

GENDER PAYS OFF!



## Gender Takes Center Stage at GIZ – Gender Week 2013

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**Photos**

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## Introduction

GIZ's Gender Week 2013 was, once again, a great success! It featured a wide range of events and exhibitions in Bonn, Eschborn and Berlin, as well as in GIZ country offices around the world.

GIZ's Gender Week 2013, which took place from 4 to 8 March, was a great success. For the fourth time, colleagues from all over the world demonstrated a keen interest in the different aspects of gender and its relevance to GIZ. In Bonn, Eschborn and Berlin as well as in the country offices, many contributed to the Gender Week by organising events and discussions and by actively participating.

During Gender Week, colleagues had the opportunity to exchange ideas about gender in their work, to share best practices and to develop new and innovative approaches. GIZ's strong engagement demonstrated its commitment to gender as a key element for sustainability and as an important value of its corporate culture.

A vast number of events focused on how issues of gender equality may be taken into consideration in various sectors of international cooperation. Trainings on how to conduct gender analyses, reflections on gender aspects in infrastructure projects, and measures to prevent household violence – the variety of events, exhibitions and initiatives showed that gender plays a key role in all sectors of GIZ's work.

The highlight of this year's Gender Week was the public event on Gender, Climate Change and Food Security with the contribution of Tanja Gönner, Chair of the GIZ Management Board. For the first time, GIZ's Gender Week invited a wider audience from numerous NGOs, international organisations, German federal ministries and research institutions to discuss the role of women within climate adaptation and mitigation. Key speakers Tanja Gönner, UNFCCC Executive Secretary Christiana Figueres, BMZ representative Marita Steinke and Ilka Wagner from BMU underlined the importance of considering women's needs and utilizing their skills in climate change adaptation and mitigation as well as in food security.

The organisers were pleased to note the on-going dedication to gender within the company. We would like to extend a warm thank you to all participants and contributors from headquarters as well as from our partner countries whose commitment made Gender Week 2013 possible and rewarding!



# Gender Week 2013: Main Event with Tanja Gönner in Bonn

## Gender, Climate Change and Food Security

“The impacts of climate change aren’t gender neutral. Climate change will primarily affect the poor – and about two thirds of the world’s poor are women.” This was the beginning sentence of Tanja Gönner’s key note speech at the public evening event “Gender, Climate Change and Food Security” on 5 March 2013 in Bonn. About 150 guests came to GIZ in Friedrich-Ebert-Allee on the occasion of GIZ Gender Week 2013 to learn more about the subject: what does gender have to do with climate change, what opportunities for action are emerging? These questions were addressed in the varied evening program consisting of guest speakers from BMZ and BMU, a panel discussion, and project presentations from Morocco, Kenya and Nepal.

## Strengthening Human Rights, Breaking up Structures

“In our partner countries, women’s rights are often disregarded, unprotected and not safeguarded even in normal situations. What does it then look like in the abnormal situations brought about by climate change?” is the question Marita Steinke, BMZ Head of Division Human Rights, Gender Equality, Culture and Development, asked in her welcoming speech. For example, 75 to 90 percent of casualties in flood disasters are women. Therefore it is all the more important that women are able to realize their human rights, such as their right to education so that they can make better use of early warning systems. This is the obligation of the respective states. Moreover, women need to be taken into account when planning national responses to climate change.

Ilka Wagner from BMU addressed the parallels between gender and climate change in her impulse speech. “Climate protection is a mainstreaming issue, just like gender is. If



Tanja Gönner emphasized that climate change is not gender neutral



GIZ project presentations visualized the links between gender, climate change and food security

climate change is taken seriously, it needs to be kept in mind in all political domains, and its effects need to be considered. Our concern is to break up and transform existing structures”, said Wagner, who in 2012 was the deputy head of the German delegation at the UN Climate Change Conference in Doha. Linking these two very complex topics is a particular challenge. Until now, the issue of gender has only played a minor role in international climate negotiations, though at least advocates have succeeded in placing it firmly on the agenda of the UN climate change negotiations.

### New Climate Initiatives and Gender

A highlight of the evening was the panel discussion between Tanja Gönner and Christiana Figueres, Executive Secretary of the UN Framework Convention on Climate Change (UNFCCC). Tanja Gönner underlined the importance of considering gender aspects in the conception stage of climate-related initiatives. One example is Bangladesh: tropical cyclones are more frequently occurring here as a result of climate change and are difficult to foresee. With GIZ sup-

port, shelters have been built for the population. Nonetheless, cultural reasons often prevent women from using these shelters, as they usually are only permitted to leave the house accompanied by their husband or with their husband’s consent. However, the men are not always around, so that women often stay at home even in emergencies. Therefore, GIZ is now working together with men to ensure better safety measures for women. In addition, special shelters have been constructed in which men and women are accommodated separately.

### Gender at GIZ

In his closing speech, Joachim Prey, Director of the Sectoral Department at GIZ, emphasized gender equality as a significant value for GIZ: “In our company, we don’t just have a written gender strategy. We also have a culture that perceives mutual cooperation as meaningful, right and necessary. It is closely related to the high quality of our work.”

**Author:** Maximilian Kurz, Corporate Communications



Christiana Figueres (UNFCCC) in a discussion with Tanja Gönner



GIZ colleagues enjoying live music by the band "Basement Two" after the event



## GIZ Gender Week 2013 in Germany

### Not just a cut – FGM in Kenya

Kenyan director Beryl Magoko and her producer, Andreas Frowein, joined the supraregional project “Ending Female Genital Mutilation” to present the film *The Cut* on International Women’s Day in Bonn. The much acclaimed film depicts the practice of female genital mutilation (FGM) among the Kuria in Kenya. During the lively discussion following the film screening, Beryl Magoko described FGM as torture and as a human rights violation. She explained that FGM is practiced by various communities in Kenya, and that the Kenyan government has so far shown little political will to enforce The Prohibition of Female Genital Mutilation Act of 2010. Through her film she hopes to raise awareness on FGM worldwide. GIZ uses a multidimensional approach to end FGM in its cooperation countries. It includes, among others, the support of partner governments as well as activities aiming at concrete behavioral change via innovative methods like the Generation Dialogue.

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### Gender Responsive Budgeting: Project Experiences from Bosnia & Herzegovina and Kosovo

Innovative concepts and plentiful insights into the nitty-gritty details of practical implementation spurred a lively debate on the challenges and opportunities arising from gender-sensitive budgets in partner countries. It all boiled down to two main findings: first, since budgets convert policy into monetary terms, a gender-sensitive budget

design can be a key to reducing gender inequality. And second, it does not have to stop there, as the concept is applicable to a much wider audience – whether female or male, urban or rural, young or old. In all cases, it can help the state respond effectively to citizens’ needs by improving budgets oriented towards specific target groups. Participants were left in no doubt that introducing new ways of budgeting is a long-term and challenging process, and that simple recipes are missing. However, the vision of a more responsive, efficient and transparent state provides a strong motivation.

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### Family & Work International: AIZ Services for Expat Families

The decision to be seconded to another GIZ country office does not only have implications for the career of the GIZ employee, but also for his or her accompanying spouse and children. AIZ provides advice and support to expatriate families before and during their stay abroad. During Gender Week, AIZ introduced its services and was available to GIZ staff for any questions regarding a move abroad with their families. AIZ and the participants were able to develop a number of ideas of how AIZ services could be adapted to better complement GIZ efforts to improve the compatibility of family and work during overseas assignments. The results will be used in the coming months in the process of renewing the certificate “family-friendly company” by Hertiestiftung.

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Beryl Magoko described FGM as torture and as a human rights violation



„The Cut“ depicts the practice of FGM among the Kuria in Kenya

## Photo Exhibition: Adolescent Girls in Nepal – Between Tradition and Modernity

Adolescent girls in today's Nepal grow up in a world in transition: they are more educated and gender-egalitarian than previous generations, yet they still remain more vulnerable to poverty, climate change, war and sexual exploitation. Photo-activist Thomas L. Kelly went on a field visit to a BMZ-financed program to support the health sector in Nepal, and returned with numerous portraits of strong and confident girls.

The exhibition at GIZ Eschborn was opened by Ute Klamert, Director General of the Asia/Pacific, Latin America/Caribbean division. Eva Schildbach, initiator of the photo project, guided through the exhibition and offered insights into the complex lives of adolescent girls in Nepal. After being exhibited in Katmandu and Eschborn, the photos will also be presented at the "Nepal-Tag" on 27 April 2013 in Rautenstrauch-Museum Cologne.

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## In Search of Equality: Impressions of Day-to-Day Life in Eastern Congo

Every day is a fight for survival in war-torn Eastern Congo. Simone Schlindwein, taz-reporter, used fascinating photography and stories of individuals' lives to convey how the worlds of men, women and children have been drastically separated through the front lines of war. While women have to keep up with the daily routines of supplying food

and housing despite the hardships, men see themselves forced to become soldiers. The challenge for future times of peace will be to reintegrate men back into family life.

A further challenge was described by Dr. Dietmar Schorlemer, who runs a GIZ programme on labour market-oriented education in a region of Eastern Congo. Dr. Schorlemer told of the difficulty he was facing in finding qualified women to work for his programme: currently, the ratio of female to male staff is 1 to 17. Unequal perceptions of male and female roles remain deeply embedded. The challenge will be to qualify women and to end discrimination at the workplace.

The audience engaged in a thoughtful dialogue about building a peaceful society in which both men and women play an equally satisfying role. Caroline Schmidt from the GIZ BACKUP Initiative for Education in Africa emphasized the importance of an equal and equitable education in bringing girls and boys together in one classroom. This is a tremendous challenge in the Democratic Republic of Congo, where 7 million children are out of school, and where the government is investing more in the military than in education.

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Adolescent Girls in Nepal – Between Tradition and Modernity



Impressions of day-to-day life in war-torn Eastern Congo were portrayed by Simone Schlindwein

## The Water Wise Women Initiative in Jordan

GIZ has been supporting the “Water Wise Women Initiative” in Jordan for the past 5 years in order to improve water demand management at the household level in Jordan, one of the driest countries in the world. Through the initiative, training and certification is provided to female plumbers, who are sorely needed in Jordan, since they can enter houses at any time, whereas male plumbers can enter houses only in the presence of a male family member. The Water Wise Women act as change agents in their communities and as spokespersons for domestic water issues in public affairs, representing their communities towards water utilities corporations. GIZ-professional Asmaa Jarrar and the Jordanian female plumbers presented this unique approach during Gender Week in Eschborn.

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## Gender Analysis Training

The aim of this training session was to convey minimum standards for gender analyses, and to illustrate, using solid examples, how gender analyses can be commissioned and used for a number of different objectives. Participants were given the opportunity to work in groups to practice conducting a gender analysis, from the development of questions for the terms of reference to making recommendations on the wording of proposals and on actions to

improve gender mainstreaming. The session resulted in an active exchange of ideas among the more than 40 participants in Bonn and Eschborn surrounding the issue of gender, the values related to German development, and the improvement of impacts. Participants gave very positive feedback, which goes to show that gender equality is not only a worthwhile endeavour, but also that trainings on gender issues can be a lot of fun.

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## “Sisters with a Voice”

Theresa Ndikudze, HIV Prevention Project in Zimbabwe, and Franziska Schuenemann, PROFILE, introduced the “Zimbabwe’s National Sex Work” programme run on behalf of the National AIDS Council with technical and financial support from UNFPA and GIZ. The documentary film “*We have feelings, too*” was shown, in which female and male sex workers talk about their work and life, and the stigma and discrimination they face in their communities and also in health care settings. After the film showing, the programme was introduced, which aims to empower sex workers so that they can claim their human rights and make use of health services. Simultaneously, the programme aspires to reach a stigma-free, sex worker-friendly environment by sensitizing medical staff to ensure that sex workers are not discriminated against.

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Female plumbers act as change agents in their communities in Jordan





## Gender as a Success Factor in Infrastructure Projects

This event offered a space to discuss gender mainstreaming in infrastructure projects. In the water, energy and transport sectors, the relevance of gender issues is not always apparent, especially at the macro level. Generally, projects focus on technical issues such as national transport development plans, feed-in laws for renewable energy, or water quality standards. Nevertheless, there are many gender-sensitive aspects: how are resettlements conducted when property usage changes? Who is involved in decision-making and who benefits from policy changes?

Gender as a Success Factor in Infrastructure Projects was presented using three examples from the water, energy and transport sectors: the first was the “Water Wise Women Initiative” in Jordan, which trains women as multipliers of water-saving practices at the household and community levels. A number of parallels were drawn to the second example, the “Energy Initiative” in Pakistan, another male-dominated culture where women are responsible for household decisions. The third was a transport project in Liberia, which introduced its participatory approach to gender mainstreaming in the national transport policy. Division 44 is currently working with the sector program “Promoting Gender Equality and Women’s Rights” to document these good practices.

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## Promoting Female Participation in Public Procurement in Kenya

Mathias Muehle and Sylvia Aluoch, both from GIZ’s “Support to Public Finance Reforms” (SPFR) Programme in Kenya, presented an initiative on promoting female participation in public procurement. The information booth displayed banners, photographs and information materials on the initiative, which is jointly organized by SPFR and the Kenyan partner organization Public Procurement Oversight Authority (PPOA), along with UN Women, Kenya Institute of Supplies Management (KISM) and Kenya Association of Women Business Owners (KAWBO). The initiative aims to promote professional development of women participating in public procurement, with a focus on enhancing gender equality through political lobbying, intensive trainings, and awareness raising campaigns. The objective of the initiative is to increase the number of public contracts won by female business owners from currently less than 1 % of the national public procurement budget to at least 20 % by 2016. Another aim is to enhance competition by introducing more players and thereby fighting corruption in public procurement in Kenya.

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The professional development of women in public procurement in Kenya is promoted through lobbying, trainings and awareness raising campaigns

## Equal Opportunities in Berlin

Colleagues in Berlin met at the GIZ representation office to discuss an array of topics surrounding gender equality. The event started with a presentation on GIZ's gender equality policy by Judith Frickenstein, the equal opportunities officer in Berlin, which included data on the representation of women in leadership positions. This was followed by discussions at three tables, which each centered around one of the following topics: compatibility of family and career, women in leadership positions, and flexible working hours. The results of the discussions will be used to improve framework conditions in favor of more gender equality at GIZ Berlin.

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## Violence against Women: The Example of Afghanistan

The gender equality officers in Bonn developed a comprehensive program for International Women's Day with the theme Violence against Women: the Example of Afghanistan. They compiled a photo exhibition with powerful pictures of Afghan women, taken by a ZFD development worker. Furthermore, a tombola was organized for a women's shelter in Mazar with attractive prizes, paid partly through a fund provided by the Management Board.

To introduce the country of Afghanistan, modern and traditional Afghan music was played and GIZ-supported documentaries were shown. The well-known dancer and performance artist Bibiana Jimenez prepared two choreographies for this GIZ event, in which she arrestingly portrayed the issue of violence against Afghan women. Endy Hagen, who for many years worked at the grassroots level as a ZFD aid worker in Afghanistan, graphically described the issue of domestic violence against women, and related what steps are taken at the women's shelter to improve the situation. The numerous spectators were visibly affected.

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## Men's Business: Family@work

Hanna Dreißigacker, Equal Opportunities Officer, and Renate Scheib, Senior Personnel Advisor in Eschborn, addressed the roles of men and fathers during Gender Week event. Ralf Haake from Väater gGmbH was invited to present the results of a representative study among fathers, which shows that a new generation of men is rising, who no longer want to be reduced to the role of provider and income producer. Young men increasingly want to be involved in their families and be responsive to their children.

Dr. Hans-Joachim Preuß, GIZ Board Member and Labour Director, emphasised that this development indicates a move towards an improved work-life-balance, including better health and stress-management. It is of vital importance to companies that men formulate their needs and interests in the workplace, so that working conditions and the organisational culture can adapt to become more compatible with family needs. Simultaneously, this development also promotes women's careers and thereby gender equality in the workplace, as well as in family life.

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## GIZ Gender Week 2013 in Partner Countries

Events took place in...

AFGHANISTAN

ALGERIA

ARMENIA

COLOMBIA

ECUADOR

EGYPT

GHANA

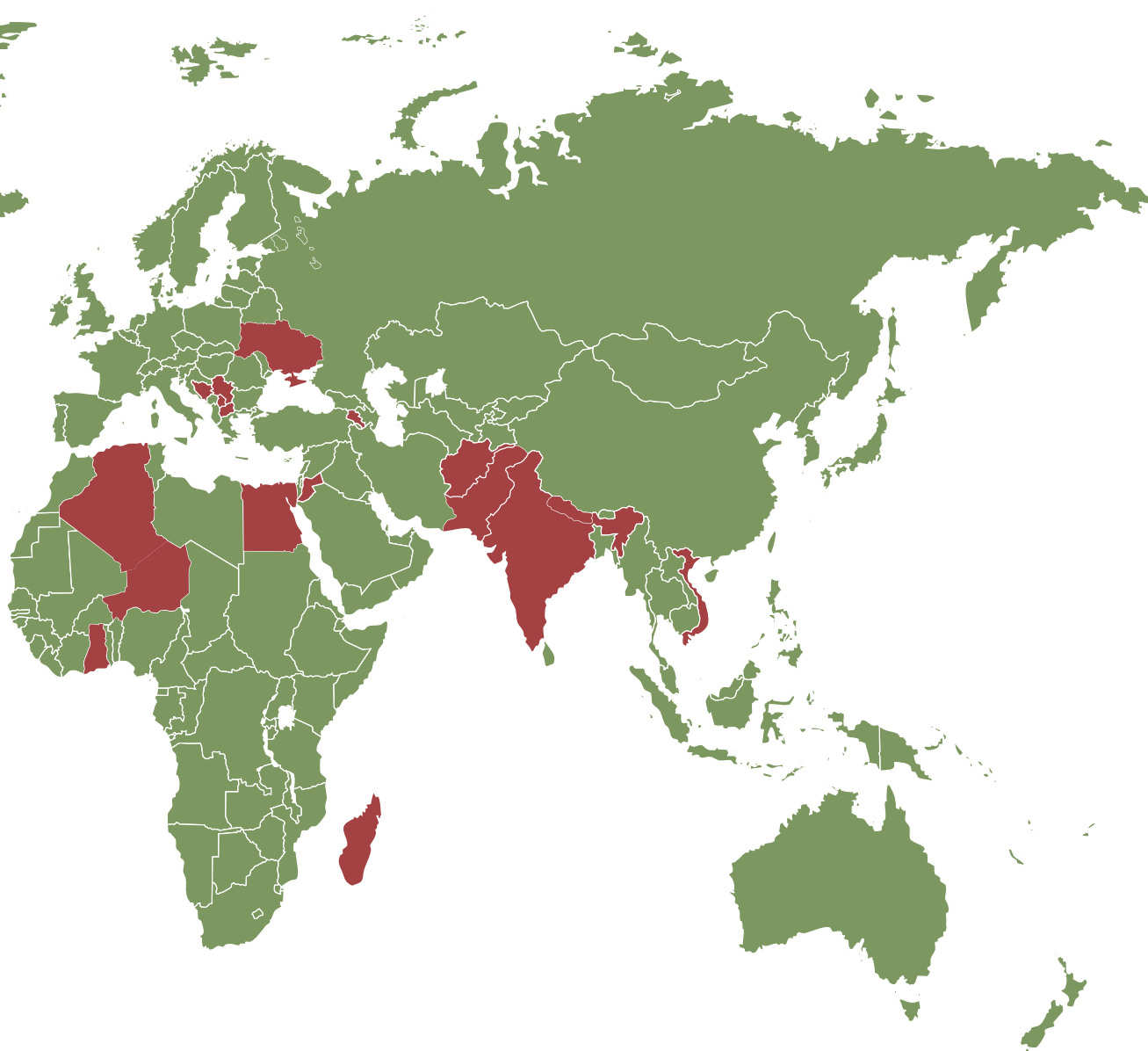
INDIA

JORDAN



MADAGASCAR  
NEPAL  
NIGER  
PAKISTAN  
PARAGUAY

SERBIA  
UKRAINE  
VIETNAM  
WESTERN BALKANS





## GIZ Gender Week 2013 in Partner Countries

### 1 India: Reclaiming MY Space

On International Women's Day, GIZ organized a Gender Day with the theme 'Reclaiming MY Space'. The event offered an opportunity for colleagues to inform themselves about their basic human rights as citizens and residents of India. Gender equality within the framework of the legal and binding laws of the country was also discussed.

The theme of the event was inspired by two recent political events of significance, although the GIZ Gender Day event in itself was not political: the first was Germany's success in the UN Human Rights Council in pushing for gender equality as an important element of the human rights approach. The second was the violent assault of a young woman and man in New Delhi that triggered a country-wide response to the treatment of women and safety concerns specific to women.

The observance of GIZ India's Gender Day began rather unusually with an approximately 3 kilometre walk from the GIZ Office towards the venue Park Balluchi, where the event began with a welcome speech and opening comments by Country Director Mr. Stefan Helming. This was followed by sessions which aimed to generate awareness amongst staff members on their basic human rights and responsibilities: the first was a session on the existing international legal frameworks conducted by Ms. Sangeeta Chauhan (Advisor, Make it in Germany, GIZ India). This was followed by the session "Know Your Rights", con-

ducted by Mr. R. Gopal and Ms. Gayatri Sharma from the NGO Lawyers Collective, which provided an array of information on India's legal framework, including the rights of foreigners, details on the Domestic Violence Act, Property Rights and the Right to Information Act.

Furthermore, practical advice on filing a police report (FIR) and providing support and help to victims on city roads was also emphasized. A specific reference was also made to the Indian Sexual Harassment of Women at Workplace Bill, 2012, as the participants were eager to understand the legal requirements on the same. Participants were provided with a small, easy-to-read booklet on the Domestic Violence Act and also a guide on existing help lines within the National Capital Region (NCR).

The active participation and the keenness of the GIZ employees to look into gender as an organizational issue and as part of GIZ's development objective definitely contributed to the spirit of the event. A total of 54 participants attended the event.

The Gender Day ended with a special invitation to GIZ's women employees to attend an evening reception at the German ambassador's residence, along with other women from civil society, NGOs and other organizations. Ms. Nafisa Ali (a well-known Indian personality and former actress) also graced this event with her presence.

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## 2 Nepal: Raising the Voice of the Silent Half

“Some of the best and worst moments of our professional lives” is a quote that captures the main theme of the documentary *Raising the Voice of the Silent Half*, which was launched in March by the GIZ supported programme Improvement of Livelihoods in Rural Areas in Far West (ILRA). The film presents the hardships faced by staff members and the local population during the conflict in Nepal as they strove to work towards social equality. Mistrust and speechlessness prevailed in the country’s rural areas and women in particular could not make their voices heard and suffered mostly in silence.

The documentary shows how GIZ staff worked in the heartland of the insurgency and often risked their lives to support the disadvantaged local population and to make women’s voices heard. GIZ was the only organization working inside the villages, which possibly posed the biggest psychological challenge for those working in the initial phases of the project. Much of the work consisted in building trust with Maoists and the local people. Through the construction of roads, schools, and water facilities, the communities made a considerable step forward. Introducing a gender-sensitive approach was an essential part of the activities. Over seven long and challenging years, staff members established long-term ties with the inhabitants of the districts. As a result, a group member happily stated that even after GIZ left, “the skills we learned will remain with us forever. They will help us to make a living.”

Also in Nepal, a campaign against gender-based violence was organized by GIZ’s Support of Measures to Strengthen the Peace Process (STPP) for International Women’s Day, with the involvement of different stakeholders at the local level. More than 3000 women and men belonging to various sections of the local population participated in the campaigns, which created a feeling of solidarity and provided women with an opportunity to express their voices against gender-based violence. The local authorities made a commitment to provide resources and other facilities to work towards reducing gender-based violence as well as to provide shelter to victims. The project also supports awareness-creation programmes on Safe Motherhood and Maternal Health in various communities, in which 150 women and men participate and benefit from the information provided.

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### 3 Vietnam: Gender Breakfast

GIZ Vietnam participated in Gender Week by hosting a Gender Breakfast on 7 March in Hanoi. More than 30 interested members of staff attended the morning event, which focused on the topic of gender analysis in projects and programmes.

With active participation of the attendees, gender expert Nora Pistor was able to provide insight into why gender is such a crucial quality criteria for our work throughout the world. She also showcased that Vietnam, along with other international organisations and institutions, has set a good framework for gender equality, but that many issues still remain to be dealt with.

In an introduction round, participants proved their already extensive knowledge on different aspects of gender theory by defining key terms, leaving only little need for further explanation by the expert. While enjoying the nutritious breakfast, the attendees did learn that one of the key objec-

tives of a gender analysis is to detect inequalities in certain fields and that ideally this should happen in the planning stages of a project, though it can be conducted at all levels of a project cycle.

In the ensuing animated group discussion it quickly became clear that there are many reasons why a gender analysis can be beneficial for projects and programmes. Positive aspects mentioned included a deeper understanding of how project implementation affects men and women, producing important baseline data in order to monitor changes achieved by certain measures, supporting partners in the implementation of gender-related issues and providing proof for how the success of projects depends on equitable participation and balanced gender relations. The discussion however also brought to light some of the challenges projects and programmes are still facing when mainstreaming gender, such as limited capacities and resources, lacking support or interest of partners, culturally sensitive issues or highly technical fields of work. Nora Pistor was able to provide solutions for some of these challenges by recommending the use of best-practice examples from completed gender analyses and existing methods. A presentation by Maria Dung-Pham from the Health Programme gave attending staff members the opportunity to learn from her first-hand experiences with a gender analysis conducted in 2012.

By the end of the Gender Breakfast, participants confirmed to have a much better understanding of gender concepts as a whole, and a number of staff members showed great interest in conducting a gender analysis in their own projects in order to ensure on-going sustainability and quality of GIZ work in Vietnam.



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#### 4 Colombia: Masculinities and Femininities for Peace

Country Director Peter Luhmann opened the final event of Gender Week in Colombia by pointing out the close relationship between gender equity, peace and development. In the context of armed conflicts, patriarchal structures potentially exacerbate violence and gender inequalities. However, the opposite is also true: promoting gender equity can make a significant contribution to the prevention of violence and attaining sustainable peace.

Following the speech, the movie *Beware, Machismo Kills* was shown, an initiative supported by the GIZ peace-building program CERCAPAZ. It follows a group of young men called “Los Pelaos” (The Youngsters) in the city of Cartagena, and uses a wide variety of creative communication strategies to reflect on the everyday use of language and stereotypes, thus raising awareness on sexist practices and violence against women.

In the following panel discussion, Cecilia Barraza, Public Policy Coordinator for Gender Equity in the Presidential Office, Dario Munoz, a psychologist and university professor in the field of masculinities and peace-building, and Alejandro Yepes, a psychotherapist who works with all-male groups, shared their views on the topic and engaged in a spirited discussion with the approximately 50 participants. The discussion focused on whether male and female views and proposals that contribute to peace differ and how they can be utilized.

Special attention was given to a recent policy outline by the Colombian government that is considered a milestone to achieving equal rights for all. Participants pointed out that assigning a set budget to programmes that deal with issues like economic autonomy for women, political participation, special health care and education is the first of many necessary steps. However, in order to build a peaceful society free from gender-based violence, cultural transformation has to take place eventually. The attendees broadly agreed on the necessity of both male and female perspectives in this venture. Finally, in a country like Colombia, where roles and stereotypes often seem very strict, a new flexibility is needed, to talk not only about gender as concerning men and women, but also about people with unique identities.

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## 5 Ecuador: Gender Week Activities

In the Andean province of Tungurahua, a forum called “Café Diálogo” gathered together women’s groups, GIZ colleagues and other participants during Gender Week to discuss and share their experiences. The GIZ-supported initiative “Gender Agenda of Tungurahua” used the opportunity to discuss the concept of “sorority” as a term defining the bond created between women to redefine their role in society.

Also during Gender Week, the German Cooperation office in Quito welcomed Manuela Imi, leader of the Waorani, who presented her life experience as an indigenous woman struggling against violence and for equality. Luz Haro, coordinator of Ecuador’s Rural Women’s Association, underlined these statements and talked about her on-going work regarding the role of women in local development.

Furthermore, Ecuador’s Health Minister, Carina Vance, spoke at an event on women’s rights in Pedernales, a small town in the northern coast of Ecuador. She stressed the importance of women’s health, work and education issues, and how the state has a responsibility to design and implement public policies aimed to address such issues and efficiently provide public services to women.

Finally, Maria Andrade from GIZ ComVoMujer spoke about violence against women and the issues relating to their access to the judicial system. This was followed by a Walk for a Life without Violence, an initiative of the Interprovincial Federation of Saraguro Indigenous People (FIIS), ComVoMujer and GIZ PROINDIGENA. Also within the framework of cooperation between GIZ and FIIS, the opening of the Support Centre for Women (or “Mushukkawsay” in Kichwa language) was announced,

which is supported by the Municipality of Saraguro, the National Police, the Ministry of Social and Economic Inclusion and the Public Health Ministry. The Centre’s main objective is to provide legal and psychological support to women who have suffered any form of violence, and to raise public awareness on such issues.

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## 6 Paraguay: International Women’s Day

The GIZ programme Good Governance at Decentralised Level and Poverty Reduction (PBG) and the regional programme Combating Violence against Women in Latin America (ComVoMujer) organised a photo exhibition as well as a screening of the documentaries *Voices of Dignity* and *The Participation of Women Contributes to Good Governance. Contribute too*. While the first film showed indigenous women’s testimonials on gender-based violence, the second film depicted the benefits of the political, social and economic participation of women at the local level. The exhibition featured portraits of indigenous women with graphic testimonials.

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## 7 Niger: Promoting Gender Mainstreaming

Gender mainstreaming in Niger is an interesting task, as machismo and patriarchal patterns influence the culture and mindset of the population. To emphasize gender mainstreaming as a core value for GIZ employees, strengthen commitment and create a forum for exchange, a sensitization event was organized by the gender focal point.

The event started with a Gender Quiz to highlight the impacts of gender in daily life. Questions covered the divorce laws in Niger, gender ratios at universities and in the formal sector, and comparative birth rates in Niger and Germany. A “power walk” followed, which brought movement into the event. Each colleague was assigned a specific role, such as mayor or rural schoolgirl, and stood in a line. Questions were asked, such as “Are you allowed to vote?” and “Are you able to buy the food you like?” Colleagues moved a step forward if the answer to the question was “yes”. By the end of the activity, it was visually clear which social groups are more privileged than others in day-to-day life. One colleague’s reaction was: “Even though the laws of the Nigerian government grants all citizens the same rights, the game showed the sad reality”. Another colleague commented: “It was interesting to have a totally new role and to experience the frustration of not being able to move forward.” The discussion about gender issues went on all evening, and continued in the weeks to follow.

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## 8 Madagascar: Gender Week Events

The GIZ Madagascar programme Conservation and Sustainable Use of Natural Resources (PGM-E) organized Gender Week activities in several locations. In the head

office in Antananarivo, GIZ staff members, partners and major civil society organizations working in environmental projects were invited to the event “Gender and Land Resource Management”. Over 40 participants interactively discussed their experiences and views on how to handle traditional land laws, and how to raise awareness of the existing legal framework on equal access to land for men and women.

In the area of Boeny, PGM-E organised an information day on violence against women for staff members, partners and women’s associations. The presentation and panel discussion allowed all the participants and visitors to engage in issues of domestic violence and women’s rights in the community. The PGM-E office in Diana celebrated Gender Week for the very first time with a workshop on women in decision-making positions. Partners and organisations shared their experiences and opinions of women holding key positions within local structures in the community.

In Mahaboboka-Atsimo Andrefana, PGM-E has been supporting three women’s organizations to take responsibility for the implementation of local development activities. Two Gender Week activities were organized: in the first, the impacts of previous activities were presented, such as a “green project” that had received a UNDP small grant program. The second event was organized with the municipality for the local population and was attended by over 200 people, including school children, the wives of village heads and some municipal officers. The event included speeches on women’s rights, traditional dancing and songs, and female sports competitions. At the end of the event, the mayor awarded prizes (improved cooking stoves) to all the winners. The event served to enhance rural community commitment to gender mainstreaming.

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## 9 Ghana: Celebrating Female Role Models in Local Governance

On 19 March, an award ceremony took place to celebrate female role models in local governance as agents of change, organized jointly by the Ghanaian Ministry of Local Government and Rural Development, the Institute of Local Government Studies and GIZ's Support for Decentralisation Reforms (SfDR). The event was chaired by Mrs. Nana Oye Lithur, who has herself long championed the cause of women and human rights and is now the Minister for Children, Gender and Social Protection. The award categories were individual awards for women from each of Ghana's ten regions, eight institutions that had worked hard over the years to achieve greater women's participation and empowerment in local governance, and posthumous awards for women who served in various capacities and died before their efforts could be celebrated.

The overall objective of the initiative was to promote and recognize women's local government leadership in the context of accelerating decentralization and sustainable local development. The identified role models had found the courage to speak up and act in favour of a long-term improvement in the lives of women and men in their communities, and had been nominated by their own communities, which speaks for the appreciation of their efforts by the people whose lives they strove to change for the better. Amongst the individual recipients was a visually impaired woman who had advocated universal education of children, including financial assistance schemes. Other individual initiatives included the provision of potable water, the establishment of microfinance schemes, and civic education of communities through news presentations in the local language.

In a statement at the German Embassy, the Councillor and Head of Cooperation stated there is a need to promote

women in decision-making positions to improve the representation of women's practical needs and strategic interests. She commended the award recipients for standing up in their communities and contributing to the bigger governance goal by helping to change mind-sets, attitudes and actions.

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## 10 Algeria: Challenges for Women Entrepreneurship and Employability

Representatives of Algerian women's associations, ministries, universities, media and the private sector regrouped on 7 March in Tipaza to discuss challenges to women's employment in Algeria. Dr. Abedou presented the results of the latest study "Global Entrepreneurship Monitor (GEM) Algeria", which gave interesting insights into the challenges faced by female entrepreneurs in Algeria. One of the main obstacles today is the lack of efficient mentorship and advice for women when launching their enterprises. The GIZ program for sustainable economic development presented the results of a capacity development programme, as well as new tools for public and private "start-up centres" to develop efficient services for female entrepreneurs. The workshop was concluded with music and an exhibition of artisan products by women entrepreneurs in the region.

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## 11 Afghanistan: Promotion of the Rule of Law

On International Women's Day, GIZ's Rule of Law Programme arranged a mock trial for students of the Law and Sharia Faculties of Balkh University in Mazar-e-Sharif. The mock trial covered a case of violence against women, in which students showed the audience how a trial at court functions and highlighted the importance of the Elimination of Violence against Women Law. Besides raising citizen's legal awareness on women's rights, the mock trial is one of many measures by the Rule of Law Program to prepare students, especially women, for a professional career in the justice sector.

In Takhar, the Directorate of Women Affairs (DoWA) inaugurated a new legal aid office for women in need. 24 newly graduated female students from the Sharia Faculty of Takhar University were supported by the Rule of Law programme to take the entrance examination in order to become registered lawyers with the Afghan Independent Bar Association, thereby increasing the number of female lawyers in the Northern provinces sixfold. DoWA provides these female lawyers with an office where they can



provide legal aid and advice to women in need. The programme continues to support these young lawyers as they build their professional capacity. Not only is access to justice for women increased through the opening of the new office, but the young women also have an income of their own. Additionally, they serve as role models to other Afghan women.

In Kunduz, representatives from the Directorate of Women Affairs and the Directorate of Hajj & Religious Affairs and Ulema Council (Mullahs) discussed and exchanged ideas about women's rights from an Islamic perspective on the occasion of International Women's Day. The conference was supported by the Rule of Law Program. It was the first time that representatives of the Ulema Council participated in a public discussion on women's rights. Topics like the right to education, inheritance rights, and political and social rights were discussed. The event was covered by different journalists in Kunduz. As a result, mullahs have agreed to consider women's rights in their Friday preaching.

At the Head Office, a Gender Day was organized for program and project personnel in order to introduce GIZ's Gender Strategy and to discuss staff roles and responsibilities for its implementation. Peter Palesch, Country Director of GIZ Afghanistan, highlighted the key points of the Gender Strategy, such as the goal to attain gender equality by empowering and promoting both men and women to managerial and professional roles. This was followed by a theatre performance, where a young woman was presented who had to struggle to prove herself in a male dominated society. After this, several workshops were conducted, with the result that projects and programs committed themselves to implementing the Gender Strategy, for example by appointing male gender focal points along with female ones, adapting the recruitment process to improve chances for female candidates, and monitoring the strategy on a quarterly basis.

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## 12 Pakistan: Gender, Risk Management and Security

Gender is a critically important aspect of security risk management. For Gender Week, the Risk Management Office (RMO) in GIZ Pakistan organized the first departmental gender workshop. The session was run by GIZ's gender advisor and the international risk management advisor and was attended by RMO staff. The workshop introduced participants to key gender concepts and facilitated debate about gender in Pakistan and its relevance to security risk management. The RMO team then considered the practical application of the concepts. The team developed priority areas to further mainstream gender into RMO strategic and operational approaches. This will ensure that the different risks faced by women and men will be systematically considered and reflected in gender-sensitive risk management approaches.

A further Gender Week event took place in a women's shelter in the province of Khyber Pakhtunkhwa, which for many women is the only place to escape violence. The aim of the event was to make female residents aware of women's rights and international conventions such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), which Pakistan ratified in 1996. Awareness was raised on how to involve men in ending and preventing violence against women at the family level. "This is our day"



was one of the main statements of women living in the shelter, and apart from the discussions, they also enjoyed dancing at the event. GIZ supports the government of Khyber Pakhtunkhwa in improving the management of women shelters and in service provision for female victims of violence. GIZ Pakistan's Gender Responsive Policing Project also marked International Women's Day by organizing a three-day Symposium for the Women Police Network (WPN) from 19 to 21 March. The Symposium provided an opportunity to all members of the WPN office bearers to assemble at one place, get familiarized with the basics of networking, and plan activities for the year 2013, in order to promote gender-sensitive policing services and enhance the representation and positioning of women in the police force.

Presentations on international women police networks informed the WPN office bearers of the value of networking to women police worldwide. The input session on "Dimensions of Empowerment and Motivation" inspired them to make the WPN an empowering process for themselves and others. Participants were exposed to a full-day training session on the "Role of Police in Combating Violence against Women" with the objective of raising awareness on constitutional rights and legal provisions on dealing with that issue. The session on advocacy and campaigning helped the participants to understand the value of a collective voice in promoting gender responsive organizational processes and policing practices. Office bearers from nine police organizations participated in this event, including Islamabad, Punjab, Sindh, Balochistan and Gilgit-Baltistan.

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### 13 Jordan: My identity... My memories... My future. Palestinian refugee women engage in an open space

Palestinian refugees in Jordan face several challenges which are attributed to stifling living conditions, poverty, violence within families, a lack of opportunities for cultural, artistic, and recreational activities and an unclear vision of the future, which feeds into frustration and a sense of lethargy. In this context, women are especially vulnerable. At the same time, civil society in Palestinian refugee camps in Jordan boasts a high level of creativity and motivation to engage in community work. GIZ's Regional Social and Cultural Fund for Palestinian Refugees and Gaza Population (S&C Fund) in close cooperation with UNRWA therefore supports projects with cultural and (psycho-) social aims, which enable the camp population to develop new cultural perspectives for themselves, to express their perspectives of identity and acknowledge other forms of identity.

In this context, the S&C Fund supports an initiative of the Women's Program Center in the Palestinian refugee camp Husn, which came up with the idea of a project on women identity. The project culminated in an Open Space conference in Jordan involving Palestinian refugee women from Jordan, the West Bank and Gaza. It aimed at providing the women with the space to meaningfully explore their own identity as Palestinian refugee women and thus their role in society as a whole. The exchange with other Palestinian refugee women is meant to foster the inter-Palestinian dialogue and to build up sustainable networks for future cooperation. In the course of the project, the women visited other Palestinian refugee communities and attended workshops on event management, networking, correspondence and non-violent communication. In a final stage, the women developed further initiatives and created a network with the other refugee women via a Facebook page.

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### 14 Ukraine: Gender Mainstreaming

While the Ukrainian President expressed his wish for women to "Let a strong shoulder be always next to you and serve as a reliable support in life", local GIZ employees took steps towards gender mainstreaming. On 5 March, all 5 projects in Ukraine with gender indicators presented their approaches. PR- and HR-specialists discussed gender-sensitive communication and equality within the company, and an international consultant to the country office informed about GIZ's new gender analysis format. Afterwards, colleagues attended the 9th Kiev Dialogue on "Gender Politics: Successes-Failures-Prospect", which was an excellent opportunity for them to improve their competence and to show GIZ's active involvement in gender mainstreaming.

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### 15 Armenia: Raising Awareness on Women's Rights

This year on 7 March, GIZ in cooperation with the NGO Centre of Democracy and Law organized a seminar on "Women's rights in Armenia" within the frame of Gender Week. The aim of the seminar was to present and discuss the results of the collaboratively implemented project that was implemented in 2012, and to raise current urgent issues concerning the realization and protection of women's rights in Armenia. Participants also received the first edition of Legal Directory on Women Rights and were asked for their feedback for the second edition.

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## 16 Western Balkans: Gender Perspectives on Human Trafficking

This year, GIZ's Regional Programme for Social Protection and Prevention of Human Trafficking in Macedonia, Serbia, Kosovo\* and Bosnia and Herzegovina decided to mark Gender Week from a human trafficking perspective, raising awareness not only on human trafficking, but also on the need for a gender-sensitive response to this issue. The general public's perception in the region is that human trafficking most predominantly, if not exclusively, affects women and should be treated as a so-called "women's issue". Despite being popularly surrounded by feminized discourses, anti-trafficking responses still only marginally take into consideration the different risk factors faced by women and men, girls and boys, especially in traditional societies. The varying degrees of vulnerability faced by both genders reflects the dominant perception about the roles that both genders are expected to undertake in society.

In order to encourage a mind-shift in the way human trafficking is perceived in the Balkans, Social Media Tools were used during Gender Week to engage the public in thinking about the issue from a new and different perspective. A short video was created, which poses questions that invite the viewer to ponder the similarities and differences in human trafficking vulnerability of men and women, and to consider the root causes of the problem. The video was viewed more than 100 times on the YouTube channel, and the Facebook post was seen by more than 1100 people, which indicates that the message reached a wide audience.

The video is available for viewing at:

[http://www.youtube.com/watch?v=l\\_UKLRmFYTO](http://www.youtube.com/watch?v=l_UKLRmFYTO)

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\* This designation is without prejudice to positions on status, and is in line with UNSC 1244 and the ICJ Opinion on the Kosovo declaration of independence.

## 17 Serbia: Girls' Day and Boys' Day

The first nationwide Girls' Day in Serbia was organized on 26 April 2012, and was supported by the GIZ program Professional Orientation. 482 girls from 63 primary schools visited 58 host companies in 23 towns all over Serbia. All of the participating companies were managed by successful women, who presented atypical female occupations to the girls. The day proved valuable for all who were involved. The girls confirmed that the experience was important for making a decision about education and pursuing a scientific career or a career in technology, IT and engineering. They were thrilled with the women professionals and all agreed that this was one of the best experiences in their young lives. Companies expressed a willingness to maintain contact with the girls and to support them in their career development. Therefore, this year, schools and companies will organize both a Girls' Day and a Boys' Day in the context of the GIZ Gender Week, with the same goal of removing gender stereotypes concerning professions and professional orientation.

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## 18 Egypt: Women's International Campaign to Combat Violence against Women

As this year's contribution to Gender Week, the project Promotion of Women's Rights in Egypt supported partner NGOs in Egypt to attend the 57th session of the UN Commission on the Status of Women (CSW). The partner NGOs, all members in the Network of Women's Rights Organizations (NWRO), spread their demands on combatting violence against women to the international community. Using sensitizing caricatures and marching in front of the United Nation's venues in New York on International Women's Day, they held on to their message: "No despotism in the name of cultural relativism". They raised awareness of increasing domestic violence, sexual harassment and sexual terrorism, as well as the current negative constitutional developments in Egypt. Thereby, NWRO contributed to reaching the final UN declaration that calls on governments to refrain from invoking any custom, tradition or religious consideration to avoid their obligations regarding the elimination of violence against women.

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**Constitution for all Egyptians !!!**

## More on Gender Equality: Useful Links

GIZ Gender Strategy:

<http://www.giz.de/Themen/en/897.htm>

Gender Knowledge Platform:

[www.gender-in-german-development.net](http://www.gender-in-german-development.net)

GIZ Gender Knowledge Network (internal link):

[https://intranet.giz.de/cps/rde/xchg/giz\\_intranet\\_en/XSL/hs.xsl/-/HTML/29632.htm](https://intranet.giz.de/cps/rde/xchg/giz_intranet_en/XSL/hs.xsl/-/HTML/29632.htm)

European Commission:

<http://ec.europa.eu/justice/gender-equality/>

OECD:

<http://www.oecd.org/gender/>

UN Women:

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

Wikigender:

[http://www.wikigender.org/index.php/New\\_Home](http://www.wikigender.org/index.php/New_Home)

World Bank eAtlas Gender:

<http://data.worldbank.org/atlas-gender>

African Development Bank:

<http://www.afdb.org/en/documents/project-operations/country-gender-profiles/>

UNECA E-Network Information Portal Gender:

[http://www1.uneca.org/ngm/home\\_ngm.aspx](http://www1.uneca.org/ngm/home_ngm.aspx)

African Women's Rights Observatory:

[http://www1.uneca.org/awro/home\\_awro.aspx](http://www1.uneca.org/awro/home_awro.aspx)

Asian Development Bank:

<http://www.adb.org/themes/gender/checklists-toolkits>

ECOSOC "Advancing gender equality and the empowerment of women: role of development cooperation":

[http://www.un.org/en/ecosoc/newfunct/pdf/vpd\\_aide\\_memoire.pdf](http://www.un.org/en/ecosoc/newfunct/pdf/vpd_aide_memoire.pdf)





**GENDER PAYS OFF!**

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