



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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