



Fig 1: Women's March Jakarta 2017 (© Ihrcke-Caudri 2017)

## 1. Corporate Culture

The Country Director as well as the director of Administration, Finance and HR take a highly visible approach to promote gender equality. The country director ensures that a gender focal point (SFF – development worker) is appointed at country level, involved in key processes and provided with the necessary working time (100 percent as Gender Focal Point) and managing budget:

- Gender has been discussed in all ZAK-meetings;
- In the relevant documents (Project offer, impact matrix, Gender Analysis, etc.) gender has been mostly taken into account;
- The Gender focal at country level has been involved in planning processes prior to appraisal missions or project progress missions.
- Individual meetings have taken place in order to support the projects in order to prepare gender analyses.

To ensure that gender issues are considered at all management levels, a gender strategy was developed in 2013 and implemented in 2014. Since then Gender related issues were occasionally discussed in management team meetings.

Furthermore, in the beginning of the year 2016 a working group was founded to develop a strategy for national personnel (NP) professional development so that they can meet the demands of the labour market and take more leadership responsibilities. The gender focal

point at country level was in regularly exchange with the Director of Administration, Finance and Human Resource Management regarding the implementation of the Gender Mainstreaming strategy. The result of these meetings are, the availability of gender aggregated data of national personnel as well as the anchoring of the implementation of the gender mainstreaming strategy as an objective in the Human Resources Guidelines for National Personnel.

## 2. Gender Competence and Cooperation

To ensure support structure (gender focal points) at departmental and country level, gender working group was established in 2013 and equipped with sufficient financial resources (annual budget approximately 20.000 Euro).

With the beginning of 2017 the group meeting regularly held at

least every 4 weeks. As a part of the knowledge management, all relevant documents are stored at the DMS: <https://dms.giz.de/dms/llisapi.dll/app/nodes/81836375>



Fig 2: Panel Be bold for Change (© Ihrcke-Caudri 2017)

The flagship of the Gender Working Group is the “Communicating Gender Award” as well as the events within the Gender Week. At the event: "Be bold for change. Sustainable Development Goals: Ensuring no one is left behind "On March 9, 2017, more than 55 people participated. On the one hand, this event offers space for a high-quality exchange on gender as well as excellent networking opportunities with other organizations. Corresponding reports were distributed in the GIZ-wide forums.<sup>1</sup>

A particular success for the sustainable work of the Gender Working Group supervised by the Gender Focal Point is the technical support of the Girls Innovation Camp (keyword: Empowering) in the context of the SED-TVET project. It is a best practice and within the framework of the # skills4girls, a fact sheet was produced by the BMZ. The experience

<sup>1</sup> <https://gc21.giz.de/ibt/var/app/wp385P/2371/index.php/panel-be-bold-for-change-sustainable-development-goals-ensuring-no-one-is-left-behind/> | <https://gc21.giz.de/ibt/var/app/wp385P/2371/index.php/communicating-gender-award-2017-indonesia-timor-leste-and-asean/>

gained was tracked and updated in the new project ISED (Inclusive Business and Technical and Vocational Education and Training).

In 2017 the Gender working group Indonesia, Timor-Leste and ASEAN developed a Training Campaign: "Fit for Gender Mainstreaming". In total,

three Workshops took place and more than 35 colleagues participated in the workshops. In six different sessions, the training gave an overview about a comprehensive understanding of the concept of Gender; an overview of guidelines, knowledge platforms, and instruments for Gender Mainstreaming (Gender Analysis and Gender-sensitive monitoring) and their implementation; and an overview about the GIZ Gender Mainstreaming strategy and its role within the structure of GIZ.

The Moderators of the workshop were Ms. Olin Monteiro, Founder, and Director of ARTforWOMEN and National Coordinator in Indonesia for Peace Women across the Globe Indonesia and Mr. Alexander Ihrcke-Caudri, Gender Focal Point Indonesia, Timor-Leste and ASEAN. As part of the knowledge management all documents, presentations, and further material can be found in DMS under: <https://dms.giz.de/dms/llisapi.dll/app/nodes/118626780>

To improve the work of the Gender Working Group, a Gender Equality Capacity Assessment took place. The information of individual capacity related to gender equality and the empowerment of women within the GIZ provides very useful information which are used to determine future training activities, conducted by the Gender Working Group.

The topic of Gender was also incorporated in the Communicators Training, conducted by the AIZ, in November 2017. The Gender Focal Point planned and hold a specific training session about Gender and Communication for the Communications officers in the Projects in GIZ Indonesia.

Furthermore the topic of gender is an integrated component of the introduction course for new employees



Fig 3: Fit for Gender Mainstreaming (© Ihrcke-Caudri 2017)



Fig 4: Training "communicating projects" (© Ihrcke-Caudri 2017)

and at least one workshop a year takes place to raise the awareness of gender along the working environment.

**The three key success factors are:**

- 1) Advocate as often as possible for the issue of Gender Mainstreaming and identify the windows of opportunities for anchoring Gender Issues within the Project Cycle;
- 2) Beware about the individual behaviors of the AV's and take their behavior into consideration for a smooth advocating strategy - be always one step beyond them and present a win-win situation to anchor Gender Issues;
- 3) Time for the work as Gender Focal Point (100 percent funded through SFF) at country level and the political will of the country director who ensures the participation of the Gender Focal Point at the Management meetings.

**The major challenges are:**

- 1) The Lack of knowledge about the GIZ Gender Strategy, the instruments of Gender Mainstreaming like Gender Analysis, Gender Indicator, Impact-Matrix and the intercultural awareness about the structural discrimination of women in Indonesia (Macro, Meso and Micro Level);
- 2) The individual behavior of the responsible person, who need to be convinced and the lack of sanctions if the requirements for the Safeguards + Gender or reporting about Gender are not fulfilled
- 3) "My project has nothing to do with Gender" or "My project will close in three month, how I can achieve this Gender Indicator".

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