



**Champions for Gender Equality**  
**Good practice examples from GIZ**



# Contents

<b>Preface</b> .....	<b>4</b>
Foreword by the Gender Commissioner .....	4
Path to the Gender Competition .....	6
<b>GE2 Entries</b> .....	<b>8</b>
GE2 Winner 1 <sup>st</sup> Place (shared) .....	8
GE2 Winner 1 <sup>st</sup> Place (shared) .....	10
GE2 Honorable Mention #1 .....	12
GE2 Honorable Mention #2 .....	13
<b>GE1 Entries</b> .....	<b>14</b>
GE1 Winner 1 <sup>st</sup> Place .....	14
GE1 Winner 2 <sup>nd</sup> Place .....	16
GE1 Winner 3 <sup>rd</sup> Place .....	18
GE1 Honorable Mention #1 .....	20
GE1 Honorable Mention #2 .....	21
GE1 Honorable Mention #3 .....	22
GE1 Honorable Mention #4 .....	23
GE1 Honorable Mention #5 .....	24
GE1 Honorable Mention #6 .....	25
GE1 Honorable Mention #7 .....	26
<b>Gender Mainstreaming Entries</b> .....	<b>28</b>
GM 1 <sup>st</sup> Place .....	28
GM 2 <sup>nd</sup> Place .....	30
GM 3 <sup>rd</sup> Place .....	32
GM Honourable Mentioned #1 .....	34
GM Honourable Mentioned #2 .....	35
GM Honourable Mentioned #3 .....	36
<b>In Focus</b> .....	<b>37</b>
Pioneering Gender-Transformative Approaches in GIZ .....	37
Imprint .....	42

# Preface

FOREWORD BY THE GENDER COMMISSIONER

Every two years, GIZ organizes an internal *Gender Competition*. This year, a particularly large number of projects took part: Almost 190 teams from around the globe shared their contribution to gender justice, equal opportunities, and rights – an increase of 60 percent. A new record high and testimony of the unwavering commitment to the promotion of gender equality and the progress made in this area.

Selecting the winners was a difficult task for the jury. The entire competition is a record of dedicated action and outstanding achievements in terms of the principles of feminist development. With this in mind, we would like to thank everyone who handed in a submission and congratulate the winners wholeheartedly.

The competition is also testimony that Germany's *Feminist Foreign and Feminist Development Policy* is bearing fruit. The strong political orientation combined with GIZ's significant implementation capacity are helping to ground gender equality firmly for the years to come.

To initiate sustainable changes towards more equality and equal opportunities, we need to look behind the symptoms of inequality and address the root causes. Therefore, we have introduced a new criterion for this year's gender competition. It is asking for evidence, that the feminist core principles are applied. Submissions show how these principles can be pursued in different ways to achieve effective results. Further information on one of the principles, i.e. gender-transformative approaches, can be found in the special section, *page 40*.

It is also crucial that we do not just focus on traditional sectors such as education or health. Climate change, energy transition and digitalisation also have the potential to bring about major social change. If women\* participate in research projects, political decision making and in the economy of these sectors, these changes will be more inclusive. Examples of how this can be achieved can be found on the following pages.

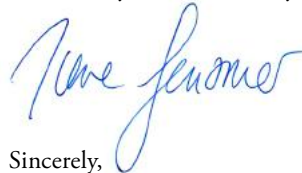


Although we face resistance on issues of women's rights and the rights of LGBTIQ+ individuals, we continue to proactively advocate for equality and inclusion. By supporting efforts to tackle these systemic injustices, we aim to help dismantle discriminatory structures and create equitable opportunities. We are convinced that such measures will lead to a fairer and more inclusive societies for all.

The winning teams of this year's Gender Competition exemplify the power of well-coordinated partnerships between governments, civil societies, and entrepreneurs in our partner countries. These alliances strengthen the impact of our work and show that collaboration is essential for progress. Part of our mission is also to include men in the discussion on gender equality. The example of the

African Union's approach to positive masculinities is a powerful reminder that inclusive strategies are key to sustainable change.

The achievements of all those who took part in the competition remind us that collective efforts are needed to advance gender equality. They inspire us to continue striving for a world where gender equality is not just an aspiration but will one day become a reality.



Sincerely,  
Irene Genzmer



# Path to the Gender Competition

Enjoy learning more about the top performers of GIZ's Gender Competition 2024 and some of our contributions to the advancement of gender justice at GIZ and around the world covered in this publication. Visit the [GIZ Gender](#)

[Website](#) for more in-depth information on all 190 competition entries and GIZ's activities during our Gender Month March and watch a [short video of the GIZ Gender Competition 2024](#).



Every two years GIZ staff members are invited by the GIZ Gender Commissioner to participate in the GIZ Gender Competition in three categories:

- GE2: Gender equality is the main objective of the project/ programme and is fundamental in its design and expected results. The project/programme would not have been undertaken without this objective.
- GE1: Gender equality is an important and deliberate objective, but not the principal reason for undertaking the project/ programme.
- GM: Gender Mainstreaming within the company, at organisational unit or country level.



From November to December teams have the chance to hand in their entries.



In December 2023 we received a total of 190 competition entries from Africa, Asia, Eastern Europe, Latin America, the Middle East and Germany. The entries were handed in in English, French, Spanish and German.



4

The entries were evaluated by a Jury, comprised of 33 members from different departments, organisational units, and country offices until beginning of January.

- Categories for GE1 and GE2 projects:
  - Promoting gender equality
  - Gender as a quality feature of our work
  - Implementing feminist core principles
  - Cooperation
- Categories for GM projects:
  - Corporate culture
  - Gender competence
  - Cooperation



5

The 8 winning teams (3 teams for GE1, 2 teams for GE2 and 3 for GM) were informed about winning a prize at the beginning of February.



6

The teams were honored in the 9<sup>th</sup> GIZ Gender Award Ceremony on International Women's Day (8. March 2024) at GIZ Bonn by our deputy Head of the Management Board Ingrid-Gabriela Hoven and the Parliamentary State Secretary Dr. Bärbel Kofler from the Federal Ministry for Economic Cooperation and Development (BMZ).



7

With the prize money, the teams carry out further measures to reach Gender Equality.



GE2 WINNER  
**1<sup>ST</sup> PLACE** (SHARED)

## JUSTICE REIMAGINED: A FEMINIST APPROACH TO TACKLING GENDER-BASED VIOLENCE IN LATIN AMERICA AND THE CARIBBEAN

*Improving criminal prosecution and rehabilitation in cases of gender-based violence in Latin America and the Caribbean* is a project dedicated to preventing gender-based violence (GBV). It addresses the high impunity rates in cases of GBV, which stems from widespread gender bias among legal practitioners. Furthermore, it acknowledges the detrimental effects of traditional gender norms upon survivors of GBV and underscores the importance of addressing intersectional discrimination faced by women and individuals from diverse backgrounds.

The training programme adopts this intersectional lens by addressing the diverse backgrounds and experiences of survivors and legal operators. By raising awareness of gender biases and promoting empathy among legal operators, the project aims to empower them as change agents within the justice system.

Through its gender-transformative approach, the project seeks to contribute to long-term changes in attitudes and practices within the justice system, leading to more efficient and sensitive responses to the needs of GBV survivors. It aims to build trust and reliability in state institutions, ultimately contributing to human security and stability in the region.

In all, the project is dedicated to the realisation of women's right to a life free of violence and harm. It provides resources to build capacity and enhance the representation of women's voices and experiences within executive and judiciary spheres.





## THE PROJECT



- The project is part of the Latin America and Caribbean Initiative to Promote Stability, Democracy and Rules-based International Order (LAK-FSDRIO) of the Federal Foreign Office, supported by International Services.
- The project target group are employees in the executive and judicial sectors who are in direct or indirect contact with survivors and bystanders of GBV.

## THE CHALLENGE



- Impunity in cases of gender-based violence (GBV) stems from biases and insensitive handling by legal operators.
- Traditional gender stereotypes are deeply ingrained in the justice system.
- Existing lack of trust in law enforcement and justice institutions due to ineffective procedures and high rates of impunity (i.e. 95% of reported GBV cases never receive a court decision).

## THE CHANGE



- Awareness-raising measures: A practice-oriented training programme targeting legal operators in Spanish-speaking countries was developed.
- Multimedia implementation: Interactive and immersive learning methods, including hybrid learning modules with information, role-play and interactive multimedia, to sensitize on unconscious gender biases.
- Target group specificity: The training empowers legal professionals to challenge stereotypes, enhance empathy, and improve procedures in handling GBV cases.
- Feministic approach: Integration of feminist core principles into the training promotes equal rights and access to justice for all genders.
- Pooling resources: Collaboration with various stakeholders and organisations ensure effective implementation and dissemination of the training programme.



## GE2 WINNER 1<sup>ST</sup> PLACE (SHARED)

10

### DRIVING CHANGE IN URBAN MOBILITY: CREATING INCLUSIVE AND SAFE TRANSPORT SYSTEMS FOR ALL

The Sustainable Urban Mobility-Air-quality, Climate Action and Accessibility (SUM-ACA) project represents a significant leap in feminist urban development by directly addressing systemic gender inequalities in Indian urban mobility. Unlike traditional transport planning, which often overlooks the unique needs of women and marginalized groups, SUM-ACA introduces innovative strategies that empower these communities and enhance their safety. For instance, by training women and Trans\*Persons as electric rickshaw drivers, the project not only provides livelihoods and economic opportunities but also ensures that transport services cater more effectively to the safety and comfort needs of women and vulnerable groups of people, thereby challenging prevailing gender norms.

A pioneering aspect of SUM-ACA is its use of gender-disaggregated data collection and analysis. This approach allows for a nuanced understanding of how different groups of people utilize transport systems, enabling more informed and equitable decision-making. By integrating

this data into urban mobility planning, the project ensures that transport policies and infrastructure developments are responsive to the actual needs of all users. This data-driven strategy highlights areas for improvement and supports the creation of gender-responsive transport services, promoting gender equity in a measurable and impactful way.

Furthermore, SUM-ACA's collaboration with local and state agencies to update Comprehensive Mobility Plans (CMP) institutionalizes gender-sensitive practices, embedding these considerations into long-term urban planning. This not only addresses immediate mobility issues but also lays the groundwork for sustainable change. Through gender sensitisation and awareness training for all drivers and broader cultural shifts, SUM-ACA fosters safer, more inclusive urban environments. By focusing on rights, resources, and representation, the project creates a transport system that is empowering for women, girls and marginalized groups, setting a new standard for feminist urban development.



## THE PROJECT



- **Integrated Sustainable Transport Systems for Smart Cities (SMART-SUT)** was conducted from 2017-2022 with a focus on planning and implementing efficient and sustainable urban transport systems.
- **SUM-ACA Follow-On Project (2022-2025)** builds on SMART-SUT's successes, aiming to institutionalize gender-inclusive and safe transport systems across India.
- The **Mo-E-ride #RideWithPride** Initiative included 120 women and Trans\*Persons as electric-rickshaw drivers, promoting gender inclusion and safe last-mile connectivity. The project is commissioned by BMZ.

## THE CHALLENGE

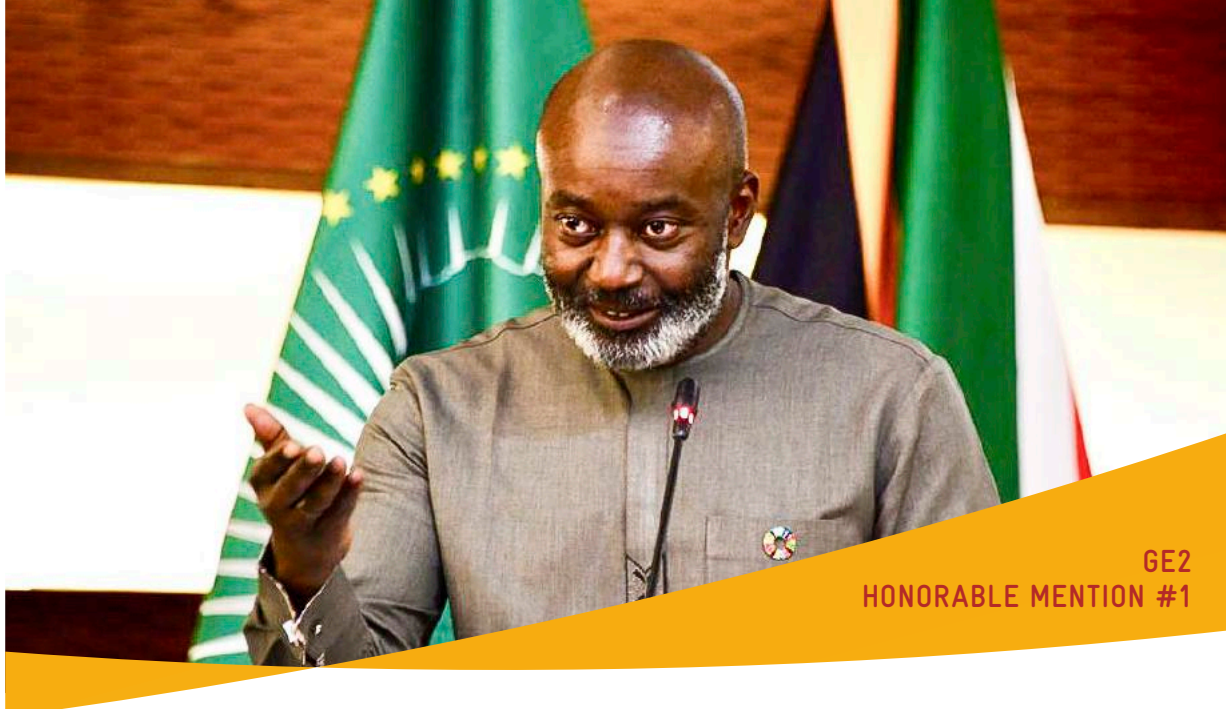


- India's urban Female Labor Force Participation Rates is among the lowest globally at 18.5%, with significant barriers to women's participation in the workforce.
- Surveys indicate commuting challenges and fear of harassment limit women and girls' mobility and employment opportunities.
- Gender norms and domestic responsibilities further restrict women's access to public transport.
- High percentages of women report mobility restrictions due to safety concerns, highlighting the need for gender-transformative interventions.

## THE CHANGE



- **Training Women and Trans\*Persons Drivers:** Initiatives like Mo-E-ride trained women and Trans\*Persons to drive e-rickshaws, improving their employment opportunities and promoting safer transport options.
- **Gender-Sensitive Ticketing Systems:** Gender-disaggregated ticketing data collection allows for informed decisions on transport services catering to women's needs.
- **Institutional Support and Collaboration:** Partnerships with local and state agencies, including training programmes and updating Comprehensive Mobility Plans (CMP), ensure sustainable and gender-sensitive transport infrastructure.
- **Digital Tools for Accessibility:** Introducing digital devices to assist the visually impaired in boarding public buses, enhancing travel accessibility and inclusivity.



GE2  
HONORABLE MENTION #1

## MASCULINITY IN MOTION: TRANSFORMING GENDER DYNAMICS IN AFRICA

### THE PROJECT



- The project African Women Advancing Rights and Empowerment (AWARE) collaborates with the African Union Commission Women Gender and Youth Directorate (AUC-WGYD) and women's networks. It is commissioned by the BMZ.
- The project aims to implement continental commitments on gender equality and women's empowerment (GEWE) in Africa.
- It is an ongoing collaboration since 2020.

### THE CHALLENGE



- Women and girls face discriminatory social norms, manifested in unequal power dynamics and limited access to resources.
- Gender-based violence (GBV), including intimate partner violence, female genital mutilation, forced marriage, and sexual violence in conflict, persists at alarming rates.
- Discriminatory laws and societal practices exclude women from political, economic, and social decision-making processes, exacerbating their marginalisation.

### THE CHANGE



- Positive Masculinity Initiative: Establishment of the African Union Positive Masculinity Initiative to engage men in leadership roles to end violence against women and girls.
- Men's Conferences on Positive Masculinity: The Conferences place a focus on mobilizing male leaders across sectors to advocate for gender equality and women's rights.
- African Union Convention: The development of an AU Convention on Ending Violence Against Women and Girls (AU CEVWAG) is advanced with support from the AWARE project.



## PLAYING FOR CHANGE: SPORT, MENSTRUAL HEALTH, AND GENDER JUSTICE

### THE PROJECT



- Sport for Development in Africa (S4DA) is a Regional Project in Africa that uses sport and physical activity to promote gender equality in partner countries.
- S4DA collaborates with the social enterprise ApiAfrique to address and raise awareness on menstrual hygiene management in Senegal. The regional project is commissioned by the BMZ.

### THE CHALLENGE



- High prevalence of menstrual hygiene issues exists among young girls in Senegal.
- Limited awareness, societal stigma, and taboos surrounding menstruation negatively influence the education, health, and participation rates of young women and girls.
- Lack of access to reliable and comfortable sanitary protection, disposable menstrual products are often of poor quality.
- Gender-based discrimination affects girls' confidence and well-being.

### THE CHANGE



- Joint measures: Together with ApiAfrique, S4DA uses sport to conduct sensitisation trainings on menstrual hygiene management (MHM).
- Creating safe spaces: allowing for open discussions on MHM, gender norms, positive masculinity, and toxic femininity.
- Product availability: ApiAfrique and S4DA distribute sustainable menstrual hygiene products and teach (young) women how to use them.
- Period tracking app: Sport-related content was integrated into the free Weerwi menstruation app to support girls in tracking their menstrual cycles, learning about menstruation, and (anonymously) connecting with midwives via a chat function.
- Infotainment: Producing the Weerwi infotainment series aims to raise awareness and destigmatize menstruation.
- International Menstrual Hygiene Day: Organizing events like the International Menstrual Hygiene Day festival helps to break down taboos and raise awareness.



GE1 WINNER  
**1<sup>ST</sup> PLACE**

## FROM CONFLICT TO COEXISTENCE: LEVERAGING DIGITAL TOOLS AND LOCAL KNOWLEDGE IN YEMEN

The Supporting Peaceful Coexistence in Yemen (SPCY) project leverages feminist approaches to address the deeply entrenched gender inequalities exacerbated by Yemen’s ongoing conflict. By focusing on empowering women and disadvantaged groups, SPCY challenges traditional gender norms and promotes a more inclusive society. One of the project’s innovative strategies is the use of digital tools and social media to amplify the voices of women and youth, providing them with platforms to advocate for their rights and engage in peacebuilding activities. This approach is particularly significant in a context where physical mobility and public participation are heavily restricted for women.

A standout feature of SPCY is its commitment to using gender-disaggregated data and intersectional analysis to tailor its initiatives. By understanding the specific needs and challenges faced by different groups, SPCY ensures that its programmes are inclusive and responsive. For example, the project’s digital campaigns and educational

tools are designed to reach young Yemeni women and other disadvantaged groups, promoting gender-sensitive conflict transformation and critical thinking. This data-driven and inclusive approach not only addresses immediate issues but also fosters long-term societal change.

Furthermore, SPCY’s collaboration with local stakeholders and its emphasis on localized knowledge production enhance the relevance and impact of its initiatives. By valuing the unique insights and experiences of Yemeni women and youth, SPCY creates culturally resonant solutions that are more likely to be sustainable. The project’s use of entertainment, such as the “Hero Inside Us” series and the “Al-Gaddah Challenge” game, exemplifies how engaging narratives can address complex social issues and promote gender equality. Through these innovative and feminist approaches, SPCY not only supports peaceful coexistence but also sets a precedent for gender-responsive development in fragile contexts.



## THE PROJECT



- Supporting Peaceful Coexistence in Yemen (SPCY): The projects aim to empower women, youth, and other disadvantaged groups to actively shape peaceful coexistence at the local level in Yemen.
- Arabia Felix Brand: Under SPCY, the Arabia Felix brand promotes youth empowerment and media information literacy, leveraging social media and innovative educational tools to combat gender-based violence and support non-violent conflict transformation.
- Women Empowerment: The support of inclusive local projects aims to enhance the social and economic participation of women, girls, and marginalized groups. It seeks to challenge and reduce structural inequalities and patriarchal norms to promote equitable power dynamics in society. The project is funded by the BMZ. The soap opera was co-funded by the European Union in a previous phase.

15

## THE CHALLENGE



- Since 2015, Yemen is facing a devastating civil war, resulting in severe economic, social, and political fragmentation, with women, youth, and disadvantaged groups suffering the most.
- Restrictive gender norms and increased gender-based violence severely limit women's mobility and participation in public life, particularly in areas controlled by the De-facto Authorities (DFA, also called Houthis).
- Women in Yemen face significant barriers in accessing digital resources, exacerbating gender disparities, and limiting their ability to engage with digital peacebuilding tools and educational content.

## THE CHANGE



- Training sessions: SPCY trains women and youth in media information literacy and conflict transformation, providing them with tools to engage in peaceful social transformation.
- Utilizing social media: By reaching over 5 million Yemenis, SPCY campaigns raise awareness about gender-based violence and promote positive narratives of women and marginalized groups.
- Involving youth: By incorporating localized knowledge and addressing the diverse experiences of Yemeni youth, SPCY ensures its initiatives are culturally relevant and effective in promoting gender equality and peaceful coexistence.
- Promoting inclusive local contributions: By supporting selected activists, women's initiatives and NGOs, the visibility and acceptance of women and men as change makers and active co-creators of peaceful coexistence is strengthened.



## GE1 WINNER 2<sup>ND</sup> PLACE

16

### FAITH IN ACTION: AN INTERFAITH APPROACH TO ENDING GENDER-BASED VIOLENCE

The Inclusive Violence and Crime Prevention (VCP) programme exemplifies feminist development by harnessing the influential power of the faith sector to combat gender-based violence (GBV) in South Africa. This initiative is particularly innovative in its approach to mobilize religious leaders and institutions, who hold significant sway over social norms and attitudes. By engaging these key stakeholders, the VCP programme directly addresses the root causes of GBV, fostering an environment where gender equality can thrive.

One of the standout features of this project is the creation of the Joint Statement of Commitment through an inclusive, interfaith consultation process. This approach not only ensures that the voices of diverse religious traditions are heard but also fosters a sense of collective responsibility and action for gender justice. The Statement, which has garnered significant public support, acts as a living document that continually evolves to reflect ongoing dialogue and commitment to gender justice. This collaborative and iterative process is a hallmark of feminist approaches, emphasizing inclusivity and continuous improvement.

Moreover, the Faith Leaders Gender Transformation Programme (FLGTP) highlights the programme's commitment to both individual and institutional change. By providing faith leaders with the knowledge and tools to challenge harmful gender norms and support GBV survivors, the programme cultivates agents of change within local communities. This holistic approach, which combines feminist and liberation theology and bible study with practical application in faith ministries, ensures that the impact of the training extends beyond individual participants but fosters broader societal transformation.

Through these innovative strategies, the VCP programme and its partners not only addresses immediate GBV issues but also lays the groundwork for long-term, sustainable change rooted in feminist principles.





## THE PROJECT



- The Inclusive Violence and Crime Prevention (VCP) programme is based in South Africa.
- The programme is presently ongoing with key milestones including the launch of the Faith Action to End GBV Collective in 2020 and the Interfaith Summit in November 2023.
- Key partners include We Will Speak Out South Africa (WWSOSA), Faith Action to End GBV Collective, diverse faith leaders, scholars, activists, and the GIZ team. The project is funded by the BMZ and co-funded by Global Affairs Canada.

## THE CHALLENGE



- South Africa faces one of the highest rates of GBV in the world, termed as the 'rape capital', necessitating urgent action from all societal sectors.
- Deeply rooted socio-cultural and religious gender norms perpetuate GBV, demanding transformative interventions to challenge and change these behaviors.
- Uniting various faith traditions, ages, genders, and racial classifications in a country with a complex colonial and apartheid history presents significant challenges in creating a unified approach to GBV.

## THE CHANGE



- Interfaith Mobilisation: The Faith Action to End GBV Collective and the VCP programme have mobilized a diverse group of faith leaders and communities to publicly commit to combating GBV.
- Joint Statement of Commitment: Developed through extensive interfaith consultations, this living document reflects ongoing dialogue and a unified commitment to ending GBV.
- Faith Leaders Gender Transformation Programme (FLGTP) is a 10-month programme that equips faith leaders with the tools and knowledge to promote gender justice, prevent GBV, support survivors, and foster institutional change within their communities.



## GE1 WINNER 3<sup>RD</sup> PLACE

### EMPOWERING BOLIVIAN WOMEN ENTREPRENEURS: ENHANCING LEADERSHIP AND ECONOMIC INDEPENDENCE IN RURAL AREAS

The Fondo Energía de Mujer (FEM) project stands as a transformative feminist intervention, addressing deep-seated gender inequalities in Bolivia's rural and peri-urban areas. By focusing on female entrepreneurs and providing them with access to modern, gender-sensitive technologies, FEM directly challenges traditional gender roles and promotes economic empowerment. This approach is crucial in a context where women are often marginalized, and their contributions undervalued. By integrating gender-transformative and intersectional methodologies, FEM not only addresses immediate economic needs but also aims to shift societal norms and power dynamics at both community and household levels.

FEM's commitment to capacity building and empowerment is evident in its comprehensive training programmes, which equip women with essential business and technical skills. These programmes are designed to enhance women's confidence in their abilities, foster innovation, and ensure the sustainability of their enterprises. By providing resources and support tailored to the unique challenges faced by

rural women, FEM helps them to become more effective leaders and decision-makers within their communities. This focus on building practical skills and confidence aligns with feminist principles of empowerment and autonomy, enabling women to assert their rights and make informed choices about their economic activities.

The project's alignment with the BMZ's feminist development policy's 3 Rs—Rights, Resources, and Representation—further underscores its transformative potential. By facilitating women's access to financial resources and technology, FEM ensures that women can independently manage their businesses and contribute to their families' incomes. Additionally, by involving women in decision-making processes and enhancing their leadership skills, FEM promotes greater representation and participation of women in public and private spheres. This holistic approach not only empowers individual women but also fosters broader societal change, paving the way for more inclusive and equitable development in Bolivia.



## THE PROJECT



- Fondo Energía de Mujer (FEM) based in Bolivia focuses on rural and peri-urban areas.
- Launched in 2021, with activities ongoing through 2023, its key partners include EnDev (Energising Development), Practical Action Bolivia, Autoridad Plurinacional de la Madre Tierra (APMT), and local NGOs. EnDev is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ), the Netherlands Ministry of Foreign Affairs (DGIS), the Norwegian Ministry of Foreign Affairs and the Norwegian Agency for Development Cooperation (NORAD) and the Swiss Agency for Development and Cooperation (SDC). The programme is co-managed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Netherlands Enterprise Agency (RVO.nl).

## THE CHALLENGE



- Rural enterprises in Bolivia face significant barriers in accessing modern technologies for productive uses, exacerbating gender inequalities.
- Deeply rooted gender norms and discriminatory practices limit women's social and economic development, particularly in rural areas.
- Female entrepreneurs in rural areas often lack the necessary skills, resources, and networks to manage and grow their businesses effectively.

## THE CHANGE



- Financial and Technical Support: FEM provides co-financing and specialized technical assistance to female-led enterprises, enabling access to modern, gender-sensitive technologies.
- Capacity Building: FEM conducts training programmes to enhance women's skills in business management, technology use, and maintenance, promoting sustainable and profitable enterprises.
- Empowerment and Representation: The initiative fosters economic independence, self-confidence, and leadership among women, improving their status within their households and communities.



GE1  
HONORABLE MENTION #1

## CLIMATE RESILIENCE THROUGH A GENDER LENS: PROMOTING GENDER-SMART CLIMATE AND DISASTER RISK FINANCE GLOBALLY

### THE PROJECT



- The Center of Excellence on Gender-smart Solutions (CoE) is a leading actor for the advisory on gender-responsive approaches to Climate and Disaster Risk Finance and Insurance (CDRFI). The CoE was launched under the InsuResilience Global Partnership, and is continuing under the Global Shield against Climate Risks.
- The CoE offers knowledge exchange, access to research and builds a growing range of advisory services for organisations as well as governments of Global Shield countries. The Centre of Excellence on Gender-smart Solutions is commissioned by Global Affairs Canada with support from BMZ.

### THE CHALLENGE



- Women and girls are disproportionately affected by climate-related disasters due to historical and existing gender inequalities.
- Organisations often struggle with accessing experts and resources necessary for developing gender-responsive Climate Disaster Risk Financing and Insurance (CDRFI) solutions.
- There is a significant need for gender-responsive approaches to pre-arranged disaster risk finance to protect vulnerable populations effectively.

### THE CHANGE



- Facilitate greater gender equality in enhanced financial protection against climate risks through:
  - Providing free, tailor-made advisory support on gender-smart approaches to CDRFI for organisations and Global Shield countries in the Global South.
  - Establishing an expert database of gender and CDRFI.
  - Facilitating collaboration and knowledge exchange among over 40 organisations to promote gender-mainstreaming in CDRFI.
  - Increasing awareness and capacity through initiatives like LiveTalks and educational scholarships for high-potential women leaders.



GE1  
HONORABLE MENTION #2

## FROM TABOO TO TALK: LEVERAGING SOCIAL MEDIA TO ADDRESS MENSTRUAL STIGMAS AND PROMOTE GENDER EQUALITY

### THE PROJECT



- #LetsTalkPERIOD is a global initiative with key activities in Albania, Nepal, the Philippines, and Zambia. It is commissioned by the BMZ.
- It is currently ongoing, with significant milestones in 2022 and 2023.
- Key Partners include GIZ's Sector Programme "Water and Sanitation Policy – Innovation for Resilience" (InnoBlue), GIZ Nepal's "Support to the Health Sector Strategy" (S2HSS), GIZ Albania, Sector Network MEN-REM Task Force "WASH Social Franchising", Study Expert Fund "Advancing Girls Rights and Menstrual Health/Hygiene Philippines", Global Programme on Food and Nutrition Security, Enhanced Resilience, GIZ Zambia's Water and Energy Cluster, Initiative for Sustainable Agricultural Supply Chains, and the GIZ staff initiative MenstruAction.

21

### THE CHALLENGE



- Menstruation remains a taboo topic worldwide, causing misinformation and stigmatisation.
- Many girls and women, especially in low- and middle-income countries, lack access to adequate menstrual hygiene products and information.
- Deep-rooted cultural and social norms prevent open discussions about menstruation, impacting women's education and participation in society.

### THE CHANGE



- Influencer Collaboration: Local influencers in Albania, Nepal, and the Philippines were engaged to lead social media campaigns that normalize menstruation discussions and break down taboos.
- Global Reach: By August 2023, the campaign reached over ten million people, with significant engagement in campaign countries and plans to expand to Zambia and South Africa.
- Empowerment and Awareness: The campaign has encouraged women and girls to share their experiences, leading to broader social acceptance and awareness about menstrual health.



GE1  
HONORABLE MENTION #3

## REFUGEE WOMEN SHAPING HEALTH AND EDUCATION: INNOVATIVE APPROACHES TO SUPPORT AFGHAN WOMEN IN PAKISTAN TO LEAD AND THRIVE

### THE PROJECT

- **Strengthening Education and Health Services for Refugees and Host Communities (EHS)** is situated in Peshawar, Nowshera, and Haripur districts in Khyber Pakhtunkhwa, Pakistan.
- Key Partners include local government stakeholders, Parent Teachers Councils (PTCs), Primary Healthcare Management Committees (PCMCs), elected Women Councillors, Lady Health Workers and Community Midwives. The project is commissioned by the BMZ.



### THE CHALLENGE

- Afghan refugee women face significant barriers in accessing education and healthcare due to cultural norms, refugee status, and lack of resources.
- Traditional gender roles and the stigma associated with being refugees exacerbate the challenges faced by Afghan women, limiting their participation in public life and decision-making processes.
- Young Afghan girls in Khyber Pakhtunkhwa have limited access to technology, affecting their educational and professional opportunities.



### THE CHANGE

- **Empowering Parent Teacher Councils (PTCs):** PTC members trained 360 women and Afghan mothers to develop school improvement plans, leading to increased enrolment, better facilities, and enhanced safety for Afghan girls in schools.
- **Digital Inclusion:** Six solarized IT labs were established, four of which are in girls' schools, providing digital literacy to almost 800 girls and aiming to engage 300 more under the #eSkills4Girls initiative.
- **Community Mobilisation:** 1,399 mobilisation and awareness-raising activities with 120 youth activists were organized, focusing on the importance of girls' education and social cohesion, reaching over 19,000 people.
- **Health Education:** 14,400 awareness sessions on maternal and child healthcare, immunisation, and nutrition were conducted, involving 240 trained health activists from both Afghan and host communities, reaching 200,000 people.





## ELEVATING WOMEN IN TECH: JORDAN'S COMPREHENSIVE APPROACH IN THE ICT SECTOR

### THE PROJECT



- The Employment-oriented Micro, Small and Medium-sized Enterprise (MSME) Promotion Project in Jordan was active from 2018 to 2024.
- Partners include the Ministry of Digital Economy and Entrepreneurship (MoDEE), Jordanian National Commission for Women (JNCW), ICT sector association of Jordan (Int@j) and local Business Service Providers (BSPs). The project was commissioned by BMZ and part of the Special Initiative North Africa, Middle East (SI MENA).

### THE CHALLENGE



- Despite high education levels, women in Jordan face an unemployment rate of 34.7% as of 2024.
- Their workforce participation is hindered by limited childcare facilities, restricted mobility, lack of family-friendly working conditions, and traditional social norms.
- Ministries lack systematic approaches to integrate gender equality into their strategies, and specific initiatives for women in the ICT sector are absent.

### THE CHANGE



- The project supported partners on multiple levels for sustainable system change towards WEE in ICT:
- Capacity development for JNCW: The project strengthened JNCW's capacities to engage in economic empowerment and support MoDEE to establish a women empowerment unit.
- Institutionalizing WEE at Int@j: The "SHETECHS" unit was created to increase women's participation and leadership in the ICT sector.
- Public-Private Dialogue (PPD): JNCW facilitated PPDs on women's opportunities and challenges in ICT jointly with MoDEE and Int@j, leading to a joint WEE action plan aligned with national strategies.
- Awareness Campaign: JNCW's media campaign showcasing women's contributions to ICT reached 12,000 individuals.
- Gender Diversity Management (GDM): SHETECHS has partnered with a local BSP to launch GDM services for ICT companies piloted with 20 SMEs.



GE1  
HONORABLE MENTION #5

## BREAKING GROUND: GENDER-RESPONSIVE LAND GOVERNANCE IN ETHIOPIA

### THE PROJECT



- The land projects **Participatory Integrated Land Use Planning (PILUP II)** and **Support to Responsible Agricultural Investment (S2RAI II)** prioritize gender in land governance in Ethiopia.
- Cooperating partners not only include political protagonists, but also initiatives like the Women Land Right Task Force of the Ethiopian Government and the Stand for Her Land Campaign, Global programmes that are committed to gender-responsible development like, local CSOs and the Ethiopian Government. The project is commissioned by the BMZ.

### THE CHALLENGE



- Women have limited access to land rights, resources, and representation, rooted in traditional norms and power structures.
- Addressing gender equality and inclusion of marginalized groups in the land sector required a systematic approach.
- Traditional views and societal norms in Ethiopia often exclude women from land ownership and decision-making roles.

### THE CHANGE



- **Inclusive Training Programmes:** Conducted targeted training sessions to enhance women's land management skills and understanding of their rights, enabling their active participation in decision-making processes.
- **Land Certification for Women:** Issued land certificates to a significant number of women, ensuring their legal ownership and empowering them to manage and utilize land effectively.
- **Awareness Campaigns:** Organized community outreach programmes and separate meetings for women to raise awareness about land rights, resulting in increased knowledge and confidence among women.
- **Stakeholder Collaboration:** Partnered with local and international organisations to develop and implement gender-sensitive policies, ensuring sustained support and resources for women in land governance.





GE1  
HONORABLE MENTION #6

## FROM SOCIAL MAPPING TO POLICY: EMPOWERING WOMEN THROUGH EVIDENCE-BASED SOCIAL SERVICES IN THE WESTERN BALKANS

### THE PROJECT



- The regional project on **Social Inclusion of Disadvantaged Groups in the Western Balkans (SoRi)** aims to improve the social and economic situation of disadvantaged groups in Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, and Serbia.
- A core measure is the Social Mapping methodology supporting evidence-based policy making at local level by collecting LNOB data on the needs of disadvantaged groups and the availability of socio-economic resources.
- Partnerships with the Network of Associations of Local Authorities of South-East Europe (NALAS), Local Government Associations and others were key in scaling up Social Mapping in the Western Balkans. The regional project is commissioned by the BMZ.

25

### THE CHALLENGE



- Deeply rooted patriarchal norms and slow societal changes perpetuate gender inequalities, manifesting in feminisation of poverty, labour market insecurities, unpaid care work, and gender-based violence.
- Previous non-standardized processes led to poorly adapted and unsustainable social services and policies, necessitating a coherent and holistic methodology like Social Mapping.

### THE CHANGE



- **Standardized Social Mapping Methodology:** Data collection on the needs of disadvantaged groups and identification of gaps in socio-economic resources, leading to evidence-based recommendations for social services and policy adjustments.
- **Improved Social Services:** Introduction of twenty-one new and improvement of 9 existing services, including housing allowances and free legal support for women victims of domestic violence, daycare and medical home care services for people with disabilities, and educational support for children with disabilities.
- **Increased Awareness:** Increased capacities of local governments for evidence-based policymaking.
- **Stakeholder Collaboration:** Strengthened cooperation between municipalities and CSOs, ensuring participatory and non-discriminatory policymaking at local level.



## EQUAL BYTES:

EMPOWERING WOMEN AND MINORITIES TO SHAPE THE FUTURE OF AI

### THE PROJECT



- The AI and Data Science Bootcamp for Women\* and Minorities by FAIR Forward emerged from a global project as a way to enhance gender diversity in the AI field.
- The target groups are women and minoritized individuals with basic ICT skills.
- The first training pilot was performed in cooperation with Intel and MBC Consulting in South Africa, and subsequently in Rwanda, Ghana, and Kenya, with plans for replication in Ghana, Rwanda, Uganda, Kenya, Senegal, and Indonesia.
- Piloted from July 2023, the project has ongoing plans to expand its operations. It is commissioned by the BMZ.

### THE CHALLENGE



- Women constitute only 26% of AI professionals globally, with barriers including unequal employment opportunities, gender stereotypes, and cultural norms.
- Predominantly male developers lead to AI services that do not adequately consider the experiences of women and other vulnerable groups.
- Women and marginalized groups risk missing out on AI job opportunities, exacerbating gender disparities in the tech industry.

### THE CHANGE



- Tailored Training Program: Created a 16-week bootcamp with flexible schedules and no prior coding experience required, addressing specific barriers faced by women and minorities.
- Comprehensive Support: Provided childcare services, flexible online/offline modules, additional lessons for struggling participants, and mentorship from women professionals.
- Industry Collaboration: Participants engaged with industry partners on real-world AI projects, gaining practical experience and job opportunities.
- Community Building: Fostered a supportive environment through peer learning, role models, and networking events, encouraging a sense of belonging and confidence.





GM  
1<sup>ST</sup> PLACE

## FROM STRATEGY TO PRACTICE IN GIZ COLOMBIA IMPLEMENTING FEMINIST PRINCIPLES IN ORGANISATIONAL CULTURE AND PRACTICES

GIZ Colombia’s Gender Practice Implementation is a groundbreaking initiative that actively reshapes organisational culture and promotes systemic change through feminist principles. This project goes beyond traditional gender integration by embedding transformative practices that challenge and redefine social norms and power dynamics both within GIZ Colombia and in its broader operations.

Central to this initiative is the creation of a safe and respectful workplace environment. GIZ Colombia has implemented robust anti-harassment campaigns and comprehensive protocols, ensuring that all employees, particularly women, feel secure and valued. These initiatives lay the groundwork, empowering women to contribute effectively and confidently within the organisation. The initiative also addresses women’s physical needs by

providing resources such as lactation rooms and menstrual products, promoting their well-being and underscoring their importance in the workplace.

Education and capacity building are central to fostering gender competence at GIZ Colombia. The organisation conducts regular training sessions and workshops on gender-related topics, equipping employees with the skills to recognize and combat gender biases. This commitment to continuous learning ensures that gender equality is practiced daily. Additionally, GIZ Colombia empowers gender focal persons and includes women in decision-making processes, promoting inclusivity and equality. This active representation ensures that gender perspectives are not only heard but also influence policies and practices, reflecting the diverse needs and contributions of all employees.



## THE PROJECT



- Gender Practice Implementation in GIZ Colombia is a holistic approach for gender equality in the country office.
- Partners include GIZ Colombia, various internal GIZ departments, the German Embassy in Colombia, and international cooperation partners such as the EU Delegation in Colombia, France, and Spain.

## THE CHALLENGE



- Traditional gender norms and stereotypes persist both within the organisation and in broader society.
- Initial lack of systematic gender integration in strategies across projects and departments needed to be tackled.
- Limited awareness and understanding of gender issues among employees and stakeholders.
- GIZ Colombia acknowledges the importance of addressing and preventing sexual harassment and other forms of gender-based violence within the workplace.

## THE CHANGE



- Capacity building and training: Regular gender induction sessions for new employees and specific training for gender focal persons ensure widespread understanding and application of gender principles.
- Anti-Harassment Campaigns: Implemented campaigns against sexual harassment to complement existing protocols, raising awareness, and providing clear reporting channels.
- Workplace improvements: Establishment of a lactation room, provision of menstrual products, and installation of anti-violence messages in restrooms create a supportive work environment for all genders.
- Communication and advocacy: Hosting talks, workshops, and informational campaigns on diverse gender-related topics foster ongoing learning and engagement within the organisation.
- Gender-Inclusive Policies: Developing and dissemination of best practices for integrating gender perspectives into projects ensure comprehensive consideration of gender in all work aspects.

# GENDER AT GIZ



## GM 2<sup>ND</sup> PLACE

### PERIODS MATTER: HOW GIZ IS LEADING THE CHANGE FOR MENSTRUAL INCLUSIVITY

The Periods@Work initiative by the MenstruAction staff initiative in cooperation with GIZ's Equal Opportunities Team and dedicated colleagues from Facility and Corporate Health Management represents a transformative approach to workplace equality by addressing menstrual health and hygiene openly and inclusively. By incorporating Menstrual health and hygiene into workplace practices, they break the silence and stigma traditionally surrounding menstruation, challenging the entrenched norms that marginalize this fundamental aspect of women's health. The cross-departmental initiative acknowledges menstrual health and hygiene as a legitimate workplace issue, thereby fostering a more inclusive and supportive environment for all employees.

The approach is intersectional, understanding that menstruation affects individuals differently based on various socio-economic and cultural factors. The provision of free emergency menstrual products in GIZ offices worldwide ensures that all menstruating employees, regardless of their

background or economic status, have access to essential hygiene items. This intervention not only addresses immediate practical needs but also critiques the often-overlooked aspects of workplace health and safety, advocating for a more holistic understanding of employee well-being.

Moreover, the initiative's inclusive methodology, which involves extensive surveys and active participation from all employees, emphasizes collective responsibility and allyship. By engaging non-menstruating colleagues, particularly men, Periods@Work promotes a broader cultural shift towards gender equality. This inclusive dialogue helps dismantle traditional gender binaries and fosters a work environment where menstrual health is seen as a shared concern, contributing to a more equitable and empathetic workplace culture. In this way, they exemplify how addressing specific health needs can lead to broader systemic change, creating a more inclusive and supportive professional environment for everyone.



## THE PROJECT



- Launched in 2015, the MenstruAction staff initiative integrates menstrual health and hygiene into GIZ's workplace practices – working closely together with GIZ's Equal Opportunities Team and dedicated colleagues from Facility and Corporate Health Management with the Periods@Work initiative.
- Awareness campaigns, events, and cooperations with internal and external actors were conducted.
- Initiatives to make free emergency menstrual products available in the workplace were implemented.

31

## THE CHALLENGE



- Stigma and lack of awareness surrounding menstrual health in the workplace continues to exist worldwide.
- High rates of menstruating employees are being caught off guard by their periods at work.
- Menstruating employees struggle with limited access to menstrual products and facilities in the workplace.

## THE CHANGE



- Gaining data: A MenstruAction survey showed 62% of respondents experienced unexpected periods at work, prompting the need for emergency products.
- Finding solutions: The Periods@Work initiative initiated the provision of free emergency menstrual products in the GIZ offices in Germany, following examples from the country offices in Albania, India, Nigeria, Rwanda, Vietnam and other countries.
- Manifesting solutions: The MenstruAction staff initiative in cooperation with GIZ's Equal Opportunities Team and dedicated colleagues from Facility and Corporate Health Management fostered a supportive environment through events like "Periods@Work – Why the topic of menstruation belongs at work" and collaborations with other organisations to promote menstrual health at the workplace.



## GM 3<sup>RD</sup> PLACE

32

### DO NO HARM, BUT DO SOMETHING: LGBTIQ+ INITIATIVES ACROSS PROJECTS AND REGIONS

Sector Programme (SP) Human Rights helps to implement the LGBTI Inclusion Strategy of the German government in GIZ. Together with other GIZ entities and various partners, it carries out a wide range of LGBTIQ+ mainstreaming activities. These activities integrate the promotion of a human-rights-based approach, the feminist principles and gender transformative approaches to ensure that the voices and needs of marginalized groups, including LGBTIQ+ persons, are at the forefront of development policies and practices. This approach challenges traditional gender norms and promotes the visibility and rights of diverse gender identities.

A good example of SP Human Rights' LGBTIQ+ initiatives is a pilot measure, implemented through the project Preventing and Combating Trafficking in Human Beings in the Western Balkans. The pilot addressed the specific needs of LGBTIQ+ persons on the move, who often face compounded discrimination due to their intersecting iden-

ties. By developing comprehensive guidelines and creating safe spaces, the project not only met immediate protection needs but has also fostered long-term societal change. The pilot's activities are partly being continued in two new programmes in the region.

Cooperation is key to successful LGBTIQ+ mainstreaming. Therefore, SP Human Rights collaborated with various partners such as UN organisations, donors, and NGOs. The Western Balkans pilot also emphasized collaborative learning and adaptive strategies, sharing its learning's across regions and projects to broaden the understanding of LGBTIQ+ inclusive practices. In this context, the establishment of the Rainbow Migration Network, comprising 16 NGOs and creating a platform for collaboration and exchange, proved successful. This iterative process of learning reinforces the transformative potential of feminist approaches, ensuring that development work not only includes but actively empowers marginalized communities.



## THE PROJECT



- Promotion of LGBTIQ+ Inclusion means enhancing the “leave no one behind” principle through a human-rights-based approach, feminist principles, and gender-transformative approaches.
- The slogan “Do no harm but do something!” runs as a common thread through the activities, meaning to actively advocate for the rights and wellbeing of LGBTIQ+ persons while ensuring that the actions do not cause any harm.
- The initiative combines workshops and training tailored on LGBTIQ+ rights for national staff, promoting inclusive language, non-discrimination, and capacity development.
- Support for pilot projects in multiple countries showcase the feasibility and impact of LGBTIQ+ inclusion and show that LGBTIQ+ inclusive projects exist. The initiative is commissioned by the BMZ.

## THE CHALLENGE



- GIZ actively works on overcoming resistance and lack of awareness among some colleagues and partners who still have a traditional and binary understanding of gender.
- The initiative addresses fears about the potential risks of promoting LGBTIQ+ rights in hostile environments.
- GIZ navigates the challenges of collecting LGBTIQ+ data to inform inclusive project design and monitoring.
- Through the ongoing efforts adequate funding and support for LGBTIQ+ initiatives and partnerships are ensured.

## THE CHANGE



- Enhanced Gender Competence: Through tailored training and capacity-building measures, GIZ staff become more sensitized and competent in LGBTIQ+ inclusive practices.
- Intersectional Approaches: Projects like the Western Balkans pilot incorporate comprehensive gender approaches, addressing diverse identities and their specific needs.
- Collaborative Networks: Networks and partnerships with internal and external stakeholders are established to promote and implement LGBTIQ+ inclusive strategies.
- Practical Implementation: Successful pilot projects and initiatives provide models for integrating LGBTIQ+ measures into broader GIZ and BMZ projects, fostering long-term societal change.



GM  
HONORABLE MENTION #1

## LOOKING THROUGH THE GENDER LENS: HOW GENDER-FOCUSED STRATEGIES ARE RESHAPING GIZ OPERATIONS IN ALBANIA

### THE PROJECT

- GIZ Albania instates different strategies and initiatives to implement gender topics into corporate culture and country planning as well as to raise awareness and to promote competencies within the staff pool.
- Partnerships with institutions like UN Women and the Swedish Embassy, civil society, artists and journalists are used to jointly organize events and networking formats. The initiatives are financed by the BMZ.



### THE CHALLENGE

- Deep-rooted traditional gender roles and systemic biases impede gender equality.
- Previously, gender considerations were not uniformly integrated into all projects and activities.
- A structured approach was required to ensure gender equality across all levels of operation and project implementation.



### THE CHANGE

- Incorporated Gender into Planning and Budgeting: Gender equality is a dedicated part of country planning workshops, conferences, and budgeting, with clear annual goals and allocated funds.
- Established a Gender Team and Ambassador Role: Created a dedicated gender team and the role of a Gender Ambassador to bridge the gap between the gender team and management.
- Implemented Gender-Transformative Projects: Conducted studies and analyses to identify and implement gender-transformative approaches across all projects.
- Increased Awareness and Engagement: Organized events and discussions on gender-related topics, including LGBTQ+ inclusion and menstrual health, and participated in international forums and collaborations.





GM  
HONORABLE MENTION #2

## AN INCLUSIVE APPROACH INSIDE GIZ MALAWI: ENHANCING GENDER COMPETENCE AND RESPONSIVENESS

### THE PROJECT



- GIZ Malawi is working towards establishing a gender-inclusive work culture and environment, based on gender-diverse employment practices and awareness-raising measures targeted at management, human resource managers and employees. Partners include Local NGOs, Young Feminist Network, UNAIDS Malawi, Human Rights Commissioner, GIZ and KfW.

35

### THE CHALLENGE



- In 2020 56.8% of the female population in Malawi lived below the poverty line, a higher amount as the 48.5 % of men.
- Malawi ranks 173 out of 188 countries on the Global Gender Inequality Index, showing significant disparities in reproductive health, women's empowerment, and economic participation.
- Despite constituting 70% of the agricultural and tourism workforce, women face inequities in paid labour and fair wages, with 93% engaged in unpaid labour compared to 79% of men.
- Civil society actors lack the capacity in movement building, policy influence, and advocacy to effectively address these issues.

### THE CHANGE



- Gender-Inclusive Recruitment and Career Advancement: Revised recruitment guidelines to ensure equal opportunities, resulting in a 50-56% gender balance in leadership positions. Implemented continuous leadership exchange and coaching programmes for female staff.
- Support for Marginalized Groups: Created barrier-free environments for persons with disabilities, held discussions and training for the LGBTQIA+ community, and partnered with activists to raise awareness and change mindsets.
- Awareness Raising and Capacity Building: Hosted sensitisation, awareness raising, and capacity building sessions on gender and diversity, and joined international campaigns like the 16 Days of Activism and International Women's Day.
- Menstrual Health and Hygiene Initiatives: Conducted training and distributed menstrual cup kits to over seven hundred women, addressing the stigma and improving menstrual health and hygiene in rural areas.



GM  
HONORABLE MENTION #3

## BUILDING SAFE WORKSPACES: GIZ MEXICO'S ANTI-HARASSMENT POLICY IN THE WORKPLACE

### THE PROJECT

- In 2020 GIZ Mexico developed a policy to prevent, address and sanction sexual and gender-based harassment.
- Partnering with Observa A.C., internal GIZ Mexico colleagues, the leadership team, and external consultants.



### THE CHALLENGE

- In Mexico, violence against women is particularly severe; according to the Peace Index, Mexico is among the riskiest countries for women, having three femicides committed daily.
- The number of female victims of violence at the workplace exceeds the number of male victims, such harassment and discrimination undermine fundamental rights and contribute to a hostile work environment.



### THE CHANGE

- Structured Response Framework: Established a comprehensive protocol with a dedicated committee and appointed advisors to handle complaints and support victims.
- Capacity Building: Conducted training sessions for advisors and implemented awareness campaigns on the anti-harassment protocol.
- Preventive and Reparative Measures: Introduced activities aimed at preventing harassment and repairing harm, including conflict management and emotional intelligence training.
- Successful Implementation and Results: Trained over fifteen individuals, resolved cases peacefully through established structures, and continually improved the protocol based on feedback and practical application.



## In Focus:

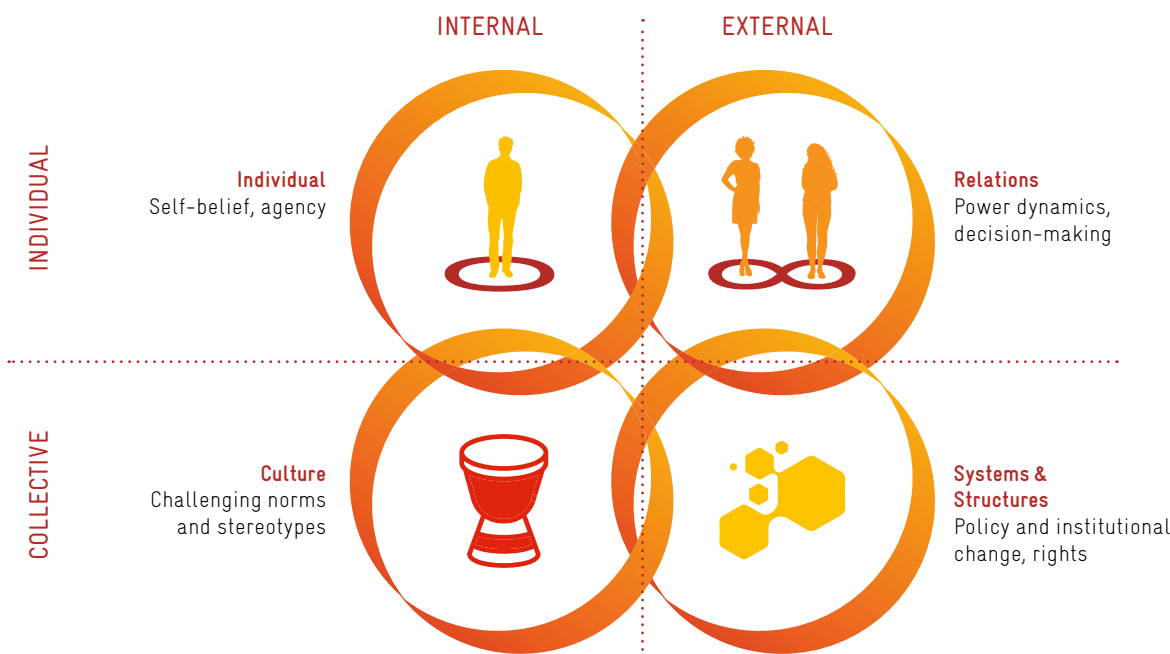
### PIONEERING GENDER-TRANSFORMATIVE APPROACHES IN GIZ

*“The BMZ’s feminist development policy relies on gender-transformative approaches in order to achieve the long-term elimination of gender-specific power hierarchies. For this, it is not enough to address the symptoms of gender inequality. Gender-transformative approaches focus on its causes.”*

(BMZ Strategy for a Feminist Development Policy, Text Box p. 17, 2023)

GIZ can draw on a wealth of experience in strengthening gender equality and build on learning experiences in the implementation of both GE2, as well as GE1 projects. Within the framework of a feminist development cooperation, existing feminist approaches are currently being identified or (further) developed and classified in various sectors.

GTA requires a combination of measures in several dimensions simultaneously, i.e., individual/interpersonal, structural, systemic, and cultural. The four quadrants of power – as initially developed by Ken Wilber - exemplifies this as a precondition for creating change that is more sustainable and deeply-rooted. This model for change aims to organize the complexity of reality, and when applied through a gender lens, offers a transformative approach to gender equality efforts.



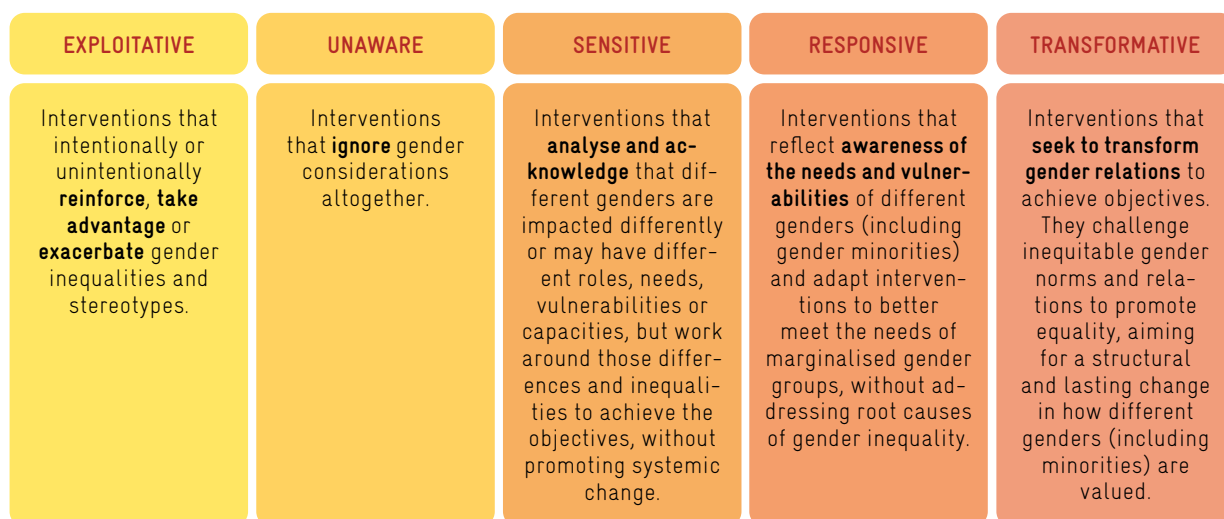
©Ken Wilber. All Rights Reserved. Adapted and used with permission.

The content was developed by the FMB Gender Team and can also be read in more detail in the “[Gender-Transformative Approaches Concept Paper](#)” and paper on “[Good practices of gender-transformative approaches \(GTA\)](#) A collection of specific examples” (GIZ internal documents).

To fully grasp the transformative power of GTA, it's essential to distinguish it from gender-sensitive and gender-responsive approaches. In that, a gender-sensitive approach involves recognizing and considering gender differences, inequalities, and relations. However, its influence on project

planning and implementation can be seen as marginal. In contrast, a gender-responsive approach delves deeper, thoroughly analysing and incorporating gender-sensitive research findings into the design and execution of projects, ensuring that gender considerations are integral to the process.

### Continuum of gender integration



Source: Concept on the gender-transformative approach that has been prepared by the EU Member States' gender experts' working group as of July 2024.

The gender-transformative approach goes beyond both. It critically questions and seeks to change the gender norms, structures, and power dynamics that inevitably legitimize inequalities. This approach not only addresses the symptoms of gender inequality but also aims to transform the societal structures that work to sustain these disparities, paving the road towards sustainable gender equality.

Implementing GTA in international development is not without its challenges. The complexity of deeply ingrained societal norms, variance of cultural contexts, and sector-specific discrimination can create significant hurdles – for example, challenges facing women's participation in STEM careers or lack of men in care professions. Additionally, measuring the transformative impact of projects is often diffi-

cult, requiring nuanced and context-specific monitoring and evaluation. **However, the opportunities for impactful change are immense.** GTA can lead to profound shifts in societal attitudes and structures, creating more inclusive, cohesive, and equitable communities.

A key question for GTA is and will increasingly become, what is its relationship with anti-rights and anti-feminist movements. While research and data on GTA in the context of international development efforts is still emerging, the rise of anti-rights and anti-feminist movements are increasingly challenging hard-won gender gains. In this respect, additional understanding is needed of how gender-transformative approaches have the potential to resist, counteract or alternatively incite these movements.



One of the key innovations coming out of GIZ's commitment to gender-transformative approaches is the *self-assessment tool*\* created by the gender team in the Sectoral Department. The tool is designed to evaluate the gender-transformative potential of projects. It provides a structured approach to assess GTA elements at various levels, from module objectives to specific activities. It also encourages

a participatory process, involving all stakeholders in project planning and implementation. This collaborative assessment not only enhances the accuracy of the assessment but also fosters a shared commitment to gender-transformative goals.

A GIZ colleague shared feedback from projects experimenting with the *GTA-Self-Assessment Tool*:

***“The tool pushes us to rethink what the project’s goal is and helps not only to understand GTA in a structured way but also to see what is missing and how we can better monitor respective activities and their potential impact.”***

Indeed, the tool serves to guide a discussion on the key elements regarding the contents and processes that may constitute a gender-transformative approach. The insights gained during the participatory use of the tool help to jointly draw a nuanced picture of a project's current state and its potential for enhancing the gender-transformative quality through further action steps.

Highlighting real-world applications of GTA demonstrates its gender-transformative potential.

The GIZ examples on the next page provide an inspiration of how this might look.

---

\* GIZ internal documents

## PEER-TO-PEER GROUPS

*Example Project:*

### **Global Programme “Food and Nutrition Security, Enhanced Resilience” in Malawi**

In Malawi, the Global Programme Food and Nutrition Security, Enhanced Resilience, in partnership with CARE International, is fostering Father-to-Father (F2F) Groups to challenge existing social and cultural beliefs. These groups encourage men to discard stereotypes about women’s subordinate roles and the notion that home and care work are

solely women’s responsibilities. The goal is to promote gender equality, reduce women’s workload, and improve household nutrition. Regular monitoring shows that households, which have a F2F Group member, are better equipped to achieve improved nutrition and WASH outcomes and have reduced likelihood of gender-based violence.

## GTA APPROACH

The gender-transformative approach includes:

- Challenging Gender Norms: Encouraging men to take on cooking and other traditionally “female” tasks to disrupt gender-stereotypical roles.
- Community Engagement: Trained community volunteers facilitate discussions on gender roles, WASH and nutrition, creating spill-over effects throughout the community and engage local leaders.
- Participatory Analysis: Involving community members in identifying and challenging social and gender norms using Participatory Rural Appraisal tools.
- Gender-based violence: Engaging men through dialogues and discussions to end gender-based violence.



## GENERATION DIALOGUE

*Example Project:*

### **Regional Project on FGM Prevention in the Horn of Africa**

This project aims to improve the prevention of female genital mutilation (FGM) by strengthening the capacity of stakeholders for awareness-raising at various levels. It supports “generational dialogues”, creating safe spaces for com-

munity members of all generations and genders to discuss values and traditions. This respectful and open-ended dialogue helps communities address harmful practices at their own pace.

## GTA APPROACH

The gender-transformative approach in this project includes:

- Addressing and changing the reasons behind harmful traditional practices rooted in patriarchal power structures and social norms.
- Mobilizing a critical mass of the local community for social change.
- Facilitating exchanges across different social groups, considering intersecting factors within groups of younger and older community members.





## ADDRESSING PRACTICAL AND STRATEGIC INTERESTS TO SUPPORT GENDER EQUALITY

*Example Project:*

### **Economic and Social Participation of Vulnerable Displaced Persons and Local Population in the South Caucasus**

This project focuses on improving the practical needs of vulnerable groups by providing better access to information, services, and employment opportunities. It also

addresses strategic needs by supporting governmental and non-governmental actors with capacity building for developing non-discriminatory guidelines and policies.

### **GTA APPROACH**



The gender-transformative approach in this project includes:

- Initiating change processes at the institutional level with state and non-state actors.
- Implementing capacity-building measures at the community level on gender, inclusion, and conflict sensitivity.
- Promoting self-organisation and representation of target groups through micro-projects focused on gender equity, inclusion, and conflict sensitivity.
- Creating opportunities for displaced and local women to engage in atypical jobs/entrepreneurial activities.

## ROLE MODELS FOR ATTITUDE CHANGE TOWARDS WOMEN-LED BUSINESSES

*Example Project:*

### **Promotion of Female Entrepreneurs and Business Start-Ups by Women in India (Project Her&Now)**

The project supported women entrepreneurs in India by addressing traditional gender norms and promoting a gender-transformative entrepreneurial ecosystem. A key

component is a film and media campaign showcasing women entrepreneurs as relatable role models to challenge stereotypes and encourage social change.

### **GTA APPROACH**



The gender-transformative approach in this project included:

- Portraying women who defy gender stereotypes, serving as role models for social change.
- Highlighting supportive (male) family members who defy societal expectations.
- Encouraging reflection and discussion on gender-specific needs and discrimination through moderated film screenings and book readings.
- Using mass media to reach a broad audience, essential for social transformation processes.

# Imprint

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

**Published by:**  
Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

**Registered offices:**  
Bonn und Eschborn

Friedrich-Ebert-Allee 36 + 40  
53113 Bonn  
T +49 228 44 60 - 0  
F +49 228 44 60 - 17 66

Dag-Hammarskjöld-Weg 1-5  
65760 Eschborn  
T +49 6196 79-0  
F +49 6196 79-1115

E [info@giz.de](mailto:info@giz.de)  
I [www.giz.de](http://www.giz.de)

**Responsible:**  
Irene Genzmer (GIZ Gender Commissioner)

**Coordination Gender Competition 2024:**  
Dr. Angela Langenkamp (former GIZ Gender Commissioner)  
Theresa Rettner (Gender Policy Advisor)

**Co-Editor:**  
Jaslyn Reader  
Theresa Rettner  
Lena Schulte

**Design:**  
creative republic  
Thomas Maxeiner Kommunikationsdesign,  
Frankfurt am Main, Germany  
[www.creativerepublic.de](http://www.creativerepublic.de)

**Photo credits/sources:**  
© GIZ

**URL links:**  
This publication contains links to external websites. Responsibility for the content of the listed external sites always lies with their respective publishers.  
When the links to these sites were first posted, GIZ checked the third-party content to establish whether it could give rise to civil or criminal liability.  
However, the constant review of the links to external sites cannot reasonably be expected without concrete indication of a violation of rights. If GIZ itself becomes aware or is notified by a third party that an external site it has provided a link to gives rise to civil or criminal liability, it will remove the link to this site immediately. GIZ expressly dissociates itself from such content.

GIZ is responsible for the content of this publication.

**Location and year of publication:**  
Eschborn und Bonn, 2024





Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

Sitz der Gesellschaft  
Bonn und Eschborn

Friedrich-Ebert-Allee 36 + 40  
53113 Bonn  
T +49 228 4460-0  
F +49 228 4460-1766

Dag-Hammarskjöld-Weg 1-5  
65760 Eschborn  
T +49 6196 79-0  
F +49 6196 79-1115

E [info@giz.de](mailto:info@giz.de)  
I [www.giz.de](http://www.giz.de)