



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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