

akzente

4/2018

The GIZ Magazine

Healthy
future

Medical care
in DR Congo

Cleaning
up

Textile industry
in Bangladesh

Improving
knowledge

Youth promotion
in Costa Rica

Women

Gender. Power. Politics.

**AN EXPERT
FOR GERMANY**

DEWI RIZKY OCTARINA

A civil engineer from Indonesia, she came, she saw and she stayed:
first as an intern and now as a fully-fledged staff member in an engineering office.

You can find more 'Faces and Stories' online at
www.giz.de/stories



Scan the code with your smartphone to watch the video.

WOMEN POWER – YES, BUT HOW?

On gender equality and the (little) differences

IT'S TIME FOR AN ISSUE ON WOMEN. That was the verdict reached by akzente's editorial team at an all-female meeting held a few months ago. With the 100th anniversary of women's suffrage in Germany on 12 November, there seemed no better occasion to take stock of how things stand with regard to gender equality around the world. What progress has been made towards emancipation during this dramatic period in which so much has happened – two devastating world wars, but also international cooperation on an unprecedented scale; extreme poverty, but also unparalleled prosperity and huge technological advances? What role did women play in all these momentous developments, we asked ourselves?

AND WE ALL QUICKLY AGREED that the issue of women's rights belongs at the heart of any analysis of recent history and current affairs. In the field of development policy, in particular, we know that without women, there is less progress. Without female participation in decision-making processes, there is less development. But that was where the consensus among the women on the editorial team ended. Some team members were of the opinion that equal participation is a basic right and, as such, an aspirational goal in itself, while the others maintained that women in positions of power have no inherent value in themselves. They have to make a difference and act more fairly, maintaining higher social and moral standards. Do they? And if so, how?

THE MORE WE DISCUSSED, the more exciting and relevant we found the topic. And the more we argued among ourselves. Especially since it quickly became clear that little information is available from an in-

ternational perspective. We therefore asked German-American scholar Malliga Och to cast an analytical eye on the issue of gender around the world. In this issue's cover story, she looks at where women currently hold top political posts and why Western Europe offers women the best chances of embarking on a career in politics. She also explores whether or not women take a different approach to governing. One woman who knows all about this is Michelle Bachelet, former president of Chile. In our interview, she reveals what advice she would give women looking to enter politics: primarily, do not let your guard down and keep your eyes and ears open.

IN THE SPIRIT OF GREATER OPENNESS, we have also taken this opportunity to cast a critical eye over our use of language in akzente. The aim is – and on this point we all once again agreed – to use modern and inclusive language, but not to be stifled by political correctness. A difficult balancing act, but one that we strive to perform well.

More than anything, we hope that you all – men and women alike – will find the topic of gender rewarding and that you will enjoy reading this issue.



SABINE TONSCHIEDT,
Director of Corporate Communications
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IN FOCUS: WOMEN

Gender. Power. Politics.

Many obstacles still stand in the way of gender equality. Women and men can only overcome the massive challenges ahead if they work together.

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SUSTAINABILITY, AKZENTE

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Cleaning up

Workers and companies alike are benefiting from improvements in handling chemicals in Bangladesh. **p.38**



COVER STORY

Our cover page shows Aida Al Khattab, a councillor from Jordan. You can read her story from page 18 and on akzente.giz.de/en

PHOTOS: LUCY WANJIKU MUTINDA (P. 4, BOTTOM LEFT), REUTERS/UMIT BEKTAS (P. 5, ABOVE LEFT)

IN FIGURES

133

million new jobs by 2022 – this could be possible thanks to changes in the working world brought about by the use of machines. At the same time, this advance could result in the loss of 75 million traditional jobs.

www.weforum.org

1

trillion US dollars per year – a World Bank simulation has shown that global gross domestic product could shrink by this amount from 2030. Purely as a result of increasing resistance to antimicrobial agents such as antibiotics.

www.worldbank.org

2.5

billion more people are expected to live in cities by 2050. By 2030, there will be more than 400 megacities – that is, cities with more than 10 million inhabitants. Sustainable urban planning will therefore be more important than ever.

www.un.org



Ten years of 'Afrika kommt!'

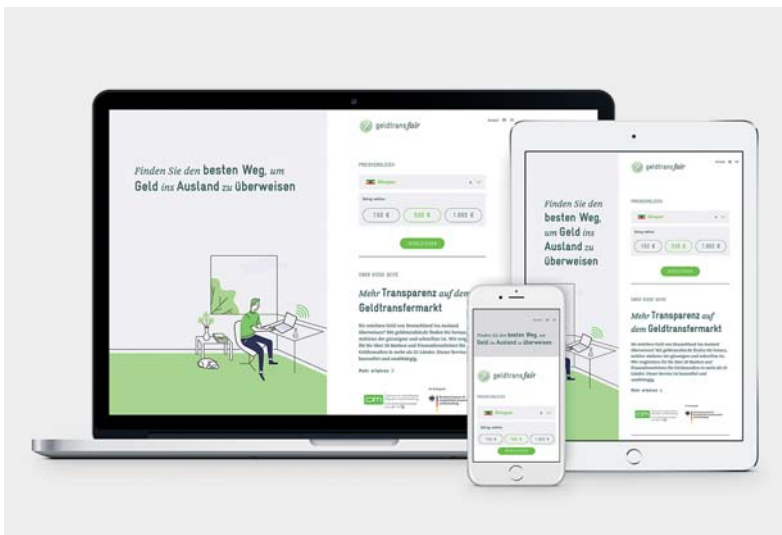
GERMAN BUSINESS INITIATIVE Management training and lots of practical experience for young managers from Africa: these are just two elements of 'Afrika kommt!' (Africa is coming!), an initiative launched by leading German companies in 2008. Since then, more than 120 highly qualified individuals from over 20 African countries have completed the one-year programme. And in turn, the participating companies get to expand their networks in Africa. The programme is being implemented by GIZ on behalf of the business initiative.

www.giz.de/en/workingwithgiz/9611.html

‘By bringing more women into the fold, the economy can benefit from their talents, skills, unique perspectives and ideas.’

CHRISTINE LAGARDE, Managing Director of the International Monetary Fund, London, 17 September 2018, in a speech in memory of British business-woman Dame Helen Alexander

Transfer-smart



COMPARISON SITE Many migrants send money to their families back home. In doing so, they also contribute to the long-term development of their home countries. In 2017 alone, USD 466 billion was transferred to developing countries by private individuals. Until now, however, finding the best service providers has been difficult. Users have had to check fees, transfer duration and other criteria in-

dividually. The comparison site geldtransfair.de enables fast and transparent comparisons – for 27 countries at present. The website is run by the Centre for International Migration and Development on behalf of the German Federal Ministry for Economic Cooperation and Development.

www.geldtransfair.de/en

THREE QUESTIONS FOR



ESENAM NYADOR

The gender activist from Ghana runs a taxi business and was a key figure in the Women Moving the City campaign, which sought to recruit female bus drivers for the new Bus Rapid Transit system in the Ghanaian capital Accra. Training is carried out at the new West African Transport Academy. GIZ is supporting the Academy as part of a development partnership with bus manufacturer Scania. This is made possible by the develoPPP.de programme, through which the German Federal Ministry for Economic Cooperation and Development is encouraging private sector enterprises to get involved in development projects.

How many female taxi and bus drivers are there in Ghana?

There are only four women driving taxis. Before the campaign, there were no female bus drivers.

How difficult was it to find applicants?

I advertised the training programme across all channels – social media, TV and radio. It was important to include women with no driving experience, as very few women in Ghana have a driver's licence. In the end, around 400 women from across the country applied – a resounding success.

What does having female bus drivers mean for Ghana?

For one thing, it is important that women are represented in the public arena. For another, studies show that women are safer drivers. They are simply less aggressive than men at the wheel. The first 50 or so women to complete the training course are already on the roads. They are still under supervision at the moment, but will soon take the wheel alone.

www.develoPPP.de/en

Winning solutions

INTERNATIONAL COMPETITION People who have been forcibly displaced face many challenges. One of the most pressing is their financial situation: they are often unable to work in their host communities, although they are perfectly capable of doing so and wish to contribute to society. Many people from the host communities also live in difficult financial circumstances. And this, in turn, can often cause social tension.

In 2018, GIZ launched an international competition to find ideas to address and improve this situation – for the displaced persons, for the host communities and for the promotion of dialogue between the two groups. Start-ups, non-governmental organisations, academic institutes, public institutions, companies and private individuals were called upon to submit tried-and-tested

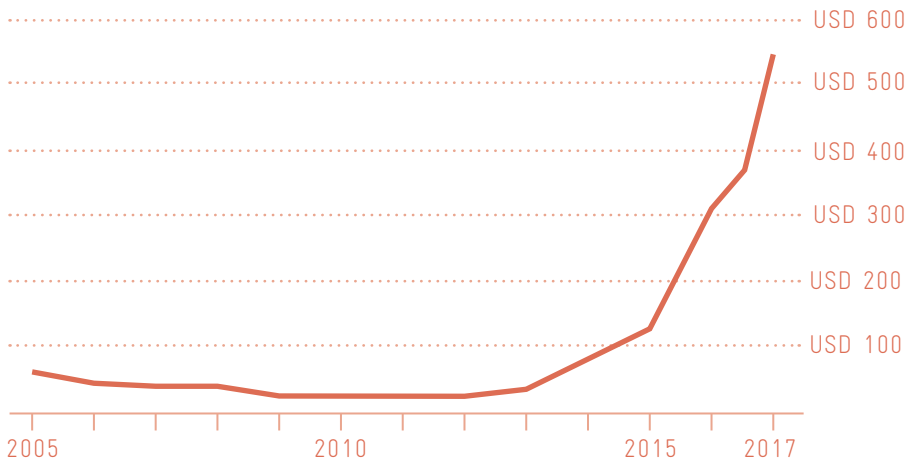
solutions to the competition. Proposals could include products, services or business models.

In November, an international panel of judges selected the best three ideas from over 100 submissions. The winners were the AgRover utility vehicle, (B)energy biogas production and an initiative that uses fruit and vegetables to make soap. In January 2019, they will refine their solutions during a one-week trip to Rwanda. This will be followed by a test phase lasting several months, in which the ideas will be continuously improved and piloted on the ground. The aim is to transform the winning ideas into viable solutions that can be scaled up to cover larger areas and perhaps even other regions.

solutions.giz.de

Vanilla: the gold standard of spices

TREND The record prices for vanilla, which soared to over USD 500 per kilogramme in 2017, are not benefiting farmers. In Madagascar, where most of the world's vanilla is grown, GIZ is working on improving the living conditions of producers.



Sources: GIZ, Financial Times



Fighting climate change

COOPERATION The UNFCCC secretariat (UN Climate Change) and GIZ intend to work together more closely in future to step up climate change mitigation and adaptation efforts. With this in mind, UNFCCC Executive Secretary Patricia Espinosa and Chair of the GIZ Management Board Tanja Gönner signed a Memorandum of Understanding in Bonn in 2018, making GIZ the first non-UN organisation to have signed a Memorandum of Understanding with UN Climate Change. Through this cooperation, the two organisations wish to, for example, provide greater support to countries in implementing their nationally determined contributions as required under the Paris Agreement. A further focus will be on companies and public institutions, which are to receive assistance in reducing their carbon dioxide emissions.

www.giz.de/en/mediacenter/67399.html

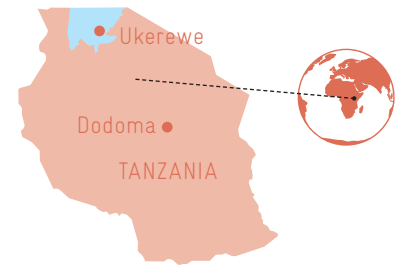
The future is flight: drone tests in Tanzania

NEW TECHNOLOGIES Providing medical care for people in remote areas is a major logistic challenge. Take the 400,000 residents of Ukerewe island in Lake Victoria, Tanzania, for example. It takes six hours to deliver medication to the island. Supplying perishable or refrigerated medications is therefore almost impossible. A new technology is offering a promising solution: a purpose-built drone can reach the island in just 40 minutes. During the six-month trial period, it flew over 2,200 kilometres in around 2,000 flight minutes. In addition to supplying hospitals and pharmacies better, the drone can do much more, including transporting blood and lab samples on the way back. The drone is a project initiated by parcel service DHL, drone manufacturer Wingcopter and GIZ, which is acting on behalf of the German Federal Ministry for Economic Cooperation and Development.

www.giz.de/deliverfuture

TANZANIA WIKI

Official language: Swahili / **Capital:** Dodoma / **Form of government:** presidential system / **Head of state and government:** John Pombe Joseph Magufuli / **Size:** 947,300 km² / **Population:** approx. 57.3 million (1) / **Population density:** 64.7 per km² (2) / **GDP per capita:** USD 910 (3)



Sources: (1, 2) UN Data 2017, (3) World Bank 2017

NEW PROJECTS



Police credibility

DEVELOPMENT Security, stability, rule of law – good police work contributes to all of this. To achieve this in Afghanistan, GIZ has been providing support to the Afghan Ministry of Interior Affairs and the police for a comprehensive reform since May 2018. The project was commissioned by the European Union. A key aim is to enhance the credibility of the police, for instance by improving information management and internal monitoring.



Wild coffee

ECONOMY Ethiopia's rainforests are home to valuable wild coffee trees. However, these trees are under threat from deforestation. Consulting company Palladium International and GIZ have set out to strengthen the market for wild coffee. In doing so and through other activities, they are simultaneously improving sustainable forest management. This dual-impact project is being realised on behalf of the UK Government and the UK Department for International Development.



Green cities

CLIMATE A bicycle express route in Bogotá, electric buses in Mexico City: these are just two results of a partnership between GIZ and the C40 global network of large cities. With the C40 Cities Finance Facility, the aim is to promote urban infrastructure projects that support climate change mitigation. The project was commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), USAID and the UK Department for Business, Energy & Industrial Strategy.

HEALTHY FUTURE

The health care system in the eastern part of the Democratic Republic of the Congo is being given a new lease of life. The impoverished province of South Kivu shows how this might look. Insights from a hospital and a medical centre full of mothers and babies.

TEXT BETTINA RÜHL PHOTOS RUDY KIMVUIDI NKOMBO

ESTER ZAWADI
MWACHIGABO

The mother of three-month-old Chishesa Zihindula has come from her farm to the health centre in Kasihe to have her daughter vaccinated. 'The vaccinations here are free, so there was no question about coming.' She has taken out health insurance for herself and her nine children to cover all other types of treatment.





In good hands: Alice Bulambo Kulilwa, Head Nurse at the maternity unit in Nyangezi hospital, holds newborn twins in her arms.



Also available on the akzente website: in a video, infant nurse Alice Bulambo Kulilwa talks about her daily working life.
akzente.giz.de/en

T

Three-month-old Chishesa Zihindula contentedly sucks her fingers, oblivious to the hustle and bustle around her. Her mother Ester Zawadi Mwachigabo brought her youngest daughter to the health centre in the eastern Congolese community of Kasihe first thing this morning to be vaccinated against tuberculosis and diphtheria. ‘It is important to me that my daughter is well protected against diseases,’ says Zawadi, ‘and the vaccinations here are free, so there was no question about coming.’ Zawadi is not the only one to think like that. Because of the vaccination campaign, almost 90 women have come to the new health centre in Kasihe with their infants this morning. Kandanda Namuho, Head of the centre’s nursing staff, is quite proud of the big turn-out. ‘Our awareness-raising campaigns are clearly reaching the public, and people trust us,’ he says.

That’s not something that can be taken for granted in the Democratic Republic of the Congo.

In some regions in the east of the country, barely a quarter of the population is treated in health centres or hospitals. Medical care is poor following years of neglect of the health system by the central government in Kinshasa. At the same time, many people cannot afford to pay for medical services, however inadequate. Moreover, staff often lack motivation, as the government effectively pays only 10 per cent of employees. The rest rely on the meagre and unreliable income generated by the facilities themselves.

To ensure that people in the Congolese province of South Kivu benefit from better medical care, GIZ is working on behalf of the Swiss Agency for Development and Cooperation (SDC) in eight health zones in the region. The programme Supporting the Health Care System in South Kivu works closely with the province’s Ministry of Health, its health department and authorities. This will give 1.5 million people improved access to decentralised and dependable health services.



Vaccination day at the new health centre in Kasihe: almost 90 mothers have come to have their babies vaccinated against tuberculosis and diphtheria.

The minister responsible for health care in the province, Vincent Cibavunya Murhega, welcomes the assistance and knows that the situation urgently needs to change. ‘Child and maternal mortality in South Kivu are higher than anywhere else in the Democratic Republic of the Congo,’ he says. For every 1,000 newborns, 139 die in South Kivu. In Germany, it is just three. Over 40 per cent of the population of South Kivu is also undernourished, more than in any other part of the country. And the situation is critical nationwide. The United Nations Human Development Index ranks the Democratic Republic of the Congo 176th out of 189 countries – despite the fact that the country could theoretically be rich, given its fertile soils and wealth of raw materials such as coltan, an ore highly sought after by the computer industry.

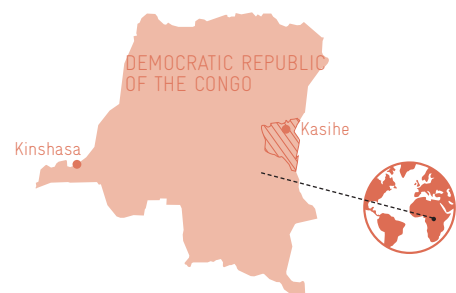
Patients used to be treated in a mud hut

The extremely poor state of health in South Kivu can be attributed in part to the conflicts that have ravaged the mineral-rich province for almost 25 years. Dozens of militia are involved in fighting for control of valuable natural resources. For years, hundreds of thousands of people have been forcibly displaced time and again, cannot work their fields or subsist. Almost 85 per cent are classified as poor, meaning they have less than USD 1.90 per day to live on and almost no money for medical treatment. And the modest income generated by medical facilities is

DEMOCRATIC REPUBLIC OF THE CONGO

Capital: Kinshasa / **Population:** approx. 81 million /
GDP per capita: USD 458 / **Economic growth:**
 3.4 per cent / **Human Development Index ranking:** 176
 (out of 189)

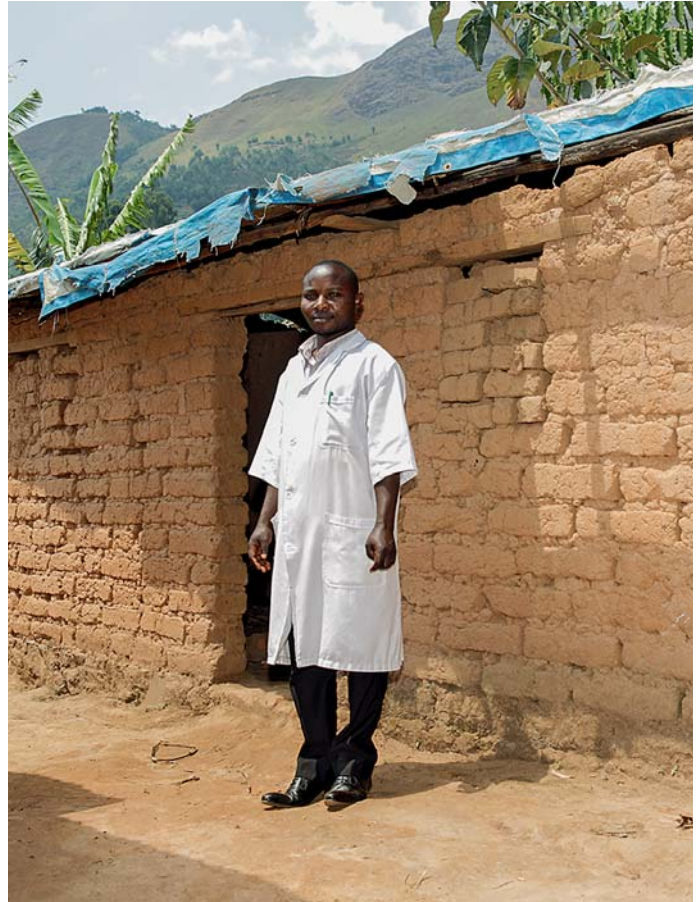
Source: World Bank 2017



The health programme commissioned by the Swiss Agency for Development and Cooperation is advancing medical care in South Kivu. It is working with 12 local organisations.

www.giz.de/en/worldwide/23922.html

Contact: Antonio Lozito, antonio.lozito@giz.de

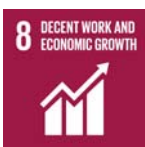


Top left: A baby receiving care at the neonatal unit in Nyangezi hospital. **Below:** Glowing mother of twins. **Right:** Kandanda Namuho in front of the makeshift mud hut previously used to treat people from Kasihe and the surrounding area.

‘We are reaching the public and people trust us.’

KANDANDA NAMUHO, Head of the nursing staff at Kasihe medical centre

The project contributes to the following United Nations Sustainable Development Goals (SDGs):



not put to proper use due to poor management. Plans are now in place to make the health care system more efficient. ‘We want to ensure that everyone in the province has access to medical treatment,’ says Minister of Health Cibavunya.

In Kasihe, the situation has already improved dramatically since the programme started. Kandanda Namuho enjoys giving tours of ‘his’ health centre. The newly constructed and equipped facility has been up and running since January 2018. Every month, 16 to 20 babies are now born there and an average of 180 patients treated. ‘These figures would have been unthinkable in the old health centre,’ says Namuho. He leads the way to the old building nearby, coming to a halt in front of a small mud hut, the roof of which has already collapsed and been covered with a blue tarpaulin. Up until a few months ago, this was the region’s medical facility – delivery room, treatment room and consultation room, all rolled into one.

Because many health centres are in a similar state of disrepair or much too small, improving medical infrastructure is a key component of the health initiative. In total, six of these local facilities have been renovated or newly built in South Kivu. The programme works with a total of 123 health centres and eight hospitals.

Now that he can attend to his patients in a well-lit, solid building, Kandanda Namuho enjoys his work more. He also gets performance-based bonuses, which means he now has significantly more money to live on. Specifically, around USD 15 per month in bonuses in addition to the average of USD 25 he is paid in health centre income. He and his colleagues receive nothing from central government. 'We used to have trouble concentrating on our work because of the constant money worries,' explains the 32-year-old father.

Finances are a major concern for everyone. Recovering the costs of the medication and treatment provided is a huge problem for many facilities, including Kasihe health centre. Only one third of his patients pay in full immediately after treatment, says Namuho. The remaining 70 per cent pay late, only in part or not at all. In Kasihe and the surrounding area, three to four per cent of patients have health insurance. This may not seem much, but it is still slightly higher than the average for the province as a whole, which is just two per cent. 'Many people have had bad experiences in the past and no longer trust insurance schemes,' explains Antonio Lozito, Manager of the health programme. That's why the programme is helping existing insurance providers to improve management and efficiency. A fee system is also being introduced to ensure that medical services are affordable and prices stable. This will include the use of generic drugs produced in a controlled environment.

Ester Zawadi Mwachigabo, who is waiting for her daughter to be vaccinated, needs no convincing of the benefits of health insurance. She and her nine children have been insured since 2016. 'It's not easy for us to earn the USD 55 a year needed for the insurance,' she says. 'But it's worth it.' One of her children had to have an operation last year that cost USD 150: her insurance company paid half. It also covered the bulk of the costs of her last two highly complicated deliveries. 'I'm now less worried about the future,' says Zawadi. Illness no longer inevitably spells financial ruin for her family. —



er with **RUDY KIMVUIDI NKOMBO**, she travelled to the eastern part of the Democratic Republic of the Congo, the photographer and filmmaker's home, where they witnessed many a touching moment in a neonatal unit.

BETTINA RÜHL has been reporting from Africa for three decades. Known for seeking close contact with the people and giving them a voice, she has received many awards for her work. Together

INTERVIEW



ANTONIO LOZITO

Manager of the programme Supporting the Health Care System in South Kivu

Mr Lozito, why are people in South Kivu in such a poor state of health?

For many reasons. The conflicts between militia and the army have a part to play. As do disputes between population groups over the distribution of land and between farmers and herders. Fields are not being cultivated, people have very little income and many are hungry.

What role does the government play in the health care system?

The Democratic Republic of the Congo is huge. Just five years ago, the health care system was managed centrally from the capital Kinshasa, but that did not work due to the size of

the country. Since 2015, the implementation of long-standing plans to decentralise services has been under way in South Kivu, including in the health care system. Supporting the provincial government in achieving this goal is part of our programme.

Has any progress been made?

Yes, a great deal. New control structures have been established and the technical service has been reorganised. So while it is true that central government left the health care system to its own devices, the provincial government is now taking this responsibility much more seriously. That said, there is still a lot to do. —

THE PROJECT IN FIGURES

1.5 million people
in South Kivu will have better access to health services.

1,000 employees
in the health sector (doctors, male and female midwives and nurses) will receive reliable pay, including performance-based bonuses.

A woman wearing a pink floral hijab and a black abaya is giving a thumbs-up gesture. She is smiling and looking towards the camera. In the background, there are other people, including a man in a blue shirt and a pink and white headscarf, and a woman in a pink headscarf and white shirt. The setting appears to be an indoor event or gathering.

IN FOCUS

WOMEN

Many obstacles still stand in the way of gender equality. Women and men can only overcome the massive challenges ahead if they work together.



REPORT

Breaking new ground together

They challenge stereotypes, win over men and are role models: female members of Jordan's regional councils in action. **p.18**

OVERVIEW

Political participation

What has changed so far? What still needs to change? What are the greatest obstacles facing women? A glimpse at five examples from around the world. **p.22**

ESSAY

The rise of women

Will the 21st century be the 'century of women'? The American academic Malliga Och describes the long road to power. **p.24**

INFOGRAPHIC

Room for improvement

Whether in art, culture or business, statistics prove that gender equality is still a long way off. **p.30**

INTERVIEW

'Don't try to be superwomen'

Michelle Bachelet, United Nations High Commissioner for Human Rights, talks about perfectionism, unequal treatment and the art of not losing your sense of humour. **p.32**

BACKGROUND

The key to success

Gender equality is crucial for sustainable development, explains GIZ Gender Officer Angela Langenkamp. **p.34**

EXAMPLES OF GIZ'S WORK

For dignity and freedom

Gender equality is mainstreamed in GIZ's Corporate Principles and Corporate Values. A brief overview of five projects. **p.35**

In focus: Women



Breaking new ground together

They challenge stereotypes, win over men and are role models: female members of Jordan's regional councils in action.

Text BRIGITTE SPITZ Photos RAJIV RAMAN

It takes no time at all to feel her infectious energy. Aida Al Khattab stands in the blazing sun at the entrance to the provincial chambers of the town of Ma'an in southern Jordan. When the visitors arrive from the capital city she rushes to greet them, nods to the men, and hugs and kisses the women. Aida Al Khattab is Vice-President of the council of Jordan's largest governorate. She is the only woman in Jordan to hold this position. In August 2017, she was elected to the new council, which, like the councils in the country's eleven other governorates, is part of the Kingdom's decentralisation drive.

Aida Al Khattab has been actively engaged in social causes for as long as she can remember. First as a teacher of history, geography and political studies, then as a school principal, and on a voluntary basis for a number of different organisations. But it was not until 2017 that the 56-year-old took the leap into active politics. The area around Ma'an, a three-hour drive from the capital Amman, is considered extremely conservative. Nevertheless, local people called on her to stand for election – including the sheikh of the most important Bedouin clan in the area. When she meets him later near the bazaar in the centre of Ma'an, they discuss

youth unemployment, one of the most pressing problems in the poorest part of the country, over a glass of tea. Her hands are never still as she talks: 'We must find ways of bringing investment into the area. We must do something.'

Lively and energetic, Aida Al Khattab is now seeking solutions at political level. Training courses have enabled her to acquire the knowledge and the tools she needs. 'LEAD has added a new dimension to my activism,' she says. LEAD is a programme designed to strengthen women in leading positions in the administration and in civil society in the Middle East. It is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and is part of the German Federal Ministry for Economic Cooperation and Development's Special Initiative on Stability and Development in the Middle East and North Africa. It aims to help countries such as Jordan drive forward democratic development. The Kingdom of Jordan, which enjoys comparative political stability, has taken in a huge number of refugees in proportion to its own population. Some 700,000 Syrians alone have sought refuge in this country, whose population has now risen to 9.5 million. The economic, social

and political challenges now facing the country are enormous.

Projects like LEAD set out to provide support for women in public life in the Middle East, so that the female half of the population is appropriately represented too. And so that their knowledge can be harnessed. These days women in Jordan are well educated, but only about 13 per cent of them work outside the home. On average, women account for 29 per cent of municipal and regional council members, while they constitute only 15 per cent of members of the Jordanian parliament.

The Vice-President of Ma'an shares her new knowledge

In Ma'an, Aida Al Khattab has happily shared her newly acquired knowledge with her colleagues in the council and the administration, male and female alike. 'Aida is such a witty person and is so committed – she passes on her knowledge in a very practical and accessible way,' one of her staff says. He explains that when it came to drawing up priorities, she just said, 'Imagine we're going to the market, to the souk, and everyone has a shopping list. What we're going to do is compare our lists, see what everybody has on



Left: A living example of gender equality – Fawaz Al Khattab supports the career of his wife Aida.

Top right: Khalidoun Shawabkeh calls for new male and female role models in Jordan.

Bottom right: Meeting the people – Manar abu Rumman at the bazaar in the town of Salt.



Also on the akzente website:
In a video, councillor Manar abu Rumman describes how the GIZ programme has helped strengthen her political engagement.
akzente.giz.de/en

their list, and that way we can identify our most important goals.’ More than 2,400 women from local councils, local authorities and women’s organisations across Jordan, Lebanon and the Palestinian territories have received the same training as Aida Al Khattab: in seminars on political education, mentor programmes for leadership and management, and public debates. They then pass on what they have learned.

In 2017, a television and radio campaign reached an audience of four million. In the run-up to the council elections, well-known personalities explained why they were advocating for more women to be elected to town, municipal and governorate councils, and were thus advancing the cause of gender equality.

When asked why he has always supported his wife, even in her political career, Aida Al Khattab’s husband Fawaz says simply, ‘I wanted her to make this dream come



The project contributes to these United Nations Sustainable Development Goals (SDGs).

true. That's what a husband and wife should do for one another, isn't it?' Their seven children – six daughters and a son – are now grown up. All of them have studied at university and have a job. The couple share their responsibilities, which include helping with their seven grandchildren. They are a living example of gender equality. And it seems to have rubbed off on the rest of the family. Their son pops by at lunchtime and serves up the bread to go with the mansaf, a traditional lamb and rice dish.

Families are very important in Jordanian society and conservative forces fear that women's endeavours to achieve equality could jeopardise the unity of the family. There is no sign of that in the Al Khattab family. Aida Al Khattab sees working together as the way forward. 'Women should fight for their own rights, but that doesn't mean they should fight against men. They should develop together and become strong personalities.' There is still a long way to go – not only in Jordan. 'Change always takes time, but changes have taken place and women want to achieve even more,' she tells us.

Jubilation as mother is elected

And that is a sentiment shared by 32-year-old Manar abu Rumman, who lives in the historic town of Salt, 250 kilometres further north. The university graduate and bank manager did well in the 2017 elections and now sits on the council of Al-Balqa governorate. She used to work for the Jordanian parliament, so politics was not entirely new to her. The training she received from LEAD strengthened her resolve to stand for election. 'It gave me the self-confidence and the knowledge I needed for the campaign,' she tells us. Even her daughter got swept up in her enthusiasm. On election day, the nine-year-old draped herself with a sash urging people to 'Vote Manar!'. She was elated when her mother was elected.

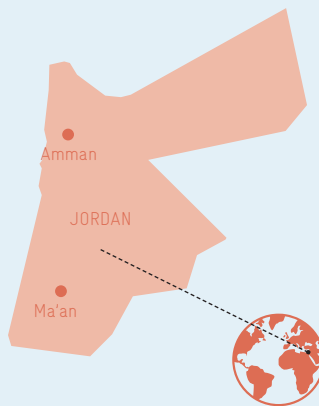
But Manar abu Rumman is fully aware that equal opportunity is far from being a given – even for the young generation. The lack of genuine prospects and the influence of extremist groups in the region have left their mark. While young women are demanding equality more frequently, a number

IN FIGURES

2,400 women in Jordan, Lebanon and the Palestinian territories have received training.

180,000 citizens have benefited from the 26 small-scale projects implemented to date.

250 young people work for equality as part of a network.



IN WORDS

'Female leadership is more inclusive and participatory – it fosters positive cooperation.'

OLDOZ MORADIAFKAN,
LEAD PROJECT MANAGER IN JORDAN
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YOU WILL FIND AN INTERVIEW WITH HER
AT AKZENTE.GIZ.DE/EN

of reports and studies point to conservative attitudes among young men. However, this is completely inconceivable for Khaldoun Shawabkeh, a 20-year-old who lives in a village south of Amman and belongs to a youth network working for women's rights. 'Yes,' he tells us, 'Women are more surprised than anybody, but stereotypes are changing.' He relates how he met some fascinating people at a youth centre who got him interested in gender equality. He attended courses where he learned how social media can be used in campaigns. 'I see myself as a feminist,' he declares, 'Because if women have equal opportunities and can contribute their knowledge and skills, we all stand to benefit – the whole of society.'

Khaldoun is in his last year of school. When he hears about Aida and Fawaz Al Khattab, who have been married for 31 years and help one another achieve their dreams, the young man beams. That's what he would like to have in future – a strong personality at his side. —



BRIGITTE SPITZ

is a freelance journalist. For many years, she worked as a senior editor at the foreign-policy desk of the German daily newspaper Frankfurter Rundschau. She has reported on gender equality for at least thirty years. The women she met in Jordan have given her fresh inspiration.



RAJIV RAMAN

loves working in Jordan, which he has chosen to make his home. The dynamic and talented photographer and video journalist served for a time with the Indian army, which gave him some surprising insights into gender issues.

What's the position on political participation?

Equal access to political, economic and public life – these are some of the things the Sustainable Development Goals call for. A glance at the world in 2018 is enough to see that we have a long way to go. Structural obstacles must be overcome and agreements brought to life. **Five examples illustrate this.**



A 1914 poster designed by the women's movement

The last bastion

GLOBAL In Germany, women's suffrage was introduced 100 years ago. New Zealand and Finland were faster off the mark, and others followed, most recently Saudi Arabia, where women were allowed to vote for the first time in 2015. Today there is **only one last bastion** in the world where women are barred from voting – and that is the Vatican City, where this privilege is reserved for cardinals. Since this is an exclusively male group, women cannot participate in papal elections. —

27
per cent

GENDER QUOTA Although the international community has adopted a large number of agreements that call for gender equality, not least the Sustainable Development Goals (SDGs), **the United Nations itself is lagging way behind when it comes to implementation.** While women account for 43 per cent of staff across the UN system as a whole, the higher up the hierarchy we go, the fewer women we encounter. At executive level, not even 27 per cent of staff are women, and in the almost 75-year history of the organisation there has never been a female secretary-general. That is set to change over the next ten years: an internal target stipulates that by 2028 parity must have been reached in all parts of the organisation. —



Developing countries lead the way

REPRESENTING THE PEOPLE In three parliaments in the world, women members outnumber their male counterparts: **Rwanda, Cuba and Bolivia**. Numbers are fairly balanced in Grenada, Namibia, Nicaragua and Costa Rica. Spain is the world leader in terms of the proportion of female cabinet ministers (eleven women to six men), although Prime Minister Pedro Sánchez is male. The first time a constellation like this emerged was in Spain in 2006, when Prime Minister José Luis Rodríguez Zapatero's cabinet consisted of nine women and eight men – an all-time first anywhere in the world. —

What keeps women out of power

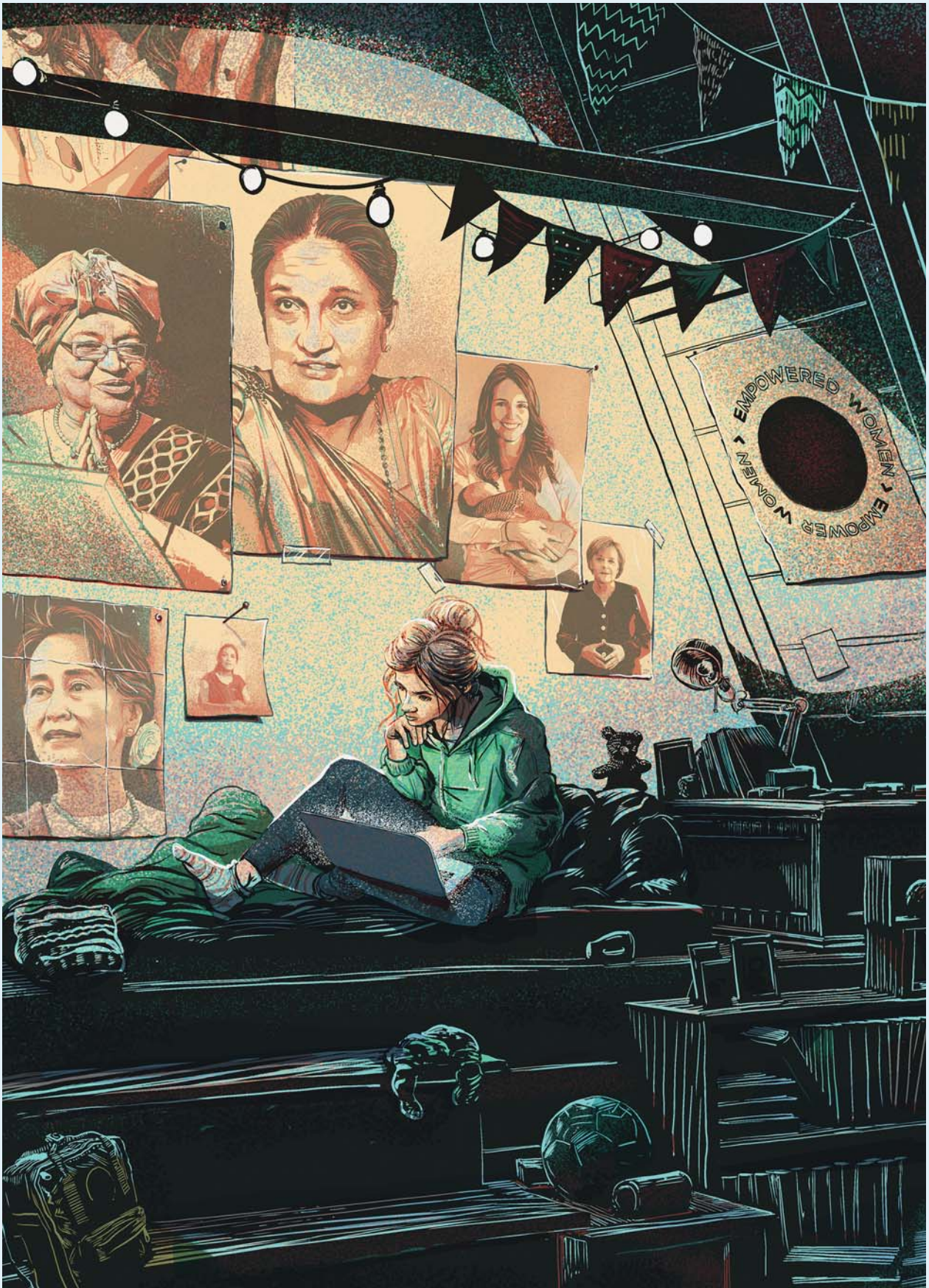
ANALYSIS The European Women's Lobby, a Europe-wide women's association, has found that **five main factors** prevent women from having a greater presence in politics. Firstly, their lack of self-confidence – women tend to be overly critical of their own work. Secondly, the way candidates are selected runs counter to their disposition and the way they operate. Backroom deals are not their thing, which is why they often fail to gain a place on party lists or are so far down the list that they have no real chances of election. Thirdly, political culture is still very male-dominated and difficult for women to penetrate. The fourth factor is a lack of campaign funding and fifth come family commitments, which keep women from engaging in political activities. —

International women in power

RANKING The Forbes List of the World's **50 Most Powerful People** includes only three women. German Chancellor Angela Merkel is ranked fourth behind the Chinese, Russian and American Presidents Xi Jinping, Vladimir Putin and Donald Trump. The second woman to feature is British Prime Minister Theresa May in 14th place. Between the two are business bigwigs such as Jeff Bezos (Amazon), Larry Page (Alphabet) and Mark Zuckerberg (Facebook), next to Pope Francis and India's Prime Minister Narendra Modi. Then comes another gap before Christine Lagarde, Managing Director of the International Monetary Fund, who is ranked 22nd. No other women are listed in the 'club of 50'. —

www.forbes.com/powerful-people/list





The rise of women

More than half a century ago, Sirimavo Bandaranaike was elected as prime minister in Sri Lanka, the first woman anywhere in the world to hold this office. Since then women have increasingly taken top-level political posts. Although we are still far from equal power-sharing, women are clearly advancing in historic numbers. Will the 21st century be the ‘century of women’? In this article, US Assistant Professor **Malliga Och** describes the long road to power.

On 21 June 2018, a baby girl named Neve Te Aroha Ardern Gayford was born. She had no idea that her arrival would be treated as a major international event. Her mother Jacinda Ardern, Prime Minister of New Zealand, is only the second female leader ever to give birth while in office, after Benazir Bhutto in 1990 in Pakistan. Half way around the world, Chancellor Angela Merkel and Prime Minister Theresa May are struggling with serious crises, one within her own party, the other in the form of Brexit. Meanwhile in Africa, four women recently ran for president in Zimbabwe and five are in the running for the 2019 presidential election in Nigeria. Looking around the world, it seems that women are gradually breaking through the glass ceiling that

IN THIS ARTICLE

1. IN THEORY

What four patterns help women to top-level positions.

2. IN PRACTICE

The impacts of female leadership styles on governance.

3. IN CRISES

Why women are still subject to greater scrutiny and more criticism than men.

has hitherto stood between them and top political office. According to the renowned gender scholar Farida Jalalzai at Oklahoma State University, as of 2018, 122 women have served as prime minister, chancellor or president of their country; 77 countries have had a female leader at least once in their history; and currently there are 20 female heads of state or government.

But progress varies by region: the Middle East has had only two female leaders and North America three. Europe has had the largest number of female leaders so far (52), followed by Africa (20), Asia (19), and Latin America (14). There seem to be four main ways to power: crisis, prior activism, sponsorship and family ties. Angela Merkel rose to power after her party experienced major political turmoil, first becoming party leader before being elected German chancellor in 2005. The path

taken by Aung San Suu Kyi in Myanmar was very different. After many years as an icon of the peace movement, in 2016 she became the country's state counsellor, a position similar to that of prime minister. Although her rule has since become controversial, her rise to power was undoubtedly a case of prior activism.

Many of the former female presidents in Latin America, such as Dilma Rousseff (Brazil, 2011–2016), have been handpicked by their predecessors, while in Asia most female leaders have family ties to former presidents or prime ministers. For example, Yingluck Shinawatra, the first female prime minister of Thailand (2011–2014), is the sister of a former prime minister, while the

‘Even when women do break through the glass ceiling, they tend to find themselves in government posts with less power and prestige.’

In Sri Lanka, Sirimavo Bandaranaike was the first freely elected head of government anywhere in the world.



former president of South Korea Park Geun-hye (2013–2017) is the daughter of former President Park Chung-hee. But there are also women who have risen to leadership positions by climbing the political ladder. Nepal's first female president Bidya Devi Bhandari, for instance, has over 30 years of political experience, and has served as member of parliament and two-time cabinet minister.

Less prestige despite breaking through the glass ceiling

However, even when women do make it to the top, they are still likely to find themselves in positions that command and reflect less power. They are also more likely to become leaders in consensus democracies than majoritarian ones. Consensus democracies tend to reward leadership characteristics that are more closely aligned with female traits such as inclusive, negotiated, conciliated decision-making. In contrast, majoritarian democracies tend to reward leaders who are exclusive, antagonistic, and competitive – leadership traits more commonly associated with men. In parliamentary systems, it is also easier to remove a female prime minister, as she can only stay in office as long as she commands the support of a parliamentary majority.

In presidential systems, leaders have greater power and cannot be removed from their post by the legislature. Unsurprisingly, women are more likely to be elected to premierships than presidencies. To date, 52 have been presidents and 70 have been prime ministers. Further, in systems with a dual executive, women tend to be elected to the less powerful executive position. Nepal is a good example: while Bidya Devi Bhandari was widely celebrated as the first female president, the office of the president in Nepal is largely ceremonial, while the real executive power lies with the Nepalese prime minister. Thus, even when women do break through the glass ceiling, they tend to find themselves in government posts with less power and prestige.

Once in office, do female leaders make a difference? Do they advance greater gender equality and integrate women's interests

into their policy platform? The short answer is: it depends on the individual.

Former President Ellen Johnson Sirleaf of Liberia is a good example of how the presence of a female leader can translate into gains for women's rights. She was elected to the Liberian presidency in 2005. In her inaugural speech in 2006 she pledged to 'give Liberian women prominence in all affairs of our country. My Administration shall empower Liberian women in all areas of our national life (...). We will enforce without fear or favour the law against rape (...). We shall encourage families to educate all children, particularly the girl child. We will also try to provide economic programmes that enable Liberian women (...) to assume their proper place in our economic process.'

Sirleaf's government did make great strides in improving the rights of women under family and criminal law. The 2005 rape law, adopted by the transitional government, recognised rape as a crime and increased sentences for rapists. The government also established a National Plan of Action against Gender Based Violence, and launched a public campaign to educate Liberians that sexual violence is a crime and punishable by law. Reproductive care and contraceptives were made available free of charge. Finally, the Free and Compulsory Primary Education Act and the Girls Education Policy aimed to increase the school enrolment rate among girls while the Economic Empowerment of Adolescent Girls and Young Women Project trained women for employment in the private sector. The National Rural Women Programme and the Sirleaf Market Women Fund offered support to local market women.

Although Liberia under President Sirleaf made much progress towards gender equality, many of the new laws are ineffective or omit important elements: the rape law, for instance, was weakened and is hardly enforced and female genital mutilation is still legal in Liberia. Why?

Positive changes cannot be pushed through by the executive alone. They depend on support in the legislature. Unfortunately, Liberia's parliament ranks 161st worldwide for women in parliament (with women accounting for only 9.9 per cent of



In 2005, Angela Merkel was elected Germany's first female chancellor.

'While women have gained more political power in the last decade, they also seem to fall harder and faster when their government experiences a crisis.'

parliamentarians). There was thus a lack of vocal representatives of women's interests in parliament.

Strong symbolic value, better future?

Similarly, Nepalese President Bhandari is widely regarded as a women's rights activist. In her long political career, she made a name for herself as an advocate of equality. She successfully lobbied for a 30 per cent legislative gender quota for candidates and a constitutional inclusion ensuring that either the president or vice-president needs to be female. However, critics have pointed out that while she is committed to greater political rights for privileged women, she upholds patriarchal values for the average woman in society. For example, she believes that women's role as homemakers should be preserved.

In contrast to Sirleaf and Bhandari, other female leaders have not advocated for women's issues, with British Prime Minister

In focus: Women



Top left: Ellen Johnson Sirleaf was president of Liberia from 2006 to 2018.
Top right: The now controversial politician Aung San Suu Kyi from Myanmar was awarded the Nobel Peace Prize in 1991.
Bottom: New Zealand's prime minister Jacinda Ardern with baby Neve Te Aroha

Margaret Thatcher being the most prominent example. The same is true of Laura Chinchilla Miranda's presidency in Costa Rica (2010–2014) and Cristina Fernández de Kirchner's presidency in Argentina (2007–2015). Somewhere in between the opposing poles of Sirleaf and Thatcher sits Angela Merkel. While she seems uncomfortable with the idea of branding herself a feminist, she has supported gender equality reforms such as a corporate board quota and the transformation of parental leave from a traditional male breadwinner model to a dual earner/career model predicated on gender equality. She has shown considerable sensitivity to women's issues, receiving the Finnish Gender Equality Prize in 2017. Overall then, female leaders do increase the chances of women-friendly policies being adopted.

But quite apart from this, female leaders are powerful symbols who can foster greater political participation among women and make a positive change in attitudes towards women in politics. There is now an entire generation of young Germans who have never experienced a male chancellor. No studies have yet explored the impacts of this on views of female leadership, but it is inconceivable that there will not be an impact of some sort on this generation.

More political power and harsher criticism

While women have gained more political power in the last decade, they also seem to fall harder and faster when their government experiences a crisis. South America is a case in point. In 2014, South America had four female presidents. Today, it has none. What happened? According to Jennifer Piscopo, a leading expert on gender and Latin American politics, a gender bias still exists in Latin American politics. In Costa Rica for instance, President Chinchilla's time in office is seen as a failure even though the economy grew under her leadership. In Brazil, Rousseff was impeached for questionable yet commonly applied accounting practices, while her male successor survived an impeachment vote for practices more serious than those used by Rousseff. Today,

‘There is certainly much room for improvement. But we can look forward confidently to the future, secure in the knowledge that women all over the world are striving for top office and are following the call to serve actively in politics.’

there is little appetite in South America for female leaders.

Similarly, Sirleaf has been rejected by women's rights activists as a failure for gender equality and branded a typical representative of the political elite mired in nepotism and corruption. It seems that women, once elected, are still subject to greater scrutiny and criticism than men in the same position – and the same seems to hold true for their post-office evaluation.

What does this all mean for the future? The good news is that never in history have there been more female heads of state and government than in 2018. There is certainly much room for improvement and we have a long way to go before we genuinely achieve equal power-sharing. But we can look forward confidently to the future, secure in the knowledge that women all over the world are striving for top office and are following the call to serve actively in politics. 2018 was definitely the year of women – let's hope that that year becomes an entire century. —



MALLIGA OCH

MALLIGA OCH is Assistant Professor of Global Studies at Idaho State University. She is an expert in the field of women and politics with a focus on conservative parties and international women's rights. gendermatters.me

Room for improvement

Whether in art, culture or business, statistics prove that gender equality is still a long way off.

Poor show

Exhibits by female artists account for just three to five per cent of permanent exhibitions in Europe and the USA. The world's top three museums – the British Museum in London, the Louvre in Paris and the Metropolitan Museum of Art in New York – have never had female directors.

Source: nmwa.org



Wasted potential

28 trillion

Involving women properly in economic life would provide a major boost to the global economy. Women could generate an additional USD 28 trillion in gross domestic product by 2025. This is roughly equivalent to the combined economies of China and the USA.

Source: McKinsey



Little recognition

51

Of the 854 Nobel Prizes awarded up to 2018, only 51 have gone to women; the first was Marie Curie in 1903.

Source: nobelprizes.com

A glimmer of hope

In education, women and girls have achieved almost equal status worldwide. The gender gap has been closed by 95 per cent, partly thanks to the Sustainable Development Goals (SDGs).

Source: World Economic Forum

95%





Above the clouds

3%

Women only account for around three per cent of all pilots around the globe. An exception to this is India, where 12 per cent of pilots are women. This figure is higher than anywhere else and set to rise. Sources: inuth.com, internationalairportreview.com

- 1 Iceland
- 2 Norway
- 3 Finland
- 4 Rwanda
- 5 Sweden
- 6 Nicaragua
- 7 Slovenia
- 8 Ireland
- 9 New Zealand
- 10 Philippines

Where do women get equal pay?

Rwanda, Nicaragua and the Philippines: three developing countries are among the top ten countries with the smallest gender pay gap. Source: World Economic Forum



Digital edge

In China, 55 per cent of all new internet companies are founded by women. In Africa, women start more businesses than men across all sectors. Sources: chinadaily.com, howwemadeitinafrica.com

54%

Latin America & the Caribbean

74%

Sub-Saharan Africa

80%

South Asia



Poor prospects

Women are significantly more likely to take up informal employment. In South Asia, more than 80 per cent of all women outside agriculture have to settle for work in the informal sector compared with 74 per cent in sub-Saharan Africa and 54 per cent in Latin America and the Caribbean. Source: unwomen.org



217 long years

Worldwide, the gender pay gap is still sizeable. On average, women earned USD 12,000 in 2017, while men received USD 21,000 – almost twice as much. If the basic trend towards closing the gap continues at the current rate, it will be another 217 years before women and men receive the same pay for their work. Source: World Economic Forum

Men: USD 21,000
Women: USD 12,000



MICHELLE BACHELET

As the first executive director of UN Women, first female minister of defence in Latin America and first female president of Chile, Bachelet is known to be resolute, unconventional and steadfast. Her appointment as UN High Commissioner was welcomed by human rights organisations, given that she herself was once a victim of torture. The full interview is available at akzente.giz.de/en



‘Don’t try to be superwomen’

Michelle Bachelet was recently appointed United Nations High Commissioner for Human Rights. She previously served as president of her home country Chile and, prior to that, as minister of defence, the first woman to hold these offices. If she had one word of advice for young people looking to enter politics, it would be, ‘Don’t try to be too perfect and don’t lose your sense of humour.’

Interview: Friederike Bauer

Around the world, more and more women are being appointed to high political offices. Where are we in terms of equal power-sharing?

I like to make an analogy to football: leaving women out of society is like playing a game with half of the team – that team is always at a disadvantage. However, it is still a struggle to be a woman in politics. This happened to me in Chile, but it also occurs around the world; just look at the last presidential campaign in the USA and some of the sexist comments about Hillary Clinton. One is confronted with lies about many different topics. Nonetheless, these costs are nothing in comparison with the satisfaction of seeing how you can help improve people's lives.

When women are in power, do they govern differently?

If one woman enters politics, the woman changes. If many women enter, politics change. In Chile, for example, we have had a female president of the Senate, female presidents of political parties and trade unions and female leaders in education in re-

cent years. We have, indeed, seen positive changes. For example, Chileans today value masculine and feminine leadership in the same way, as shown by a recent UNDP report. Less than a decade ago, 38 per cent of citizens still believed that men were better political leaders than women.

Are female politicians generally more social and less corrupt – or is that just a positive prejudice?

I honestly don't know if that is true, but I suspect it is what you call 'a positive prejudice'. Some of the most common stereotypes are that women are less selfish, more charitable and altruistic or that they have stronger values. Having said that, I did once read a report that said that in democracies, where corruption tends to be stigmatised to a higher degree than in other forms of government, women disapprove of corruption more than men, and are less likely to engage in corrupt practices.

Are women judged according to the same criteria as their male counterparts?

I continuously see clear biases against women. Women are often analysed accord-

ing to criteria that are not even relevant. For example, a Danish prime minister once told me that, during her campaign, the press was more interested in analysing the size of her handbag than the content of the agenda she was trying to set. But what's most dramatic is that many women themselves do not see the difference. At the World Economic Forum in Davos, for example, I met with businesswomen who said: 'I am where I am because I am good at my job, not because I am a woman.' And I answered: 'I was president of Chile because I am good at my job – despite being a woman.'

What 'golden advice' would you give young women looking to enter politics?

Don't try to be superwomen, because it will only lead to frustration. Instead, seek the help of someone you can count on. Be assertive, but also learn the art of dialogue. Also, do not let your guard down; keep your eyes and ears open. Listen, look, but above all, act when necessary, with courage and generosity. That is politics: a permanent work in progress, in which women must participate. And, of course you should always try to keep your sense of humour! —

The key to success

Gender equality is a human right.
It is mainstreamed in GIZ's Corporate Principles and
is crucial for sustainable development.

By ANGELA LANGENKAMP

Gender equality is an essential part of a future worth living. The 2030 Agenda for Sustainable Development underlines the fundamental importance of gender equality. It is not only a goal in itself, but also a guiding principle and integrated into 11 of the 17 Sustainable Development Goals.

No country seeking to develop and flourish can afford to do without the skills, creativity and knowledge of half of society. These are often women and girls unable to reach their full potential due to discriminatory standards and legislation and prevailing power constellations. According to the World Bank, 104 countries currently have laws that prevent women from working in certain jobs and 59 countries have no laws against sexual harassment in the workplace.

For GIZ, this first and foremost means being fully informed about the gender relations in the countries in which we operate and taking them seriously. The following example shows just how important this is. In the 1990s, women in Kenya received support in planting tree nurseries in order to produce fuelwood, a renewable resource. The project very nearly failed because ownership of wood from the trees was traditionally transferred to men as soon as the tree trunks reached a specific diameter and thus attained a certain commercial value. Women were then not allowed to use the trees as a source of firewood. Once the problem was identified, the focus shifted to planting bushy tree species instead, and women were once again able to use the trees they planted, thus ensuring the success of the project.



ANGELA LANGENKAMP
is the gender spokesperson at GIZ.
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Since 2001, GIZ has been conducting gender analyses at the start of new projects. And a special management system is in place to ensure that our work is guided by human rights principles. We aim to make an effective contribution to reducing existing gender-specific disadvantages and discrimination. We also strive to promote gender equality and proactively avoid harmful effects.

Promoting gender equality requires political will and strategic partnerships. Examples of these include the Gender Diversity Management project and the #eSkills4Girls initiative of the German Federal Ministry for Economic Cooperation and Development (BMZ). In two thirds of all countries worldwide, the proportion of men who use the internet is higher than that of women. As a result of the initiative, heads of state and government agreed at the 2017 G20 summit in Hamburg to promote education and employment opportunities for girls and women in the digitalised world. Through 31 flagship projects, the #eSkills4Girls initiative is helping to close the digital divide. Support provided for 20 workshops in 2017 enabled over 8,000 participants from 17 countries to improve their digital literacy.

In Egypt, Jordan, Morocco and Tunisia, GIZ is working on behalf of BMZ to improve employment opportunities for women through targeted cooperation with the private sector. More than 100 companies have taken part in gender diversity management events. Seven companies with more than 6,000 employees have signed cooperation agreements to increase the proportion of female employees and create family-friendly working conditions.

Striving for equality in everything we do is an important foundation for our corporate sustainability and our credibility. We have yet to achieve this in all areas and at all levels. But continued and consistent progress at all levels will make us a strong partner on the international stage, now and in the future. —

For dignity and freedom

Promoting gender equality requires clear guidelines and sensitivity. Five projects illustrate the approaches adopted by GIZ.

What guides our work

Gender equality is a focus of GIZ's work. Some 67.5 per cent of ongoing projects – around 900 projects in total – contribute to gender equality. These include initiatives geared to reducing gender-specific disadvantages and discrimination. Our aim is to empower women to act as equal stakeholders in society and to assert and exercise their rights independently. —

320,000

EDUCATION Cocoa is the chief source of income for over two million small-scale farmers in western and central Africa. Their profits are usually low. A number of BMZ initiatives aim to address this situation. One million people have already taken part in training activities to improve yields and generate more income. Of these participants 320,000 are women. —

Tolerance for all

PROTECTION In Uganda, GIZ is working on behalf of BMZ and the EU to increase tolerance of LGBTI (lesbian, gay, bisexual, transgender and intersex) people. Seven ministries and 26 local governments are involved in these measures. 122 police officers have received training on LGBTI rights, and 14 medical professionals now have a better understanding of the health needs of transsexual women. —



Women at the wheel

TRANSPORT To make Accra's roads safer, commercial vehicle manufacturer Scania has launched a training programme for 600 bus drivers. GIZ is supporting the project as part of BMZ's develoPPP.de programme. Global studies suggest that female drivers are more careful and cautious than men. So far, however, there have been no female bus drivers in Ghana. To rectify this, a campaign specifically targeting Ghanaian women was launched. With success: of the 400 women who applied, 73 were accepted on to the programme. —

50,000

VIOLENCE In many South American countries, violence against women is part of everyday life, with devastating effects for individuals and the economy. On behalf of BMZ, GIZ supports governments and civil society in six South American countries in raising awareness of this issue and implementing preventative measures. Peru and Paraguay have introduced a state accreditation scheme under which businesses can be certified as being safe and free from violence and discrimination against women. Employees must complete training for certification. Nearly 700 companies are committed to preventing gender-specific violence, and 50,000 employees now have a better awareness of the causes and consequences of violence. —

1,018

DISASTER In 2015, almost 9,000 people died and over 22,000 were injured as a result of major earthquakes in Nepal. Around 1.4 million people had no access to clean water or food. Women were particularly hard hit. That is why, on behalf of BMZ, GIZ placed particular emphasis on ensuring that all reconstruction measures could be implemented by both women and men. 1,018 women (48 per cent of all participants) received training in manual skills. Men and women rebuilt their communities together. This also had a positive impact on traditional gender roles. —





BASKING BRIGHTLY IN THE SUN

A SEA OF COLOUR stretches as far as the horizon. Hundreds of carpets have been laid out in the sun in the Döşemealtı district of Turkey's Antalya province – the intense sunlight will soften the colours. Turkish rugs and carpets have traditionally featured abstract animal and plant motifs. More recently, though, bold colours combining to form geometric patterns have become popular. Carpet-making has a long tradition in this part of the country. There used to be looms in front of almost every house. They were worked mostly by women, who not only crafted the carpets but also produced the wool. Photo: REUTERS/Umit Bektas

CLEANING UP

Things are changing in Bangladesh's textile industry. Factories producing textiles for the Lidl supermarket group are changing the way they use chemicals. Employees, the environment and companies are all benefiting. We visit a pilot project.

TEXT FREDERIC SPOHR
PHOTOS TAPASH PAUL

M

Mohiyan Bepari's most important piece of equipment is a monster. It's as big as a bus, snorts, splutters and spews out gushes of hot steam when opened. Bepari, 23, operates a dyeing machine. His job is to feed lengths of cloth into the machine. He also has to fill it with dye and check the levels regularly. It's hard work: temperatures in the factory rise to above 30 degrees, and the smell of chemicals lingers in the air. 'Some of us used to get rashes on our hands,' says Bepari, 'but that doesn't happen anymore.' The chemicals he and his colleagues work with have been improved, and the workforce has been trained in handling them – everyone now wears gloves at all times.

For Mohiyan Bepari and his 400 or so colleagues, their place of work has become significantly cleaner and safer over recent months. His employer, Mother Color near Dhaka, is one of 40 textile companies in Bangladesh participating in PURE, an environmental and resource efficiency project. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is working on behalf of Lidl to train its suppliers. The aim is for companies to learn to handle chemicals safely and responsibly, use energy more efficiently, and improve their wastewater treatment. This protects the environment and, above all, creates better working conditions for the employees.

The German retail chain has announced it will work only with suppliers who have been awarded special certification under the international OEKO-TEX® system. In addition to environmental sustainability and reduction of energy use, socially acceptable working conditions are a criterion for this certification. Impressive results can already be seen in the participating factories, which employ over 148,000 women and men in all.

The PURE initiative is of particular significance in Bangladesh: the Rana Plaza disaster exposed the country's entire textile industry to blanket mistrust. When the factory building collapsed in April 2013, more than 1,100 people were killed and over 2,400 injured. Much of the criticism of the industry's working conditions



MOHIYAN BEPARI

The 23-year-old operates the dyeing machine in a textile factory in Bangladesh. Bepari's employer manufactures textiles for the German retail chain Lidl, which is promoting the safe handling of chemicals by its suppliers. For Bepari, that means always wearing protective clothing on the job.



Above left: Dye-works manager Shahidul Islam (left) explains health and safety issues to the workers. **Above right:** Operating the dyeing machine requires skill. **Below:** Mohamed Litu used to wear just a dust mask in the stores; now, he has a proper respiratory mask.



Also on the akzente website: in a video interview, dye-works employee Mohiyen Bepari reports on the improvements in the factory. akzente.giz.de/en

is justified. However, the textile sector is crucial to Bangladesh's economic development: the country is in the bottom third of the UN's Human Development Index, ranking 136th out of 189 countries. About 18.5 per cent of the population – some 30 million people – live below the extreme poverty threshold of USD 1.90 a day. According to the International Labour Organization, Bangladesh's textile industry employs over four million people, 80 per cent of them women.

Protective breathing equipment instead of simple dust masks

Bepari's boss, the dye-works manager Shahidul Islam, takes us on a tour to demonstrate how Bangladesh can produce textiles sustainably. He has attended a number of PURE workshops and proudly shows off the changes in the factory. Virtually every 10 metres, he stops to point out another improvement. The gas pipes are now

much better insulated, for example. That cuts costs – and brings down the temperature in the factory. It also helps to prevent injuries. 'The pipes used to be so hot, you couldn't touch them. That's no longer a problem,' he says, placing his hand on the pipe covering to prove his point. There have also been a lot of changes in the chemical store. A large ventilator has been fitted to the external wall, which acts as an air exchanger and prevents flammable gases building up. And every drum of chemicals now sits inside a large container, so that any spills are contained. All the containers are properly labelled and carry warning symbols.

'We work quite differently now,' says stores worker Mohamed Litu, 39. He should know: he has been with Mother Color for almost 10 years. 'The ventilator cools the factory, and the air is better,' notes Litu. And he now understands more about the chemicals he is handling: 'I didn't know how dangerous many of the chemicals were,' he says. Litu has also been equipped with a new face mask: instead of a simple dust mask, he now wears protective respiratory equipment that prevents him breathing in toxic fumes.

Mother Color is just one example of the changes that can be made to environmental and working conditions in the textile industry. A total of 80 companies in Bangladesh and China are taking part in the flagship project. Old photos show how some factories used to look, with water treatment tanks that overflowed when it rained, open drums of toxic chemicals, and employees mixing critical chemicals without gloves – as if they were beating an egg – because they didn't know any better.

However, much remains to be done: GIZ advisor Yousuf Khan says, 'Both workers and managers in Bangladesh are still insufficiently aware of many problems.' As a result, accidents are still happening, he adds. He knows of an incident where a worker suffered severe burns when he tripped while carrying a chemical drum on his head. In many cases the advisors still have to gain buy-in from employers, especially because changes require investment. That's why managers from factories that have already successfully implemented the changes come to the workshops as well: it carries more weight when they report on their own positive experiences.

Safety is now a management issue

The managers at Mother Color need no further persuading. One reason is that in the medium term the company will be saving money as a result of the changes, which initially cost the equivalent of EUR 80,000 in total. This included the purchase of an economiser, a device that recycles waste heat from the boiler. Owner Mansoor Ahmed expects the investment to pay for itself in just a few years. He has made safety a management issue: he starts work every day with a one-hour tour of the factory floor and repeats the exercise each evening. One of the things he checks is whether the workers are all wearing their protective clothing and whether materials are being stored properly.

Yet Mother Color had reservations at first. 'A lot of my managers asked why we should participate in the programme when the factory was running smoothly,' says Ahmed. Now, though, he sees it as a response to how the industry is changing. 'Western buyers are insisting more and more on sustainability,' he says, 'and we have to adapt if we don't want to lose customers.' He argues, though, that it's not just about orders; it's also about improving the quality of life in Bangladesh. 'What we are doing is good for our workers, for society, and for the whole country.' —



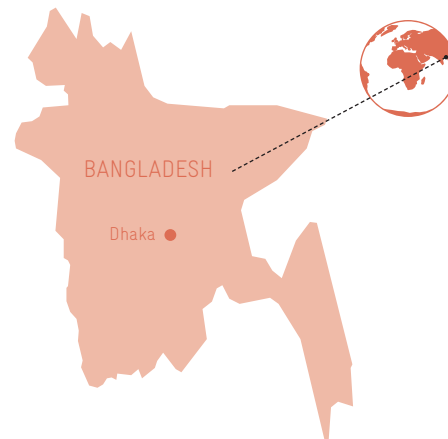
FREDERIC SPOHR reports as a freelance correspondent from South-East Asia, including for the German business newspaper Handelsblatt and the daily Süd-deutsche Zeitung. He visited the

textile factory near Dhaka with **TAPASH PAUL**, a photographer with the leading agency Drik Images. Paul has in-depth knowledge of his country's textile industry from previous assignments.

BANGLADESH

Capital: Dhaka / **Population:** 165 million /
GDP per capita: USD 1,470 / **Economic growth:**
 7.3 per cent / **Human Development Index ranking:**
 136 (out of 189)

Source: World Bank 2017



Bangladesh's textile industry has been in the spotlight since the Rana Plaza factory disaster. In a pilot project, GIZ is working on behalf of Lidl with 80 suppliers in Bangladesh and China to train workers to handle chemicals safely and responsibly. The initiative serves to protect the environment and improve employees' working conditions.

Contact: Janosch Jerman, janosch.jerman@giz.de

THE PROJECT IN FIGURES

2 million

litres of water saved each year
as a result of resource efficiency.

100,000 tonnes

less CO₂ emitted by factories
each year.

148,000 employees

have better working conditions.

The project contributes to these United Nations Sustainable Development Goals:





IMPROVING KNOWLEDGE

Many young people in Central America are unemployed. At the same time, companies can't find the skilled workers they need. A youth employment and economic development initiative demonstrates how the two sides can be brought together to everyone's benefit. Four views on a success story from Costa Rica.

RECORDED BY KLAUS EHRLINGFELD
PHOTOS CÉSAR ARROYO

**'I really love electro-
mechanics, even
though it's a male-
dominated area.'**

NAOMI QUESADA,

17, student of electromechanics at a vocational school, the Colegio Técnico Don Bosco at the Centro de Educación Salesiana (CEDES) Don Bosco in the Costa Rican capital San José

'I specialise in electromechanics, and that's a pretty male-dominated area. There are three girls and 16 boys on my course. But that doesn't bother me; I'm fascinated by the subject. Mind you, it can be tough being a young woman in the electromechanical field. Even my parents thought it was an odd choice to start with. But I really love it. One day, I want to be out working in big plants, not stuck in an office. I'd really like to work with big electric motors or power plants and systems. I'm also currently planning to go to university. I'd like to study either mechatronics or electrical engineering. I've already made enquiries at two universities. The great thing about our school is that it opens lots of doors and we get really comprehensive training. I went on a two-week student exchange with a school in Chicago in the USA. We've also been on trips to environmental protection projects. We're really widening our horizons. And the fees are very reasonable for a private school: my parents can just about afford the fees of 60,000 Costa Rican colones (around EUR 90) a month. And the school keeps the costs of excursions and other parts of the course relatively low.' —



**‘Our qualifications
open doors to many
companies for our
young people.’**

CHRISTIAN JIMÉNEZ,
*42, Administrative Director of
CEDES Don Bosco in San José*

‘Our additional qualification – the “Diplomado” – gives our students an edge on the labour market. The young women and men may not be qualified engineers, but they have built up a lot more knowledge than skilled workers. They are better prepared than their peers for employment. You could describe them as qualified skilled workers. And that has opened the doors of many companies to them. 82 per cent of our former students have found jobs. It doesn’t even take them long to produce prototypes for industry as part of digital manufacturing. Most of our students are from modest backgrounds, so our training has a considerable social impact too. Many of our former students are earning more at age 20 than their parents do. That means they can help boost the family’s income and also make a long-term contribution to improving the area where they live. Our cooperation with GIZ was about much more than just the financial element and providing equipment for the laboratory. GIZ also played an active part in developing the project. I was impressed by that – and above all, it was fun.’ —



‘I’m really keen to carry on learning.’

MARÍA JOSÉ FALLAS,
*20, precision mechanic and
mechanical engineering student in Costa Rica*

‘At the end of 2015, I started as an intern at MicroVention. In early 2016, the company then took me on permanently. Today, I am a trained precision mechanic/technician and industrial designer in the Tool Shop, where I realise the engineers’ and machine operators’ ideas on the computer. I’m the only industrial designer in the department, so I cooperate very closely with my colleagues. They tell me what they need, and I devise and design a solution on the computer. My role is to turn their ideas into something useful and above all buildable. And I usually have to work quickly, because people need solutions to problems that arise unexpectedly. The training I had at the Colegio Técnico Don Bosco and my additional training as an industrial designer specialising in digital manufacturing have been a huge help. Now I can combine technical skills with creative work. And I’m really keen to learn more. I’m now studying mechanical engineering, and one day I’d like to set up my own company. I work 30 hours a week and spend the rest of my time studying. As a part-time employee, I’m earning USD 120 a week. I still live at home, so I can spend some of that money as I choose. One day I’d love to do something with renewable energy. After all, Costa Rica has a wealth of alternative sources of energy.’ —



Also on the akzente website: in a video interview, CEDES graduate María Teresa Anchía talks about her success as an industrial designer.

akzente.giz.de/en



‘Germany’s dual training system is a model for success.’

ROLAND BOLAÑOS,
*58, Coordinator of the Innovation Committee in
Costa Rica’s Chamber of Industry*

‘We find the idea of the training provided at the CEDES vocational school an excellent model and would like to replicate it elsewhere – theoretical training, followed by an internship that often enables successful students to find a good job. It helps raise family incomes and improve people’s social situation. What we really value about our cooperation with GIZ is the knowledge transfer. Participants acquire expertise that would be difficult to acquire in other ways. Those of us working at the Chamber of Industry have looked at a lot of other countries, including Taiwan. We found many good models, but Germany’s dual training system is a model for success. One major plus of the project is the laboratory equipment and the machines. However, even excellent equipment is useful only if people know how to operate it. The project is a win-win situation – for us, for the company owners and especially for the CEDES students. Here in Costa Rica, business owners are aware of their corporate social responsibility. That’s why we made the Colegio Técnico Don Bosco our Chamber’s social project. Over the past 20 years, we have supported it with training and teaching materials and direct funding to the tune of USD 25 million.’ —

The project contributes to these United Nations Sustainable Development Goals:



INTERVIEW



FRIEDEMANN OTTO

is CEO of the German industrial technology company SITEC. This Chemnitz-based business has become involved in a training project in Costa Rica. The project is supported under the develoPPP.de programme, through which the German Federal Ministry for Economic Development and Cooperation (BMZ) promotes private sector engagement in development policy.

Mr Otto, how did the development partnership with the vocational training project in Central America come about?

The contact with GIZ came about through the Institute for Innovative Technologies in Chemnitz. We were asked whether SITEC would cooperate on a vocational training project in Central America. We thought the project was interesting and were keen to support vocational training for young people in Costa Rica and El Salvador.

Why is SITEC specifically engaged in Central America?

Part of the motivation was to open up economic prospects for individuals in their home country. The other consideration was that the project structure – a development partnership under the BMZ programme – enabled us to put out feelers in Latin America and to find out more about a market in which we had not previously operated.

What form does the support take?

We have supplied hardware and know-how. The Don Bosco school laboratories are now all equipped with 3D printers and 3D scanners, and we have trained the teachers in 3D modelling. The training for multipliers from Costa Rica and El Salvador was also conducted in Chemnitz. Our total financial commitment has been around EUR 290,000.

And what has been your experience so far?

The cooperation has exceeded our expectations. Our partners have been very reliable, and commitments have been kept. So we're considering further cooperation. –

Interview by Klaus Ehringfeld

LOOKING TO THE FUTURE

More than half the population of Central America live in poverty. **Young people and women are particularly hard hit by unemployment and underemployment.** Yet at the same time, many companies are in need of skilled workers, new technologies or modern methods of production and management.

This is where **FACILIDAD** came in – the programme's name reflects its task, namely **helping to improve the working situation in the region.** On behalf of BMZ, GIZ used this Regional Fund to enhance the competitiveness of small and medium-sized enterprises in **Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua.** A further special focus was on training young people and women and getting them into jobs. The programme centred on the **IT sector, renewable energy and energy efficiency, (health) tourism and the creative sector.** Competitions were run, and 25 winning project proposals were implemented. In addition, 90 small and medium-sized enterprises were selected to take part in a programme for managers.

Between 2012 and September 2018, when it came to a successful conclusion, **FACILIDAD** helped to improve the employment situation of around 3,000 people, of whom more than half were women. Over 1,900 individuals found new jobs or were able to increase their income by more than 10 per cent. 560 people set up their own business, creating a further 530 jobs.

Meanwhile, parallel to the projects in Central America, **partnerships were set up with German companies,** such as SITEC, an industrial technology company from Chemnitz in the state of Saxony. The German partners have transferred know-how and equipment for Industry 4.0 and in return have established new contacts in the region's market. –

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develoPPP.de: [Raphaela Zieger, raphaela.zieger@giz.de](mailto:Raphaela.Zieger@develoPPP.de)

THE PROJECT IN FIGURES

7,600 young people
attended **FACILIDAD** training programmes.

For 3,000 individuals
the employment situation has improved.

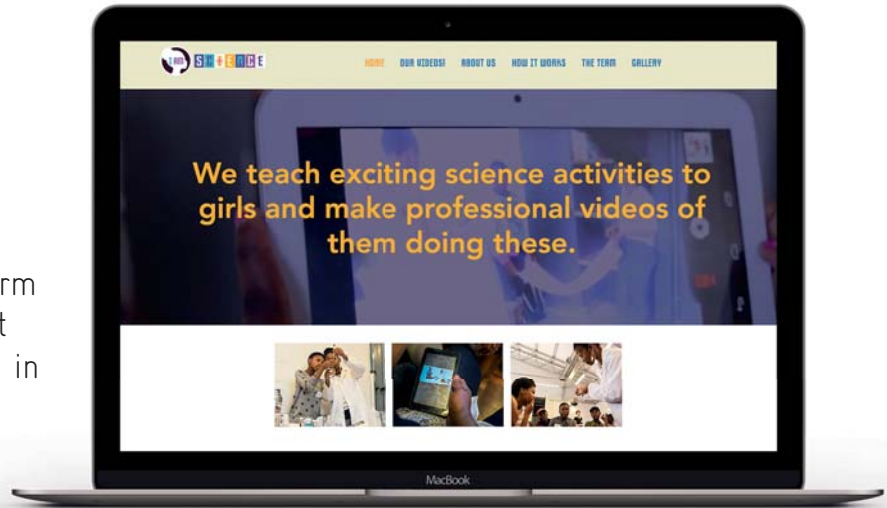
53 per cent
of them are women.

EDITOR'S *Digital Picks*

Curiosity wins

PLATFORM Just 30 per cent of researchers around the world are female. The 'I Am Science' platform targets girls to fuel their interest in science by means of activities in schools and online with exciting videos of experiments. —

www.iamscienceproject.com



Keeping an eye on the goals

STORYTELLING The Goalkeepers initiative works with prominent supporters to accelerate progress towards the Sustainable Development Goals. On its website, the Goalkeepers Report describes the progress made in 2018, with a focus on young people. The site also includes infographics and reports. —

www.gatesfoundation.org/goalkeepers

Global garbage growth

REPORT The second issue of the World Bank report 'What a waste 2.0' projects a marked deterioration. People around the world are currently generating two billion tonnes of rubbish a year; by 2050, this will have risen to 3.4 billion tonnes – an increase of 70 per cent. The reasons include relentless urbanisation and the expected population growth. It's a bleak prospect that demands a radical rethink. —

worldbank.org/what-a-waste



PHOTO: GETTY IMAGES/MOMENT RF (P. 48)

Digital Africa

WEB SERIES Digital Africa is a documentation produced by the broadcaster ARTE on future-oriented ideas that transcend clichés. The journey continues in a six-part web series that presents extraordinary people and their inventions. Ranging from mobile-based payment systems for remote villages and drones that can inspect fields to apps providing advice for farmers or people with health problems, Africa's creative start-up scene is developing technical innovations that provide inspiration for Africa and beyond. —

www.arte.tv

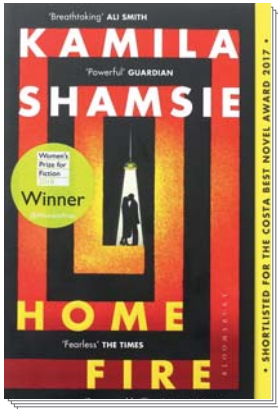
Listen up!

PODCAST The Center for Global Development gives top-ranking politicians around the world a chance to speak beyond soundbites in its podcast 'Exploring smart policies for a better world'. For example, former Malawian President Joyce Banda describes how girls learn to be leaders. The podcast also includes interviews with former Liberian President Ellen Johnson Sirleaf, US foreign policy advisor Denis McDonough, and the UN's Special Representative for International Migration Louise Arbour. —

www.cgdev.org/cgd-podcast

GOOD READS

from around the world



HOME FIRE

London-based author Kamila Shamsie has created a modern-day Antigone: a young Muslim woman who challenges the law to enable her brother – who wants to turn his back on his involvement with Islamic State – to return to their common home in England. She is up against a politician and model former immigrant who has cast off his Muslim roots to advance his career. —

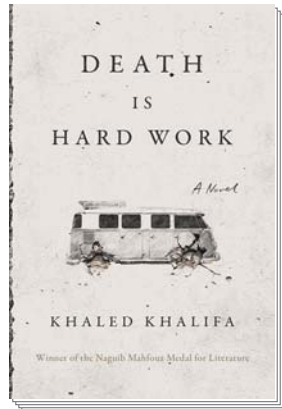
Claudia Kramatschek, literary critic

Kamila Shamsie, Pakistan/UK.
Bloomsbury Publishing, 288 pages

LITPROM RECOMMENDS

Litprom – the Society for the Promotion of African, Asian and Latin American Literature – provided these reviews for akzente. The titles were selected from Litprom's list of the best new releases.

www.litprom.de

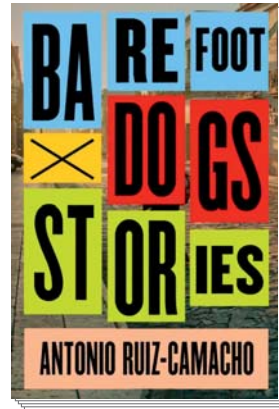


DEATH IS HARD WORK

This macabre and multifaceted novel brings Syria nearer. It documents an inferno but skillfully employs literary devices to counter the horrors of daily life. Khalifa's perspective gives us hope for another Syria that is virtually invisible but nevertheless exists – and whose time is yet to come. —

Andreas Fanizadeh, literary editor

Khaled Khalifa, Syria.
Translated from Arabic by Leri Price Farrar, Straus and Giroux
(due for release in February 2019), 192 pages



BAREFOOT DOGS: STORIES

The patriarch of a large family is kidnapped in Mexico, putting everyone in danger. Family members and their domestic staff flee to safety in Texas, New York and Madrid. In forced exile, they all find themselves in absurd, even surreal, situations. A tale embracing both tragedy and comedy, told by a chorus of voices with enormous empathy. —

Anita Djafari, CEO of Litprom

Antonio Ruiz-Camacho, Mexico/USA.
Scribner, 160 pages



LAS MALDICIONES / THE CURSES

This is a milieu study of a new type of political class – populists who claim to be a people's movement but in actual fact are hard-core strategists pursuing a prefabricated policy and operating in their own interests. A razor-sharp analysis using the tools of the political thriller. —

Ulrich Noller, culture journalist

Claudia Piñeiro, Argentina.
In Spanish
Alfaguara, 320 pages

GIZ is always looking for experts for its projects. Why not visit our 'Jobs and careers' page: www.giz.de/careers

Introducing



From: **Magali Mander**
To: ***all akzente readers**

Greetings from a good governance expert

Today, 16:21

Hello from Kinshasa!

My day always begins and ends looking out at the vast Congo River. It's a relaxing sight: the river flows calmly through the hustle and bustle of this populous city. I've been in Kinshasa since 2014, where I am now living with my five-month-old baby. I still find it an exciting place to be. The city has a rich and vibrant music and art scene, and going to events is a great way of making contact with the Congolese. There are some excellent restaurants and good sports facilities, offering yoga, dancing and swimming, among other things. And I can find virtually any food product here.

Here in the Democratic Republic of the Congo, I manage a project on good governance in the mining sector. One of the things we do is to strengthen transparency in payment flows within the sector. One of the characteristics of good governance is that as many stakeholders are involved as possible. That's why we facilitate dialogue with a wide range of groups, including not only the mining multinationals but also, for example, miners from small-scale mines, the staff of provincial councils, and representatives of civil society. They share views and experiences of social, economic and environmental challenges and put forward recommendations for action.

I first became interested in governance as a politics student in Berlin. And extractives were part of my previous role for GIZ in Mauritania in West Africa. When a vacancy was advertised for extractive resources here, I didn't need to think about it for long. I thought it would be fantastic to be able to work in this field – and in the DRC!

I currently manage 13 staff. Some are based here in Kinshasa and others in the south-east of the country. They are a great team, and the only challenge is working in different locations in such a huge country. Phone connections are sometimes very poor, so we need regular face-to-face meetings. But the upside is that my job takes me to exciting places and I get to know the country better.

Kind regards,

Magali Mander

SUSTAINABILITY

A look back at a project and its results



Project: Safe schools initiative (SSI) / **Commissioned by:** German Federal Ministry for Economic Cooperation and Development / **Term:** 2014 to 2016

THEN

In April 2014, members of the Islamist terrorist organisation **Boko Haram** kidnapped 276 girls aged between 12 and 18 from their school in north-eastern Nigeria. This brutal attack sparked global outrage. It was part of the group's attempts to **destroy western-style education in the country**. Boko Haram wants to see sharia law instituted in Nigeria and the country to become a religious state. The ongoing terror has had huge impacts. According to the UN Children's Fund (UNICEF), **1,400 schools** in north-eastern Nigeria had been damaged or destroyed by 2018. UNICEF estimates that **more than one million children and young people** of school age in Nigeria are not attending an educational institution. The three states of Borno, Yobe and Adamawa remain the most severely affected. The Boko Haram terror not only jeopardises the Nigerian Government's education goals but also restricts the **human right to education** of many girls and boys.

NOW

Around 2,300 students from the states of Borno, Yobe and Adamawa have been attending 43 safe partner schools in 18 states since early 2015. They have been able to complete their education there and take their final exams; **70 per cent are girls**. On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), GIZ supported the initiative – which was launched by Nigeria – both financially and in the form of advice and assistance with project coordination. There is greater protection and safety for students, their families and teachers, and students attend school regularly. Although BMZ support has come to an end, **the initiative is still running**: the Nigerian Government is continuing the project with private sector partners, ensuring safe schools where students can learn in a protected environment.

www.giz.de/en/worldwide/31084.html

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akzente has received several awards for its high-quality journalism and design. In 2018, it won the Best of Content Marketing Award in silver in the crossmedia and website categories.



Woman [wʊmən] means an adult female person. In gender terms, the counterpart of a woman is a man. These terms distinguish between biological gender, social roles or both.

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