

GENDER PAYS OFF!



Gender Takes Center Stage at GIZ – Gender Week 2014

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Preface

Gender pays off! – The Gender Strategy adopted by GIZ in 2012 establishes a binding framework and sets the goal of promoting gender equality throughout the company, with the support of every staff member inside and outside Germany.

The annual Gender Week and the Gender Competition – which is held every two years – are designed to highlight our commitment, our wealth of experience and expertise in this field. We are determined to capture and disseminate good practices. In doing so, we aim to foster innovation, collect, develop and disseminate new ideas and continuously improve our gender competence. Prizes are awarded in recognition of special efforts and commitment.

Our diverse and rich practical implementation experience will be put to good use in the design of new activities and support for political negotiation processes, including the debate on the post-2015 development agenda. It will also help us strengthen GIZ's position on the market. This year, 27 countries actively took part in our Gender Week, with

events in Eschborn, Bonn and Berlin, and in our partner countries. 73 teams from 48 countries participated in the GIZ Gender Competition 2014. Seven of them represented projects which had captured the attention of other donors and thus secured additional funding for their gender related activities. These somewhat dry facts and figures cannot, however, give a true impression of the successful gender approaches they refer to in our day to day work.

Our special thanks go to all those in our partner countries and in Germany who work constantly to achieve greater gender equality and overcome gender-based discrimination and disadvantages. These include our GIZ gender officers at headquarters and in the field and our equal opportunity officers. They are important pillars in achieving the goals we have set ourselves. They help us exercise our responsibility as managers and for the company as a whole.

Gender equality is a human right, a key to sustainable development and a quality feature of our work. And we are determined to uphold these principles.


Tanja Gönner



Tanja Gönner, Chair of the GIZ Management Board: "Our gender strategy radiates beyond GIZ, it is alive and it is lived"



GIZ Gender Award 2014

One Topic, Many Facets: The 2014 Gender Competition once again highlighted the importance of gender equality for GIZ – as a goal in itself, a quality feature of GIZ's work, and a significant element of our corporate culture.

GIZ is currently working in 130 countries around the world. This year, GIZ employees in 48 countries, along with some of our subcontractors including GOPA and GFA, got together to submit entries to the GIZ Gender Competition. This was an encouraging response, indeed a remarkable one, considering that when the competition was first launched in 2008 fewer than 30 teams competed for the award – compared with 73 this year. This is an impressive demonstration that the GIZ Gender Strategy, which was launched in 2012, is more than just a piece of paper, and much more than a mere statement. The company has breathed life into it, such that it has become a genuinely vibrant element of our corporate culture.

Gender Pays off! – The international discourse on current and future development goals leaves no room for doubt. Nevertheless, gender equality does not simply come about by itself. It needs champions and requires our active support. “The world is progressing on gender issues,” was the positive message of Erik Solheim, Chair of the OECD Development Assistance Committee (DAC). He pointed out that this gives us grounds to celebrate, but is no reason to rest on our laurels. It should encourage us to do more. As he has done! Despite his very tight schedule he took an early morning flight from Paris to Frankfurt to join Tanja Gönner, Chair of the GIZ Management Board, for the GIZ Gender Award Ceremony and the presentation of the

awards to the three prize-winning teams from Morocco, the Democratic Republic of the Congo and a regional programme operating in El Salvador, Honduras and Guatemala. Erik Solheim made a lasting impression on his audience with an authentic keynote speech, reflecting on his own upbringing in Norway, his political career as Minister of International Development and Minister of Climate and the Environment, and his current position at the OECD, an international player in the development arena. Erik Solheim pointed out that gender equality is not just a women's issue but a societal and human rights obligation and a central development enabler across all sectors and national boundaries.

The Award Ceremony was part of GIZ Gender Week, which was held from 3 to 7 March. It was just one of numerous activities worldwide that spotlighted gender. The aim was to focus on the engagement of GIZ staff to foster greater gender equality and on the importance of gender equality in achieving the company's goals.

As a federal organisation and one of the world's leading providers of international cooperation services for sustainable development, we at GIZ work around the globe to help people improve their living conditions, thus doing a great deal to improve the human rights situation. Like Erik Solheim, we are convinced that the impact of our work will be enhanced by respecting and actively responding to the different needs and realities of women and men, by promoting their rights and developing their potentials.

In its entry to the GIZ Gender Award this year's winning team from Morocco, explored the extent to which our lives and everyday experiences are influenced by gender stereotypes. The team looked at how these impact on relationships within the family, career choices and our role within society.





Morocco. The young couple is in the middle of a heated discussion. "Why are you so desperate to be a manager?" the young woman wants to know. "Why can't you work in a school or in a kindergarten? They are safe jobs and you could work part time when we have children." The young woman is upset, because her husband is determined to become a manager instead of being content with a part time job and looking after the home, while she is the breadwinner.

<http://www.youtube.com/watch?v=RIQPU0AmaTU>

Even in Germany this reversal of traditional gender roles is far from being considered normal, as was clear from the amused reactions in the auditorium in Eschborn at the Gender Award Ceremony in early March.

The above scene comes from a short film from the series *Land of Never-ever*. It was produced by a project that is being implemented on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ). The measure aims to integrate the gender approach in Moroccan economic and social policy. Project manager Annalena Edler and her team were very happy that the project, which was launched in 2003, ended on such a high note. The jury felt that this entry stood out among the 73 competitors, by virtue of the team's initiative, innovation and courage. "I am very proud," said Tanja Gönner during the Awards Ceremony in Eschborn. "This entry, and indeed numerous others, demonstrate that the GIZ gender strategy has a genuinely international reach."

Second place went to a project that is supporting the functioning of police structures in the Democratic Republic of the Congo, financed by the German Federal Foreign Office. It aims to reduce the incidence of sexual assaults in the country. A project in a remote border area between El Salvador, Guatemala and Honduras won third prize. Domestic vegetable gardens are allowing women to generate an income of their own for the first time. With it comes a bigger say and improved overall status in the community. The project was initiated by the Development of Rural Areas in El Salvador programme.

In his address, Mr Prey, Director General of the GIZ Sectoral Department, praised all three winning teams. He thanked all participants, the organisers of this year's Gender Competition, the internal jury and the many colleagues who teamed up to make both events a success. The GIZ gender activities around the world illustrated in this publication demonstrate that GIZ actively promotes gender equality in the most diverse cultural contexts and show how we develop creative approaches specially tailored to respond to challenges on the ground while making the most of local opportunities.



Joachim Prey, Director General of GIZ's Sectoral Department, commended the diversity of this year's Gender Competition



In DRC, GIZ works with the police structure, represented by Françoise Munya, to reduce incidences of sexual assault. The team won the 2nd prize



Angela Langenkamp, Company Gender Officer, organized the GIZ Gender Competition 2014



SHAKING UP GENDER ROLES IN THE “LAND OF NEVER-EVER”

INNOVATIVE PEDAGOGICAL APPROACHES TO PROMOTE BOTTOM-UP TRANSFORMATION

CONTEXT AND INITIATIVE

“Our society is not ready yet!” is a common phrase one is confronted with in the course of working to promote gender equality in Morocco. Since the “democratic spring” in 2011, the country is marked by contradictory tendencies in terms of gender equality: on the one hand, the new constitution of 2011 holds the state responsible for achieving gender parity. On the other hand, ideas of traditional, complementary gender roles have gained support in public discourse.

In order to support a bottom-up transformation of gender perceptions and roles, the GIZ project joined forces with the local women’s rights organization *Fédération de la Ligue Démocratique des Droits des Femmes* and the Moroccan based international organization *Quartiers du Monde* to develop innovative pedagogical material that draws on popular education approaches. This is how the “Land of Never-ever” was born – a trainer’s toolkit that builds upon a fictional world in which the roles of men and women are inverted: women are in power and take political and economic decisions; men fight against cul-

tural stereotypes and day-to-day discrimination. The toolkit provides trainers with a series of short movies and manuals, adaptable to various contexts and target groups, on subjects such as political participation, sexual harassment and economic inequality.

GENDER – A QUALITY FEATURE OF OUR WORK

The innovative gender approach used in the “Land of Never-ever” fully convinced the project’s government partner institutions, which helped to initiate new collaborations. The National Human Rights Council took over the patronage of the project; the Ministry of Interior uses the material in its work with female community representatives; and the Ministry of Solidarity, Women, Family and Social Affairs commissioned the project and its partnering NGOs to produce further movies and manuals. The material and films will also be used within a project by *Quartiers du Monde*’s Network *Femmes du Monde* co-financed by the French *Agence Française de Développement* in Columbia, Bolivia and Senegal. These new partnerships not only confirm the need for new creative approaches. They also show that dialogue and exchange between institutions from diverse political backgrounds and with differing value systems can be successfully initiated through the work on a common, innovative product.

GENDER IMPACT

The presentation of men and women in situations of inversed inequality aims to challenge

common social constructions of gender roles and the acceptance of discrimination against women. Feedback received from participants of the training confirms the approach to be successful:

“We are so used to things as they are. We don’t realize anymore that there’s something wrong. When you see the boy being harassed in the movie, it reminds us that that’s not normal, that it is an act of violence.” Souad, Fédération de la Ligue Démocratique des Droits des Femmes

“The visual is important! The movies help to put oneself in the place of the other. This will be very useful for the work with young men.” Mohamed, National Human Rights Council

“We need this moment of shock if we want to achieve change! That’s what will push people to ask questions, to start rethinking the status quo.” Hamid, Social Development Agency

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SUPPORTING THE POLICE IN FIGHTING GENDER BASED VIOLENCE

POLICE PROGRAMME AFRICA - DEMOCRATIC REPUBLIC OF CONGO (DRC)

CONTEXT AND INITIATIVE

As a result of violent conflicts, impunity and deeply embedded traditional, socio-cultural norms and beliefs, sexual and gender based violence (SGBV) is a widespread problem in the DRC. In most cases, the primarily male perpetrators are not prosecuted, while the victims – mainly women and children – face physical and psychological health problems, stigmatization, and socio-economic marginalisation. The Congolese National Police (PNC) has been largely unable to assume its role of preventing and combatting SGBV, on the grounds of inadequate training, a lack of human resources and equipment, as well as corruption. Citizens often perceive the police force more as a threat than as a source of protection.

On behalf of the German Federal Foreign Office, GIZ is supporting the PNC since 2008. The goal is to enhance PNC's capacities and to build trust and confidence among citizens. Special emphasis was given to professionalizing and strengthening the police in combating SGBV in eastern Congo.



A holistic approach was applied in order to enhance framework conditions as well as

institutional and individual capacities. Working towards gender responsive policing by respecting the needs of female citizens and victims, the project fostered the presence and advancement of women in the police force. Other activities included training of policemen and -women, sensitization for SGBV, constructing and equipping police stations according to international standards, promoting cooperation between the police and the judiciary, and connecting victims to organizations that provide legal and medical aid.

The activities were planned and implemented in close co-operation with the PNC, as well as with the EU police mission (EUPOL RD Congo), the EU Commission's justice project (REJUSCO), the UN peace-keeping mission (MONUSCO), and civil society organizations.

GENDER – A QUALITY FEATURE OF OUR WORK

Together with its partners, the project played a key role in inspiring other international donors to expand their activities in eastern Congo. Due to its successful work, the EU entrusted the project with the expansion of its activities regarding SGBV in three further provinces in 2013, in the framework of a larger EU programme with UNICEF.

GENDER IMPACT

The project contributed towards the achievement of equal rights of women and children, violence prevention, and the effective prosecution of gender-related crimes. Job oppor-

tunities for and the acceptance of women within the male-dominated police force have increased, and monitoring of SGBV-related data throughout criminal procedures has improved. Through the project's results-based monitoring, the impact and also the extent of the participation of policewomen in project activities could be tracked. The results and lessons learnt have been shared with colleagues from other police supporting projects within GIZ, and have been disseminated both in Germany and DRC.



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FAMILY VEGETABLE GARDENS: PROMOTING GENDER EQUALITY

TRIFINIO REGION (GUATEMALA, HONDURAS, EL SALVADOR):
PROTECTION OF TROPICAL FORESTS AND WATERSHED MANAGEMENT

CONTEXT AND INITIATIVE

The Trifinio Region is the border area shared by El Salvador, Guatemala and Honduras, as defined in the Trifinio Treaty and Plan. Here gender-based discrimination and women's marginalisation are widespread phenomena. This is particularly true for Mayan women in rural communities, such as the Quequesque in Guatemala and the Barrancón in Honduras. In these communities, 95% of women are illiterate and have never participated in any form of training. To make things worse, the majority of them are victims of domestic violence.



In cooperation with the Tri-national Commission of the Trifinio Plan, the CAMARENA-GIZ Programme aims to improve the living standards of families in the above mentioned communities by introducing sustainable agriculture systems, amongst other initiatives. A gender analysis revealing low rates of participation among women led to the definition of a new strategy including concrete measures to encourage women's participation. The initiative *family vegetable gardens* is one of them.

STRATEGY

The initiative was designed with the Institute of Permaculture in El Salvador and used the *farmer to farmer* methodology. It is made up primarily of the following course modules:



1. **Improve food security** (60% of the infants suffer from chronic malnutrition) and increase self esteem. During a programme year women receive training, establish their own garden and participate in discussion groups to improve their knowledge and self esteem.
2. **Improve inter-familial relationships.** For six months women and men work together in their diversified *milpa* (field with corn and beans) and take decisions together.
3. **Improve family income and financial autonomy of the women.** Women work in their garden with the help of their family members and sell part of their harvest in the community.

IMPACT

The Programme's monitoring system is based on the three dimensions of sustainability:

Economic: In the summer months the vegetable gardens account for an additional family income of 30%, which is controlled by women.

Environmental: Better farming practices are introduced, which contribute to the adaptation to climate change and enrich biodiversity.

Social: A strong sense of belonging is developed within the groups. This improves their individual self esteem and reciprocal trust. Men expressed their admiration for the work done by their spouses and recognised their contribution to the family's income.

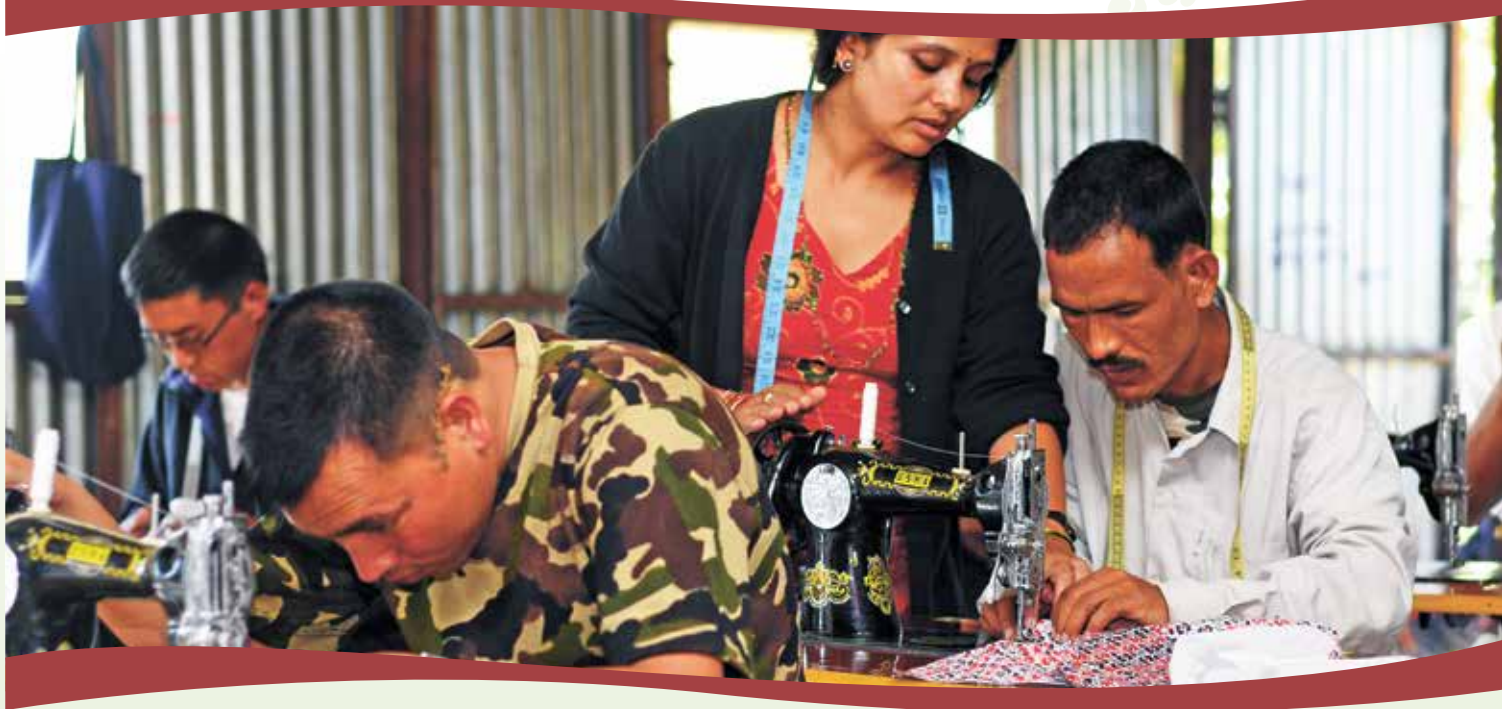
GENDER – A QUALITY FEATURE OF OUR WORK

As a whole, participation of women in other activities of the Programme increased by 85%.

In the meantime other institutions have joined the initiative. Plan Trifinio donated a micro-drip irrigation system to each woman participating in the scheme. The Guatemalan Ministry of Agriculture, Livestock and Food has assigned a female field technician to the group and provides seeds and other supplies. The Coffee & Climate Initiative (GIZ, Neumann group) offered one of their courses to women in neighbouring communities.

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A GENERATION'S DREAM OF TRANSFORMATION COMES TRUE

SUPPORT OF MEASURES TO STRENGTHEN THE PEACE PROCESS IN NEPAL

CONTEXT AND INITIATIVE

Gender inequality was one of the root causes of 10 years of armed conflict in Nepal. In the current post-conflict context, the Nepali-German Support of Measures to Strengthen the Peace Process (STPP) has been able to bring about a shift in the mindset of the target groups, transforming the roles of men and women in select communities. Although Nepal traditionally has a patriarchal structure, men are beginning to take on household chores and women are empowered to perform male dominated activities.



From 2012 onwards, the project has been active in several areas. STPP has been supporting the reintegration process of ex-combatants in selected communities, by focusing on skills development and conflict mitigation. In addition, STPP carried out gender sensitive measures by mobilizing women and men and organizing them into groups. Tailormade capacity development measures enabled them to take charge of their social and economic empowerment. STPP also involves men in various awareness raising campaigns around issues related to women's rights and health.

By conducting a gender analysis, STPP was able to design activities in a way that takes the situations of men and women into account equally. Furthermore, gender sensitive indicators helped to monitor gender mainstreaming activities and the results achieved for more gender equality. The Gender Quality Circle, comprised of the gender focal persons of all GIZ supported projects in Nepal, has held a key function in ensuring the quality of gender mainstreaming.

GENDER – A QUALITY FEATURE OF OUR WORK

The effectiveness and efficiency of the gender-sensitive delivery approach has convinced many local NGOs to follow similar modalities. The project is an active member of relevant coordination groups and was thus able to collaborate with many national and international organizations. Notably, the gender-sensitive approach of the project has led to a cofinancing agreement with the Royal Norwegian Embassy.

GENDER IMPACT

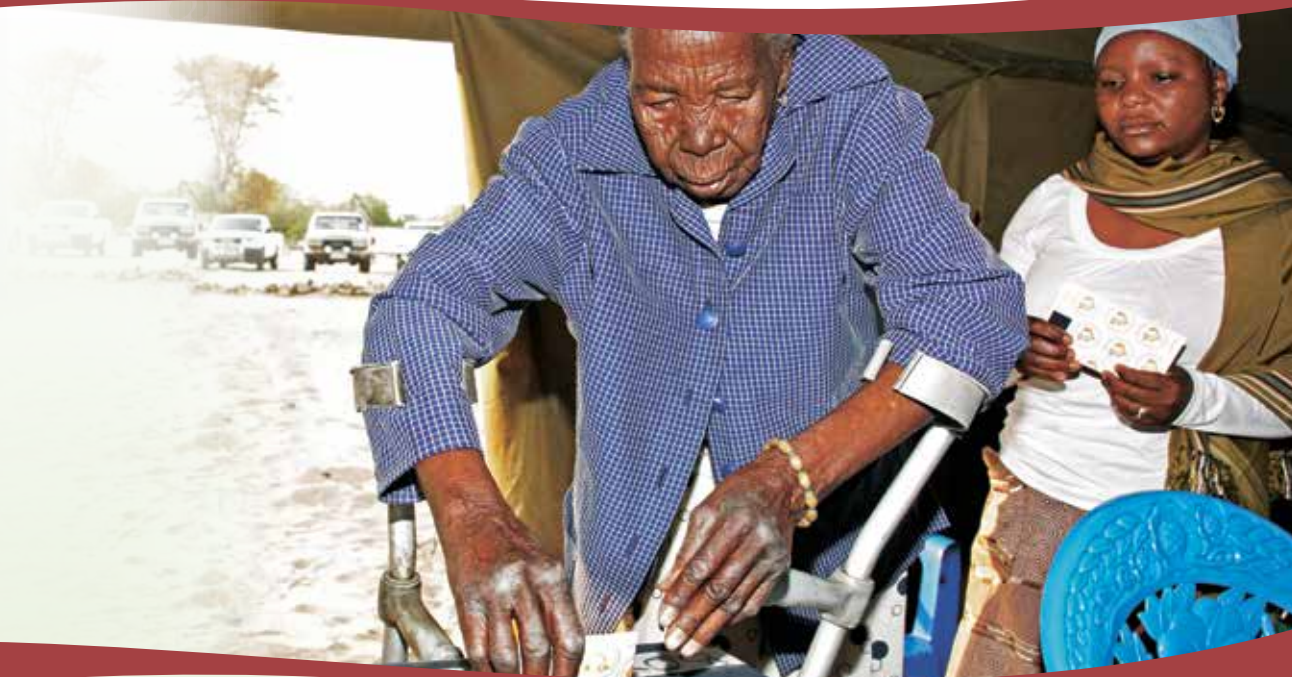
Through informed choices, training and opportunities, women and men, ex-combatants and community members have moved beyond their confined roles and settings. Women now stand on an equal footing with men, and are involved in farming activities, fixing pipes, repairing mobiles, and medically treating animals. Men, on the other hand, work alongside women and share in their household chores.

The national average of women in vocational occupation being around 5%, STPP was able to achieve a great success by increasing women's participation in the labour market to 25% in its partner communities, out of which 62% are self employed. At the community level, men used to be the dominant actors in meetings, work and decision making processes. Nowadays women's presence and participation (almost 40%) is equally felt in community activities. Men's support to empower their wives, sisters and daughters has become stronger.



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TOWARDS GENDER EQUALITY IN SOUTHERN AFRICA

GIZ'S COLLABORATION WITH SADC IN GENDER MAINSTREAMING

CONTEXT

Achieving politically stable, socially just and sustainable economic development that reduces poverty is one of the greatest challenges in Southern Africa. The Southern African Development Community (SADC) is an alliance of 15 countries that takes on this challenge. Their shared objective is to develop solutions to transboundary challenges within the region. Inherent to GIZ's collaboration with SADC are the quality factors of gender sensitivity and gender mainstreaming. Interventions towards Gender Equality are implemented in the GIZ-SADC Portfolio through five programs.

INITIATIVE

The GIZ-SADC Program for Institutional Strengthening advises and supports the SADC Gender Unit by mainstreaming gender in all SADC Directorates. This is achieved by supporting awareness-raising and mainstreaming activities, such as the annual planning and member state outreach of SADC Gender Unit.

The GIZ-SADC Programme for Peace, Security and Good Governance aims to improve political integration between SADC member states, in close collaboration with the SADC Organ for Politics, Defence and Security Cooperation. Gender is an important component in the area of peace and security worldwide, as women are amongst the most negatively affected by wars and conflict.

The GIZ-SADC Transboundary Water Management Programme in SADC aims to



strengthen the human, institutional and organisational capacities of the SADC-Water Division, and selected River Basin Organisations for the coherent implementation of transboundary cooperation in water management under consideration of gender mainstreaming. An overall gender mainstreaming guideline for River Basin Organisations is being developed and gender sensitisation workshops are organised.

The GIZ-SADC Programme for Transboundary Use and Protection of Natural Resources in the SADC region actively promotes gender equality in its community-based, crossborder pilot projects in transfrontier conservation areas. The programme ensures for example that women and youth benefit equally from income-generating activities, such as in the development of cross boarder tourism products.

The GIZ-SADC Promotion of Economic Integration and Trade Programme identifies – and seeks to overcome – major impediments to providing microfinance services

and works towards better functioning credit information sharing arrangements. This is particularly significant for women, as they are less likely than men to have access to formal financial services.

GENDER IMPACT

Impact of GIZ's work can be measured at various levels. A successful implementation of the SADC Protocol on Gender and Development was achieved, for instance, in Zambia by involving all line ministries in a series of training sessions, focusing on gender mainstreaming, gender sensitive budgeting and the protocol itself. As a result of that other member states requested similar activities.



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MALE INVOLVEMENT IN FAMILY PLANNING

PROMOTING MEN'S ENGAGEMENT IN BIRTH PREPAREDNESS IN CENTRAL ASIA

CONTEXT AND INITIATIVE

In Central Asia, religion and tradition strongly influence societal behavior, especially when it comes to power relations and gender perceptions. Firmly established family hierarchies impact virtually all aspects of life. In the field of Sexual and Reproductive Health and Rights (SRHR), precisely in aspects of Family Planning (FP), they may have negative implications when they hinder spousal communication and joint decisionmaking. Family members often considerably influence decisions about home or institutional deliveries, contraception, number of births and birth intervals. Women have little power to express their ideas of family life. Short birth intervals and high birth orders consequently adversely affect their health and that of their children.

The regional Programme Health in Central Asia contributes to improvements in SRHR in the partner countries Kyrgyzstan, Tajikistan and Uzbekistan. Promoting gender equality is both a designated programme goal, and critical to improve maternal and child health. GIZ supported partners to establish Birth Preparedness Schools (BPS) and partnership in delivery. BPS instructors, mothers-in-law and husbands, are trained on SRHR and gender. Using interactive teaching methods and materials, they stimulate discussion, raise awareness and encourage reproductive behavior change. They promote couples' access to professional FP counseling centres to enhance reproductive health and gender equality.

GENDER – A QUALITY FEATURE OF OUR WORK

Dedicated to transforming gender roles, the Programme incorporates gender into its impact monitoring system. The Gender Focal Point coordinates the development, implementation and quality control of its gender strategy. Emphasising gender capacity development internally and externally, GIZ conducts regular participatory Gender Workshops to sustainably anchor gender sensitivity and competence across the three country teams and their political and implementation partners at the national and regional levels.



GENDER IMPACT

Improving SRHR and promoting gender equality are mutually reinforcing, thus providing a unique opportunity to tackle both objectives simultaneously.

By bringing pregnant women and husbands together to prepare them for childbirth, BPS are shaping a culture of treatment and care in pregnancy. Trained couples significantly improved their knowledge of pregnancy, danger signs in pregnancy and delivery, postpartum life, and newborn care. They also



acquired valuable practical skills, such as relaxation and pain relief methods, position and breathing during labour, and newborn care. By shaping health behavior, couples' knowledge improves maternal and child health, thus advancing progress towards Millennium Development Goals 4 and 5. Evidenced by an increasing number of husbands attending deliveries, the programme promotes spousal communication and joint decision-making to advance gender equality, bringing the region closer to attaining MDG 3.

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DEALING WITH SEXUAL VIOLENCE IN CONFLICT AND RECONCILIATION

GIZ CIVIL PEACE SERVICE IN CAMBODIA

CONTEXT AND INITIATIVE

The mass crimes committed by the Khmer Rouge in Cambodia in the period of 1975 to 1979 are well known. Under the command of a radical communist regime, the entire country was transformed into a labor and prison camp where more than one Million people perished. Less known is the fact that many women were raped, forced into marriage, sexually mutilated and/or tortured.

Today, a hybrid-international tribunal and a number of civil society initiatives were set up to deal with the past. The GIZ Civil Peace Service (CPS) in Cambodia is cooperating with many of these projects to contribute to justice and reconciliation. Many women sup-

ported by CPS partners were able to break their silence after decades. To them, the collection and publication of their experiences is equivalent to an acknowledgment of this violence as crimes and the appreciation of their persons without discrimination.

Together with its partners, CPS has accomplished groundbreaking work in addressing sexual violence against women during the Khmer Rouge regime. Through research studies, films, publications, radio shows, Women's Hearings and an internet platform, CPS and its partners contribute to giving a voice to the victims of sexual violence and to including their stories in the historic record.

GENDER – A QUALITY FEATURE OF OUR WORK

The documentation process has resulted in an increased awareness among CPS partners. The work of CPS and its partners was frequently featured in local and international media. Project evaluations have shown that the issue of sexual violence during the Khmer Rouge regime is now much better known and more discussed among civil society organizations and the Khmer Rouge tribunal.

GENDER IMPACT

The documentation of sexual violence in the past helps fight the taboo surrounding gender crimes. Records of experiences of other women encourage today's victims of sexual violence to break the silence and claim the rights and dignity they are entitled to.



Victims of sexual violence who participated in the documentation process feel a sense of justice. Others feel empowered to see that they are not the only ones to have experienced sexual violence and who are combating the consequences.

To provide evidence and prompt the international community and individual states to intervene against and prevent sexual violence, experiences are documented and published worldwide. Through the documentation of its own history, Cambodia makes an important contribution to the international movement against sexual violence in conflict.

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PROMOTING FEMALE PARTICIPATION IN PUBLIC PROCUREMENT

SUPPORT TO PUBLIC FINANCE REFORMS (SPFR) PROGRAMME, KENYA

CONTEXT AND INITIATIVE

The public procurement sector in Kenya is mostly male dominated. Female procurement officers are lowly ranked and women often unable to access procurements, and/or unaware of procurement opportunities to start with. Business women cite corruption, credit availability and access to tenders as hindrances to their success. The SPFR programme assists the reform of the public procurement system by e.g. enhancing the capacity of practitioners and individuals involved in Public Procurement.



In order to empower women to participate and thus enhance gender equality in this sector, SPFR organized stakeholder forums with over 600 women to discuss and come up with objectives to improve women's involvement in Public Procurement. These included the goal to increase the number of contracts won by female-owned businesses from less than 1% in 2012 to 20% by 2016. Other goals are to enhance competition by introducing more female players to procurement, to increase the number of women holding higher positions to 30% by 2016, and to improve the legal framework and bid procedures. A strategy was developed accordingly.

GENDER –

A QUALITY FEATURE OF OUR WORK

The target group's reaction has been enthusiastic. There is a high demand for capacity development among business women, and therefore the initiative is encouraging other organisations to use the existing materials and concepts to conduct their own capacity development activities. The achievements of the initiative were officially recognized by the President of the Republic of Kenya and his deputy during a thanksgiving function in 2013, which was taken note of by the media, civil society and donor organisations.

GENDER IMPACT

27 specific training sessions for 1240 business women were conducted in 2013/2014.

- 93.6% of the participants felt that they were more knowledgeable about public procurement procedures after the training.
- 68% of the participants were able to prepare bid documents.
- 24% of the trainees registered their enterprises within 2 months after the training.
- 76.3% of the participants submitted tenders within 3 months after the course.



A five day training and a mentoring schedule for female officers were also created. Four training sessions with 149 participants were organized in 2013/2014. As a result of all the procurement training programmes since 2011, 72% of the female officers who are registered as members of the professional procurement body had participated in procurement courses by the end of 2013. In addition, 46% were in higher procurement positions by the end of 2013.



A regulation gazetted in 2012 reserves 30% of government contracts to enterprises of youth, women and persons with disabilities. Also in 2012 a register and registration mechanism was set up for women-owned businesses to participate in procurement. In 2013, the treasury recorded a 70% increase in registration and a programme giving women-owned enterprises faster access to credits after they have been awarded a contract was launched.

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EMPOWERING WOMEN BY ENSURING FOOD SECURITY

HOME GARDENS IN YEMEN

CONTEXT AND INITIATIVE

Cultural, traditional and political norms in Yemen allocate mainly caring and reproductive tasks to women; their movement is often limited to their homestead and fields. The Sustainable Food Security Program, implemented on behalf of the German Federal Ministry for Economic Cooperation and Development, succeeded in empowering Yemeni women in a culturally sensitive way: by involving them in home gardening. Activities involving women were only possible because of the trust and confidence developed between the recipient communities and the service providers (GIZ/GFA) through cash-for-work activities in rural communities. As such, women's empowerment took place within the framework of locally accepted gender roles and with the full acceptance of families and communities as a whole.



Aiming at relieving persistent food insecurity, which has been aggravated since the Arab Spring in 2011, the main idea of the project was to translate women's time and labour into direct contributions to their families' food security. Women were trained to establish small gardens and grow nutritious vegetables in their local environments. Simple practices like the use of local seeds,

animal manure, kitchen waste water, botanical concoctions and crop rotation were promoted. The women also received training on hygiene, healthy cooking practices, balanced diets and the consequences of diets lacking proteins, Vitamin A or iron.

The home gardens project was designed as a complementary measure to infrastructure-based cash-for-work activities carried out by men in rural communities.

GENDER – A QUALITY FEATURE FOR OUR WORK

The best evidence for the quality of our work is the limitless motivation and satisfaction shown by the women. They say: "The gardens are a wonderful tool to keep my family healthy, to save cash and time in the hospital".

The success story of this well accepted approach was shared through local food security and nutrition platforms, attracting visitors from the local government, BMZ, other donors and NGOs. Some NGOs such as Islamic Relief and the French PU-AMI have already adopted the approach. Furthermore, GFA Bridges has provided followup funding for a youth volunteer initiative to continue supporting the establishment of home gardens.



GENDER IMPACT

The project was originally designed as an emergency measure, but unfolded lasting impacts on family health and nutrition by strengthening women's role within the household and community. Women are no longer victims of the food crisis! They have become active in combating their families' food insecurity. From March to May 2013, the peak of Yemen's so called 'hungry season', about 400 women in Hodeida Governorate planted gardens. They succeeded in improving the diets of about 2800 people, including 700 under five-year-old children and 225 pregnant or lactating mothers, who are particularly sensitive to the negative impacts of malnutrition.

Due to this communities have accepted the election of female members into their development committees – thus, a forum has been created for women to articulate their needs, participate in public affairs and to influence development in their communities!

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FAMILY DIALOGUES: PROMOTING GENDER EQUALITY

SEXUAL HEALTH AND HUMAN RIGHTS (PROSAD) IN BURKINA FASO

CONTEXT AND INITIATIVE

Before the law, men and women are considered equal in Burkina Faso. However, in reality women's rights are continuously denied and neglected; violence against women by their own family or community members is very common. In a survey carried out by PROSAD, 40 % of the female participants stated that they had been victims of physical attacks within the last 12 months. Most of these attacks had happened within the family (78 %); in 68 % of the cases the husband had been the main perpetrator. The study also unfolded that most women are unaware of their own rights, not to speak of levels of awareness among other family and community members. This is rooted in Burkina Faso's patriarchic traditions and customs, which means that men are the center of power within a family or community – a position that can be taken advantage of too easily.



Within the GIZ project “Family Dialogues”, families are trained to be a forum in which all members can engage in active dialogue, exchange information, and learn to listen to each other. With the guidance of local trainers, family discussion rounds on topics such as



violence against women, female genital mutilation (FGM), women's rights, and the importance of registering marriages and providing education for girls take place regularly. Families also learn to implement this approach beyond the formal training sessions in their day-to-day decision-making and conflict resolution. The project aims to enable women to speak out to defend their rights, to give children the room to participate in family life and decision-making, and to foster mutual recognition and acceptance of reciprocal rights.

IMPACT

After three years of implementation, the “Family Dialogues” approach had clearly paid off. A new spirit of open dialogue has been established in the target families, facilitating a better equilibrium between men and women. Interestingly, not only women could improve their social status – men also claim to feel more comfortable in their community and family life, and children are actively involved.

Statistics show that violence against women in the target communities has decreased by 16%; 99 % of the women now reject FGM (in contrast to 42 % three years earlier) and seek to protect their daughters from the practice. Men and women are aware of women's rights: 86 % of men and 79 % of women think that women deserve the same rights as men (before, 46 %

respectively thought so). All couples who had been involved in the project had formally registered their marriage (in contrast to 2 %). This clearly contributes to formal equality between men and women within their marriage. Finally, the school enrolment rate for girls has increased by 24 %, which will permit them to become more independent from their male family members.

GENDER – A QUALITY FEATURE OF OUR WORK

The successful approach of “Family Dialogues” has led to an increased demand by many other communities, villages and families to be trained as well. Partners within the Burkinabe Government, the private sector and civil society have become engaged in the PROSAD Program, and together with the regional program “Against Female Genital Mutilation”, the project has published good practices with regard to the “Family Dialogues” approach.



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Contributions to GIZ Gender Competition and Gender Week Activities

Africa

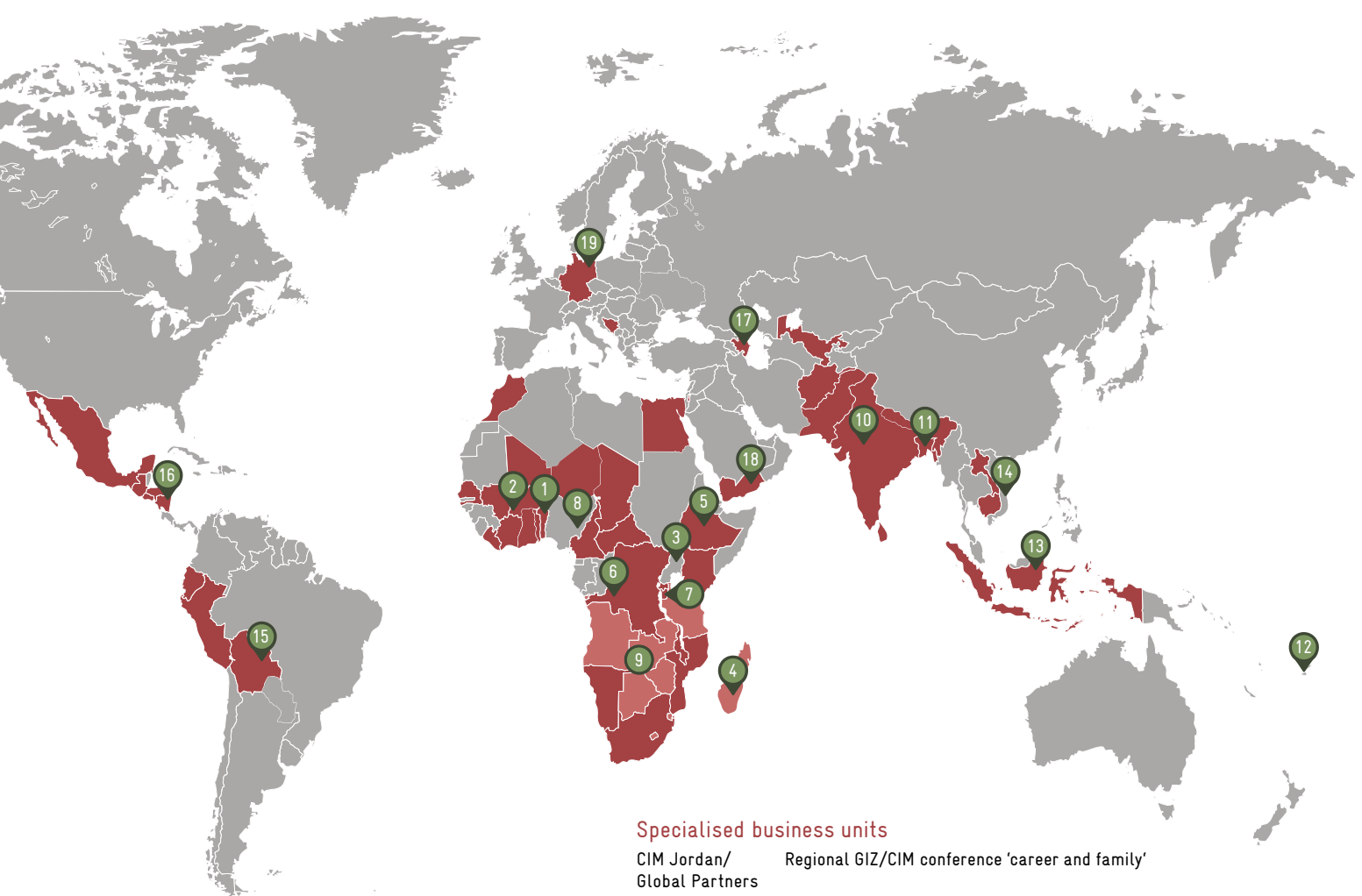
Benin	'The other half of gender' – men in development cooperation
Burkina Faso	Equality, a trump for all!
Burkina Faso	Family dialogues: promoting gender equality
Burundi	There is no way around gender – the police project in Burundi
Cameroon	Promotion of gender equality among school-children in Yaoundé's primary schools and nursery schools
Central African Republic	Strengthening governance in Central Africa's extractive sector
Chad	Equality, a trump for all towards harmonious, sustainable development
Côte d'Ivoire	Mobile legal advice in Côte d'Ivoire – a contribution to nonviolent conflict resolution and the strengthening of women's rights
DR Congo	Promotion of gender equality
DR Congo (2nd)	Supporting the police in fighting gender-based violence
Ethiopia	Women beyond domicile – Muslim women's beekeeping group in Omo Nadda Watershed
Ethiopia	Our role models: the career pathways of Ethiopian women in TVET and higher education
Ethiopia	Women at work: internships for female Ethiopians
Ghana	Promoting micro-insurance in Ghana ... in a gender sensitive way
Kenya	Gender pays off! Energising development Kenya country programme
Kenya	Promoting female participation in public procurement
Liberia	Women on wheels: gender mainstreaming in the GIZ project 'Capacity development in the road transport sector in Liberia'
Malawi	Gender pays off
Mali	Equality, a trump for all!
Mozambique	Gender equality – a catalyst for inclusive financial sector development in Mozambique
Namibia	Financial literacy training for female entrepreneurs in Rundu, Namibia
Niger	The gender dimension in the project for food security and the promotion of resilience in Niger
Ruanda	Placing gender firmly in the mainstream
Senegal	Promoting gender through improved stoves in Senegal's Kaolack region
South Africa	Confident, empowered, liberated lifestyle
Togo	Promotion of gender equality
SADC	Towards gender equality in Southern Africa
SADC	Gender pays off in water management in SADC region
African Union	Commitment to gender to the power of three – effective gender equality consultancy service to the African Union
Africa NA	Why do we need gender finance?

Latin America/Caribbean

Bolivia	Energy in productive activities to foster gender equality
Ecuador	Gender mainstreaming in the natural resources governance sector
El Salvador	Regional planning and gender
El Salvador	Renewable energy for the children of El Salvador: an initiative to promote gender equality
Guatemala, Honduras, El Salvador (3rd)	Family vegetable gardens: promoting gender equality
Honduras	Photo competition 'Equal opportunities for women and men'
Mexico	Sensitization and capacity development in the field of energy efficiency and energy savings with a gender focus
Nicaragua	Strengthening institutional capacities to promote the gender focus in ombuds offices in Latin America (2013-2014)
Nicaragua	Nicaragua and gender: 'The water has a woman's face!'
Peru	Contribution to gender equality in the buffer zone of Ashaninka Communal Reserve and Otishi National Park

Asia/Pacific

Bangladesh	Introduction to the promotion of social and environmental standards in the industry programme
Cambodia	Dealing with sexual violence in conflict and reconciliation
Cambodia	Gender pays off!
Cambodia	Supporting women's voice: 11 years strengthening the role of women in politics
India	Engendering green industrial development in India
India	Empowering women through social health protection
India	Empowering women via the Indo German Energy Programme – Renewable Energy Supply for Rural Areas (RESRA)
Indonesia	Integrating gender sensitivity in coastal adaptation communities
Indonesia	Promotion of sustainable use of agro-biodiversity in Timor-Leste
Indonesia	The role of Migration Unit GIZ Office Jakarta in bridging female skilled migration
Laos	Creating a gender responsive institution: experiences from GIZ's support to the Mekong River Commission
Nepal	A generation's dream of transformation comes true
Nepal	INCLUDE: towards socially balanced economic growth
Sri Lanka	GIZ Sri Lanka: vocational training in the North



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CIM Arab Spring

Woman and the law – how the Arab Spring can make a difference

develoPPP
Congo

Sustainable production of essential oils

develoPPP India

Facilitating wealth creation for Indian spice farmers in Kerala

Mediterranean, Europe, Central Asia

Afghanistan	Changing the face of justice in Afghanistan by promoting gender equality
Afghanistan	Improving access to and quality of education for girls through madrassa support
Azerbaijan	WOMEN – POWER – MUNICIPALITY: mentoring programme for strong women in local politics in Azerbaijan
Bosnia and Herzegovina	Gender equality in adult education
Egypt	Promotion of women's rights project
Egypt	South Sinai – Bedouin women conquer new markets for textile handicrafts
Morocco (1st)	Shaking up gender roles in the 'Land of never-ever'
Pakistan	Addressing gender-based violence through 'boxing girls' and 'strong men'
Pakistan	Creating constituencies of demand for gender equality
Pakistan	Gender dimensions of dropout in basic education in Pakistan: a probit analysis
Pakistan	Support to Punjab prosecution service, Lahore
Palestinian territories	Palestinian women playback theatre
Uzbekistan	Male involvement in family planning
Yemen	Empowering women by ensuring food security: home gardens in Yemen
Yemen	Cooperation with Arab donors in the MENA region – Open Regional Fund

GIZ Gender Week 2014 in Partner Countries

1 Benin	One gender week is not enough...
2 Burkina Faso	Engagement in gender mainstreaming
3 Uganda	'Gender against men'
4 Madagascar	Gender works!
5 Ethiopia	Inspiring change – Ethiopian women pioneers in music, film and theatre
6 DR Congo	Promoting female leadership in the water sector
7 Burundi	A look behind the uniform of Burundian female police officers and soldiers
8 Nigeria	Gender Week
9 SADC	Celebrating Gender Awareness Week
10 India	Gender Breakfast Meet
11 Bangladesh	Celebrating Gender Day 2014
12 Fiji	GIZ Pacific put their gender knowledge to the test
13 Indonesia	Stepping up women's rights
14 Viet Nam	Gender Breakfast on gender mainstreaming
15 Bolivia	Girls' Day 'Mujeres Trabajando' (Working Women)
16 Nicaragua	Theatre, murals, debates and photos to raise awareness about gender equality
17 Azerbaijan	Role models for more active women in local politics
18 Yemen	Transformation process creates a chance for gender equality
19 Germany	Several events took place in Eschborn, Bonn and Berlin

Gender Week 2014: Events in Eschborn, Bonn and Berlin

Working Together for Women's Rights: Engagement for Gender Equality in Multi- cultural Contexts

Original ideas, endurance, openness and committed partners: these are some crucial factors in the success of the work towards gender equality performed by all invited speakers at the event held in Bonn's Town Hall.

In her opening address, the Mayor of Bonn, Angelica Kappel, emphasised the importance of balanced gender relations and her city's dedication to promoting this.

Dr Hans-Joachim Preuß, GIZ managing director, underlined how structural discrimination of women hampers sustainable development. As a value-oriented federal enterprise, GIZ addresses this challenge in several ways: internally, by promoting gender equality through the company-wide Gender Strategy, as well as externally through its development cooperation projects.

Successful approaches can emerge even in times of rapid political and social change while respecting cultural and religious values, as Schirin Salem from GIZ Egypt pointed out. The event's guests tried out Zumba moves (led by the American dance teacher Emelina Lavander who works in Cairo) to experience how IGMADI (*Take a stand against sexual harassment*) – the initiative Schirin Salem launched – empowers women to act against sexual violence, by strengthening their body awareness and self esteem.

'Moving' the audience in a different way, on a very emotional level, Rüdiger Nehberg showed the gravity of the human rights violation constituted by female genital mutilation, and explained how collaboration with Islamic authorities can help eradicate this practice. This was illustrated, taking the example of his organisation TARGET e.V. and its Pro-Islamic Alliance against Female Genital Mutilation, whose joint efforts aim to highlight the fact that the practice is incompatible with the Qur'an and with the ethics of Islam.

The inputs demonstrate that, together with strong partners and creative approaches, both large organisations and dedicated individuals can make significant differences and promote gender equality.

For a short film on IGMADI go to
www.youtube.com/watch?v=INZR_WcdB10

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Gender equality is driven by team spirit and innovative approaches



Dr Hans-Joachim Preuß, GIZ Managing Director, in a discussion with Sabine Gürtner, Manager of the Programme Promoting Gender Equality and Women's Rights

Gender Aspects in Agricultural Value Chains – Challenges and Success Stories from Commercialized Smallholder Farming

During GIZ Gender Week, the sector project Agriculture and Food Security organised this event in Bonn in conjunction with the gender team of the Rural Development and Agriculture Division (Division 45). It took a closer look at gender in agricultural value chains.

Agnes Quisumbing and Ruth Meinzen-Dick, senior researchers at the International Food Policy Research Institute (IFPRI), highlighted recent scientific findings, gaps in our knowledge and the challenges involved in achieving sustainable and gender-differentiated policy, based on the forthcoming publication *Gender in Agriculture: Closing the Knowledge Gap*. Specific gender-sensitive experiences were also presented and discussed. To give one example of an ongoing project, the Competitive African Cotton Initiative (COMPACI) was presented by the Gender Desk Officer of a participating Malawian cotton company. New project designs and associated challenges were illustrated taking the example of the Competitive African Rice Initiative (CARI) in the Nigerian context, as presented by CARI consultant Ulrich Alff. More than 70 participants engaged in a lively discussion of the state of gender aspects and project insights with a panel of representatives of the Federal Ministry for Economic Cooperation and Development (BMZ), GIZ, and the International Fund for Agricultural Development (IFAD). One of the core lessons to emerge is that gender requires comprehensive consideration, including not only women, but also heads of households and communities. To improve livelihoods, it would appear to be essential to ensure joint assets and joint use of incomes for households and communities. Major obstacles to gender

equality remain illiteracy, cultural adaptation and the actual economic benefit to women of becoming integrated in agricultural value chains.

A video of the event will be available soon; a first article was published in Rural 21 online.

The event was concluded by a guided tour of the photo exhibition *Le visage féminin de l'agriculture au Bénin: Les transformatrices de karité et leurs histoires* (The female face of agriculture in Benin: the processors of shea nuts and their stories). This photo exhibition highlights the impact of the GIZ ProAgri programme (Promotion of Agriculture in Benin) by telling the stories of 19 women from two women's groups in the north of Benin, who process shea nuts and have been supported by ProAgri since 2008. The portraits of these women impressively demonstrate what can be achieved with regard to women's empowerment if gender aspects are taken into account in the promotion of agricultural value chains and if the capacities of women as agricultural entrepreneurs are developed.

See for example the story of Chabi Yanrodo, aged 50, who is an example to her daughters of how a woman can become strong and (financially) independent.

For the Rural 21 article

Promoting women in agricultural value chains go to <http://www.rural21.com/english/news/detail/article/promoting-women-in-agricultural-value-chains-00001048/>

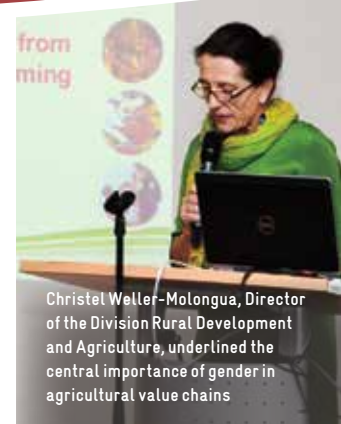
Find more photos from the exhibition on <https://dms.giz.de/dms/livelink.exe?func=ll&objaction=overview&objid=82150164> (internal link)

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Photo Exhibition 'Le visage féminin de l'agriculture au Bénin: Les transformatrices de karité et leurs histoires.'



Photo: © Olivier Girard



Christel Weller-Molongua, Director of the Division Rural Development and Agriculture, underlined the central importance of gender in agricultural value chains

Promoting Women's Participation in Peace Negotiations and Implementation Mechanisms

The event *Promoting women's participation in peace negotiations and implementation mechanisms*, organised by the GIZ's Good Governance and Human Rights Division (specifically the Promoting Gender Equality and Women's Rights programme) and the Asia/Pacific, Latin America/Caribbean Department, brought together stakeholders from the realms of politics, civil society and development cooperation for discussion and exchange in Berlin.

Presentations by Peter Hauschnik, manager of the CERCA-PAZ project in Colombia, and Irene Santiago from the Philippines, one of the few women to have participated in official peace negotiations, introduced the audience to some of the challenges facing women in peace processes and the opportunities for them to participate.

How can German development cooperation strengthen women's participation, engage men as agents of change, and deal with resistance? These questions were addressed during the subsequent panel discussion with Ms Santiago, Dr Ute Scheub of the German civil society network Bündnis 1325, and Dr Katharina Spieß of the Federal Ministry for Economic Cooperation and Development (BMZ). Capacity building and facilitating connections between different diplomatic tracks and civil society were seen as crucial levers, supported by the common framework of UN Security Council Resolution 1325 and the German Government's National Action Plan on the implementation of this resolution. The event was also used to launch the toolkit *Promoting women's participation in peace negotiations and peace processes*, developed by the Promoting Gender Equality and Women's Rights programme on behalf of BMZ. Based on a series of workshops held in 2012 with women activists and politicians, it offers specific recommendations on how to further this goal.

The toolkit is available for download at www.gender-in-german-development.net

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The panel discussed how German cooperation can strengthen women's participation in peace negotiations.



Peter Hauschnik talked about the challenges facing women in the peace process in Colombia.



Irene Santiago from the Philippines is one of the few women to have participated in official peace negotiations.

Girls' Day – An Export Hit?

The discussion *Girls' Day – an export hit?* looked at whether or not the innovative concept of Girls' Day can be used in developing countries and emerging nations to inspire girls in their career choices. Wenka Wentzel, research assistant at the Federal Girls' Day Coordination Office and responsible for the evaluation of the programme, presented the concept of Girls' Day in Germany and pointed out the opportunities, impacts and challenges of the approach.

Subsequently Jehona Serhati and Christoph Heil of the project Promoting Skills Centres as Part of the Reform of Vocational Training presented their Girls' Day activities in Kosovo and shared their experiences. The participants also had a chance to discuss the topic with Andreas Stamm of the National Quality Infrastructure Programme in Ethiopia. The NQI programme organised the first Girls' Day in Ethiopia, indeed the first in Africa, on 27 March, on the same day as the German Girls' Day.

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Tackling Barriers to Public Services – Inclusion and Gender

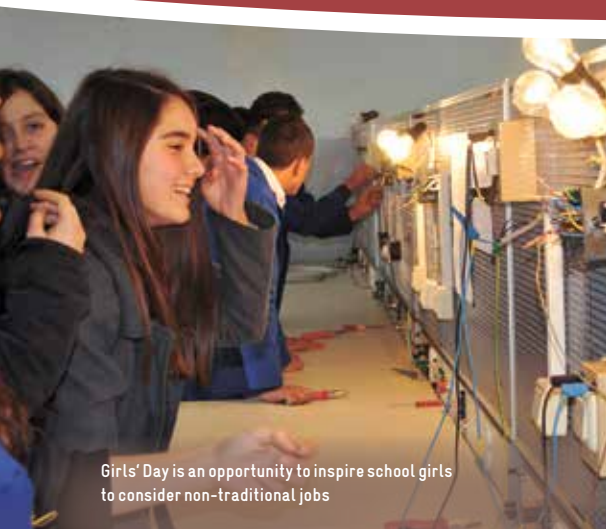
The event focused on the multiple discrimination suffered by marginalised population groups, including persons with disabilities and transgender people, and looked at how gender influences inclusion/exclusion processes within society and within the framework of development cooperation measures.

An introduction explained what is meant by the term 'inclusion' in the context of social structures and accessibility of public goods and services. In his presentation, Rudolf Cziki (advisor for disability inclusion) looked at different concepts such as integration, assimilation and separation, thus describing the major aspects of inclusion.

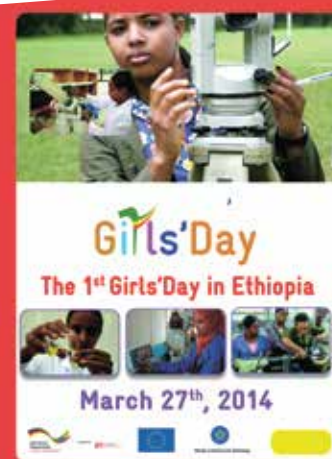
Jana Villayzan, an activist and staff member of a GIZ BACKUP Initiative-supported organisation in Peru, shared her experiences of exclusion both from a personal and a professional perspective. Transwomen not only face discrimination in daily life – such as in using public toilets – but are also accused of being sex workers or criminals due to their appearance. Moreover they are often victims of violent attacks and rapes. Medical treatments that aim to change biological sexual identity are often risky and can leave transgender people with lasting disabilities.

The presentation given by Christin Lidzba of Christoffel-Blindenmission (CBM) highlighted the relevance of gender-sensitive planning and implementation of development interventions. Persons with disabilities – very similar to transgender persons – often face exclusion in accessing public goods and services. However, persons with disabilities are not a homogenous group but have different needs among others depending on their sex. Although disability in general is often linked to exclusion, girls and women face multiple discrimination and even greater challenges than men.

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Girls' Day is an opportunity to inspire school girls to consider non-traditional jobs



Announcement of the first Girls' Day in Ethiopia.

Gender and Fragility: Alternative Development in Bolivia

The exhibition *Gender and Fragility: Alternative Development in Bolivia*, organised jointly by the Competence Centre for Agricultural Policy and Food and the Security, Reconstruction and Peace Division examined the nexus between fragile statehood and alternative development in a coca growing area. Opened by Christel Weller-Molongua, Director of Division 45, the exhibition highlighted the importance of linking various aspects including improving women's livelihoods, increasing participation and strengthening the rule of law in the context of fragile statehood.

As coca growing areas in Latin America demonstrate several of these development deficits, the photos were taken in Yungas province, which is one of the two main areas of coca cultivation in Bolivia. The problem of fragile statehood, which is one of the main factors in the spread of organised crime and coca cultivation, is to be addressed. The focus of the approach is to develop new value chains, introducing alternative products and creating access to new markets in order to reduce the dependency of farmers on illicit coca cultivation.

As female farmers assume responsibility for both agricultural work and for the food security of their families, they perform a dual function. As a result, women are often more

interested in diversifying their livelihoods. Yet, they are still marginalised in local decision-making. This is why the empowerment of women is key to alternative development.

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Stepping up the Ladder – Gender-responsive Data Management in Indonesia

Gender equality has become an integral part of the political agenda in many countries. However, for a state to achieve gender equality objectives and design effective gender-responsive policies, gender-sensitive data must be available and accessible. Gender-sensitive data is vital for strategic and responsive policy-making. This data provides a sound basis on which to make effective policy decisions as well as providing a basis for accountability mechanisms to ensure coherent policy implementation on the national and sub-national levels.

Political, cultural and institutional backgrounds vary from country to country. The first step in developing a gender-sensitive data management system is thus to identify possible entry points within the national context. In Indonesia, the GIZ programme Strengthening Women's Rights is currently providing technical support to strengthen gender-sensitive data management mechanisms with the help of a three-pronged strategy (regulation – institutionalisation – mechanism) at national and sub-national level. At national level, in cooperation with the Ministry of Women Empower-



Women farmers have played a key role in developing alternative products that reduce dependency on illicit coca cultivation

Photo: © COPOLAD



ment and Child Protection, activities are building capacity and developing the awareness of the benefits of using disaggregated data in gender responsive planning and budgeting. Meanwhile, at sub-national level, the strategy is being piloted. Simultaneous consultative processes are taking place at all levels to ensure alignment to the agreed national strategy. The lessons learned, innovative efforts made and challenges arising during the advisory process were presented by the programme during this event for future replication.

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Sensitising Staff to Gender Equality in Afghanistan

Razia Fazl, GIZ staff member in Afghanistan, gave a talk entitled *Sensitising staff to gender equality in Afghanistan* at Head Office in Eschborn on 6 March 2014, during GIZ's fifth Gender Week. In her capacity as GIZ gender focal point, Razia shed light on internal debates among GIZ staff members in Afghanistan, where there is a predominance of male staff members, particularly in leading positions, and where the working situation remains quite different for men and women. The persistent idea is that gender equality can be 'dealt with' in projects that stand apart from other spheres of action, rather than understanding it as a cross-cutting issue. Thus, it is part of GIZ's strategy to raise awareness among its staff, to start with immediate challenges and to lobby for change first and foremost within the company.



GIZ staff in Afghanistan discussed gender equality.

GIZ staff in Kabul and some provinces have held training sessions at which gender equality as a concept and its implementation were discussed in depth. The training events and the positive feedback given by the participants were documented in a short film, which was presented and then discussed by the audience in Eschborn. Razia Fazl reported on the predominantly constructive feedback received from GIZ staff in Afghanistan concerning its internal approach to addressing gender mainstreaming – both male and female staff members proved to be far more open to discussing the issue than had been expected, and positive impacts resulted for the GIZ corporate culture. The audience discussed the fact that the current generational change in Afghanistan could also have a positive impact on internal processes, providing opportunities to achieve sustainable gender awareness at all levels within the hierarchy.

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Gender Responsive Data Management Forum in
Yogyakarta Province and Kulonprogo District, Indonesia



ANA HUNNA – I am here – Je suis là: A Film and Media Campaign

“When someone hears a shocking idea and starts thinking about it, in my opinion, this is a change in itself. A lot of people come to the events and hear other opinions, which changes their way of thinking. This in itself is transformation, change, something good.” – Esraa Saleh, ANA HUNNA partner, Egypt.

Women are self-determined, active and powerful, they contribute to the economy, and their work makes a genuine difference. This is the main message of the ANA HUNNA film and media campaign of the regional programme Economic Integration of Women in the MENA Region. The campaign will run from 2010 until 2016.

Through the power of film, ANA HUNNA aims to cultivate a public discussion on the achievements and immense value of women in the economy in Egypt, Jordan, Tunisia and Morocco, and on the challenges they face. ANA HUNNA has produced nine short documentaries and fiction films portraying courageous women who work out of necessity, face barriers in their families and within society, and nevertheless realise their personal goals.

ANA HUNNA partners, ranging from NGOs to ministries in the four countries, screen the films at events and thereby provide a platform for discussion. At more than 100 events so far, in cities and remote villages, at universities, companies and community centres and in family homes across the region, participants have discussed the topic of women and work triggered by the ANA HUNNA films. On the ANA HUNNA Facebook page and on Twitter, people exchange opinions and views across borders. The films will be screened until April 2014.

For more information on the campaign and the films go to facebook.com/lanahunna or ana-hunna.org

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En-gendering (Micro) Insurance Markets

Women and men are not only exposed to different risks, they can also be affected and behave differently when hit by the same shock. Thus possible ways of designing insurance markets in a more gender-sensitive way were discussed during the event *En-gendering (micro) insurance markets*. Without proper access to formal financial institutions, low-income households are forced to rely on risky informal ser-



The ANA HUNNA campaign has triggered debate across Egypt on the topic of women and work



Women and men are affected differently by shocks, therefore (micro) insurance should cater to all needs equally

vices that charge excessive fees, in an effort to guarantee the welfare of their families. When hit by a shock, low-income households can suffer from temporary or even permanent consequences, which often prevents them from breaking out of the poverty trap. Women are even less likely than men to have access to formal financial services, including insurance.

Greta-Maria Röber and Onur Azcan, representing the sector project Financial System Approaches to Insurance, provided some valuable insights into the significance of gender in the insurance sector, and presented the results of an analysis of different gender-sensitive approaches and programmes supported by the international donor community and development agencies. They identified challenges and recommendations for a more comprehensive approach to gender mainstreaming in inclusive (micro) insurance markets in order to ensure equal access to insurance for both men and women. In this context, questions regarding product design, distribution channels and the collection and analysis of relevant gender-disaggregated data are particularly important.

The event concluded that access to insurance is as important for women as it is for men, and that gender mainstreaming should be an important component of (micro) insurance regulations, product design, insurance literacy programmes and schemes.

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Culturally Sensitive Work on Gender Issues: Experiences from Afghanistan

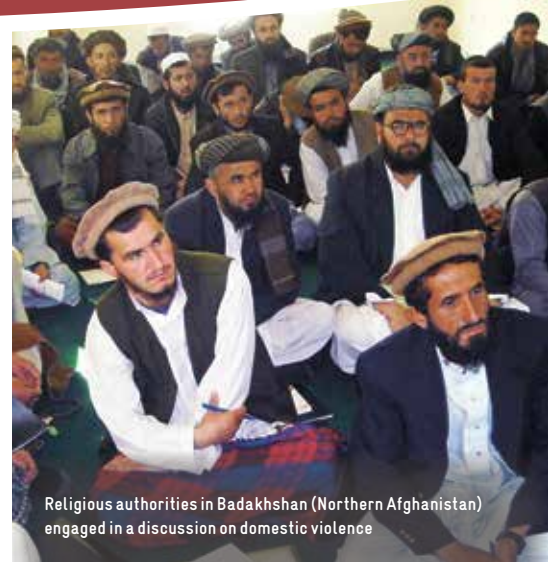
Working culturally sensitive on gender issues – Practical experience and discussions from Afghanistan was the title of an event in Eschborn. Following a short introduction to the context of working on gender in Afghanistan, several examples were discussed to illustrate how we deal with the traditionalist environment in our planning processes and day-to-day work. One approach presented was our strategy of explicitly involving religious actors in our work, in order to open up new opportunities for cooperation and action.

As a starting point, the successful cooperation with the Ministry of Women's Affairs and the Ministry of Hajj and Religious Affairs was explored. This began with a low-threshold training, and with time and trust gradually developed into a fully-fledged joint publication on women's rights in Islam which was endorsed by both Deputy Ministers. Another approach discussed was reframing traditional institutions, such as the local councils (shuras) in northern Afghanistan, in which women were formally elected but ignored. By strengthening the capacities of the female council members it was possible to increase their participation in local development processes and decision making. Their high level of commitment managed to convince even more conservative male council members and government representatives of the benefit that comes from involving women.

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Women in local councils in northern Afghanistan have been strengthened to ensure that their voices are heard



Religious authorities in Badakhshan (Northern Afghanistan) engaged in a discussion on domestic violence



GIZ Gender Week 2014 in Partner Countries

1 Benin: One Gender Week is Not Enough ...

... which is why the main gender activities in Benin have been extended from 14 February to 21 March 2014.

The kick-off was the first event ever to take place in Benin within the context of the global One Billion Rising campaign, on the initiative of the GIZ and with the support of numerous international partners. Using social media, the campaign sets out to break the silence that surrounds gender-based violence and aims to empower the victims through solidarity.

On 7 March the GIZ Promotion of Agriculture (ProAgri) programme presented the results of the recent gender analysis *Gender, Climate Change and Sustainable Water Management*, which focused on the problems of rural women concerning access to water for agricultural production and participation in relevant decision-making processes.

On 8 March 50 women from 15 cooperatives in the Seme-Kpodji region were trained in conflict resolution for women's groups, enabling them to improve their conflict management through transparency, democratic decision-making and leadership.

Just before World Water Day on 22 March, the Training Centre for Water Supply Techniques and Sanitation, partner of the GIZ Water Supply and Sanitation (PEP) programme, hosted a Girl's Day event, aiming at increasing

the range of career choices for girls. It attracted 50 girls from 5 high schools. The students were invited to chat with female role models and to try out working stations including the installation of water pipes, hydraulic pressure tests and water analysis.

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2 Burkina Faso: Engagement in Gender Mainstreaming

German development cooperation in Burkina Faso has long been active in women's and gender issues, with gender equality playing an important part in all programmes. It thus also supports the National Gender Policy of Burkina Faso.

Based on the programme's gender analysis, GIZ Burkina Faso developed a gender strategy and presented it to the management board in December 2013. The main activity planned for 2014 is staff training, to ensure that GIZ staff are always authentic gender ambassadors. The second focus is the development of tools for gender-sensitive monitoring and reporting.

International Women's Day 2014 was taken as an opportunity to inform GIZ staff about this strategy and the training modules, and to illustrate why the gender strategy matters. In his welcome address, country director Bernhard



Alberti encouraged staff to engage actively on gender issues and to raise awareness within partner structures. He thanked everyone involved for GIZ Burkina Faso's successful part in the GIZ Head Office Gender Competition 2014.

The film *Outstanding Moments for Women in 2013* which was screened afterwards gave a global overview of the women's rights situation. The film *Hymn to the African Women* showed excerpts from the rich, colourful but also difficult and combative life of women in Africa who get involved in unions, business, peace negotiations and other societal and political spheres to take their destiny into their own hands.

GIZ colleagues played an active part in events, both in the capital Ouagadougou and in the regional capitals Fada N'Gourma and Gaoua, which are part of the GIZ project area.

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3 Uganda: 'Gender Against Men'

Fresh from celebrating International Women's Day 2014, staff of GIZ Uganda's Energy programme PREEEP, especially the ladies, felt empowered and appreciated. Male colleagues recognised the numerous disadvantages women face just because they are women. Additionally, the number of men actively advocating equal rights for women is growing.

For a long time the question of gender equality was considered a female issue. More people are only beginning to realise now that gender has to do with being either female or male. To bring the issue further into focus, *Gender Against Men* – a documentary on how gender can negatively impact on men – was shown. The documentary focuses on indignities suffered by men during civil unrests, in the form of humiliation and violence.

The discussion thereafter revealed that the Ugandan Constitution still defines rape as an act of sexual violence against a woman. Legislators need to look more into the issue of gender to legislate better and avoid promoting sweeping judgements, so that victims can be assured the dignity they deserve. It was also discussed that in a society where men are seen as the stronger sex and heads of their homes, indignities against men are rarely admitted because victims fear ridicule. It became apparent that some participants were not even aware that men could be raped. Therefore, the need to take an equally firm stand against this practice was identified.

Interestingly, while the documentary was rather unsettling, it showed the plight of a section of society which everyone seems to have ignored because of the prevailing view that 'men are strong' and 'men don't cry'.

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4 Madagascar: Gender Works!

In Madagascar, Gender Week 2014 was celebrated with a lot of creative activities in Antananarivo, and in the south-west and north of the country.

To kick things off, on 6 March the gender focal point of the German-Malagasy Environmental Programme (PGM-E/ GIZ) presented the new gender strategy 2014 - 2016 to GIZ staff. During the event, sketches were performed, illustrating gender inequality in the target group and sexual harassment at the workplace.

On 9 March, GIZ staff in Antananarivo took part in a run for female solidarity as part of the celebration of International Women's Day. They proudly wore GIZ polo shirts bearing the slogan *Gender Works!*. Finally, on 21 March a roundtable accompanied by sketches on topics such as sexual harassment and complementarity of the couple was organised, which was also attended by the GIZ country director.

In the south-west of the country, the 8 March celebrations were organised by PGM-E/GIZ together with the associations that manage protected areas. In Saint Augustin, 220 women from the TAMIA association were mobilised for cleaning activities to raise environmental awareness, with some of them speaking in public. In Bekignana about 80 members of the women's association FIMPABE celebrated International Women's Day by presenting typical folk

dances. At both events local traditional authorities were present to honour the celebrations. In Mahaboboka there was also a celebration with carnival, a dance competition, singing, poem recitation and sporting activities.

In the North, after a carnival, an exhibition and sale of green charcoal and more efficient cooking stoves was held at the Town Hall highlighting the role of women in promoting and benefitting from improved household energy devices.

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5 Ethiopia: Inspiring Change – Ethiopian Women Pioneers in Music, Film and Theatre

On 8 March 2014 GIZ Ethiopia recognised the achievements of women in the fields of music, film and theatre, both the original pioneers and women today. The event called for change and celebrated the acts of courage and determination of ordinary women who have played an extraordinary role in the history of Ethiopia.

The film director and producer Rachel Samuel was invited to screen her documentary *ASNI – Courage, Passion and Glamour in Ethiopia*. *ASNI* captures the life of one of Ethiopia's greatest female cultural icons, the actress, singer and kirar player Asnakech Worku (1935-2011). She was the first actress to tread the boards in Ethiopia, making her debut in



1952 at the City Hall Theatre. Extraordinary for her generation in the 1950s, Asnakech shocked the audience, with her romantic roles that raised the eyebrows of the conservative society at the time. Even more touching was her playing of the kirar and her singing. The documentary tells her life story in the form of conversations with Asnakech Worku herself and her contemporaries – musicians, actors, friends and family.

Almost 100 GIZ staff members from all levels in GIZ Ethiopia attended the event. The screening was followed by a discussion with Rachel on the topic of women in arts, their contributions and successes, and the challenges they face. The discussion was followed by a joint celebration with music provided by Ethiopian women singers of the 1960s and 1970s.

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6 DR Congo: Promoting Female Leadership in the Water Sector

In the context of German development cooperation with the Democratic Republic of the Congo, the project Support to the Water Sector Reform in DR Congo is assisting the Congolese government in planning and implementing an integral reform of the water and sanitation sector. To mark World Water Day on 22 March and the Wom-

en's History Month, the project interviewed Professor Céline Pole, Rector of the University of Applied Sciences and Water Technologies (Ecole Supérieure en Sciences et Technologies de l'Eau – ESSTE). Professor Pole is one of the few women in the Democratic Republic of the Congo to head a public institution.

To encourage young women in particular to choose a career in the water sector and to engage in research in the field of water management, Professor Pole plans to offer scholarships to women in the near future. Through ESSTE she hopes to help develop female leadership in the sector.

According to Professor Pole, in the Congolese culture women are responsible for providing water for their families. They are thus particularly hard hit by the lack of access to drinking water. They often need to walk very long distances to fetch water, which exposes them to the risk of being attacked or raped. The time spent in search of water limits the time they have to attend school or engage in economic activities that could increase the household income. It is thus essential that women become actively engaged in the water sector, both for the sustainable development of the sector and for greater gender equality within Congolese society.

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7 Burundi: A Look Behind the Uniform of Burundian Female Police Officers and Soldiers

To mark International Women's Day, GIZ Burundi presented a photo exhibition by Martina Bacigalupo from 10 to 14 March, with the official vernissage held on 8 March. The exhibition showed portraits of 20 Burundian women in the military and the police. Each of the women portrayed made a statement about her life and working situation. The key message of the exhibition was that women in Burundi are just as strong, smart and capable as their male colleagues and that they can make their mark even in typically 'male professions'.

An old Burundian proverb says, "A hen doesn't sing in the presence of a cock" – a woman should not speak in the presence of a man. For decades women in Burundi were treated as though they were weak and less capable than men, and excluded from public life. Even today many women are marginalised and badly treated.

However, a process of change has begun in Burundian society. Women fought side by side with men during the civil war and today they have an established position in public life – they regulate road traffic, protect the population, hold important political posts, and are appointed judges and ministers.

The exhibition questions typical role models and shows that strength and femininity, maternity and military service, and police work and pregnancy are not mutually exclusive.

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8 Nigeria: Gender Week

The first Gender Week in GIZ Nigeria took place from 4 to 7 March 2014. One of the objectives of this Gender Week was to create gender awareness and share information on the basic gender concepts.

This was done by sending out questions on three different gender-related topics with a focus on gender stereotypes, gender mainstreaming and the GIZ prize winners for 2014. Prizes were awarded for the first three correct responses. In total we had 9 winners, 4 of whom were female and 5 male.

Another objective was to learn how gender is practiced in other GIZ countries and also create awareness of the Gender Prize Award. So on the last day of the Gender Week there was a live broadcast of the 2014 Gender Award Ceremony held at GIZ Head Office in Germany. In total 21 of our staff attended.

In addition, a link was shared on a talk given by the renowned female novelist Chimamandi Adichie and a platform was created on Global Campus 21 for comments and discussions. Although the response to this discussion platform was modest, the overall participation of staff was encouraging and plans are being made to organise other forums for discussion.

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9 SADC: Celebrating Gender Awareness Week

The 2014 Gender Awareness Week of the Southern African Development Community (SADC) took place from 10 to 14 March 2014 at the SADC Secretariat in Gaborone (Botswana). SADC's Gender Unit is one of the core partners of GIZ ProGRESS, the programme for institutional strengthening within the SADC portfolio of German development cooperation.

The GIZ programme assisted the SADC Gender Unit by providing advice and logistical support to plan and organise the week of action. The purpose of the week was to raise awareness on gender equality and women empowerment and to strengthen the visibility of the SADC Gender Unit within the SADC Secretariat. The focus was to share knowledge on gender related activities in the SADC region in order to promote exchange of information and communication across directorates and units in the SADC Secretariat. The week aimed to raise awareness and sensitise all Secretariat staff on gender policies, gender issues and other topics related to gender equality. This was accomplished through two 'brown bag lunches' that addressed the topics of the SADC Secretariat Workplace Gender Policy and the SADC Gender Mainstreaming Toolkit. Furthermore, support was provided for a film afternoon to screen short films on gender-based violence and human trafficking in the SADC region. Overall, the supported events were well attended and triggered interesting discussions and ideas on how to further push the regional agenda towards the issue of gender equality in southern Africa.

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10 India: Gender Breakfast Meet

6th March 2014, New Delhi: *Inspiring Change.*

The theme suited for GIZ India's Gender Breakfast Meet aimed to create scope for dialogue and discussion among a range of stakeholders, as well as providing an opportunity to share experiences.

GIZ India believes that inspiring change is not only about encouraging dialogue, but also about 'making equality a reality'. The Gender Day meeting began with a welcome address, given by GIZ India Country Director Stefan Helming, who specifically referred to GIZ India's Sexual Harassment Policy and also to the Sexual Harassment Redressal Committee. His message on 'zero tolerance' of any form of sexual harassment was indeed very inspiring.

Speakers from the Heinrich Boell Foundation and the NGO Center for Social Research touched upon some of the key challenges and issues which India faces. Primarily among them, it was discussed how addressing sex selection and understanding masculinity could help foster gender equality. The attendees also heard inspiring examples from the GIZ gender focal point with respect to rural India.

Following the morning discussion, the participants proceeded to breakfast and the GIZ Gender Market Place, where the Indo-German Environment Partnership Programme, Social Security (RSBY - Health Insurance) and Renewable Energy Supply for Rural Areas programmes presented their own experiences. The participants engaged in informal discussions and exchanged information, publications and resource materials. The discussions at the market stalls were engaging and have hopefully inspired change towards equality for all.

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11 Bangladesh: Celebrating Gender Day 2014

“At the end of the day, we are the second half of society. How far can society move forward if we are left behind? If you tie up one leg of a person, how far can they move forward?” – Begum Roquiah Sakhawat Hossain (1880–1932), leading Bengali feminist writer and social worker.

On Gender Day 2014, GIZ Bangladesh screened the documentary movie *Their War*, focusing on the multiple roles of women during the 1971 war of independence in Bangladesh. The event included a discussion with the director, Mr Afsan Chowdhury, who is a journalist, researcher, and human rights expert, and was part of the Muktijuddher Dolilpatra Project led by Hasan Hafizur Rahman from 1978 to 1986. This project produced 15 volumes of documents on the history of 1971.

Attendees also heard about the experiences of Ms Krishna Chanda, GIZ national project coordinator and national gender equality officer, who recently received the *Bangladesh in search of Joyita* award from the Ministry of Women and Children Affairs in the category of Successful Women in Education and Service Sector. “Joyita” is a symbolic name for women who have successfully broken through social barriers and attained their goals.

Achievements of the past year’s Gender Working Group were recognised, such as the formulation of the Sexual Harassment Policy for GIZ Bangladesh, the publication of a gender brochure, and day observations such as Gender Day, One Billion Rising for Justice, and Sixteen Days of Activism against Violence against Women.

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12 Fiji: GIZ Pacific Put Their Gender Knowledge to the Test

The GIZ Pacific’s gender activities in Suva, Fiji, began with a bit of healthy competition as colleagues put their knowledge to the test with a gender quiz that lasted all week. Each day had its own theme and colleagues received two short messages and an accompanying quiz question every day, based on topics ranging from gender in decision-making, to gender-based violence and GIZ’s gender strategy.

A lunchtime learning seminar was held on 5 March with the aim of informing colleagues about GIZ’s gender strategy (2012) and the results of GIZ’s gender equality survey. At this event colleagues also shared their own personal and professional experiences on gender.

The event on 7 March wrapped up the week’s messages on gender and further emphasised the importance of gender in climate change. The new *Pacific Gender and Climate Change Toolkit* was introduced and the short video *Gender, Climate Change and Water* was screened. The video was produced by high school students from Vanuatu for the Action Against Climate Change Project (A2C2) and was supported by a GIZ intern, Nikita Solzer. The upcoming International Women’s Day was celebrated with a morning-tea, themed *Let purple reign – inspire change*; all colleagues were encouraged to support the day by wearing purple to work.

To see the video *Gender, Climate Change and Water* go to <http://vimeo.com/79719675>

For the *Pacific Gender and Climate Change Toolkit* go to <http://www.pacificclimatechange.net/index.php/resources/documents?task=showCategory&catid=137>

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13 Indonesia: **Stepping up Women's Rights**

The gender working group Indonesia, Timor-Leste and ASEAN organised a gender event on 5 March 2014, which kicked off an internal campaign on gender equality.

Firstly, the project Strengthening Women's Rights (SWR) presented a short movie about the use of the community dialogue method, which addresses the issue of domestic violence. The movie was followed by a lively discussion with participants.

A central part of this year's gender event was a panel discussion entitled *The new face of the Indonesian woman*, which dealt with gender equality in the Indonesian world of employment. Doris Becker, manager of the programme Decentralisation as a Contribution to Good Governance (DeCGG), used the slogan "Inspiring Change" to question participants about their personal goals and expectations in respect of the motto of this year's International Women's Day. The input will be followed up by the gender working group throughout the year.

During the break, projects from Indonesia, Timor-Leste and ASEAN presented their gender-related activities and discussed them with colleagues. The artist and social scientist Dr Dewi Candraningrum showed her sketch exhibition *Women's Cycle* in which she interprets femininity in different contexts.

During the second part of the event, the gender working group launched its booklet *Understanding Gender*, produced in cooperation with the NGO Jurnal Perempuan. Subsequently the feminist author Mariana Amiruddin recited her text *Me and my Mother*. To close the event, the singer and composer Nadya Sabran performed her song *I am a Woman*, which is based on the lyrics of gender working group member Cot Sri Rozanna.

The booklet *Understanding Gender* is available for download: www.genderingermandevelopment.net/methods-approaches.html

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14 Viet Nam: **Gender Breakfast on Gender Mainstreaming**

GIZ Viet Nam once again participated in Gender Week by hosting its second Gender Breakfast on 6 March in the GIZ country office in Hanoi. The event was attended by interested staff members from six different projects, programmes and the country office, all of whom actively engaged in open discussions on gender mainstreaming in Viet Nam.

An introductory gender quiz demonstrated participants' prior knowledge on gender issues in Viet Nam. It also highlighted persisting gender differences in the fields of employment and vocational training to give but two examples.

Following a presentation of general gender concepts and approaches to promoting gender equality, given by the gen-





der focal point, participants discussed why gender mainstreaming is important, as well as challenges encountered in programme implementation. They also considered their programme's gender indicators and measures in this context.

In their discussions, participants argued that establishing a platform for exchange on gender issues within GIZ but also with relevant partners at all levels is crucial to further promoting gender mainstreaming and to up-scaling achievements already made at lower levels, as was the case in one of the provinces supported by GIZ.

Discussion results of the Gender Breakfast will be taken into account in future work on gender issues in GIZ Viet Nam.

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15 Bolivia: Girls' Day 'Mujeres Trabajando' (Working Women)

Within the scope of GIZ Gender Week and to mark International Women's Day, on 7 March GIZ Bolivia organised a Girls' Day with numerous counterparts. Under the overall motto *Mujeres Trabajando* (Working Women), the event attracted more than 700 people. The aim was to inform young women about technical degree courses and occupa-



tions in technical sectors in which GIZ Bolivia operates, where few women currently work.

The first part of the event was a market with stands looking at different sectors, including water, sanitation, agriculture, sustainable energy, state and democracy, and violence against women. Another stand provided information about scholarships available from German institutions (Goethe-Institut, the German Academic Exchange Service (DAAD), German Chambers of Commerce abroad (AHK) and the Centre for International Migration and Development (CIM)).

The second part consisted of a panel discussion, opened by German Ambassador Peter Linder and the GIZ country director Michael Dreyer. The aim was to have high-ranking Bolivian women report on their careers in 'male-dominated' technical professions. Maria Eugenia Choque, Bolivia's representative at United Nations Permanent Forum on Indigenous Issues, and Claudia Peña, Minister for Autonomy, were two of the women who shared their experiences. The organising team of GIZ Bolivia, highly visible in their yellow T-shirts, did much to ensure the event was a success.

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16 Nicaragua: Theatre, Murals, Debates and Photos to Raise Awareness About Gender Equality

To mark the Gender Week celebrations, GIZ Nicaragua organised several events with GIZ staff and counterparts. This year GIZ hosted a staging of the play *Sopa de Muñecas* (Soup of Fists) which explores the topic of domestic violence. The play was followed by a discussion between the audience and an expert on topics related to violence.

GIZ staff helped produce murals alluding to the fight against gender-based violence. These murals were placed in all offices of GIZ Nicaragua to raise awareness both inside the company and externally.

Furthermore a GIZ staff photo competition was organised on *Gender equality within German cooperation in Nicaragua* with prizes for the three best entries. The aim was to raise awareness and initiate a database of digital pictures which will be available for future publications.

To conclude the Gender Week a discussion was organised on the history of Women's Day and the fight for women's rights on a global level and in Nicaragua. In addition, an exhibition was organised with information on gender equality, sexual and reproductive health, HIV/AIDS and domestic violence. A model was shown, reflecting upon the link between water and gender within a territory. The fair was also used to make public the proportion of men and women working at different levels of GIZ Nicaragua, as a contribution to raising awareness.

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17 Azerbaijan: Role Models for More Active Women in Local Politics

The Gender Week was an opportunity for the Programme for Local Governance in the South Caucasus to discuss why Azerbaijan needs gender equality in political leadership, and to promote the second DAYAQ (Support) mentoring programme for female local politicians, which is scheduled to start in May 2014.



Photo exhibition 'Beyond the Frame'
Gendab Orucova, mayor: "The women of the village asked me to run for the municipal council, because they cannot talk to men about their problems for cultural reasons. They need someone to give voice to their needs."



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During the Gender Week local politicians hoping to enhance their positions were able to take part in the *Fael Ol!* (Get active!) training event. The format chosen introduces local politicians to networking methods and new political campaigning approaches and thus enables them to communicate their political ideas more effectively.

The training events were followed by the opening of the exhibition *Beyond the Frame* which is showing photographs of Mila Tessaieva, in Baku and other cities around Azerbaijan. This exhibition reflects the day to day reality of active women in Azerbaijan, their dreams and the challenges they face. The active women are the participants of the first DAYAQ mentoring programme. The women portrayed are role models for others. They are living proof that it is worth opposing domestic violence and early marriage, and fighting for better living standards in their municipalities either in their capacity as mayor, or as a local councillor.

The photo exhibition *Beyond the Frame* was also shown at GIZ Headquarters in Bonn and on the info screen in Eschborn during the Gender Week 2014.

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18 Yemen: Transformation Process Creates a Chance for Gender Equality

Since gender in Yemen is a delicate issue, the gender focal point team of GIZ is proud to report on its first Gender Day, held on 5 March in Sana'a. The group invited the GIZ national staff and its partners from the ministries to discuss

the specific situation of women and men in Yemen. The main focus was the ongoing transformation process in Yemen since the political uprising in 2011. The event was attended by more than 50 people.

It started with two lectures: one by Sarah Gamal, a researcher and human rights activist, who gave an introduction and presented the current gender situation in Yemen and gaps in the Yemeni constitution. For years Yemen has occupied the lowest rank within Global Gender Gap Report, which systematically records and evaluates gender based disparities in 130 countries. Her rousing speech was followed by Dr Mariam Al-Jawfi, Deputy Director of Gender Studies at Sana'a University, who analysed the role of Yemeni women and the difficulties they encounter in the development process, including a high rate of poverty and lack of representation in decision-making positions. It was discussed whether the recent National Dialogue Conference (NDC) and its resolutions (including a 30% quota in all institutions) created new opportunities for women's participation and what challenges remain. After the lecturer a market place presented the gender-specific approaches and tools of GIZ programmes in Yemen.

The day was a complete success – the participants enjoyed the discussion and stayed much longer than expected to network and to exchange experiences! First plans for further cooperation were also drafted. Participants raised the idea of establishing a coalition which would systematically monitor the implementation of NDC declarations regarding the participation of women. This one day appears to have opened up chances for change!

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More on Gender Equality: Useful Links

Gender in GIZ:

<http://www.giz.de/expertise/html/1920.html>

GIZ Gender Strategy:

<http://www.giz.de/expertise/downloads/Fachexpertise/giz-gender-strategy-en-2012.pdf>

Gender Knowledge Platform:

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

BMZ Women's rights and gender:

http://www.bmz.de/en/what_we_do/issues/HumanRights/frauenrechte/index.html

European Commission:

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

OECD:

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

UN Women:

<http://www.unwomen.org>

UN DISPATCH - Women:

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

Post-2015 Development Agenda and SDGs:

<http://www.unwomen.org/co/what-we-do/post-2015>

Wikigender:

http://www.wikigender.org/index.php/New_Home

Women's human rights:

<http://www.womenshumanrights.ch/overview.html>

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

African Women's Rights Observatory:

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/newfuncn/pdf/vpd_aide_memoire.pdf

New and Innovative

Film teaser *Inégalités économiques* from the series *Land of Never-ever*, GIZ Morocco:

<http://www.youtube.com/watch?v=RIQPU0AmaTU>

Short film on IGMADI (*Take a stand against sexual harassment*), GIZ Egypt:

www.youtube.com/watch?v=LNZR_WcdBl0

Rural 21 article *Promoting Women in Agricultural Value Chains*:

<http://www.rural21.com/english/news/detail/article/promoting-women-in-agricultural-value-chains-00001048>

Photo exhibition *Le visage féminin de l'agriculture au Bénin* (internal link):

<https://dms.giz.de/dms/livelink.exe?func=ll&objaction=overview&objid=82150164>

Toolkit *Promoting Women's Participation in Peace Negotiations and Peace Processes*:

<http://www.gender-in-german-development.net/files/images//Tool%20Kit%20Promoting%20Women's%20Participation%20in%20Peace%20Negotiations%20and%20Peace%20Processes.pdf>

ANA HUNNA, a film and media campaign on economic integration of women in the MENA Region:

facebook.com/anhunna

www.ana-hunna.org

Booklet *Understanding Gender*, GIZ gender working group Indonesia, Timor-Leste and ASEAN:

www.genderingermandevelopment.net/methods-approaches.html

Pacific Gender and Climate Change Toolkit, GIZ Fiji:

<http://www.pacificclimatechange.net/index.php/resources/documents?task=showCategory&catid=137>

Video *Gender, Climate Change and Water*, GIZ Fiji:

<http://vimeo.com/79719675>

A graphic featuring a large, stylized figure in the foreground, composed of orange and red shapes. Above its head are two smaller circles, one yellow and one orange. The background is filled with a dense pattern of small, light green stylized human figures. The text "GENDER PAYS OFF!" is written in a bold, orange, sans-serif font, slanted upwards from left to right, positioned in the upper right area of the graphic.

GENDER PAYS OFF!

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