



European
Commission



TRANSFORMATIVE PROMISING PRACTICES

in Mainstreaming
Gender into European
External Action

From the **2019 Annual**
Implementation Report of the
EU Gender Action Plan



































TRANSFORMATIVE PROMISING PRACTICES

**in Mainstreaming Gender into
European External Action
from the 2019 Annual
Implementation Report of the
EU Gender Action Plan II**

Published 2021

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LEGEND

EU Gender Action Plan 2016-2020 (GAP II) priorities



Institutional
culture shift



Physical and
psychological integrity



Economic, social and
cultural rights



Political and
civil rights

EU Gender Action Plan 2021-2025 (GAP III) key thematic areas of engagement



Ensuring freedom from
all forms of gender-
based violence



Promoting sexual and
reproductive health
and rights



Strengthening economic and social
rights and empowering girls and
women



Promoting equal
participation
and leadership



Integrating the
women, peace and
security agenda



Addressing the challenges and harnessing
the opportunities offered by the green
transition and the digital transformation

INTRODUCTION

The EU Gender Action Plan (GAP) is the European Union's instrument for translating its policy and commitments to gender equality in external action into practice. Its implementation is mandatory for EU Commission services, EU Member States and EU Delegations in partner countries.

Every year, these EU actors reported on the implementation of the EU Gender Action Plan II, *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relation (GAP II)*¹, in place between 2016 and 2020. This information has been compiled into annual implementation reports to monitor the progress achieved² and compendiums of promising practices in mainstreaming gender into EU external action, of which this is the third edition.³

In 2020, at the end of its cycle, the GAP II has paved the way for its successor, the EU Gender Action Plan III, *An Ambitious Agenda for Gender Equality and Women's Empowerment in EU External Action 2021–2025*. Through the GAP III, the EU is committed to lead by example and devise a comprehensive, transformative approach that encompasses all external policies, ensures internal-external coherence across policies, and mobilises new tools and flagship initiatives. The GAP III addresses the intersectionality of gender and other forms of discrimination. It follows an approach based on human rights, which places the principle of non-discrimination and countering inequalities at the centre of all EU actions.

This compendium of promising practices in mainstreaming gender into European external action presents 17 examples of programmes and projects that EU Delegations and Commission services reported through the 2019 GAP II Annual Implementation Report. All of them correlate to the new GAP III's thematic areas of engagement and objectives. These six thematic areas are (see annex 4 for a full list):

- ensuring freedom from all forms of gender-based violence;
- promoting sexual and reproductive health and rights;
- strengthening economic and social rights and empowering girls and women;
- advancing equal participation and leadership;
- integrating the women, peace and security agenda; and
- addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation.

Definition and criteria of a 'promising practice'

A promising practice for gender equality is an opportunity for the EU, partner governments and implementing partners to: (i) raise awareness about the state of play of gender equality; (ii) provide information on the causes that produce gender inequalities and gender-based discrimination; (iii) promote understanding of how gender inequality intersects with other inequalities on the basis of age, gender, ethnicity, socio-economic situation and sexual identities, etc.; and (iv) give greater visibility to good results for the attainment of gender equality in a given context/sector.

A promising practice for advancing gender equality and transforming the lives of women and girls is an action, a part of an action, or an activity in the framework of an action, that has produced suitable results and had a positive impact for rights holders. It upholds the criteria of quality (efficiency, effectiveness, relevance and ethical soundness) and sustainability (that is, it should be replicable, able to be standardised, and owned by rights holders).

It should also be either:

- at minimum gender-sensitive, that is, aiming to understand and address the social and cultural factors that produce gender-based discrimination and inequalities in the diversity of private and public life;
- preferably gender-responsive, that is, aiming to increase accountability and accelerate the implementation of commitments to gender equality with a rights-based approach at the international, national and community levels; or

1 EU Gender Action Plan II Annual Implementation Report [2017](#).

2 EU Gender Action Plan II Annual Implementation Reports [2019](#), [2018](#), [2017](#) and [2016](#).

3 Promising practices in mainstreaming gender into European external action from the [2018](#) and [2017](#) EU GAP II Annual Implementation Reports.

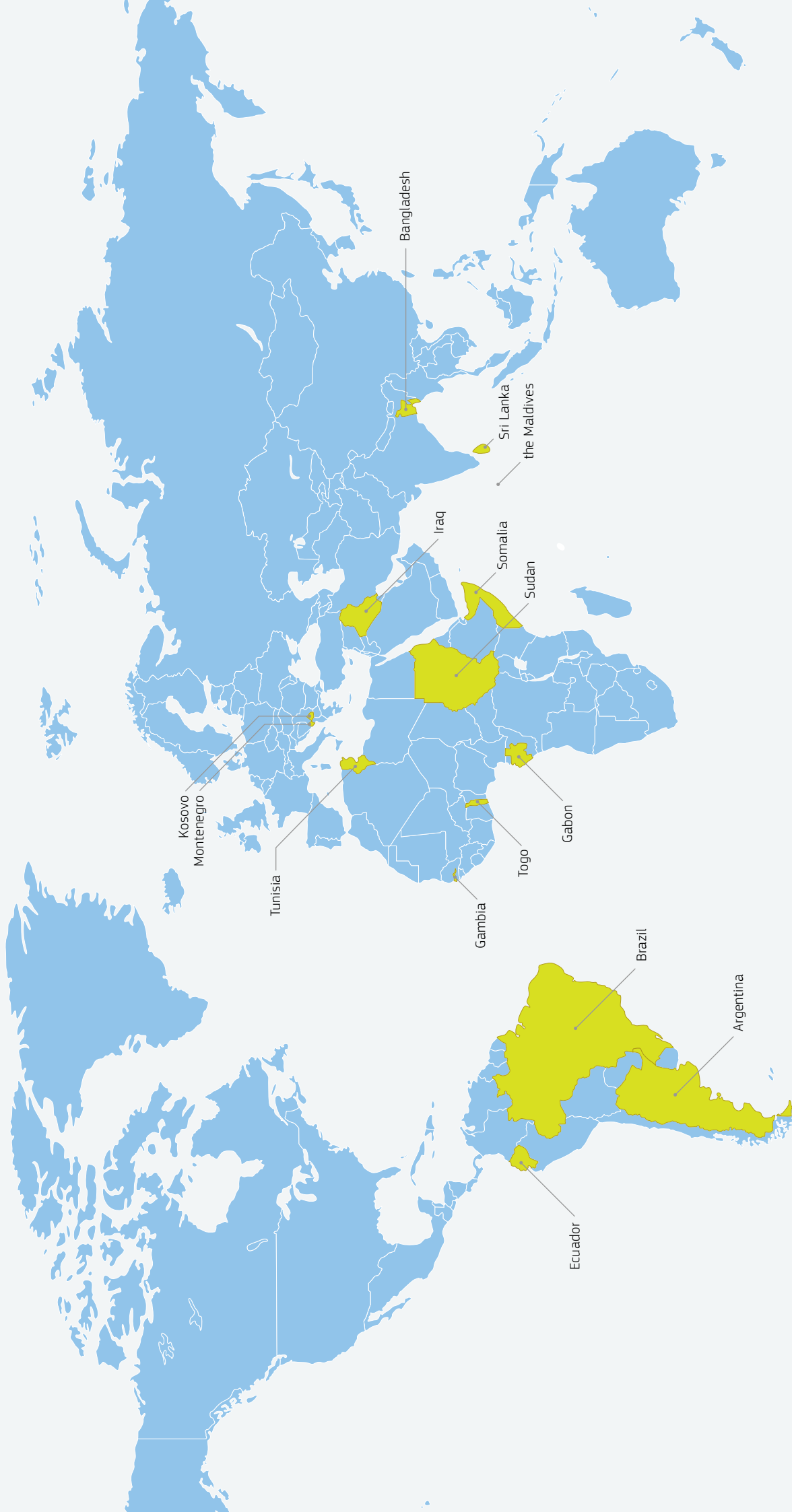
- desirably and ideally gender-transformative, that is, aiming to a shift or evoke a positive change in the socio-economic, cultural, institutional, and political paradigm(s) that produce gender-based discrimination and inequalities in a given context.

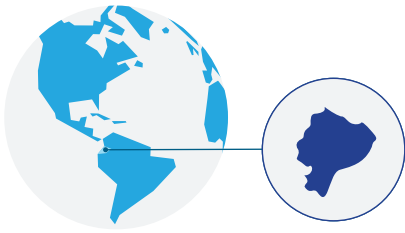
Lessons learnt are an intrinsic part of promising practices because they help to determine what works and what does not work in a specific context. This is particularly relevant to respond to criteria of quality or sustainability.

The practices were selected based on information provided by EU actors in 2020, during the GAP II reporting exercise. See annex 2 for the criteria used to select promising practices for this compilation.

MAP OF THE 17 TRANSFORMATIVE PROMISING PRACTICES

in Mainstreaming Gender into EU External Action





EU DELEGATION TO ECUADOR

Mujeres con voz
(Women with a voice)

Gender-transformative practice

Country/countries

Ecuador

Region

Americas

Related SDGs



SDG 5 ('Gender Equality')

EU entity

EU Delegation

Start year

2016–2019

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority B. Physical and Psychological Integrity
Objective 7. Indicator 7.2.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Ensuring freedom from all forms of gender-based violence

Objective 1. Women, men, girls and boys, in all their diversity better protected from all forms of GBV in the public, private spheres, work place and online

Objective 7. Women's rights organisations, social movements and other CSOs are influential in ending GBV

Objective 8. Quality, disaggregated and globally comparable data on different forms of GBV and harmful practices are increasingly collected and used

¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The 'Mujeres con voz' ('Women with a voice') project contributed to strengthening inclusive democratic governance in Ecuador's higher education institutions to prevent gender-based violence. Co-financed by the European Union and Foundation Raja, the project was implemented by Care France across five provinces in Ecuador. It supported student leaders to advocate for human rights, including freedom from gender-based violence. In addition, it supported the implementation of Ecuador's Comprehensive Organic Law for the Prevention and Eradication of Gender-based Violence Against Women, adopted in February 2018. It did so by strengthening the capacities of civil society, women's organisations and university students on advocating for public policies, national and local referral systems, protocols for action at the university level, and promoting citizenship and participation in building legal and management frameworks to combat gender-based violence. Also, it aided the development of prevention plans and protocols to address harassment and abuse on the basis of gender and sexual orientation in Ecuador's higher education system.

Key contribution to gender equality

Six of every 10 women in Ecuador have experienced gender-based violence. One in four have been subjected to sexual violence and 53% to psychological violence. Susceptibility to violence increases if a woman or a member of the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community is from an ethnic minority background. Indigenous women experience the highest rates of gender-based violence in the country (59.3%), followed by Afro-Ecuadorian women (55.3%). The 'Mujeres con voz' project supported women to find their voice and demand their rights, gender equality and referral systems. Its advocacy actions sought to respond to violence while enhancing women's empowerment and resilience. It assisted the establishment of local and national participation mechanisms, institutional strengthening, social cohesion and the participation of young leaders in capacity building and advocacy. It focused on different forms of violence against women in the university environment, ranging from issues of privacy to sexual harassment and abuse by teachers, administrative staff or fellow students. Overall, the project strengthened the skills of 841,161 women and men on how to address gender-based violence in universities, while supporting partnerships and advocacy initiatives to prevent violence and raise awareness. Its efforts were tailored based on data from robust gender research that recognised the asymmetric power relations underlying gender-based violence.

Main achievements and lessons learnt

The project achieved significant results, including the approval of six ordinances at the canton level to prevent gender-based violence and the creation of three canton observatories to monitor the implementation of public policies and legislation on gender-based violence. It supported the preparation of prevention plans to create violence-free spaces in higher education institutions, alongside the development of a draft national protocol on the prevention and response to gender-based violence that will be implemented in all of Ecuador's public and private higher education institutions. This protocol was the result of broad collaboration between actors at different levels – teachers, students, university administration and state institutions. Individual 'protocols for action in cases of harassment, discrimination and violence based on gender and sexual orientation in higher education institutions' were also prepared for each university.

The project adopted innovative strategies to promote the participation of various stakeholders in the higher education system to end discriminatory practices, safeguard rights and ensure justice for survivors. It honed the skills of 38,914 people on identifying gender-based violence in the university environment, developing prevention mechanisms and undertaking awareness raising and advocacy actions. The project forged partnerships with civil society organisations and academia, who trained young leaders to develop advocacy and resilience plans. Rigorous, in-depth participatory research by the project partners on gender-based violence in higher education institutions yielded recommendations for the government and other stakeholders. Its findings were used to prepare Ecuador's national shadow report to the Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW) and fed into the EU Delegations national gender analysis.



35

organizaciones locales
y 1 organización
nacional con capacidades
reforzadas en abogacía

47 038

personas alcanzadas
al nivel de las Instituciones
de Educación Superior

38 914

Personas
con competencias
desarrolladas para
impulsar mecanismos
de control social

685 472

personas cubiertas
por las ordenanzas y
observatorios ciudadanos.

6

ordenanzas cantonales

Snapshot of the 'Mujeres con voz' project's results

Sustainability and replicability

During the course of the project, national regulations changed significantly in Ecuador, most notably the approval of the Comprehensive Organic Law mentioned above. The project consolidated the partnership between civil society and academia, while championing young leaders' advocacy, communication and prevention skills around gender-based violence. It is vital for project partners to follow up on the draft national protocol – that was agreed to by the Government – and individual university level protocols to ensure that they are implemented by all higher education institutions.

The project found that 48.8% of sexual harassment incidents in universities occurred in the 12 months preceding its research. The project's advocacy, protection and resilience activities put addressed the medium- and long-term impacts of gender-based violence on young women's academic performance and risk of dropping out. To empower participants, 'Mujeres con voz' spearheaded individual and collective self-care workshops for civil society and students, offered spaces for reflection and created tools on the daily experience of violence. What makes the project so sustainable is its focus on strengthening the capacities of women active in civil society to raise awareness and advocate for the prevention of and response to gender-based violence in Ecuador's higher education system.

Other outcomes that are poised to foster positive change in gender norms include the project's training and support for women leaders to develop ordinances and protection plans that address both women's rights and the rights of the LGTBIQ community. It is also significant that they learnt about the roles of institutions and formed relationships with the media. The project's national communication campaign emphasised the transformation of imagery, stereotypes, and socio-cultural patterns that help to maintain discriminatory practices and violent behaviour towards women. This consolidated the project's efforts to catalyse transformative change.

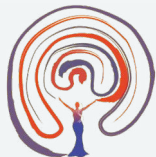


The journalism contest, #GritanLasAulas, was a hotbed of reflection and fostering new talent in different narrative arts, yielding 73 photo and video reports by 248 students from 19 universities.

Additional information



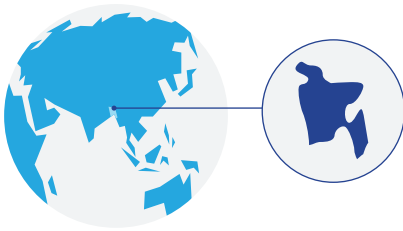
Click on the following link:
[Good Practices and Lessons Learned from Resilience and Human Rights](#)



El laberinto de
Ariadna

Ariadna's labyrinth





EU DELEGATION TO BANGLADESH

Combating the commercial sexual
exploitation of children (CCSEC)

Gender-transformative practice

Country/countries

Bangladesh

Region

Asia and the Pacific

Related SDGs



SDG 5 ('Gender Equality')

EU entity

EU Delegation to Bangladesh

Start year

2016–2019

Relevance for the EU Gender Action Plan II 2016–2020¹

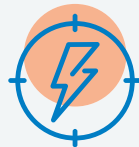


Thematic priority B. Physical and Psychological Integrity

Objective: 8. Trafficking of girls and women for all forms of exploitation eliminated

Indicators: 8.1.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Ensuring freedom from all forms of gender-based violence

Objective 5. Women, men, girls and boys, in all their diversity, trafficked for all forms of exploitation have improved access to adequate and quality services for socio-economic integration and psycho-social support

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The project, 'Combating the commercial sexual exploitation of children' (CCSEC), targets this multifaceted in Bangladesh by protecting and promoting the rights of survivors and at-risk children. Implemented by Terre des Hommes, The Netherlands with the Society for Social Services (SSS), the Social and Economic Enhancement Programme (SEEP) and Breaking the Silence (BTS), the project focuses on the districts of Tangail and Dhaka. It contributed to the establishment of a protection system, while advocating for the implementation of International Labour Organization's (ILO) Convention No. 182 and the United Nations Convention on the Rights of the Child's Optional Protocol 2 on the sale of children, child prostitution and child pornography.

The project founded two drop in-centres where children can participate in psychosocial and resilience activities that help them rebuild their life in society. It opened night and home shelters to provide rescued children with support and entry into a rehabilitation programme. More than 1,000 survivors and at-risk children of commercial sexual exploitation were rescued and removed from commercial sexual exploitation, and benefitted from holistic, integral care. The project adopted a child-led organisations' approach to foster children's participation and self-esteem to become change agents. It set up four civil society networks: the Street Children Activists Network (SCAN), the Sex Workers Network of Bangladesh (SWNOB), the National Girl Child Advocacy Forum (NGCAF) and the Bangladesh Shishu Adhikar Forum (BSAF). These networks were involved in the project's advocacy actions, giving voice to child rights and demanding the application of international instruments to protect them from exploitation and abuse.

Key contribution to gender equality

The commercial sexual exploitation of children is an unacceptable contemporary form of slavery. Since no reliable information or statistics about the phenomenon are available in Bangladesh, the project partners carried out a gender analysis and collected anecdotal evidence. Their findings reveal that the sexual abuse and exploitation of children is common in Bangladesh and most often affects girls. The project helped unveil the crime's prevalence, mobilised support for survivors and devised protection mechanisms that engage children, including survivors, those at-risk and the children of sex workers. The partners discussed forced prostitution, pornography and trafficking of children with civil society and carried out awareness raising with the support of the media. Children – both girls and boys – were cared for and empowered through immediate protection services and life skills training to support their reintegration into society. Some 125 of them became involved in child-led organisations and emerged as agents of change in their communities.

Main achievements and lessons learnt

The project supported 740 children at-risk children and child survivors of sexual exploitation through a shelter home in Tangail, as well as a night shelter and two drop-in centres in Mirpur. In Tangail, a Child Protection Monitoring Committee (CPMC) on sexual exploitation of children was established, engaging at least 125 children as change agents. The committee's 26 members include key duty-bearers, such as civil society representatives, politicians, advocates, doctors, teachers, human rights activists and media professionals.

A baseline study by the project of 1,826 children revealed that most children who are at-risk of, or are survivors of, commercial sexual exploitation are deeply traumatised as they confront terrifying situations in the street. The project supported them alongside another 130 children of sex workers with life skills training. It developed ad hoc psychological tests and counselling tools used for the children's assessment and counselling.

At the national level, the project organised two engagement workshops with 22 service providers and civil society organisations. Four child-led organisations were formed by the project, which actively participated in initiatives spearheaded by the four civil society networks established in the context of CCSEC. These organisations led discussions with members of parliament and other stakeholders to secure support for children at risk. They raised awareness and called for the urgent adoption and implementation of international legal frameworks to protect children from abuse and exploitation.

Sustainability and replicability

The project's comprehensive child and rights-based approach encompassed prevention, protection, rights' promotion and participation strategies. It worked closely with communities and duty bearers to hold them to account. It ensured children's learning and participation, empowering them to demand their rights and have a say in the policies and practices that impact their lives. Thanks to the project's gender analysis, baseline study, and awareness and advocacy actions, the project was able to rip apart the culture of silence that forces children survivors of abuse into isolation and prevents them from accessing legal or social justice.

The project met children's immediate protection needs, as well as their long-term needs through life skills training. It protected children from the risk of commercial sexual exploitation, prevented the occurrence of the phenomenon and reduced re-victimisation. Regular monthly psychosocial counselling addressed deep traumas and shed light on the support abused children need to live normal lives. Children have improved their knowledge, skills, attitudes and practices on child rights, personal hygiene and mental health. They received formal and non-formal education, as well as technical and vocational education and training. Many of them are pursuing secondary education, technical education or higher education. Some are accessing employment and livelihood opportunities.

The child-led organisations' approach ensured children's meaningful participation and representation. Children were supported and encouraged to form their own organisations and start initiatives, which created an environment for them to discuss their rights and express their own views on the implementation of ILO Convention No. 182 and the CRC's Optional Protocol 2. Public awareness raising at the local and national level proved highly successful and can be strengthened further through the work of the project's partners.



Mothers at Kandapara Brothel spoke with the EU Delegation on 17 September 2018.

Project outcomes:

Change agents

The child-led organisations (CLO) approach is recognised by the Convention on the Rights of the Child as a means of amplifying children's voices. In 2018, **125 children** from five CLOs worked as agents of change in Dhaka and Tangail.

Drop-in centres

Two drop-in centres – one for girls and one for boys – were set up in Mirpur in Dhaka in 2016. They have since addressed children's immediate protection needs and provided basic services, including day time shelter, food, clothes, psychosocial counselling, non-formal education, recreation, health services, and technical and vocational education and training (TVET) through referrals for **705 survivors and at-risk children (323 girls and 382 boys)**.

Night shelter support

In Dhaka, Community Police Officers identified **35 children (17 girls and 18 boys)** for enrolment in the drop-in centre and night shelter in Mirpur. In Tangail, CPMC members identified **six children (three girls and three boys)** and enrolled in the district's shelter home and Pouro Ideal High School.

Skills trainings

Different kinds of life skills training were provided for **130 children (74 girls and 56 boys)** of sex workers, who were fully protected from commercial sexual exploitation.

Additional information



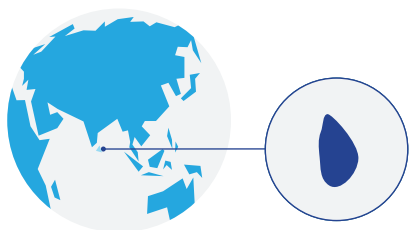
Project website

Combating child sexual abuse in Bangladesh



Project activities for child survivors of abuse and at-risk children.





EU DELEGATION TO SRI LANKA AND THE MALDIVES

Organisational capacity enhancement and networking
(OCEAN)

Gender-transformative practice

Country/countries

Sri Lanka

Region

Asia and the Pacific

Related SDGs



SDG 5 ('Gender Equality')

EU entity

EU Delegation to Sri Lanka and the Maldives

Start year

2017–2020

Relevance for the EU Gender Action Plan II 2016–2020¹

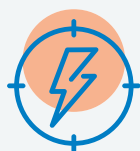


Thematic priority B. Physical and Psychological Integrity

Objective: 9.

Indicators: 9.7.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Ensuring freedom from all forms of gender-based violence

Objectives: 1. Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online

through legislation and effective enforcement

6. Women, men, girls and boys, in all their diversity, are better protected from sexual and gender-based violence in fragile and humanitarian crisis situations.

7. Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence



Thematic area: Promoting economic and social rights and empowering girls and women

Objectives: 4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, and alternative livelihoods and strengthened participation in the green and circular economy

5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora

10. Women, men, girls and boys, in all their diversity, have improved nutrition levels

¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The 'Organisational capacity enhancement and networking' (OCEAN) project worked to increase women's self-sustenance capacities, boost incomes and foster positive change at the household level in Delthota, in Sri Lanka's Kandy district, and Kilinochchi in the Kandavalai Divisional Secretariat. Funded through the European Union's Civil Society and Local Authorities programme, the OCEAN project supported the formation of civil society forums, divisional and district development plans, sexual and gender-based violence action plans, community level election monitoring, and the development of social accountability mechanisms. Its partner organisations – the Women's Development Centre, People's Action for Free and Fair Elections, and the Sri Lanka Centre for Development Facilitation – supported the creation of self-help groups of women in the targeted communities, triggering a learning process to improve their financial management skills, increase their leadership potential and improve their socio-economic situation. The organisations also advocated with state bodies for the implementation of the National Action Plan to combat sexual and gender-based violence.

Key contribution to gender equality

The areas targeted by the OCEAN project are marked by poverty, social tensions, the consumption of illicitly-produced alcohol and widespread gender-based violence, particularly domestic violence. The project's self-help group approach significantly promoted women's empowerment through skills development and mobilisation. In these groups, women developed their leadership skills and became more active in their communities, learning how to negotiate with other stakeholders and within the household. By the time the project ended, women took complete ownership of the self-help groups' initiatives and outcomes. They undertook leadership organisation, voiced the challenges facing them, articulated their needs and carried out mutual support initiatives.

Main achievements and lessons learnt

The project involved 92 civil society organisations, 240 community-based organisations, 41 Pradeshiya Sabha councillors and 145 district/division level officers. It established 110 self-help groups, engaging 1,352 women. In these spaces, women participated in a variety of trainings, workshops and discussions on saving methods, loans scheme, obtaining credit, financial management, social analysis, goal-setting, leadership and participation, constitutional legal and policy frameworks, gender equality, home gardening and living a life free from violence, among other issues.

Through the self-managed saving scheme fostered by the OCEAN project, these women saved LKR 3,721,438 rupees (equivalent to EUR 42,200) within a two-year period. As a statement by the project's participants puts it, "*pennies make pounds*". Participants also applied their newly acquired financial knowledge at home; by



SHG goal setting training

Self-help group goal-setting training © OCEAN programme

managing expenses efficiently, they secured similar savings at the household level. The project proved particularly crucial when communities faced the harsh economic crisis prompted by the COVID-19 pandemic. For instance, it promoted organic farming, women's technical knowledge and skills in home gardening, and healthy food consumption through training and practice. This boosted households' food security, especially during the COVID-19 crisis.

The leadership and negotiation skills that the women acquired improved their situations at home, helping them to convince their husbands to stop producing illicit alcohol, thereby improving their families' safety. With the support of the wide network of civil society and community-based organisations engaged in the OCEAN project, participants were able to voice their needs, claim their rights and negotiate with government institutions for the application of Sri Lanka's national strategy to combat gender-based violence.

Sustainability and replicability

During the OCEAN project's evaluation phase, rights-holders particularly highlighted the benefits of developing women's leadership qualities and capacities. The self-help groups became spaces where women community members could share experiences, learn and benefit from mutual support. By the end of the project, women were independently managing and leading these self-help groups. A range of success stories demonstrate how their socio-economic situations improved. The project's sustainability is tied to its focus on strengthening women's knowledge and skills on a range of issues – from financial management to leadership and combatting gender-based violence, as noted above. The project's support contributed to greater savings, food security thanks to fresh vegetables from their gardens during the COVID-19 pandemic, and women's leadership in safe, productive spaces. These important achievements promise to be maintained and even expanded thanks to women's increased self-esteem, their strengthened capacities and the sustained support of civil society and other women to bring about change.

Additional information



Sri Lanka Centre for Development Facilitation Annual Report 2019/2020

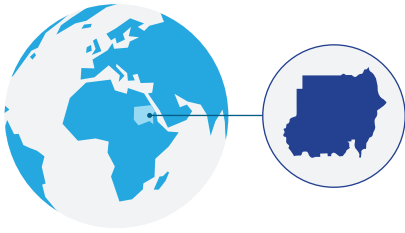
Success story: Dynamic community members as facilitators

The community facilitator, Sivakala, wanted to start a self-help group in the village of Kattaikaadu. She sensed a golden opportunity to include the isolated wives of illicit alcohol brewers in the group. When asked why, she explained, *"It is my village and these are my villagers, but we are not at peace as the police is constantly knocking at our doors to catch these brewers, so I thought why not help make change?"*

She wanted women in her community to feel included, rather than left out for reasons beyond their control. Thus, in November 2018, the self-help group, Valarnila, was formed in Kattaikaadu.



Self-help group gatherings © OCEAN programme



EU DELEGATION TO SUDAN

Development of a safe environment for single mothers, pregnant women, women who give birth outside of wedlock and their children

Gender-transformative practice

Country/countries

Sudan

Region

Africa

Related SDGs



SDG 3 ('Good Health and Well-Being'),
SDG 5 ('Gender Equality')

EU entity

EU Delegation

Start year

2018–2021

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority B. Physical and Psychological Integrity
Objective: 10.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting sexual and reproductive health and rights
Objective 2. Improved access for every individual to sexual and reproductive health care and services, including family planning services, information and education on sexual and reproductive rights

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The project 'Development of a safe environment for single mothers, pregnant women and women who give birth outside of wedlock and their children' is implemented by Hopes and Homes for Children and Shamaa. They are supporting the Government of Sudan to develop and implement a system of family and community-based alternatives to institutional care nationwide. The project works to improve maternal health, reduce maternal and child mortality, and prevent the abandonment and institutionalisation of children born out of wedlock. The project trains and empowers child protection professionals, while setting up prevention and quality alternative care services. In tandem, it champions the reproductive health and rights of single mothers, while working to reduce the stigma faced by single mothers, women who give birth outside of wedlock and orphans. Some 900 women and children benefitted from family and community-based services as a direct result of the project, including outreach, prevention of family separation and reunification services.

Key contribution to gender equality

A crucial aspect of the project is challenging public attitudes towards single mothers and abandoned babies. The stigma connected with being an unmarried mother has been identified as one of the key drivers of child abandonment in Sudan. Involving communities and religious leaders proved crucial to devise and implement prevention services, alongside alternative family care services. These leaders play an essential role in the de-stigmatisation of single mothers, abandoned children and orphans, aiding prevention and reunification processes, and influencing policy makers.

The project has contributed to major breakthroughs, most notably the creation of a Mother and Baby Unit in Sudan's capital city, Khartoum, to reduce stigma by providing quality support to vulnerable young women before, during and after birth. This safe space also helps women to voice their needs and supports their individual decisions over their own futures and the futures of their children. It also contributes to advocating for their rights and securing community support.



Discussions held as part of the project, 'Development of a safe environment for single mothers, pregnant women, women who give birth outside of wedlock and their children'

Main achievements and lessons learnt

According to surveys by the project's implementing organisations, women who have children out of wedlock in Sudan face such immense social stigma that some 100 newborns are abandoned on the streets and in hospitals every month. Physical and emotional neglect claims scores of infants' lives. Many others are left with severe developmental delays or chronic illnesses provoked by poor nutrition and a lack of appropriate care.

This makes the Mother and Baby Unit established by the project exceptionally important, as it receives single mothers and their children referred through community leaders, religious leaders and Shamaa's outreach network. As well as accommodation, it provides single mothers and their children with psychological, health-related and legal support. The unit has become a safe space for women, where they can share their life experiences, discuss the challenges they face and learn from each other. The women's families, and the fathers of their children, are encouraged to visit, participate in the discussions and share responsibility. Traditionally, fathers are not allowed to be in contact with their babies or the mothers of their children as they are not married. Thanks to the project partners' advocacy and reconciliation work in the community, fathers are allowed to visit their children and play a part in their lives. This has greatly reduced stigma and empowered young mothers to be more confident in terms of speaking up about their rights and the rights and future of their infants.

The religious and community leaders trained by Shamaa and Hope and Homes for Children continue to play a vital role in protecting and supporting vulnerable young women by mediating with their family and communities, as well as ensuring that the fathers of their children are in contact with them and fulfilling their obligations. Thanks to the involvement of these leaders and the project's outreach services, communities have begun to accept and support these mothers and children. The chance to meet, question and hear from community leaders, religious and local authorities, and young women who share the same experiences as them has had a transformative effect on the young mothers and their families, as has their awareness of civil society support and advocacy.

Sustainability and replicability

The establishment of the Mother and Baby Unit followed a careful assessment by the project team and supplementary actions put in place to protect single mothers and their babies. The assessment highlighted the risk that such a service may be socially viewed as encouraging promiscuity – a very serious accusation in Sudan. Hope and Homes for Children developed a support service by placing single mothers and unmarried pregnant women in discreet foster families, providing support for them to keep their babies.

The project's partner organisations built local capacities and lobbied with the Child and Family Protection Unit of the Sudanese police, local authorities and community leaders until they were finally given permission to open Sudan's first official Mother and Baby Unit. A few years ago, women benefited from a project like this would have been punished and their babies would have been taken from them and put in orphanages. Now, they are increasingly being supported by families and communities, while being encouraged to make the best decisions for themselves and their children. In this way, they are also contributing to the momentum for change in Sudan. In the space of 15 years, the country has changed its policies, attitudes and practices on child care, recognising that babies should remain with their families – and not be sent to institutions – to fully enjoy their rights.

Additional information



Blog article on the project:

<https://www.hopeandhomes.org/blog-article/challenges-work-sudan-crisis-protecting-mothers-babies-khartoum>





EU DELEGATION TO GABON

Promotion of sexual and reproductive health rights: A determining factor in the integration of young people and women in political governance

Gender-transformative practice

Country/countries

Gabon

Region

Africa

Related SDGs



SDG 5 ('Gender Equality')

EU entity

EU Delegation

Start year

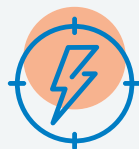
2017–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority B. Physical and Psychological Integrity
Objective: 11 Indicators: 11.5

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Ensuring freedom from all forms of gender-based violence

Objective 4. The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence, is promoted and better protected

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

This EU-funded project supported the family planning centre in Port Gentil, Gabon, run by the Gabonese organisation 3S – Sensibilisation, Santé, Sexualité (3S – Sensitisation, Health, Sexuality). The project trained civil society actors on sexual reproductive health and rights (SRHR) – including religious associations, and women’s, human rights and civil society organisations – and spearheaded awareness raising activities for young people (aged 12 to 24) and civil society working on SRHR, human rights and sustainable development. During its three-year duration, skilled operators reached out to approximately 8,000 young people in high schools, oriented 5,000 people on family planning, trained 30 young peer educators and 25 civil society actors, and created an educational kit on SRHR adapted to the local context. The project implemented specific advocacy actions on SRHR with the Gabonese authorities. In addition to raising government officials’ awareness of SRHR, these actions promoted young people’s participation in political governance.



Advocacy material supported by the project

Key contribution to gender equality

Sexual health can be defined as a state of physical and emotional well-being that includes the ability to avoid unwanted pregnancies, unsafe abortions, sexually transmitted diseases and all forms of gender-based violence. For many women, being able to control their own fertility through effective contraception can pave the way toward education, employment and community participation. Couples who have fewer children are also more likely to send both daughters and sons to school. Protecting the sexual and reproductive health and rights of women and young people contributes to their empowerment by enabling them to experience healthy, fulfilling and responsible sexuality without the risk of early or unwanted pregnancies or abortions. Education and information about sexuality allows young people to make responsible decisions and avoid sexually transmitted infections, including HIV/AIDS. With this in view, the project contributed to shifting the culture around SRHR in Gabon among young people, civil society and government officials, while providing family planning services to young women and men in marginalised communities.

Main achievements and lessons learnt

The project supported integrated actions that contributed to improving health and reproductive health, reducing maternal mortality and morbidity, avoiding unintended pregnancies and reducing the number of maternal deaths by 25%. The family planning centre supported by the project is a welcoming site that listens and offers advice – without prejudice or restrictions – to young people and women seeking information about their emotional and sexual lives. Skilled professionals are at their disposal, including gynaecologists, marriage counsellors and psychologists who provide free pregnancy tests, HIV testing, free emergency contraception, male and female condoms, personalised advice on contraception adapted to each person, and advice on wanted or unwanted pregnancies, among other issues. These family planning services helped women avoid unsafe abortions and their potential consequences, such as sterility. They safeguarded opportunities for women to limit births to their most fertile years and to avoid too many pregnancies which risk compromising their health. Birth spacing of at least two years ensured that women had healthier children, while improving their chances of survival by about 50%. Reducing the number of teenage pregnancies also decreased neonatal mortality.

The project involved civil society, religious leaders, schools and the Government in awareness raising activities and reflection about the SRHR situation in Gabon – where high rates of early pregnancies, unsafe abortions and sexually transmitted diseases concern young people nationwide. The 3S organisation carried out advocacy and information activities in partnership with these stakeholders. It also produced evidence of how family planning and self-awareness about sexuality and rights are drivers of greater self-esteem, empowerment and the well-being of families and communities.

Sustainability and replicability

In Gabon, demography has long been a politically sensitive subject because of the small size of its population, more than half of whom (52%) are under the age of 25. The project particularly targeted young people by providing them with services and information to protect them against disease, violence and exploitation.

Early and non-protected sexual relationships in the country are frequent and exposure to sexually transmitted diseases is high. According to data from the family planning centre supported by the project, pregnancies are often early, unwanted, too close to one another and many end in unsafe abortions. After a long ban, modern contraception was only liberalised in Gabon in 2000. Without recourse to contraception, information and advice on birth spacing, unsafe abortion the only method of family planning for many women in poor communities. To address these challenges, the project supported a well-consolidated family planning centre that was able to reach out to young people, civil society and the Government to advance integrated partnership actions. These have increased awareness of SRHR, well-being and empowerment at the community level. As the family planning centre continues to operate, the action's effects will be taken forward in the long-term.

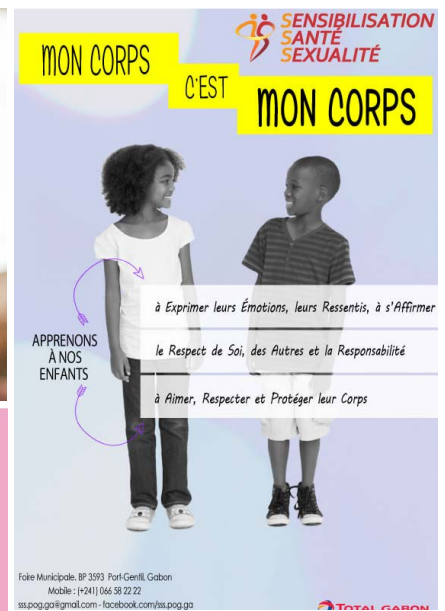
Additional information



Webpage:

<https://sensibilisation-sante-sexualite.weebly.com/nos-projets.html>

Facebook page: <https://www.facebook.com/sss.pog.ga>



Advocacy materials supported by the project



EU DELEGATION TO THE GAMBIA

Reducing micronutrient deficiencies among women and children in the Gambia through sustainable and integrated approaches to food fortification

Gender-transformative practice

Country/countries

The Gambia

Region

Africa

Related SDGs



SDG 2 ('Zero Hunger'),
SDG 5 ('Gender Equality')

EU entity

EU Delegation

Start year

2017–2021

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority B. Physical and Psychological Integrity
Objective: 12 Indicators: 12.5

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women
Objective 10. Women, men, girls and boys, in all their diversity, have improved nutrition levels

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

This ongoing EU-funded project works to reduce micronutrient deficiencies and poverty among women and children in The Gambia through sustainable, integrated approaches to food fortification. It addresses undernutrition by strengthening sustainable access to – and the consumption of – bio-fortified, resilient high-nutrition foods, such as African leafy vegetables, orange-fleshed sweet potato and pearl millet. Directly targeting 18,000 smallholder households (75% of beneficiaries are women farmers) across five regions, the project taps into existing community structures and habits to improve productivity and drive-up market demand for the sustainable consumption of foods rich in micronutrients.

With a budget of EUR 2.6 million from the European Union, the four-year project is implemented by the civil society organisation United Purpose, in partnership with the Wuli and Sandu Development Agency (WASDA). It is supported by two social foundations, MegaMeterRun and GambiaRiverRun.

Key contribution to gender equality

Approximately 10% of the Gambian population is food-insecure and almost one in three Gambians are vulnerable to food insecurity, according to the World Food Programme. Chronic food insecurity means that malnutrition and child stunting are major problems across the country. A range of development factors underlie deficiencies of essential vitamins and minerals – such as poverty, dietary changes, decreasing food production, limited resilience and a lack of community education on nutrition. Agriculture tends to be under-resourced and conducted at the subsistence level. Women are particularly disadvantaged, as they are largely excluded from the more profitable parts of the value chain and tend to earn half as much as men. While rice is a staple food, it can only be grown in the rainy season given its need for a huge amount of water. The population, therefore, relies heavily on increasingly expensive food imports. According to the World Food Programme, the retail price of imported rice has almost doubled in the past decade. This integrated project addresses the nutritional challenges facing women and children by supporting women's gardens, community-based organisations, women's cooperatives and nutrition education through nutritional health clubs. It particularly targets women involved in food production and processing, either as individual farmers or as part of cooperatives and mothers' clubs. Key activities include training and capacity building on research, testing, marketing, business planning and manufacturing, in addition to enhancing food testing equipment and capacities. In this way, it fosters systemic, sustainable changes that improve health and nutrition based on a value chain approach to ensure maximum sustainability. The project's contribution to gender equality is also grounded on improving women's awareness and knowledge of the high-nutrition and bio-fortified value chain, strengthening their marketing and cooperative skills, and building their self-esteem as providers of healthy, nutritious food for children.

Main achievements and lessons learnt

The Government of The Gambia considers the project a major contributor to the 'zero hunger' agenda and the Gambian National Development Plan, especially in the areas of food and nutrition security and poverty reduction. Directly targeting local government authorities in five districts recognised as undernutrition 'hot spots', the implementing partners contribute to combatting malnutrition with integrated action on bio-fortified crops, education, cooperative production and marketing.



“Ensuring household and national food and nutrition security is the core of all our dreams and will remain the same for future generations; hence the need for our youths and other segments of the population to actively engage themselves in agriculture. I wish to thank the European Union for its trust in the Government of The Gambia and its commitment to funding agriculture and development in The Gambia. This is not only demonstrated in the provision of funds but the frequent presence of their high-profile, experienced and committed staff in the country funded programmes.”

– Fatoumatta Jallow-Tambajang
Minister of Women's Affairs of
The Gambia

The project has adopted a value chain approach to ensure maximum sustainability by introducing new varieties of bio-fortified crops rich in vitamins A, B complex, C and D, calcium, copper, iron, potassium, zinc and all essential amino acids. It integrates agricultural management, nutritional improvement and increased production with community education and sensitisation on nutrition. The first of the project's two main components aims to develop commercially viable, nutrition-sensitive, pro-poor value chains centred on bio-fortified crops – from farmers to secure markets and end-buyers – with the support of the National Agricultural Institute (NARI). The second component focuses on creating an environment for an expanded food fortification programme in The Gambia. In this framework, the project contributed to the revision of the National Food Policy alongside key stakeholders – including the Government, private sector, civil society and international organisations – to strengthen the country's legislation and regulatory framework on food security and nutrition.

The project has undertaken advocacy actions with government institutions to engage them in formulating a policy for bio-fortified and conventionally fortified foods, to foster an environment for private sector engagement, and to create commercial opportunities for farmers. The project's strong communication campaign strives to reach the population at large in order to drive behavioural change and market demand. These are essential to ensure the uptake of fortified foods linked to better production practices and knowledge of nutritional health.



Project participants in The Gambia (United Purpose)

Sustainability and replicability

The project is a milestone in The Gambia's journey away from malnutrition among women and children, and towards food security. It challenges a culture of food dependency by enhancing the practical local implementation of the Sustainable Development Goals and placing communities in charge of innovative solutions. Thanks to a holistic approach, the project integrates improved infrastructure for food production with market linkages, paired with efforts to address high transport costs and low investments in agricultural research. It addresses the poor knowledge of food handling that underlies lower yields, poor food quality and under-resourced extension services. The project's training package has particularly improved women's proactive participation in the bio-fortified food value chain, as well as their knowledge of nutrition and preparing nutritious, diverse and well-accepted food year-round.

Additional information



Webpage: <https://united-purpose.org/gambia>

Project overview: <https://gambiariverrun.wordpress.com/united-purpose-project/>

Hashtags: #MMRun Blogs; #MMRun 2020; #TeamGRR



Project participants in The Gambia



EU DELEGATION TO SOMALIA

TVET and higher education for boosting road infrastructure development and growth of energy services (THE BRIDGES) project

Gender-transformative practice

Country/countries

Somalia

Region

Africa

Related SDGs



SDG 4 (Education and lifelong learning),
SDG 5 (Gender Equality),
SDG 8 (Economic growth),
SDG 13 (Climate action)

EU entity

EU Delegation

Start year

2016–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic Priority C. Economic, Social and Cultural Rights
Objective: 13. Indicator: 13.3

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women.
Objective 6: Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The BRIDGES project worked to enhance inclusive economic growth in Somalia and Somaliland by supporting the Government to enhance skills in two key infrastructure sectors: road construction and energy services. To meet the growing demand for skilled personnel in these sectors, the project strengthened the quality of education in vocational training institutes and universities, to make them more market-responsive. It also sought to make the infrastructure and energy sectors more gender-responsive by challenging social norms and stereotypes that prevent or limit women's participation therein. Funded by the EU, the project was implemented by CARE Netherlands, CARE Nairobi, CARE Somalia and the Eindhoven Institute of Technology (TU/e). While CARE focused on vocational education, TU/e assisted the Somali National University in Mogadishu and the Gollis University in Hargeisa in curriculum development and staff training in electrical engineering and renewable energy services. The project did not adopt a top-down technology transfer approach. Instead, it supported local universities to develop their own priorities and requirements.

Key contribution to gender equality

The project promoted equal access to quality education and training. It adopted a gender transformative approach because it aimed to evoke a positive change in the socio-economic and cultural paradigms that produce gender-based discrimination and inequalities in the infrastructure and energy sectors.

When the project began, there were virtually no women engaged in training or jobs in the renewable energy sector. BRIDGES managed to raise women's representation to 22% among the young people enrolled in the 'roads and renewable energy certificate training' and to 26% in the 'roads and renewable energy diploma skills training'. Overall, 43 women were trained in road construction – with 26 obtaining certificates and 17 attaining diplomas – and 66 women on renewable energy – with 46 earning certificates and 20 gaining diplomas. This was just shy of the 30% target for women trainees, a shortfall caused by entrenched negative perceptions of women in technical sectors. Nevertheless, the project spent adequate resources on the selection process and actively engaged the Ministries of Education, Youth, Gender and Labour.

Through BRIDGES' skills training and empowerment efforts, the project improved the self-esteem of women trainees, boosting their confidence to compete for jobs previously viewed as the preserve of men. It encouraged them to value their contributions to socio-economic development. Enabling women graduates to earn an income significantly increased their empowerment, alongside feelings of engagement and cohesion within their community. In this way, BRIDGES fostered positive change in perceptions of women's role, both at the community level and in the labour-intensive sectors of road construction and renewable energy.



Hands-on training of a Somali lecturer checking the fluctuating voltage of a small solar panel. The young lady is one of the first two woman lecturers in electrical engineering in Somaliland. Photo credit: Patrick van Schijndel³

³ See: <https://www.tue.nl/en/our-university/about-the-university/technology-for-global-development/research/projects/the-bridges-project-somalia>

Main achievements and lessons learnt

The project was implemented in a challenging context. Political instability and conflict, prompted by the presence of Al-Shabab, make it difficult for companies to invest in Somalia. In 2020, the project's evaluation found that restrictions related to COVID-19 disrupted trainees' transition into the labour market, as most road construction and renewable energy firms closed shop. Nevertheless, it revealed that companies in both sectors view trainees as increasingly reliable and capable, thanks to the project's practical training.

The Ministries of Education, and of Youth and Labour credit the project's hands-on experience as the driving factor behind the initiative of self-employed trainees, strengthened collaboration between the private sector and technical and vocational education and training (TVET) institutions, and the increased confidence of women trainees to access the job market. Overall, the project contributed to greater gender inclusion and equity, institutional strengthening and better livelihood opportunities for trainees.

Despite these successes, there remains a long way to go to achieve gender equality. The project's evaluation found that young women trainees find employment more difficult due to cultural bias and traditional gender roles. While men are culturally required to work outside the home to provide for their families, women trainees are still obliged to perform domestic work, restricting their prospects for full-time employment. Moreover, it remains culturally easier for men to secure employment than for women trainees.

Sustainability and replicability

Lessons learnt from the BRIDGES project reveal that future TVET programmes should support both federal and regional sub-national governments to develop gender-sensitive employment policies. At present, the Ministry of Education does not have gender-sensitive strategies in place to guide gender-sensitive training and employment promotion. The project highlights the importance of investing resources in the selection process, while engaging relevant stakeholders, including government ministries. While challenging social norms and stereotypes does not bring about change during the timeframe of a single project, it is the best way to trigger processes of transformation and empowerment.

The project also sheds light on how to work in fragile contexts, characterised by high rates of migration and large numbers of internally displaced persons (IDPs). As trainees from both host communities and displaced communities were trained together, the project promoted social cohesion between these communities. It evoked stronger promote relationships, the greater exchange of investment ideas and the sharing of resources between them.



BRIDGES' road construction trainees from Halye Barrise TVET Centre do practical field work as part of a construction project in Mogadishu, Somalia.

Additional information



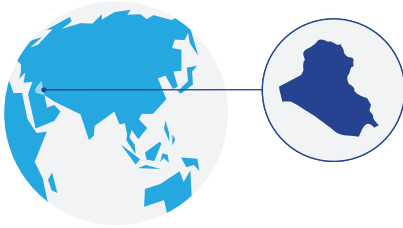
The project collected case studies to understand how the BRIDGES project has transformed the lives of trainees. The following excerpt is taken from one of these case studies:

“My name is Fartun Abdullahi Osman. I am a woman graduate of the Road Construction Diploma. Before the training, I used to be at home doing nothing that could earn me skills or a job. I was just supporting my mother with household chores. We are a family of five and I am the firstborn. We are relatively poor [...] I did not have any hope of skilled employment because I had not been trained for any specialised skill that was required in the job market. I was hoping to get any casual work that would enable me to support my family. However, when I successfully enrolled for CARE’s ‘road construction skills training’ at Kismayo Technical Institute, I knew my life was going to change forever.

After the training, I knew I was going to get a good job that would enable me to earn a good income to support my family. However, after completing the programme, other colleagues and I decided to establish our own company called Kismayo Youth Construction Company. Our company was lucky, as we were recruited to join a road construction company that is implementing a road construction project in Kismayo, funded by the World Bank. So, thanks to CARE International for making me who I am today through training on road construction.”⁴

⁴ Project evaluation, available at: <https://www.careevaluations.org/wp-content/uploads/BRIDGES-Final-Evaluation-Report.pdf>





EU DELEGATION TO IRAQ

Enhancing education, developing community, and promoting visibility to effect gender equity in Iraq and the greater Middle East and North Africa (MENA) region

Gender-transformative practice

Country/countries

Iraq with some activities in Egypt and Lebanon

Region

EU Neighborhood and Enlargement

Related SDGs



SDG 4 (Education and lifelong learning),
SDG 5 (Gender Equality)

EU entity

EU Delegation

Start year

2018-2020

Relevance for the EU Gender Action Plan II 2016-2020¹



Thematic Priority C. Economic, Social and Cultural Rights
Objective: 13. Indicator: 13.3

Corresponding GAP III 2020-2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women.

Objective 6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys.



Thematic area: Ensuring freedom from all forms of gender-based violence.

Objective 2. Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict

1 *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

2 *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

This action pursued three intertwined objectives: developing education and higher education in Iraq and the Middle East and North Africa (MENA) region, building community capacity on gender awareness and advocacy, and organising visibility events to advance gender equality. In these ways, it leveraged education and community development to promote cultural change by fostering critical thinking, exposing injustices that have been normalised in society and challenging the gender status quo. Most notably, it supported an English-medium programme and an Interdisciplinary Gender Studies Minor in Kurdish and Arabic – the first of its kind in the country – delivered by the Center for Gender and Development Studies (CGDS) of the American University of Iraq, Sulaimani.

The action aimed to have a direct, meaningful and practical impact on general and higher education, policy and decision makers, and across Iraqi society and the broader MENA region. Since its launch in 2018 during the 16 Days of Activism against Gender-Based Violence, the action benefitted students, academics, gender centres, ministries, the education and higher education sectors, activists, non-governmental organisations, and Kurdish and Arab communities.



Events held by the Center for Gender and Development Studies to launch the action in 2018. Photo credit: CGDS

Key contribution to gender equality

While promoting equal access to quality tertiary education, the action fostered the socio-cultural rights and empowerment of women, girls, men and boys in all their diversity. It empowered them to become agents of change, capable of transforming discriminatory social norms. It did so in a number of ways. The Center for Gender and Development Studies promotes access to educational resources in one's mother tongue and believes that gender studies should be an integral part of tertiary education, rather than an elitist initiative confined to private institutions. As such, the action championed gender studies in Kurdish and Arabic, in addition to contributing to public discourse on gender equality. An important part of the action focused on translating key gender-related texts into Arabic and Kurdish, related to pedagogy, law, social work and the media. Once it produced these resources, faculty members from Iraq, Egypt, and Lebanon were trained to teach courses on gender. The Center also reviewed primary education textbooks for Classes 1 to 9, with a view to proposing a new educational approach for the Ministries of Education in Kurdistan and Iraq.

As the two-year EU grant focused on gender equality and education development in the MENA region, podcasts by the Center for Gender and Development Studies interviewed students enrolled in the Gender Studies Minor. These podcasts – in Kurdish, Arabic and English – discussed students' experiences, motivations, perceptions of their course among potential employers and graduate school admission committees, and potential backlash prompted by their studies or participation in discussions on feminism. The podcasts also engaged other speakers on gender issues, including professors at foreign universities, advocates for peace and equality, and EU project managers. They discussed a range of issues, from abortion and legislation, to feminism and misconceptions of feminism, the relationship between men and feminism, women and Islam, gender-based violence, and among others.

Main achievements and lessons learnt

In August 2018, the Kurdistan Regional Government's Ministry of Higher Education and Scientific Research issued a decree instructing all universities in the Kurdistan region to begin teaching gender studies. The EU action was both supported by this decree and, in turn, assisted the decree's implementation. In a post-conflict context – marked by low levels of trust in institutions paired with a pervasive sense of hopelessness – the action helped to show that change is possible. The Centre worked to stimulate change by challenging inequitable gender norms and stereotypes, promoting education, and striving to dismantle the factors that perpetuate gender-based violence and discrimination.

Sustainability and replicability

To benefit the larger community, the action actively produced and disseminated informative products. Alongside podcasts, it produced six short films on gender-related issues in all relevant languages (see the links below). Topics included stereotypes of female beauty and gender norms. Popular sexist songs were rewritten, rerecorded and made available to the public. Recognising that the media plays a crucial role both in promoting gender equality and in reproducing stereotypes and maintaining negative social norms, the action monitored and reported on the Iraqi and Kurdish media. It trained non-governmental organisations, students, and public and private sector staff to become agents of change. The action provided grants to students who face intersectional discrimination and come from disadvantaged backgrounds. It also awarded scholarships to selected trainees to attend a 'gender studies summer school'.

Additional information



Multimedia [audio resources](#) and [videos](#)

Short film on childhood gender norms and socialisation ([English- Arabic – Kurdish](#))

Short film on beauty myths ([English – Arabic - Kurdish](#))

Short film on femininity and masculinity ([English - Arabic - Kurdish](#))

Student [essays](#) and [videos](#) on their accomplishments

[Photos of the project's launch](#)



Events held by the Center for Gender and Development Studies to launch the action in 2018. Photo credit: CGDS



EU DELEGATION TO BANGLADESH

Jukta Hoe Mukta
(‘United We Stand’)

Gender-transformative practice

Country/countries

Bangladesh

Region

Asia and the Pacific

Related SDGs



SDG 1 (‘No Poverty’),
SDG 5 (‘Gender Equality’)

EU entity

EU Delegation

Start year

2016–2019

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority C. Economic, Social and Cultural Rights
Objective 14. Indicator 14.3.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women

Objective 1: Increased access to decent work, transition to the formal economy, non-discriminatory and inclusive social protection systems

- ¹ *Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016 –2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women’s empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary



Logo of the 'Jukta Hoe Mukta' project

The 'Jukta Hoe Mukta' project ('United We Stand') championed decent work and safe migration by working with young women – both current and potential migrants – in slums and marginalised communities in Bangladesh. It supported them to make informed choices about migration and employment in the ready-made garment (RMG) sector by focusing on awareness raising, knowledge and skills strengthening and empowerment. It worked towards this goal by actively engaging participants to take part in decision-making processes and empowering them to advocate for their interests. The target group comprised 1,000 adolescent girls and young women from dalit and other marginalised groups in rural areas in south-west Bangladesh – areas that are particularly vulnerable to climate change. The project prioritised young single mothers, girls, young women forced into child marriage and later abandoned, and those who have dropped out of school. It also

targeted 35,000 potential and existing workers in the ready-made garment sector who live in the slums of the Greater Dhaka District, alongside direct and indirect beneficiaries from vulnerable communities in remote rural villages, and migrant women garment workers in urban slums.

The project's activities were implemented by a range of partners in different parts of Bangladesh, who combined their expertise to foster safe internal migration among young women through capacity building. They include Terres des Hommes Italia, the Manusher Jonno Foundation, Phulki, Dalit – Hope for the Oppressed, Aparajeyo Bangladesh, the Association for the Realisation of Basic Needs, the Occupational Safety, Health and Environment (OSHE) Foundation and the Shobujer Obhijan Foundation (SOF).

Key contribution to gender equality

In recent decades, the ready-made garment sector has emerged as the most significant export sector of Bangladesh's economy. According to the International Labour Organization (ILO), most workers in the sector are women³, who often migrate from rural areas. To respond to growing concerns around migration, labour rights and working conditions, the 'Jukta Hoe Mukta' project promoted the socio-economic rights and empowerment of girls and women in all their diversity. It promoted women's access to decent work and safe migration in aid of its overarching goal: to ensure secure migration and an enabling, gender-responsive working environment. The project sought to promote behavioural change and empowerment among its target group. To this end, it provided education opportunities, vocational training, awareness raising sessions and access to legal aid and services through a mobile application. This not only empowered participants by access to the knowledge they need to make informed choices, it also created a network for young women to seek support and advice. In tandem, the project promoted synergies among different stakeholders to foster social inclusivity – ranging from government representatives to donors, buyers, international organisations and local non-governmental organisations. It established day care and learning centers in several areas, including slums, to allow women to participate in training courses, awareness sessions and project activities. Women were able to work while their children enjoyed age-appropriate recreational and learning activities in these safe spaces. Some of these centers also functioned as Women's Cafés, replete with master trainers and counsellors. Here, women working in the ready-made garment sector and adolescent girls attended sessions on sexual and reproductive health and rights (SRHR) and labour laws. The project organised garment workers' groups at the factory and community levels to build workers' capacities on leadership, negotiation, collective bargaining, health hazards, and issues related to labour rights, including violence against women.

³ ILO and UN Women, *Understanding the Gender Composition and Experience of Ready-Made Garment (RMG) Workers in Bangladesh*, 2020. Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_754669.pdf

The project conducted several studies on workers' rights issues, especially on violence against women in the ready-made garment sector. These studies informed advocacy initiatives, such as dialogues and roundtables with policy makers, government representatives and national stakeholders – ranging from workers' and trade union leaders, factory owners, experts on labour laws, civil society organisations, researchers and the media. Moreover, the project was itself informed by studies and analysis. These included a situation analysis of the financial inclusion of Bangladeshi women garment workers, an analytical study on the sexual harassment of women in the ready-made garment sector, and a study that used participatory action research (PAR) methodology to map the services available for adolescents and young women in Dhaka's Baunya-Badh slum. Girls and young women from the dalit community were targeted through strategies identified in a longitudinal study by one of project's implementing partners.⁴ It involved quantitative and qualitative research to identify different forms of inequalities and discrimination faced by dalit communities – from legal, social and economic discrimination, to their low levels of income, limited access to services, rampant violence and religious marginalisation.

Main achievements and lessons learnt

Workers in Bangladesh's ready-made garment sector lack awareness of their rights. As a result, they may not be paid the minimum wage, have fixed working hours, or enjoy adequate safety and security measures.⁵ According to the project's implementing partner, Terres des Hommes Italia, women who migrate from rural areas to work in the ready-made garment sector can be easily cheated, trafficked or abused. Thus, another implementing partner, the non-governmental organisation Dalit, periodically identified young women interested in migrating to work in the sector in Dhaka. The project organised a series of awareness raising sessions for these women, their family members/guardians and community leaders on safe migration, life skills, marketable skills, training programmes, job opportunities, accommodation facilities, human rights and women's rights, including SRHR. After these sessions, Dalit's staff accompanied candidates to a vocational training centre for a two-month training course on employable skills based on the demands of the ready-made garment sector. Once they were trained, these young women benefitted from job placements in factories engaged by the project.

As the new EU Gender Action Plan 2021–2025 (GAP III) highlights, gender-responsive digital technologies can accelerate progress on gender equality by enhancing women's and girls' inclusion and access to services. The project's digital component involved creating the 'Jukta Hoe Mukta' online platform to connect girls and young women through a mobile application and promote the new concept of a 'virtual adolescent club'. Connectivity among young women through the application lets them obtain and share useful information on different services available in slums and how to access them – from education and health care to training and employment, legal aid, safety, supportive institutions, utilities and mobile banking. The app helps to empower women through access to information, enabling them to make informed choices about their own lives, protect themselves and enhance their self-reliance. A mobile phone company's corporate social responsibility programme contributed to the project by donating smartphones and standard mobile phones used by 220 adolescent girls in slums.

Project testimonies

"My name is Rozina. As a Team Leader, I share information on different topics (education, health, training and employment, mobile services and other services, like gas, water and electricity). In my group, there are 10 girls, called 'Normal Phone Holders'.



4 See: <https://www.juktahoemukta.info/wp-content/uploads/2019/07/Terre-des-Hommes-Italia-A-Comparative-Longitudinal-Study.pdf>

5 See: <https://www.juktahoemukta.info/home/>

I share information with them. Usually, they come to me when they have some issue. Apart from that, we sit regularly in a monthly meeting for half or one hour and we try to find out whether they have any sort of problem and how to solve them. In addition, in the App, there is a blog which contains various information. For example, when kids have their exams, they do not know how to find their results. We help them with the support of the blog. I particularly like to work on legal aid issues, because women in our community are being cheated and abused in many ways. In most of the cases, they do not know how and where to get legal help. Most of the time, they were helplessly sitting at home. They didn't know how to solve their problems and, day after day, they were mistreated. Now they know about us as a platform able to support them and provide them with the legal aid they need. We are creating women's empowerment."

Sustainability and replicability

Capacity development – including awareness raising sessions and training of trainers sessions – enhanced the project's sustainability. The target group was able to use the skills they learnt in their professional and family life. The project's focus on labour rights is particularly crucial in countries where with an expanding ready-made garment sector, in order to ensure accountability among companies and local authorities and secure decent working conditions. The project's strong component on migration addressed the lack of knowledge and skills among young women migrants from rural areas, which limits their chances of securing decent work. Monitoring and supporting young women and girls during all phases of the migration process was imperative for their protection, while enabling them to access better opportunities.

Combining several issues – from SRHR to labour rights, violence to connectivity and mutual support – is an effective approach. As the experience of 'Jukta Hoe Mukta' shows, this provides women with vital information and skills that foster their empowerment, employability and decent work.

Additional information



Project testimonies

"When I first joined the 'Jukta Hoe Mukta' project I was a simple girl who did not know how to deal with people and how to communicate with other girls in society. I also did not know how to solve different problems in the community. After joining, I could solve many problems. Now I can talk and communicate with anyone, anywhere, effectively and I know how to deal with people. My mother is proud of me, [after] seeing my transformation. She often says that her daughter was not like this before, that she has become stronger and empowered. My mother is very happy!"





“My name is Manota, I am 19 years old. I got married when I was very young, 12 years old. I did not have any idea about marriage, my parents organised it and I could not say anything. I have a child. My husband left me and we got divorced. I was feeling I was lagging behind from society due to the divorce. I was not working anymore and due to my marriage, I could not even complete my education. I had to do something to maintain my child. I heard about the Vocational Training Centre and I thought it was a good opportunity for me. I’m attending the two-month training to become a sewing operator and I hope to get a job in a factory as soon as the training finishes. I want to provide my child with a proper education to ensure that she will be independent one day. I don’t want her to go through the same process as me. In general, I think women should get married only after being economically and mentally independent, after completing their education and having a job.”



Jukta Hoe Mukta App on Google Play





COMMISSION SERVICE FOR FOREIGN POLICY INSTRUMENTS

Win-Win: Gender equality
means good business

Gender-transformative practice

Country/countries

Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay

Region

Americas

Related SDGs



SDG 5 ('Gender Equality'),
SDG 8 ('Decent Work and
Economic Growth'),
SDG 10 ('Reduced Inequalities'),
SDG 17 ('Partnerships for the
Goals')

EU entity

Commission Service responsible for Foreign Policy Instruments (FPI)

Start year

2018–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic Priority C. Economic, Social and Cultural Rights
Objectives 13, 14, 15; Indicators 13.10, 14.2, 14.4, 14.5, 15.2, 15.3

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women
Objective 1. Increased access to decent work, transition to the formal economy, non-discriminatory and inclusive social protection systems
Objective 3. Increased access to financial services, productive resources
Objective 4. Improved access to entrepreneurship opportunities.

1 *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

2 *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary



The Win-Win Programme's logo

Jamaica and Uruguay. It promotes women's economic empowerment – including access to quality education and decent work – by supporting organisational change around gender equality. To this end, it works to enhance employers' and business organisations' commitments to gender equality and women's empowerment, while strengthening their capacities to implement these commitments. The programme focuses on three pillars: i) networking and cooperation between women-led business; ii) capacity strengthening, advocacy and sharing knowledge and good practices, and iii) innovative financing to support women-led innovation and business ventures.

'Win-Win: Gender equality means good business' is a three-year programme funded by the European Union and implemented by the International Labour Organization (ILO) and UN Women in Argentina, Brazil, Chile, Costa Rica,



“The Win-Win programme has promoted women's empowerment in our company in many areas: pay equity, gender balance in hiring, mentoring programmes, new partnerships and gender-sensitive procurement.”

– Mariana Cestau, Medtronic, Chile @MDTLATAM. Source: [Newsletter May 2020](#)

Key contribution to gender equality

The Win-Win programme contributes to promoting girls' and women's equal access to all levels of quality education – including vocational education and training – improving access to decent work for women of all ages and expanding women's access to financial services and productive resources. It enables the private sector to play a key role in achieving the Sustainable Development Goals (SDGs), particularly SDG 5 on gender equality, SDG 8 on decent work and economic growth, SDG 10 on reducing inequalities and SDG 17 on revitalising partnerships. The programme also contributes to the advancement of the bi-regional alliance between the EU and the Community of Latin American and Caribbean States (CELAC). Gender equality one of the priorities identified in the EU-CELAC Action Plan of 2015.³ The programme's design was informed by a gender analysis and consultations held with relevant stakeholders. More than 500 private and public sector leaders and government officials from 14 countries attended the programme's regional launch, at which the ILO presented its Women in Business and Management report.⁴ As part of the programme, this global report was further expanded for the programme's target countries to provide a concrete evidence base for action.

Win-Win advocates to reduce the gender pay gap and contributes to the implementation of the Equal Pay International Coalition's (EPIC) commitments and promotes the Women's Empowerment Principles (WEPs).⁵ This set of principles – devised in 2010 by the UN Global Compact and UN Women – offers businesses guidance on how to promote gender equality and women's empowerment in the workplace. Informed by international labour and human rights standards, the principles are grounded on the recognition that businesses have a responsibility to advance gender equality. By signing up to the WEPs, CEOs signal a commitment, at the highest levels of their company, to ensuring equal pay for work of equal value, gender-responsive practices and zero tolerance for sexual harassment in the workplace. Within the framework of programme, UN Women launched the self-assessment tool, Diagnosis of Equal Remuneration⁶. Using this tool, organisations can independently assess the application of the 'equal remuneration for work of equal value' principle, and determine whether a gender pay gap exists among their workforce. The tool was first piloted with companies in Panama and Costa Rica. Moreover, the Innovative Financing and Gender Lens Investment Initiative was launched, bringing together investors and key players in the entrepreneurial and financial sectors to identify and promote business opportunities that incorporate a gender perspective.

3 See: <https://www.consilium.europa.eu/media/23757/eu-celac-action-plan.pdf>

4 This ILO report provides a strong evidence for promoting women's participation in management. The report is based on a survey of over 13,000 companies in 72 countries. For more information, see: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_700953.pdf

5 WEPs are: High-level corporate leadership, Treat all Women and Men Fairly at Work without Discrimination, Employee Health, Well-Being and Safety, Education and training for career advancement, Enterprise development, supply chain and marketing practices, Community initiatives and advocacy, Measurement and Reporting. See: <https://www.weps.org/>

6 [Equal Remuneration Diagnosis Tool](#)

Main achievements and lessons learnt

The programme's achievements in 2018 and 2019 were manifold:

- Training activities and workshops strengthened the capacities of 19,030 participants. According to the vast majority (87.3%) of surveyed participants, they now have stronger skills to support women entrepreneurs and women-led businesses. Of the 1,200 companies who participated in programme events, 92.5% reported that they have increased knowledge of gender equality-related issues.
- The programme identified the financial and non-financial needs of women-led businesses and enhanced 8,445 women entrepreneurs' business skills and knowledge of procurement opportunities.
- Some 650 companies signed up to the Women's Empowerment Principles. The Equal Pay Tool was launched and piloted by the programme in companies that signed up to the WEPs.
- The programme yielded 33 gender-focused impact investment experiences.
- An international promoted innovative financing through smart investments, with a gender focus.
- Cooperation between women-led businesses in Europe and in Latin America and the Caribbean has increased to expand opportunities. In 2020, the Ibero-American Network of Organisations for the Promotion of Foreign Trade signed a Memorandum of Understanding on collaboration within the framework of the Win-Win programme.
- In January 2020, a panel on the Win-Win programme took place at the Regional Conference on Women in Latin America and the Caribbean⁷. It presented good practices in the region on innovative financing instruments and investment models with a positive gender impact.

The COVID-19 pandemic has affected the programme, as it wreaks havoc on women's economic and subsistence activities, while increasing the risks of violence, especially domestic violence against women (VAW). The programme worked with key stakeholders to understand the pandemic's impact on its action plans. In tandem, it promoted dialogue – through webinars and the dissemination of information – to help companies, women's business associations and enterprises to include a gender perspective in their responses to the crisis. Throughout 2020, the programme continued its work by implementing online activities:

- More than 15 webinars were held to continue supporting companies that have signed up to the Women's Empowerment Principles. These focused on unconscious bias, COVID-19 and its impacts on women, ending VAW, gender-sensitive procurement, unpaid care work and the Gender Gap Analysis Tool.
- The first regional edition of the Virtual School for Businesswomen and Entrepreneurs⁸ was organised to support women-led enterprises to continue developing their businesses and the Consulado da Mulher online training offered coaching for women entrepreneurs.
- The Virtual UN Women Venture Academy at the IESE Business School engaged 15 women-led startups from all of the target countries to understand the fundraising process, interact with potential European investors and engage with women-led startups in Europe.
- In partnership with Impulse4women, the programme promoted mentoring opportunities with investors for women-led startups who are part of the Win-Win and WeEmpower Asia programmes.

Sustainability and replicability

The programme methodology's is based on strengthening commitments, engaging stakeholders, advocating with them, and supporting women-led companies and entrepreneurs. Its transformative, rights-based approach aims to boost women's empowerment and hold duty bearers to account on their commitments to gender equality. By fostering inter-regional and international cooperation among stakeholders, the Win-Win programme enables knowledge sharing, the exchange of good practices, and more opportunities to learn from other experiences and expand businesses. Moreover, the programme is aligned to the ILO's strategic results framework on promoting rights at work, social dialogue, the creation of more and better jobs for inclusive growth, and a favourable environment for the development of sustainable companies. Win-Win's features are replicable in other regions, as long as a solid gender analysis and relevant studies are undertaken to adapt it to different contexts.

7 See: <https://conferenciamujer.cepal.org/14/en/#:~:text=About%20the%20event-,The%20Regional%20Conference%20on%20Women%20in%20Latin%20America%20and%20the,at%20the%20regional%20and%20subregional>

8 See: <https://lac.unwomen.org/en/noticias-y-eventos/articulos/2020/07/onu-mujeres-oit-y-union-europea-capacitan-a-282-empresas>

Additional information



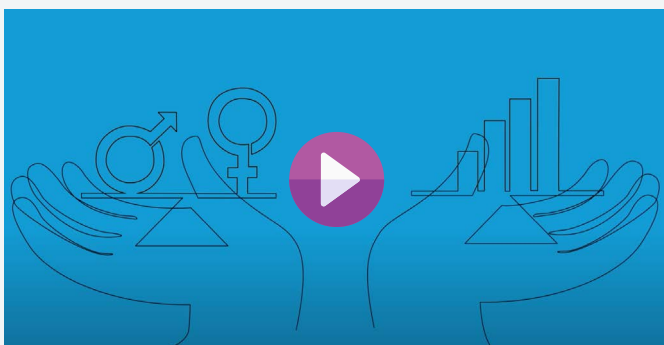
The Win-Win programme's website:

<http://ganarganar.lim.ilo.org/>

Consolidated information on the Women's Empowerment Principles:

<http://www.weps.org/>

Win-Win video:



Win-Win webinar





EU DELEGATION TO TUNISIA

Moussawat: Programme de promotion de l'égalité
entre les femmes et les hommes en Tunisie
(‘Programme to promote gender equality in Tunisia’)

Gender-transformative practice

Country/countries

Tunisia

Region

Neighborhood Policy and
Enlargement Negotiations

Related SDGs



SDG 1 (‘No Poverty’),
SDG 5 (‘Gender Equality’),
SDG 8 (‘Decent Work and
Economic Growth’),
SDG 16 (‘Peace, Justice and
Strong Institutions’)

EU entity

EU Delegation to Tunisia

Start year

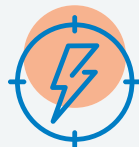
2015–2021

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priorities B. Physical and Psychological Integrity, C. Economic, Social and Cultural Rights, D. Political and Civil Rights
Objectives 7, 14, 15,17; Indicators 7.2, 14.4, 15.8, 17.3, 17.7

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Ensuring freedom from all forms of gender-based violence

Objective 1. Women, men, girls and boys, in all their diversity better protected from all forms of GBV in the public, private spheres, work place and online

Objective 3. Women, men, girls and boys, in all their diversity, who experience GBV have increased access to essential services

Objective 7. Women’s rights organisations, social movements and other CSOs are influential in ending GBV

Objective 8. Quality, disaggregated and globally comparable data on forms of GBV and harmful practices are increasingly collected and used



Thematic area: Promoting economic and social rights and empowering girls and women

Objective 1. Increased access to decent work, transition to the formal economy, non-discriminatory and inclusive social protection systems

Objective 3. Increased access to financial services, productive resources

¹ *Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016 –2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women’s empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf



Objective 4. Improved access to entrepreneurship opportunities.

Objective 5. Improved access to managerial and leadership roles in social and economic sectors and fora

Thematic area: Promoting equal participation and leadership

Objective 1. Enabling conditions created for equal participation in decision-making

Objective 2. Improved women and girls' access to justice

Summary



Programme's logo

'Moussawat' ('Equality') is the first bilateral programme dedicated to gender equality by the Government of Tunisia and the European Union. It promotes coordination and coherence among state and non-state actors to anchor the principles of equality within Tunisia's emerging democracy. Focusing on three 'axes', the programme has achieved structural and long-term results by pioneering a multi-stakeholder partnership between public institutions, civil society, academia and international organisations. Its first axis is institutional governance and policy-making. Here, Moussawat has contributed to 'engendering' national and local development planning, enhancing knowledge and tools on gender statistics,

initiating gender-responsive budgeting, and promoting dialogue and consultation. In the sphere of citizenship, its second axis, Moussawat has helped to improve women's representation and participation in public and social life. Through projects implemented by civil society, the programme has supported women candidates and women elected to municipal councils, while advancing women's economic empowerment with access to finance and support for small enterprises. Its third axis centres on eradicating gender-based violence. Here, the programme supported the promulgation of the Organic Law 2017/58 on the elimination of violence against women, the development of a National Strategy on Gender-based Violence, the activation of a national helpline, support for five women's shelters, and improved data collection and management.

Moussawat's efforts are in line with Tunisia's new Constitution (2014), which is committed to institutionalising gender mainstreaming to uphold women's political and socio-economic rights, including the right to freedom from gender-based violence. The programme began after the EU Delegation and Tunisia's Ministry of Women, Family, Childhood and the Elderly, and its Ministry of International Development and International Cooperation signed a financing agreement in April 2015.

Key contribution to gender equality

The Moussawat programme contributed to strengthening institutional knowledge, planning and legal frameworks on gender mainstreaming in public and socio-economic life in Tunisia. A gender analysis in 2014 informed the programme's design, highlighting the urgent need to build an institutional culture of gender equality, replete with strong policy and legal frameworks, to facilitate gender mainstreaming.

Moussawat engaged with Tunisia's gender equality mechanisms, bolstering institutional knowledge and learning by championing and reinforcing national expertise. It also promoted partnership and collaboration between stakeholders. To this end, it activated a wide-ranging partnership between government entities with a particularly key role in gender equality, planning, monitoring and reporting. These included the Ministry of Women, Family, Childhood and the Elderly, the Ministry of International Development and International Cooperation, governorates and municipalities, the National Institute of Statistics and the National School of Statistics and Informatics (ENSSAI). It further connected these key players with international partners and civil society organisations. The programme built state and non-state actors' capacities on gender-responsive budgeting, planning, statistics, media reporting, advocacy, communications, financial literacy, women's leadership and political participation. It helped to develop a referral system to fight gender-based violence, while strengthening the legislative framework.

In tandem, Moussawat tackled gender norms and stereotypes. It did so in the political arena by supporting women candidates and women elected to municipal councils. In society at large, it supported women's participation and leadership, as well as the creation of enterprises led by women. Throughout, the programme used diversified tools to communicate on gender equality. It developed a manual on gender in the audiovisual media and promoted regular campaigns and events to mark important national and international celebrations. It engaged startups led by young people to spearhead digital communications on fighting gender-based violence and discrimination.

Main achievements and lessons learnt

Moussawat strengthened policy, planning and budgeting systems to promote women's political participation and leadership, foster women's economic empowerment and respond to gender-based violence. By providing capacity building, supporting advocacy and facilitating partnerships, the programme strengthened the Ministry of Women, Family, Childhood and the Elderly's leadership on gender mainstreaming. A gender audit of the ministry contributed to organisational learning and change, yielding a plan to support its governance and communications with partners. The programme also consolidated the planning and programme design competencies of ministry's Results-based Management Unit.

In addition to producing learning tools, manuals and guidelines, the programme provided training on gender-responsive budgeting, in collaboration with the Ministry of Finance. It enhanced local development planning with a gender perspective, at the national level (Ministry of International Development and International Cooperation), the regional level (governorates) and the municipality level. Support for the National Gender and Statistics Committee was paired with training and learning opportunities for member institutions, such as the National Institute of Statistics. For instance, a study visit was organised to the Swedish Institute of Statistics at Orebro, alongside training on gender statistics and support for reporting on national gender indicators. Moussawat also helped to establish a university course at the National School of Statistics and Informatics within the 3-year Statistic Engineering degree.

Moussawat fostered societal change around women's participation in politics, decision-making and leadership. In 2018, the programme's efforts contributed to raising the percentage of women elected to municipal councils by 47%. These efforts centred on capacity building for women leaders, including 29 electoral candidates, and a major awareness raising and communication plan implemented through 22 civil society projects (*Gouvern'elle*, *Parfait*, *Parole aux femmes*). The programme also supported 118 entrepreneurs – training them, providing grants, facilitating their participation in fairs, and championing business-to-business exchange (such as the FLAG project) and a value chain for phytocosmetics (*Projet CLEF*) involving the creation of marketing groups.

Moussawat played a pivotal role in the creation of a national referral system to end gender-based violence, and the operationalisation of Tunisia's national strategy to combat such violence, thanks to its strong partnership with civil society, the United Nations Population Fund (UNFPA) and state actors. Its activities built momentum for legislative progress, contributing to the promulgation of Organic Law 2017/58, the implementation of the Local Authorities Code, and Tunisia initiating the ratification process for ILO Convention No. 190 on violence and harassment in the world of work. The programme's broad partnership and multidisciplinary approach has a high potential for continuing implementation of gender priorities in public policies and programmes. However, the complex coordination mechanisms risk to getting fragmented if leadership to maintain it functioning is not activated.

Gender-responsive budgeting should be concretely implemented through planning for local development using the resources made available by the programme. Taking the lead and starting accountability and transparency mechanism also needs action by all involved parties, particularly the state actors.



Sustainability and replicability

By enhancing knowledge, partnerships and information sharing, Moussawat consolidated legislative and policy achievements. Its concrete action and programming was made especially sustainable by its multi-stakeholder and multi-level institutional approach. Other results that bode well for sustainability include the Organic Law on gender-based violence, the fully operative referral system, and communications challenging gender norms and stereotypes – representing a powerful tool for change.

One notable good practice was the participation of 16 startups in the ‘hackathon: #Hack4Her’ and the digital photo, video and design competition during the 16 Days of Activism against Gender-based Violence – highlighting how young talent can contribute to advocacy on women’s rights. Increasing the number of municipal women leaders, and increasing awareness of the challenges women face in politics and public affairs, are long-term outcomes that can be replicated to prepare for future elections, expand awareness and improve women’s representation. Promoting women’s entrepreneurship, value chains and small enterprises are other efforts that could be replicated.



Additional information



Moussawat webpage: <http://www.moussawat.tn/>

Gender statistics' webpage

Video of EU Ambassadors to Tunisia for the 16 Days of Activism against Gender-based Violence campaign in 2020





EU DELEGATION TO THE GAMBIA

Promoting small-scale agricultural communities' resilience in Central River Region (CRR) in The Gambia by enhanced agro-processing products using solar technology through empowering women

Gender-transformative practice

Country/countries

The Gambia

Region

Africa

Related SDGs



SDG 5 ('Gender Equality'),
SDG 7('Affordable and Clean Energy'),
SDG 13 ('Climate Action')

EU entity

EU Delegation

Start year

2018–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority C. Economic, Social and Cultural Rights
Objective: 16 Indicators: 16.8

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting economic and social rights and empowering girls and women

Objective 3. Increased access for women in all their diversity to financial services and products, and productive resources

Thematic area of engagement: Addressing the challenges and harnessing the opportunities offered by the green transition

Objective 4. Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy



- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The EU-funded project, 'Promoting small-scale agricultural communities' resilience in Central River Region (CRR) in The Gambia by enhanced agro-processing products using solar technology through empowering women', addressed female poverty through renewable energy solutions. It tackles the need to transform agriculture from subsistence to a more formally integrated system of production and commercialisation by providing women smallholders with appropriate, sustainable technologies and promoting decent livelihood opportunities.

The project was implemented by the Mbolo Association, a not-for-profit organisation based in The Gambia. In the Wolof language, 'Mbolo' means 'join' or 'come together'. The word represents a collective drive to work together towards the sustainable social and human development of communities, grounded on cultural, social and environmental respect.



[Watch this video about the project](#)

"PROMOTING SMALL-SCALE
AGRICULTURAL COMMUNITIES' RESILIENCE
IN CENTRAL RIVER REGION (THE GAMBIA)
BY ENHANCED AGRO PROCESSING PRODUCTS
USING SOLAR TECHNOLOGY
THROUGH EMPOWERING WOMEN"

Key contribution to gender equality

To promote women's economic empowerment and overcome poverty, the project supported women in green transition sectors, such as sustainable agriculture and energy. It advanced women's and girls' access to and control over clean sustainable energy, as well as their equitable engagement in energy management. This resulted in energy savings, while promoting gender-inclusive skills development, job creation, investment in energy efficient infrastructure and clean energy technologies.

Main achievements and lessons learnt

In 2018, The Gambia was embarking on a period of political transition. After 22 years, President Yahya Jammeh's authoritarian rule came to an end with a change of government in January 2017. This change allowed for renewed, strengthened relations between the country and the EU. This project contributes to the EU's support for sustainable development in The Gambia. One of the project's principal achievements was training women and girls on the installation and operation of a multifunctional solar platform, while enabling them to learn about the positive impact of different interventions for their communities and livelihoods. Through these trainings, girls met role models, female teachers and trainers who specialise in renewable energy. The trainings were delivered at Fandema, a professional and technical training centre. The facility collected energy through solar panels, and transmitted part of this energy to surrounding communities.

Sustainability and replicability

Empowering women and girls with access to and knowledge of renewable energy yielded multiple benefits – both for themselves and their communities. The project challenged social norms by enabling women and girls to enter new, innovative sectors. Using solar energy connected them with the sun-kissed land and environment, as well as the broader community, by promoting their active participation. By strengthening their productive abilities and entrepreneurial capacities with a focus on renewable energy, the project empowered women and young girls through ‘upgraded’ livelihoods.

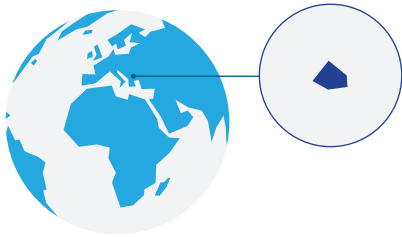
Additional information



Audiovisual material

[Faces2Hearts in The Gambia](#)





EU DELEGATION TO KOSOVO

Tech4Policy: Youth-designed digital solutions to promote democratic engagement and support evidence based policy-making

Gender-transformative practice

Country/countries

Kosovo

Region

EU Neighbourhood and Enlargement

Related SDGs



SDG 4 ('Quality Education'),
SDG 5 ('Gender Equality'),
SDG 8 ('Decent Work and Economic Growth')

EU entity

EU Delegation

Start year

2017–2019

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic Priorities D. Political and Civil Rights – Voice and Participation
Objective: 17. Indicator: 17.3.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting equal participation and leadership
Objective 1. Enabling conditions created for equal participation in decision-making
Objective 4. Equitable social norms, attitudes and behaviours promoting equal participation and leadership



Thematic area: Digital transformation
Objective 1. Women, men, girls and boys, in all their diversity, participate equally in policy- and decision-making for the digital world and are represented in these policies

- ¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf
- ² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

Tech4Policy, a project funded by the European Union in Kosovo, promoted democratic engagement and evidence-based policy-making by fostering youth-designed digital solutions to bridge the gap between local governments and youths. Adopting a gender-transformative approach, the project empowered 250 young women to design innovative digital tools to strengthen governance in 10 municipalities while promoting young women's employability in the high-potential information and communications technology (ICT) sector. Over two years, the project was implemented by Open Data Kosovo and Girls Coding Kosova in close collaboration with youth, local leaders, civil society organisations and ICT stakeholders.

Key contribution to gender equality

Tech4Policy promoted women's equal right to participate in policy and governance processes at all levels, alongside their equal access to the untapped potential of digital technologies. Fully in line with the EU's digital strategy³, Tech4policy challenged social norms and prejudices that limit girl's participation in ICT, civic processes and pursuing higher education in the field of technology. By providing girls and young women with opportunities for skill acquisition, it sought to boost the number of women coders and programmers. This fostered multiple benefits: 1) political benefits by promoting equal engagement and participation, 2) economic benefits by increasing women's odds securing ICT-related jobs, economic independence and empowerment, and reducing the pay gap, and 3) societal benefits by breaking down stereotypes. As the new EU Gender Action Plan III 2021–2025 reaffirms, the tech sector offers unique opportunities to challenge societal gender stereotypes and gender biases, while empowering girls and women by boosting their self-confidence to pursue education and careers in the field they desire.



“Many girls give up on potential careers because they are not afforded the proper encouragement or support from those around them. Families often question a young woman's choice to attend a technical university and urge them to pursue something easier that will provide them with a job – one that is more fit for a woman.”⁴

- Zana Idrizi, co-founder of Girls Coding Kosova

Main achievements and lessons learnt

Tech4Policy worked with local authorities to identify gaps in local governance that could be addressed by youth engagement in digital product development. It boosted interest among local authorities, citizens, civil society and the private sector. In tandem, the project equipped young women coders with digital product development skills, with a view to leveraging expertise in digital technologies to contribute to social good. By the end of their training, coders proposed innovative products to implementing partners. Nine of these innovative ideas were selected as 'winning projects' for full development. Winning teams received EUR 20,000 to develop their digital platforms for local municipalities, signing their first-ever contracts to work closely with implementing partners' teams.

One of these winning projects was 'Eduperformanca'. Developed by nine young women, it enables the evaluation of high school students' performance on subjects taught in schools, teaching methods, behaviour and the quality of the work environment in three municipalities – Viti, Kamenicë and Klinë. Each municipality now has its own platform, Viti Eduperformanca⁵, Kamenica EduPerformanca⁶ and Klinë EduPerformanca⁷, which were developed based on consultations with the municipalities to address the pressing issue of evaluation in Kosovo's educational institutions. Workshops were held with the municipalities on open data, brainstorming potential digital solutions to address local concerns. Workshops with students taught them how to use the platform. Through Eduperformanca, students fill in evaluations, providing crucial insight for school staff and municipal authorities to assess whether students are satisfied with their education, permitting them to identify areas that require improvement.

3 See: https://ec.europa.eu/info/sites/info/files/communication-shaping-europes-digital-future-feb2020_en_4.pdf

4 Balkan Diskurs, Girls Coding Kosova: Empowering Women Programmers Code by Code, see: <https://balkandiskurs.com/en/2018/03/05/girls-coding-kosova-empowering-women-programmers/>

5 See: <http://viti.eduperformanca.org>

6 See: <http://kamenica.eduperformanca.org>

7 See: <http://klina.eduperformanca.org>

Sustainability and replicability

Engaging Kosovo's municipalities in digitalisation proved a productive approach to modernise governance processes by enabling youth's voices – especially those of girls – to be fully included. The project covered several crucial issues, from digitalisation to women's and girl's empowerment, civic participation and capacity building in innovative sectors. The combination of these elements allowed young women from all of the targeted municipalities to attend ICT workshops. The prototype digital solutions they developed during and after the workshops have the potential to foster an active citizenry and community engagement.

The project identified key steps crucial for its success, making it replicable in multiple contexts following all due analysis:

- Involving local government officials and exploring problems that are prioritised by these actors.
- Ensuring thorough consultation with civil society organisations to prioritise issues that already benefit from the buy-in of local government officials, while formalising their requirements.
- Ensuring that tech community leaders, mentors and workshop trainers take the lead.
- Selecting young coders and providing training sessions, workshops and a selection process that leads to micro-grants.

Additional information



Project guidelines:

<https://opendatakosovo.org/wp-content/uploads/2019/12/Tech4Policy-Project-Guideline.pdf>

Success story:

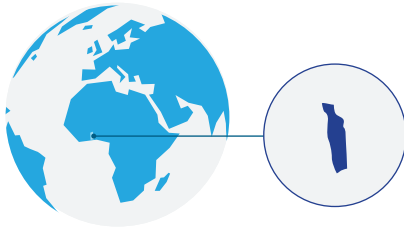
"My name is Erona Ibrahim. I am pursuing a Bachelor's degree in computer sciences at Kadri Zeka University. I would describe myself as a detail-oriented person who really enjoys learning new things and constantly seeks out new learning opportunities. I heard about Open Data Kosovo (ODK) on social media and I did some reading on the Tech4Policy project. The idea of improving Kosovo citizens' lives by creating digital solutions was the reason why I took a step further and applied for this project.

The first phase of the project was a bit difficult for me as an inexperienced person, but together with my group and with the help of the ODK team, we did such a great job. I had the chance to work together with great people, share different ideas and learn new things. It was the first time for me to be a part of a real project and I can truly say it was such a great start. During this time, I had the opportunity to learn how to handle client's requests and how to find a creative solution for each of these requests."



Tech4Policy certificate of achievement





EU DELEGATION TO TOGO

Pro-CEMA – Programme de consolidation
de l'état et du monde associatif
(‘Programme of consolidation of the
state and associate world’)

Gender-transformative practice

Country/countries

Togo

Region

Africa

Related SDGs



SDG 5 (‘Gender Equality’),
SDG 16 (‘Peace and Justice
Strong Institutions’)

EU entity

EU Delegation

Start year

2017–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic Priorities D. Political and Civil Rights – Voice and Participation
Objective: 18. Indicators: 18.2.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting equal participation and leadership
Objective 3. Women’s organisations, other CSOs and women
HRDs working for gender equality, empowerment and rights
work more freely and are better protected by law

¹ *Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women’s empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The Pro-CEMA project promoted women's and girls' participation in political decision-making processes and engaged civil society organisations (CSOs) in monitoring government accountability as a pillar of democratic governance. It promoted the inclusion of women's organisations and CSOs working on gender issues in governance processes. Specifically, the project worked towards:

- strengthening the capacities of CSOs, their umbrella organisations and members, especially women and girls, to play their role as actors in supervising government actions;
- facilitating dialogue between the state and civil society, including women's organisations;
- increasing women's and girls' participation in public and political life; and
- integrating culture into civil society dialogues and citizen debates.



Project logo

Key contribution to gender equality

The Pro-CEMA project promoted women's and girls' equal rights and participation in public life and local policies, especially through girls' political empowerment and engagement. To monitor its impact, the project developed gender indicators. These assessed the percentage of women mayors in 2020, the increase in the percentage of women in government between 2017 and 2020, and women's active participation in political parties, among other issues. In order to mainstream gender into the project, Pro-CEMA adopted the recommendations of previous projects' evaluations, as well as EU commitments on gender equality and women's empowerment. In addition, it strengthened the use of gender-sensitive monitoring indicators. Key activities included:

- 1) Mapping women's organisations in Togo to understand their history, the legal framework they operate in, their main features and the challenges they face. This mapping served as baseline for the project.³
- 2) A study on the barriers and opportunities women face to their political engagement and an assessment of their needs in terms of capacity building. The assessment informed the development of the Political Academy of Women Leaders for young women wishing to engage in the political sphere. A national ceremony to present these leaders with certificates was held in Lomé.
- 3) Encouraging the participation of women's organisations – both as leaders and as members of consortia – in the EU Delegation's call for proposals. In addition, 50% of the 'Single Window Shared Governance Grants' were reserved for projects with a strong women's leadership component.
- 4) Ensuring gender parity in establishing a pool of trainers on organisational development, shared governance and gender equality, as well as conducting 'training of trainers' sessions on gender equality.
- 5) Supporting the work of Togo's women's organisations network on critical areas, such as gender-based violence and discrimination.
- 6) Encouraging the participation of women's organisations in regional and national CSO symposia, conferences and debates on priority sectors for the EU Delegation, as well as in state-civil society dialogue.
- 7) Supporting the establishment of a consultation framework between women's organisations and the Ministry of Social Action, Women and Literacy.
- 8) Publishing portraits of women politicians in Togo through the 'Egbé Nana' initiative. It created a gallery of 52 portraits of women leaders, narrating their stories and bearing witness to possible barriers and challenges faced in the performance of their duties. This served to inspire young women eager to engage in socio-economic and political life. This initiative lasted for an entire year, with dissemination relying on several modalities: radio broadcasts on Radio Lomé and TaxiRadio, 13-minute short films broadcast on Friday evenings on TVT Télévision Togolaise, written portraits published in Togo-Matin on Thursday mornings, and inclusion in 'Imagine Demain' and the website, 'sociétécivilémédias.com'.⁴
- 9) Raising awareness among decision makers and the public on gender equality and the need to combat discrimination against women, including by organising community dialogues.

³ Mapping studies available at <https://docs.google.com/viewerng/viewer?url=https://procema.org/wp-content/uploads/2019/08/lettre-8.pdf&hl=fr>

⁴ <https://www.societecivilemedias.com/>

Main achievements and lessons learnt

The project paid particular attention to promoting women's participation in decision-making processes. Pro-CEMA built on lessons learnt from a previous project, 'Support for civil society and national reconciliation' (PASCRENA), which promoted civil society participation in the processes of development, democratisation and national reconciliation. PASCRENA played a crucial role in building the capacities of CSOs, but it did not fully bring them together or establish sustainable dialogue between CSOs and the state.

The Pro-CEMA project's key achievements include its mapping of women's organisations – an exercise prompted by lessons learnt from past experience – and the creation of the Political Academy of Women Leaders, among others. This mapping enabled the inclusion of women's organisations throughout the project's implementation. It helped to overcome a repeated challenge, namely that calls for proposals were often allocated to associations that were not specifically women's organisations. To correct this trend, the next call for proposals for consortia required the lead applicant to be a women's organisation, defined as:

"an organisation whose statutes clearly state that it is a women's organisation and the majority of leadership positions and members are women. These organisations are active in different fields and have a collective goal: to strengthen the rights of women as well as their representation and participation in the political, economic and social life of the country."

Thanks to the mapping exercise, Pro-CEMA identified 75 women's organisations to participate in training on institutional strengthening and organisational development across all of Togo's regions.

The first cycle of the Political Academy of Women Leaders, entitled 'Introduction to political life', took place in the capitals of each region. It engaged 132 participants, including academics, parliamentarians from different political parties and independent stakeholders. In 2019, the academy continued with a cycle of workshops entitled 'Mon projet de société' ('My project for society'). The main themes it discussed included: gender as an analytical tool for social relationships, the National Development Plan and sectoral public policies, tools for developing a social project, elaboration and analysis of national and local budgets, negotiation and political communication. During a Steering Committee meeting in 2019, the Minister of Territorial Administration, Decentralisation and Local Authorities highlighted the need to articulate the academy's activities within the timeframe of local elections in order to hold the training sessions before local elections. Most women academy members were candidates in the next local elections.



"This workshop has a double advantage; it has the audacity, on the one hand, to tackle aspects of gender that are often avoided (the paradoxes of African feminism, the deep analysis of the pangs of patriarchy, trans-genism, etc.) and, on the other hand, to offer participants the opportunity and the means to replicate these training courses in their area of origin. It's innovative!"

- Cyrille Ekue Mawuto Komlan,
workshop

Sustainability and replicability

Recognising CSOs and women's organisations as key development actors, the Pro-CEMA project focused on strengthen their capacities and providing them with organisational development tools. The project was grounded on the key principles of shared governance, including multi-stakeholder social accountability mechanisms, the participatory resolution of emerging problems, and a commitment to gender equality. In order to improve governance, Pro-CEMA implemented inclusive and participatory capacity building for stakeholders on institutional strengthening and dialogue processes, implemented in line with a gender-transformative and rights-based approach. Organising community dialogues instead of traditional workshops was an innovative move, better suited to inspiring debate on the realities of gender inequality in Togo. Gender equality training for gender focal points within government ministries and departments was especially important. So too were training of trainers sessions on gender equality, which addressed a variety of fundamental themes, including the history of feminism and patriarchy, the strategy of empowering women, gender-based violence, masculinity, gender-sensitive planning and women's political participation.⁵

⁵ Training modules are available at: <https://procema.org/fdf-eqalite-du-genre>

Additional information



Project website:

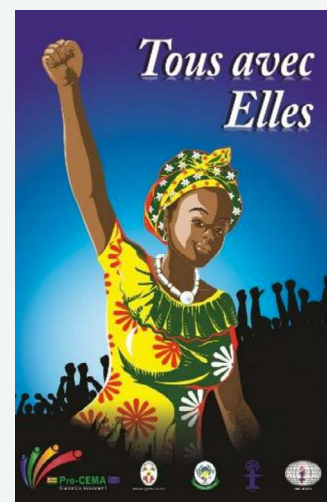
<https://procema.org>

Project presentation:

https://procema.org/wp-content/uploads/2019/03/Procema_Pr%C3%A9sentation-g%C3%A9n%C3%A9rale_.pdf

Poem delivered at the opening ceremony of the national meeting of the Political Academy of Women Leaders, September 2018:

*Femme de taille dotée d'une beauté angelique
D'un corps gracieux déchainant de passion
Aux mille atouts suscitant d'immenses créations
Forteresse au cœur prodigieux
Au corps poétique.
À toutes ces femmes je dis merci, akpe.
Nous sommes ici présentes des femmes dignes
de ce nom
Des femmes capables des actions pour le bien
d'une nation
Des femmes armes de paix
Des femmes dame de fer
Des amazones.
– Extrait du slam de Wapondi*

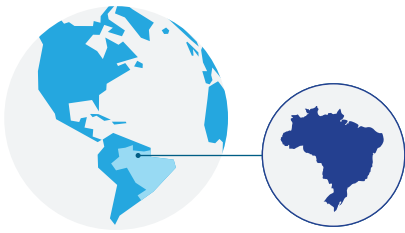


Poster of the 2018 meeting of the Political Academy of Women Leaders

Statements from academics who participated in the 2019 cycle of the Political Academy of Women Leaders:

- "I changed a lot of things in my daily life thanks to this training, it allowed me to acquire several skills, including public speaking."
- "Thanks to this training, I feel ready for the next elections and I hope for other training in the future."
- "The themes chosen will accompany us throughout our political careers, training has made us the best politicians."
- "Continue this kind of training for the presence and success of women in public and political decision-making bodies!"
- "This training opened me up to the idea of developing my social project and gave me in-depth knowledge of the National Development Plan's axes."





EU DELEGATION TO BRAZIL

Women redesigning life: Civil society organisations strengthened to overcome poverty through access to public policies and social technologies in the Brazilian semi-arid region

Gender-transformative practice

Country/countries

Brazil

Region

Americas

Related SDGs



SDG 1 ('No Poverty'),
SDG 5 ('Gender Equality'),
SDG 6 ('Clean Water and Sanitation'),
SDG 13 ('Climate Action')

EU entity

EU Delegation

Start year

2016–2020

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic Priorities: D. Political and Civil Rights – Voice and Participation
Objective: 18. Indicators: 18.2.

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Promoting equal participation and leadership
Objective 3. Women's organisations, other CSOs and women HRDs working for gender equality, empowerment and rights work more freely and are better protected by law



Thematic area: Climate change and environment
Objective 2. Strategies on climate, DDR and sustainable management of natural resources and biodiversity are more gender-responsive
Objective 3. Women, men, girls and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued
Objective 4. Increased participation and access to jobs, entrepreneurship and alternative livelihoods in the green and circular economy

¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

Civil society organisations (CSOs) have been struggling to assist the populations in north-east Brazil to overcome environmental hazards, social exclusion and the scarcity of resources. A five-year EU-funded project supported their efforts, entitled 'Women redesigning life: CSOs strengthened to overcome poverty through access to public policies and social technologies in the Brazilian semi-arid region' (*Project Mulheres redesenhando a vida: Organizações da Sociedade Civil fortalecidas para promover a superação da pobreza por meio do acesso a políticas públicas e tecnologias sociais no semiárido brasileiro*). The project supported a more conducive, fair and democratic environment for women's networks by promoting livelihoods linked to the green and circular economy. It strengthened CSOs' capacities to improve the living conditions of women affected by water scarcity, particularly by fostering innovations for the re-use of domestic water and rainwater collection, while providing technical advice and strengthening productive activities.

The project was implemented by the Feminist Centre 8 March (Centro Feminista 8 de Março), in partnership with the Xique Xique Solidarity Network, the Group of Women in Action (Grupo Mulheres em Ação) and the feminist organisation Bandeira Lilás (Organização Feminista Bandeira Lilás). The project also established an institutional partnership with the State University of Rio Grande do Norte, creating a space for dialogue on gender issues and experience sharing on sustainability and reusing water. As a professor of environmental management put it, the project reflects the importance of strengthening the territorial role of NGOs, CSOs, and social movements and their relations with actors like the university and the European Union.



The project's logo

Key contribution to gender equality

As women in the region are often excluded from decisions on access to water and resources, the project advocated for women's participation in public policies and decision-making at the political level. It reinforced women's activism to make their voices heard, with the aim of encouraging public authorities to make gender-sensitive decisions. The project supported women's organisations and other CSOs working on gender equality and women and girls' empowerment to work freely and protected by law.

In parallel, the project promoted access to water through innovations, agro-ecology and food sovereignty. It leveraged local women's unique experience and knowledge of land use, plants and ecosystems. According to the gender analysis undertaken to inform the project's design, women are principally involved in food production, particularly in harvesting fruits and vegetables. The innovation that enabled the re-use of domestic water boosted their production of food, both for self-subsistence and commercial purposes – a major feat as agricultural produce tends to be these women's only source of income. To make women's contribution to family incomes through agro-ecological gardening more visible – a contribution that is widespread but largely unrecognised – the project registered women's production in their gardens every month. A 'Solidarity Fair of the Women of Chapada' was organised to showcase women's work, enable them to network with women's groups, and increase/improve to their incomes.



Participants in the 'canvas construction workshop' reuse polyethylene terephthalate (PET) bottles to promote sustainability

Reusing grey water for agricultural production in the semi-arid region proved successful. The project's partners supported local women to commercialise their products, as well as supporting recycling, sustainability and the exchange of experiences. For instance, the 'canvas construction workshop' explored how to reuse polyethylene terephthalate (PET) bottles. Throughout, the project focused on the relationship between people and the environment, pushing for the preservation of the ecosystem and searching for coexistence strategies. This search offers opportunities for reflection on gender equality, gender relations, the environment and natural resource management, as argued by the Feminist Centre 8 March. It is not only vital to preserve the environment and challenge harmful methods of production; it is also vital to combat socially constructed, patriarchal power hierarchies and break the cycle of inequality between women and men, and girls and boys, in all their diversity. Just as the environment's semi-arid characteristics are perceived to be 'negative', society places women in a subordinate position in relation to men, both within the household and in the spheres of politics and work. In rural areas, the gender division of labour yields a hierarchy in the activities carried out by men and women – as most tasks women perform are unpaid, they are accorded lower social value. Thus, the project supported women's organisations and networks that make women's work visible and challenge the gendered division of labour.

Main achievements and lessons learnt

Adaptive technology during periods of drought is crucial for survival in Brazil's north-east region, one of the poorest, most water scarce parts of the country. Enabling women's groups to collaboratively share experiences and best practices has proved a promising strategy for boosting the potential of women's economic activities. Among the project's greatest achievements was its promotion of technology that filters household water to make it safe to reuse in agriculture. This technology was first installed in 2015, when it won the Fundação Banco do Brasil's 'social technology' award. This award made it possible for the technology to be replicated in other communities. In 2017, the technology was refined by women themselves, who self-organised to spearhead water reuse by adjusting the dimensions, materials and forms of filter construction.



Centro Feminista 8 de Março

Sustainability and replicability

Alongside the project's promising technical results, it spearheaded social mobilisation, knowledge dissemination and sensitisation to attract more rural women as participants in north-east Brazil. The project benefitted from regular monitoring and the documentation of all of its stages of implementation. In this way, it collected suggestions to better achieve results. Women's experiences in the project can be replicated, given the initiative's simple, economically viable and easily adaptable nature to other contexts and climatic conditions.

The project demonstrated that innovative, context-sensitive approaches to living in a semi-arid environment – implemented by local women, CSOs and women's organisations – allows for concrete change in rural contexts, in aid of sustainability and equality. Women's experiences and knowledge must be preserved and acknowledged, as they have a unique understanding of native plants and their uses – including for health-related purposes – alongside rural practices and environmental protection measures specific to the semi-arid region. Projects must study these realities and include them in knowledge databases, whether to serve formal research institutes and universities, or to inform civil society and social movements. Official statistics do not incorporate women's experiences in Brazil's semi-arid region, yet valuing their experiences is powerful and this learning can be replicated in other challenging contexts.



The EU project manager visits the project partner, Centro Feminista 8 de Março

Additional information

Story of Tatiana Muniz: From the sea to the backyard

Tatiana Muniz from Tibau has always been involved in fishing. Decreasing rainfall in recent years has made it an increasingly challenging occupation. "If it is difficult to fish, no problem," says Tatiana. "We can do other things to top up our income." Tatiana started raising animals and growing food in her backyard. Reusing water and the Feminist Centre's advice has been a boon to coexistence with her semi-arid homeland. Tatiana built her water filter and, ever then, produces agro-ecological produce for household consumption. She markets her surplus production through the Xique Xique Solidary Network.

With her water reuse filter, Tatiana waters fruit plants and produces animal feed. Pointing proudly to her garden, she reflects how far she has come. "I didn't know anything about agriculture and today I understand it," she explains. "It is good to learn more things and having more ways of living always respecting nature. Working in the sea is good because it calms down, but the jurema plant also calms down the Indians from the forest. At sea or in the yard, the important thing is to continue the fight."³



Videos:

<https://www.facebook.com/watch/?v=464094617704394>

<https://www.facebook.com/watch/?v=2099217980112745>

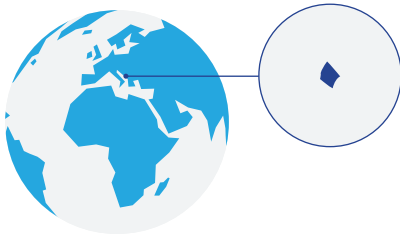
Article by the State University of Rio Grande do Norte (Universidade do Estado do Rio Grande do Norte):

https://portal.uern.br/blog/uern-discute-parcerias-com-representantes-da-uniao-europeia-e-do-centro-feminista-8-de-marco/?fbclid=IwAR1G_DrOrZ6As4aP_LAaccawZObfYl1q9LuHsul_pate0SXkWLF7Hsnqy0Q

Photos of the project launch:

<https://www.facebook.com/centrofeminista/photos/a.1089504481149152/1089504904482443>

³ See: https://centrofeminista.com/2018/06/13/reuso-de-agua-producao-agroecologica-e-economia-solidaria-tatiana-muniz-do-mar-para-o-quintal/?fbclid=IwAR0FJGjeoh_Wj4DgKmlDmZ-n11XleULSJifObDvCLWit00m8NkqwmzjGLg



EU DELEGATION TO MONTENEGRO

Gender programme

Gender-transformative practice

Country/countries

Montenegro

Region

Neighbourhood Policy and
Enlargement Negotiations

Related SDGs



SDG 5 ('Gender Equality'),
SDG 16 ('Peace, Justice and
Strong Institutions')

EU entity

EU Delegation

Start year

2016–2019

Relevance for the EU Gender Action Plan II 2016-2020¹



D. Political and Civil Rights – Voice and Participation
Objective: 19 Indicator: 19.1

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area of engagement: Promoting equal participation
and leadership
Objective 4. Equitable social norms, attitudes and behaviours
promoting equal participation and leadership

¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The EU-funded gender programme implemented in Montenegro focused on changing perceptions of and attitudes towards gender equality, strengthening governance and accountability for human rights and gender equality, and developing human capital for gender equality. The programme's main goals were defined in accordance with the National Action Plan for Gender Equality, focusing on:

- equal participation in politics and decision-making processes;
- women's economic empowerment; and
- fighting violence against women and girls.

In parallel, the programme worked on two broader cross-cutting issues: (i) raising awareness among the public on the human rights of marginalised groups and (ii) strengthening the capacities of the Ministry for Human and Minority Rights to increase knowledge, skills and improve coordination on anti-discrimination and gender equality with relevant national and local institutions. The programme's key implementing partners were the aforementioned ministry (Department for Gender Equality), the Parliament and its Committee for Gender Equality, and civil society organisations with whom cross-institutional partnerships were formed. After a first phase in March 2011, the programme continued in 2016–2019 through the 'Support to Anti-Discrimination and Gender Equality Policies' funding programme of the EU Instrument for Pre-Accession Assistance (IPA). The instrument supports improvements in living standards and the state of the environment in Montenegro, in line with national policies and EU policies and standards.

Key contribution to gender equality

The programme challenged discriminatory norms and gender stereotypes to promote equitable social norms, attitudes and behaviours that advance equal participation and leadership. The consultations and gender analysis that informed the programme's design revealed that, despite rapid developments in the process of EU accession, Montenegro's society remains highly patriarchal. Although the legislative system guarantees women's full enjoyment of their social, economic and political rights, traditional gender stereotypes hinder progress towards gender equality. The limited implementation of existing policies and a lack of financial support for institutions are factors that contribute to this state of affairs. As baselines at national level were not available to track progress or identify setbacks, the programme supported the development of the first-ever Gender Equality Index of Montenegro.

The programme achieved notable results in terms of combating violence against women and girls, promoting economic their empowerment and enhancing women's participation in decision-making processes. As part of its support for women's participation in decision-making, the programme established the Women's Political Network (WPN) following a long-term process of women's political empowerment. The network is a coalition of nearly 300 women from 16 political parties whose joint political action aims to increase the number of women in decision-making positions and strengthen overall accountability for gender equality and women's rights. The Women's Political Network operated in a context of political crisis and deep divisions. It enabled women from all parties to engage in a new political culture and dialogue, calling for more affirmative measures and addressing the prevailing backlash against gender equality. The network also includes 28 certified trainers and experts on gender equality in political parties.



Launch of the Women's Political Network

Key achievements in terms of addressing violence against women and girls included support for the implementation of the Istanbul Convention through the work of the Women's Political Network. The network worked to amend the Criminal Code in order to comply with the Convention's definition of rape, extending what is considered to be rape to any form of sexual intercourse without consent, including marital rape. Following this achievement, work began on amending the Law on Protection from Violence in the Family in accordance with the Convention. A high-level regional conference on the implementation of the Istanbul Convention also took place, bringing together ministers and deputy prime ministers, gender and technical experts from Montenegro's institutions and the region at large. They discussed the need to improve the legal framework for combating gender-based violence. The conference led to the creation of a common plan for cooperation with the Women's Political Network.

To boost women's economic empowerment, the network advocated for the allocation of funds for women in business. As a result, more than half of all Montenegrin municipalities allocated non-refundable resources to support business women and women's economic empowerment. This was formally adopted through provisions in the country's respective local budgets for 2019 and 2020. In 2020, women entrepreneurs had EUR 201,000 of non-refundable resources at their disposal, with a view to unleashing their economic potential.

Main achievements and lessons learnt

As part of its EU integration process, Montenegro is committed to introducing institutional measures for gender equality and ensuring coordinated efforts to achieve gender equality as a fundamental principle of EU accession. To gain a clear picture of where the country stood in terms of gender equality, the programme supported the development of the Gender Equality Index for Montenegro by the State Statistical Office in cooperation with the Department for Gender Equality of the Ministry of Human and Minority Rights and the United Nations Development Programme (UNDP). It employed the same methodology used by the European Institute for Gender Equality's Gender Equality Index, a composite indicator that measures the complex concept of gender equality.

The programme's activities and initiatives were successful. The joint work of the Women's Political Network, for instance, yielded concrete results. In addition to amendments to the Criminal Code, discussed above, other key achievements included amendments to electoral legislation. In line with the recommendations of the Organisation for Security and Cooperation in Europe (OSCE) and the Office for Democratic Institutions and Human Rights (ODIHR), these amendments gained the support of 17 political parties. Thus, the Law on Political Parties was adopted, which includes measures for financing of women's party wings. This financial measure is crucial for supporting women's political work and ensuring the sustainability of women's political empowerment. Montenegro is now one of the few countries with such support mechanisms in place in the Western Balkans region. Moreover, the advocacy campaign launched by the Women's Political Network resulted in an overall positive trend of increasing the number of women in politics. This is evidenced by the growing percentage of women Members of Parliament (MPs), which rose from 24% to 29.6% over a period of 12 months. At the local level, the number of women in local parliaments rose to 28.85%, while the number of women in political parties' decision-making bodies reached 30%.



"[The] Women's Political Network is a sophisticated and highly efficient group of passionate, enthusiastic and brave women who dare openly to express their political views, even if this is sometimes contrary to the opinion of party leaders. This is what most party leaders have committed to do by showing their support to the demands of Women's Political Network during the meetings attended by representatives of UNDP and the EU Delegation. This will show your political wisdom and democratic capacity, which are essential features of leaders of the 21st century."

– Ambassador Aivo Orav,
Head of the Delegation of the
European Union to Montenegro

Sustainability and replicability

The programme's partners valued its work with all key actors to raise awareness and strengthen cooperation and communication between public authorities and women's organisations. Strong collaboration between actors proved successful and effective. For instance, the development of the Gender Equality Index of Montenegro was the result of collaborative work by representatives of Montenegro's National Statistical Office, the Ministry for Human and Minority Rights, UNDP and the EU Delegation. The development of the index demonstrated strong commitment to advancing gender equality in the country and stimulated further policy innovation and ambition in the search for a gender equal society. The Gender Equality Index is a comprehensive tool for measuring progress on gender equality in a country that can also be used to evaluate and compare the state of gender equality in any European country, any EU candidate country such as Montenegro, or in any country outside of Europe.

The programme's innovative work with municipalities can be replicated. Municipalities' support for women's economic empowerment and budget allocations represents a breakthrough in setting up grant support schemes at the local level and enabling women's access to finances.

It is worth noting that the combination of structural gender inequality and cultural factors result in multiple forms of discrimination that continuously deprive women of their rights. The programme is considered gender-transformative as it addressed the root causes of gender inequalities and discrimination, while prompting positive change in Montenegro's socio-economic, cultural, institutional and political paradigm.



*Gender Equality Index
Montenegro 2019*

30+ events reached more than 1,000 people to discuss gender equality in Montenegro

3 consultative regional meetings discussed regional approaches to gender equality

7 meetings with leaders of parliamentary and political parties advocated to amend electoral legislation

3 international missions with key stakeholders including Members of the European Parliament

378,000 people reached by the advocacy campaign of the Women's Political Network

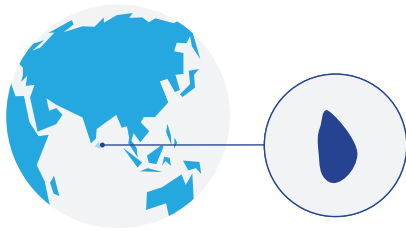
Campaign results of the Women's Political Network

Additional information



Video: Women's Political Network – A century of struggle for the political rights of women in Montenegro





EU DELEGATION TO SRI LANKA AND THE MALDIVES

Redrawing the Margins (RtM): Meaningful engagement of plantation communities in democracy and governance

Gender-responsive practice

Country/countries

Sri Lanka and the Maldives

Region

Asia and the Pacific

Related SDGs



SDG 5 ('Gender Equality'),
SDG 13 ('Climate Action')

EU entity

EU Delegation

Start year

2015–2019

Relevance for the EU Gender Action Plan II 2016–2020¹



Thematic priority: D. Political and Civil Rights – Voice and Participation
Objectives: 17, 18, 19, 20
Indicators: 17.3, 18.2, 19.3, 20.1

Corresponding GAP III 2020–2025 key thematic areas of engagement²



Thematic area: Addressing the challenges and harnessing the opportunities offered by the green transition

Objective 1. Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues



Thematic area: Promoting equal participation and leadership
Objective 1. Enabling conditions created for equal in decision-making

Objective 3. Women's organisations, other CSOs and women HRDs working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law

Objective 4. Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered

¹ *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020 (GAP II)*. Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

² *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

Summary

The EU-funded project, 'Redrawing the Margins (RtM): Meaningful engagement of plantation communities in democracy and governance' addressed the exclusion experienced by communities living and working in Sri Lanka's tea plantations, such as Tamil communities. It promoted the rights and entitlements of 600,000 women and men living in the Central and Uva provinces, including 100,000 people living in adjacent areas, by involving provincial councils to improve the delivery of comprehensive, inclusive and transparent services. The project was implemented by Chrysalis, an organisation that advances gender equality by transforming communities and institutions, supporting them to embrace diversity and catalyse inclusive growth for women and youth.



Redrawing the Margins project

Key contribution to gender equality

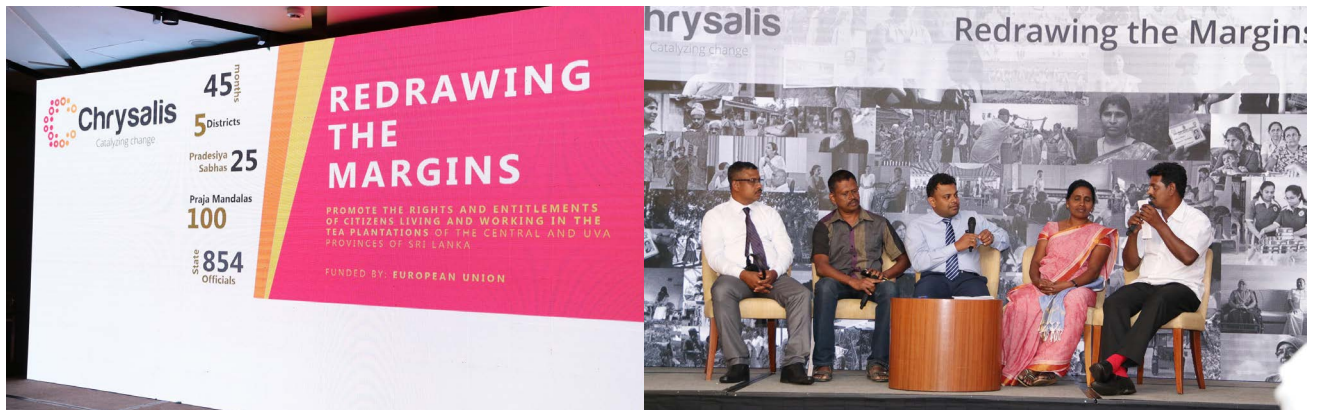
Close to a million people in Sri Lanka work in the tea industry. Tea estates were established during the colonial era in the 19th century, with a Tamil workforce³ in the Uva and Central provinces. These Tamil communities experience significant discrimination and economic, social and political marginalisation. Their unique set of problems is exacerbated by isolation from mainstream communities, both due to geography and language. Women comprise a large majority of workers on plantations, yet they face further exclusion as they do not equally participate in decision-making processes and are underrepresented in positions of authority in male-dominated plantation companies and trade unions.

The Redrawing the Margins project fostered equitable social norms, attitudes and behaviours by promoting shared involvement and equal leadership. It worked to increase the participation of women and girls in decision-making processes at the local and provincial levels, including on issues related to the environment and climate change. It also championed women's inclusion and participation by focusing on language rights and the right to access public services, in addition to local and provincial power structures. The project revived and strengthened *Praja Mandalas* (community centres) to address language barriers and intensify links between communities and local authorities, as well as facilitating and supporting the formulation of a provincial Women's Policy for the Uva and Central provinces – in line with the draft National Women's Policy – covering the plantation sector.

Main achievements and lessons learnt

To overcome some of the challenges faced by tea plantation communities, the project provided functional Tamil language training for 300 government staff in the targeted provinces. Training of trainers (ToT) sessions engaged selected officials on leadership, team-building, positive thinking, report and letter writing, communication, conflict resolution, participatory governance, participatory rural appraisal and village development planning, proposal writing and fund raising. Simultaneously, the project placed a specific focus on the challenges that women experience. This is why it worked with both provincial councils to devise a Women's Policy to consolidate women's meaningful participation and equality, while amplifying women's voices in usually male-dominated community centres (*Praja Mandala*). As a result, women members of *Praja Mandalas* are directly engaged in planning and decision-making at the village level.

3 See <https://www.ethicalteapartnership.org/empowering-tea-communities/>



Redrawing the Margins project

Overall, the project's achievements included:

- generating evidence required for policy dialogue;
- lobbying with provincial councils and the central Government on the formulation and implementation of inclusive policies, while strengthening the capacities of *Pradeshiya Sabhas* (divisional councils), the legislative bodies that preside over local governments and provincial councils;
- advocating for women's inclusion in decision-making processes at the local and provincial levels, in addition to supporting the formulation of women's policies and action plans;
- raising public awareness to bring gender equality-related issues into the wider social discourse;
- strengthening civil society organisations' understandings of participatory governance, planning, budgeting and income generation; and
- facilitating language training for officials working in *Pradeshiya Sabhas* and monitoring the effective implementation of the National Language Policy, which facilitated bilingual service provision by local authorities.

Sustainability and replicability

The project recognised plantation communities as active members of society and, more importantly, as citizens of Sri Lanka. Addressing the challenges faced by communities who are discriminated against supported more inclusive, democratic processes. Its support increased the delivery of comprehensive, inclusive and transparent services and the formulation of policy frameworks by divisional and provincial councils. Their institutional capacity and accountability was strengthened to deliver efficient, inclusive, transparent and accountable services.

Many intersecting factors contribute to exacerbating discrimination against women: their gender, the tea plantation communities to which they belong, and their language, among others. Addressing inequitable social norms supports a process of change and transformation towards women's equal participation in decision-making processes in tea plantation. It makes something 'uncommon' into something common by challenging a male-dominated sector and an unjust environment for women's rights.

Additional information



Photos of the project: Chrysalis' [Facebook page](#)



ANNEXES

ANNEX 1

Template for good practice reports

Title

Country/countries	EU entity	Gender-sensitive, gender-responsive and gender-transformative aspects
Region	Start year	
Related SDGs	Relevance for the EU Gender Action Plan II 2016-2020 ¹	
	Corresponding GAP III 2020–2025 key thematic areas of engagement ²	

Summary

Key contribution to gender equality

Main achievements and lessons learnt

Sustainability and replicability

Additional information

1 *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016–2020* (GAP II). Each priority includes objectives and indicators to report on. See: https://ec.europa.eu/anti-trafficking/sites/default/files/joint_staff_working_document_-_gender_equality_and_womens_empowerment.pdf

2 *EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action* is the new EU framework calling for a gender equal world. See: https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

ANNEX 2

Methodology and criteria for the selection of good practices

The promising practices in this compilation were collected through the 2019 Gender Action Plan II reporting exercises. EU actors complied with the requirements of GAP II reporting by sharing information with the European Commission Directorate-General for International Partnerships (DG INTPA) headquarters through two templates, from which information was then collected and analysed. The first template was a survey questionnaire completed by all EU actors. The second was known as the Action Database, whereby EU actors reported on actions that were implemented in 2019, that focused on gender equality or in which gender is mainstreamed. The database's template included a space to highlight an action as a 'promising practice'. To assist respondents to decide whether or not an individual action was a promising practice, criteria were included in the template and could be easily consulted by clicking on a link.

A promising practice must meet at least 10 of the following criteria:

- 1) It reflects at least one objective per each priority of the EU Gender Action Plan II 2016–2020.
- 2) It is informed by a context-specific and sector-specific gender analysis.
- 3) It was designed in consultation with, or with the engagement of, a diversity of women and girls, and men and boys, who are expected to participate and benefit from it.
- 4) It is evidence-based, that is, it is substantiated by concrete measurable data disaggregated by sex, age, ethnicity, disability and socio-economic status, resulting from a robust monitoring and impact evaluation.
- 5) It is responsive, that is, it adequately addressed the situation and produced encouraging changes.
- 6) It is transformative, that is, it addressed the root causes of gender inequality and discrimination in a given context/sector and produced positive changes in the socio-economic, cultural, institutional and/or political paradigm(s).
- 7) It addressed gender inequality as a risk factor to the quality and sustainability of development initiatives.
- 8) It produced good quality/desirable results for gender equality in comparison to other practices.
- 9) It can be replicated in similar situations, or in order to achieve similar results, by using the same techniques or methodology that led to a positive outcome.
- 10) It has an acceptable balance between efficiency (efforts) and effectiveness (results).
- 11) It is appropriately relevant to the context and is ethically sound.
- 12) It is well-accepted, recognised and understood by rights holders who are keen to reproduce it.
- 13) It focused on lessons learnt to implement corrective actions and address systems.
- 14) It has good quality performance management standards.
- 15) It is a good candidate for additional study (such as specific research on impact, evaluation, etc.).

Methodology for selecting promising practices

In 2019, EU actors reported 1,817 promising practices, 763 of which (35%) were considered gender-transformative. Most of these promising practices were reported in Africa (43% in total, of which 35% were gender-transformative), followed by the Neighborhood Policy and Enlargement Negotiations region (22%, of which 35% were gender-transformative). The remaining promising practices were reported in Asia (15%, of which 26% were gender-transformative), the Americas (11%, of which 44% were gender-transformative) and the Gulf States (3%, of which 26% were gender-transformative). The remaining 4% of actions regarded as promising practices were global actions.

Of these gender-transformative practices, approximately 30 were selected for follow-up through desk research, in order to determine the relevance of each practice and the availability of sufficient information to be inspiring for readers. Seventeen practices corresponded to the criteria and provided valuable information on key elements of the practice and its transformative approach to gender equality and women's empowerment.

The primary criteria set were:

- starting date: 2016 –2018;
- end date: 2019–2020;
- partly or completely gender-transformative;
- corresponds to the GAP II's thematic objectives 7–20; and
- matches the GAP III's key thematic areas and objectives.

The criteria were established in order to ensure that the compilation features at least one promising practice for each of the GAP II's thematic objectives (7–20). However, some practices did not fulfill all of the aforementioned criteria, or the desk research could not provide enough information to analyse the practice. In these cases, the criteria were expanded to encompass the following secondary criteria:

- starting date: 2015;
- end date: 2019–2021;
- partly or completely gender-responsive, or partly or completely gender-transformative;
- corresponds to the GAP II's thematic objectives 7–20; and
- matches the GAP III's key thematic areas and objectives.

ANNEX 3

Priorities, objectives and indicators of the EU Gender Action Plan II (2016–2020)

GAP II – Horizontal priority

- A. Institutional Culture Shift in the European Union's external relations
 - 1. Increased coherence and coordination amongst EU institutions and with Member States.
 - 1.1.1. Annually, number of EU positions for key international agendas that included a focus on gender equality, and the rights of girls and women
 - 1.1.2. Number of political/policy dialogues between EU actors and partners in the country that raise gender equality issues per year and at country level
 - 1.2.1. Status of the European Strategy for Equal Opportunities between Women and Men 2010 - 2015 (Milestone 1 Strategy adopted; Milestone 2 Strategy implemented)
 - 1.3.1. Number of Member States programmes that support the achievement of the priorities identified in the SWD
 - 1.4.1. Number of partner countries where EUDs and MS have agreed on context specific measures from the SWD
 - 1.4.2. Number of partner countries with gender donor coordination mechanisms led by the EU on donor side
 - 1.4.3. Number of Human Rights country strategies that include gender equality as an objective
 - 2. Dedicated leadership on gender equality and girls and women's empowerment established in EU institutions and Member States.
 - 2.1.1. Number of senior gender champions appointed at HQ and country level
 - 2.1.2. Whether a mechanism is established to consult external senior expertise on strategic and ad-hoc issues in relation to gender equality (e.g. advisory board)
 - 2.2.1. Ratio of women as EU Heads of Missions (Baseline 2014: 24 %)
 - 2.3.1. Number of good practices highlighted in Institutional Annual Reports.
 - 2.3.2. Number of corrective actions taken per year to improve performance on gender equality
 - 2.3.3. Perception by EU staff of management performance on gender (Source: annual survey)
 - 2.3.4. Number of rewards or equivalents handed out to management/programme staff as per agreed criteria
 - 2.3.5. Findings of final independent evaluation of EU leadership on gender equality
 - 2.4.1. Whether corporate reporting systems include a clear assessment of performance on the SWD objectives as a requirement
 - 2.4.2. Number of spot checks evaluating performance on gender equality per year
 - 2.4.3. Findings of independent evaluation of quality and reach of EU results for women and girls
 - 2.4.4. Number of SWD objectives EUDs and MSs select to report against at country level
 - 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments.
 - 3.1.1. Change (increase or decrease) in dedicated funding to improving results for girls and women after reviews and 2017 MTR (or equivalent)
 - 3.2.1. Number of staff, disaggregated by level, trained on gender equality per year, and reporting changes in the way that they work.
 - 3.2.2. Number of gender focal persons (or equivalent) trained per year.
 - 3.2.3. Gender mainstreamed into all training provided
 - 3.3.1. Number of Gender Focal Persons (or equivalent) who have 3 years of gender expertise and/or more than 5 years of technical experience in a related field
 - 3.3.2. Number of job descriptions that contain gender equality as an area of responsibility, by seniority
 - 3.3.3. Gender point included in performance assessment systems for relevant staff (Management, Heads of Mission, Gender Focal Persons, etc.)
 - 3.4.1. EU gender resource package (i.e. research, capacity development and knowledge building material) online (by April 2016)
 - 3.4.2. Capacity4dev.eu user statistics on use of gender resources
 - 3.5.1. Number of queries responded to, disaggregated by thematic area

4. Robust gender evidence used to inform all EU external spending, programming and policy making.
 - 4.1.1. Number of thematic, bilateral and regional programmes per year using gender analysis to inform design.
 - 4.1.2. Number of programme evaluations per year that include an assessment of impact on women and girls.
 - 4.2.1. Whether internal processes of methodological review are carried out to mainstream gender in quality assurance mechanisms (e.g. for the EC: Quality Support Group, etc.).
 - 4.2.2. Number of new Action Documents (or equivalent) commented and subsequently revised including for poor gender consideration.
 - 4.3.1. Percentage of programmes using findings of consultations with National Gender Equality Mechanisms, CSOs, women's organisations, to inform action design.
5. Results for women and girls measured and resources allocated to systematically track progress.
 - 5.1.1. Status of results monitoring on gender sensitive indicators (Milestone 1: by end 2016, if needed, corporate results frameworks are revised to include gender sensitive indicators and indication of sex disaggregation that is aligned with SDGs indicators. Milestone 2: By end-2016 all results gathered in addition to those included in corporate results frameworks are sex-disaggregated where relevant)
 - 5.1.2. Percentage of results disaggregated where relevant by sex in Results Framework(s)
 - 5.1.3. Status of SWD indicators as compared to the SDGs (target – by end 2016, if needed, the SWD is reviewed taking the finalised SDG indicators into consideration)
 - 5.3.1. Number of justifications for OECD Marker G0 scores (defined as: “no inherent potential to impact on gender equality”)
 - 5.3.2. Percentage of new programmes that score G1 or G2 (Target: 85% of new programmes score G1 or G2 by 2020)
6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality.
 - 6.1.1. Number of research projects co-financed by EU (EUD/MS) on gender related issues
 - 6.1.2. Number of programmes reporting improvement in quality and availability of sex-disaggregated/gender specific statistics through EU support
 - 6.2.1. Number of partner countries with gender coordination mechanisms that include (international) actors working locally
 - 6.3.1. Number of programmes for NGEM supported by EU
 - 6.3.2. Number of sector programmes working with the NGEM
 - 6.4.1. Number of projects building awareness of local and national media on gender issues in partner countries and supported by EU

GAP II – Thematic priorities and objectives

- B. Thematic priority: Physical and Psychological Integrity
 7. Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere.
 - 7.1. Percentage of women aged 20-24 who were married or in a union by age 15 (SDG 5.40)¹⁰³
 - 7.2. Prevalence of girls and women 15-49 who have experienced physical or sexual violence (by an intimate partner) in the last 12 months (SDG 5.38)
 - 7.3. Percentage of referred cases of gender and sexual based violence against women and children that are investigated and sentenced (SDG 5.39)
 - 7.4. Percentage of girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting (SDG 5.41)
 - 7.5. Number of individuals directly benefiting from Justice, Rule of Law and Security Sector Reform programmes funded by EU (EU RF)
 - 7.6. Measure of sex ratios and comparison of child mortality according to the gender
 8. Trafficking of girls and women for all forms of exploitation eliminated.
 - 8.1. Number countries that comply with recommendations from the Universal Periodic Review and UN Treaties (ref. CEDAW, CRC, UN Convention against Transnational Organized Crime and the Palermo Protocol) (adaptation of SDG 16.2)
 - 8.2. Number of individuals directly benefiting from trafficking programmes funded by EU

9. Protection for all women and men of all ages from sexual and gender based violence in crisis situations through EU supported operations.
 - 9.1. Number of EU Partner countries reporting a decrease in the incidence of sexual violence as a weapon of war
 - 9.2. Number countries that comply with recommendations from the Universal Periodic Review and UN Treaties (SDG 16.2)
 - 9.3. Number of violent deaths per 100,000 disaggregated by sex (EU RF Level 1)
 - 9.4. N# of refugees (SDG 16.89)
 - 9.5. Losses from natural disasters by climate and non-climate related events (in US\$ and lives lost) (SDG 11.6 cross reference)
 - 9.6. N# of individuals directly benefiting from EU supported programmes that specifically aim to support civilian post-conflict peace building and/ or conflict prevention (EU RF)
 - 9.7. Number of EU funded humanitarian targeted actions that respond to GBV.
 - 9.8. Percentage of peace keeping and peace building missions with specific provisions to improve the security and status of girls and women of all ages
 - 9.9. Number of EU funded humanitarian programs marked 2 by the ECHO gender/age marker and/or Inter-Agency Standing Committee (IASC) marker
 - 9.10. Number of EU MS and partner country sign up to the global initiative Call to Action on Protection from GBV in emergencies
 10. Equal access to quality preventive, curative and rehabilitative physical and mental health care services for girls and women.
 - 10.1. Percentage of people in malaria-endemic areas sleeping under insecticide-treated ben nets (SDG 3.11)
 - 10.2. Proportion of persons with a severe mental disorder (psychosis, bipolar affective disorder, or moderate –severe depression) who are using services (SDG 3.28)
 - 10.3. Percentage of beneficiaries using hospitals, health centres, and clinics providing basic drinking water, adequate sanitation and adequate hygiene (SDG 6.5)
 - 10.4. Number of people with advance HIV infection receiving antiretroviral drugs with EU support (EU RF)
 - 10.5. Number of 1-year olds immunised with EU support (EU RF)
 11. Promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence.
 - 11.1. Maternal mortality ratio
 - 11.2. Antenatal care services coverage (at least one visit and at least four visits) (SDG 3.2)
 - 11.3. Percentage of women with cervical cancer screening (SDG 3.17)
 - 11.4. Met demand for family planning (SDG 5.44)
 - 11.5. Percentage of young people receiving comprehensive sexuality education (SDG 5.5)
 - 11.6. Number of births attended by skilled personnel with EU support (EU RF)
 - 11.7. Number of women using any method of contraception with EU support (EU RF)
 12. Healthy nutrition levels for girls and women and throughout their life cycle.
 - 12.1. Percentage of children born with low birth weight (SDG 2.3)
 - 12.2. Proportion of population below minimum level of dietary energy consumption (SDG 2.8)
 - 12.3. Percentage of women of reproductive age with anaemia (SDG 2.9)
 - 12.4. Percentage of eligible population covered by national social protection programmes (SDG 1.4)
 - 12.5. Number of women of all ages, but especially at reproductive age, and children under 5 benefiting from nutrition related programmes with EU support (EU RF)
 - 12.6. Number of food insecure people receiving assistance through social transfers supported by the EU (EU RF)
- C. Thematic priority: Economic, Social and Cultural Rights – Economic and Social Empowerment
13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.
 - 13.1. Primary completion rate for girls and boys (SDG 4.33)
 - 13.2. Secondary completion rate for girls and boys (SDG 4.35)
 - 13.3. Tertiary enrolment rates for women and men (SDG 4.37)
 - 13.4. Literacy rate of 15-24 year-olds, women and men (SDG 4.5)

- 13.5. Percentage of pupils enrolled in primary and secondary schools providing drinking water, adequate sanitation, and adequate hygiene services (SDG 6.4)
- 13.6. Personnel in Research and Development (per million inhabitants) (SDG 9.63)
- 13.7. Number of children enrolled in primary education with EU support (EU RF)
- 13.8. Number of children enrolled in secondary education with EU support (EU RF)
- 13.9. Number of teachers trained with EU support (EU RF)
- 13.1. Ratio of female to male who have benefitted from Vocational Education and Training/skills development and other active labour market programmes with EU support (EU RF)
- 14. Access to decent work for women of all ages.
 - 14.1. In EU partner countries, income share held by women in the lowest 40 % of income distribution (EU RF Level 1)
 - 14.2. Average number of hours spent on paid and unpaid work combined (total work burden) by sex (SDG 5.42)
 - 14.3. Share of women among the working poor: employed people living below \$1.25 (PPP) per day (EU RF Level 1)
 - 14.4. Employment to population ratio (EPR) by gender and age group (15–64) (SDG 8.5)
 - 14.5. Number of countries that have ratified and implemented fundamental ILO labour standards and complied in law and practice (SDG 8.57)
 - 14.6. Informal employment as a percentage of total non-agricultural employment, by sex (ECOSOC Minimum set of gender indicators, by domain I.9; measured by ILO)
- 15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship.
 - 15.1. Percentage women, men, indigenous peoples, and local communities with documented or recognised evidence of tenure (SDG 1.5)
 - 15.2. Percentage women, men, indigenous peoples, and local communities who perceive the rights recognised and protected (SDG 1.5)
 - 15.3. Gender gap in wages, by sector in economic activity (SDG 5.1)
 - 15.4. GNI per capita (PPP, current US\$ Atlas method) (SDG 8.54)
 - 15.5. Mobile broadband subscription per 100 inhabitants, by urban/rural (SDG 9.59)
 - 15.6. Number of women receiving rural advisory services with EU support (EU RF)
 - 15.7. Number of women and men who have secure tenure of land with EU support (EU RF)
 - 15.8. Number of women accessing EU supported community level, (micro-) financial services (EU RF)
- 16. Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women.
 - 16.1. Proportion of population using an improved drinking water source (EU RF Level 1)
 - 16.2. Road traffic deaths per 100,000 population (SDG 3.25)
 - 16.3. Percentage of population using safely managed water services, by urban/ rural (SDG 6.45)
 - 16.4. Percentage of population using safely managed sanitation services, by urban/ rural (SDG 6.46)
 - 16.5. Share of population using modern cooking solutions by urban/ rural (SDG 7.50)
 - 16.6. Share of population using reliable electricity by urban/ rural (SDG 7.51)
 - 16.7. Number of people with access to all season roads with EU support (EU RF)
 - 16.8. Number of women of all ages provided with access to sustainable energy services with EU support (EU RF)
- D. Thematic priority: Political and Civil Rights – Voice and Participation
 - 17. Equal rights and ability for women to participate in policy and governance processes at all levels.
 - 17.1. Proportion of seats held by women in national parliaments (EU RF Level 1) in EU partner countries
 - 17.2. Share of women on corporate boards of national/ multi-national corporations (SDG 5.2)
 - 17.3. Percentage of seats held by women and minorities in national parliament and or sub-national elected office according to their respective share of the population (SDG 5.43)
 - 17.4. Representation of women among mediators, negotiators and technical experts in formal peace negotiations (SGD 16.8)
 - 17.5. Number of women benefiting from legal aid programmes supported by the EU (EU RF)
 - 17.6. Percentage of women candidates in national elections with EU support
 - 17.7. Number of countries carrying out gender-responsive budgeting at local and national level with EU support
 - 18. Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law.

- 18.1. Number of women Human Rights Defenders who have received EU Support (EU RF)
- 18.2. Number of partner countries that guarantees the CSOs right to associate, secure funding, freedom of expression, access to information and participation in public life
- 18.3. Number of Human Rights and Democracy Country Strategies that include gender equality objectives
- 19. Challenged and changed discriminatory social norms and gender stereotypes.
 - 19.1. Number of countries that have a positive change in the OECD Social Institutions and Gender Index (SIGI) rating
 - 19.2. Percentage of women aged 15-49 years who intend to cut their daughters (UNICEF data collection)
 - 19.3. Number of EU partner countries introducing quota systems to address discriminatory practices and improve women's representation in government institutions and decision making positions
 - 19.4. In EU partner countries, number of communities that formally declare abandoning a practice that discriminates or harms girls and women of all ages
- 20. Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues.
 - 20.1. Number of deaths per 100,000 from climate-related and natural disasters – average over last ten years (disaggregated by sex) (EU RF Level 1)

ANNEX 4

Thematic areas of engagement and objectives of the EU Gender Action Plan III (2021– 2025)

Thematic area of engagement – Ensuring freedom from all forms of gender-based violence

Overall thematic objective: Women, men, girls and boys are free from all forms of gender-based violence in the public and private spheres, in the work place and online

Specific thematic objectives:

1. Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement
2. Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict
3. Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to essential services
4. The right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence is promoted and better protected
5. Women, men, girls and boys in all their diversity trafficked for all forms of exploitation and abuse have improved access to adequate and quality services for socio-economic integration and psycho-social support
6. Women, men, girls and boys, in all their diversity, are better protected from sexual and gender-based violence in fragile and humanitarian crisis situations
7. Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence
8. Quality, disaggregated and globally comparable data

Thematic area of engagement – Promoting sexual and reproductive health and rights

Overall thematic objective: Women and girls in all their diversity access universal health and fully enjoy their health and sexual and reproductive rights

Specific thematic objectives:

1. Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights 2
2. Improved access for every individual to sexual and reproductive health care and services, including family planning services, information and education on sexual and reproductive rights

Thematic area of engagement – Promoting economic and social rights and empowering girls and women

Overall thematic objective: Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights

Specific thematic objectives:

1. Increased access for women, in all their diversity, to decent work, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems
2. Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men
3. Increased access for women in all their diversity to financial services and products, and productive resources
4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy
5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and for a
6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys
7. Improved regulatory framework for ensuring equal access to universal and public quality preventive, curative and rehabilitative physical and mental health care services for women, men, girls and boys, in all their diversity, including in crisis situations
8. Improved access to safe water and sanitation facilities, disaggregated at least by sex
9. Public health systems have sufficient and sustained financing to address the health needs of women and girls in all their diversity
10. Women, men, girls and boys, in all their diversity, have improved nutrition levels

Thematic area of engagement – Promoting equal participation and leadership

Overall thematic objective: Women, men, girls and boys, in all their diversity, participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online, to take on leadership roles, to enjoy and exercise their human rights and seek redress if these rights are denied.

Specific thematic objectives:

1. Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making
2. Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights
3. Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law
4. Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered at community and individual levels – through civic education, media, education and culture at all levels
5. Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership

Thematic area of engagement – Integrating the women, peace and security agenda

Objectives:

1. Participation
2. Gender mainstreaming
3. Leading by example
4. Prevention
5. Protection
6. Relief and recovery

Thematic area of engagement – Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation

Climate change and environment

Overall thematic objective: Women in all their diversity influence decision-making processes on environmental conservation and climate change policies and actions

Specific thematic objectives:

1. Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues
2. Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, at local, national, regional and international level
3. Women, men, girls and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued
4. Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy

Digitalisation

Overall thematic objective: Women, men, girls and boys, in all their diversity, can equally participate in shaping the digital world of tomorrow

Specific thematic objectives:

5. Women, men, girls and boys, in all their diversity, participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions
6. Women, men, girls and boys in all their diversity have equal access to affordable and secure broadband, technology and digital tools
7. Women, men, girls and boys are equally provided with and using equally public digital literacy
8. Women, men, girls and boys in all their diversity participate fully and equally in the digital economy

A full list of objectives and indicators for GAP III thematic areas of engagement is available in the [Joint Staff Working Document on objectives and indicators to frame the implementation of the Gender Action Plan III \(2021–25\)](#).

ANNEX 5

Sustainable Development Goals



- GOAL 1: No Poverty
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
- GOAL 6: Clean Water and Sanitation
- GOAL 7: Affordable and Clean Energy
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 16: Peace and Justice Strong Institutions
- GOAL 17: Partnerships to achieve the Goal

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