

Gender reloaded:
Vision needs Attitude –
Attitude meets Action



**Step it up for Gender Justice
at GIZ and around the world**

As a federally owned enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development.

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Preface

The targeted promotion of gender equality and the elimination of existing gender-based discrimination are vital in assuring the quality of our work. They are important aspects of GIZ's strategic orientation and vision, 'We work to shape a future worth living around the world'. Thus, it is indispensable that we actively address gender justice and equality, in order to close existing gender gaps and achieving the Sustainable Development Goals (SDGs). We need to build on and further enhance our individual and collective efforts, expertise, competence, networks, partnerships and actions. In this way, we can most effectively contribute to a feminist development policy and cooperation and a feminist foreign policy – unfolding their potential and impacts!

The GIZ Gender Strategy "Gender reloaded: Vision needs Attitude. Attitude meets Action" pays tribute to this. The strategy provides guidance and a solid accountability framework. One of the actions within this framework is the Gender Competition - it sparks and brings to light innovation and excellence.

Every two years GIZ staff members around the world are invited to participate in the GIZ Gender Competition in three categories.

- GG2** Gender equality is the main objective of the project/programme and is fundamental to its design and expected results. The project/programme would not have been undertaken without this objective.
- GG1** Gender equality is an important and deliberate objective, but not the principal reason for undertaking the project/programme.
- GM** Gender Mainstreaming within the company, at organizational unit or country level.

In 2022 we received a total of one-hundred-ten competition entries from Africa, Asia, Eastern Europe, Latin America, the Middle East and Germany. Eighty-one of them relate to projects and programs implemented on behalf of the German Government and other commissioning parties. They are complimented by twenty-nine well documented internal efforts to promote gender competence and gender justice within our company and beyond. The award-winning contributions range from facilitating new commitments and standards at international level to empowering women to take over leadership roles and positions within their communities. They bring light to the gender and corruption nexus and build capacities of individuals and entire companies to drive fair and ethical business. They challenge existing gender norms and stereotypes and transform the way people of different gender relate to and interact with each other. They build bridges between and facilitate networks of different development actors and lay the foundation e.g. for gender smart solutions to development and climate financing. They invest in gender competence of GIZ staff members, partners and beneficiaries and facilitate gender transformative change at country and sector level.

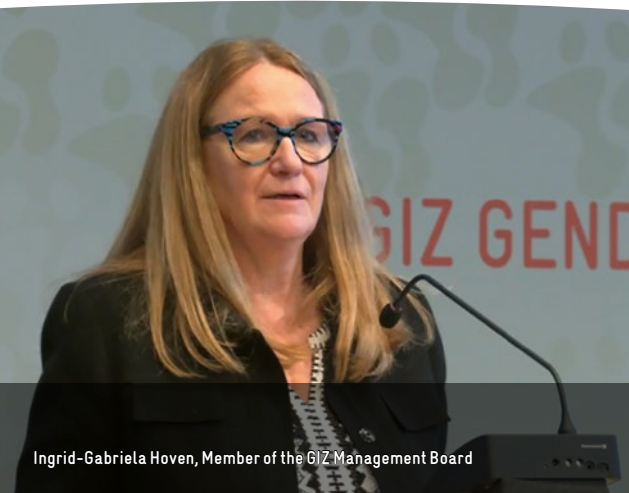
Enjoy learning more about the top performers of GIZ's Gender Competition 2022 and some of our contributions to the advancement of gender justice at GIZ and around the world covered in this publication. Visit the GIZ Gender [Website](#) for more in-depth information on all 110 competition entries and GIZ's activities during our Gender Weeks.



Ingrid-Gabriela Hoven
Member of the
GIZ Management Board



Dr. Dirk Aßmann
GIZ Gender Ambassador



Ingrid-Gabriela Hoven, Member of the GIZ Management Board



GIZ Gender Award 2022 – Winning teams

Content

Imprint	2
Preface	3
Content	4
Step it up for gender justice at GIZ and around the World	6
GIZ Gender Competition 2022: Award winning projects and programmes	10
SOUTHERN AFRICA: GENDER MAKES BUSINESS SENSE (GMBS)	10
PHILIPPINES: IMPROVING MENSTRUAL HEALTH THROUGH WASH IN SCHOOLS	11
GLOBAL: A GENDERED APPROACH TO ANTI-CORRUPTION	12
GERMANY: INSURESIENCE CENTRE OF EXCELLENCE ON GENDER-SMART SOLUTIONS	13
PAKISTAN: PARENT TEACHER COUNCILS	14
GERMANY: TRANSFORMING GENDER ROLES, ACHIEVING EQUALITY	15
EL SALVADOR: JOINING EFFORTS FOR GENDER TRANSFORMATION	16
EGYPT: PROMOTING GENDER EQUALITY IN GIZ EGYPT	17
The Women's Empowerment Principles at GIZ	18



GIZ Gender Competition 2022: Gender Mainstreaming Contributions 20

GERMANY: GENDER-SENSITIVE EVENT MANAGEMENT – CHECKLIST FOR PRACTITIONERS 21
BRAZIL: INCLUSIVE AND NON-SEXIST LANGUAGE (LINS) IN BRAZIL 22
GERMANY: WOMEN’S ECONOMIC EMPOWERMENT (WEE) TEAM 23
JORDAN: JORDAN GENDER WORKING GROUP – 16 DAYS OF ACTIVISM AGAINST GENDER- BASED VIOLENCE 24
RWANDA: FROM POLICY TO ACTION 25
CAMBODIA: GENDER AT THE HEART OF GIZ CAMBODIA 26
TOGO: GIZ TOGO – ENGAGE: GENDER EQUALITY AT THE CENTER OF OUR ACTIVITIES. 27

GIZ Gender Competition 2022: All 81 project-based contributions by main SDG 28

MALI: CHANNELS OF HOPE: CATALYSING POSITIVE CHANGES. 32
NEPAL: #NEPALSMENSTRUALMOVEMENT IS REACHING MILLIONS 33
INDIA: WINCUBATE: TRAINING INCUBATORS ON WOMEN-CENTRIC BUSINESS SUPPORT 34
GLOBAL: THE POTENTIAL OF INCLUSIVE BUSINESS 35
MOZAMBIQUE: WOMEN ECONOMIC EMPOWERMENT THROUGH BAOBAB FRUIT COMMERCIALIZATION 36
INDIA: IGEN – ACCESS TO ENERGY IN RURAL AREAS II 37
GERMANY: WOMEN GOING DIGITAL 38
SYRIA: SAFE ACCESS TO DIGITALIZATION FOR WOMEN 39
KENYA AND SENEGAL: GENDER MAINSTREAMING IN ENERGY AND CLIMATE PROGRAMS 40
ZAMBIA: WOMEN WATER LEADERS 41
GERMANY: AGENDERSSETTING AT THE WORLD BANK GROUP 42
AFRICA: THE INSPIRING AFRICAN WOMEN LEADERS IN PEACE & SECURITY PROGRAMME. 43
PAKISTAN: EXCHANGE PLATFORMS IMPROVE SERVICE DELIVERY FOR WOMEN 44
COLOMBIA: STRENGTHENING WOMEN’S POLITICAL INCIDENCE IN COLOMBIA 45

Step it up for gender justice – How LGBTI inclusion in development cooperation creates a future worth living for everyone 46

SOUTH AFRICA:
GENDER BASED VIOLENCE PREVENTION WITH FOCUS ON LGBTI DISCRIMINATION IN SCHOOLS 48
CENTRAL AMERICA: PERSPECTIVES FOR VULNERABLE GROUPS IN CHALLENGING TIMES 50
RWANDA: SENSITISATION IN A CHALLENGING CONTEXT 51
CAMEROON: “ACCESS TO HEALTH CARE AND SERVICES FOR ALL”. 52
WESTERN BALKANS : TOWARDS GENDER RESPONSIVE APPROACHES TO TRAFFICKING IN HUMAN BEINGS 53
COLOMBIA: IN COLOMBIA, WE ARE MAKING TRANSITIONAL JUSTICE MORE GENDER-RESPONSIVE 54
MEXICO: GIZ GUARANTEES A SAFE WORKSPACE FOR EVERYONE 55
UGANDA: EMBRACE GENDER DIVERSITY – PROTECT SEXUAL MINORITIES! 56

GIZ Gender Award 2022: Background information, websites and videos 58

Useful external websites and sources 62

Step it up for gender justice at GIZ and around the World

2020 and 2021 have been marked by the COVID-19 pandemic and deepened existing inequalities and gender injustices. In light of this many international, regional and national organizations and entities redefined their policy priorities and strategic objectives with regard to gender equality and raised the level of their ambitions. On the ground, GIZ projects and programs had to find ways and means to curb the impacts of the pandemic and adjust their interventions. The video “Building more inclusive and gender-equal societies post COVID-19”, which can be found on the GIZ Gender Website, provides brief insights.

As a federally owned enterprise, GIZ bases its actions on the legal and political commitments of the Federal Republic of Germany. We are further guided by international and European standards and commitments.

Gender reloaded: Vision needs Attitude – Attitude meets Action – the slogan of the GIZ Gender Strategy could also stand for the ambitions of the German Coalition Government. With its Coalition Agreement it has taken a very clear stand on gender justice, intersectionality and diversity: “Our maxim is a free society in which equality between women and men is realized and different life plans and biographies have their place. ...

We are committed to an intersectional gender equality policy in the EU and internationally.” Both the BMZ and the German Foreign Office have committed to concerted actions to overcome structural injustices, promote societal diversity, and strengthen the rights, resources and representation of women and girls worldwide in the sense of a feminist development and feminist foreign policy.

The importance of a comprehensive and holistic approach to gender equality and gender justice for all is underlined by newest developments finding women

- forced out of public offices and spaces,
- forced to comply with rules and regulations on mobility and dress codes dictated by authoritarian bodies
- denied the right to decide over their own bodies, (inter)actions and future and men
- forced to be separated from the families and engage in a war imposed on them.

It needs joint and concerted efforts, clear decisions, and decisive actions to realize the overall goal to end gender injustice, gender-based discrimination and disadvantages shaping and effecting people’s lives, dignity, and wellbeing. The graph below “the state of gender gaps” shows existing gender gaps and prevailing challenges by 2021.



Source: World Economic Forum. Global Gender Gap Index. 2021.
Note: Population weighted averages for the 156 economies featured in the Global Gender Gap Index. 2021.

IMPRESSIONS FROM THE 2022 GIZ GENDER AWARD CEREMONY



Dr. Dirk Aßmann, GIZ Gender Ambassador, and Dr. Angela Langenkamp, GIZ Gender Commissioner



Wendy Zavala Escobar, Gender Focal Person, and Christel Weller-Molonga, Director Rural Development and Agriculture, receiving the award for the contribution “Transforming gender roles, achieving equality”

To generate action for the rapid advancement in closing existing gender gaps and promoting gender justice nearly 50.000 representatives of governments and civil society, as well as international organisations and the private sector engaged in the *Generation Equality Forum* (June/July 2021). Together they launched six dedicated ‘action coalitions’ and adopted a five-year *Global Acceleration Plan for Gender Equality* based on a series of specific, ambitious, and transformative measures, including financial commitments worth USD 40 billion. The German Government has pledged a total of nearly USD 470 million, taken on the co-lead of the action coalition Economic Justice and Rights and also joined the *Women Peace and Security and Humanitarian Action (WPS-HA) Compact*, launched at the Generation Equality Forum in Paris. Through projects such as the “Support to the African Peace and Security Architecture”, which was among the award winning teams in 2020, and the support to the Kofi Annan International Peace Keeping Training Centre (KAIPTC) – see page 43 – we strengthen the women, peace and security agenda in Africa.

The advancement of gender equality is also a central pillar of G7 and G20 plans and commitments. The *Carbis Bay G7 Summit Communiqué* (June 2021) states among others: ‘... we will develop gender-responsive approaches to climate and nature financing, investment and policies, so that women and girls can participate fully in the future green economy.’ To this effect GIZ supported e.g. the German Government to prepare and launch the *Gender Strategy* of the International Climate Initiative (IKI) in November 2021 at the COP 26 in Glasgow. GIZ was also instrumental in establishing the *Women Energize Women Initiative* within the scope of the *Bilateral Energy Partnerships and Dialogues* project and the *InsuResilience Centre of Excellence*

on *Gender-Smart Solutions*, which promotes gender-smart approaches in risk finance and climate disasters – see page 13.

In line with the German Coalition Agreement and Germany’s pledges at the Generation Equality Forum gender equality features as a development policy priority in its G7 Presidency Program (2022). In the G7 Development Ministers ‘Development Communiqué it reads: “To ensure societies’ resilience in the face of multiple crises we have to create better opportunities for all. We need to ensure equal political, economic and social participation and empowerment of all individuals, irrespective of their sex characteristics, gender identity or sexual orientation. In the spirit of a feminist development policy our external actions should increasingly target equity and equality of all genders and sexual identities so as to overcome the gender-unequal burden of paid and unpaid care work and the exclusion of LGBTIQ+ persons; ...” The special feature of this publication provides an insight in our joint approaches and contributions to promote LGBTIQ* equality and inclusion and as such gender justice for all – see pages 46 to 57.

Putting gender on the agenda is not enough – it needs dedicated resources, clear policy and strategic provisions and a sound knowledge of the situation at hand to facilitate gender-transformative change geared towards more just, peaceful, and inclusive societies.

Efforts to provide and facilitate context specific gender data and analysis have seen a huge leap forward over the last years. Some of them can be accessed via the link list provided on page 58.



GIZ Gender Ambassador handing over the Award Certificate to members of the Gender Committee in El Salvador



Dr. Bärbel Kofler, Parliamentary State Secretary to the Federal Minister for Economic Cooperation and Development and Ingrid-Gabriela Höven, Member of the GIZ Management Board

Examples are the *GIZ techDetector* and the interactive *Strategic Intelligence Transformation Map* compiled by the World Economic Forum together with UN Women. It provides an overview and the key trends affecting gender equality, along with summaries and links to the latest research and analysis on each of the trends.

To strengthen gender equality and women's empowerment in EU external action and increase efforts to reach the minimum standards of performance indicated by the EU Gender Action Plan III and Council Conclusions on Women Peace and Security the EU has taken this bold decision: At least 85 % of new actions implemented under the Neighbourhood, Development and International Cooperation Instrument should have gender equality as a principal or a significant objective, as defined by the gender equality policy marker of the OECD Development Assistance Committee. At least 5 % of these actions should have gender equality and women's and girls' rights and empowerment as a principal objective. A commitment supported and backed by the *Presidency conclusions on the Gender Action Plan (GAP) III 2021-2025* under the German EU Council Presidency in 2020. To reach this ambitious goal the EU tasked all EU delegation to produce Gender Country Assessments and EU GAP III Country Level Implementation Plans (CLIPs) to facilitate well targeted and joint actions. In line with this the German Coalition Government has committed itself to develop a comprehensive BMZ Gender Action Plan underpinned with resources and ambitiously implement and further develop the *National Action Plan for the Implementation of UN Resolution 1325*. Germany's ambitious goals are not restricted to bilateral actions and measures but also to Germany's internal commitments and interventions. Together with other like-minded World Bank Group member states the German Government – being the fourth biggest contributor –

ensured significant and concrete commitments to gender equality in IDA 20 – a US\$ 93 billion package for 2022-2025. During the World Bank's International Development Assistance (IDA) replenishment process GIZ pooled and processed expertise from several sector teams to support the BMZ – see XX. *“Closing the gender gap, including by investing in women's empowerment and economic and digital inclusion”* is one of IDA20's five special themes.

Germany has also contributed to the development of the practical handbook “Gender Equality and the Empowerment of Women and Girls: A Guidance for Development Partners”, published on May 6, 2022 under the authority of the Secretary General of the OECD. The Guidance identifies current practices, highlights successful examples, and provides checklists to deliver effectively on gender equality and gender justice. GIZ with its Gender Strategy and architecture features prominently in chapter 6 under ‘Incentives and accountability for gender equality’. Projects and interventions presented in this publication address the three R's – building blocks of Germany's feminist foreign and feminist development policies: Rights, Representation, and Resources as well as gender-transformative approaches, institutional learning and knowledge management geared toward overcoming structural causes of inequality and facilitating lasting change.

Two of the award winning contributions: “Gender makes Business Sense” and “Transforming gender roles, achieving equality” – see pages 10 and 15 - illustrate how we translate project level experiences and best practices into sector wide approaches and guidelines on gender-transformative change.

Enjoy reading!



Dr. Dirk Abmann, GIZ Gender Ambassador



Dr. Elke Siehl, Director General, Sector and Global Programmes, and Susanne Friedrich, Director, 'Alliance for Integrity' with her team presenting their award.

Shaking up the status quo, shaping Gender-Transformative Change!

OUR KEY MESSAGE

Inspiring bold and intersectional rural development projects that challenge structural inequalities and gender norms to transform the lives of and with women and men.

OUR VISION



The status quo...

The change we want to see...



Women are more severely affected by hunger. Of the 690 million people who go hungry worldwide, 60% are women or girls¹.

If women had the same access to resources as men, agricultural yields would rise and there would be up to **150 million** fewer hungry people in the world².



At the current rate of progress, Africa could take more than **140 years** to achieve gender parity³.

\$316 billion could be added to Africa's GDP in 2025 if all countries matched the progress towards gender equality of their best-performing neighbour⁴.



Women continue to face barriers in accessing education, in addition to their wages in rural areas being up to **60%** lower than men's.

When women acquire professional skills, not only does their **access to paid work** improve, but also their **self-confidence**⁵ to negotiate equal wages and to stand up for their rights.



1 UN Women (2017): Op-ed: Women are pivotal to addressing hunger, malnutrition and poverty
 2 FAO: Women hold the key to building a world free from hunger and poverty
 3 McKinsey Global Institute : The power of parity – advancing women's equality in Africa
 4 McKinsey Global Institute : The power of parity – advancing women's equality in Africa
 5 UNESCO, The Education for All Global Monitoring Report 2013/14



GENDER MAKES BUSINESS SENSE (GmBS)

ENTREPRENEURSHIP TRAINING WITH EMPOWERMENT AT ITS HEART

10



CONTEXT AND INITIATIVE

Africa is the only region in the world where more women than men become entrepreneurs. Yet, women face gender-based challenges like access to land, capital and markets, gender-bias laws or customary norms that restrict women's ability to own, run and grow a business. Business training approaches have not sufficiently addressed these realities of African female and male entrepreneurs.

"Gender makes Business Sense (GmBS)" is a practical gender-transformative entrepreneurship training for all entrepreneurs, female and male. It enhances their understanding of business with an integrated gender dimension to thrive with a new mindset. The was developed by the Agricultural Technical Vocational Education and Training for Women (ATVET4W) project with the African Union Development Agency (AUDA-NEPAD) in cooperation with Employment and Skills for Development in Africa (E4D).

GENDER – A QUALITY FEATURE OF OUR WORK

GmBS builds on five years of implementation experience to reach, benefit and empower women in seven partner countries: Benin, Burkina Faso, Ghana, Kenya, Malawi, South Africa and Togo. Participants of the training are equipped with practical business management skills, financial know-how and an understanding of the socio-economic impact of gender dynamics in their business.

In addition to using the Business Model Canvas, the GmBS training includes a Gender Puzzle covering 16 gender empowerment aspects, including management and leadership, control over the use of income as well as attitudes towards abuse.

GENDER IMPACT

The gender-transformative GmBS approach empowers women and men to address their gender biases and make more inclusive business decisions. To date, 13 master trainers, 200 facilitators (54% women), 140 mentors

and 960 entrepreneurs (70% women) have been trained. Together with the Green Innovation Centres, ATVET4W is upscaling GmBS in Burkina Faso, Kenya, Malawi and Togo to reach additional 1000 entrepreneurs. In Malawi, the Royal Norwegian Embassy is co-financing the scaling of GmBS to 2000 entrepreneurs. Together with the Agribusiness Facility and AUDA-NEPAD, the innovation GmBS is being made fit for scaling on the African continent.

With the roll-out of the face-to-face training, GmBS contributes to entrepreneurs' resilience during the COVID-19 pandemic which caused women-led enterprises across sub-Saharan Africa revenue losses of over 50%. Recognising the urgent need to mitigate such downward trends, ATVET4W and AUDA-NEPAD initiated the development of an e-learning version of Gender makes Business Sense(GmBS).

Considering COVID-related training restrictions, this digital approach will allow more entrepreneurs across the continent to benefit from the gender-transformative GmBS training. The ultimate purpose is to improve the situation of African entrepreneurs and their communities by creating thriving and profitable businesses.





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IMPROVING MENSTRUAL HEALTH THROUGH WASH IN SCHOOLS

THE PHILIPPINES – AND BEYOND: REGIONAL FIT FOR SCHOOL PROGRAM

CONTEXT AND INITIATIVE

Stigma, embarrassment and insufficient access to water, sanitation, hygiene facilities and supplies at school are challenges menstruating girls are confronted with. Increased absenteeism and lower participation of girls are some of the consequences. To counter these negative impacts on girls' education, the Regional Fit for School Program made Menstrual Hygiene Management (MHM) integral to their work on Water, Sanitation and Hygiene (WASH) in school.

In close collaboration with UNICEF and Save the Children, the Fit for School program has been supporting the Philippine Department of Education to recognize the importance of the topic and to integrate MHM into the national WASH in Schools (WinS) Program. In 2016, the Government issued the National WinS Policy which mandates schools to implement MHM interventions. Similarly, MHM was included in the Three Star Approach for WinS (UNICEF/GIZ 2013), which guides schools in incrementally improving their WinS status and serves as the framework for monitoring progress. MHM-related indicators include gender-segregated and female-friendly toilets, availability of sanitary pads, and access to information.

From 2017 to 2021, the number of schools participating in the monitoring increased from 30,000 to 45,000, covering 93% of public schools in the country. Annual



monitoring reports prove that efforts have been fruitful as continuous improvement can be seen for all indicators relating to MHM.

GENDER – A QUALITY FEATURE OF OUR WORK

The Fit for School program has contributed to raise awareness on menstruation and address gaps in schools through a range of initiatives. Most importantly, knowledge products were developed to provide adequate information to all learners. The materials ensure that boys are included in the narrative that MHM is not just for girls. Boys and men have a role to play and need to better understand menstruation to be able to support girls and help to fight discrimination and bullying.

In collaboration with the Water Policy sector program the Fit for School program developed a MHM concept for schools, which is modular, culturally adaptable and consists of primary and secondary intervention packages.

IMPACT

German Development Cooperation supports the Philippine Government in implementing a massive open online course (MOOC) on WinS including MHM. 22,500 educators have enrolled in the course between 2019 and 2021. During the school closure caused by the COVID-19 pandemic, an educational video on Menstrual Health featuring a celebrity was broadcasted via TV and social media reaching a broad audience nationwide. On May 28th, the international Menstrual Hygiene Day 2021 was celebrated via an online event and several social media posts reached more than one million people.

Combined, efforts led by the Fit for School program and the Philippine Department of Education helped to mainstream MHM as an integral part of the education sector and thereby kept girls in school and increased awareness of 27 million Filipino learners.



11





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A GENDERED APPROACH TO ANTI-CORRUPTION

EMPOWERING WOMEN TO DRIVE FAIR AND ETHICAL BUSINESS

12



CONTEXT AND INITIATIVE

Corruption tends to reinforce existing gender disparities or is an obstacle to removing them. Sextortion, the most violent form of corruption, in which sexual acts become currency of bribery, is a phenomenon that primarily women suffer from. The Alliance for Integrity (AfIn), a business-driven, multi-stakeholder initiative seeking to promote transparency and integrity in the economic system, has been addressing the link between gender and corruption since 2018, when the issue first entered the international agenda. In its 2019–2021 plan the G20 Anti-Corruption Working Group addressed the gender and corruption nexus and discussed how the gender dimension could be included in anti-corruption programming and policy.



Commissioned by the BMZ, GIZ is hosting and managing the secretariat of the Alliance for Integrity and as such has facili-

tated an iterative, highly participatory, and consultative joint approach, which led to the launch of the Global Sounding Board on Gender and Business Integrity in 2021. The Sounding Board brings together more than 35 organisations, from the public sector, private sector, business associations, international organizations, academia and think tanks and civil society (Covestro Mexico, World Economic Forum PACI, Ghana Enterprises Agency, Lemaitre, SAS, Colombia, UNDP FairBiz / UNDP Bangkok Regional Hub, Fundación Flor, Argentina, U4 Anti-Corruption Resource Centre, PT Aria Prima Communiline, Indonesia, Bombay Chamber of Commerce, Transparency International Canada).

GENDER – A QUALITY FEATURE OF OUR WORK

Based on the GIZ Gender Strategy, the GIZ team comprising of 16 individuals from seven nations, men and women with diverse cultures, ages, religions, and perspectives developed a policy document for their work in AfIn’s network and appointed a gender focal point. The newly developed AfIn Gender Policy stipulated that partners and supporters in the network were offered to undergo training and were asked to commit to the principle of gender equality in AfIn’s so-called “letter of support”, a document where companies and organisations sign up to support the network and commit to comply with international anti-corruption standards.

GENDER IMPACT

Within the scope of AfIn’s anti-corruption training for small and medium-sized enterprises (SMEs), trainers developed a concept based on the lived business experiences of women. This brought to light harrowing accounts of how women are subjected to corruption and led to the creation of ‘The Integrity Coffees, safe spaces for women entrepreneurs to share their experiences of corruption and how they can stand up against it and better protect themselves in Mexico, Colombia, Ghana, and India.



AfIn also developed a guide, Infographics, communication and campaign materials, web-based information, networking opportunities and capacity development designs serving the members of the network. Care is taken to ensure that all AfIn events are gender sensitive.



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InsuResilience CENTRE OF EXCELLENCE ON GENDER-SMART SOLUTIONS

PROMOTING GENDER-SMART APPROACHES IN RISK FINANCE FOR CLIMATE DISASTERS

CONTEXT AND INITIATIVE

At a time when climate-related disasters are predicted to **push an additional 100 million people into extreme poverty by 2030**, there is an increasing need for strengthened adaptation and resilience-building mechanisms.

Since its establishment in 2017, the **Insu-Resilience Global Partnership (IGP)** has mobilised a grand coalition of multi-stakeholder actors to promote the scale-up of pre-arranged, predictable financing for early action, relief and recovery. Over 100 members endorse the common vision to put forward an actionable and transformative agenda to strengthen the resilience of poor and vulnerable people from the impacts of disasters and protect their lives and livelihoods.



Yet, disasters impact different social groups and genders in different ways. There is overwhelming evidence that climate change impacts for women and men often differ, with the prevailing view that this stems from pervasive historical and existing inequalities and multidimensional social factors rather than biological sex. Consequently, women and girls are disproportionately affected by disasters.

GENDER – A QUALITY FEATURE OF OUR WORK

Therefore, IGP, through its highest governing body and strategic driver, the High-level Consultative Group (HLCG), saw a clear imperative to consider the gender-dimensions of Climate and Disaster Risk Finance and Insurance (CDRFI). In September Gender, marking an important milestone and offering a firm signal of the commitment to consolidate

and strengthen efforts of members of the IGP, to drive comprehensive gender-responsive approaches in CDRFI interventions.

Research commissioned by IGP has found that when gender dimensions are incorporated in the CDRFI sector, they often remain vague, uncoordinated, not prioritised, and lack the capacity, resources and monitoring mechanisms to ensure successful implementation. To overcome these challenges, the HLCG mandated the establishment of the InsuResilience Centre of Excellence on Gender-smart Solutions, which was fully launched in November 2021, in Glasgow at COP26.

GENDER IMPACT

This Centre of Excellence aims to play a key role in identifying gender-equitable disaster risk management strategies, and guiding practitioners on innovative solutions to transform the CDRFI sector towards being more gender informed and leading the way on greater gender equality. To date, no other platform exists that collects, packages, generates and coordinates information and knowledge on gender-related aspects of CDRFI. By integrating gender-sensitive, -responsive and -transformative approaches within the CDRFI framework, the InsuResilience Centre of Excellence on Gender-smart Solutions provides an online information repository and a unique knowledge-exchange platform.





PARENT TEACHER COUNCILS

FATA DEVELOPMENT PROGRAMME - PAKISTAN

14



CONTEXT AND INITIATIVE

Located along Pakistan's border with Afghanistan, the Federally Administered Tribal Areas (FATA) were a semiautonomous tribal region until they were merged with the neighbouring province of Khyber Pakhtunkhwa (KP). For years, the local population has been suffering from violent conflicts and military operations which resulted in the destruction of social infrastructure. In addition, tribal patriarchal culture and traditions enforced women's restricted mobility and socio-economic participation and caused a huge gender gap in all development indicators. Since the merger in 2018, local governmental and administrative structures are being expanded to areas where people have still been relying on traditional tribal ways of conflict resolution and decision making. The FATA-Development Programme (FDP) supports inter alia the Elementary and Secondary Education Department (E&SED) in the preparation and implementation of the Education Sector Plan and in its align-



ment with Annual Development Plans and District Education Plans. FDP contributes to the design of a conditional grant programme and provides capacity development to Parent Teacher Councils to use development funds for needs-based school improvement and heightened transparency and service delivery.

GENDER - A QUALITY FEATURE OF OUR WORK

Triggering community-led school improvement through public funds had never been tested in the Merged Areas, and given the cultural context and structural imbalances, it was difficult to conceive that women-led parent-teacher councils (PTC) would implement projects themselves to improve situations of girls' schools. FDP developed capacity development and engineering manuals for PTC to be trained on their rights and newly assigned roles. As FDP was not granted Non-Objection Certificates needed to visit the Merged Areas, it implemented the activities through the Institute of Management Sciences based in Peshawar. FDP, through its implementing partner, was able to solicit and use support from men and women from the communities in the Merged Areas who participated in capacity development efforts. FDP also cooperated with commercial banks that helped by establishing dedicated desks for the opening of biometrically verified bank accounts at the district education offices.

GENDER IMPACT

In a complex and unpredictable security situation and with constant threats from militants FDP designed a strategy that, after several setbacks, led to successful capacity development of 3,352 female members from 1676 girls' schools. In addition, PTCs of 1881 girls' schools were supported to open bank accounts enabling them to receive funds from the provincial government under the conditional grants programme. For the first time and under comprehensive and transparent procedures, women community members and female teachers became co-signatories of a joint bank account. Overall, 64% of all PTCs (32% of women led PTCs) were capacitated to utilize the public funds to complete their projects with regards to the provision of water, toilets, and additional classrooms.





TRANSFORMING GENDER ROLES, ACHIEVING EQUALITY

GERMANY, DIVISION RURAL DEVELOPMENT AND AGRICULTURE IN DEPARTMENT SECTOR AND GLOBAL PROGRAMMES (GLOBE)

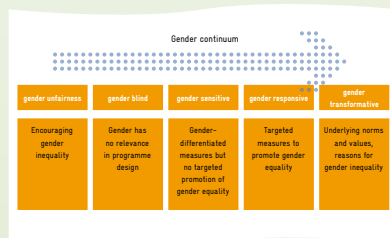
CONTEXT AND INITIATIVE

“Equality of all genders is inevitably embedded in the values and identity of GIZ and its projects.” This statement is also, and above all, backed by the staff of the company. There are already many good approaches to achieving gender equality across the board. However, these sometimes vary greatly.

Employees in development cooperation should always be aware that the approach they choose can also influence the impact of a project from the very beginning. To answer these questions and promote more empowerment of women in the projects, the division Rural Development and Agriculture developed an orientation “Transforming gender roles, achieving gender equality” and a checklist for gender-transformative approaches (GTA). They were developed in 2020 as an annual project of the Gender Group of the division, which consists of the gender focal persons of the projects.

GENDER – A QUALITY FEATURE OF OUR WORK

With the documents produced, the division contributes to representing gender equality as an action-guiding principle internally and externally and to making it visible as part of our corporate culture. The target group are all employees of the division as well as consultants and cooperation partners. The orientation briefly introduces the underlying



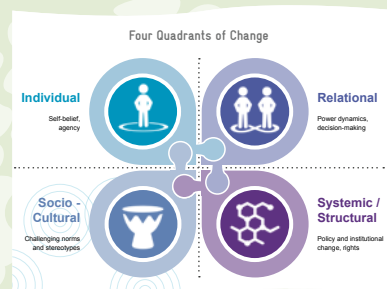
concepts as well as examples from the department’s portfolio. The checklist serves as a working aid in the entire cycle of contract management for different project types. This is to guarantee that gender equality is analysed and planned with a view to transformation in all thematic fields of rural development and agriculture.

GENDER IMPACT

The International Food Policy Research Institute (IFPRI) has created the Reach-Benefit- model as an important framework to classify whether women can be reached, benefit or empowered through an initiative. Although women’s empowerment is one of the major guiding objectives of German development cooperation, it is not easy to achieve in practice. One reason for this is that gender roles are culturally shaped and subject to social norms and practices. Empowerment of women therefore often requires the transformation of gender roles and the engagement with social change processes in a society.

Since the official launch of the orientation and the checklist on 1 December 2020, a lot has been achieved:

- Integration of gender-transformative approaches in the new core area strategy “A world without hunger”
- Commitment of the heads of GloBe to promote more gender transformative approaches in the projects
- Development of a project proposal with a transformative approach for the IPA 2022
- Application of gender transformative issues in new concepts and gender analyses
- Reflecting on the chosen approach to promote gender equality in five existing projects
- Co-founding of the working group on gender transformative approaches within the networks SNRD Africa and SNRD Asia and the Pacific



Conversatorio:

“Cómo cerrar las brechas de género - buenas prácticas de Centroamérica”

11 de marzo

10:00 a.m.

Presentación virtual



JOINING EFFORTS FOR GENDER TRANSFORMATION

INTEGRATED PROCESSES FOR GENDER EQUALITY IN CENTRAL AMERICA

16



CONTEXT

In Central America, strong patriarchal structures are found in all societies resulting in gender-based inequalities across all sectors, such as gender pay gaps, gender-based discrimination and violence against women and LGBTIQ, unequal access to the job market, land, and property.

All projects based in El Salvador are multi-country projects in diverse sectors that are supported by various donors (SICA Portfolio). The establishment of a Gender Committee (GC) was an important milestone to bring together representatives of all projects to start working as a team. To pave the way for gender transformation, an integral approach with complementary trainings, awareness-raising and dialogue processes was key.

GENDER - A QUALITY FEATURE OF OUR WORK

The starting point was a staff survey in late 2019 to identify gender gaps and areas of interest, resulting in the following prioritisation: prevention of sexual harassment,

gender-specific capacity building and equal job opportunities. It showed that there was not a lack of interest to mainstream gender, but rather a lack of information, knowledge, and opportunities for reflection. These topics were addressed by the GC through an annual plan backed up with a budget provided by the SICA Portfolio projects.

GENDER IMPACT

To promote a safe and inclusive corporate culture, a central milestone has been the development of an Anti-Sexual Harassment Protocol, the result of a participatory process of broad consultation through focus groups and interviews with staff, along with a continuous process of sensitisation and training of staff, including trainings on hegemonic masculinities. In response to a gender analysis of staff structure, the GC implemented empowerment workshops for female employees, as well as trainings on gender-responsive leadership for leading professionals. To encourage collective reflection, the GC also organised cinematic forums, internal campaigns, and dialogue events.

Another key milestone has been the development of 21 regional gender indicators that promote accountability. These indicators that monitor mainstreaming within GIZ and the aggregate results of the SICA Portfolio, were developed through exchanges on challenges and best practices, as well as a training for gender focal points and monitoring and com-

munication staff in gender-sensitive monitoring. To improve gender mainstreaming in GIZ projects, the GC developed additional instruments, such as a checklist for gender-sensitive events.

Working virtually, the GC has contributed to the integration of GIZ staff throughout and beyond Central America. By now, staff are involved in spaces and processes beyond their project and country and exchange experiences and lessons learned.

Coordinating with other gender focal points has had positive spill-over effects: Other Central American countries set up formal gender working groups including a dedicated budget, strengthening the promotion of gender equality across the region.





GIZ Egypt is actively contributing to putting GIZ's global Gender Strategy into practice. It is engaged in Mainstreaming Gender in diverse ways and on different levels, through its Gender Focal Points and Gender Group, on the level of its' projects, or through annual gender action plans and respective gender goals.

5 Strategic elements of GIZ's Gender Strategy

1 Political will and accountability

Clear commitment to realizing gender equality and promote and follow up implementation of the gender strategy in their area of responsibility.

2 Corporate culture

Represent and make visible inside and outside GIZ those patterns of behavior, codes of conduct and processes within the company that promote and enhance gender equality.

3 Gender competence

Skills and gender knowledge of the workforce.



4 Process adjustment

Gender-sensitive and gender-differentiated design of all procedures and instruments.

5 Equal opportunities within the company

Promotion of potentials, equal rights and opportunities for all employees and members of the workforce, irrespective of their gender, sexual orientation and gender identity.

Gender Focal Points (GFP)

Each of GIZ Egypt's projects has at least one Gender Focal Point. The role of GFP is to advise and support their managers and colleagues in Mainstreaming Gender throughout the different project phases. GIZ Egypt also appointed two GFP on portfolio level. They coordinate the Gender Group, support project GFP and head of projects, country director and portfolio management through consultation and knowledge management, in addition to

Gender Group

GIZ Egypt's Gender Group was established in 2014 as a community of practice. It consists of all the GFP from all projects. Its objectives are to strengthen Gender Mainstreaming in GIZ projects and to provide mutual support and advice.

Gender Mainstreaming through Projects

Each year GIZ Egypt and partner institutions

Quantitative Gender Equality Achievements of GIZ Egypt in 2019

4,682 women came into employment.
5,965 women benefited from improved working conditions.
740,748 women were reached by improved municipal services.
6,149 women and girls learned about human rights and gender equality.
95,800 women used healthcare and medical services in 2019 that were supported by GIZ Egypt.



Qualitative Gender Equality Achievements of GIZ Egypt's Clusters



"As the coordinator of the *Women Initiatives to promoting new water saving practices in agriculture production*, I was amazed to see how positive the rural women responded to and learned about the hydroponics/aquaponics/aquaculture and farming systems which save water, protect the environment and further create an income for these women and their families"

Environment and Climate Change



"I see it as my role to stand against all forms of violence against women- so I am following the national social media campaign on how to combat sexual harassment and gender based violence against women and girls in public transportation and spaces with enthusiasm"

Governance and Democracy



"As the Gender Focal Person for the *Participatory Infrastructure Project* it was such an achievement to develop guidelines for GIZs infrastructure projects. These help urban designers to consider the needs and interests of both female and male citizens"

Urban Development



"The training modules offered by GIZ's *Employment Promotion Project* coached us and gave us the entrepreneurial skills on how to run an enterprise. Today we have a tutoring center for school children in our neighbourhood complementing the public education system"

Technical Education and Labour Market

PROMOTING GENDER EQUALITY IN GIZ EGYPT

A HOLISTIC APPROACH CONTRIBUTING TO THE ELIMINATION OF GENDER-BASED DISCRIMINATION

CONTEXT AND INITIATIVE

Egypt is still dominated by an extremely patriarchal gender paradigm with corresponding norms, values and behavioral expectations. Sexualized violence poses significant barriers to women's social, political and economic participation. Promoting gender equality and contributing to the elimination of gender-based discrimination is a priority of GIZ Egypt and its strategic cooperation in support of the Egyptian Government's "Sustainable Development Strategy - Vision 2030". A country-wide gender analysis serves as a reference for project gender analyses and the country's portfolio planning.

The GIZ Egypt Gender Group (GG) established in 2014 is built around gender balance and brings together national and international colleagues and expertise. To cover the entire portfolio and different sectors GIZ operates in, the GG consists of 1-2 Gender Focal Persons (GFP) per project and two at country level. To build on achievements made and advance the gender agenda GIZ Egypt formulates an Annual Gender Goal implemented through a respective operational plan by the GG and dedicated budget approved by GIZ's management team. To facilitate the implementation of GIZ Egypt's Anti-Sexual-Harassment Policy a newly appointed Anti-Sexual Harassment Focal Point on country level joined the GG in 2021.

GENDER -

A QUALITY FEATURE FOR OUR WORK

GFPs on project level advise on gender mainstreaming and gender-transformative approaches. GFPs on country level facilitate exchange and peer learning and support the country director and portfolio management as well as heads of projects in mainstreaming gender in commission and knowledge management. The GG meets regularly and interacts with the wider GIZ gender community. Additionally, the GFPs on country level represent GIZ Egypt in the *Gender and Development working group* comprising all international organizations, key embassies and international stakeholders working on gender equality in Egypt. To build the capacities of all GIZ Egypt colleagues the GG organizes webinars and brown back lunches addressing topics such as gender-responsive budgeting, gender-sensitive procurement, anti-sexual harassment, women in digital transformation, gender and inclusion, basic gender awareness and knowledge trainings. Webinars on preparing gender analyses are in the pipeline for all relevant colleagues and external consultants.

GENDER IMPACT

To enhance gender competence, gender responsiveness and gender-transformative approaches and impacts the GG has also established a well-resourced gender library, a data base for Gender consultants and a

Gender Mainstreaming Checklist, a hands-on tool to enable all staff to address and advance gender equality in their daily work and into every step of the project cycle. It disseminates communication and sensitization materials and has established a module in the new digital onboarding dedicated to awareness raising and capacity building on Gender, Anti-Sexual-Harassment and Inclusion for all new GIZ employees in Egypt.



The Women's Empowerment Principles at GIZ

www.weprinciples.org

The Women's Empowerment Principles (WEPs) – Equality Means Business is a joint initiative of UN Women and the UN Global Compact, launched in 2010. The Principles outline seven steps for businesses on how to empower women in the workplace, marketplace and community. The initiative highlights the fact that empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies; establish more stable and just societies; achieve internationally agreed goals for development, sustainability and human rights; improve quality of life for women, men, families and communities; and propel businesses' operations and goals.

1. Establish high-level corporate leadership for gender equality

The GIZ Gender Strategy endorsed by the GIZ Management Board in December 2018 leaves no doubt: Gender equality is one of GIZ's key values and guiding principles. With it GIZ has committed itself to foster equal rights and opportunities for everyone, regardless of their gender, sexual orientation and gender identity. By establishing the position of a Gender Ambassador at the highest management level GIZ further underlines the importance of the topic and the attention paid to one of the five strategic pillars of the strategy: political will and accountability. By ratifying the WEPs in 2015, the Chair of the Management Board, Tanja Gönner, officially committed GIZ to the set of seven main principles furthering women's empowerment and gender equality in the workplace, marketplace and community. According to the WEPs Gender Gap Analysis "From Principles to Practice" GIZ scored as an Achiever in 2019, 2020 and 2021.

2. Treat all women and men fairly at work – respect and support human rights and non-discrimination

As a public-benefit federal enterprise in the field of sustainable development and international education, GIZ is in the public eye worldwide. We do not make policy ourselves, but support our commissioning parties, most notably the German Government, in implementing their development goals and other international cooperation measures. This means that we have an obligation to uphold the values of the Basic Law for the Federal Republic of Germany and to respect the human rights guaranteed by international law. This is reflected in our Corporate Principles, Code of Ethics and GIZ's Human Rights Policy. In addition, GIZ signed the Diversity Charter in 2019 and with it underlines its commitment to creating a work environment free of prejudice, respecting all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, and sexual preference and identity.

3. Ensure the health, safety and well-being of all women and men workers

The Code of Ethics is complemented by the GIZ Policy on Banning Sexual Harassment at the Workplace and the Policy on the Safety and Security of Staff on Foreign Assignments, GIZ's Internal Plan for Equal Opportunities and its Corporate Sustainability Management. The Corporate Sustainability Handprint is a tool facilitating the sustainability management of the country offices through the systematic and regular collection of data. The latter include information gathered on a regular basis on work-life balance and health, employability and equality of opportunity and diversity. Further contributions to the health, safety



Tanja Gönner, Chair of the GIZ Management Board



GIZ staff from more than 28 countries show their support. gender-works.giz.de / MenstruAction@giz.de #WeAreCommitted



Picture above: Portraits of Female Leaders in GIZ Vietnam / on the right: GIZ-wide Gender Network Meeting (GNN 2021) – Facilitators and Champions

and well-being of GIZ staff are provided by our own health service, specialized security trainings, risk management units and a range of health and fitness programs on offer.

4. Promote education, training and professional development for women

Since the 1980s GIZ formulates ambitious Equal Opportunities Plans. These plans and further measures have been very successful in, among others, raising the number of women in leadership positions. Mobile work and flexible working regulations are standard for all GIZ employees and a lot of part-time arrangements are available for men and women to facilitate work-life balance and cater for the needs of women and men providing care to children, elderly or sick family members. In Germany GIZ also provides kindergarten facilities. Employment records and the WEPs Gender Gap Analysis attest to GIZ's good performance in terms of equal opportunities and pay. The most significant indicator for this is the number of women exercising managerial and leading tasks. Women holding a German employment contract account for 47,1% of GIZ's leadership positions in total, 54% in Germany and 41,5% abroad. This is mirrored by GIZ's national personnel in our partner countries, where 47,7% of managerial positions are held by women.

5. Implement enterprise development, supply chain and marketing practices that empower women

Promoting equal participation in economic development is a challenging task that requires a multitude of interventions. Many of the project samples described in this publication address women's economic participation and empowerment.

6. Promote equality through community initiatives and advocacy

GIZ's Gender Strategy is a binding framework for all GIZ managers, employees and workforce members. They promote gender equality and help bring the strategy to life and translate it into specific action. An extensive internal network including more than 300 gender focal points in Germany and abroad is instrumental in implementing the Gender Strategy. GIZ's Gender Strategy is binding for sub-contractors, too, and it is a source information and guidance for commissioning parties and partners.

7. Measure and publicly report on progress to achieve gender equality

GIZ reports on the implementation of the Gender Strategy, its Equal Opportunities Plan and Sustainability Management every year. The key results are incorporated into the Integrated Company Report. All contributions to the GIZ Gender Competition since 2014 and many events conducted during the annual GIZ Gender Week can be found online – see link list attached. Publications like this along with information on the Safeguards+Gender Management System and Gender Equality at GIZ and in our service delivery can be found on our company website.



GIZ Gender Competition 2022: Gender Mainstreaming Contributions



SDG 3 – GOOD HEALTH AND WELLBEING

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Rwanda From policy to action – How GIZ Rwanda implements a holistic approach to sexual misconduct at the workplace [SDG 5, 8]

Mozambique From Global to Local, an entire month dedicated to gender equality

Namibia Empowering Women for Leadership: GIZ Namibia Women in Leadership Mentorship Pilot Programme 2021

Niger Intégration de la dimension du genre dans l'entreprise

Rwanda LGBTI+ Inclusion at GIZ Rwanda – Sensitisation in a challenging context [SDG 3, 8, 10]

Syria "Gender in (post-)conflict contexts in the Arab region"

Vietnam A SAFE SPACE FOR ALL Makes a great workplace

Vietnam Leadership has no gender



SDG 5 – GENDER EQUALITY

Goal 5: Achieve gender equality and empower all women and girls

Brazil Inclusive and Non-sexist Language (LINS) in Brazil – GIZ Brazil's Work Group for Gender and Human Rights [SDG 10, 16]

Brazil Internal Mainstreaming – GIZ Brazil's Work Group for Gender and Human Rights activities

Colombia Nuestro Tour de Género 2021

Egypt Promoting Gender Equality in GIZ Egypt: A holistic approach contributing to the elimination of gender-based discrimination

El Salvador Joining efforts for gender transformation: Integrated processes for gender equality in Central America [SDG 10]

Germany Beitrag zum internen Gender-Mainstreaming

Germany Gender-Sensitive Event Management – Checklist for practitioners – A building block for internal gender mainstreaming

Germany S4DA Gender Champions vying for the Real Champions Crown

Germany Transforming gender roles, achieving equality [SDG 2]

Global Intersectional Diversity Management Initiative

Global Mentoring program "Women for Leadership" / "Frauen gehen in Führung" 2021 – A gender empowerment and mainstreaming initiative of G400

Global Mentoringprogramm für weibliche Führungskräfte bei APLAK

Global & Africa The Working Group on 'Gender-Transformative Approaches in Rural Development (GTA RD)' of the Sector Network Rural Development (SNRD)

Jordan Jordan Gender Working Group – 16 Days of Activism against Gender-Based Violence [SDG 3, 8]

Madagascar Intégration de la dimension du genre dans l'entreprise

Malawi It needs capacitated Gender Focal Persons to deliver!

Morocco Promoting Gender Diversity in companies as a key performance driver – starting with ourselves!



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Cambodia Gender at the Heart of GIZ Cambodia – Gender mainstreaming as an integral part of our corporate culture [SDG 1, 5, 10, 16]

Germany Women's Economic Empowerment (WEE) Team – Promoting Women's Economic Empowerment in a holistic, cross organizational way [SDG 5, 10]

Togo GIZ Togo – Engage – Gender equality at the center of our activities [SDG 5, 16]



SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Burkina Faso Concours genre – Candidature dans les catégories mainstreaming du genre



© GIZ/Dirk Ostermeier

GENDER-SENSITIVE EVENT MANAGEMENT – CHECKLIST FOR PRACTITIONERS

A BUILDING BLOCK FOR INTERNAL GENDER MAINSTREAMING

CONTEXT AND INITIATIVE

One of the recurrent formats of technical cooperation is the organisation of trainings, conferences, and workshops, both internally and externally. When external, they are our most visible support, frequently covered by media and thus transporting our image and how we live up to our values and principles to our partners and the general public. This is especially true for living our commitment to gender equality and diversity.

Well thought through gender-sensitive event management - that also includes and takes into consideration needs of persons who do not fit into a binary model of gender - will foster more than numerical gender parity but a truly respectful and inclusive environment for transformational exchange and just and sustainable change. It complements the GIZ Gender Strategy's focus on corporate culture that asks us to "make the patterns of behavior, codes of conduct and processes that promote and enhance gender equality within the company visible and represent them inside and outside of GIZ".

Collaboration between Gender Focal Persons of various divisions in GIZ's Global and Sector Department (GloBe) started in spring 2020 during a gender exchange meeting and included several feedback loops, from the GIZ-wide Gender Network Meeting in autumn 2020 to linking the initiative to the GIZ Gender Coordination Group (GCG). The GCG provided the basis for adding gender requirements to the GIZ's Minimum Standards for Sustainable Event Management.

GENDER – A QUALITY FEATURE FOR OUR WORK

The Gender-Sensitive Event Management (GSEM) - Checklist for practitioners is the tangible result of multiple GIZ colleagues' and units' cooperation. It provides guiding questions, examples, and templates easy to adapt to specific project contexts and challenges and encompasses the whole cycle of event management from the inception to the learning phase.

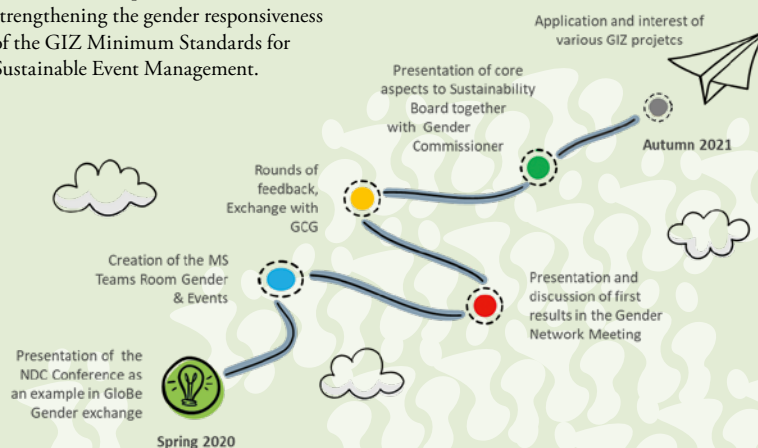


The GSEM also provided the basis for strengthening the gender responsiveness of the GIZ Minimum Standards for Sustainable Event Management.

GENDER IMPACT

Since its completion the checklist has seen a very positive uptake. It has been integrated into overall approaches on gender-sensitive advisory services to our commissioning parties, applied successfully in a virtual conference with more than 500 participants and created interest of projects undertaking their gender analysis. This underlines the relevance of the GSEM checklist and demonstrates how

the checklist supports gender mainstreaming efforts within the company, contributes to strengthening the gender competences of our colleagues and to an overall more gender sensitive corporate culture.



Gênero & DH respeito + diversidade = sustentabilidade²

Linguagem inclusiva e não sexista



INCLUSIVE AND NON-SEXIST LANGUAGE (LINS) IN BRAZIL

GIZ BRAZIL'S WORK GROUP FOR GENDER AND HUMAN RIGHTS

22



CONTEXT

In Brazil, violence against women is one of the most recurring human rights violations. This is also reflected in the communications towards women, Afro-Brazilian people, and other minority group like transgender and indigenous people. Brazilian Portuguese language was structured in a sexist, racist, and LGBTQIA-phobic society.

Portuguese has a male and a female form for nouns, pronouns, and adjectives. In this context, to generalize male and female, the male form is used in plurals, what produces ambiguities and confusions that can lead to a position of subordination and semantic devaluation of the feminine and persons with other gender identities. Inclusive and non-sexist language can be employed to reverse, through the chosen words or structures, a situation of discrimination and occultation of women, trans and non-binary people, as well as to avoid the ambiguity of certain messages when one considers the masculine as the neutral and generic form of communication.

GENDER – A QUALITY FEATURE OF OUR WORK

To gather the perspectives and needs of colleagues and the projects GIZ Brazil's Working Group for Gender and Human Rights promoted a dialogue about gender issues and ethnic-racial characteristics in 2019. Based on this dialogue the working group created the first

version of an Inclusive and Non-Sexist Language (LINS) Guide, divulged in 2020. Based on the contents of the guide, the team proceeded to the preparation of the LINS virtual training for GIZ Brazil staff, which expanded to partner institutions. The working group shared their experience with colleagues from GIZ Peru, GIZ Mozambique and with GIZ Headquarters' communications sector.

GENDER IMPACT

GIZ Brazil's LINS Guide and one of the trainings given to external partners were the basis to the development of Brazilian Supreme Electoral Court's Inclusive Language Guide, the first of its kind at national level in Brazilian Government.

Language has a great power of change. It can change sexist, homophobic, and racist behaviors that have been replicated for hundreds of years.

The GIZ Brazil human resources sector has applied LINS to its internal communications and in Terms of Reference. Other official documents of GIZ Brazil as well as e-mails, internal and external surveys, invitation to events and speeches within GIZ Brazil also use LINS. Videos produced by GIZ Brazil have started to be more inclusive in representativeness and feature LINS conform subtitles in Portuguese. Most of the virtual events include Brazilian

official sign language translation, it has been adopted since 2020 and the number of virtual events with sign language translation has increased greatly.

The adoption of LINS also created an opportunity to discuss gender in projects not directly targeting gender equality. Overall projects have noticed an increase of interest in gender sensitive data and started collecting such information.



Accelerating Women Entrepreneurs

A Handbook for Practitioners

219 ©

WOMEN'S ECONOMIC EMPOWERMENT (WEE) TEAM

PROMOTING WOMEN'S ECONOMIC EMPOWERMENT IN A HOLISTIC, CROSS ORGANIZATIONAL WAY

CONTEXT AND INITIATIVE

Within GIZ many different projects and units work on advancing women's economic empowerment (WEE). The desire to strengthen WEE is driven by our colleagues' motivation to jointly learn and innovate together. Following that call, the sectoral projects "Promoting Gender Equality" (SV Gender), "Sustainable Economic Development" (SV NaWi), and "Financial Systems Development, Sustainable Finance and Investments" (SV FSE) established the GIZ WEE Team in March 2020.

The WEE Team pursues the continuous goals of (1) providing meaningful and practical advice to GIZ colleagues in fostering WEE in GIZ project operations, and (2) promoting exchange for joint learning and inspiration between GIZ practitioners and partners.

GENDER –

A QUALITY FEATURE OF OUR WORK

To implement the goals into **action**, the WEE Team has established a series of complementary formats:

- **WEE Helpdesk** to pool gender-related knowledge within GIZ and beyond to brainstorm solutions for particular challenges faced by WEE practitioners;
- **WEE Podcast series** to give a voice to WEE practitioners with a wealth of experience, to share their impressions and shed light on challenges as well as opportunities women and female entrepreneurs are facing in their day-to-day work;
- **WEE newsletter** highlighting trending themes around WEE sparking inspiration and providing relevant facts and figures as well as published resources;

In addition to those formats, the WEE Team has published practitioner guidelines such as the **Handbook on Accelerating Women Entrepreneurs** and the **Women's Financial Inclusion Toolkit** – produced jointly by the Competence Centre Financial Systems Development and the Sector Project FSD – to provide meaningful and practical assistance to those evolved in WEE project implementation.

GENDER IMPACT

So far, **7 projects used the WEE Helpdesk** to pitch their challenges, **4 WEE Podcast episodes** were published, and **6 editions of the WEE newsletter** reached over 500 GIZ practitioners and partners. The products and outcomes are frequently shared with the wider GIZ Gender Network on IDA. This allows the WEE Team to sustainably disseminate and pass on the generated knowledge and insights. The WEE Team's experiences plus the strong interest in the formats and toolkits show the continuous need for providing meaningful advice within GIZ project operations. The WEE Team will continue enhancing the established formats and develop and implement new innovative ideas.



Women's Financial Inclusion Toolkit

Paving the way for women's economic empowerment

23



16 DAYS OF ACTIVISM

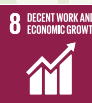
Against Gender-Based Violence



JORDAN GENDER WORKING GROUP

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

24



CONTEXT

In Jordan women and girls have increasingly been affected by the COVID 19 pandemic. According to a rapid assessment conducted by UN Women survey in April 2020 approximately 62% of women responding indicated that they felt at increased risk of “suffering physical, or psychological violence as a result of increased tensions in the household and/or increased food insecurity”. 54% who reported increased risk of violence also reported having to borrow money for food. Alos in 2020 the Department of Statistics (DOS) reported that 20,4% of married women aged 15+ years in Jordan experienced physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months. In 2021, Jordan ranked 131/156 in the Global Gender Gap Report 2021, issued by the World Economic Forum due to the low scores of economic and political participations of women.

Promoting gender equality and advocating for it plays a key role in addressing and preventing gender-based violence (GBV). Since 2018 the Gender Working Group (GWG) in Jordan, has been actively participating in international campaigns and companywide

events such as the 16 Days of Activism Against Gender-Based Violence, an international campaign that runs every year from 25 November, the International Day for the Elimination of Violence against Women, until 10 December, the Human Rights Day.

GENDER – A QUALITY FEATURE OF OUR WORK

The GWG used a participatory approach in its contributions to the 16 Days of Activism Against Gender-Based Violence. They were successfully organizing events and activities to reach out to Gender Focal Points (GFP), GIZ staff both women and men and to GIZ partners.

The acceptance and support from GIZ’s Jordan management and colleagues capacitated the GWG to:

- Organizing in-person events that raise awareness on GBV.
- Conducting virtual events by external women advocates and organizations on GBV with a link to COVID-19, which were attended by approximately 120 GIZ colleagues as well as some of our national partners.
- Using digital tools to maximize the reach and the impact of the campaign. In 2020, around 300 colleagues at GIZ Jordan received awareness and informative messages during the 16 days (from Nov 25 until Dec 10) campaign on their emails
- Initiating internal competitions that encourage staff members to participate and act. In 2020, more than 65 of GIZ staff

participated in the campaign by sending messages that call for ending GBV.

GENDER IMPACT

Awareness and reduced tolerance levels on gender-based violence and its impact on gender equality and society has increased amongst GIZ staff and partners and amplified their active participation and engagement against GBV:

- Active participation of national partners in the 16 days of activities against GBV
- Enhanced participation in surveys that examine and disseminate knowledge on gender topics
- Increased application and appreciation of gender technical experience and services to project and program interventions.





© Celia Haro Ruiz

FROM POLICY TO ACTION

HOW GIZ RWANDA IMPLEMENTS A HOLISTIC APPROACH TO SEXUAL MISCONDUCT AT THE WORKPLACE

CONTEXT AND INITIATIVE

Sexual misconduct at the workplace is a very sensitive topic and requires thinking about the big picture, including aspects on the individual as well as the company level. GIZ as a company and employer takes a clear stand on sexual misconduct at the workplace as set out in its Zero Tolerance Policy. GIZ Rwanda has developed a holistic approach to implement this policy: It consists of a survey, a revised and locally adapted policy, accompanying documents explaining the response mechanism combined with sensitisation and awareness raising, as well as a response mechanism integrating a low-threshold support system.

GENDER - A QUALITY FEATURE FOR OUR WORK

The management team of GIZ Rwanda made it a priority to improve the local response mechanism. The Country Gender Focal Point revised and adapted the policy and developed new accompanying documents (a Guidance Note and a one-page overview with support structure). In order to be inclusive, all documents were made available in English and Kinyarwanda. Implementation of the policy through creative awareness raising campaigns, such as posters with comics, embedded video clips, and special printed notebooks with key information and the collaboration across countries have been important steps into making this a success. Another major milestone in 2021 has been to conduct awareness raising sessions with COPE, capacity development trainings for staff with managerial responsibility, as well as trainings and awareness raising sessions for all staff aimed at informing and sensitising everyone at GIZ Rwanda.



For a low-threshold support, a group of five colleagues, diverse in terms of gender, age, national background and staff group background have been appointed as so-called local contact persons. In order to equip them for their role, an onboarding and

training has been organized by the Gender Focal Point. Furthermore, GIZ Rwanda has a framework contract with a local firm offering psychological support and counselling for its national personnel - also in the local language Kinyarwanda.

GENDER IMPACT

Clear ownership and commitment of the GIZ Rwanda management team: The country director invited all colleagues to the launch of the revised policy, the accompanying documents and low-threshold support structure. SEAH prevention and response structures are in place and known and accessible to all colleagues. On country level the collaboration with and the commitment is extremely important. That shows the importance and the seriousness the management is giving to this topic.





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GENDER AT THE HEART OF GIZ CAMBODIA

GENDER MAINSTREAMING AS AN INTEGRAL PART OF OUR CORPORATE CULTURE

26



CONTEXT AND INITIATIVE

In Cambodia, women still remain economically, politically and socially disadvantaged. Gendered aspects of inclusion, participation and equal treatment are possibly some of the more difficult changes to achieve as there are strict traditional and patrilineal structures as well as social biases that make progress slow.

Gender equality is a key value and integral part of how GIZ Cambodia staff members, plan and implement activities. Each programme in Cambodia has an active gender focal point. They actively search for opportunities to participate in gender events, gender weeks and the 16 days campaign against gender-based violence to ensure that gender topics reach all GIZ staff members. The engagement of the gender focal point shows that gender is not only a topic that is implemented but lived as a core principle and GIZ Cambodia projects. In 2021 the GIZ Cambodia

gender network among others developed a sexual harassment policy and reporting mechanism for GIZ Cambodia.

GENDER - A QUALITY FEATURE OF OUR WORK

The country gender focal points are involved in the country planning to ensure that gender goals are part of the strategic planning process of GIZ Cambodia. The three described projects highlight how GIZ Cambodia applies context- and sector-specific gender measures to empower women.

GENDER IMPACT

The GIZ Support to the Identification of Poor Households (IDPoor) programme aims to support Cambodia's ongoing efforts to reduce poverty and support socio-economic development throughout the country. IDPoor pays great attention to promoting gender equality, especially by promoting women's active participation to ensure that their needs are appropriately understood and represented. IDPoor has specifically integrated female interviewers in its procedures and strengthens the capacities of IDPoor implementers and master trainers to integrate gender and disability inclusion aspects. Also, IDPoor supports data user organisations on how to use IDPoor data for gender-sensitive social assistance programming. The Government of the Kingdom of Cambodia decided to use IDPoor as an official COVID-19 response targeting mechanism for government social assistances.



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The GIZ Decentralisation and Administrative Reform (DAR) programme aims to promote citizen participation and selected sub-national administrations to deliver social and administrative services in a coordinated, transparent, and accountable manner. DAR strengthens the Women and Children Consultative Commit-

tee's (WCCC) voices and increases their influence in district/municipal councils to enhance the political participation and engagement of women in the public sector.



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The GIZ ARISE Plus Cambodia programme aims to support greater connectivity and economic integration between Cambodia and the rest of ASEAN. The project integrates gender topics in all workstreams: capacity development, coordination of trade facilitation, SME export development, trade information, and advocacy. To encourage more women participation in the trade sector, the ARISE Plus Cambodia programme has set a clear quota for women applicants/participants in consultancy contracts, recruitment, training, and workshops. The programme also supports capacity development for young female government staff, women-led/owned SMEs, and women's business associations.

The public sector highly regards GIZ as a vital contributor to gender equality and actively incorporates GIZ Cambodia into working groups with the Ministry of Women Affairs.



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GIZ TOGO – ENGAGE

GENDER EQUALITY AT THE CENTER OF OUR ACTIVITIES

CONTEXT AND INITIATIVE

Despite the formal ratification of international conventions, including the one on the elimination of all forms of discrimination against women, Togo continues to be a country marked by traditional social norms unfavorable to gender equity. The country's ranking of 36 out of 51 countries in 2020 for gender equality, proofs persistent socio-economic inequalities in terms of gender on various levels such as access to resources, weak consideration of gender in sectoral areas, etc..

Despite the government's commitment to promoting gender equity in the various political and economic decision-making spaces, inequality remains between men and women in several sectors.

Hence, GIZ in Togo puts special emphasis on gender equality. While complying with the objectives and principles of international, European and German [development] policy, the country director, project and program managers as well as all employees and a network of dedicated Gender Focal Points (GFP) - of which more than 30 % are male - are involved in the implementation of the GIZ Gender Strategy. Emphasis is placed on sensitizing, informing, and enhancing the gender competence of all staff members. Project management and technical staff, with the support of the GFPs, reach out to promote partnerships and joint interventions with the GFPs of partner ministries and other local partners (NGOs, associations, companies, etc.).

GENDER – A QUALITY FEATURE FOR OUR WORK

Convinced of the potential and contributions of women to sustainable development, GIZ in Togo is promoting gender-transformative change and supporting conditions that facilitate the equal participation of women and their empowerment. To this end, GIZ in Togo has introduced the following measures:



Internal:

- Establishment of a digital gender library and compulsory onboarding trainings for new colleagues to build their gender competence and create ownership and a positive posture towards gender equality
- Promotion of e-learning for employees, especially for female staff members who are more often than their male peers unable to travel, to enhance their employability and career opportunities.
- Targeted capacity building measures for female professionals, to prepare them for leadership and management positions.
- supports measures to reach and encourage women to respond to vacancy announcements, e.g. by sharing them with gender institutions (WILDAF Togo, GF2D and Echoppe) and the introduction of an annual quota for female interns

- Promotion of gender equality and gender parity and mixed teams e.g. in and through contracts and ToRs for consultants.

External:

- Building capacities of and offering mentorship to female professionals especially in male-dominated professional areas
- Promoting women-dominated agricultural value chains
- Participating in conferences to exchange knowledge, approaches and lessons learnt on gender issues.

GENDER IMPACT

- Due to affirmative action the number of professional women in decision-making positions at GIZ in Togo has doubled from eighteen women in 2019 to thirty-six in 2021, and seen a step rise of women among its senior managers instead of one in 2019 there are now five. In addition, seven women have been recruited as GIZ drivers between 2020 to 2021.
- Fifteen female graduates - agronomists, geographers, sociologists, project managers, environmentalists, energy engineers and economists - have been trained in freelance consultancy work and are being coached by established consulting firms to become self-sufficient in this field.
- Five women have become experts in grafting and capacitated to provide this service when and wherever needed in the largest cocoa and coffee production area in Togo.



GIZ Gender Competition 2022:

All 81 project-based contributions by main SDG



SDG 1 – NO POVERTY

Goal 1: End poverty in all its forms everywhere

1.2: By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

1.b: Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies,

Kenya

GIZ-AGRIJOBS 4 YOUTH PROJECT-Kisumu county-Kenya



SDG 2 – ZERO HUNGER

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

2.2: By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.

2.3: By 2030, double the agricultural productivity and incomes of smallscale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

India

Green Innovation Centres for the Agriculture and Food Sector



SDG 3 – GOOD HEALTH AND WELLBEING

Goal 3: Ensure healthy lives and promote well-being for all at all ages

3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.

3.7: By 2030, ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

Burundi

Renforcement des structures de santé, en particulier dans le domaine de la planification familiale et de la santé des droits sexuels et reproductifs au Burundi

Cameroon

"Access to health care and services for All " Cameroon/GIZ Family Planning and support to Health System for resilience

India

Indo-German Programme on Universal Health Coverage: Empowering women in their health and beyond through national health insurance

Mali

Channels of Hope: Catalysing Positive Changes: Harnessing Faith Values to Overcome Female Genital Mutilation [SDG 5, 16]

Zambia

The Join-Circuit in Zambia: an effective and efficient tool for Social Behaviour Change Communication (SBCC)



SDG 4 – QUALITY EDUCATION

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.1: By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

4.2: By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

4.6: By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

4.a: Build and upgrade education facilities that are child, disability and gender-sensitive and provide safe,

Albania

From organized crime to gender equality – Confiscated cars from criminal organizations transformed into mobile libraries

Germany

Women going Digital: Business Scouts for Development Programme [SDG 5]

India

Designing gender-sensitive technological innovations for promoting gender equality and women's empowerment in low resource settings

Mongolia

Gender Awareness Through the Theatre (GATT) in TVET

Mozambique

Training for Basic Education and Professional Training in Mozambique

Pakistan

Parent Teacher Councils: FATA Development Programme – Pakistan [SDG 5, 8, 10]

Somaliland

Nationale Preis für Mädchen im Bereich Berufliche Bildung in Somaliland



THE GLOBAL GOALS

For Sustainable Development



SDG 5 – GENDER EQUALITY

Goal 5: Achieve gender equality and empower all women and girls

- 5.1:** End all forms of discrimination against all women and girls everywhere
- 5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- 5.3:** Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- 5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 5.6:** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- 5.a:** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- 5.b:** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- 5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Bolivia and Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: Concurso de canto "Voces de Equidad"
DRC	BGF/PIREDD Maniema
Germany	Sonderausschreibung 2021 diaspora for gender equality
Honduras	La igualdad de género un reto en las regiones indígenas: la experiencia de Pana Pana
Nigeria	Empowering Women in Male-dominated Skills Sectors and Support for Vulnerable Groups
Pakistan	"Empowering Female Staff in Male-Dominant Organization" – A success story on Gender Inclusion
Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: Protagonismo de mujeres en la formación dual en Mecatrónica
South Africa	Making gender equality children's equality
South Africa	Engaging Religious and traditional actors to prevent Gender-Based Violence (GBV)
Pakistan	Small steps towards social deconstruction of gender
Turkey	The Gender Focal Team and the Seyhan Municipality Women's Solidarity Centre of the Promotion of Economic Prospects Program in Turkey



SDG 6 – CLEAN WATER AND SANITATION

Goal 6: Ensure availability and sustainable management of water and sanitation for all

6.2: By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.

Albania	Safe access to water, sanitation and health for women and girls in schools
Nepal	#NepalsMenstrualMovement is reaching millions: The impact of working with an influencer [SDG 3]
Philippines	Improving menstrual health through wash in schools: the Philippines – and beyond: regional Fit for School program [SDG 3, 4, 5]
Zambia	Women Water Leaders: Promoting gender equality in Zambia through the AWARE Project [SDG 4, 5, 16]
Zambia	Women inclusion in the Zambian water and sanitation sector



SDG 7 – AFFORDABLE AND CLEAN ENERGY

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Bolivia and Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: Design Thinking (Pensamiento de diseño). Capacidades de mujeres de comunidades indígena-originarias para codiseño de tecnologías con energías modernas – un enfoque sensitivo a género –
Brazil	One swallow doesn't make a summer: A Success history of women network in the Solar Energy in Brazil
Global	Advancing women in the energy sector – a multilevel path for a gender-equitable energy transition
India	IGEN – Access to Energy in Rural Areas II, India Unlocking Finance, Promoting Business Models for Clean Energy Women Entrepreneurs [SDG 5, 13]
Indonesia and Timor-Leste	ASEAN-German Energy Programme's (AGEP's) gender inclusive approach on the region's energy development
Kenya and Senegal	Gender Mainstreaming in Energy and Climate Programs – Climate-Friendly Cooking: Kenya and Senegal [SDG 1, 3, 5, 8, 20]
Liberia	Gender Promotions in technical Careers



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Bolivia and Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: “Desarrollo de la Meliponicultura, protagonizada por mujeres chaqueñas, del municipio de Villa Vaca Guzmán”
Bolivia and Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: Incorporación de mujeres en procesos de aserrío
Burkina Faso	Projet Promotion de l’emploi pour les Jeunes en milieu rural (ProEmploi)
Cambodia	Integrating disadvantaged men into Cambodian weaving communities
Cameroon	Prise en compte et autonomisation des jeunes filles et des femmes dans le parse en contexte de vulnerabilite
Colombia	Empoderamiento de las mujeres indígenas Wayuu en la actividad artesanal como modelo sostenible en el Parque Nacional Natural Bahía Portete Kaurrele en La Guajira, Colombia
Georgia	Economic and Social Participation of Vulnerable Displaced and Local Population in the South Caucasus (EPIC)
Ghana	Unbeatable Gender Equality Approaches by the “Agribusiness” (AgriBiz) Programme in Ghana
Global	The Potential of Inclusive Business: iBAN promoting Women’s Economic Empowerment at the Base of the Pyramid [SDG 5]
India	WINcubate: Training incubators on women-centric business support India / Project Her&Now (Economic Empowerment of Women Entrepreneurs and Start-ups by Women) [SDG 1, 5, 10]
Indonesia	Women Innovation Camp 2021: Promoting Gender Equality through the Collaboration with the Private Sector
Kenya	Green Innovation Centres for the Agriculture and Food sector Kenya
Libya	The Women Development and Training Centres in Libya (WDTC): A space run BY WOMEN FOR WOMEN
Mozambique	Women economic empowerment through Baobab fruit commercialization: Promoting inclusive business in Mozambique, ProEcon and SEWOH-GIAE [SDG 1, 2, 5, 10]
Pakistan	TextILES for Gender Competition
Sénégal	Appui à l’amélioration de la gestion du foncier « Sen Souf »
Southern Africa	Gender makes Business Sense (GmBS): Entrepreneurship Training with empowerment at its heart [SDG 1, 2, 5, 10]
Ukraine	Fostering economic participation of vulnerable groups including IDPs in the Sea of Azov region



SDG 10 – REDUCED INEQUALITIES

Goal 10: Reduce inequality within and among countries

10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

Serbia	Programme “Inclusion of Roma and other marginalized groups in Serbia”
Syria	Safe Access to Digitalization for Women: Empowering Women in Northwest Syria [SDG 5, 8]



SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

11.2: By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

11.7: By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

India	Mobility solutions in India from a gender perspective
India	Setting up of Integrated Support Platform for Women Entrepreneurship in Kochi



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Goal 12: Ensure sustainable consumption and production patterns

12.2: By 2030, achieve the sustainable management and efficient use of natural resources.

12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Albania	Empowering women and protecting the environment though recycling and upcycling of waste
Cameroon	Contributions des femmes dans l’amelioration des revenus
Westafrica	Partager pour mieux préserver



SDG 13 – CLIMATE ACTION

Goal 13: Take urgent action to combat climate change and its impacts

13.b: Promote mechanisms for raising capacity for effective climate change related planning and management in least developed countries and small island developing states, including focusing on women, youth and local and marginalized communities.

Bolivia and Paraguay	Buenas prácticas en Temas Transversales GIZ Bolivia y Paraguay: Recuperación de prácticas ancestrales para mejorar el manejo de los recursos hídricos "Migration, Gender and Human Rights"
Colombia	De la Sensibilización a la Transformación: La integración del género en los procesos de construcción de la movilidad sostenible en Colombia
Germany	InsuResilience Centre of Excellence on Gender-smart Solutions: Promoting gender-smart approaches in risk finance for climate disasters [SDG 5, 17]
Indonesia	Gender Mainstreaming in the Indonesian Forestry Sector
Mexico	Alianza Mexicana-Alemana de Cambio Climático III



SDG 15 – LIFE ON LAND

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Laos	Gender equality promotion of CLiPAD/I-GFLL project
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SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

16.1: Significantly reduce all forms of violence and related death rates everywhere

16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all

16.7: Ensure responsive, inclusive, participatory and representative decision making at all levels

16.9: By 2030, provide legal identity for all, including birth registration

16.b: Promote and enforce non-discriminatory laws and policies for sustainable development

Africa	The Inspiring African Women Leaders in Peace & Security Programme: Strengthening the Women, Peace and Security agenda in Africa [SDG 5, 10]
Benin	Approche genre 2016-2021 du ProPFR-Bénin (SEWOH): Projet Promotion d'une politique Foncière Responsable
Bosnia and Herzegovina	Women in Bosnia and Herzegovina are taking Rights into their own hands through a Free Legal Aid Application
Colombia	Proyecto ROLESSS (Redes de Orientación y Liderazgo para la Superación del Sufrimiento Social)
Colombia	La búsqueda de las personas dadas por desaparecidas en Colombia tiene rostro de mujer: Las Buscadoras
Colombia	Strengthening Women's political incidence in Colombia: Women's political incidence as a contribution to the good governance for peace [SDG 5]
Ghana	GovID Programme
Global	A gendered approach to anti-corruption: Empowering women to drive fair and ethical business [SDG 5, 8, 17]
Guatemala, Honduras and El Salvador	Proyecto Fortalecimiento del Estado de Derecho en América Central
Mexico	Proyecto para el Fortalecimiento de las Organizaciones de la Sociedad Civil en México (PROFOSC)
Pakistan	Exchange platforms Improve Service Delivery for Women: Support to Local Governance Programme (LoGo-II) in Pakistan
Ukraine	U-LEAD with Europe Programme
Vietnam	Strengthening capacity of government agencies in integrating gender equality in the development of legal normative documents



SDG 17 – PARTNERSHIPS FOR THE GOALS

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

17.18: By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

Germany	aGENDERsetting at the World Bank Group: Providing effective advice for multilateral development policy and financing [SDG 5, 8]
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CHANNELS OF HOPE: CATALYSING POSITIVE CHANGES

HARNESSING FAITH VALUES TO OVERCOME FEMALE GENITAL MUTILATION

32



CONTEXT AND INITIATIVE

In many developing countries, religious representatives enjoy a higher level of trust than the state. Bearing in mind the ambivalent role of religious and traditional actors as agents for change as well as opponent of gender equality, it is important to make the potential of religious and traditional actors “part of the solution where they are part of the problem” (BMZ, 2016). This challenge was taken up by the sector programme Promoting Gender Equality and the sector programme Religion and Development together with two internationally active NGOs, World Vision and Islamic Relief to address female genital mutilation (FGM) in Mali. About 91% of all Malian women aged 15-49 are affected by FGM, a form of gender-based violence (GBV) and a human rights violation with severe long-term physical and psychological impacts for survivors.

GENDER – A QUALITY FEATURE FOR OUR WORK

The two GIZ sector programmes together with two NGOs were striving to improve knowledge, attitudes, and practices to eliminate FGM within Muslim and Christian communities in the Koulikoro Region of Mali. For that purpose, the Channels of Hope (CoH) Gender Curriculum, an innovative multi-religious dialogue approach to



question existing social norms initially developed by World Vision for Christian communities was adapted by Islamic Relief for Muslim communities. In addition, so-called Channels of Hope Action Teams (CHATs) were established at community level. As multipliers, the CHATs utilised the CoH Gender Curriculum to sensitize and train Muslim and Christian authorities. They also used events, workshops, and radio broadcasts to communicate and raise awareness on the severe harmful effects of FGM.

GENDER IMPACT

The project succeeded in creating a safe dialogue space for religious and traditional faith leaders and community members to critically question and address deeply rooted gender roles and norms. The results speak for themselves: 56 religious/traditional authorities (including 26 women) in ten

selected religious communities were trained with the Channels-of-Hope (CoH) gender curriculum; 80 facilitators were trained in Channels-of-Hope Action Teams (CHAT) at community level; 110 FGM and GBV awareness-raising sermons were delivered; radio messages reached approx. 50,000 people; 60 mothers, who passed on their knowledge to 800 women, were trained on children’s rights and the risks of GBV and FGM; mayors of the participating communities signed a convention to end FGM; acceptance and advocacy of FGM decreased significantly; 376 girls did not undergo FGM due to the project and at least 249 planned early marriages were prevented.

The joint project interventions proofed: Where gender and religion meet to combine gender- and religion-sensitive approaches, impactful partnerships evolve that find solutions to key challenges in the gender/ religion nexus.





#NEPALSMENSTRUALMOVEMENT IS REACHING MILLIONS

THE IMPACT OF WORKING WITH AN INFLUENCER

CONTEXT AND INITIATIVE

In Nepal, millions of adolescent girls face challenges in managing their menstruation, negatively impacting their health, education and social life. The obstacles are deeply embedded in cultural beliefs about menstruation and the lack of access to affordable sanitary products as well as functional toilets. In recent years, menstrual health and hygiene has gained significant attention in Nepal. As a result of the growing momentum, the Government of Nepal announced in 2019 that sanitary pads would be available free of charge at every public school in the country. Following an earthquake in 2015, various interventions have been implemented: an initiative to set-up local production facilities of sanitary pads, the production of videos/TV radio programs, the development of a mobile app, and the construction/rehabilitation of female-friendly toilets in 17 schools. Through the support of the MHM Partner's Alliance on the national level, the Government's ini-

tiative 'Free Sanitary Pad Distribution' and the development of an Education Toolkit under the leadership of the Ministry of Education was advanced.

The challenge: How to reach adolescents on a broad scale to raise awareness and share educational materials?

The solution: Engage a popular national actress and influencer as Goodwill Ambassador.

GENDER – A QUALITY FEATURE FOR OUR WORK

Around 2 million people in Nepal were reached by a two-part documentary and related video clips that involved Keki Adhikari – a well-known actress, model and film producer in her native country Nepal. In October 2020, she took on her new role as a Goodwill Ambassador for menstrual health. With more than 1.5 million followers on social media, her

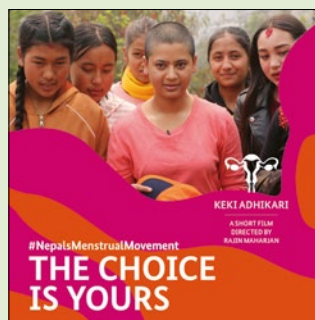
messages reach a broad audience. The documentary produced by award-winning German filmmaker Dirk Gilson. "Nepal's Menstrual Movement" shows challenges and solutions for girls and women in Nepal. It describes education and advocacy efforts by the MHM Partners' Alliance and became a big success for mainstreaming the topic.

GENDER IMPACT

This kind of collaboration involving Goodwill Ambassadors has not only been adopted in Nepal by other development partners such as Finnish development cooperation but also by GIZ programs in Albania and the Philippines.

National Level: The idea of forming a network to speak with one voice and unite the efforts for dignified menstruation has inspired 60+ local and international civil society organizations, academia, companies as well as bilateral and UN agencies to join the MHM Partner's Alliance.

Global level: The cooperation with the Water Policy sector program and the Sustainable Sanitation Alliance (SuSanA), particularly in the area of menstrual health and WASH, has ensured that the activities in Nepal are in line with the global agenda. The long-standing cooperation has now reached its peak with the successful collaboration on the production of multi-media content for the campaign.

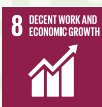




WINCUBATE: TRAINING INCUBATORS ON WOMEN-CENTRIC BUSINESS SUPPORT

INDIA / PROJECT HER&NOW (ECONOMIC EMPOWERMENT OF WOMEN ENTREPRENEURS AND START-UPS BY WOMEN)

34



CONTEXT AND INITIATIVE

Entrepreneurship promotion is high on the Indian government's agenda. More than 15 million young people enter the job market each year and entrepreneurship is a vital element in creating sufficient jobs for the working-age population. Yet, women have been largely left out of the labour force as well as entrepreneurship. About 20% of all businesses are owned by women. Accelerating women entrepreneurship in India could generate as many as 150-170 million jobs until 2030. The project "Economic Empowerment of Women Entrepreneurs and Start-ups by Women" (Project Her&Now) aims to promote women entrepreneurship in India by creating a level playing field for women-led enterprises. To this end, it supports the Indian Ministry of Skill Development and Entrepreneurship and other government institutions to design and implement gender-sensitive government support schemes. Based on piloting innovative incubation and acceleration programmes for aspiring and existing women entrepreneurs across 12 Indian states, Her&Now has developed the WINcubate training for incubators and accelerators to adopt women-centric entrepreneurship support programmes. The project also runs a film and media campaign to inspire future women entrepreneurs and change traditional norms and mindsets around women's economic participation.

GENDER – A QUALITY FEATURE FOR OUR WORK

To date, 22 incubators have completed the foundational training and 4 incubators are currently undergoing the advanced training of WINcubate. In order to mainstream women-centric incubation and acceleration as widely as possible across India the intent is to train as many incubators, mentors and service providers as possible until the end of the project in January 2023. To this end, Her&Now has entered into partnership with the Atal Innovation Mission, India's flagship incubation scheme provided by the Government of India, which has empanelled more than 65 prime incubators across India which will undergo the WINcubate training in 2022.



GENDER IMPACT

The WINcubate training is built on the experiences of incubating and accelerating over 800 women-led enterprises since 2019. Her&Now's completed incubation and acceleration programmes have yielded impressive results: On average, 44% of women have been able to turn their idea into a registered business with a 12-month business plan in place at the end of the incubation programmes (target: 10%) and 95% of entrepreneurs were able to scale their businesses at the end of the acceleration programmes (target: 60%). This is despite the COVID-19 pandemic severely affecting micro, small and medium enterprises in India since March 2020. Around 90% of entrepreneurs participating in the Her&Now programmes report that they were able to strengthen their self-confidence as entrepreneurs. Her&Now's film and media campaign has been able to reach more than 330,000 people online and 7,500 people have viewed the four short films on women entrepreneurship produced by the project.



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THE POTENTIAL OF INCLUSIVE BUSINESS

iBAN PROMOTING WOMEN'S ECONOMIC EMPOWERMENT AT THE BASE OF THE PYRAMID

CONTEXT AND INITIATIVE

Inclusive Business (IB) companies engage low-income people in economic processes on the demand side as customers and/or on the supply side as producers, suppliers, or distributors. Innovative digital communication formats are utilized to effectively reach target audiences globally. The global initiative Inclusive Business Action Network (iBAN) demonstrates the potential of IB to promote women's economic empowerment (WEE) at the macro, meso to the micro level.



GENDER – A QUALITY FEATURE OF OUR WORK (APPRECIATION AND RESPONSE)

iBAN highlights gender-related or women-led companies as best practice examples. Social media plays an increasingly important role in sharing the inspiring stories of women.

The Instagram channel Global Scale Up X provides insights in fundraising experiences of 50 female entrepreneurs from 14 different countries. By doing so iBAN was able to dismantle stereotype beliefs that women are risk adverse and lack self-confidence as the portrayed entrepreneurs managed to secure between 10.000 and 50 Mio US\$ capital investment in their IB businesses.

iBAN also runs support programmes for IB-enterprises such as the “Investment Readiness Programme”, where enterprises with a clear gender focus receive preference over other with the same qualification - in Zambia 22 out of 23 enterprises scored as gender-relevant. Examples are well documented and accessible on the IB online platform und IB-Impact Stories, which not only feature enterprises but also beneficiaries such as 1900 female farmers in Tanzania.

GENDER IMPACT

iBAN's policy advice to ASEAN resulted in the adoption of gender in the “Guidelines for the Promotion of IB in ASEAN” and the introduction of an IB Accreditation, which includes “women's empowerment” and “gender equity changes” as two criteria. Cambodia adopted the IB Accreditation to its national IB Strategy and already certified 18 companies thereof 10 with a positive gender score.

In 2018 iBAN advised UNCTAD on the further development of the resolution on entrepreneurship for sustainable development, in which IB is attributed an important role. As a result, the *Empretec Women in Business Awards* hosted by UNCTAD, was opened up to IB and iBAN was brought in as a partner. At the 7th round of the Awards in 2020, iBAN presented the special award for “Women Entrepreneurs Empowering Women through Inclusive Business”. In the months following the ceremony, the winner of the “Women Entrepreneurs Empowering Women through Inclusive Business” award, Ugandan entrepreneur Dr. Omalla, received funding from her government totaling 10 million US dollars. She attributes this development, among other things, to the attention her work and especially her commitment to women has received through the award.

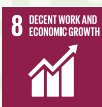




WOMEN ECONOMIC EMPOWERMENT THROUGH BAOBAB FRUIT COMMERCIALIZATION

PROMOTING INCLUSIVE BUSINESS IN MOZAMBIQUE, PROECON AND SEWOH-GIAE

36



CONTEXT AND INITIATIVE

Eighty per cent of the working women in Mozambique earn their livelihood in the agricultural sector, mainly due to the lack of other alternatives of income and employment. Education levels in remote villages are generally low, especially among women who often have less than four years of school education and barely speak or write the country's official language Portuguese. In 2017, the bilateral project ProEcon piloted the economic inclusion of smallholders and small and micro enterprises by integrating them into supply chains of bigger enterprises through a tailor-made inclusive business approach and with a special focus on women. The inclusive business models are implemented through integrated development partnerships (iDPPs) with well-established private companies on a cost sharing basis. Baobab Products Mozambique (BPM), registered in 2013 by Eco-Micaia Ltd, is one of 20 private companies with which GIZ has established iDPPs since 2017, mobilizing more than two million Euro from the private partners and integrating almost 2,500 women smallholders into supply chains.

Baobab, locally known as Malambe, is 100% a women's crop. The trees grow wild in the northern forests of Manica province where 85% of the rural population live below the national nominal poverty line and malnutrition is above 50%. With baobab fruits being extremely high in nutrients and Vitamin C they are fed to children, the old and sick and are, on demand, especially among European and North American health-conscious consumers.

GENDER – A QUALITY FEATURE FOR OUR WORK

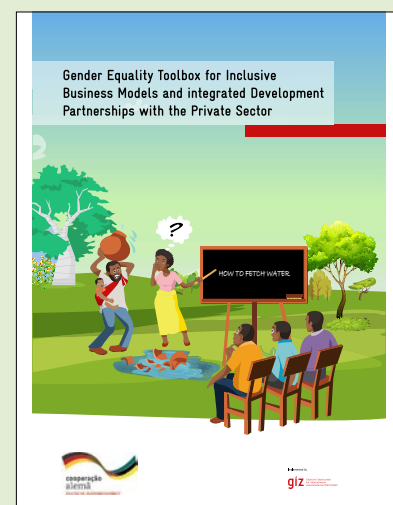
The first partnership resulted in the integration of 150 women baobab collectors into the supply chain and in increased turnover and new market access of BPM by the end of 2017. To diversify products and markets and to establish a pre-processing supply system on community level the global programme "Green Innovation Centres in the Agriculture and Food Sector" in Mozambique (GIAE) signed another partnership with BPM in 2018 and organised the women collectors in a Malambe association. The Malambe clubs with support of Micaia Foundation, a shareholder of the social enterprise Eco-Micaia Ltd., also provide life skills and literacy training for these women and their husbands, especially in off-season. With financial support of the EU Programme PROMOVE Agribiz GIZ was able to scale up the Inclusive Business Model approach and introduce it to two additional provinces in 2019.

GENDER IMPACT

Proven tools to improve the integration of women smallholders and women wage workers in commercial businesses and agricultural value chains have been made available with the Gender Toolbox for Inclusive Business Models published in 2021.

The "Malambe" women set an example for other women in the villages and act as a role model for social and economic changes: Today, five of nine permanent workers at the BPM processing factory are women. About 100 tons of powder are produced per year

from baobab collected by 1,800 women from 35 villages who sell their fruits to the various collection points. The women use the money to invest in goats, bicycles, carts, the education of their children or buy additional food for themselves and their children. Each village has a "Malambe Club", run by local women for local women. The Clubs are organised as an association which will hold a 20 per cent share in the BPM company. The members of the association therefore have a say in the priorities and development of the company, negotiate their prices and support the collection process.





IGEN - ACCESS TO ENERGY IN RURAL AREAS II, INDIA

UNLOCKING FINANCE, PROMOTING BUSINESS MODELS FOR CLEAN ENERGY WOMEN ENTREPRENEURS

CONTEXT AND INITIATIVE

Traditional gender roles in India influence the way men and women access and use energy. While around 700 million Indians gained access to electricity between 2000 and 2018, access to reliable, consistent, and adequate power remains a challenge. Women often have less to no say when it comes to any decision related to purchasing and using energy related products.



The Indo-German Energy Programme - Access to Energy in Rural Areas (IGEN ACCESS) seeks to create a conducive environment for rural renewable energy enterprises to make energy services easily accessible to the rural population. The program builds upon three strategic pillars: Private sector development and innovation, access to finance, and public support programs. The interventions are concentrated around energy in agriculture, clean cooking energy, rural electrification, and productive uses of energy.

GENDER -

A QUALITY FEATURE FOR OUR WORK

IGEN ACCESS, a bilateral cooperation project on behalf of the German Federal Ministry for Economic Cooperation and Development and the Indian Ministry of New and Renewable Energy, creates awareness, and confidence to use the Decentralized Rural Energy (DRE) technology in productive income-generating activities mainly to improve quality of life and value enhancement and capacitation of women entrepreneurs using digital technology on business skill development.

IGEN-ACCESS recognises women as the central focal point for intervention and observes access to clean energy products at household level as a vehicle for local economic development. The program works closely with ever-growing women networks and self-help groups that provide opportunity to include gender perspectives into the clean energy sector



GENDER IMPACT

1. About 2500 women entrepreneurs are trained through online mode (digitally) across 11 states of India. Digital Akshay Urja Training for Women Entrepreneurs was recognised and approved by Skill Council for Green Jobs and secured continuity under COVID-19 restrictions.
2. Memorandum of Understanding (MoU) signed with seven formal financial institutions and three microfinance institutions, non-banking financial institutions to design and lend DRE focused loans for end-users - about 70,000 women end-users facilitated with loans to access DRE products, including for use in enhancing the livelihoods and 760 entrepreneurs facilitated with a business loan;
3. IGEN Access partner organization sensitised and enabled to focus on women end-users
4. To address knowledge gap and help women take an informed decision - A open source knowledge portal India Renewable Energy Appliances Portal (I-REAP) was designed as part of the program.

The program developed a 'Result Based Monitoring' sheet with focus on structured gender analysis based on baseline and end-line surveys. A five-point scale is used to collect and analyse gender data with focus on key indicators. The learnings of digital training, women's entrepreneurship opportunities in energy sector have been presented in national events attended by ministry, livelihood mission paving the way for potential scaling up in the coming years.





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WOMEN GOING DIGITAL

BUSINESS SCOUTS FOR DEVELOPMENT PROGRAMME

38



CONTEXT AND INITIATIVE

Globally, there is a large discrepancy between female and male participation in the formal labor market. This becomes particularly visible in the information and communications technology (ICT) sector. Not only are women less likely to own a cell phone, but they are also less represented in the digital economy, especially in developing and emerging countries. This creates a significant disadvantage for women in digital knowledge generation, innovation and entrepreneurship. Furthermore, in many countries, there is a shortage of qualified IT professionals. Against this background, the Business Scouts for Development, together with the German bilateral chambers of industry and commerce (AHKs) in Brazil and Mozambique, initiated the online training “Women going digital” in 2020. The course is targeting women already working in the ICT sector or aspiring to do

so and covers various aspects of digital technologies and agile working within 16 capacity development modules. By involving local NGOs as well as sector companies, women were provided with a possibility to gain new skills and additionally given the chance to weave connections to possible employers.

GENDER – A QUALITY FEATURE FOR OUR WORK

In 2020, around 1,000 women applied for a place on the online course, 100 of whom were selected for the pilot phase - 90 in Brazil and 10 in Mozambique. Thanks to the great turnout of the pilot phase, the course has become a permanent offering of the German-Brazilian Chamber of Industry and Commerce (AHK) in São Paulo – the ownership of the AHK is high. Meanwhile, the project cooperates with further German Chambers Abroad (AHKs) and is implemented in seven countries on two different continents, together with private sector companies such as SAP (Brazil, Argentina), Siemens (Peru) and civil society organisations such as Centro Cultural Mocambicano-Alemão and Goethe Institute (Mozambique) and online training platforms/services such as Future Lab und atingi, a digital learning platform developed within the framework of the Global Project “Africa Cloud”, implemented by GIZ on behalf of the BMZ.

GENDER IMPACT

With the start of the second implementation phase in Brazil in 2021, there are places for 300 women in the course. In Argentina and Peru, a total of 132 women were part of the first run of the online training. In both countries, a second phase has already started. The implementation of a French and an English version of the training in Cameroon, Namibia and Rwanda is currently being prepared and scheduled to begin in 2022. A further expansion to other anglo- and francophone countries throughout Africa is planned. The project Women going Digital brings benefits for both sides: Local companies, on the one hand, have more qualified candidates for the IT sector and women on the other side advance their economic participation and professional performance and increase their career opportunities in the digital sector, where jobs usually pay well and are on high demand.





SAFE ACCESS TO DIGITALIZATION FOR WOMEN

EMPOWERING WOMEN IN NORTHWEST SYRIA

CONTEXT AND INITIATIVE

Even before the crisis in 2011, gender discrimination and violence against women were rampant in Syria. The war and the spread of extremist actors controlling some areas in Syria with an ideology that encourages oppression of women further exacerbated the situation. Women are banned from leaving their homes with strong restrictions on travel or mobility. While being restricted within a physical confined space, the internet with enough digital literacy can open a whole new world to the women. Thus, women’s usage of portable devices and social media platforms drastically increased. Unfortunately, the lack of experience in safe access to and use of the digital world has led to a lot of dangerous and misleading information and practices, online harassment and even so called “honour-killings”, as a reaction to postings of private pictures and/or conversations hacked and posted by others than the women themselves.



With the goal to promote digital skills and competences of women in northwestern Syria the project “Support for the stabilization and transition process in Syria” (USTS) initiated an exchange with its co-funding commissioning party, the European Union, and its local partner network.

GENDER – A QUALITY FEATURE FOR OUR WORK

Together with “Equity and Empowerment” (EE), a local feminist partner organization GIZ USTS started a joint intervention in Kafer Yahmoul, a small town in the target region, to raise awareness about digital rights, to increase knowledge of human rights based academic/journalistic writing and to build knowledge of hardware/device maintenance. Over 600 women applied of which 345 women were selected via defined criteria and benefited from the diverse training packages conducted at a community center in the target community.

To reach out and inspire other women in the region EE published the project’s outputs on their Facebook Page and together with GIZ USTS created linkages and synergies with other GIZ partners and local NGOs working on promoting gender equality in the same location.

GENDER IMPACT

Two participants were able to open their own mobile and computer service shops – a first time occurrence and a huge step forward for local women in northwestern Syria. These shops not only provide an income for the women who started them, they also provide a safe space for other women to service their equipment without fear of being blackmailed or harassed.

The participating women wrote blogs and published two booklets named *Zero-One* to share their experiences and lessons learnt and to raise awareness on digital rights, safe use of social media and the management of private accounts. In addition, six videos documenting women’s experiences and shedding light on women digital issues and experiences in northwestern Syria have been produced and published on social media.

With a media campaign entitled *#Not_Your_Right* about women’s experiences regarding cyber exploitation EE reached more than 2000 users, national and international NGOs and development agencies. In addition, EE facilitated a meeting between the beneficiaries and the United Nations Special Envoy to Syria to convey the women’s voices, needs and demands for further support and follow-up actions.



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GENDER MAINSTREAMING IN ENERGY AND CLIMATE PROGRAMS

CLIMATE-FRIENDLY COOKING: KENYA AND SENEGAL

40



CONTEXT AND INITIATIVE

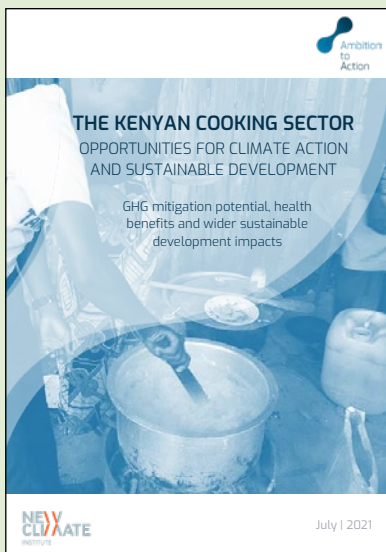
Women and girls, being the main users of cookstoves and responsible for the fuel collection or purchase, they are the ones benefiting most from reduced fuel usage and air pollution. The project “Promotion of Climate-Friendly Cooking: Kenya and Senegal” (GCF/EnDev) aims at creating self-sustaining Improved Cooking Stove (ICS) markets, leading to reduced CO2 emission and air pollution, better health, and increased income opportunities for women. Between 2020-2024, it is co-financed by the Federal Ministry for Economic Cooperation and Development (BMZ) and the Green Climate Fund (GCF) and implemented jointly by eight partner organizations. At country level, the line ministries are involved in intervention design and execution. Clean Cookstoves Association of Kenya (CCAK) has been supported to update the Kenya Cooking Action Plan (KCAP) and the Ministry of Energy (MoE) has been supported to develop a Gender Responsive Energy Compact for accelerating access to clean cooking by 2028. The project is also contributing to the development of the planned clean cooking strategy spearheaded by the MoE.

The project is primarily aimed at creating self-sustaining ICS markets, leading to substantial climate change mitigation impacts and women’s economic empowerment. However, specialized training is also offered for people living with disabilities engaged in ICS production to ensure that they don’t miss out on skill development and income opportunities, extremely rare to them in rural areas.

GENDER – A QUALITY FEATURE FOR OUR WORK

A gender assessment, gender-specific analytical work and gender-disaggregated statistics provided valuable insights on gender and socio-economic issues along the ICS value chain and underpin conceptualising, implementation and results tracking. While professionalization kits and trainings have been availed to all ICS producers, women face specific gender-based challenges in upscaling their businesses such as access to and control over production resources. A women-led production centre for example faced land ownership wrangles when a private developer fenced off the land they were

working on and prevented them from accessing their workshop. An issue that has been taken up and attended to be female ICS producers, the project and the local administration.



GENDER IMPACT

The project aims at professionalizing a total of 90 ICS producers and reaching 1.6 million households to adopt ICS hence benefiting ≈ 8 million people.

Stella Nyagol, a 73-year-old widow and mother of 6 with several grand-children has been in the industry since 1985 when she joined Keyo Women Group at Lake Victoria. She now employs 4 men and 2 women and owns and runs one of the highest producing centres in Kenya, the Nyagol Production Centre, which she started in 2020.



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WOMEN WATER LEADERS

PROMOTING GENDER EQUALITY IN ZAMBIA THROUGH THE AWARE PROJECT

CONTEXT

In Zambia, like in many African countries, rural women are particularly aware of and effected by water scarcity and highly motivated to protect water resources due to their tasks of fetching water for their daily consumption and irrigating vegetable gardens. To increase women's voice and agency at decision making level the Accelerate Water and Agricultural Resources Efficiency Project (AWARE) funded by the EU and BMZ fostered female participation and leadership in Water User Associations (WUA) and among team leaders overseeing and constructing water catchment protection measures (CPM). AWARE based its decisions and interventions on its own context specific gender analysis, Zambia's Water Resource Management Act number 21 of 2011 and Zambia's National Gender Policy, which prescribes 30% women representation in leadership positions.

GENDER – A QUALITY FEATURE FOR OUR WORK

Rural women in general are loaded with more duties, unpaid subsistence and care work for the family and community than men. Thus, to attract women for the paid CPM construction work AWARE took affirmative action, which benefitted both the community and the individual woman. AWARE decided to pay women the same daily wage as men for just half-a-days work. In the beginning men felt unfairly treated, but after some heated discussions more sensibility for the multiple tasks and heavy mostly unpaid workload of



women was created. With the buy-in of the communities AWARE managed to have 40% women workers at the CPM sites.

Moving to the next level, of giving women a fair share of decision making and leadership positions needed persuasion. At the first CPM site AWARE had to convince the village heads and supervisors to select at least 3 women for the ten team leader positions. However, due to the women's excellent performance the bar was quickly raised to 50%, reaching gender parity, which was also achieved.

GENDER IMPACT

The women involved gained leadership skills and confidence and the respect of community leaders and members, and project partners got to appreciate the importance of women representation in leadership beyond prescribed quotas. All parties involved quickly

realised that active participation of women increases local community buy-in and that the level of engagement and knowledge of women is crucial for sustainable water resource management.

Through AWARE's affirmative action and head-on approach both men and women gained new experiences and started to review and rethink deeply rooted gender roles and responsibilities. One of the supervisors, Mr. Namushi Likolo, shared this observation: "At first, the women leaders were not comfortable leading a team of ten people, mostly men, but now they have become an asset to the community due to their newly acquired leadership and technical skills." In a recent video on the CPM activities, Ms. Angelina Hamalambo one of the female team leaders had this to say: "I encourage fellow women to avail themselves for leadership positions despite some challenges they might face".





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aGENDERsetting AT THE WORLD BANK GROUP

PROVIDING EFFECTIVE ADVICE FOR MULTILATERAL DEVELOPMENT POLICY AND FINANCING

42



CONTEXT AND INITIATIVE

International finance institutions like the World Bank Group (WBG) provide significant financial resources, knowledge, and advisory services to countries as well as the development community as such. Yet, multi-lateral development cooperation is neither gender sensitive, gender responsive nor gender transformative by default. It requires concerted efforts and clear political commitment from all stakeholders involved to ensure that gender is mainstreamed and features prominently in projects and programs and financial frameworks such as IDA, the International Development Association. Germany being a WBG member state and one of the biggest donors/contributors to IDA had an important part to play in the IDA20 replenishment process in 2021.



Through its policy advisory services GIZ supports the German government / BMZ in its goal to strengthen gender work and impact of the WBG, including its response to the COVID-19-pandemic, which disproportionately impacts women and girls in all their diversity and other marginalized groups and persons worldwide.

GENDER – A QUALITY FEATURE FOR OUR WORK

During the World Bank’s IDA replenishment process GIZ pooled and processed expertise from several sector teams to support the BMZ. The experts worked together in a spirit and understanding that gender equality, a human rights-based approach and the protection of marginalized groups and persons are of highest importance and a precondition for building back better from the crisis. GIZ’s services included integrated analytical inputs and policy advice, knowledge sharing and support for effective stakeholder coordination. With this sought after and well received support, Germany was well equipped to build alliances with other WBG members states and table joint position papers on strengthening gender commitments related to Women’s Economic Empowerment (WEE), sexual and reproductive health and rights (SRHR), education, gender and climate change and results-based monitoring.

GENDER IMPACT AT IDA20 REPLENISHMENT

Together with other like-minded countries the German government ensured significant and concrete commitments featuring in IDA20 – a \$US 93 billion package for 2022-2025 with Germany being the fourth biggest donor/contributor.

- ‘Closing the gender gap, including by investing in women’s empowerment and economic and digital inclusion’ is one of IDA20’s five “special themes”
- Gender also features prominently in the special themes: (1) Human Capital, (2) Climate

change adaptation, resilience, and preserving natural capital and biodiversity, (3) Job creation and (4) addressing situations of fragility, conflict and violence.

- IDA’s approach to monitoring and reporting on gender outcomes will be enhanced by several results indicators, better gender disaggregation of indicators and significant statistical work to close gender-related data gaps.

As the WBG is known for setting standards for other MDBs and IFIs this will raise the bar for more ambitious gender work in the coming years.



IDA20 SPECIAL THEME: GENDER AND DEVELOPMENT

June 11, 2021



THE INSPIRING AFRICAN WOMEN LEADERS IN PEACE & SECURITY PROGRAMME

STRENGTHENING THE WOMEN, PEACE AND SECURITY AGENDA IN AFRICA

CONTEXT AND INITIATIVE

Despite all efforts to systematically integrate gender perspectives into the (African) peace and security landscape, most actors continue to be male and the marginalization of women and girls in the context of conflict resolution remains an ongoing challenge. Incorporating women equally and fully in all activities of the peace and security sector, among others by increasing their numbers of civilian, police and military peacekeepers in multi-dimensional peace support operations, remains a goal still to be realized.

GENDER – A QUALITY FEATURE FOR OUR WORK

Against the above background, the Women, Peace and Security Institute (WPSI) at the Kofi Annan International Peace Keeping Training Centre (KAIPTC) and the GIZ Support Programme to the KAIPTC jointly developed the innovative **Inspiring African Women Leaders in Peace and Security (IAWLPS)** programme. Aiming to maximize career opportunities for and realizing the full, equal and meaningful participation of female mid-level leaders in the peace and security process/sector in Africa, the IAWLPS programme offers a **1,5-year training programme with a variety of capacity building seminars, coaching and networking opportunities**. Since its inception in 2019, 36 women have been trained in total.



While the conceptual development of the programme is anchored in the **close cooperation between the GIZ Programme and KAIPTC-WPSI**, the further development of the programme and network involves the active participation of IAWLPS alumni who provide support and mentoring to the next generation of IAWLPS scholars. The implementation of the programme involves a **multi-stakeholder approach**: while GIZ was initially the only partner technically and financially contributing to the programme, the **British Peace Support Team Africa** was won over as a new partner boosting the programme's financial sustainability. Further, a wide range of well-known institutions, e.g.: the **Geneva Centre for Security Policy** and the **ECOWAS Commission** are contributing to the programme's success.

GENDER IMPACT

The programme is well-established on the continent. Joana Osei-Tutu, Head of KAIPTC-WPSI, confirms 'With the IAWLPS programme and its active, expanding network, we can substantially enhance women's meaningful participation in the African peace and security sector in the long-term.'

Participants demonstrate their boosted confidence and increased skills and competencies e.g., by **successfully implementing their career plans and individual IAWLPS projects**. Lt. Col. Jarju affirms '*The programme enhanced my leadership skills and greatly contributed to my promotion as the First Female National Parade Commander for the Republic of the Gambia*'. Chifundo from Malawi implemented a project focused on improving relations between the police and survivors of sexual and gender-based violence. She specifically testifies that the communications strategies learned during the programme helped her to facilitate a constructive dialogue.





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EXCHANGE PLATFORMS IMPROVE SERVICE DELIVERY FOR WOMEN

SUPPORT TO LOCAL GOVERNANCE PROGRAMME (LOGO-II) IN PAKISTAN

44



CONTEXT AND INITIATIVE

Under the Local Government reform initiative of the Pakistani Government in 2019, substantial changes and adjustments to the LGAs (Local Government Acts) in both Khyber Pakhtunkhwa (KP) and Punjab provinces were introduced. The new legislation (LGAs-2019 Amendment) transferred the responsibility of many government services to the sub-national (district/tehsil) level. However, political participation of citizens particularly women in local governance is limited due to several reasons, including lack of education and information, awareness, cultural taboos and gender sensitivities. Additionally, lack of space for women is another factor as all the major administrative structures of the state are male dominated. Like in any other sector, these factors hamper the capacity of the local governments to deliver good quality public services to citizens especially women.



Improving citizen engagement is a core component on the bilateral Support to Local Governance (LoGo II) project. For this purpose, *Khuli Kachery*, open platforms provided to the public to come forward and express their grievances on public services, are being implemented as an offline redressal mechanism in KP and Punjab.

GENDER - A QUALITY FEATURE FOR OUR WORK

To tackle the limited participation and utilisation by women, the project supported Women Khuli Kacheris (WKK) in eight districts across the two provinces and a Women Facilitation Desk (WFD) in one district of KP. The WKK & WFD have three specific objectives: 1. To increase women participation in public service delivery; 2. To highlight women prioritised needs and facilitate the filing of complaints by women; 3. To ensure effective feedback and complaint resolution. The WFD also aims at building the capacity of local governments to enhance their complaint management systems and feedback mechanisms.



GENDER IMPACT

The WKK supported by the project during 2021 have been utilised by 800 women in KP & 1400 women in Punjab. The WFD established in July 2021 at the office of the Additional Deputy Commissioner (ADC) in Nowshera and operationalised by the Local Councils Association and elected representatives, is not only the first of its kind but also an innovative cooperation model between the district administration and elected representatives. The WFD attended to 790 complaints lodged by women - out of which 70% of those related to municipal services have been resolved. To ensure that no complaint is discarded, the WFD assisted the women to register their complaint to the federally administered Pakistan Citizen Portal in instances where their complaints were not related to municipal services.

The Right to Services and Right to Information Commissions in KP have not only acknowledged the importance of the WKKs & WFD but contributed to their success by developing gender sensitive messages and informational posters. Due to the accomplishment of the WFD in KP, three additional WFDs will be established in the rest of the 3 pilot districts of Haripur, Swat and Kohat, whereas in Punjab the civil society organisation Sangat Development Foundation is supporting the establishment of four WFD in the districts of Mandi Bahauddin, Toba Tek Singh, Sheikhupura and Khanewal with the support of the local administration and elected representatives.



STRENGTHENING WOMEN'S POLITICAL INCIDENCE IN COLOMBIA

WOMEN'S POLITICAL INCIDENCE AS A CONTRIBUTION TO THE GOOD GOVERNANCE FOR PEACE

CONTEXT AND INITIATIVE

The Municipal Good Governance for Peace Programme in Colombia (Paz Comunal) program acts in synergy with the Territorial Renewal Agency for the implementation of the Peace Agreement including 130 measures with gender and ethnic approach. One of Paz Comunal objectives is to limit corruption and promote the inclusion of the voice of women, youth, and the LGBTIQ+ community in the implementation of local development and peacebuilding policies, programs and projects. To accomplish this task, Paz Comunal supports local governments in the application of a human rights, peace, and gender approach. With practical activities, local government and communities reflect upon the barriers that young people and women face in accessing public information, demanding their rights, and participating in the decisions that affect their villages and families. Another significant challenge to the participation of women in local politics is that municipal authorities are mainly made up of older men.

GENDER – A QUALITY FEATURE FOR OUR WORK

In conjunction with Redcaquetápaz, Paz Comunal promoted the involvement of women in the Community Action Boards. To this end, Paz Comunal financed a report compiled by the National Network of Women and Peace on the implementation of the Peace Agreement. The findings of the report attested the government a poor performance record with regards to talking e.g., causes for women's, youths and LGBTIQ+ poor or non-public participation

such as gender-based violence (GBV), exclusion from decision-making spaces and few development opportunities for women in rural areas. Participatory dialogue between state and non-state actors took place on these and other relevant issues that are of interest to the community and of special interest to women.

GENDER IMPACT

Paz Comunal has strengthened and supported the consolidation of municipal women's organizations, which are key for women to present their needs to local governments as well as to formulate and push for the implementation of the women public policy. In addition, it supported the establishment of safe spaces at municipal level for networking and learning opportunities opening scenarios for empowerment, joint learning, peer support and sharing of information and materials addressing problematic situations in the households and at community level. Through Association of Black, Indigenous, and Campesino Women of Caquetá (Asociación de Mujeres Campesinas e



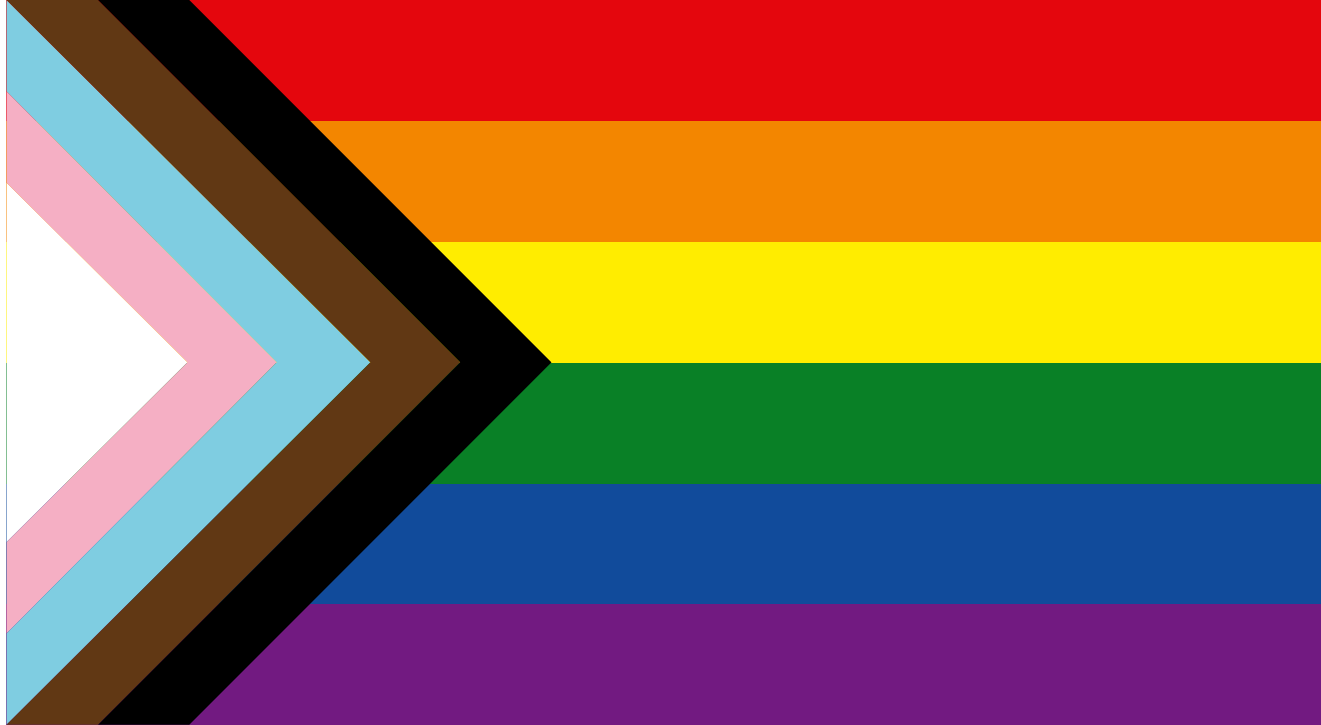
Indígenas de Caquetá) 27 women received training related to the GBV attention route, identifying barriers to accessing the route and signing an Act in

Ruta de Atención para los Niños, Niñas, Adolescentes y las Mujeres Víctimas de Violencia
LEY 1257 DE 2008

<p>EN CASO DE: Violencia física y sexual</p> <p>ACUDIR A:  Comisaría de familia</p> <p>CUÁL ES SU COMPETENCIA: Recepciona el caso y orienta a la víctima sobre las acciones legales a instaurar. Verifica la garantía de derechos en los casos de maltrato infantil. Practica rescates para darle fin a una situación de peligro. Brinda atención en crisis por parte del equipo psicosocial. Remite a salud para la atención de urgencias. Realiza seguimiento a la familia. Solicita dictamen de Medicina Legal. Toma medidas de protección para víctimas de violencia intrafamiliar y sexual. Remite a otros programas e instituciones.</p>	<p>EN CASO DE: Violencia física, sexual, psicológica, patrimonial o económica. También para casos con NNA.</p> <p>ACUDIR A:  FISCALÍA</p> <p>CUÁL ES SU COMPETENCIA: Recepciona la denuncia a través de la Policía Judicial o actúa de oficio. Brinda atención en crisis. Remite al ICBF cuando la víctima es menor de edad. Solicita dictamen a Medicina Legal. Inicia las acciones judiciales necesarias para la investigación del delito. Orienta a las víctimas sobre las acciones legales a seguir. Dicta medidas de protección provisionales.</p>	<p>EN CASO DE: Requerir acompañamiento.</p> <p>ACUDIR A:  Comisaría de Familia</p> <p>CUÁL ES SU COMPETENCIA: Recepciona la denuncia a través de la Policía Judicial o actúa de forma inmediata para garantizar los derechos de las víctimas o pone el caso en conocimiento de las autoridades competentes. Orienta a la víctima en la preservación de pruebas. Traslada a la persona agredida a un centro asistencial si lo requiere. Acompaña a la víctima hacia un lugar seguro y brinda información necesaria sobre sus derechos. Brinda apoyo a las entidades judiciales, Defensoría y Comisaría.</p>
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which the institutions committed to take action against those barriers. Another measure targeting the phenomena of violence affecting female social leaders, was a self-defense training addressing the risk factors to which they are exposed as individuals, organizations and communities as well as the protective factors.

To raise awareness on women's and LGBTIQ+ community's rights, Paz Comunal also trained partners on gender concepts and its mainstreaming in public programs and plans. The participants, both civil servants and community members, reported having understood the importance of respecting gender diversity and of incorporating the gender approach in their daily work.



Step it up for gender justice – How LGBTI inclusion in development cooperation creates a future worth living for everyone

46

Human rights are universal rights so are women's rights. Neither the UN Universal Declaration on Human Rights nor the Convention on the Elimination of All Forms of Discrimination against Women New York (CEDAW) or the African Charter on Human and Peoples' Rights for that matter were negotiated by or endorsed exclusively for heterosexual men and women but for all people in all their diversity. With its Gender Strategy GIZ has committed itself to the elimination of existing gender-based discrimination and to fostering equal rights and opportunities for everyone, regardless of their gender, sexual orientation and gender identity.

Human rights situation of LGBTIQ+ persons worldwide

Despite international, regional, and national human rights declaration and commitments to non-discrimination and equal rights patterns of discrimination against lesbian, gay, bisexual, trans, intersex, and non-binary (LGBTIQ+) persons are deeply entrenched and institutionalised in societies around the world. In sixty-nine countries, homosexual acts are prosecuted and in five of these countries even threatened by the death penalty. There are at least thirteen countries that explicitly criminalize trans people, for example with laws that prohibit men from wearing women's cloth-

ing. That said, many other countries discriminate against trans people by applying laws that have a different purpose, e.g., laws against causing public nuisance.

Human rights violations based on diverse sexual orientations, gender identities, gender expression, and sex characteristics (SOGIESC) are often accompanied by a lack of access to other human rights, such as the right to health, education, or political and social participation.

In times of the COVID-19 pandemic, LGBTIQ* persons were and still are facing additional challenges and pressure. They are inter alia confronted with exacerbating limitations in LGBTIQ*-affirming healthcare due to overburdened health care systems. Gender-based and domestic violence, e.g., as LGBTIQ* persons in confinement situations might be forced to face LGBTIQ*-hatred by close family members, has reached unexpectedly high rates. With its Resolution 449 the African Commission on Human and Peoples' Rights expressed its deep concerns by the severe socio-economic and humanitarian consequences of COVID-19 and the COVID-19 response measures and disproportionate impacts on marginalized sections of society including LGBTI people and the rise in acts of discrimination and hate speech against certain groups.



The German government and the European Union are working for LGBTI inclusion and equality around the world



On 3 March 2021, the German government adopted the LGBTI Inclusion Strategy for Foreign Policy and Development Cooperation. The concept - developed in cooperation with civil society - puts a focus on supporting LGBTI human rights work in a structurally sustainable way. Especially under-age LGBTI and trans persons - having been identified as particularly disadvantaged groups - are to be supported.

In its work for the rights and inclusion of LGBTI persons around the world, the German government is following key principles of the UN Agenda 2030: Leave no one behind and Do no harm. Thus, LGBTI civil society organizations are to be strengthened to ensure participation of LGBTI representatives and persons in public dialogues, and to aid and secure their social, cultural, economic, and political participation and rights.

Prior to the German government, in November 2020, the European Commission (EC) published its LGBTIQ Equality Strategy 2020-2025. Even though the strategy mainly focuses on LGBTIQ equality inside the European

Union, it also marks the EU's commitment to leading a call for LGBTIQ equality around the world and underline that LGBTIQ rights are human rights and LGBTIQ people should be able to fully enjoy their rights everywhere, at all times.



Both strategies lay the foundation for increased mainstreaming of LGBTI equality in German and EU policies, regulations, and funding. LGBTI inclusion and rights are firmly embedded in the EU Gender Action Plan 2021-2025 (EU GAP III), in Germany's Coalition Agreement "Dare more progress: Alliance for Freedom, Justice and Sustainability", in the German Federal Government's Action Plan for the Women, Peace and Security Agenda and its feminist foreign and development cooperation approaches. With its Presidency Conclusions on the EU GAP III the German Government called for policies to be anchored in a human rights based and gender-transformative approach with particular attention being paid to women and girls in all their diversity facing multiple and overlapping forms of discrimination, such as the intersectional position of LGBTIQ persons.

Pushing for equality around the globe: GIZ's projects for LGBTI inclusion

Although the situation of LGBTI persons is challenging in many countries around the world, GIZ is promoting LGBTI inclusion, even in the most difficult contexts. Some of those projects will be highlighted on the following pages. The journey will take you around the globe, from the South Africa, which outlaws discrimination based on sexual orientation in its Constitution, to Uganda, Cameroon, Rwanda, Central America, Western Balkans, Columbia, and Mexico. This selection presents different approaches: support to student-led campaigns in South Africa, sensibilization measures for the police force of Uganda, access to health care and services, promotion of psychosocial wellbeing of LGBTIQ children and youth, transitional justice, and safe workspace for everyone in Mexico. They are following one key principle for LGBTI inclusion – do no harm but do something!



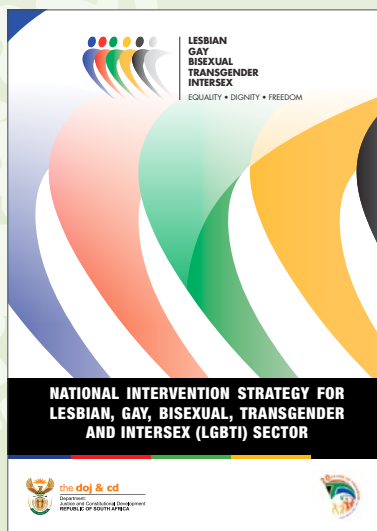
GENDER BASED VIOLENCE PREVENTION WITH FOCUS ON LGBTI DISCRIMINATION IN SCHOOLS SOUTH AFRICA

48



CONTEXT AND INITIATIVE

In South Africa, a relatively favourable political environment has constitutional provisions and policies in place that protect the equality of all persons and prohibit discrimination on the grounds of sexual orientation (Section 9 (3) of the South African Constitution).



Nevertheless, LGBTI persons continue to face everyday violence and discrimination, including in the education sector. A study from 2016 revealed that 56% of LGBTQ youth (≤24 years) indicated that they had experienced discrimination based on their LGBTQ status at school. The Eastern Cape province in South Africa displayed the second highest discrimination rate with 70%. The

types of discrimination in schools in Eastern Cape included the following: verbal insults directed at the learner (65%); threatened with physical violence (52%); objects thrown at learner (36%); personal property or possessions damaged or destroyed (23%), punched, hit, kicked or beaten (28%); as well as sexually abused or raped 12%. Core reasons for the existing discrimination are the heteronormative and conservative culture in South Africa as well as the lack of information on LGBTI issues together with weak community support for rights of LGBTI persons. South African school culture continues to be very conservative with limited support and understanding of the needs and rights of learners that identify as LGBTI (hereafter “LGBTI learners”).

It is within this context that the GIZ Sector Programme “Realizing Human Rights including Children and Youth Rights in Development Cooperation” and the GIZ regional programme “Partnerships for Prevention of Violence against Women and Girls in Southern Africa” (PFP) joined forces to support the prevention of gender-based violence (GBV) in schools with a focus on LGBTIQ+ awareness building in Port Elizabeth, Eastern Cape province in South Africa. Through this collaboration, the flagship project titled ‘**Gender Based Violence prevention with focus on LGBTI discrimination in schools – Eastern Cape Province, South Africa**’ was implemented through a multi-stakeholder partnership in the province.

GENDER – A QUALITY FEATURE FOR OUR WORK

The project sought to reduce discrimination of learners based on their sexual orientation, gender identity or sex characteristics by providing a supportive environment for LGBTI learners. This included awareness raising and capacity building in schools and affiliated communities in the broader school environment. The project also aimed to strengthen the role of civil society in preventing GBV and discrimination against the LGBTI learners as well as improving cooperation between government and civil society actors.

Through various initiatives, the flagship project has used multi-stakeholder partnerships to create an enabling environment for the LGBTI community in Eastern Cape schools.

GENDER IMPACT

A Rainbow Toolkit Understanding Human, Gender & Sexuality Diversity & Preventing LGBTIQ+ Bullying in Schools was developed to assist schools, educators, learners and communities with understanding and challenging homophobic bullying in schools. A comprehensive referral system for victims of violence or those seeking support was created with three main categories:

- Help for Victims of Abuse or Violence;
- Help for LGBTIQ+ Support & Wellness;
- Help with Counselling, Support & Mental Health.

Numerous learner-driven campaigns took place in schools, which consisted of a general



awareness building as well as anti-bullying campaigns:

- a leadership camp for learners on LGBTIQ rights
- a dialogue session of learners with all important stakeholders
- a sexual and health talk with learners.



The project also consisted of the following:

- 20 Ambassadors were selected in 10 schools;
- 44 workshops were held and over 600 learners were reached;
- two parent workshops held with 82 parents participating;

- learners, NGO representatives and educators were directly involved in the various campaigns, and over 400 learners were reached.

Due to the virtual activities, over 9000 beneficiaries participated in awareness raising initiatives targeting learners. These aimed at increasing capacities to deal with GBV, hate crimes and discrimination. These milestones demonstrate the importance and effectiveness of multi-stakeholder approaches in social norms change which is at the heart of GBV prevention.

During the 16 days of activism against GBV in November 2019, over 200 learners took to the streets of Port Elizabeth in the Eastern Cape province to march to the Office of the Mayor to hand over a memorandum of demands. Part of their demands included that the municipality puts systems in place to ensure that LGBTIQ learners are protected from bullying, discrimination and gender-based violence in schools and the community at large.

During the COVID-19 pandemic, workshops and training sessions could not take place anymore, therefore it was necessary to provide an emergency response to learners who were confined in spaces which may increase their vulnerability to domestic violence and abuse. In order to continue engaging with learners and allowing them access to relevant GBV prevention information, the following

platforms were introduced: Webinars were held on topics such as Transgender and Othering; key messages providing psycho-social support to learners were sent out on WhatsApp groups; information on GBV was posted frequently on a Facebook page which reached over 2500 people; a local TV programme on LGBTIQ awareness building was viewed by over 3000 spectators as well as the provision to learners of a channel to report anonymously on issues such as rape, sexual assault, bullying and physical assault through a mobile application.

The eradication of violence and discrimination based on gender identity and sexual orientations is crucial in contributing towards the prevention of GBV and LGBTIQ discrimination in schools and communities. Here follow reflections from two learners in the Eastern Cape:

"I learnt a lot about managing my feelings and overcoming negative self-talk. I learnt that we have the power to be changemakers and I am grateful to be part of a team bringing change to the world."

"What I have learned here is to talk positive to yourself, think positive and you will act positive, positive talk will make me happy, everyone is beautiful, we talk positive so that people can be happy. Don't talk negative to yourself."



PERSPECTIVES FOR VULNERABLE GROUPS IN CHALLENGING TIMES

PROMOTING PSYCHOSOCIAL WELLBEING OF LGBTIQ+ CHILDREN AND YOUTH

50



CONTEXT AND INITIATIVE

In Central America, LGBTIQ+ children and youth face exclusion and stigma from public institutions, their families and communities due to taboos and widespread misinformation that conceive everything outside heteronormativity as a “lifestyle”, “abnormal” or even “mental illness”. Trans and gender diverse people are especially vulnerable: In El Salvador, a trans women’s life expectancy is 33 years due to discrimination in education and employment leaving many with no other choice than to survive through precarious jobs such as sex work. Hate crimes against LGBTIQ+ people are notoriously high. For many, fleeing the country is the only way out. These factors have a strong negative impact on their mental health and psychosocial wellbeing.

GENDER – A QUALITY FEATURE OF OUR WORK

As mental health and psychosocial support (MHPSS) staff lack the knowledge and skills to respond to the specific psychosocial needs of LGBTIQ+ children and youth, the regional project ALTERNATIVAS developed webinars and a training for MHPSS staff in Central America called “Psychosocial support for LGBTIQ+ children and youth, and their families”. In collaboration with the EU-funded project “*Centroamérica Diversa*” (Diverse Central America), LGBTIQ+ organisations from Guatemala, Honduras, El Salvador, and Nicaragua validated the training’s manual. In October 2021, ALTERNATIVAS together with the Salvadorean NGO *Asociación Aspídh Arcoiris Trans* co-facilitated a



3-day training in El Salvador for MHPSS staff from public institutions such as the Ombud Office, the National Youth Institute, the National Council for Children and Adolescents, the Women’s Institute, the Ministry of Education and local municipalities.

GENDER IMPACT

Through the training, participants reflected upon their own prejudices and how they impact their work. The training attendants amplified their knowledge about sexual and gender diversity and worked with families and support networks applying a human rights and

needs-based approach to promote inclusive environments that strengthen the resilience of LGBTIQ+ children and youth. They also learnt and applied tools to accompany LGBTIQ+ children and youth with a do-no-harm approach.



All participants agreed that the training was very useful, as Gabriela who works at a local municipality mentioned: “Until now, I didn’t know that being transgender is something that affects children, that it even exists at that age. In future, I will respond better to their needs.” Participants emphasised to put what they have learnt into practice, as Ricardo from the National Council for Children and Adolescents commented: “I leave this workshop assuring you that I will stand up to my institution’s commitment to stop the invisibility of LGBTIQ+ children’s and teenagers’ needs.” The group agreed that “tolerance is not enough, we need to provide inclusion without doing harm” and asked for a follow-up training, which ALTERNATIVAS will organise in March 2022. In addition, ALTERNATIVAS plans to implement the training in neighbouring countries.



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SENSITISATION IN A CHALLENGING CONTEXT

LGBTI+ INCLUSION AT GIZ RWANDA

CONTEXT AND INITIATIVE

If we ask you about the inclusion of LGBTI+ persons in Rwanda what would your answer be? Possibly that in comparison to neighbouring countries, there is no public campaigning against the LGBTI+ community. Homosexuality can officially not be prosecuted due to the constitution and legal framework on gender equality. However, Rwandan society is characterised by traditional socio-cultural as well as religious norms and values around gender and sexuality. Sexual orientation and diverse gender identity remain taboo topics. LGBTI+ persons are stigmatised, face significant discrimination and are socially excluded from full participation in society.

Despite the challenging context, GIZ Rwanda is committed to address LGBTI+ inclusion via internal sensitisation and mainstreaming.

GENDER – A QUALITY FEATURE FOR OUR WORK

Initiated by the Gender Focal Point and implemented jointly with the country management the strategy of the approach included the following steps:

1. Innovation: GIZ Rwanda conducted a Knowledge, Attitude and Practice (KAP) Survey in 2015 and 2018 and included questions on sexual orientation and gender identity with the aim of broadening the gender discussion amongst GIZ staff members. The KAP Survey 2018 showed significantly negative attitudes towards LGBTI+ persons.



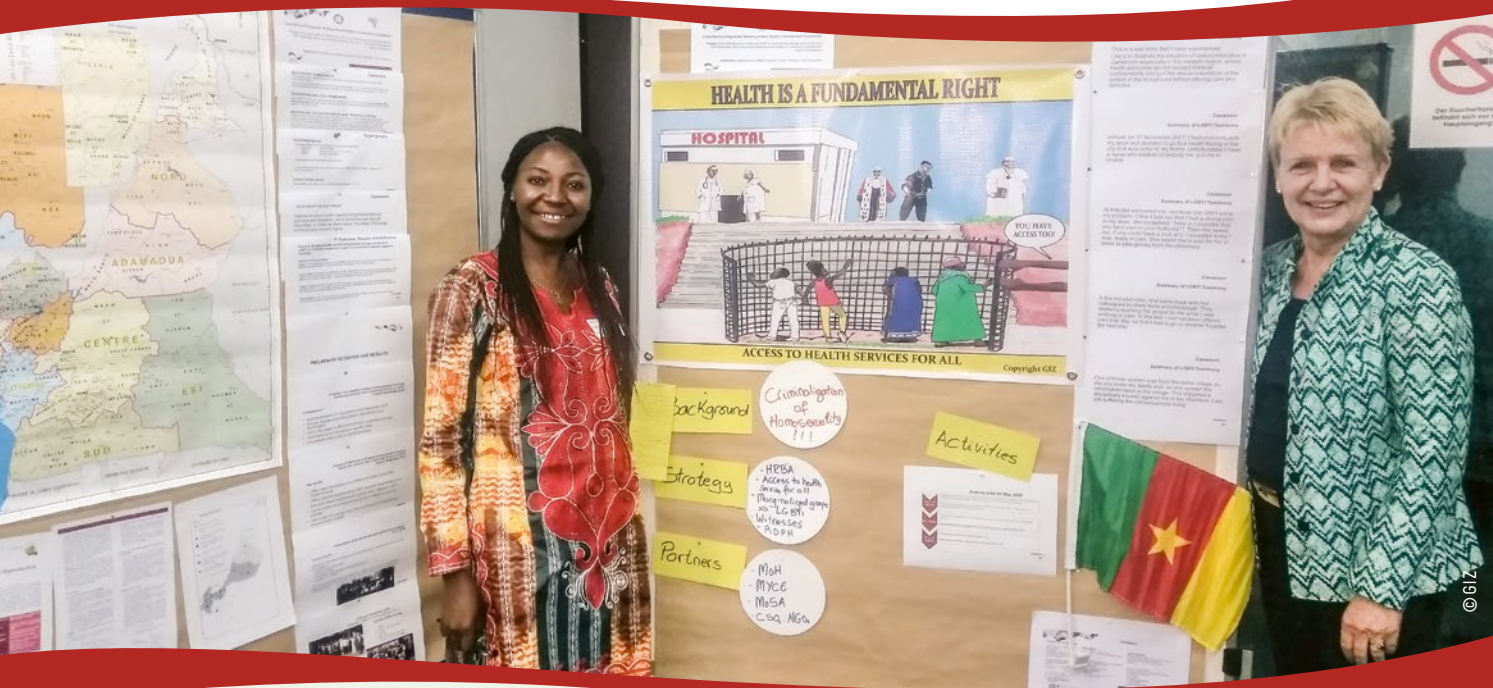
2. Contextualisation: The Gender Focal Point exchanged with local Civil Society Organisations working on Human Rights and LGBTI+ inclusion on how to address and frame discussion of the topic in the Rwandan context. They also advised on the Rwandan legal framework and the situation of the LGBTI+ community in the country and the importance of inclusive vocabulary in the local language Kinyarwanda.

3. Collaboration and commitment: The country director and management team emphasised the importance of the topic and decided to discuss in an open way results and recommendations of the above mentioned KAP Survey with all project teams and staff members. The exchange and collaboration with GIZ's Rainbow Network and Gender Commissioner were very important steps to plan and realise a sensitisation event.

GENDER IMPACT

An internal sensitisation event attended by 170 out of 200 GIZ Rwanda staff members on 17 May 2021, the International Day Against Homophobia, Bi-, Inter- and Transphobia held in English and Kinyarwanda (official languages of Rwanda) broke the taboo and raised awareness on LGBTI+ inclusion in GIZ and everyday life of LGBTI+ persons in Rwanda. The process and event featured in GIZ internal news and contributed to high level consultations on LGBTI+ inclusion among GIZ managers from around the world.





“ACCESS TO HEALTH CARE AND SERVICES FOR ALL”

CAMEROON/GIZ FAMILY PLANNING AND SUPPORT TO HEALTH SYSTEM FOR RESILIENCE

52



CONTEXT AND INITIATIVE

Cameroon has ratified main international human rights treaties and the general human rights principle of non-discrimination is integrated into its national Constitution. But certain laws like Cameroon’s Penal Code criminalizes consensual same-sex relations. It’s reinforced by cultural and gender norms and is the source of direct and indirect discrimination suffered by adolescents, young women and girls, men and boys due to age or to sexual orientations, identities and expressions of gender different from the “norm”. Thus, certain marginalized groups (LGBTI people - lesbian, gay, bisexual, transgender and intersex; people with disabilities; ethnic minorities) face rejection and discrimination: lack of respect, judgmental attitudes, violation of confidentiality, denigration, neglect, refused or provided late or insufficient health care...

The GIZ Project “Family Planning and support to Health System for Resilience” (2021-2023) supports the Cameroonian Ministry of Health to improve Universal Health Coverage-UHC, with a particular focus on Sexual and Reproductive Health and Rights (SRHR). The project collaborates with local stakeholders, health authorities, Lawyer, Municipalities, Policeman, national and international NGOs. To improve access to health care for marginalized groups such as people living with disabilities and ethnic and sexual minorities, a Human Rights Based Approach (HRBA) was piloted in



three health districts, with the support of GIZ Human Rights Sector Program, and additional funds from BMZ in 2019. Since 2021 the HRBA is an integrated part of the GIZ-Health project “Family Planning and support to Health System for Resilience”.

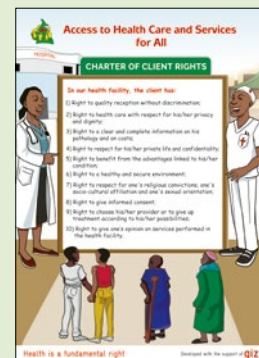
GENDER – A QUALITY FEATURE OF OUR WORK (APPRECIATION AND RESPONSE)

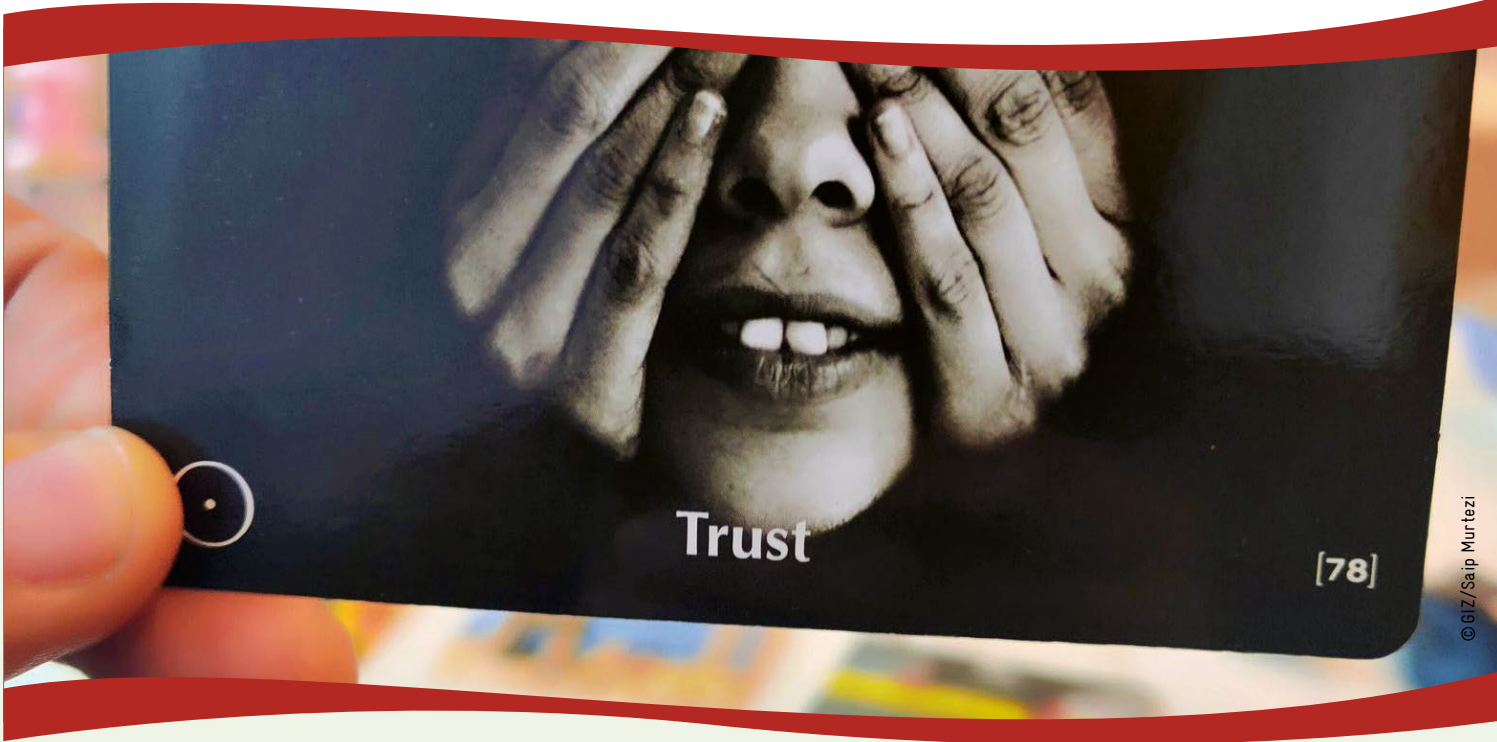
Considering the legal context and gender norms, the topic or issues related to LGBTI is very sensitive to address. At the beginning some authorities denied the existence of LGBTI, some thought everybody regardless of gender has already access to health services and are equally treated. A situational analysis showed another picture and formed the basis for raising awareness among health professionals, paramedical and social workers in 7 out of 20 districts. In its training the project made use of testimonies and “peer” health professionals already committed to supporting marginalized groups. Leadership and commitments and collaboration with all the stakeholders mentioned above were key success factors.

GENDER IMPACT

The project has broken the ice, successfully addressed prejudice and stigma and contributed to sensitization and awareness of authorities and medical and paramedical personnel on the situation and needs of marginalized groups in order to guarantee the long-term achievement of international standards (availability, accessibility, acceptability and quality) concerning the right to health. 478 people have been trained and a charter of client human rights covering non-discrimination, gender, diversity and right to health care has been elaborated and pasted in the various health facilities.

In addition, Care Cameroun, a partner, has supported the establishment of a hotline to inform and sensitize marginalized groups, regarding their right to health. Within six months of its existence, August 2021 and January 2022, the hotline served 9333 people. Responsible district health officers now ask the GIZ project to implement the approach in other districts and regions than the Western Region and train their personnel for example in the Littoral Region.





TOWARDS GENDER RESPONSIVE APPROACHES TO TRAFFICKING IN HUMAN BEINGS

BETTER UNDERSTANDING OF DIVERSE GENDER IDENTITIES AND NEEDS AMONG REFUGEES AND MIGRANTS

IN THE WESTERN BALKANS

CONTEXT AND INITIATIVE

The need for a systematic implementation of gender-responsive migration policies in the Western Balkans is imminent and high. People in all their diversity, while being on the move, face risks of trafficking in human beings (THB) together with many other forms of discrimination, human rights violation, and abuse.

Many frontline responders rely on traditional patterns of vulnerability that mostly just recognise girls and women as vulnerable and potential victims of THB. Boys and men in all their diversity often do not receive sufficient attention. LGBTIQ+ persons encounter discrimination, abuse and violence in countries of origin, transit and destination. Still, they usu-

ally refrain from seeking protection out of fear of further stigma and harm. Their protection needs remain overlooked and unmet.

Considering described background, the regional project “Preventing and Combatting Trafficking in Human Beings” (PaCT) is cooperating with CSOs from Serbia and Bosnia and Herzegovina (BiH) in providing mental health and psychosocial support (MHPSS) to refugees and migrants.

GENDER – A QUALITY FEATURE OF OUR WORK

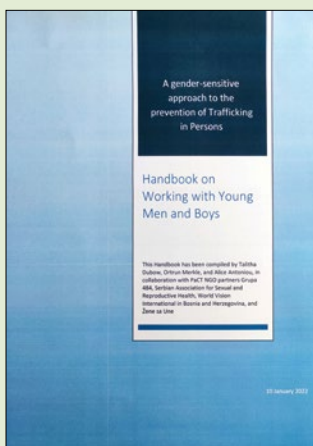
PaCT in cooperation with the Maastricht University and local CSOs has supported the development of a tailored-made gender approach presented in a *Handbook on Working with Young Men and Boys*. The *Handbook* contains insights and good practices already available in the Western Balkans but has also integrated some transferable good practices from other regions. Among others, the *Handbook* discusses risk profiles, possibilities to address cultural barriers and suggests concrete activities.

In its second phase, the research is focusing on protection gaps and needs of LGBTIQ+ people on the move with the aim to assess policies and programming to inform future activities and capacity building interventions. The need for better and broader partnerships is recognised and possibilities for piloting LGBTIQ+ specific measures opened.

PaCT’s main political partner, the “Migration, Asylum, Refugees Regional Initiative” (MARRI) together with German and Western Balkan networks dealing with MHPSS and migration will contribute to further awareness raising by disseminating the *Handbook’s* and research findings.

GENDER IMPACT

Developing a resource handbook on gender aspects in the context of THB helped building a shared understanding of gender considerations when working with refugees and migrants in all their diversity. Based on the *Handbook* the methodology of implementation in reception centres was reassessed to help people in all their diversity to feel comfortable in disclosing their fears and most importantly - asking for help. In addition, the awareness and capacities of the reception centres’ staff were improved leading to more inclusive prevention talks on THB risks.





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IN COLOMBIA, WE ARE MAKING TRANSITIONAL JUSTICE MORE GENDER-RESPONSIVE

THE PRESENTATION OF LGTBIQ+ POPULATION REPORTS BEFORE THE TRANSITIONAL JUSTICE SYSTEM

54



CONTEXT AND INITIATIVE

In Colombia, according to official reports, more than 9 million people have been victims of the armed conflict, of which 4 thousand belong to the LGTBIQ+ community, who were subjected to multiple violations of their rights. This figure could be higher, as many of them do not dare to disclose their sexual orientation and gender identity and experiences due to lack of security guarantees and fear of accusations.

GIZ Colombia's Peacebuilding Support Program (ProPaz II) working to protect and guarantee the rights of victims of the armed conflict has paid special attention to the country's diverse population.



GENDER – A QUALITY FEATURE OF OUR WORK

To promote gender and transitional justice ProPaz II has teamed up with other institutions to enable diverse communities in regions such as Meta, Norte de Santander and Caquetá to participate in the reparation processes offered by the Comprehensive System of Justice, Truth, Reparation and Guarantees of Non-Repetition, a product of the Peace Agreement.

Diverse communities have illustrated the impacts of the armed conflict on their lives and environment, through the reconstruction of historical memory and the elaboration of reports to the transitional justice system. The multiplicity of the stories reflects the rainbow of diversity, bringing together testimonies of violence, but also passages of resilience and pride. As is the case with the diverse population of Meta, which, through 15 narratives, reconstructs its history, from childhood, through recruitment by armed actors and sexual violence, to its social demands.

ProPaz II also supports the processing of facts and figures depicting the violations against LGTBIQ+ persons, as occurred in Norte de Santander, where the Visible Organization produced a record of crimes against transgender women in the region. In the process, both family members and groups of the diverse

population engaged in public and artistic demonstrations to make the problem visible.

In Caquetá, the organization Caquetá Diversa highlighted homophobic practices and the impacts of the armed conflict through 28 interviews with LGTBIQ+ victims. To support and protect the interviewees this initiative was accompanied by psychosocial professionals and cultural displays.

GENDER IMPACT

Historically, the LGTBIQ+ population in Colombia has been invisible and victims of cultural and armed violence. Their recognition by and before the transitional justice system contributes to the acknowledgement and restoration of their rights, the recovery of historical memory and contributes to the consolidation of peace. The task continues and ProPaz II continues to accompany and support the actions and advocacy of these organizations.





GIZ GUARANTEES A SAFE WORKSPACE FOR EVERYONE

GIZ MEXICO LEADS IN LGBTQ+ EQUALITY

CONTEXT AND INITIATIVE

Mexico, albeit making progress in the past decade, is a country with enormous challenges regarding non-discrimination and gender equality. Violence towards women and discrimination based on sexual orientation, ethnicity, race, and class is widespread. One of the places where people - particularly members of the LGBTQ+ community - experience discrimination is the workplace.

To address this, a group of colleagues from the Country Office, the Gender Working Group, and the Rainbow Network in GIZ Mexico teamed up to take action and promote GIZ as an inclusive and safe space to work in Mexico.

GENDER - A QUALITY FEATURE OF OUR WORK

The team decided to partner with the Equidad MX LGBTQ+ Equality Program managed by the charity Human Rights Campaign. The program aims at recognizing companies and organizations with a strong commitment to equality and non-discrimination in the workplace.

The process consisted of two main pillars: internal sensibilization and capacity building and fostering external commitment.

For the first pillar, the GIZ Mexico team organized internal workshops on the diversity

of sexual orientation and gender identity in the workplace, a training on diversity and inclusion, and an art show with LGBTQ+ artists.

Regarding the second pillar, the team championed a fundraiser campaign for Casa Frida, a shelter for LGBTQ+ youth and shared the commitments towards diversity and inclusion within GIZ.



GENDER IMPACT

As a result, GIZ Mexico was recognized with the highest possible score by Equidad MX awarded to organizations that have internal processes and a strong commitment towards LGBTQ+ Equality in place. This will help GIZ Mexico to increase recruitment of LGBTQ staff, strengthen GIZ internal processes

in Mexico to build safe spaces and communicate externally that GIZ is an organization that has a strong commitment towards LGBTQ rights advancement.

Additional to the recognition of Equidad MX, the process was very fruitful for the whole GIZ in Mexico. First, GIZ Mexico established a Diversity Working Group, designed to fight all possible ways of discrimination (gender, age, sexual orientation, race, disabilities, ethnicity).

Second, the team involved in the process had the opportunity to adapt GIZ policies regarding LGBTQ+ staff to the Mexican realities: Documents and policies were socialized and translated, making accessible some of the materials for everyone interested.

Finally, the LGBTQ+ community employed by the GIZ in Mexico worked together with allies towards creating a sense of community and purpose.





EMBRACE GENDER DIVERSITY – PROTECT SEXUAL MINORITIES!

STRENGTHENING LGBTIQ RIGHTS IN UGANDA

56



CONTEXT AND INITIATIVE (1200)

The Governance and Civil Society Programme (GCSP), co-funded by BMZ and the EU, applies a human rights-based approach to its support of and cooperation with state and civil society stakeholders, including LGBTIQ organisations.

Despite having ratified most international human rights treaties, Uganda faces challenges in implementing provisions on non-discrimination of sexual minorities. While homosexuality in itself is not banned by law, the Penal Code criminalizing “carnal knowledge against the order of nature” is often used against members of the LGBTIQ community. Arbitrary arrests and attacks of LGBTIQ persons occur regularly and have increased under the pretext of Covid-19 restrictions. Members of the LGBTIQ community are stigmatized and experience severe discrimination in their everyday lives and therefore suffer from the effects of multidimensional poverty. They are often affected by forceful outings, homelessness, unemployment and lack of access to health services.



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GENDER – A QUALITY FEATURE FOR OUR WORK

Embracing the “cooperate in diversity” and the “leave no one behind” principles, GCSP bases its actions and support on the understanding that the promotion of gender justice for all goes beyond a binary, heteronormative approach.

Thus, GCSP sensitizes duty bearers on the applicable international and national legal framework and commitments and supports them in adopting a legal and human-rights-based approach emphasizing non-discrimination for all. Through a human rights organisation, GCSP for examples sponsors police trainings to raise awareness of LGBTIQ rights. With respect to rightsholders, GCSP provides support to LGBTIQ organizations in areas such as strategic planning, internal governance, resource mobilization and fulfilment of registration requirements in order to strengthen their capacities to effectively tackling existing discrimination and representing their interests in society. Through the Digital Human Rights Lab, GCSP also builds LGBTIQ organisations’ digital capacities, provides training on digital security and sponsored the development of an online application, the KuchuCare App, improving access to health for the LGBTIQ community. In 2021 the KuchuCare App won a CIVICUS innovation award after being selected from 375 applicants from over 70 countries.

GENDER IMPACT

Since 2019, GCSP has trained almost 600 police officers in . As a result, LGBTIQ organisations can rely on a network of allies within the police and police officers approach LGBTIQ organisations in case of arrests of members of the LGBTIQ community.



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Improved organizational capacities enable LGBTIQ organisations to work more steadily in a volatile environment and to better advocate for their rights. Partners were able to diversify their funding, improve their governance structures and steer organisations more strategically which makes them less prone to external shocks.



GUIDE TO INCLUSION OF LGBTI PEOPLE IN DEVELOPMENT AND FOREIGN POLICY



OUTRIGHT
ACTION INTERNATIONAL

https://outrightinternational.org/sites/default/files/Inclusion_Nov232021.pdf

Cover photo: EU ambassador to Paraguay Paolo Berizzi (center, left), British ambassador to Paraguay Matthew Hedges (center, front) and US ambassador to Paraguay Lee McClenny (center, right) pose with revelers and flags during the Pride Parade in Asunción on June 29, 2019 (Phot: Norberto Duarte / AFP via Getty Images)

GIZ Gender Award 2022:

Background information, websites and videos

Websites and App

GIZ Gender Website: here you will find detailed information on all contributions to the GIZ Gender Competition and insights of GIZ's annual Gender Week Gender

<https://gender-works.giz.de/>

GIZ – Our strategic direction – Gender equality. The obvious choice

<https://reporting.giz.de/2020/our-strategic-direction/sustainability-and-gender/gender-equality-the-obvious-choice>

Gender and Development

<https://gender-and-development.de/>

Alliance for Integrity: Gender and Corruption

<https://www.allianceforintegrity.org/en/offer/gender-and-corruption/>

InsuResilience Global Partnership

<https://www.insuresilience.org/>

The Integrity App

<https://theintegrityapp.com/>

InsuResilience Centre of Excellence on Gender-smart Solutions

<https://coe.insuresilience.org/>

The InsuResilience Centre of Excellence on Gender-smart Solutions celebrates its official launch at COP26

<https://www.insuresilience.org/news/the-insuresilience-centre-of-excellence-on-gender-smart-solutions-celebrates-its-official-launch-at-cop26/>

Fit for School: Menstrual Hygiene Management (MHM)

<http://www.fitforschool.international/resource/fit-for-school-concept-menstrual-hygiene-management/>

ATVET4W

<https://aspyee.org/work/atvet4-women>

Women Peace & Security Institute (WPSI)

WPSI – KAIPTC

India Renewable Energy Appliances Portal

<https://www.thecleannetwork.org/off-grid-portal.php>

InclusiveBusiness

<https://www.inclusivebusiness.net/>

Deutsch-Brasilianische Industrie- und Handelskammer

Women Going Digital: Curso online e gratuito (abkbrasilien.com.br)

The Generation Dialogue Approach – Healthy Developments (bmz.de)

<https://health.bmz.de/toolkits/the-generation-dialogue-approach/>

Channels of Hope (wvi.org)

<https://www.wvi.org/faith-and-development/channels-hope>

Islamic Relief Deutschland, Inclusive Protection through Channels of Hope Pathways

<https://www.islamicrelief.de/entwicklungszusammenarbeit/mali-foerderung-von-gleichberechtigung-der-geschlechter-und-frauenrechte/>

Helpdesk on Finequity blog

<https://www.findevgateway.org/finequity/blog/2020/09/giz-helpdesk-20-collaborative-problem-solving-womens-financial-inclusion>

Links

Gender-Transformative Approaches in Rural Development (GTA-RD)

<https://www.snr-d-africa.net/wp-content/uploads/2022/01/SNRD-GTA-Narrative-Publication.pdf>

Gender-Transformative Change in Agricultural Technical Vocational Education and Training (ATVET)

https://www.giz.de/en/downloads/giz2020_en_Gender-Transformative_Change.pdf

Gender Transformative Change in Practice

<https://www.nepad.org/skillsportalfor-youth/publication/gender-transformative-change-practice>

Gender-transformative approaches promote women in agricultural technical vocational education and training

<https://www.giz.de/en/worldwide/61137.html>

Reach, benefit, or empower: Clarifying gender strategies of development projects

<https://www.ifpri.org/blog/reach-benefit-or-empower-clarifying-gender-strategies-development-projects>

Sustainable Agri-Food Systems. A World without Hunger

https://www.bmz.de/resource/blob/100758/87a73afe4dce879c6f2fef99176a5e62/BMZ-Kernthemenstrategie_EWOH_en.pdf

GIZ Fit for School Concept – Menstrual Hygiene

<https://www.susana.org/en/knowledge-hub/resources-and-publications/library/details/3761>

WinS Three Star Approach Monitoring Report on MHM covering the first three rounds of monitoring from SY 2017/18 to SY 2019/20 (PDF)

<https://wins.deped.gov.ph/wp-content/uploads/2021/05/TSA-WinS-Monitoring-MHM-201920.pdf>

MHM resources in DepEd supported by the program

https://wins.deped.gov.ph/2021/05/10/mhm_resources/

Applying a gender lens to climate risk finance and insurance

<https://coe.insuresilience.org/knowledge/applying-a-gender-lens-to-climate-risk-finance-and-insurance/>

Menstrual Hygiene Day: Nepal's movement for dignified menstruation gathers pace

<https://health.bmz.de/stories/menstrual-hygiene-day-nepals-movement-for-dignified-menstruation-gathers-pace/>

Nepal's Menstrual Movement: Tackling Taboos

<https://filmfreeway.com/NepalsMenstrualMovementPart1TacklingTaboos>

Nepal's Menstrual Movement – How MenstruAction is making life better for girls and women in Nepal – month after month

<https://www.susana.org/en/knowledge-hub/resources-and-publications/library/details/3629>

G20 Flagship Projects

<https://www.eskills4girls.org/experts/>

Religious Communities as Partners for Development Cooperation (bmz.de)

https://www.bmz.de/resource/blob/23664/6b83f9e4f79fb8eaeef4474f9473b9ba/Materialie252_Religious%20communities%20as%20partners%20for%20development%20cooperation

WINcubate brochure

<https://herandnow.in/wp-content/uploads/2021/08/HerNow-WINcubate-brochure-1.pdf>

Impact report cohort 2

<https://herandnow.in/wp-content/uploads/2021/10/Impact-report-cohort-2.pdf>

Film Kit Her&Now

<https://herandnow.in/wp-content/uploads/2021/01/HerNow-Film-Kit-Short-Version-1.pdf>

Brazilian Supreme Electoral Court's Inclusive Language Guide

https://www.tse.jus.br/imprensa/noticias-tse/arquivos/tse-guia-de-linguagem-inclusiva/rybena_.pdf?file=https://www.tse.jus.br/imprensa/noticias-tse/arquivos/tse-guia-de-linguagem-inclusiva/at_download/file

Videos

GIZ Gender Competition 2022 – Award Ceremony

<https://youtu.be/b-8EiiFRio4>

Gender makes Business Sense

<https://www.nepad.org/galleries/gender-makes-business-sense>

Gender makes Business Sense (GmBS). A practical capacity development journey for entrepreneurs

https://www.youtube.com/watch?v=ax9F8_25ADM

A holistic approach to promoting gender equality within and through GIZ Egypt

<https://youtu.be/voAqt-ViWwQ>

Gender-smart climate and disaster risk finance and insurance solutions

<https://youtu.be/MRufRrEqSAo>

#NepalsMenstrualMovement Part 1: Tackling Taboos

<https://health.bmz.de/videos/nepal-menstrual-health-film-part-1-taboos/>

The Inspiring African Women Leaders in Peace and Security program – a GIZ & KAIPTC-WPSI cooperation

<https://www.youtube.com/watch?app=desktop&v=AHuJa-T3-c0>

GIZ – Restoring Zambia's Rivers 2021

<https://www.youtube.com/watch?v=43Wt1Jm8KI0>

GIZ – RTI Women Facilitation Desk & Khuli Kachehri Documentary v2

<https://www.youtube.com/watch?v=IYQ-Yz-2lVI>

her now

https://www.youtube.com/channel/UCGYRseTg-qJdWbLI2gznVRw?view_as=subscriber

GIZ internal resources and guidelines

Genderrollen transferieren, Gleichberechtigung erreichen. Eine Orientierung für Vorhaben der G500
Transforming gender roles, achieving gender equality. Guidance for G500 projects
Transformer les rôles de genre, atteindre l'égalité des sexes. Une orientation pour les projets G500

Female developers needed: boosting the number of women in the digital economy (giz.de)

Brasilien und Mosambik: Digital durchstarten –
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH – Integrierter Unternehmensbericht 2020

Checkliste der G500 für gendertransformative Ansätze (GTA)

Checklist of G500 for gender-transformative approaches (GTA)

Liste de contrôle de la G500 pour les approches transformatives en matière de genre (ATG)

Gender Mainstreaming Checklist. Guiding document for gender focal points and technical staff of GIZ Egypt

Gender Mainstreaming in GIZ Egypt (flyer)

Inclusive and Non-Sexist Language (LINS) Guide



Useful external websites and sources

African Development Bank

<http://www.afdb.org/en/topics-and-sectors/sectors/gender>

Asian Development Bank

<http://www.adb.org/themes/gender/main>

Association of Southeast Asian Nations (ASEAN)

ASEAN Gender Mainstreaming Strategic Framework 2021–2025:

<https://asean.org/wp-content/uploads/2022/01/ASEAN-Gender-Mainstreaming-Strategic-Framework-endorsed-by-AMMW.pdf>

BMZ Gender Equality – A policy priority of German Development Policy

<https://www.bmz.de/de/entwicklungspolitik/frauenrechte-und-gender?msckid=d56e17add04611ecafec57d5fbaf7d2>

<https://www.bmz.de/de/entwicklungspolitik/feministische-entwicklungspolitik>

data2x – 2022 Report: Transforming the data landscape. Solutions to close Gender Data Gaps

<https://opendatawatch.com/wp-content/uploads/2022/Publications/Transforming-the-Data-Landscape-Solutions-to-Close-Gen-der-Data-Gaps.pdf>

European Bank for Reconstruction and Development and Gender Equality

<http://www.ebrd.com/ebd-and-gender-equality-overview.html>

https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf

European Commission

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality_en

EU Gender Action Plan III: https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf

Presidency conclusions on the Gender Action Plan (GAP) III 2021–2025:

<https://data.consilium.europa.eu/doc/document/ST-13947-2020-INIT/en/pdf>

EU LGBTIQ Equality Strategy 2020–2025: https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en

European Union Gender Equality Strategy

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en#gender-equality-strategy-2020-2025

Gender Equality and the Empowerment of Women and Girls: Guidance for development partners:

<https://www.oecd-ilibrary.org/docserver/0bddfa8f-en.pdf?expires=1653307859&id=id&accname=ocid56027132&checksum=4C4DBD94676D1FD1E9A29DC51652D7FA>

Gender – Equal Rights and Justice

<http://www.genderaction.org/>

Generation Equality Forum

<https://forum.generationequality.org/>

<https://forum.generationequality.org/action-coalitions>

Women, Peace & Security and Humanitarian Action (WPS-HA) Compact:

<https://forum.generationequality.org/women-peace-security-and-humanitarian-action-wps-ha-compact>

German Federal Foreign Office

<https://www.auswaertiges-amt.de/en/laussenpolitik/themen/menschenrechte/05-frauen>

<https://www.auswaertiges-amt.de/en/laussenpolitik/themen/menschenrechte/05-frauen/frauen-konfliktpraevention-node>

<https://www.auswaertiges-amt.de/en/laussenpolitik/themen/menschenrechte/07-lgbti>

Inter-American Development Bank – Gender and Diversity

<https://www.iadb.org/en/gender-and-diversity/gender-and-diversity>

OECD – Gender Equality and Development

<http://www.oecd.org/dac/gender-development/about-gendernet.htm>

Empowerment of Women and Girls: Guidance for development partners:

<https://www.oecd-ilibrary.org/docserver/0bddfa8f-en.pdf?expires=1653307859&id=id&accname=ocid56027132&checksum=4C4DBD94676D1FD1E9A29DC51652D7FA>

OECD Social Institutions and Gender Index (SIGI)

<https://www.wikigender.org/?s=SIGI>

SNRD Working Group on Gender-Transformative Approaches in Rural Development (GTA-RD)

<https://www.snrd-africa.net/wp-content/uploads/2022/01/SNRD-GTA-Narrative-Publication.pdf>

UN DISPATCH – Women

<http://www.undispatch.com/category/women>

UNRISD – Gender and Development

[http://www.unrisd.org/80256B3C005BB128/\(httpProgrammeAreas\)/6DA4DF9FA8158D3280257F1B005A8527?](http://www.unrisd.org/80256B3C005BB128/(httpProgrammeAreas)/6DA4DF9FA8158D3280257F1B005A8527?)

UN Sustainable Development Knowledge Platform and SDGs

<https://sustainabledevelopment.un.org/sdg5>

UN Women

<http://www.unwomen.org/en>

Wikigender

<http://www.wikigender.org>

Women’s Empowerment Principles

<https://www.weeps.org/about>

World Bank Gender Platform

<http://www.worldbank.org/en/topic/gender>

IDA20 Special theme: gender and development:

<https://documents1.worldbank.org/curated/en/680341625067486855/pdf/IDA20-Special-Theme-Gender-and-Development.pdf>

World Economic Forum

<https://www.weforum.org/agenda/archive/gender-parity/>

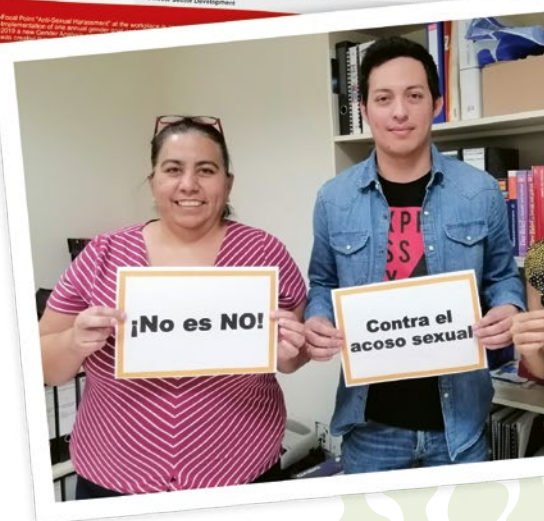
<https://www.weforum.org/reports/global-gender-gap-report-2021>

<https://worldpopulationreview.com/country-rankings/gender-equality-by-country>

WEF Partnership for Global LGBTI Equality (PGLI): <https://www.weforum.org/projects/accelerating-lgbti-inclusion-initiative>



Gender reloaded: Vision needs Attitude – Attitude meets Action



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