



# GENDER EQUALITY AND DIVERSITY

Reflections on implementation on project level and inhouse



# PANEL DISCUSSION

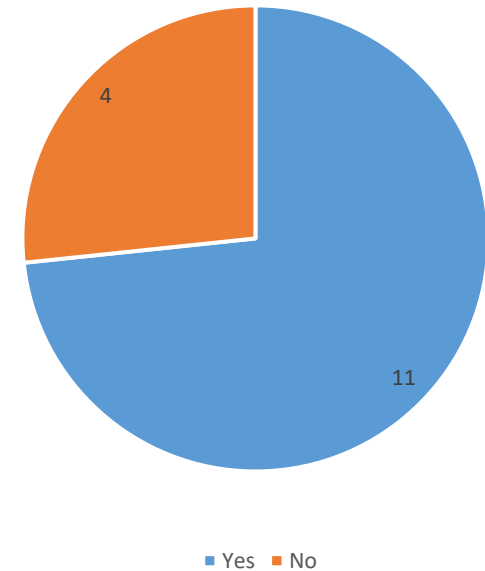
- ▶ Differentiate between inhouse processes and project level
- ▶ Inhouse: TWG on Gender and Diversity (inspired by the feminist development policy of BMZ): inclusion of Gender and Diversity into the organization wide quality management and safeguarding process following the renewed Gender and Diversity policy (2022)
- ▶ Project level: Indicators fully depend on client



# MAINSTREAMING GESI - MEASURE AND MONITOR CHANGE

- ▶ ESE Department has initiated a questionnaire to identify good practices (15 projects analyzed (13 GIZ, 1 KfW, 1 SECO):
- ▶ **What gender indicator(s) is/ are measured in your project?**
  - Data: ration of women, all indicators are disaggregated by sex
  - Thematic fields: general participation of women in activities, TVET measures are adapted to women's needs, women's rate of passed final exams, women's grades of passed final exams, information measures are adapted to women's needs, women's participation rate in political discussion formats, women's increase of income generating measures

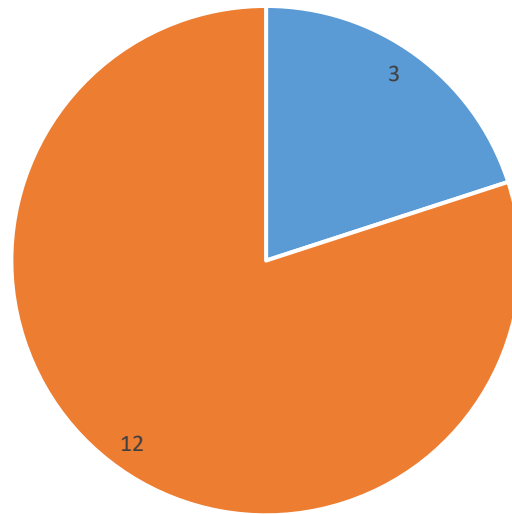
Gender indicators in the project



# MAINSTREAMING GESI - MEASURE AND MONITOR CHANGE

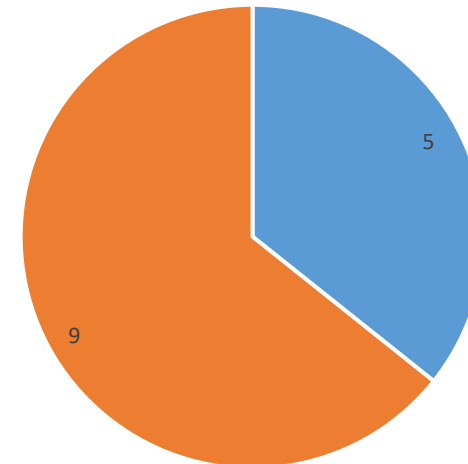
## ► Gender Expertise in the 15 projects

Gender expert financed by the client



■ Yes ■ No

Team member in charge of integrating a gender perspective

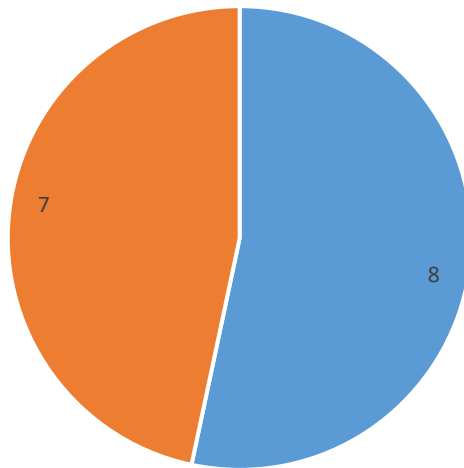


■ Yes ■ No

# MAINSTREAMING GESI - MEASURE AND MONITOR CHANGE

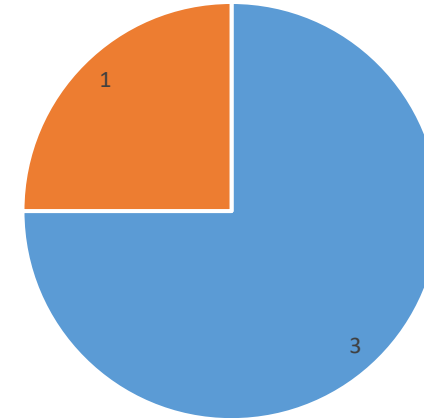
## ► Collaboration with partners

Engagement of the local civil society and the local communities



■ Yes ■ No

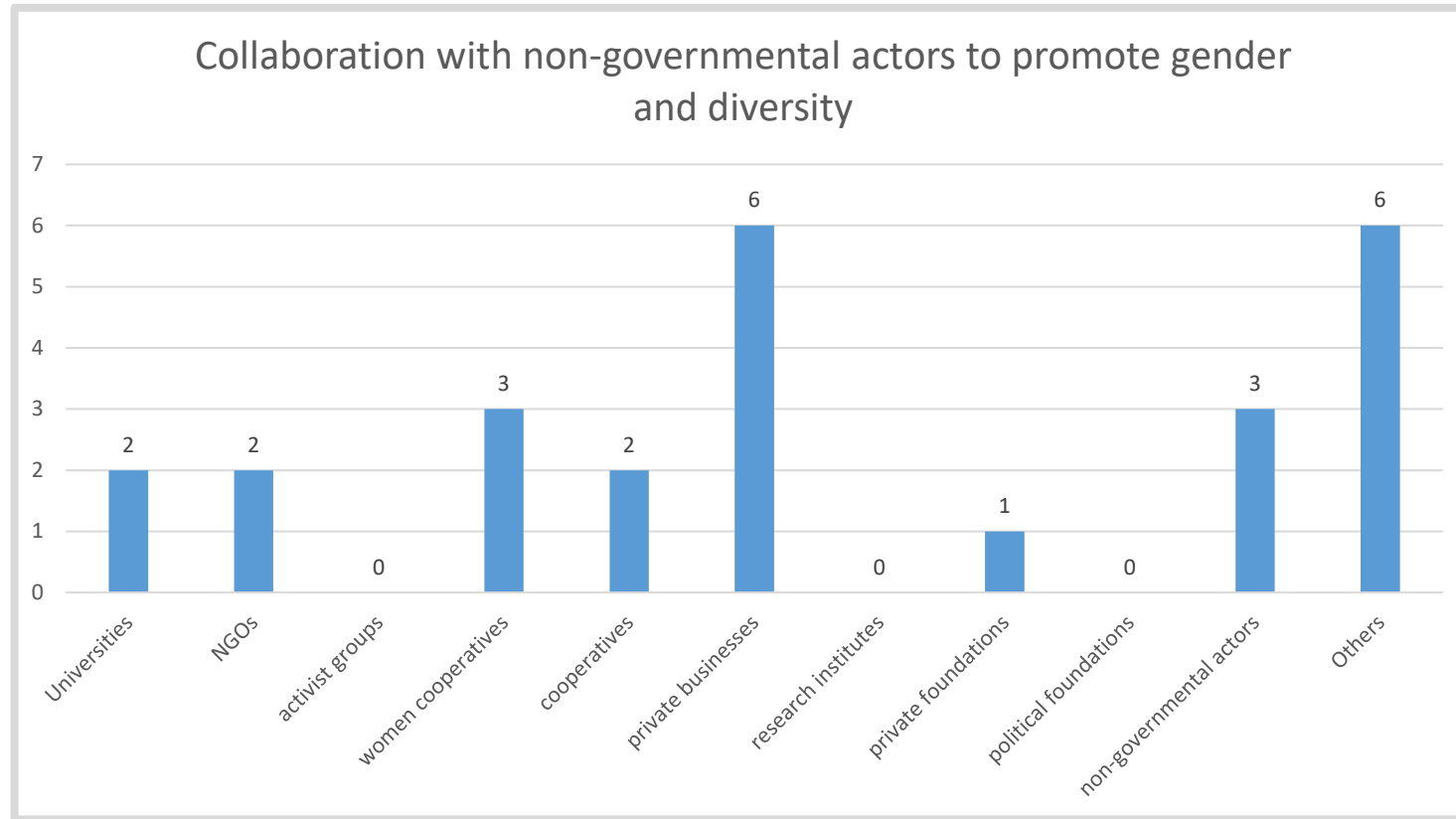
Engagement with local organisations that explicitly work with gender and diversity as part of their mission



■ Yes ■ No

# MAINSTREAMING GESI - MEASURE AND MONITOR CHANGE

## ► Types of partners to collaborate on GESI



### Others :

- VET Schools
- National Short-term experts
- Mentari Programme
- Youth organizations for agriculture/agribusiness

## EXAMPLES OF PROJECTS HOW CHANGE IS MEASURED AND MONITORED

- ▶ **UMIMCC (GIZ):** target has been 40% women of overall target group, reality 70%, however no comprehensive gender-sensitive design, impact could have been even stronger
- ▶ **YEP (SDC):** Indicators have been revised to be more tailored and specific
- ▶ **PESoP (GIZ):** Indicators purely on numbers but with strong accompanying measures, became a GG2 project
- ▶ **ATVET (GIZ/AUDA - NEPAD) :** Transformative approach to measure change: through comprehensive studies



## EXAMPLES OF PROJECTS – UMIMCC – BANGLADESH (GIZ)

- ▶ Target communities mostly consisted of female-headed households
- ▶ Female participants mostly interested in trainings that led to self-employment and flexible working arrangements
- ▶ No starter kit provisions for female graduates led to low self-employment rates
- ▶ Provision for safe transport and adequate child care was not included to budget calculations
- ▶ Proper consultations of women about expectations and expected outcomes at the beginning of the project would have led to stronger outcomes

# EXAMPLES OF INDICATORS – YEP – MONGOLIA (SDC)

Indicator before the mission	Indicator after the mission
Assessment of Youth Employment Services (YES) Desks	Gender-sensitive impact assessment of YES Desks and Employment Services
% of successful job matches among female clients	In-depth training on gender for employment counsellors Gender sensitive promotion of YES Desks Gender Training for government institutions in cooperation with National Committee on Gender Equality
Gender sensitive tools are developed	Revision of existing handbook, adding gender sensitive questionnaires to the existing training material and M&E structure

## CHALLENGES FOR TRANSFORMATIVE APPROACHES

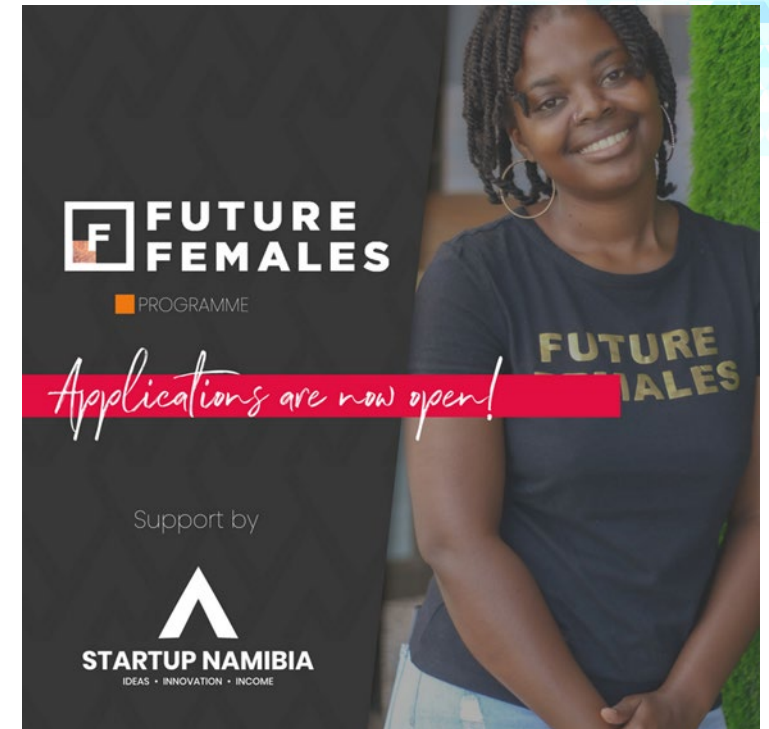
- ▶ Lack of understanding on how to **set up** transformative project designs
- ▶ Pressure to reach numbers and implement **without time for intersectional project design**
- ▶ **Lack of support** from different levels (senior management, partners)
- ▶ **Tenders often not yet desinged** in way that transformative approaches are encouraged
- ▶ **Opportunity costs for women to high** to attend longterm training programmes
- ▶ Setting up a **safe learning enviroment requires holistic planning and implementation**

# BREAK OUT SESSION

# PRACTICES FROM PRIVATE SECTOR - INTRODUCTION OF DIVERSITY

**Start Up Namibia (GIZ):** Close to 60% of women-led startups confirm improvement, vs. only 40% of men-led startups, Female respondents show better results towards growth and formalisation than male respondents

- Lesson learnt: it is worth focussing on women-led startups, as they show greater commitment and their enterprises grow faster and stronger
- ▶ Entering into partnerships with Namibian organisations targeting female entrepreneurs, such as Future Females & National Innovation Challenge for Women
- ▶ Offering targeted training programmes with female (co-)facilitators
- ▶ Promoting women entrepreneurs in all our communication channels and encourage them to apply
- ▶ Promoting role models via our social media and live interviews



# PRACTICES FROM PRIVATE SECTOR - INTRODUCTION OF DIVERSITY

**ATVET (GIZ/AUDA – NEPAD):** Agribusiness: Women well trained and committed to their business, well organized in groups and able to invest savings wisely, supported through tailored financial trainings

- ▶ Gender-transformative approaches that tackled business power relations and behaviour were at the core of all project interventions
- ▶ Close coordination between the two modules ATVET Classic and ATVET4W and excellent communication between GIZ and GFA teams
- ▶ Close involvement of the project partners ensured optimal impact and sustainability of interventions
- ▶ Experience-sharing between countries was regarded as very helpful by all beneficiaries
- ▶ Tracer studies helped to steer the project and to adapt interventions if necessary
- ▶ Room for innovation to design and roll-out successful approaches





# MEASURING TRANSFORMATIVE IMPACT

**ATVET** - Gender makes Business Sense (GmBS) Training – a practical capacity development journey for agripreneurs

- ▶ The project aimed at measuring results of this training programme and therefore commissioned a **quantitative study in five of the six pilot countries**. The assessment was conducted to
  - understand the status of the target group in terms of employment, income, empowerment and business management skills after undergoing the GmBS trainings;
  - assess the potential impact at the end of the project and
  - identify lessons learnt to be fed back into learning and innovation of the programme.
- ▶ The study was set up as a **quantitative baseline-endline comparison** consisting of baseline and endline surveys among the target group i.e. agripreneurs participating in the GmBS training and subsequent mentoring. The baseline and the endline were conducted by **enumerators through computer-assisted personal interviews** (CAPI).
- ▶ The study found **differential employment patterns** between countries and genders. A tendency towards a **gender income gap** in all five countries that is **slightly reduced** towards the endline. The areas with the highest disempowerment are ***work balance, respect among household members and visiting important locations***. Business management practices showed strong country specific differences and reported gender imbalances to a lower extent. An **increase in applying business management practices is evident**.

# MEASUREMENT OF WOMEN EMPOWERMENT – ATVET

- ▶ The project-based **Women Empowerment in Agriculture Index** (pro-WEAI) is a survey-based indicator specifically designed to measure women's empowerment in agricultural development projects. Developed by the International Food Policy and Research Institute (IFPRI)
- Some results:
  - *Attitudes about intimate partner violence against women* decreases strongly in Burkina Faso and Togo, additionally in Benin.
  - In Benin *Input in productive decisions* increased considerably.
  - In Benin *Control over use of income* catches up with the other countries.
  - While *Work balance* inadequacy decreases in Benin and Burkina Faso it increases in Kenya and strongly in Togo driving the increase in the overall indicator.
  - *Membership in influential groups* inadequacy decreases in Burkina Faso and Kenya.

## Social Entrepreneurship for Migration and Development (SDC)

- ▶ Step by step guide on how to design more inclusive programmes and how to build inclusive business models for vulnerable groups
  - 1,635 job opportunities created
  - 23,698 supported migrants refugees
  - 40,670 people benenefited
- ▶ Success factors on how to be inclusive of vulnerable groups as part of business models:
  - Hire from within vulnerable communities
  - Create products or services that directly benefit vulnerable groups
  - Incorporate inclusive practices into the supply chain



# INDICATOR EXPECTATIONS VS EFFORTS TOWARDS TRANSFORMATION,

## ► Réussir Senegal - Saint Louis

- Pottery project with youth with intellectual disabilities
- Numbers for indicators reached but project still has charity character
- No efforts to integrate youth into pottery business, learning places to ensure inclusive learning and employment (not required and supported by client)



### **GFA Gender and Diversity policy (2022)**

- ▶ GFA is committed to a **gender-transformative approach**, intersectionality, diversity and Do No Harm
- ▶ Incorporating a gender perspective to GFA process such as recruitment, project design and management.
- ▶ Gender perspective will be incorporate in our future company wide safeguarding system
- ▶ GFA implements a family friendly policy



Thank you very much for  
your attention.

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