the discriminatory laws in Uganda and international mechanisms such as the Universal Period Review (UPR). It works with human rights and LGBTI organizations as well as the Uganda Human Rights Commission (UHRC) and the Equal Opportunity Commission (EOC) and is known for its “match-making” – bringing together state and civil society actors. The project also engages in capacity development of its partners as well as state actors such as the police.

GENDER IMPACT

On a conceptual level, the programme contributes to gender equality by challenging gender norms and stereotypes, which harm both women and LGBTI. It’s the project’s achievement that the UHRC and the EOC opened up for dialogue on gender justice and now handle cases of LGBTI. Due to a constitutional petition by one of its civil society partners, a section of the

Equal Opportunities Commission Act that had barred the commission from investigating any matter involving behavior, which is considered to be ‘immoral and socially harmful or unacceptable by the majority of the society in Uganda’, was declared null and void by the Constitutional Court.



Another great success was the initial training of police officers on the human rights of LGBTI and the fact that the police has developed ownership of the trainings and is now asking for an upscaling. Within the framework of a co-financing agreement with the European Union, the work with LGBT will undergo a significant upgrade and will be extended to other regions in the country in the near future.

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GENDER AUDITS: AN INNOVATIVE TOOL FOR GOOD GOVERNANCE

INSTITUTIONALIZING GENDER MAINSTREAMING IN MIDDLE EASTERN PUBLIC INSTITUTIONS

CONTEXT AND INITIATIVE

Women's political participation in the Middle East is among the lowest worldwide. A goal of the programme Strengthening Women in Decision Making in the Middle East – LEAD is to support an enabling environment for gender equality and women's leadership in political and public life in Palestine, Jordan and Lebanon. The programme is implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Focusing on the local governance level LEAD works with local institutions and civil society. The main tool used to create a gender-responsive organizational culture and work environment is the Participatory Gender Audit (PGA).



LEAD supported the ILO certification of 5–7 PGA facilitators from each partner country, amongst them the first certified PGA-auditors in Jordan and Lebanon. Through practical experience and a network for exchange and joint learning, they are empowered to facilitate PGA on demand for the LEAD programme and beyond.

GENDER – A QUALITY FEATURE OF OUR WORK

PGAs initiate multi-layered sustainable change: from perceptions and attitudes to systematic institutional change by embedding gender principles and approaches into formal structures and processes, by looking at and providing recommendation on following themes:

- Gender equality issues within work units' context, existing gender expertise in terms of competence and capacity building;
- Gender inclusion in public institutions' objectives and programmes during work implementation and selection of partner organizations;
- Information and knowledge management and gender equality as reflected in the public institutions' products and overall image;
- Staff recruitment and human resources, decision making, and organizational culture;
- Achievements in the field of gender equality integration.

GENDER IMPACT

Municipalities, which completed the audit, are adopting and following-up on the recommendations. Male decision makers, who were involved in the Gender Audits in Palestine, are familiar with and supportive of gender sensitive approaches in the work of the local government and at ministries. The Palestinian Ministry of Local Government is institutionalizing gender unit/focal points in the audited municipalities, with clear roles and

responsibilities. In addition, 12 gender-sensitive indicators have been included in the ministry's monitoring system for municipalities. The National Commissions for Women in Lebanon and Jordan are committed and engaged in supporting and implementing PGA in national and local institutions, and advocating for the systematic use of the tool by public institutions. The main partner in Lebanon, the National Commission of Lebanese Women is applying the concept to support gender mainstreaming in Ministries.



The trained facilitators in Lebanon are in the process of conducting PGA in three major political parties with other commissioners. Other development agents also adopted the approach in their work. In Jordan, the Ministry of Municipal Affairs and the Jordanian National Commission of Women, a semi-governmental actor, collaborate towards a common goal with a civil society organization in three ongoing audits of municipalities, not a usual form of partnership in the region.

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REBUILDING LIFE FROM RUBBLE

EARTHQUAKE AFFECTED WOMEN BUILD THEIR COMMUNITIES BACK BETTER IN RURAL AREAS OF NEPAL

CONTEXT AND INITIATIVE

In Nepal, women are usually assigned traditional gender roles related to the care economy with limited access to markets, education, health care, and decision-making processes. Thus, the loss of lives and the destruction of houses and household assets, destruction of water supply and sanitation facilities caused by the earthquake in 2015 had a particularly negative bearing on women in most affected districts (26.5 per cent female-headed households). In response, the Recovery Programme Nepal (RPN) applied a well-researched, gender-responsive and in parts gender-transformative approach to the relief, livelihood support, health, reconstruction and education interventions. RPN commissioned by the German Federal Ministry for Economic Cooperation and Development paid special attention to gender and intersections with ability, age, and status in all relevant activities. The programme promoted affirmative action and took advantage of the changing social norms due to the crisis and catastrophe.

GENDER – A QUALITY FEATURE OF OUR WORK

RPN collected sex-disaggregated data and ensured that targeted activities are designed to include both men and women for rebuilding their communities.



The project promoted equal pay and the design and application of special training packages for women on reconstruction. Youths, male and female, received vocational training. Whereas, women were trained in food processing and the production of biodegradable sanitary pads but also in traditionally male dominated construction related professions. Women received leadership training and capacitated to raise their voice and actively participate in maintenance committees (33% female members). In line with the GIZ Gender Strategy RPN also promoted women's empowerment and gender equality within its own GIZ team.

resistant homes. Women cooperative members trained as masons constructed their cooperative building, which also deepens their confidence and cohesion. Access to new agriculture technology allows women farmers who were previously working only for self-sustenance to sell their production commercially, addressing food deficits in the area. Today, women's active participation in economic and community life is valued and they control the income they earn. Men on the other side are supporting their wives in domestic household and care work.



Within a short time, the project earned the appreciation of development partners, government and non-government offices, featured in Nepal's media and was able to create a sense of pride and ownership in the community for the gender approach. A (former) GIZ female employee even became the first elected female Vice-President of a Rural Municipality after earning the trust and support of the local community.

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GENDER IMPACT

1018 women (48% of all participants) attended masonry, electrician and carpentry trainings and are currently working in tandem with men rebuilding their communities with earthquake



GENDER IN AGRICULTURAL VALUE CHAIN PROMOTION

EMPOWERING FEMALE FARMERS IN SELECTED AFRICAN VALUE CHAINS

CONTEXT AND INITIATIVE

“The African farmer and her husband...” This proverb entails in essence the importance of women in the African agricultural sector: women form the backbone of African smallholder farming. However, significant gender inequalities can be found in people’s access to key productive assets and services: land, labour, financial services, water, rural infrastructure, technology, and other inputs. Moreover, the gender division of labour in rural African families disadvantages women and puts a heavy burden on their shoulders.

This issue was actively included when designing the value chain projects of the umbrella programme Agricultural Value Chains for Sustainable Development (A4SD) commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). A4SD provides the umbrella to four large scale projects: the Competitive African Cotton Initiative (COMPACI), the Competitive African Rice Initiative (CARI), the Competitive Cashew Initiative

(ComCashew), and the Sustainable Smallholder Agribusiness Link Programme (SSAB). These projects work in 15 African countries and have secured – amongst others – funding from the European Union and the Bill and Melinda Gates Foundation and cooperate with more than 150 partners from the public and private sector.

GENDER – A QUALITY FEATURE OF OUR WORK

A4SD’s overall goal is to contribute to the achievement of the Sustainable Development Goals (SDGs) by promoting selected agricultural value chains and by mobilizing private sector interest in (gender)-inclusive business with smallholder farmers. A4SD stimulates women’s active participation and gender equality in all segments of the value chain. It does so e.g. by means of animated videos and gender training materials. A4SD addresses stakeholders from female farmers’ to extension agents, to women active in processing, to female sector experts. In the train-

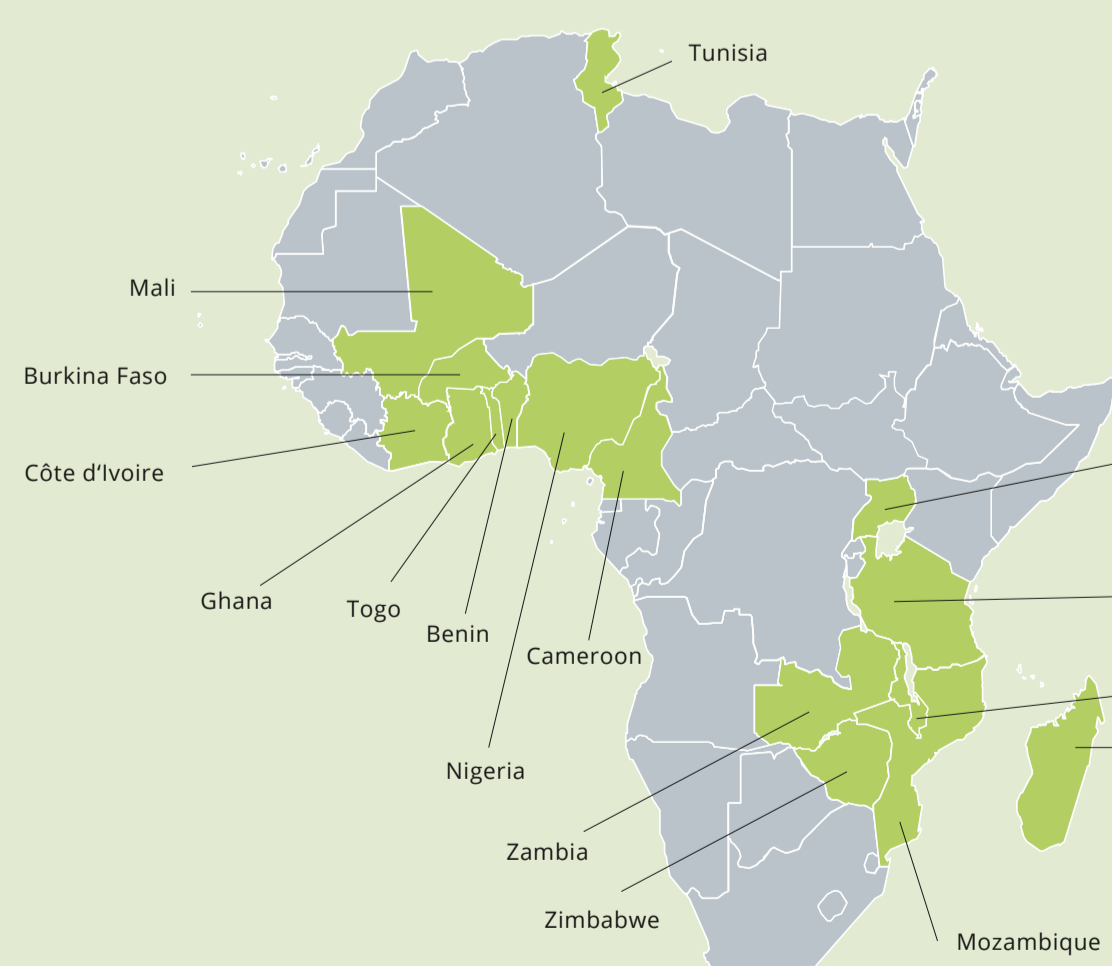
ings, men and women learn side by side how to apply Good Agricultural Practices (GAP) on their fields. Farmer Business School (FBS) strengthens smallholders’ business attitudes, their management and bookkeeping skills. These are necessary to be able to get a credit or to access other agricultural inputs, important points to strengthen female farmers’ agency.

GENDER IMPACT

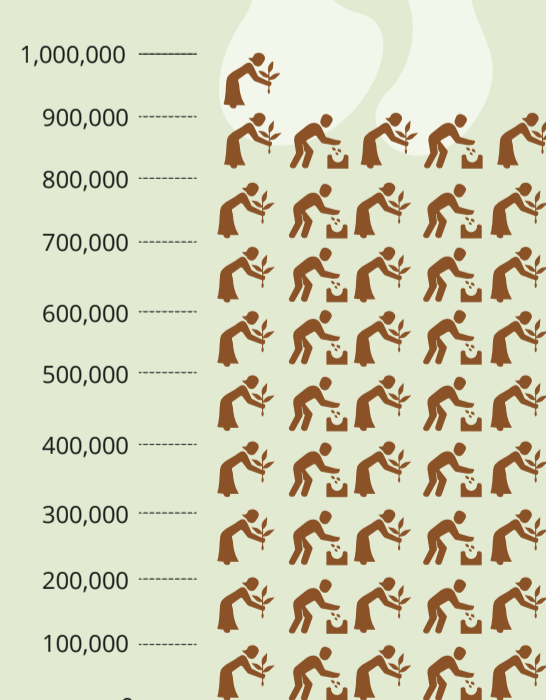
The projects have had considerable impact on the lives of women. Thus, more than 1.8 million farmers have been trained in GAP and in FBS – 400,000 of them were women. On average, men and women increased their income by up to 150% by implementing lessons learnt in GAP and FBS training. A farmer’s testimony: After attending FBS training, the life of Bibiane Ndzana seriously changed: “After FBS in 2012, I do my cropping calendar and my operating account for my farms regularly. I apply the Good Agricultural Practice and plan my expenditure. I save and I am qualified for loans. I diversified production including groundnut. I increased my profit from 1,200 EUR from 4 hectares in 2013, to 5,500 EUR from 6.5 hectares in 2015. I pay my children’s school fees easily now.”

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 = 20,000
2017
> 900,000
smallholders trained



Farmer Business School (FBS) in Africa



TRANSLATING GIZ GENDER STRATEGY INTO PRACTICE

MILESTONES IN THE PROCESS OF INSCRIBING GENDER INTO THE CORPORATE DNA AT GIZ IN MOROCCO

CONTEXT AND INITIATIVE

Starting with the designation of two new Gender Focal Points in 2015, the GIZ Office in Morocco worked towards the implementation of the GIZ Gender Strategy through a strategic and concerted effort. In early 2016, the Gender Focal Points organized a series of workshops involving the Country Director, the Cluster Coordinators and the Project Representatives in order to find structural and sustainable solutions for the implementation of the Gender Strategy. Supported by an international gender expert they identified three priority themes for the GIZ Morocco Office, which are: Gender competency, promotion of gender equality on a project level, and reconciliation of professional and private life.



GENDER – A QUALITY FEATURE OF OUR WORK

In response to the three priority themes GIZ Morocco developed its first Gender Action Plan and carried out a series of 2,5 day gender training courses for colleagues from the five

GIZ clusters in Morocco, notably Environment–Climate, Energy, Governance, and Sustainable Economic Development as well as an on-boarding session on “Gender at GIZ” for new national staff.

Stepwise additional Gender Focal Points (GFP) were appointed, ten at the level of the Sector Clusters and two for the GIZ Office as such. The Country Office established a “Gender Circle” to institutionalize the work of the fourteen GFP. In addition, various staff events promoted Gender Equity and the GIZ Gender Strategy and encouraged exchange on mixed leadership or experiences with regard to gender mainstreaming at project level. In 2018 GIZ Morocco endorsed a more extensive 2018+ Gender Action Plan that translates the strategic elements of the GIZ Gender Strategy into 32 concrete actions for implementation in Morocco.

GENDER IMPACT

Gender is part of the country strategy and a standing agenda item in the on-boarding programme for new national staff. Fifty staff members have been trained to efficiently promote gender equality in their projects. A standard for the general part of the GIZ Gender analyses is applied and enhances the analyses’ quality and saves time and efforts during the conception of new projects. Particularly strong and strate-

gic cooperation exists with the Energy Cluster at the GIZ Morocco Office. As a pilot project, the Gender Focal Points together with the cluster prepared a SWOT analysis of the cluster’s portfolio from a gender perspective, including the partners from the Moroccan Ministry for Energy, Mines and Sustainable Development.



As a direct impact of the concrete recommendations made, the Ministry has now established its own “Gender Cell”. Since January 2018 GIZ Morocco supports the ministry in the training and organizational development of this new structure. The same approach shall be applied within other GIZ clusters. Finally, a gender-sensitive system monitors the development of the staff structure and marks a first step towards the development of a Gender Equity Policy for national staff.

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#eSkills4Girls

A GLOBAL INITIATIVE TO PROMOTE THE DIGITAL INCLUSION OF WOMEN AND GIRLS

CONTEXT AND INITIATIVE

For digital technologies to unfold their positive potential on Gender Equality and Women's Empowerment, the gender digital divide has to be overcome – this is the main message of the BMZ initiative #eSkills4Girls. Currently, women only hold 24 percent of all jobs in the ICT industry and more than 250 million fewer women than men have access to the internet. The sector project “Digital Development” supported the German Federal Ministry for Economic Cooperation and Development (BMZ) to establish an international dialogue on the participation of women and girls in the digital world during the German G20 presidency. As a result, the Heads of State and Government endorsed a statement on #eSkills4Girls as an annex to the G20 Hamburg Summit Declaration.



The joint statement calls for closing the gender digital divide by overcoming barriers to women's and girls' access to, and use of digital technologies and for promoting their education, employment and entrepreneurship opportunities.

GENDER – A QUALITY FEATURE OF OUR WORK

To address gender stereotyping in the tech industry, the project conducted a study on female role models and produced a video, fostered innovation by the means of a Hackathon, established an #eSkills4Girls network in African countries and initiated new country specific interventions in collaboration with other ongoing projects. In addition, G20 member states agreed to share best practices on an online platform.

The latter was developed by the sector project in a collaborative effort and with the support of a consortium of international organizations – ITU, UN Women, UNESCO and OECD. Of particular relevance for the success of the initiative was the cooperation with like-minded countries including South Korea and Canada, who have adapted their political agenda by addressing the issue. To promote innovation and sustainable change, the cooperation with the private sector was vital: Together with Google, first ideas to implement joint activities have been developed – others have already yielded first results.

GENDER IMPACT

Within only one year, the #eSkills4Girls initiative achieved the following:

- Promoting role models of women and girls in tech,
- Setting up new networks to foster learning between grassroots initiatives,

- Strategic partnerships with the private sector to promote local innovations,
- An online platform to facilitate knowledge exchange,
- And implementation of new projects by G20 countries.



In 2018, three new #eSkills4Girls projects are starting in Mozambique, Cameroon and South Africa with a total volume of 8 Mio. Euro. The initiative has also been taken up by the Abidjan Action Plan decided upon by the African Union and the European Union. And the sector project Digital Development, together with BMZ and UNESCO, has assumed the leadership of the Skills Coalition of EQUALS – a multi-stakeholder partnership to achieve gender equality in the digital age.

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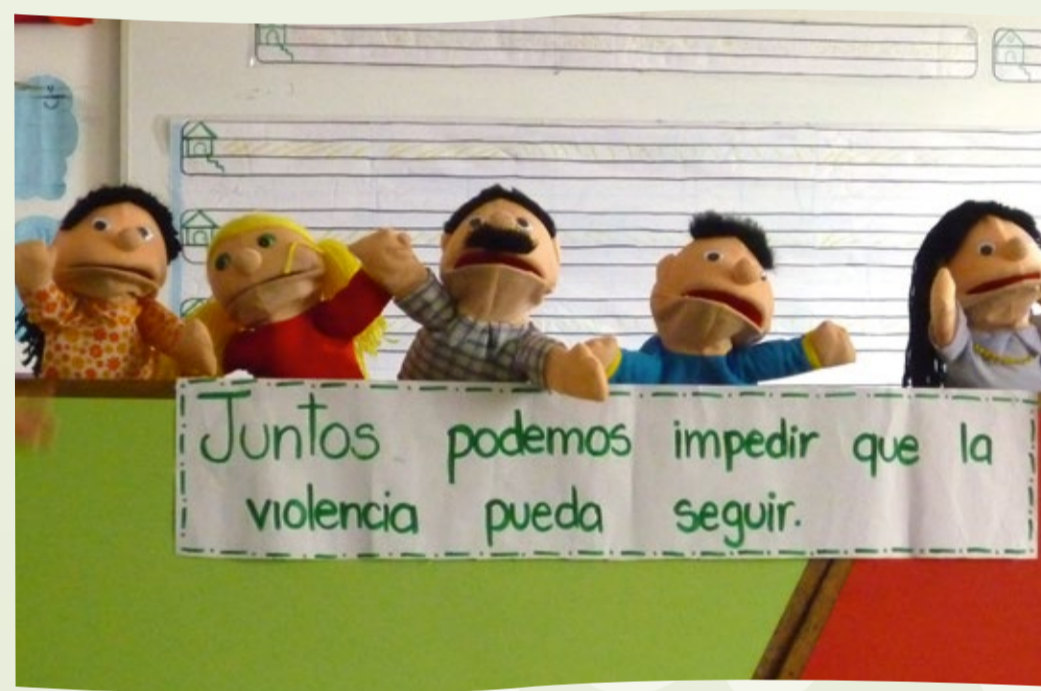
STRONG TOGETHER: STOPPING VIOLENCE IN ITS TRACKS

REGIONAL PROGRAMME COMVOMUJER, PERU

CONTEXT AND INITIATIVE

In Peru, despite the law having made progress, violence against women (VAW) is still a serious human rights issue. It affects 68.2% of women who have a partner (ENDES, 2016) and has negative impacts on society and public health. The prevention and eradication of VAW is a critical and relevant societal challenge. So in order to take effective action, prevention must start at the earliest ages.

Fe y Alegría, one of the most prestigious educational institutions in Peru providing high quality, value based education to an impoverished and excluded population, and Combat violence against women in Latin America (ComVoMujer), implemented "Strong together" ComVoMujer is a regional programme commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). "Strong together" is a methodology for primary prevention that promotes a change towards equal socio-cultural patterns between men and women, strengthens self-esteem and rejects all forms of VAW. The tool, focused on 6- to 9-year-old children, favors reflection about the relationship dynamics characterized by gender-based violence through a series of creative and playful activities.



GENDER – A QUALITY FEATURE OF OUR WORK

Fe y Alegría between 2016–2017:

- Trained 585 teachers in 32 schools on the main concepts of VAW and this methodology.
- Implemented the programme with more than 9,000 children (4,489 girls and 4,606 boys) through 5 interactive exhibitions: "Boys and Girls are equally capable"; "Violence damages us"; "We are valuable"; "Together against Violence" and "Raise your Voice".
- Complemented the tool with a video game (APP) for kids.
- Implemented sessions with 2,480 parents to discuss VAW.
- Involved 1,686 teenagers, 132 high school teachers and 433 students from 5th to 6th grade.

In its report to the Office of the UN High Commissioner for Human Rights, the German government has acknowledged the German translation of „La Ruta Participativa” as one of the concrete steps taken to combat gender stereotypes among children and in schools.

IMPACTS & RESULTS

- Since 2012, Strong together has been implemented with educational institutions, women's and civil society organizations and companies, reaching 17,000 children and more than 1,700 facilitators, not counting those in Honduras and Germany.
- It was incorporated into the curriculum of Education, Psychology and Social Work faculties in universities in Ecuador and Bolivia.
- It has been implemented in Germany by the RheinMain University, which translated it into German (MamMut) and English.
- It was incorporated into the Green Prevention List and is part of the new plan for the rights of children and adolescents in Germany.
- The Department of Social Work of the RheinMain University will continue implementing it in the next years.

ComVoMujer distributes lessons learnt and results of its interventions on its website and through its social media accounts, as well as through regular reporting.

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BE BOLD FOR CHANGE

GIZ INDONESIA: PROMOTING GENDER EQUALITY AND WOMEN'S RIGHTS

CONTEXT AND INITIATIVE

Indonesia has ratified the major international conventions that uphold principles of gender equality and empowerment of women. Nevertheless, there is a wide gap between the content of the Indonesian laws and their applications. The Setara Institute for Democracy and Peace has recorded a total of 154 religion-based gender biased regulations in 76 regencies and cities across the country, including some that restrict women's control over their own bodies. This negative trend is also visible with the view to the Global Gender Gap Index. Over the last ten years, Indonesia slipped from rank 68 down to rank 88.

GENDER – A QUALITY FEATURE OF OUR WORK

In line with the GIZ Gender Strategy and corporate values the GIZ Country Director together with the Directors of Administration, Finance and Human Resources takes a highly visible approach to promote gender equality within GIZ and the cooperation with its partners at policy and project level.



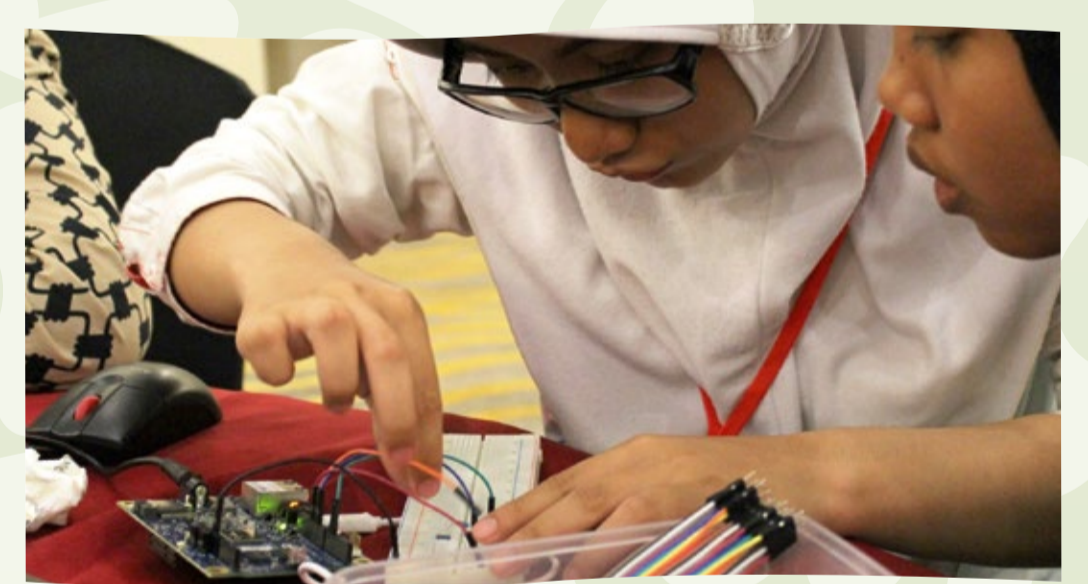
A full time gender focal person, appointed at country level, is provided with the necessary resources, involved in key processes and capacitated to coordinate the GIZ Gender Working Group (GWG) Indonesia, Timor-Leste and ASEAN. The GWG established in 2013 engages in sensitization, capacity development and knowledge management.

The flagship of the GWG is the "Communicating Gender Award" and events within the GIZ Gender Week. These events offer space for a high-quality exchange on gender as well as excellent networking opportunities with other organizations. In 2017, the GWG developed a Training Campaign: "Fit for Gender Mainstreaming", which conveys a comprehensive understanding of the the GIZ Gender Strategy and its role within the structure of GIZ, the concept of Gender and of guidelines, knowledge platforms and instruments for gender mainstreaming in the project cycle.

IMPACTS & RESULTS

- Gender is an integrated component of the introductory course for all new employees,
- In 2017, 35 GIZ staff members attended the "Fit for Gender Mainstreaming" training,
- Gender issues were tackled in the Communicators Training, conducted by AIZ,

- The Gender Focal Point conducted a specific training on Gender and Communication for the communications officers in the projects,
- The active participation of the GWG in the development of a new strategy for national personnel (NP) development secured the availability of sex-disaggregated data and anchoring of the implementation of the Gender Strategy as an objective in the Human Resources Guidelines for National Personnel in Indonesia.



A particular success of the GWG at the project implementation level is the technical support of the Girls Innovation Camp (keyword: Empowering) of the SED-TVET project in October 2016, today known and featuring as a best practice within the framework of the #eSkills4Girls initiative and a factsheet produced by the German Federal Ministry for Economic Cooperation and Development (BMZ).

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EMPOWERING WOMEN THROUGH ACCESS TO JUSTICE

GIZ'S PROMOTION OF THE RULE OF LAW PROJECT, AFGHANISTAN

CONTEXT AND INITIATIVE

In Afghanistan, customary values and patriarchal norms entail many restrictions for women, despite their constitutionally guaranteed rights to equality and free movement.

Women are poorly represented in public offices, particularly in the justice sector. Their interests and needs are often disregarded when new laws are drafted. In rural areas, women often cannot move freely, which impedes their access to justice institutions such as courts, public lawyers and so-called *Huquqs*.

The Afghan Ministry of Women's Affairs (MoWA) is responsible for promoting gender equality and empowerment of women in social, economic and political life. In practice, the MoWA was neither involved in draft laws processed by the Ministry of Justice (MoJ), nor was it represented on local level in the provinces.

GENDER – A QUALITY FEATURE OF OUR WORK

To warrant the participation of MoWA in the legislative process, the project "Promotion of the Rule of Law" (RoL) engaged in negotiations between MoJ and MoWA to set up a coordination mechanism. RoL is implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). The coordination mechanism allows MoWA to comment on legislative drafts at



an early stage to ensure that women's rights and perspectives are considered. On 29th July 2015, a Memorandum of Understanding has been signed between the MoJ and MoWA as a first step towards a sustainable mainstreaming of gender-relevant aspects in legislative documents.

In order to improve women's access to legal services in everyday life, RoL inaugurated so called Volunteer Gender Focal Points (GFPs) at district level. The GFPs are respected women in their communities, who voluntarily assist women seeking advice and disseminate legal information. They close the gap between district level and the representation of MoWA at provincial level.

These efforts were widely acknowledged, especially among justice institutions and civil society organizations. The Dutch and Finish governments have supported the establishment of the GFPs under the co-financed programme "Improving Justice for Women" (IJW).

IMPACTS & RESULTS

MoWA representatives attended 33 legislative sessions at the MoJ and

shared comments and recommendations from a gender perspective. Regular quarterly meetings have been installed for inter-ministerial discussions between MoWA and MoJ. The intervention of MoWA prevented that the Law on the Elimination of Violence against Women (EVAW) was merged with the newly codified Criminal Code. This was a particular achievement in the fight against gender-based violence.



Through the GFPs, hundreds of women in need of legal aid have received information about the law and been referred to the relevant justice providers. In the new project phase, which started in November 2017, GFPs will also be linked to a legal helpline system. They will be able to connect women in need of legal advice to legal clinics at universities or to refer them to the competent authority.

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EMPOWERING GENDER THROUGH WATER WISE PLUMBERS

TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING FOR JORDANIANS AND SYRIAN REFUGEES

CONTEXT AND INITIATIVE

In Jordan, the educational system ensures equal access to girls and boys, women and men. This has provided a highly educated female population with the potential to advance Jordan's economic, social, and political development. Despite this, women in Jordan often remain sidelined and deprived of the ability to unleash their potentials due to enduring social norms and traditions. Against this background and the fact that plumbing in Jordan has been a men's (only) occupation, while water management inside the house is the housewife's responsibility the German Federal Ministry for Economic Cooperation and Development (BMZ) and GIZ support the Ministry of Water and Irrigation in promoting employability and economic empowerment of women in the water sector.



GENDER – A QUALITY FEATURE OF OUR WORK

The Women Wise Plumbers Initiative applies a gender-transformative approach: training both men and women in plumbing as a certified occupation from the Jordan Vocational Training Cooperation. While certified male plumbers easily find employment in the labour market this is not the case for women. Gender disaggregated data and a results based monitoring system were instrumental in identifying opportunities to empower women, improve their confidence and self-esteem and build their leadership capacity and organisational skills. Female plumbers were also supported to acquire additional licenses from the Jordanian Centre of Accreditation and Quality Assurance "CAQA" to work as plumbers and establish Wise Women Plumber Cooperatives (WWPC).

IMPACTS & RESULTS

The WWPC provide the female plumbers with a legal and socially accepted framework to work independently and provide diversified water-saving and water loss-reduction services not only to private homes but also to institutions (e.g. schools for girls, universities, clinics). To further enhance the women's ability to compete in a male dominated sector WWPC also offers a fully equipped plumbing toolbox and training on businesses skills and plans resulting in increased income.



WWPC has a great impact on women as most of them had never worked outside the house before or generated any money. The social acceptance of women plumbers is now different from 4 years ago. The support of governmental institutions and public NGOs is reflected in the National Women Plumbing Campaign under the umbrella of the Ministry of Water and Irrigation or via the different NGOs and local cooperations willing to adapt the same concept to their societies. Cooperation with other GIZ projects in Jordan like "Promotion of training to improve efficiency in the water and energy sector – TWEED" and "Water Programme" are helping to ensure sustainable outcomes.

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CBE COMMITMENT AND PROMISE



REPORTING

Develop a set of supply-side indicators on women's access to and use of financial services by the end of 2018



MEASUREMENT

Determine the baseline gender gap by the end of 2018



TARGET

Halve the gender gap by 2021

EGYPTIAN WOMEN'S FINANCIAL INCLUSION JOURNEY: A ROADMAP

EMPOWERING WOMEN TO CONTROL THEIR FINANCIAL LIFE

CONTEXT AND INITIATIVE

Gender equality concerning the access to financial resources and services is a key issue in order to promote women's empowerment as well as economic growth and sustainable development. While the positive impact of financial inclusion is widely acknowledged, women remain disproportionately excluded from the formal financial system.

The Cairo based regional programme "Promotion of the Microfinance Sector in the MENA Region (MFMR)" covering Egypt, Jordan, and the Palestinian Territories assists policymakers, regulators and relevant stakeholders in strengthening the legal and regulatory frameworks for financial inclusion with special focus on raising awareness of women's distinct financial needs. To achieve this, MFMR draws on the Policy Brief: "Advancing African Women's Financial Inclusion", published by GIZ MFW4A revealing experience and lessons learnt from countries like Zambia, Mozambique and Ruanda where GIZ has accompanied similar reform processes.

GENDER – A QUALITY FEATURE OF OUR WORK

MFMR facilitates collaboration, knowledge exchange and peer-to-peer learning at a regional and national level and between state, private sector and non-state actors. Together with the Arab Monetary Fund (AMF) and the Alliance for Financial Inclusion

(AFI) GIZ MFMR launched the Financial Inclusion Initiative for the Arab Region (FIARI), secured much needed support for the formulation and implementation of a regional Action Plan for Women Financial Inclusion and the AFI Network Commitment to Gender and Women's Financial Inclusion. MFMR efforts are highly recognized, and secured the GIZ program commissioned by the German Federal Ministry for Economic Cooperation and Development additional EU financial support.



In Egypt, MFMR works on women's economic empowerment as part of its overall support on financial inclusion to the Central Bank of Egypt (CBE).

IMPACTS & RESULTS

The policy advocacy and interventions of MFMR with the CBE has helped bringing Egyptian women's economic and financial inclusion as a high priority on the agenda.

On the national level, the government has made gender equality and women's empowerment a priority, which is evident in its Sustainable Development Strategy (SDS) "Egypt Vision 2030" that addresses gender equality and women's empowerment under each of its pillars.

CBE has signed a Memorandum of Understanding (MoU) with the National Council for Women (NCW) committing to cooperate on among others:

- Setting clear targets for women's financial inclusion as part of the women 2030 strategy,
- Increase women's access to formal financial services through Digital Financial Services (DFS) at competitive price and quality,
- Issuing the legal and regulatory frameworks conducive to promote women's financial inclusion,
- Identifying the rural women facilitators in all governorates and building their capacity to raise awareness on financial education and promote banks' financial products.

CBE also entered into a collaboration with NCW and the 50th Forum, which includes the 100 most influential women in the Egyptian society across different industries. Jointly they launched the "Women Mentor Programme / WMP", which is geared towards women's empowerment and leadership promotion.

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GENDER PAYS OFF!



IMPLEMENTING UNSCR 1325 IN THE SADC REGION

WOMEN'S PARTICIPATION IN PROMOTION OF PEACE AND SECURITY

CONTEXT AND INITIATIVE

The GIZ Peace Security and Good Governance Programme (PSGG) commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) supports the Southern African Development Community (SADC), one of the five Regional Economic Communities in Africa. PSGG's main objective is to ensure that the conditions for peaceful development in the SADC region are strengthened in accordance with the African Peace and Security Architecture (APSA) and the African Governance Architecture (AGA). Within the Peace and Security Sector the GIZ/SADC cooperation commits itself to promote women participation and full involvement in accordance with the commitments of the United Nations Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325).



GENDER – A QUALITY FEATURE OF OUR WORK

The programme's effort is aligned with the obligations of the UNSCR 1325 and contributes to the global Agenda 2030 and the continental

Agenda 2063. The Programme supports regional and national capacity building measures and policy development for the prevention of conflicts their mitigation and successful management in cooperation with the SADC Gender Unit, UN Women, the EU, and the United Nations Department of Political Affairs.

The unique approach including the 3 different angles of PSGG – policy development, preventative diplomacy and post conflict reconstruction – to promote gender equality is highly recognised by SADC and its 15 member states.

IMPACTS & RESULTS

Through PSGG, SADC was able to facilitate the development of a Regional Action plan in response to UNSCR 1325 which was endorsed by 15 SADC member states.

The SADC secretariat and regional stakeholders have established mechanisms that provide guidance for the empowerment of women and gender equality. Affirmative action was taken to ensure that women actively participate and contribute to peace in the region: 30% of all participants of SADC mediation trainings and trainings for civilians were women. As a result, women's share of mediation experts, who take part in SADC led regional and national mediation processes, now stands at 30%. Female civilians being part of the SADC

Standby Force boosts women's empowerment and gender equality within peace support operations and ensure that the needs and demands of women in preventative diplomacy are represented and addressed.

On the basis of a regional analysis of Gender Based Violence (GBV) SADC acknowledges that GBV is one of the worst forms of human rights violation in the SADC Region and commits itself to developing an action plan against GBV in (post-) conflict situations. Furthermore, GBV as a human rights violation will be integrated in the National Action Plans to operationalise UNSCR 1325.

All initiatives impact directly on the role of women and gender equality on regional and national levels.



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WOMEN MOVE THE CITY!

DRIVING CHANGE IN GHANA'S PUBLIC TRANSPORT SYSTEM

CONTEXT AND INITIATIVE

Public transport in Ghana's capital Accra is strongly dominated by men and almost entirely provided by self-organized small scale private mini-bus operators. Questionable driving attitude among the operators and male drivers leads to a high rate of accidents. In order to change this situation, Accra Metropolitan and the Ministry of Transport commissioned a Bus Rapid Transit System (BRTS) from the Swedish manufacturer Scania. BRTS aims at creating around 600 new jobs offering health insurance, regular working hours and a salary comparable to that of a teacher. To ensure the availability of qualified drivers and mechanics, Scania formed a Strategic Alliance with the Governmental Technical Training Center in Accra under the Ministry of Transport, the 'West-African Transport Academy WATA' and with GIZ under the develoPPP.de Programme, commissioned by the German Ministry for Economic Cooperation and Development (BMZ). German automotive suppliers Bosch, ZF and Wabco also joined this strategic alliance.



GENDER – A QUALITY FEATURE OF OUR WORK

With only one female student among the first batch of 212 trainees, the strategic alliance realized the need for affirmative action. With a special campaign "Women Moving the City" they reached out to Ghana's public to mobilize women who were interested in becoming professional bus-drivers.

In order to lower the threshold for women, the alliance liaised with Ghana's Drivers and Vehicle Licensing Authority to design a special training for female bus drivers. The campaign was a success: more than 380 women applied and 60 qualified. In 2018, WATA will train another 300 bus drivers and the partners expect even more female applicants. At the end, the ratio will be at least 20% of women – and these 20% will serve as role models for their male colleagues!

IMPACTS & RESULTS

Two good reasons to raise the number of female commercial drivers convinced the BRTS-operator. International studies show that women are less aggressive behind the wheel than men, which translates into less accidents, less wear on the vehicles and better fuel efficiency – three important economic factors for a company running a fleet of a few hundred buses. Scania Director West-Africa hopes that male drivers will adapt a more "feminine" driving style, with the effect of significant cost reduction.

In December 2017, the female pioneers gained a prominent fan: German Federal President Frank-Walter Steinmeier visited them. Together they put a face to this gender transformative approach and small revolution in Accra's public transport system.



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GENDER PAYS OFF!



PATHS ARE MADE BY WALKING

GIZ BOLIVIA: COMMUNITY OF PRACTICE GENDER AND INTERCULTURALITY

CONTEXT AND INITIATIVE

The plurinational state of Bolivia shows one of the highest indicators of gender-based violence and femicide in the Americas. Statistically, 7 in 10 women will experience some sort of violence in their life, most likely during a romantic relationship (INE, 2016). Being otherwise a relatively non-violent society, these numbers derive from still considerably strong patriarchal structures and a widely prevalent culture of “machismo”. Furthermore, women in Bolivia continue to work primarily in the informal sector, resulting in less access to social security, health care, labour protection, and, most importantly, to a stable income. In order to tackle this social problem in various sectors and from different angles, GIZ Bolivia is emphasizing the main-streaming of gender and interculturality across all its programmes and projects organised in the “Grupo Temas Transversales”, a designated community of practice.

GENDER – A QUALITY FEATURE OF OUR WORK

Following the logic of the Capacity WORKS process framework, the community of practice is a self-organized body, comprised of the respective focal points of each project, two country-wide Focal Points, a representative of the AHK (German Chamber of Commerce) and colleagues in charge of knowledge management at the Bolivia Office. Nurtured by the knowledge of



the collective, each focal point serves as much as a support for their respective project activities, as they do as trailblazer in areas where applying gender sensitive approaches does not seem to be apparent.

Operating on the basis of its own annual plan, the group counts on the financial support of each project of GIZ Bolivia. The financial independency allows for offering further sensitization and knowledge management activities, the dissemination of gender related, country specific information among field staff, as well as conducting commemorative events, like the International Day for the Elimination of Violence against Women on 25th November. Additionally, the community of practice offers internal capacity-building strategies like one-on-one collegial advice on request, and conducts desayunos dinamicos, also known as business breakfasts, to initiate its bi-monthly meetings. The methodology enhances the exchange between the focal points to harness existing knowledge and experiences as a source of information in further activities with colleagues, counterparts and beneficiaries.

IMPACTS & RESULTS

With a series of different measures, the community of practice is promoting an intra-organizational learning process that makes use of the staff's potential. This includes the incorporation of a capacity-building workshop on masculinities in GIZ Bolivia's regular training programme. Two groups of men have already been trained as trainers to work with their male colleagues to question gender-stereotypes and discriminating behaviour within the organization and its counterparts. Furthermore, good practices in gender mainstreaming from each project were compiled to design and produce a folder in a functional format. It now serves as a manual of useful examples for everyone to inspire future activities. In 2018, the elaboration of an amplified digital version is intended.



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