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Dear Sir or Madam,

In 1906, Finland became the first country in Europe to grant women the right to vote. And exactly 100 years ago in November 1918, Germany followed suit. Milestones on the path to gender equality. But, even in today's European Parliament, women make up just under one third of MEPs. And on the management boards of listed German companies, there is only one woman for every 13 men. That means there is still a lot to do – and not just in Europe, but worldwide. 'Equal rights, equal duties, equal opportunities and equal power for women and men' is therefore one of the basic principles driving German development policy. This principle advocates greater equality and takes a stand against discrimination, structural inequality and violence against women and girls. It promotes better legal, political and economic participation, equal access to education and health care, and supports women's peace efforts. But it is not just about women's empowerment. In keeping with the human rights movement, it also aims to strengthen the rights of the LGBTI community, as you can read in our report from Uganda.

If you are interested in further reads on 'Women – Gender. Power. Politics' make sure to have a look into our next akzente magazine which is going to be published beginning of December [here](#).

In addition, the European Development Days (EDD) in June put the focus on women and girls at the forefront of sustainable development. GIZ and the German Federal Ministry for Economic Cooperation and Development (BMZ) shared examples of projects and experiences throughout the two days in Brussels. Podcasts of the sessions are available. Find all information [here](#).

Wishing you an interesting read,  
Your GIZ Compass Editorial Team

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## In focus:

### 'A welcome but tall order'

#### An interview with Angela Langenkamp, GIZ gender expert



*Gender equality is a human right. Despite this, it has never featured so prominently on the political agenda as it does today. What's new?*

**Angela Langenkamp:** For a long time now, various governments, including Germany's, the private sector, international organisations and financial institutions along with global funds and foundations have been working to empower women and put a stop to gender discrimination. They have undertaken action individually and collectively. However, so far actions and resources dedicated to this goal have frequently not matched commitments. Current agreements, like the 2030 Agenda or the UN's Addis Ababa Action Agenda address these issues directly. In the New European Consensus on Development adopted last year, the EU and its Member States undertake to prioritise women's and girls' rights, their equality, empowerment and protection across all areas of activity. That is a welcome but at the same time tall order, putting

everybody to task.

*What is GIZ's approach to this?*

**Angela Langenkamp:** Gender equality is firmly embedded in GIZ's corporate principles and standards. We

have a Gender Strategy and, since 2015, we have been a signatory to the United Nations Women's Empowerment Principles (WEP). Furthermore, in December 2016, GIZ rolled out its Safeguards+Gender Management System, a minimum standard that can be applied to all projects and programmes of all clients and commissioning parties across all business sectors. It enables us to identify and actively promote the potentials for gender equality in our projects and to respond to any unintended negative impacts that may ensue.

In addition, events such as the GIZ Gender Week and the Gender Competition, which takes place every two years awarding the best approaches, are good for cooperation and foster innovation. Incidentally, we are also featuring award-winning projects in this newsletter, for example the one from Uganda.

**Read more:**

The report '[Gender Takes Centre stage at GIZ and in the Agenda 2030](#)' provides insights into GIZ's engagement in various sectors and regions, along with information about the implementation of GIZ's Gender Strategy.

Read more about German and European development cooperation on the websites of [Europeaid](#) and the [German Federal Ministry for Economic Cooperation and Development](#).



## **Equality for all**

### **GIZ is strengthening human rights in Uganda, with a special focus on the LGBTI community**

Gender discrimination is experienced not only by women and girls, but also by the LGBTI community. LGBTI stands for lesbian, gay, bisexual, transgender and intersexual. Being a member of the LGBTI community is a challenge in many countries, and Uganda is no exception.

Homophobia and transphobia are widespread in this East African country, even though Uganda has ratified the UN's core international human rights treaties and key African human rights conventions.

Implementation of these agreements is a slow process, however, with traditional values often playing a more important role than paper.

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), and on the basis of current legislation and agreements, GIZ is working to curb discrimination, strengthen tolerance and achieve equality for all. This involves collaborating with Ugandan institutions to align or redesign the legal framework conditions, bringing together government and civil society stakeholders, and raising the general public's awareness, for example by means of a documentary film on transgender in Uganda.

Since the end of 2017, the EU has been cofinancing the initiatives in Uganda. With this support, a wider dissemination of the project activities throughout the country and not only in the capital is possible. Civil society organisations and associations are being supported and exchange between government and civil society is strengthened.

The framework is set: With stronger human rights forming part of its National Development Plan (NDP), Uganda aims to mainstream this issue in all ministerial and local authority laws and programmes. Seven ministries and 26 local governments have already made corresponding changes. Uganda's Human Rights Commission and its Equality Commission – key national human rights institutions handling discrimination complaints – are now also open to LGBTI cases.

Protecting sexual minorities also involves training. GIZ has already coached 122 police officers on the situation and rights of LGBTI, while 14 medical personnel have undergone special training on the health needs of transsexual women. Both training inputs are set to be rolled out on a wider scale.



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**Read more:**

## Strengthening human rights in Uganda

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## Living without violence

### South American companies commit to workplaces free of violence



© GIZ / ComVoMujer

Violence against women is widespread throughout many South American countries. It is estimated that in Peru alone, seven out of ten women suffer violence at the hands of their partner. This abuse not only affects individuals, but leads to serious losses for businesses, the economy, and society as a whole. In Bolivia, for example, the productivity of victims and perpetrators drops by around 50 per cent. As a result, the Bolivian economy is losing nearly US\$ 2 billion a year. GIZ arrived at these figures together with Peru's University of San Martín de Porres following various studies conducted as part of the ComVoMujer programme it has been implementing in six countries in

South America since 2014 on behalf of Germany's Federal Ministry for Economic Cooperation and Development (BMZ), primarily with a view to combatting violence against women.

ComVoMujer is now using the alarming findings of these studies to encourage companies to undertake preventive action jointly with their government and civil society. Peru and Paraguay have since introduced the 'safe business' accreditation scheme which provides staff with certified training and qualifications. In all, more than 700 companies in the region are active against gender violence. Up to now, more than 50,000 employees have been educated about the causes and impacts of violence. And this has benefits both for the employers and their employees: a safe working environment that is free from violence offers a better quality of life, reduces production losses and improves staff commitment.

By the way, ComVoMujer held a lab debate at this year's European Development Days (EDD) in June in Brussels. Further information, pictures, quotes and a recording of the session can be found on the [EDD website](#).

### Read more:

[More about combating violence against women in Latin America](#)

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## Women drivers

### How training women to drive buses is making Ghana's capital roads safer

Until now, public transport in Ghana's capital city has essentially been 'a man's thing'. And it does not always run to schedule. The drivers of Accra's ubiquitous tro-tro minibuses have not been trained for the job of passenger transport and make up their routes as they go along. Without a timetable but with some dangerous driving in places, everyday road transport in Accra is characterised by traffic hold-ups, accidents and poor air quality.



But all this is set to change thanks to a new publicly operated rapid bus system. Ghana's Transport Ministry and the responsible public authority in Accra are co-developing a Bus Rapid Transit (BRT) system together with the commercial vehicle manufacturer Scania. From the procurement of new buses and an electric ticketing system through to training for bus drivers of both genders, including the production of a route network and timetable – modernisation is underway. And GIZ is on board. For the training input, Scania has joined up with GIZ as part of BMZ's develoPPP.de programme. The German automotive suppliers Bosch, WABCO and ZF are also involved. Through the develoPPP.de programme, the German Federal Ministry for Economic Cooperation and Development (BMZ) provides companies investing in developing and emerging countries with financial and, if required, also professional support.

A jointly founded transport academy with a training workshop for buses and lorries – the first of its kind in Ghana – is providing training for around 600 bus drivers and mechanics. Following the successful campaign 'Women moving the city', some 380 women applied for training in the first year and 73 of them qualified for the programme. The first trained drivers just entered the roads, for the start jointly with experienced drivers. In addition, 20 trained female truckers now drive road tankers. This is good news for Accra's inhabitants, given that – according to recent global studies – women drive more carefully and are better at anticipating hazards. The advantages: fewer accidents, lower fuel consumption and less wear and tear of the rolling stock. Women bus drivers can thus be a role model for their male colleagues and help make Ghana's roads safer.

**Read more:**

[More about the trainings in Ghana](#)  
[The work of GIZ in Ghana](#)

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## Panorama

### Fresh water beckons

**The drinking water system on the Caribbean island of Grenada is getting more resilient and efficient**



© GIZ / Britta Radike

As host of last November's Climate Change Conference COP23, Fiji recently made it clear that climate change is already a reality for island states. And what the Pacific Island States are saying is also an issue for the countries of the Caribbean. Grenada, for instance, is bracing itself for less rain and more frequent storms in the years ahead – a situation that will impact on the drinking water supply for the island's 100,000 or more inhabitants, as this is mainly sourced from rain water. GIZ's first project financed by the Green Climate Fund (GCF) thus takes it to the Caribbean, where – building on existing initiatives of the German Federal Environment Ministry – it is to help secure Grenada's

drinking water supplies in the long term.

Working with the national water authority, GIZ is supporting local building contractors to build 16 storm-proof water storage tanks. It is also planning a campaign to encourage the island's population to use drinking water more sparingly. Farmers and hoteliers can apply to the Water Challenge Fund for financial support for modern irrigation systems and water-saving pipes. Water sector management is also to be improved in order to make more efficient use of water.

The GCF is a multilateral fund under the UN Framework Convention on Climate Change. It is the largest climate fund worldwide and is intended to help significantly reduce greenhouse gases and promote adaptation to climate change. GIZ has been an accredited GCF entity (AE) since the end of 2016.

**Read more:**

[GIZ in the Caribbean](#)

More about the GCF: [www.greenclimate.fund](http://www.greenclimate.fund)



**In brief:**

## **From drugs to legal opportunities**

**Our End-of-the-Year Event in Brussels will take you on an interactive journey to examples of Alternative Development**

Coca or Cocoa? Have you ever thought about the challenges that small farmers, such as the Peruvian Willy Alonzo, face when deciding about which crops they should grow? And have you ever reflected on why this should be bothering us? If so, we would be happy to hear about your thoughts and experiences. And if not, we warmly invite you to experience more about it at GIZ's Brussels End of the Year Event.



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With theatrical performances by the Brachland-Ensemble and a photo exhibition we will travel to countries such as Bolivia and Peru and back to Brussels bringing along insights into the concept of Alternative Development, concrete examples and successes and a lot of food for thoughts.

Save the date and join us on December, 5th as of 5:30 pm at the GIZ Representation Brussels.

**Read more:**

[All event details](#)

**Registration and contact:**

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## **Working together for change**

**The 2017 GIZ Integrated Company Report**

Working together for change – what have we achieved together with our partners and commissioning parties during the last year? Under this very title, the 2017 Integrated Company Report of GIZ gives insights into joint activities and results in fields such as displacement and migrations, climate and energy, security and stabilisation as well as steps towards digital transformation. In addition, the report covers all business figures and staff numbers, our corporate strategy and corporate sustainability.



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The report is available online in English and German – as digital microsite, PDF or barrier-free, browsable document.

**Read more:**

2017 Integrated Company Report: [www.giz.de/company-report](http://www.giz.de/company-report)

Online report: [reporting.giz.de](http://reporting.giz.de)

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## Cooperation with the EU and important dates in Brussels

More information about GIZ's cooperation with the EU, important dates and news from Brussels are available online at [www.giz.de/eu](http://www.giz.de/eu). Our 'News and events' section also covers the latest events on energy, digitalisation in Africa and Gender Diversity Management in the MENA region.



## About GIZ

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a public-benefit, federal enterprise with more than 19,000 employees in some 120 countries. We support the German Government and many other public and private clients and financiers, including the European Union, around the world in a wide range of different areas – from business development and employment promotion to energy and the environment to peace and security.



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