



Federal Ministry  
for Economic Cooperation  
and Development

# Development Policy Action Plan on Gender Equality 2016 – 2020

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ACTION PLAN



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# 1 Introduction and policy context

*“The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.”*

The wording of the Basic Law of the Federal Republic of Germany is clear, and yet we have not yet succeeded, either in Germany or indeed any other country, in eliminating gender-based discrimination. True, a great deal has happened since the United Nations adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979 and the Millennium Development Goals (MDGs) in 2000. Numerous states, as well as communities of states like the European Union and the African Union, have passed laws and adopted strategies designed to promote gender equality and strengthen women’s rights. There are, however, still more than 150 nations whose domestic legislation contains provisions that restrict and hinder women’s economic participation and development.<sup>1</sup> Moreover, in many countries we find the persistence of social norms, structures, institutions and entrenched power relationships that prevent girls and women from participating on equal terms in public, social and political life. Their immense potential could contribute to sustainable development but is all too often thwarted instead of being developed not only for the good of their families and society but for their own wellbeing. The challenge of overcoming all this has been addressed by heads of state and government as part of their commitment to the Sustainable Development Goals, which are enshrined in **“Transforming our World: The 2030 Agenda for Sustainable Development”** and in the Addis Ababa Action Agenda on Financing for Development. In the negotiations leading up to these agreements, Germany explicitly advocated the mainstreaming of women’s rights and insisted on making the actual elimination of gender-based discrimination one of the objectives.

The 2030 Agenda constitutes a good platform for making sustained progress in advancing gender equality. It demands of all the actors an effort to rethink sustainable development as a mission for all that will also benefit all, and can only be accomplished if women participate as equals.

An important role is played here by our cross-sectoral strategy on Gender Equality in Development Cooperation, which the Federal Ministry for Economic Cooperation and Development (BMZ) adopted in 2014. By rolling out this strategy, which is fleshed out here in this Development Policy Action Plan on Gender Equality 2016 – 2020, we are making a significant contribution to achieving the global objectives and fulfilling our own national commitments.

We take our mission seriously. For us, **“business as usual” is not an option**. This is precisely why we have chosen to widen our previous dual-track approach, with its combination of gender mainstreaming and women’s empowerment, to create a **three-pronged approach**. Carried forward by a clear mandate and a profound political will, which was reaffirmed in Germany’s 2015 Presidency of the G7, we have committed to additional efforts to systematically embed the issues of gender equality and the elimination of all forms of discrimination against women in **high-level bilateral and multilateral dialogue on development policy** as well as in sector dialogues and to make progress on these issues a quality criterion for our work at every level.

## 1.1. OBJECTIVE OF THE ACTION PLAN

The BMZ Development Policy Action Plan on Gender Equality 2016 – 2020 (in short: Gender Action Plan = GAP II) sets out the priorities and concrete measures through which the three-pronged approach of gender mainstreaming, empowerment and policy dialogue will be implemented in German development cooperation. This approach will be applied both to policy-making and programming and to programmes and projects.

The BMZ Gender Action Plan (GAP II) is designed to:

- enforce women's rights and achieve gender equality in collaboration with our cooperation partners, the EU and the international community;
- make sustained and inclusive advances through close cooperation and intensive dialogue with all actors and stakeholders;
- promote women's economic empowerment by implementing the Leaders' Declaration of the G7 at their Elmau Summit;
- give fresh impetus to efforts to involve men as change agents in promoting gender equality and tackling multiple discrimination;
- strengthen efforts to eliminate violence against women, which is a human rights violation;
- continue to develop gender-responsive development financing approaches, at the bilateral and multilateral level as well as in planning the BMZ budget;
- build gender competence and address current needs with innovative interventions and methods;
- make measurable progress in achieving gender equality, measuring the impacts of interventions and optimising their impact orientation;
- contribute to rolling out the human rights-based approach in development cooperation as defined in the BMZ Strategy Paper on Human Rights in German Development Policy, which is binding for all interventions.

The yardstick against which we wish to be measured is our record in implementing the measures set out in the **Action Framework** (in **Part B** below) for nine sector-specific issues (see Chapter 3 below) and for seven cross-sectoral activities (see Chapter 4). The Action Framework forms the basis of a road map to be drawn up each year on a rolling basis. This process

requires close consultation with all the stakeholders to examine current gender-specific challenges, areas of discrimination and potential advances, and to set thematic and institutional priorities for implementation.

GAP II is binding on everyone working for the BMZ or for the German implementing organisations working with us in the development field. The common responsibility of all actors and stakeholders is a principle that underlies the 2030 Agenda for Sustainable Development and it is in this spirit that our Gender Action Plan serves as guidance for, and as an offer of cooperation to, our partners, especially civil society and non-governmental organisations, private bodies, research institutions and the private-sector.

## 1.2. INTERNATIONAL FRAMEWORK AND PRESENT SITUATION

Gender equality is still far from becoming a reality. Yet it is an essential condition for making development socially fair and economically and ecologically sustainable. This insight is reflected in ongoing international processes and current objectives to which we are aligning our efforts under this Gender Action Plan (GAP II):

- **The 2030 Agenda for Sustainable Development:** As in the Millennium Development Goals (MDGs), gender equality is again firmly enshrined in the 2030 Agenda for Sustainable Development, with the achievement of gender equality and empowerment of all women and girls appearing as a goal in its own right (SDG 5) and as a guiding principle for implementation. The individual targets specified under Goal 5 address key issues, including discrimination and violence against women and girls, unpaid care and domestic work, sexual and reproductive health and rights, and access to productive resources. Moreover, the Agenda seeks inclusive participation, access to justice for all and non-discrimination in development processes (Goal 16). Moreover, the promotion of gender equality and the focus on women's empowerment are treated as a key issue for mainstreaming and specified as a target under eight of the seventeen goals, including the poverty, climate, education,

health and employment goals. An overarching imperative is to strengthen efforts to promote investment and institutions that further gender equality.

- **The Addis Ababa Action Agenda (AAAA):** The outcome document of the Third International Conference on Development Financing also affirms the need for investment to promote gender equality and empower women and girls. Under this agreement the States commit to respecting human rights and eliminating gender-based violence and discrimination in all its forms. They also undertake to ensure at all levels that women have equal rights and opportunities in terms of economic participation, voice and agency. In particular, there is agreement on the need to promote gender-responsive budgeting and tracking, along with the necessary capacity building and increased transparency as well as women's full and equal participation in this field, and to report on progress made.
- **Germany's G7 Presidency:** In the Leaders' Declaration of the G7 Summit at Schloss Elmau, heads of the G7 countries reaffirmed their will to help partners in developing countries to overcome discrimination, sexual harassment and violence against women and girls, and remove other cultural, social, economic and legal barriers to women's economic participation. The BMZ's G7 initiative on women's economic empowerment in developing countries, along with the subsequent formation of the G7 Working Group on Gender Equality and Women's Empowerment, has reinvigorated efforts to promote gender equality and strengthen women's rights. By promoting the UN Women's Empowerment Principles (WEPs), the German G7 Presidency also introduced a focus on strengthening women's position within businesses and global supply chains.
- **EU Action Plan on "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016 – 2020":** Germany takes the new EU action plan as an important frame of reference.

The plan consists of four pillars, with concrete indicators and targets set for each: (I) Fighting violence of any kind against women and girls, (II) Promoting the economic and social rights of women, (III) Strengthening the voice and participation of women and girls, and (IV) Shifting the institutional culture in the EU to improve the coordination and coherence of measures taken by all EU actors and Member States. Moreover, the EU Action Plan is a key tool for implementing the 2030 Agenda for Sustainable Development.

### 1.3. BACKGROUND AND LESSONS LEARNT FROM THE "DEVELOPMENT POLICY ACTION PLAN ON GENDER 2009 – 2012"

The BMZ's first gender action plan, (GAP I), was reviewed in 2013 to determine implementation status, targets achieved and effectiveness. The review produced a generally positive picture. It finds that GAP I helped to mainstream the issue of gender equality visibly, effectively and coherently in the strategies, projects and programmes of German development cooperation. This appraisal has also given us new ideas and recommendations on how best to move forward. Thus, in addition to the four thematic areas set out in GAP I (economic empowerment; women in armed conflicts and their role in conflict management; gender-specific challenges and responses to climate change; and sexual and reproductive health and rights, family planning), the strategy paper identified other issues on which there is a particular need for action. They include preventing and tackling violence against women and girls, rural development and food security, and political participation and education. In a wide-ranging consultation process, the recommendations were discussed with representatives of the implementing organisations and civil society. The additional issues were then reflected in the design of the BMZ's gender equality strategy<sup>2</sup> and in this new Gender Action Plan (GAP II), which translates the gender equality strategy into concrete measures.

## 2 Principles

With the adoption, in May 2014, of the cross-sectoral strategy on “Gender Equality in German Development Policy”, the BMZ’s gender approach was broadened to address current challenges and existing realities of gender discrimination.

### 2.1. FUNDAMENTALS

- **Women’s rights are human rights.** They are universal, inalienable and indivisible. This is a basic principle that guides German development policy and critically shapes the objectives, programmes and approaches we adopt in our cooperation with partner countries and at international level.
- The BMZ advocates a **human rights-based approach**. Women are rights holders. The BMZ helps women to be able to effectively claim these rights. By the same token, the BMZ helps governmental partners, as bearers of obligations, to respect, protect and guarantee the rights of women.
- **Non-discrimination** is a key human rights principle. It is enshrined in all human rights conventions and reaffirmed in the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). The BMZ and its partners therefore have an obligation to focus efforts on reducing gender-based discrimination in its various forms and to actively promote women’s rights.
- The BMZ pursues a **transformative gender approach**, which means we actively question and critically analyse established norms and gender stereotypes and focus on dismantling existing structural inequalities.

### 2.2. THREE-PRONGED APPROACH

We focus on promoting gender equality and women’s rights through a **three-pronged approach** consisting of:

- **Policy dialogue:** systematically making women’s rights and gender equality issues an integral part of high-level bilateral, multilateral and joint-donor dialogue on development policy, sector policy dialogue and the policy advice we give.
- **Empowerment:** promoting specific measures targeted at strengthening women’s rights and removing instances of gendered discrimination and disadvantage (GG2 measures, for which gender equality is the principal objective).
- **Gender mainstreaming:** incorporating the gender perspective in all development policy strategies, programmes and projects (GG1 measures, for which gender equality is a significant objective).

### 2.3. INSTRUMENTS FOR IMPLEMENTING THE GENDER APPROACH

The various instruments already used to implement the gender equality strategy in German development cooperation are central to the measures being taken in all areas of intervention – both thematic and cross-sectoral – that contribute to sustainable progress on gender equality:

- As part of our three-pronged approach, **high-level bilateral and multilateral development policy dialogue** is of paramount importance. The BMZ will make systematic use of policy dialogue to highlight gender equality issues in bilateral negotiations and consultations between governments. The point is to treat human rights for women as a common legal obligation and, wherever possible, agree concrete arrangements to ensure these rights are actually enforced. Our approach is based on the UN Convention on the Elimination

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- of all Forms of Discrimination against Women (CEDAW) to which the Federal Republic of Germany and all the partner countries have acceded. The principle of non-discrimination is also upheld in all the other international human rights treaties that Germany and its partners have ratified. At the international level the BMZ is represented in relevant multilateral bodies and argues for its gender policy strategies and positions in the respective institutions and joint-donor policy dialogue.
- In German development cooperation, we use **strategy papers** for the strategic alignment of the BMZ's cooperation portfolio. We are rigorous in ensuring that the gender perspective is properly reflected in the design of our country and sector strategies. For example, when drafting country strategies we draw on gender analyses and set gender-differentiated targets, indicators and schedules in priority areas wherever this makes sense. To this end, the BMZ has formulated guidelines for incorporating human rights standards and principles, including gender, into programme proposals for bilateral cooperation (BMZ, 2013). Moreover, we strive to assist our partners in making the gender perspective and the relevant interventions an integral part of their own strategy papers for defining policy and guiding actions.
  - We require that a **gender analysis** be carried out when preparing for all classifications of development measures (GG marker: gender equality policy marker). Using gender-disaggregated data, gender analyses identify context- and sector-specific gender-relevant needs and interests. They form the basis for gender-responsive design of development policy initiatives. In future we will also ensure that gender analyses – both our own and, where available, those of other donors – are taken into account when drawing up country strategies. Targets, indicators and schedules in the priority areas are being set differentially to reflect gender.
  - **Gender-sensitive project planning and management** is based on the findings of the respective gender analysis. It covers the design of the methodology to be used and the system of objectives to be followed. This includes human rights-based, gender-sensitive planning of objectives, strategies and activities. Having explicit gender-sensitive (impact) indicators and an established gender-sensitive monitoring system makes it easier to assess progress towards desired outcomes. Other elements of gender-sensitive project planning and management include gender-sensitive budgeting and resourcing and gender-sensitive human resources planning. Consideration must also be given to ensuring that women and men participate equally and have equal voice in design and decision-making processes and in planning and management bodies.
  - **Gender-sensitive monitoring and evaluation** are strategic elements of control and accountability in all areas of intervention – both thematic and cross-sectoral. They serve to actively determine whether the planned measures are being implemented and the right resources made available and the extent to which the desired outcomes for gender equality and human rights implementation have actually occurred. The policy dialogue pursued by the BMZ in line with the EU efforts to strengthen the rights of women in partner countries must also be systematically monitored and documented, as should the process of assessing the relevance and effectiveness of measures envisaged in sector strategies and strategy papers.
  - Sectoral and cross-sectoral **gender competence** (wanting – knowing – being able) at all levels is being systematically strengthened within the BMZ and the implementing organisations by means of **gender and human rights trainings** and other measures.

## 3 Sector-specific issues under GAP II

Our choice of priority issues for the Gender Action Plan and associated measures is guided by the BMZ's own sector-specific priorities and the Sustainable Development Goals (SDGs).

**Eradicating poverty** is a core mission for the BMZ. All pro-poor programmes in German development cooperation understand that poverty is not gender-neutral: at least 70% of the world's poor are women.<sup>3</sup> In Sustainable Development Goal 1 (SDG 1) the international community has set itself the target of eradicating extreme poverty for all people everywhere in the world (SDG 1.1) and, by 2030, reducing by at least half the proportion of men, women and children of all ages living in poverty in all its dimensions (SDG 1.2). Another target under Goal 1 is to ensure that social protection systems and measures be implemented for all (SDG 1.3). All men and women, but especially the poor and the vulnerable, should also attain the same rights to economic resources as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance (SDG 1.4). Furthermore, the international community wants to create sound policy frameworks at national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication action (SDG 1.b). These frameworks shall include inclusive, participatory and transparent institutions and non-discriminatory policies (SDG 16.3, 16.6, 16.7, 16.b)

### Priority issues for promoting gender equality and strengthening the rights of women

1. Access to justice and legal services for women and girls, political participation, voice and leadership
2. Rural development, agriculture and food security
3. Violence against women and girls
4. Armed conflicts, peacekeeping and displacement
5. Education
6. Gainful employment and economic empowerment
7. Health, including sexual and reproductive health and rights (SRHR)
8. Water and sanitation
9. Climate change, disaster risk management, sustainable development, urban and municipal development

For each priority issue, we have selected goals and measures in line with our three-pronged approach. Our action framework, with its summary of measures, is set out as a table in Part B below. It covers, on the one hand, exemplary current measures which are to be continued and, on the other, innovative measures designed to improve and expand existing initiatives as well as pilot projects with novel approaches. The latter are intended to tackle the challenges we now face in a more focused and effective manner. Our action framework will be implemented through annual road maps, updated on a rolling basis. The BMZ will regularly review implementation and report on outcomes. Without claiming to be exhaustive, the following section outlines the current situation and the challenges and potentials arising in each area.

### 3.1. ACCESS TO JUSTICE AND LEGAL SERVICES FOR WOMEN AND GIRLS, POLITICAL PARTICIPATION, VOICE AND LEADERSHIP

In committing to Sustainable Development Goal 5 (SDG 5), the international community has set itself the task of ending all forms of discrimination against all women and girls everywhere (SDG 5.1) and adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality and empowerment of all women and girls at all levels (SDG 5c). A further target is to ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life (SDG 5.5). SDG 16 seeks to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Another target is to provide legal identity for all, especially through birth registration, by 2030 (SDG 16.9).

#### → Challenges and potentials:

- 155 countries have discriminatory laws on their statute books.<sup>4</sup>
- Only 22 per cent of all parliamentarians<sup>5</sup> and only 27 per cent of all judges worldwide are women.<sup>6</sup>
- If more women are elected to office, political decisions will take greater account of the interests and needs of women and families. In Rwanda and South Africa, for example, an increase in the number of female members of parliament has led to more progressive legislation in the areas of land ownership, inheritance and reproductive rights.<sup>7</sup>

#### → Strategic objectives:

By 2020 we will:

- strengthen access to justice and legal services for women and girls.
- ensure women's political participation, voice and leadership, including efforts to help governments meet their responsibility to guarantee political participation by women, make participatory processes inclusive and place participatory rights on a sound legal and institutional footing.
- support civil society advocacy of women's rights and protect human rights defenders.

### 3.2. RURAL DEVELOPMENT, AGRICULTURE AND FOOD SECURITY

The international community has set itself the goal of ending all forms of malnutrition by 2030 and addressing the nutritional needs of adolescent girls, pregnant and lactating women and older persons (SDG 2.2). It also aims, again by 2030, to double the agricultural productivity and income of small-scale food producers, especially women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment (SDG 2.3).

#### → Challenges and potentials:

- Only about 10 – 20 per cent of all land holders are women.<sup>8</sup>
- Women and girls account for the largest share of the world's undernourished, estimated at 60 – 70 per cent.<sup>9</sup>
- If farming women worldwide had the same access to productive resources as men, they would be able to raise yields by 20 – 30 per cent, enabling total agricultural production to grow by 2.5 to 4.0 per cent and reducing the number of hungry people in the world by 12 – 17 per cent.<sup>10</sup>

#### → Strategic objectives:

By 2020 we will:

- strengthen the rights of women and girls of all ages in rural development, agriculture and food security.
- ensure women's participation in systems of agriculture and food production and promote their active involvement in value chains through vocational training and other measures.
- enhance the gender-sensitive design, implementation, monitoring and impact evaluation of projects in the fields of rural development, agriculture and food security.

### 3.3. VIOLENCE AGAINST WOMEN AND GIRLS

The international community has committed itself to eliminating all forms of violence against women and girls in the public and private spheres, including trafficking and sexual and other forms of exploitation (SDG 5.2). Moreover, all harmful practices, such as child, early and forced marriage and female genital mutilation are to be eliminated (SDG 5.3).

#### → Challenges and potentials:

- The least safe place for women is the family: a study by the World Health Organisation (WHO) estimates that domestic violence is a reality in the lives of around a third of all women and girls worldwide.<sup>11</sup>
- In many countries, lesbian, gay, bisexual, transgender and intersex (LGBTI) people are exposed to violence in special ways due to cultural traditions and discriminatory laws.
- More than 130 million girls and women worldwide are victims of female genital mutilation (FGM).<sup>12</sup>
- It is estimated that each year approximately 15 million girls around the world are married before the age of eighteen.<sup>13</sup>

#### → Strategic objectives:

By 2020 we will:

- strengthen, through international dialogue, cooperation between government, civil society and the private sector on action to eliminate all forms of violence against women and girls.
- promote effective efforts to eliminate all forms of violence against women and girls of all ages and in all spheres and stages of life.
- advance the active commitment of German development cooperation to combatting female genital mutilation (FGM), early and forced marriage and other harmful traditional practices and promote these efforts internationally.

### 3.4. ARMED CONFLICTS, PEACEKEEPING AND DISPLACEMENT

The international community has set itself the objective of promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable and inclusive institutions at all levels by 2030 (SDG 16). Sustainable Development Goal 16 also demands that we significantly reduce all forms of violence and related death rates everywhere (SDG 16.1), establish responsive, inclusive, participatory and representative decision-making at all levels (SDG 16.7), ensure public access to information and protect fundamental freedoms (SDG 16.10). Under its **Action Plan on the Implementation of United Nations Security Council Resolution 1325 for the Period 2013 – 2016** (2012), the German government has identified far-reaching measures to be implemented by the relevant federal ministries, including the BMZ. The BMZ Strategy Paper on Development for Peace and Security (2013) also requires that gender perspectives be reflected in all measures in fragile contexts and contexts of violence and conflict.

#### → Challenges and potentials:

- Loss of livelihoods, lack of access to basic services, persistently high levels of domestic and sexual violence, and displacement and expulsion are issues that pose a far greater problem for women. Compared with the global average, women's life expectancy falls by 11.2 years in fragile contexts and in conflicts. The life expectancy of men declines by 10.4 years even though it is men who are more frequently involved directly in fighting.<sup>14</sup>
- The maternal mortality ratio for the world's crisis and conflict zones stands at 531 deaths per 100,000 live births, which is 60 per cent higher than the global average.<sup>15</sup>
- Women are significantly underrepresented in peace processes and peace negotiations. An analysis of 31 major peace processes conducted since 1992 shows that less than 5 per cent of women are among the signatories. Women have the role of chief mediator in just 2.4 per cent of cases, serve as observers in only 3.7 per cent of cases and make up just 9 per cent of negotiators.<sup>16</sup>

→ **Strategic objectives:**

By 2020 we will:

- contribute to the implementation of UN Security Council Resolution 1325 and follow-up resolutions by rolling out the German government's Action Plan on the Implementation of United Nations Security Council Resolution 1325 for the Period 2013 – 2016.
- ensure the needs of women and girls, especially as refugees, are considered in reintegration activities and involve women in reconstruction measures.
- demand and support women's participation in conflict prevention and management and in peace processes and negotiations.
- assist, promote and strengthen survivors of sexual violence through psychosocial intervention strategies to facilitate their active role in reconstruction.
- pay wider attention to protecting and safeguarding women and girls who have been displaced from their homes.

### 3.5. EDUCATION

The international community has committed to the target of eliminating, by 2030, gender disparities in education and ensuring equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in precarious situations (SDG 4.5). Another target under Sustainable Development Goal 4 is to ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, education for sustainable development and sustainable lifestyles, human rights and gender equality (SDG 4.7). The international community is also committed to building and upgrading education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all (SDG 4a).

In the **Leaders' Declaration at the Elmau Summit (2015)**, the G7 nations pledged to increase by one third the number of women and girls who are technically and vocationally educated and trained in developing countries through G7 measures by 2030.<sup>17</sup>

→ **Challenges and potentials:**

- Two thirds of illiterate adults in the world are women.<sup>18</sup>
- Girls and young women are disadvantaged when it comes to access to secondary education, especially in sub-Saharan Africa. In Liberia, for example, far fewer women (16 per cent) reach post-primary level than men (39 per cent).<sup>19</sup>
- Each additional year that a girl spends at school can raise her income as an adult by 10 – 20 per cent.<sup>20</sup>
- If all women were to receive primary education, mortality rates among children under five would fall by 15 per cent in the low-income and lower-middle-income countries.<sup>21</sup>
- When women have acquired vocational skills, not only does their access to paid work improve but also their confidence grows. It was found in Uganda, for example, that girls who completed vocational training were able to make better decisions, with the incidence of teenage pregnancies falling by a quarter.<sup>22</sup>

→ **Strategic objectives:**

By 2020 we will:

- target efforts to give girls and women of all ages equal access to high-quality and culturally acceptable education and help them continue attending education facilities in all stages of life.
- substantially increase the proportion of girls and women technically and vocationally educated and trained.
- design educational programmes to be gender-sensitive and work to dismantle discriminatory gender stereotypes.
- make comprehensive sex education an integral component of curricula, including information that builds respect for people with diverse sexual orientations and gender identities.

### 3.6. GAINFUL EMPLOYMENT AND ECONOMIC EMPOWERMENT

The international community has set itself the objective of increasing, by 2030, the number of youth and adults who have relevant technical and vocational skills for employment, decent jobs and entrepreneurship (SDG 4.4). A further target to be achieved by 2030 is full and productive employment and decent work for all women and men, including young people and persons with disabilities, along with equal pay for work of equal value (SDG 8.5). Labour rights are to be protected and safe and secure working environments are to be promoted for all workers, including migrant workers, in particular women migrants (SDG 8.8). There is also a commitment to undertake reforms that will give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, to financial services, inheritance and natural resources, in accordance with national laws (SDG 5a).

In the **G7 Leaders' Declaration at the Elmau Summit (2015)**, heads of state and government committed to helping partners in developing countries to overcome discrimination, sexual harassment and violence against women and girls as well as other cultural, social, economic and legal barriers to women's economic participation. Furthermore, the G7 states pledged to increase by one third the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures.

The G7 also agreed to support the **UN Women's Empowerment Principles (WEP)** and call on companies worldwide to take up these principles in their work.<sup>23</sup>

#### → Challenges and potentials:

- The rate of gainful employment for women stands significantly below that for men – a gap of around 25 per cent as a global average.<sup>24</sup>
- The high rate of informal employment among women leaves them unprotected when faced with unemployment, old age or accidents at the workplace and thus structurally disadvantaged. Social security systems can help to improve the productivity and participation in work of women and strengthen pro-poor growth.

- More than 1.3 billion women do not have an account with a bank, post office, credit union or other formal financial institution.<sup>25</sup>
- India could raise its gross domestic product (GDP) by 27% if employment among women were to reach the rate for men.<sup>26</sup>

#### → Strategic objectives:

By 2020 we will:

- engage in policy dialogue aimed at strengthening efforts to give women equal participation in economic and working life consistent with the ILO's core labour standards.
- promote social security and the rights of working women in accordance with the UN's guiding principles for economic life and human rights.
- campaign for companies to make the UN Women's Empowerment Principles part of their business strategy.
- promote efforts to make global supply chains responsive to gender equality as well as socially and ecologically sustainable.
- make a demonstrable improvement in women's access to, and control over, economic resources and financial services.

### 3.7. HEALTH, INCLUDING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS (SRHR)

The international community has set itself the task of ensuring universal access to sexual and reproductive health and reproductive rights (SDG 5.6; 3.7). Another target to be achieved by 2030 is to reduce the global maternal mortality ratio to less than 70 per 100,000 live births (SDG 3.1). The Sustainable Development Goals (SDGs) also seek to achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all (SDG 3.8).

#### → Challenges and potentials:

- It is estimated that every day some 800 women and girls die from the consequences of birth and complications during pregnancy.<sup>27</sup>

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- The proportion of fatalities in connection with pregnancy and birth in developing countries is fourteen times higher (230/100,000 live births) than in industrialised countries (16/100,000 live births).<sup>28</sup>
- HIV prevalence among young women and girls between the ages of 15 and 24 is twice as high worldwide as the figure for men in the same age group.<sup>29</sup>
- If all women had access to the supplies, goods and services recommended by the World Health Organisation (WHO), the number of maternal fatalities in connection with pregnancy and birth would fall by 67 per cent and new-born deaths would fall by 77 per cent.<sup>30</sup>

→ **Strategic objectives:**

By 2020 we will:

- protect and promote sexual and reproductive health and rights.
- design healthcare systems to be gender-sensitive.
- strengthen the right of access to affordable, acceptable and high-quality health services, health information and health education for women of all ages.
- support measures to prevent and treat the consequences of female genital mutilation (FGM) and other harmful traditional practices.
- build capacity in social security systems to ensure that women are given social protection and have access to health services, especially in the event of illness, pregnancy and birth.

### 3.8. WATER AND SANITATION

The Sustainable Development Goals for 2030 highlight the need for equitable access to safe and affordable drinking water for all (SDG 6.1). The international community is also committed to achieving universal and equitable access to sanitation and hygiene, paying special attention to the needs of women and girls (SDG 6.2). A further target (SDG 1.4) is to ensure, by 2030, universal access to basic services, including water and sanitation, in particular for the poor and the vulnerable. The 2030 Agenda also points out that public services, infrastructure and social security systems must be provided to reduce the average time

spent each day on unpaid care and domestic work such as the fetching of water (SDG 5.4). As for schools, to improve educational opportunity it is particularly important that girls have safe drinking-water and sanitary facilities separate from boys' facilities (SDG 4.a). And from a food angle, the provision of safe drinking-water and hygienic sanitation has a major impact on nutrition, especially with regard to the nutritional needs of children, adolescent girls and pregnant and lactating women (SDG 2.2). Improved water-supply and hygiene is also a key factor in achieving the reduction targets set for preventable deaths of new-borns and children under five (SDG 3.2).

→ **Challenges and potentials:**

- The lack of safe and hygienic toilets located in the immediate vicinity of homes and offering adequate privacy is a problem that affects women and girls particularly severely, increasing the risk of gender-based violence.<sup>31</sup>
- Water and sanitation is an important requirement for adequate education and training, which is the foundation of economic development. Estimates show that between 10 and 20 per cent of all female school students stay away from classes because schools lack toilets and sanitary articles. This situation leads to poorer educational opportunities and, subsequently, poorer employment prospects.<sup>32</sup>
- Responsibility for fetching water and managing its use in the home falls predominantly on women and girls. In this role, they may have to travel long distances, often at the expense of their education and economic participation.<sup>33</sup>

→ **Strategic objectives:**

By 2020 we will:

- promote equal access by women and girls to safe and secure water supplies and sanitation.
- support measures to improve sanitation in education facilities.
- strengthen women's participation in the fields of water resource management and water supply and sanitation.

### 3.9. CLIMATE CHANGE, DISASTER RISK MANAGEMENT, SUSTAINABLE DEVELOPMENT, URBAN AND MUNICIPAL DEVELOPMENT

The international community has set itself the objective of promoting mechanisms to build planning and management capacity for effectively tackling climate change in the least developed countries and small island developing states. This includes a stronger focus on women, youth and local and marginalised communities (SDG 13b). An important target for achievement by 2030 is to facilitate access for all to safe, affordable, accessible and sustainable transport systems and to improve road safety, notably by expanding public transport, paying special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons (SDG 11.2). Moreover, there must be universal access to safe, inclusive and accessible green and public spaces, in particular for women and children, older persons and persons with disabilities (SDG 11.7). The Paris Agreement (2015) of the United Nations Framework Convention on Climate Change (NFCCC) also recognises gender equality and women's empowerment as fundamental principles for tackling the challenge of climate change and calls for gender-responsive adaptation and capacity building measures.

#### → Challenges and potentials:

- In many countries, women are affected particularly severely by climate change impacts and by depletion of natural resources due to gendered divisions of labour and other socio-economic conditions.<sup>34</sup>
- Around two million people worldwide are dying each year from health problems caused by inhaling pollutants from cooking with biomass and charcoal. Women in developing countries make up 60 per cent of such premature adult deaths.<sup>35</sup>
- Only 30 per cent of country representatives registered at UN climate summits between 2000 and 2010 were women.<sup>36</sup>

- If women had an equal voice in the design and roll-out of policy-making processes, their knowledge, their expertise and their role in households and local communities would offer valuable contributions to gender-sensitive climate, environmental and sustainable development policies.<sup>37</sup>

#### → Strategic objectives:

By 2020 we will:

- support gender-sensitive climate, environmental and sustainable development policies.
- integrate gender-sensitive strategies for mitigating and adapting to climate change into German development cooperation projects and ensure they are put into practice.
- strengthen gender-sensitivity in the design, implementation, monitoring and impact assessment of projects in the fields of climate change, disaster risk management, sustainable development and urban and municipal development (including activities related to the United Nations Conference on Human Settlements) and increase women's participation in those projects.

## 4 Cross-sectoral activities under GAP II

In order to implement the gender equality strategy with its transformative gender approach, we have identified not only key sectoral issues but also areas of cross-sectoral activity. The measures listed here are intended to enhance the effectiveness of the projects in all the areas listed above in chapter 3. In this way, we want to demonstrate new approaches and create new momentum for gender equality across different sectors.

### 4.1. COOPERATION WITH FEMALE AND MALE STAKEHOLDERS

Gender stereotypes and traditional role models limit not only women's scope for action and decision-making but also men's. Only by getting women and men and people of every sexual orientation and gender identity to work together can sustainable solutions be found to gender-based discrimination and disadvantage. The international community calls for unpaid care and domestic work to be recognised and valued through the provision of public services and infrastructures, social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate (SDG 5.4).

#### → Challenges and potentials:

- If boys and men are targeted to play an active role in measures to strengthen the rights of women and girls, these rights will be enforced more successfully, for example in connection with violence against women and girls, family planning and promoting women in positions of leadership.<sup>38</sup>
- Boys and men also benefit from gender equality. Men living within a partnership based on equality are happier, healthier and have a better relationship with their children.<sup>39</sup>
- In countries where the gap between men and women is relatively small, men also experiences significantly less violence and more personal freedom.

#### → Strategic objectives:

By 2020 we will:

- promote gender equality through stronger cooperation with male and female stakeholders acting as change agents and role models.
- work with civil society to dismantle gender stereotypes and discriminatory socio-cultural norms.
- foster gender equality in the division of labour across society, in the home and in the family.

### 4.2. TACKLING MULTIPLE DISCRIMINATION

Not only are women and girls disadvantaged on gender grounds, they are also particularly vulnerable to instances of discrimination in connection with religion, ethnicity, skin colour, sexual orientation, disability and age. Moreover, homophobia and the often violent exclusion and marginalisation of lesbians, gays, bisexual, transgender and intersex (LGBTI) people frequently lead to instances of discrimination and disadvantage.

#### → Challenges and potentials:

- Studies show that women and girls with disabilities face violence two to three times more frequently than those without a disability.
- Girls who live in poverty or belong to an ethnic minority are even more restricted in terms of being denied their right to education. Compared to boys from relatively poor homes, girls in the same situation are less likely to complete primary education. It is estimated that three quarters of all girls not attending school belong to an ethnic minority.<sup>40</sup>
- LGBTI people face discrimination or even the threat of criminal prosecution in many countries.

→ **Strategic objectives:**

By 2020 we will:

- tackle multiple discrimination against women, girls and LGBTI persons.
- make more and better information on discrimination issues available in partner countries.
- work in cooperation with civil society to confront multiple discrimination.

#### 4.3. GENDER EQUALITY IN DEVELOPMENT FINANCING

Around the world we find a wide gap between the stated aims of policymakers and the practice of resource allocation when it comes to supporting gender equality and women's rights. Yet it is clear that gender equality in development can only be achieved with gender-responsive financing. This is why we are taking up the pro-women and pro-girls positions agreed at the 3rd International Conference on Financing for Development in Addis Ababa (July 2015). The **Addis Ababa Action Agenda (AAAA)** reasserts the need for investment to promote gender equality and empowerment of women and girls. The conference agreed on the need to promote **gender-responsive budgeting and tracking** and capacity building in this area and to report on progress made. In addition, the revenue side must also be geared to gender equality by moving towards gender-responsive taxation. Moreover, changes can be made in other aspects of public finance, such as financial control and public procurement, that contribute to women's economic empowerment. Under the systemic "good financial governance" (GFG) approach that is an integral part of official German development cooperation there are various opportunities to make development financing more gender-responsive.

→ **Challenges and potentials:**

- ODA funds are not yet being invested sufficiently in actions in policy areas such as women's economic empowerment, tackling violence against women and girls, and advancing the sexual and reproductive rights of women and girls.<sup>41</sup>
- Although raising, allocating and spending public funds can have a major impact on gender-based inequalities, gender-responsive budgeting ideas

are rarely applied by governments across their entire budget.<sup>42</sup>

- Investment in women-led enterprises or enterprises supplying products or services for women and girls help to drive economic growth and empower women and girls.<sup>43</sup>

→ **Strategic objectives:**

By 2020 we will:

- further strengthen approaches that foster gender equality in development financing – including in the BMZ's own budgetary arrangements.
- contribute to achieving gender equality in development by means of gender-responsive financing.
- improve gender mainstreaming in BMZ programmes that are designed to build financial systems and reform public finances.

#### Funding to promote gender equality

The data for OECD countries in 2011 and 2012 shows that 35 per cent of total annual bilateral sector allocable ODA was targeted at measures with gender equality and women's empowerment components. But only 5 per cent of this spending was invested in measures whose principal objective was to promote gender equality. Major funding gaps are particularly apparent in the following fields: economic empowerment; family planning; women, peace and security; and participation, voice and agency. For instance, only 2 per cent of bilateral ODA funding was spent on women's economic empowerment (2011/2012). Of the funding allocated to the BMZ in the federal government's 2014 budget, only 2.34 per cent was earmarked in its outline budget for projects and programmes with the principal objective of promoting gender equality (measures with a GG2 marker). This amounts to 66.5 million euros. As for funds going to civil society organisations, including churches, foundations and private executing agencies, the BMZ committed 56.89 million euros for their GG2 measures in 2014. International non-governmental organisations (NGOs) were supported over the period 2009 to 2014 with allocations worth another 5.5 million euros.

#### 4.4. EMPOWERING WOMEN AND GIRLS THROUGH SPORT

“Sport for Development” is a relatively new instrument in the German development cooperation field. Sport and exercise can complement and enhance the more familiar approaches to development cooperation. Sport is opening up new ways of working towards the goals of the 2030 Agenda for Sustainable Development. And sport is proving effective in helping to strengthen the rights of girls and women and foster gender equality.

##### → Challenges and potentials:

- Women are underrepresented worldwide in both competitive and popular sports. This applies to many roles, including athletes, coaches, staff and spectators, and can be explained by the fact that sport has historically been associated with masculinity.
- Sport and body awareness are closely connected. When girls and young women are enabled to access and participate in games and sporting activities, they find their physical and mental wellbeing improves. Sport also opens spaces in which conversations can take place about nutrition, gender equality and even taboo issues such as sexuality and HIV/AIDS.
- By actively taking part in sport and exercise girls and women can boost their self-confidence and thus strengthen their role in society. As for sports activities developed for educational reasons, such sport pedagogy opportunities can enable girls to learn leadership and life skills that prove useful in daily life.
- Sport also opens up a discussion of gender norms in the public sphere. There are, however, still many socio-cultural contexts in which sport and femininity are considered incompatible by the wider society. The right approach in these situations is to be aware of cultural differences while exploring spaces in which gender equality can be promoted in and through sport.

##### → Strategic objectives:

By 2020 we will:

- empower girls and women in and through sport, including educational opportunities to practice sports in schools and resource centres.

#### 4.5. GENDER COMPETENCE/ KNOWLEDGE MANAGEMENT

To ensure high programme quality and institutionalise gender-responsive policies and organisational processes, BMZ staff members and the implementing organisations must have gender competence. And this competence should be backed up by sound knowledge management.

##### → Challenges and potentials:

- There are still very considerable gaps in the available data in fields such as women’s economic and social rights. We need more gender-disaggregated and quality-assured data to gain a more accurate picture of the instances of disadvantage and discrimination.<sup>44</sup>
- Putting into practice political commitments to promote gender equality and strengthen women’s rights demands a conducive institutional framework. With the political will, a gender-sensitive organisational culture and strong gender expertise, we can put into place gender-responsive, non-discriminatory policies and organisational processes.<sup>45</sup>

##### → Strategic objectives:

By 2020 we will:

- institutionalise gender-responsive development policies and organisational processes by strengthening our gender expertise.
- improve the availability and use of gender-disaggregated data that are up-to-date, reliable and of high quality.
- continuously collate and make accessible relevant and up-to-date information.

#### 4.6. MEASURES TO IMPLEMENT THE GENDER APPROACH

The measures to roll out the three-pronged gender approach (gender mainstreaming, empowerment, addressing gender equality and women's rights in high-level bilateral and multilateral dialogue on development policy) are interdependent and mutually reinforcing. Only through rigorous and systematic implementation can we adequately meet the current challenges of gender equality in development cooperation.

##### → Challenges and potentials:

- In the BMZ's bilateral negotiations with governments over the period September 2012 to September 2014, women's rights were referred to in only about 10 per cent of such talks.
- When it comes to allocating funds, programming, and designing and implementing gender-equality projects, there is clearly a gap between the strategic targets that have been adopted and actual practice on the part of both the BMZ and the implementing organisations.
- Customised training measures play an important role in achieving our common objectives.

##### → Strategic objectives:

By 2020 we will:

- ensure that all the instruments of the three-pronged gender approach are bindingly established in German development cooperation, while continually developing and optimising these instruments in line with requirements.
- increase measures aimed principally at gender equality (GG2 measures) in order to systematically promote equality between men and women, actively support women's and girls' empowerment and strengthen women's rights.

#### 4.7. STRENGTHENING WOMEN'S ORGANISATIONS

To implement our measures we need strong partners, both in Germany and on the ground in our partner countries. The presence of civil society actors with the necessary skills and articulacy ensures diversity, contributes to good governance and, moreover, enables our partner countries to take control of their own development. This presence also strengthens accountability on the part of the state.

##### → Challenges and potentials:

- Women's organisations have so far received insufficient support in the context of leadership development, networking and capacity building.<sup>46</sup>
- Independent and strong women's organisations can push for political and legal reforms that strengthen gender equality and women's rights. Countries with a strong women's movement have more comprehensive rules to prevent violence against women than countries where the women's movement is weak or non-existent.<sup>47</sup>

##### → Strategic objectives:

By 2020 we will:

- support the participation and voice of independent civil society actors and national human rights institutions and make their contribution an effective driver for forward-looking, innovative policies on women's rights and gender equality.
- provide focused training for representatives of women's organisations and capacity building measures to strengthen their organisations.

## 5 Implementation, support, monitoring and evaluation

The **action framework under GAP II** sets out the strategic objectives and measures with which German development cooperation is to apply the three-pronged approach – gender mainstreaming, empowerment and policy dialogue – at the level of policy-making and in programmes and projects.

The action framework will be implemented in accordance with **annual road maps updated on a rolling basis**. In close consultation with all the stakeholders we will review existing gender-driven challenges, disparities and potentialities, set thematic and institutional priorities and agree annual implementation plans – the **road maps**. These road maps contain the details of priority measures and activities – **flagships** – and specify the target impacts – **milestones** – to ensure efficient monitoring.

GAP II will be rolled out by various units within the BMZ and by the implementing organisations and civil society as part of a multi-stakeholder partnership. The first road map will cover the **period 2016 to mid-2017**.

**Monitoring** takes the form of annual status reports. They enable us to assess how far the measures planned in the **road maps** have been implemented and whether and to what extent they are helping to meet **the strategic objectives** set by GAP II. A customised monitoring system will be developed in consultation with all the relevant actors and established in good time.

At the end of the GAP II period we plan to bring in external consultants to review implementation and effectiveness.

Implementation and monitoring will be supported by the following bodies:

- A team of experts who will assist the governmental actors engaged in German official development cooperation in their task of systematically mainstreaming gender equality and implementing the action framework and annual road maps (**sector programme**).
- An advisory team consisting of representatives of implementing organisations and civil society, who will support the BMZ in its task of rolling out a development policy geared to gender equality (**thematic team on gender**).

## Part B Action framework under BMZ GAP II

The following table refers to the **issues and activities** discussed in **Chapter 3** (Sector-specific issues 3.1. – 3.9.) and **Chapter 4** (Cross-sectoral activities 4.1. – 4.7.) envisaged under the Gender Action Plan. The overall impact of the interlocked measures in this action framework will enable us to **meet our strategic objectives**. The implementation period is scheduled to run from **2016 to 2020**.

Each strategic objective has been assigned measures that correspond to the three-pronged approach, using the following abbreviations:

**DPD bilateral** = development policy dialogue (bilateral);

**DPD multilateral** = development policy dialogue (multilateral);

**GM** = Gender Mainstreaming;

**Empowerment** = measures specifically promoting gender equality.

### SECTOR-SPECIFIC ISSUES

#### 3.1. ACCESS TO JUSTICE AND LEGAL SERVICES FOR WOMEN AND GIRLS, POLITICAL PARTICIPATION, VOICE AND LEADERSHIP

##### Strategic objectives:

- Strengthen access to justice and legal services for women and girls.
- Ensure women's political participation, voice and leadership, including efforts to help governments meet their responsibility to guarantee political participation by women, to make participatory processes inclusive and to place participatory rights on a sound legal and institutional footing.
- Support civil society advocacy of women's rights and protect human rights defenders.

Three-pronged approach	Measures
DPD multilateral	<b>3.1.1</b> Improve standards for institutional frameworks and democratic procedures in the international community.
DPD bilateral	<b>3.1.2</b> Improve legal frameworks for gender equality, especially in family, property and inheritance law. Dismantle discriminatory laws and procedural regulations in order to strengthen women's access to justice. Build and strengthen legal aid systems that are accessible and sustainable and meet the specific needs of women.

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Empowerment	<b>3.1.3</b> Promote vocational training, professional development and capacity building for women and women's rights organisations so that women participate much more visibly at all levels of policymaking (including local government) and have direct influence on decision-making.
Empowerment	<b>3.1.4</b> Commission projects that focus on promoting the political participation by women and by self-advocacy organisations, including representatives of ethnic minorities, women with disabilities, women
GM	<b>3.1.5</b> Strengthen civil society women's rights and human rights organisations, incl. national human rights institutions and organisations for LGBTI, as strategic partners of democracies that represent all and treat all genders equally.
<p><b>3.2. RURAL DEVELOPMENT, AGRICULTURE AND FOOD SECURITY</b></p> <p><b>Strategic objectives:</b></p> <ul style="list-style-type: none"> <li>→ Strengthen the rights of women and girls of all ages in connection with rural development, agriculture and food security.</li> <li>→ Secure the participation of women in systems of agriculture and food production and foster women's active engagement in value chains, not least by providing vocational education and training.</li> <li>→ Improve the gender-sensitive design, implementation, monitoring and impact evaluation of projects and programmes in the fields of rural development, agriculture and food security.</li> </ul>	
<b>Three-pronged approach</b>	<b>Measures</b>
DPD multilateral	<b>3.2.1</b> Incorporate gender aspects and women's rights more strongly in processes concerning value chains at the multilateral level.
Empowerment	<b>3.2.2</b> Promote female small-scale farmers as producers of food of key importance to local food security.
Empowerment	<b>3.2.3</b> Make agricultural training more attractive for girls and young women.
Empowerment	<b>3.2.4</b> Improve women's nutrition, especially in the case of women of reproductive age, pregnant women and breast-feeding mothers.
GM	<b>3.2.5</b> Ensure gender-sensitive project planning and management of commissioned projects.

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GM	<b>3.2.6</b> Review the consideration given to gender aspects in current interventions in countries where the sector priority is rural development, make demonstrable improvements and commission additional projects with a gender focus.
GM	<b>3.2.7</b> Pay greater attention to women in programmes on food security and agriculture as part of the “broad approach” agreed by the G7 and conduct appropriate monitoring in line with G7 accountability requirements.
<p><b>3.3. VIOLENCE AGAINST WOMEN AND GIRLS</b></p> <p><b>Strategic objectives:</b></p> <ul style="list-style-type: none"> <li>→ Engage in international dialogue to strengthen cooperation between government, civil society and the private sector with the aim of eliminating all forms of violence against women and girls.</li> <li>→ Take effective steps to promote the elimination of all forms of violence against women and girls of all ages and in all spheres and stages of life.</li> <li>→ Continue the active commitment by German development cooperation to combatting female genital mutilation (FGM), early and forced marriage and other harmful traditional practices and promote these efforts internationally.</li> </ul>	
<b>Three-pronged approach</b>	<b>Measures</b>
GM	<b>3.3.1</b> Review the ways in which gender-based violence is taken into account in all the relevant sectors.
Empowerment	<b>3.3.2</b> Strengthen international initiatives in the context of violence against women and girls.
Empowerment	<b>3.3.3</b> Strengthen the capacity of national and regional initiatives and women’s organisations to carry out prevention activities, make interventions and provide post-trauma support for women and girls affected by violence.
Empowerment	<b>3.3.4</b> Spread good German development policy approaches to combating gender-based violence, female genital mutilation and other harmful traditional practices and incorporate these approaches into our bilateral cooperation with high-prevalence partner countries.

### 3.4. ARMED CONFLICTS, PEACEKEEPING AND DISPLACEMENT

#### Strategic objectives:

- Contribute to the implementation of UN Security Council Resolution 1325 and follow-up resolutions by rolling out the German government's "Action Plan on the Implementation of United Nations Security Council Resolution 1325 for the Period 2013 – 2016".
- Ensure the needs of women and girls, especially as refugees, are properly considered in reintegration activities and involve women in reconstruction measures.
- Demand and support women's participation in conflict prevention and management and in peace processes and negotiations.
- Assist, promote and strengthen survivors of sexual violence through psychosocial intervention strategies to facilitate their active role in reconstruction.
- Pay wider attention to the question of protecting and safeguarding women and girls who have been displaced from their homes.

Three-pronged approach	Measures
DPD multilateral	<b>3.4.1</b> Demand at multilateral level the implementation of UN Security Council Resolution 1325 and the six follow-up resolutions.
DPD multilateral	<b>3.4.2</b> Address in multilateral policy dialogues the issue of removing a general culture of impunity.
GM	<b>3.4.3</b> Ensure that all measures taken in post-conflict states reflect the aims of UN Security Council Resolution 1325.
GM	<b>3.4.4</b> Ensure that all measures under the special initiative on "Tackling the root causes of displacement – Reintegrating refugees" adequately reflect the special needs of women and girls facing displacement.
Empowerment	<b>3.4.5</b> Roll out new initiatives to strengthen the participation of women in peace negotiations, legal systems and policing structures as well as to provide comprehensive support for survivors of sexual violence suffered during war.
Empowerment	<b>3.4.6</b> Develop a trauma-sensitive approach to development cooperation in post-conflict states, ensuring that women and girls who have been victims of sexual violence during war are able to be actively involved in their country's reconstruction.

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### 3.5. EDUCATION

#### Strategic objectives:

- Target efforts to give girls and women of all ages equal access to high-quality and culturally acceptable education and help them continue attending education facilities in all stages of life.
- Substantially increase the proportion of girls and women receiving vocational education.
- Design educational programmes to be gender-sensitive and work to dismantle discriminatory gender stereotypes.
- Make comprehensive sex education an integral component of curricula, including information that builds respect for people with diverse sexual orientations and gender identities.

Three-pronged approach	Measures
DPD multilateral	<b>3.5.1</b> Under the German G7 Initiative, increase access to technical and vocational education and training (TVET) for women and girls by one third.
GM	<b>3.5.2</b> Make the collection and use of gender-disaggregated data a consistent practice in the field of vocational education and training.
Empowerment	<b>3.5.3</b> Improve the knowledge and competency required for gender-responsive planning of educational programmes.
GM	<b>3.5.4</b> Take a gender-sensitive approach to the development and teaching of courses with regard to both content and methods.

### 3.6. GAINFUL EMPLOYMENT AND ECONOMIC EMPOWERMENT

#### Strategic objectives:

- Engage in policy dialogue aimed at strengthening efforts to give women equal participation in economic and working life consistent with the ILO's core labour standards.
- Promote social security and the rights of working women in accordance with the UN's guiding principles for economic life and human rights.
- Campaign for companies to make the UN Women's Empowerment Principles part of their business strategy.
- Promote efforts to make global supply chains responsive to gender equality as well as socially and ecologically sustainable.
- Make a demonstrable improvement in women's access to, and control over, economic resources and financial services.

Three-pronged approach	Measures
DPD multilateral	<b>3.6.1</b> Work in concert with the international community, civil society and the private sector to make the Women's Empowerment Principles an integral part of corporate strategies.

GM	<b>3.6.2</b> Continue to foster gender-responsive development of financial systems in Africa as part of the Making Finance Work 4 Africa initiative.
GM	<b>3.6.3</b> Promote access to gainful employment for women in developing countries.
Empowerment	<b>3.6.4</b> Launch new projects aimed principally at gender equality (GG2 measures) in order to improve women's economic participation and benefit from gender impacts.
Empowerment	<b>3.6.5</b> Promote inclusive business models in an effort specifically to integrate women, not least as entrepreneurs, in production, supply and distribution, and to develop women-oriented products and services.
<p><b>3.7. HEALTH, INCLUDING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS</b></p> <p><b>Strategic objectives:</b></p> <ul style="list-style-type: none"> <li>→ Protect and advance sexual and reproductive health and rights.</li> <li>→ Take a gender-sensitive approach to the design of healthcare systems.</li> <li>→ Strengthen the right to access affordable, acceptable and high-quality health services, health information and health education for women of all ages.</li> <li>→ Support measures to prevent and treat the consequences of female genital mutilation (FGM) and other harmful traditional practices.</li> <li>→ Build capacity in social security systems to ensure that women have social protection and access to health services, especially in the event of illness, pregnancy and birth.</li> </ul>	
<b>Three-pronged approach</b>	<b>Measures</b>
DPD multilateral	<b>3.7.1</b> Address at multilateral level the issues of sexual and reproductive health and rights, female genital mutilation (FGM), child marriage and rights of sexual minorities.
GM	<b>3.7.2</b> Continue efforts under the BMZ initiative on “Rights-based family planning and maternal health” to achieve unrestricted access by women and girls and their partners to rights-based family planning (information and modern contraception) and professional obstetric services.
GM	<b>3.7.3</b> Demand comprehensive sex education and improve access by young people to health services.
Empowerment	<b>3.7.4</b> Make women's health a focus of sustainable capacity building in the healthcare sector.

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Empowerment	<b>3.7.5</b> Combat harmful traditional practices, including FGM, by strengthening capacity and awareness of these problems in the healthcare sector.
	<b>3.7.6</b> Foster the development of innovative, gender-sensitive approaches to social security in cooperation with the private sector and civil society.
<b>3.8. WATER AND SANITATION</b> <b>Strategic objectives:</b> <ul style="list-style-type: none"> <li>→ Promote equal access by women and girls to safe and secure water supplies and sanitation.</li> <li>→ Support measures to improve sanitation in education facilities.</li> <li>→ Strengthen women's participation in the fields of water resource management and water supply and sanitation.</li> </ul>	
<b>Three-pronged approach</b>	<b>Measures</b>
DPD multilateral	<b>3.8.1</b> Address at multilateral level the issue of equal access for women and girls to safe and secure water and sanitation (especially sanitary facilities for vulnerable groups).
GM	<b>3.8.2</b> Ensure that issues of gender equality and the special needs of women and girls in sanitation and hygiene matters are taken up in national strategies and action plans.
GM	<b>3.8.3</b> Make sure project planning and the management of commissioned projects are gender-sensitive.
Empowerment	<b>3.8.4</b> Secure access to safe, secure, convenient and hygienic sanitation facilities, especially for women and girls and other vulnerable groups (e.g. in refugee camps)..
Empowerment	<b>3.8.5</b> Provide access to school sanitation, especially for girls, also taking into account menstrual hygiene practice.
Empowerment	<b>3.8.6</b> Increase the numbers of women working in the water sector.
Empowerment	<b>3.8.7</b> Integrate women more strongly in positions of responsibility within participatory management structures.

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### 3.9. CLIMATE CHANGE, DISASTER RISK MANAGEMENT, SUSTAINABLE DEVELOPMENT, URBAN AND MUNICIPAL DEVELOPMENT

#### Strategic objectives:

- Support gender-sensitive climate, environmental and sustainable development policies.
- Ensure that German development cooperation takes gender-sensitive strategies for climate change mitigation and adaptation into account and puts them into practice.
- Strengthen gender-sensitive design, implementation, monitoring and impact assessment of, and women's participation in, projects in the fields of climate change, disaster risk management, sustainable development and urban and municipal development (including activities related to the United Nations Conference on Human Settlements).

Three-pronged approach	Measures
DPD multilateral	<b>3.9.1</b> Support the implementation of gender action plans in multilateral and bilateral climate financing (Global Environment Facility (GEF), Green Climate Fund (GCF) and Climate Investment Fund (CIF)).
GM	<b>3.9.2</b> Make gender equality a constant aspect of mitigation and adaptation strategies of bilateral cooperation and a central component of the focus on particularly vulnerable groups.
GM	<b>3.9.3</b> Build gender competence in the climate field and in disaster management at the BMZ, in implementing organisations and in women's organisations.
Empowerment	<b>3.9.4</b> Promote measures for climate change adaptation and disaster management that address the situation of women and girls..
Empowerment	<b>3.9.5</b> Promote equal access by women and girls to information (such as early warning systems), to prevention measures, effective justice and legal services, and assistance in the event of disaster.
Empowerment	<b>3.9.6</b> Promote gender equality for women and girls with regard to involvement in planning and participatory processes in the field of sustainable urban and municipal development.

## CROSS-SECTORAL ACTIVITIES

### 4.1. COOPERATION WITH FEMALE AND MALE STAKEHOLDERS

#### Strategic objectives:

- Promote gender equality through stronger cooperation with male and female stakeholders acting as change agents and role models.
- Work with civil society to dismantle gender stereotypes and discriminatory socio-cultural norms.
- Foster gender equality in the division of labour across society, in the home and in the family.

#### Measures

**4.1.1** Conduct a study on how cooperation with male stakeholders can promote gender equality, identifying examples of good practice in governmental and non-governmental development initiatives.

**4.1.2** Promote initiatives designed to reduce sexual and gender-based violence by fostering critical reflection on discriminatory gender roles, especially images of masculinity that glorify violence.

**4.1.3** Support men's organisations and networks committed to gender equality.

**4.1.4** Initiate pilot projects on the care economy (SDG 5.4).

### 4.2. TACKLING MULTIPLE DISCRIMINATION

#### Strategic objectives:

- Tackle multiple discrimination against women, girls and LGBTI persons.
- Make more and better information on discrimination issues available in the partner countries.
- Work in cooperation with civil society to confront multiple discrimination.

#### Measures

**4.2.1** Initiate, in selected partner countries, pilot projects for deploying advisors with gender, human rights and inclusion expertise in an effort to make partner organisations and development cooperation experts more aware of multiple discrimination.

**4.2.2** Strengthen the focus on multiple discrimination when collecting disaggregated data for gender analyses and project reports, if possible recording not only gender but also age and disability, indigenous origin and other aspects pertinent to discrimination.

**4.2.3** Engage in exchange with and provide support for organisations that represent women and LGBTI persons who face multiple discrimination.

### 4.3. GENDER EQUALITY IN DEVELOPMENT FINANCING

#### Strategic objectives:

- Further strengthen approaches that foster gender equality in financing for development, including in the BMZ's own budgetary arrangements.
- Contribute to greater gender equality in development by means of gender-responsive development financing.
- Improve gender mainstreaming in BMZ programmes in the field of building financial systems and reforming public finances.

#### Measures

**4.3.1** Contribute to implementing the Addis Ababa Action Agenda (AAAA) and gender perspectives in the Financing for Development process.

**4.3.2** Share experience of gender equality in financing for development with other development cooperation institutions.

**4.3.3** Intensify German support for UN Women.

**4.3.4** Actively support the roll-out of the World Bank Group's new gender strategy.

**4.3.5** Promote and strengthen good financial governance (GFG) approaches to development financing geared to gender equality.

**4.3.6** Incorporate gender-sensitive approaches into the BMZ's public-private partnership programme (develoPPP).

### 4.4. EMPOWERING WOMEN AND GIRLS THROUGH SPORT

#### Strategic objectives:

- Empower girls and women in and through sport, including educational opportunities to practice sports in schools and resource centres.

#### Measures

**4.4.1** Develop sport strategies specifically for promoting school sports.

**4.4.2** Promote the training of female sport instructors and the production of hands-on teaching materials.

**4.4.3** Implement an integrated programme combining HIV prevention and health promotion as well as sports education-based life skills training at resource centres for girls and women.

#### 4.5. GENDER COMPETENCE/KNOWLEDGE MANAGEMENT

##### Strategic objectives:

- Work towards institutional implementation of gender-responsive development policies and organisational processes by building gender expertise.
- Improve the availability and use of gender-disaggregated data that are up-to-date reliable data and of high-quality.
- Continuously collate and make accessible information that is relevant and up-to-date.

##### Measures

**4.5.1** Expand knowledge sharing and networking on gender issues in German development cooperation and secure the knowledge of experts.

**4.5.2** Focus efforts on strengthening gender competence and knowledge management in German development cooperation.

**4.5.3** Foster the collection, analysis and application of gender-disaggregated data through studies, pilot activities and support for international initiatives.

#### 4.6. MEASURES TO IMPLEMENT THE GENDER APPROACH

##### Strategic objectives:

- Ensure that all the instruments of the three-pronged gender approach are bindingly established in German development cooperation, while continually developing and optimising these instruments in line with requirements.
- Increase measures aimed principally at gender equality (GG2 measures) in order to systematically promote equality between men and women, actively support empowerment, of women and girls, and strengthen women's rights.

##### Measures

**4.6.1** Provide expert support for the systematic application of the instrument of development policy dialogue on women's rights, and monitor its implementation.

**4.6.2** Review gender mainstreaming processes and approaches in the BMZ and implementing organisations and, where necessary, adapt them to new challenges.

**4.6.3** Evaluate gender mainstreaming projects or project components in post-conflict situations, especially in Islamic societies.

**4.6.4** Develop incentive mechanisms to launch an initiative for new empowerment measures aimed principally at promoting gender equality (GG2 measures).

#### 4.7. STRENGTHENING WOMEN'S ORGANISATIONS

##### Strategic objectives:

- Support the participation and voice of independent civil society actors and national human rights institutions and ensure that their contribution to progressive, innovative policy on women's rights and gender is put to use.
- Provide focused training for representatives of women's organisations and capacity building measures to strengthen their organisations.

##### Measures

**4.7.1** Ensure that women's organisations participate in the development of an accountability mechanism and monitoring system for Germany's implementation strategy for the 2030 Agenda for Sustainable Development.

**4.7.2** Strengthen cooperation with civil society women's organisations, national human rights institutions and women human rights defenders (in Germany and the partner countries).

**4.7.3** Strengthen women's organisations in partner countries by building technical capacity in areas such as data gathering, statistical expertise and leadership and management skills.

# Annex Outline of the international and national frame of reference for issues and activities under the BMZ GAP II strategy

## OVERARCHING FRAME OF REFERENCE

The **United Nations Universal Declaration of Human Rights** (1948) contains the basic principle of non-discrimination on the basis of sex and affirms the equality of men and women.

The **UN Convention on the Elimination of all Forms of Discrimination against Women** (CEDAW, 1979) is legally binding at both international and national level as the basis for achieving equality between men and women. It prohibits any form of discrimination against women.

The **2030 Agenda for Sustainable Development** enshrines gender equality as a goal in its own right (Goal 5) and comprehensively mainstreams gender, including it in all the objectives of a new development agenda.

The **EU Council Conclusions on Gender in Development** (2015) emphasise that women's and girls' rights, gender equality and empowerment of women and girls continue to constitute political priorities in the context of EU foreign trade and development cooperation, and affirm the importance of taking an integrated three-pronged approach.

The **EU Action Plan on Gender Equality (2016 – 2020)** obliges Member States to strengthen gender equality in the following priority areas: **(I)** Fighting violence

of all kinds against women and girls, **(II)** Strengthening the economic and social rights of women, **(III)** Strengthening girls' and women's voice and participation, and **(IV)** institutional change in the EU to improve the coordination and coherence of measures taken by all EU players and Member States.

## SPECIFIC ISSUES

### ACCESS TO JUSTICE AND LEGAL SERVICES FOR WOMEN, POLITICAL PARTICIPATION, VOICE AND LEADERSHIP

#### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)** (1979) requires States Parties to end discrimination against women in political and public life, guarantee women the right to vote and participation in government and in non-governmental organisations and associations, and ensure that women have equal opportunity to represent their government at international level.

In the **Beijing Platform for Action (1995)** the issue of representation and active participation of women is specified as one of twelve strategic objectives on the way to gender equality.

The **EU Council Conclusion on Gender Equality and Women's Empowerment in Development Cooperation (2007)** calls upon Member States to make women's economic and political empowerment a prominent theme in their development cooperation.

In Goal 5 (SDG 5) of the **2030 Agenda for Sustainable Development (2015)**, the international community has made a commitment to the objective of adopting and strengthening sound policies and enforceable legislation to achieve gender equality and empowerment of all women and girls at all levels and ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

#### *National frame of reference*

In Germany, the **BMZ Strategy on Promoting Good Governance in German Development Policy (2009)** defines women's political participation and the aligning of existing legal norms, institutions and administrative practices in the partner countries to the rights and interests of women and girls as key focuses of efforts in this area.

## RURAL DEVELOPMENT, AGRICULTURE AND FOOD SECURITY

#### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (1979)** obliges States Parties to abolish discrimination against women in rural areas and ensure that women benefit equally from rural development.

**Agenda 21 of the UN Conference on Environment and Development (1992)** emphasises the important role of women in sustainable development. Access to property ownership and land, to agricultural resources finances and markets, as well as to education are set out as essential to enabling women to have equal participation in development.

Rooted in the **Declaration and Action Plan of the World Food Summit (Rome, 1996)**, gender equality

is specified as an objective to be achieved in the struggle for food security.

The **Final Declaration of the UN Conference on Sustainable Development (Rio+20 Summit, 2012)** affirms the universal right to safe, sufficient and nutritious food and recognises that women's empowerment is essential to agricultural and rural development and to food security.

Under the **2030 Agenda for Sustainable Development (2015)**, the international community has committed itself, in **Goal 2**, to end all forms of malnutrition, to address the nutritional needs of adolescent girls, pregnant and lactating women, and older persons and to double the incomes of small-scale food producers, in particular women, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

#### *National frame of reference*

The **BMZ Strategy Paper on Rural Development and its Contribution to Food Security (2011)** emphasises the important role played by women in agriculture.

The **BMZ Strategy Paper on Promoting Sustainable Agriculture (2013)** calls for gender equality to be built into the design of rural development strategies.

## VIOLENCE AGAINST WOMEN AND GIRLS

#### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** requires States Parties to condemn discrimination against women in all spheres of life and take measures to eliminate it.

The **Vienna Declaration of the UN World Conference on Human Rights (1993)** calls for the elimination of gender-based violence, sexual harassment and exploitation in public and private life.

**Declaration A/Res/48/104 of the UN General Assembly on the Elimination of Violence against Women (1993)** calls on Member States to condemn violence against women and adopt appropriate measures and laws to combat violence.

The **Beijing Platform for Action (1995)** specifies the elimination of violence against women as one of twelve strategic objectives for promoting gender equality.

The **EU Guidelines on Violence against Women and Combatting all Forms of Discrimination against them (2008)** are a long-term political commitment by the European Union, setting out operational objectives and instruments of intervention to combat violence against women and girls.

Under **UN Resolution A/Res/67/146: Intensifying Global Efforts to Eliminate female genital mutilation (2012)**, Member States are required to enact and enforce legislation and policies to prevent female genital mutilation.

The **2030 Agenda for Sustainable Development (2015)** commits the international community to eliminating all forms of violence against all women and girls in public and private life, including trafficking, sexual and other forms of exploitation and all harmful practices such as child, early and forced marriage and female genital mutilation of women and girls (Sustainable Development Goal 5).

#### *National frame of reference*

In the **Action Plan II of the Federal Government to Combat Violence against Women (2007)**, Germany has committed to taking concrete steps to provide women with effective protection against gender-based violence.

The **BMZ Position Paper on Female Genital Mutilation (2015)** sets out the ministry's approach to eliminating female genital mutilation and explains how activities to prevent such practices should be integrated in German development cooperation programmes.

## ARMED CONFLICTS, PEACEKEEPING AND DISPLACEMENT

### *International frame of reference*

**UN Security Council Resolution 1325** and its follow-up resolutions call for the active participation of women in all stages of conflict prevention and conflict management and the protection of women and girls against sexual violence and rape in contexts of armed conflict.

In the **Beijing Platform for Action (1995)** the issue of women in armed conflicts is dealt with as one of twelve strategic objectives for promoting gender equality.

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** emphasises that the welfare of the world and the cause of peace require the participation of women on equal terms with men in all fields.

### *National frame of reference*

The national **Action Plan of the Government of the Federal Republic of Germany on the Implementation of United Nations Security Council Resolution 1325 for the Period 2013 – 2016** mainstreams women's participation in measures for crisis prevention and conflict management as well as for the protection of women and girls against sexual violence, treating these as cross-cutting issues in German foreign, security and development policy.

The **BMZ Strategy Paper on Development for Peace and Security (2013)** defines gender equality as a central field of activity to be incorporated in the design, planning, implementation and evaluation of programmes, thus creating the right framework for peaceful and inclusive development.

## EDUCATION

### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** requires States Parties to guarantee both women and men the right to education and to eliminate discrimination.

In the **Beijing Platform for Action (1995)**, the issue of education and training for women is specified as one of twelve strategic objectives on the path to gender equality.

The **Programme of Action of the World Summit for Social Development in Copenhagen (1995)** commits countries to ensuring equal and full access by women and girls to education.

By committing to the **2030 Agenda for Sustainable Development (2015)**, specifically SDG 4, and subsequent steps in the **Education 2030 Framework for Action (2015)**, the international community has set itself the goal of eliminating gender disparities in education, ensuring equal access to all levels of education and vocational training for the vulnerable in society, including persons with disabilities, indigenous peoples and children in precarious situations, and creating and expanding gender-sensitive education facilities.

Under the Leaders' Declaration of the G7 Summit in Elmau (2015) the G7 countries are committed to increasing by one third the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures.

### *National frame of reference*

The **BMZ Education Strategy – Creating Equitable Opportunities for Quality Education (2015)** highlights the importance of education for girls and women as a cross-cutting issue.

The **BMZ Strategy Paper – Vocational education and training in German development cooperation (2012)** defines gender equality as a priority area of cooperation in the field of vocational education and training.

## GAINFUL EMPLOYMENT AND ECONOMIC EMPOWERMENT

### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** requires States Parties to take measures to tackle discrimination against women at work and guarantee equal rights for women and men.

In the **Beijing Platform for Action (1995)** the issue of women in the economy is specified as one of the twelve strategic objectives on the path to gender equality.

One of the four principles that underlie the **core labour standards** of the **International Labour Organization (ILO)** is to ensure equal treatment in the world of work. ILO Convention 100 states that women and men shall receive equal remuneration for work of equal value.

With the **EU Council Conclusion on Gender Equality and Women's Empowerment in Development Cooperation (2007)**, Member States are required to make women's economic and political empowerment a central theme in their development activities.

The **Final Declaration of the UN Conference on Sustainable Development (Rio+20 Summit, 2012)** requires that women and men have the same opportunities to acquire job skills and equal access to worker protection.

With the **2030 Agenda for Sustainable Development (2015)**, specifically **SDG 8** and **SDG 10**, the international community has committed to achieving full and productive employment and decent work for all women and men and equal pay for work of equal value, protecting labour rights, promoting safe and secure working environments for all workers, including migrant workers, in particular women migrants and migrants in precarious employment, and adopting appropriate policies, especially fiscal, wage and social protection policies.

In the **Leaders' Declaration of Elmau Summit (2015)** the G7 countries committed to supporting partners in developing countries and in their own countries

to eliminate discrimination, sexual harassment and violence against women and girls and overcome other cultural, social, economic and legal barriers to women's economic participation. The G7 countries have also pledged to increase the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third.

The G7 nations also support the UN principles of empowering women in business (Women's Empowerment Principles – WEP) and call on companies worldwide to apply these principles in their work.

#### *National frame of reference*

The **BMZ Strategy Paper on Developing markets, creating prosperity, reducing poverty, taking responsibility – The private sector as a partner of development policy (2011)** emphasises the importance of including the informal economy in efforts to promote women's employment and assigns a key role to gender equality and women's economic empowerment.

The **BMZ Strategy Paper on Vocational education and training in German development cooperation (2012)** commits German development cooperation to the goal of eliminating inequalities in vocational education and training systems, including gender exclusion from certain industries.

The **BMZ Strategy Paper on Fighting poverty more effectively – Worldwide (2012)** points out that a focus on promoting women and girls and integrating them in development processes is beneficial for economic growth. It also reasserts the importance of decent jobs and wages, especially for women.

The **BMZ Sector Strategy on Private Sector Development (2013)** identifies the integration of women on equal terms in the private sector as a cornerstone in the creation of sustainable economic development.

## HEALTH, INCLUDING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** requires States Parties to ensure that women have equal access to health services, including family planning.

The **Programme of Action of the Cairo International Conference on Population and Development (1994)** calls on all states to ensure that women have equal access to health services, including services for reproductive health, family planning and sexual health.

In the **Beijing Platform for Action (1995)** the issue of women and health is treated as one of twelve strategic objectives for promoting gender equality.

The **Final Declaration of the UN Conference on Sustainable Development (Rio+20 Summit, 2012)** includes the commitment to reduce maternal mortality and improve the health situation of women. It also enshrines the right of women and men to decide freely on matters relating to their sexuality and sexual and reproductive health.

With the **2030 Agenda for Sustainable Development (2015)**, specifically in **SDG 3** and **SDG 5**, the international community is committed to ensuring universal access to sexual and reproductive health and reproductive rights, reducing the global maternal mortality ratio, and achieving universal health coverage, including financial risk protection, access to quality essential health services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

### *National frame of reference*

The **BMZ Policy Paper on Sexual and Reproductive Health and Rights, and Population Dynamics (2008)** emphasises that international development goals cannot be achieved without realising sexual and reproductive health and rights.

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The **BMZ Sector Strategy on German Development Policy in the Health Sector (2009)** commits German development cooperation to improving the situation of women in all projects and programmes in the health sector.

The **BMZ Position Paper on Germany's Contribution to a Sustainable HIV Response (2012)** underlines the critical role played by the participation of women and girls in combatting HIV/AIDS.

The **BMZ Position Paper on Population Dynamics in German Development Cooperation (2013)** emphasises the importance of rolling out programmes concerned with sexual and reproductive health and rights for women and girls for a sustainable population policy.

## WATER AND SANITATION

### *International frame of reference*

Under the **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** the States Parties are required to ensure access by women to adequate water supply and sanitation, especially in rural areas.

The **Beijing Platform for Action (1995)** calls on governments to secure the availability of, and universal access to, clean drinking-water and sanitation facilities and put in place effective public water distribution systems.

The **Final Declaration of the UN Conference on Sustainable Development (Rio+20 Summit, 2012)** contains the commitment to securing access to safe and affordable drinking-water and sanitation for all as a prerequisite for women's empowerment.

Under the **2030 Agenda for Sustainable Development (2015)**, specifically **SDG 6**, the international community aims to achieve universal and equitable access to clean and affordable drinking-water for all, as well as access to adequate and equitable sanitation and hygiene for all, paying special attention to the needs of women and girls.

In **UN Resolution A/RES/64/292 (2010)** the UN General Assembly declared access to water and sanitation to be a human right.

### *National frame of reference*

The **BMZ Strategy Paper on Water Sector Strategy (2006)** highlights the central role played by women in fetching, organising and protecting water and commits German development cooperation to a strong focus on women's inclusion in water sector projects that focus on target group level.

## CLIMATE CHANGE, DISASTER RISK MANAGEMENT, SUSTAINABLE DEVELOPMENT, URBAN/MUNICIPAL DEVELOPMENT

### *International frame of reference*

In the **Beijing Platform for Action (1995)** the issue of women and the environment is addressed as one of the twelve strategic objectives on the path to gender equality.

The **Final Declaration of the UN Conference on Sustainable Development (Rio+20 Summit, 2012)** emphasises the decisive role played by women in sustainable development and calls for their participation in decision-making processes and in sustainable development programmes.

In the **2030 Agenda for Sustainable Development (2015)**, specifically in **SDG 13**, the international community commits to promoting mechanisms to raise capacity for effective climate change-related planning and management in least and small island developing states, including focusing on women, youth and local and marginalised communities.

Under the **Paris Agreement (2015) within the United Nations Framework Convention on Climate Change (UNFCCC)** the international community recognises gender equality and women's empowerment as fundamental principles in the fight against climate change and calls for gender-responsive approaches to adaptation and capacity building.

### *National frame of reference*

The **BMZ Sector Strategy on Sustainable Energy for Development (2007)** sets out the commitment of German development cooperation to taking account of gender roles and to integrating women and girls in the planning and implementing of programmes in the energy sector.

The **BMZ Strategy Paper on Biological Diversity (2008)** emphasises that women are particularly impacted by the loss of biodiversity. It emphasises the important role played by women in the conservation and sustainable use of biological diversity and calls for their active involvement in projects and programmes.

## FIELDS OF ACTION

### COOPERATING WITH FEMALE AND MALE STAKEHOLDERS

#### *International frame of reference*

The **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** points out that full gender equality cannot be attained without changing the traditional roles of men and women in society and in the family.

The **Programme of Action of the Cairo International Conference on Population and Development (1994)** has a focus on men's responsibility for promoting gender equality in all areas of life.

The **Beijing Platform for Action (1995)** emphasises that equality can only be achieved through cooperation based on partnership between men and women in all areas of life.

The **Agreed Conclusions of the 48th Session of the Commission on the Status of Women (2004)** sets out detailed recommendations on how men are to be involved in promoting gender equality.

## TACKLING MULTIPLE DISCRIMINATION

#### *International frame of reference*

The United Nations **International Covenant on Economic, Social and Cultural Rights (1966)** obligates States Parties to guarantee the rights laid down in the Covenant without discrimination of any kind with regard to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

The **Beijing Platform for Action (1995)** addresses the problem that women continue to encounter barriers to equality due to their age, language, ethnicity, culture, religion or disability, or because of other status factors.

The **Convention on the Rights of Persons with Disabilities (2006)** highlights the fact that women with disabilities face multiple discrimination and calls on States Parties to take measures designed to empower women and safeguard their human rights.

**ILO Convention 169 concerning Indigenous and Tribal Peoples in Independent Countries (1989)** determines that indigenous and tribal peoples shall enjoy, on an equal footing with others, the full measure of human rights and rights granted by national laws.

#### *National frame of reference*

The **BMZ Strategy Paper on Human Rights in German Development Policy (2011)** recognises that (multiple) discrimination is a cause of human rights violations and calls for the dismantling of barriers within society and the realisation of the rights of groups suffering discrimination as core measures of a human rights-oriented development cooperation policy.

With the **BMZ Position Paper on Young people in German development policy – contribution to the implementation of the rights of children and youth (2011)**, a human rights strategy is fleshed out for this target group and made a binding commitment for Germany's official development cooperation.

The **BMZ Action Plan for the Inclusion of Persons with Disabilities 2013-2015 (2013)** addresses the problem of women with disabilities being particularly affected by multiple discrimination.

## GENDER EQUALITY IN FINANCING FOR DEVELOPMENT

### *International frame of reference*

The **Busan Partnership for Effective Development Cooperation (2011)** contains a commitment to target public expenditure in appropriate ways that equally benefit both men and women.

The **Addis Ababa Action Agenda (AAAA) of the Third International Conference on Financing for Development (2015)** reaffirms the Monterrey Consensus and Doha Declaration on development financing. The AAAA commits states to respecting human rights and ensuring gender equality and the empowerment of women and girls. The AAAA reasserts the importance of women's economic empowerment and their equal access to productive and natural resources, calls for investment to promote gender equality and empower women and girls, and demands gender-responsive budgeting and tracking.

### *National frame of reference*

The **BMZ Sector Strategy Paper on Good Financial Governance in German Development Cooperation (2014)** sets out the necessity of good financial governance projects to actively find ways of advancing women's rights.

## EMPOWERING WOMEN AND GIRLS THROUGH SPORT

### *International frame of reference*

Under the **UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)** States Parties have undertaken to combat discrimination against women in all areas of life and ensure that they have the same rights as men to participate actively in recreational activities, sports

and all aspects of cultural life and to engage in sports and physical education.

The **Beijing Platform for Action (1995)** calls on governments to provide accessible sports and recreational facilities, to promote and support women and girls in all areas of sport and physical activity, and to give them opportunities equal to those of men and boys to take part in physical and recreational activities.

Adopted in 2003, **United Nations Resolution 58/5 Sport as a means to promote education, health, development and peace** focuses on the ways in which sport can help us achieve the Millennium Development Goals.

With the **2030 Agenda for Sustainable Development (2015)**, specifically in **SDG 5**, the international community has committed to adopting sound policies and enforceable legislation aimed at promoting gender equality and empowering women and girls at all levels, and to ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Paragraph 37 explicitly recognises sport as an important enabler of sustainable development and contributor to peace.

### *National frame of reference*

The **BMZ Strategy Paper on The role of sport in German development cooperation** describes how sport can be an innovative instrument for helping to achieve development objectives and highlights the role of sport in fostering self-determination and inclusion.

## GENDER COMPETENCE/KNOWLEDGE MANAGEMENT

### *International frame of reference*

The **Beijing Platform for Action (1995)** emphasises the need to collect, analyse and disseminate gender-disaggregated data in the context of achieving gender equality.

The **Busan Partnership Agreement (2011)** for Effective Development Co-Operation calls for greater

efforts to collect, harmonise and share data disaggregated by sex and for gender equality targets to be incorporated into accountability mechanisms.

## STRENGTHENING WOMEN'S ORGANISATIONS

### *International frame of reference*

The **Beijing Platform for Action (1995)** points to the important role of women's rights organisations and calls for efforts to involve and promote such organisations in order to achieve the platform's strategic objectives on gender equality.

The **Programme of Action of the Cairo International Conference on Population and Development (1994)** calls on governments to include women's organisations in the processes of developing and implementing population policies.

### *National frame of reference*

The **BMZ Strategy Paper entitled Strategy on government-civil society cooperation in post-2015 development policy (2014)** argues for civil society forces to be strengthened and partnerships with civil society to be deepened.

The **BMZ Strategy Paper on Promoting Resilient States and Constructive State-Society Relations – Legitimacy, Transparency, Accountability (2010)** emphasises the important role played by efforts to strengthen civil society in the context of effectively promoting political participation.

# Abbreviations

**AAAA**

Addis Ababa Action Agenda

**BMZ**

Federal Ministry for Economic Cooperation and Development

**CEDAW**

Convention for the Elimination of all Forms of Discrimination against Women

**EG**

Engagement Global

**EU**

European Union

**FGM**

Female genital mutilation

**GAP**

Gender Action Plan

**GIZ**

Deutsche Gesellschaft für Internationale Zusammenarbeit

**GG marker**

gender equality, gender marker

**KfW Entwicklungsbank**

KfW development bank (part of the KfW banking group)

**LGBTI**

Lesbian, gay, bisexual, transgender, intersex

**MDGs**

Millennium Development Goals

**ODA**

Official Development Assistance

**OECD**

Organization for Economic Cooperation and Development

**SDGs**

Sustainable Development Goals

**SRHR**

Sexual and reproductive health and rights

**UN**

United Nations

**UNDP**

United Nations Development Programme

**UN Women**

United Nations Entity for Gender Equality and the Empowerment of Women

**WEP**

Women's Empowerment Principles

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