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CONCEPT FOR THE PROMOTION OF EQUAL PARTICIPATION BY WOMEN AND MEN IN THE DEVELOPMENT PROCESS

CONCEPT ON GENDER EQUALITY

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Summary

The present document replaces the concept on the "Promotion of Women in Developing Countries" of 1988. It reflects the progress of the international discussion as well as important issues raised at the 4th World Conference on Women in 1995.

The concept is based on social gender, i.e. the roles of women and men as attributed to them by society. These are subject to continuous change in contrast to biologically determined roles. The rights and duties of women and men are closely interrelated so that men must participate if gender-specific inequalities are to be overcome. At an early stage of each development activity the respective needs of women and men are investigated and development cooperation is formulated accordingly.

The equality concept is closely related to the cross-sectoral concepts on poverty alleviation and, like them, puts people at the centre. As the majority of the poor are women, consideration of gender roles is an essential prerequisite for successful and sustainable poverty reduction. Likewise, the equality concept is linked with the concepts on target groups and on the consideration of socio-cultural factors.

The aim of the concept is to contribute to equal participation by women and men in the development process and to achieve, in the long term, an improvement in the status of women and their empowerment. This is best achieved if development projects do not just address improving the situation of women, but aim to change the relationship between women and men.

The following principles apply to the implementation of the concept, while taking into account specific regional and sectoral conditions:

- women and men are to have equal influence on the formulation of development cooperation measures and should derive equal benefits from them;
- the gender roles must be taken account of at the macro, meso and micro levels;
- efforts for achieving equality between women and men are based on initiatives in politics and society of the partner country and contribute to strengthening them;
- whereas the aim of gender equality is to be pursued as a cross-sectoral task in all projects, in specific cases women-specific activities or activities with the paramount objective of achieving equality between women and men might be necessary.

The concept on gender equality addresses society as a whole. It cannot be confined to one special target group or women alone.

When planning and implementing development cooperation, socio-cultural issues are of great importance, knowing that changes in gender roles are possible and necessary but can be brought about only gradually. Culture and traditions must not however be taken as an excuse to justify the neglect of human rights and, thus, also the rights of women. At the UN Conference on Human Rights in Vienna (1993) all states, including the developing countries, once more recognised human rights as universal values and not as values specific to a particular culture or civilisation.

The following instruments are essential to implement the concept:

- gender analyses of target groups and partner organisations;
- implementation of the results of these analyses in project formulation, e.g. through gender-specific indicators in the planning, implementation, monitoring and evaluation of projects;
- gender-oriented selection of personnel and partner organisations.

Equal participation by both genders is a cross-sectoral task for all sectors. Three issues form the basis for gearing projects to the goal of achieving equality:

- How is labour divided between women and men in practise?
- Do women and men have equal access to and control over the necessary resources?
- Do women and men have equal influence on the decision-making processes?

All country programming must pinpoint the different living conditions of women and men and must draw conclusions for future development cooperation. In project work, gender issues are of general importance for selection, appraisal and all other project phases. As a final conclusion, an answer must be found to the question:

Does the project narrow or widen the gap between women and men?

1 Purpose of the concept and its definition

1.1 Equality and gender

The concept on gender equality is based on the different roles of women and men. The term gender refers to the attributes and opportunities associated by society with being male and female. In contrast to the biologically determined roles of women and men, gender roles are subject to constant changes. In most societies women suffer social and economic disadvantages as a result of the prevailing gender roles.

With the help of gender analyses these disadvantages are to be identified and development cooperation shaped in such a way that it helps reduce such disadvantages. The rights and duties of women and men are closely correlated so that men must be included if gender-specific inequalities are to be overcome. The practical conclusion is not that the situation of women should be improved exclusively but that the relationships between women and men should be changed.

1.2 Purpose of the concept

The concept on gender equality is a binding guideline for the formulation of official German development cooperation by the BMZ and its implementing agencies. It serves as an orientation aid for German non-governmental organisations. The equality concept reflects the progress of the international discussion on this issue and also important aspects of the 4th World Conference on Women in 1995. It replaces the concept "Promotion of Women in Developing Countries" of 1988.

1.3 Definition

Equal participation by women and men in the development process is a key issue of Germany's development cooperation. It is a cross-sectoral task applying to all fields of development cooperation. The interests of all participants, especially those suffering from disadvantages, must be considered in the programming of development cooperation and in the planning and implementation of all projects, with special attention being given to specific regional and sectoral conditions.

The concept on gender equality is closely related to the cross-sectoral concepts on **poverty reduction**¹ and, like them, puts people at the centre. As the majority of the poor are women, consideration of gender roles is an essential prerequisite for successful and sustainable poverty alleviation, the prime object of German development cooperation.

Gender equality calls for **participation** and **target group orientation**. Accordingly, the equality concept is linked with the cross-sectoral concepts on the consideration of socio-cultural factors² and the participation of target groups³. Women and men, especially from poor population groups, should be the actors and supporters of development.

2 The need to promote gender equality and present situation in the developing countries

2.1 The need to promote gender equality

Equal rights, equal opportunities and equal power for women and men are a central objective of German development cooperation. The pursuit of a more socially balanced development policy calls for equal participation by women and men. In partner countries, overcoming all forms of discrimination against women are essential criteria for good governance.

At the same time, from the economic point of view, equality is one of the basic preconditions for sustainable and broadly effective development. Measures which benefit women quite often bring in the biggest social profit: e.g. according to findings of the World Bank, no other investment in development cooperation pays as well as the education of girls and women, and vice versa: projects and programmes which neglected gender roles and the division of labour between women and men have failed. Equal participation by women and men thus helps to improve the quality of development cooperation.

2.2 Present situation

No country in the world has yet seen complete and full realisation of equality between women and men. Thus, the economic potential and performance of women remains untapped and undervalued. Although success has been achieved over the past 20 years especially in health and education, the situation as a whole continues to be unsatisfactory, as is documented by the Human Development Report (UNDP 1996):

- 70% of the 1.3 billion **poor** are women;
- the share of women in **leading positions** in industry and administration is around 14%. Only about 12% of all members of Parliament are women;
- only 30% of women's **work** is **paid** as compared with 75% of men's work. And this although women account worldwide for more than half of all working hours;

¹ BMZ 1990: Poverty Reduction through Help towards Self-help, Self-help Movements as Partners in Development Cooperation BMZ 1992: Main Elements of Poverty Reduction.

² BMZ 1992: General Concept: Socio-Cultural Criteria for Development Cooperation Projects.

³ BMZ 1995: Cross-Sectoral Target Group Concept: The People participating in Development Cooperation.

- it is estimated that women account for between 60 and 80% of all those **employed in the informal sector**. Their work is not secured legally and socially and is not recorded in any statistics;
- 80% of all **refugees** fleeing from wars and disasters are women and children;
- 60% of all **illiterates** are women. The number of girls attending school is still lower than that of boys;
- each year more than half a million women die as a result of frequent **pregnancies** and lack of medical care during **birth**;
- every third woman is solely responsible for **feeding and educating** her children without help from men who quite often shirk their social responsibilities;
- women and girls are exposed to **sexual abuse** and physical **maltreatment**.

3 Objectives and principles

3.1 Objectives

The aim of the concept is to contribute to equal participation of women and men in the development process and to achieve, in the long term, a corresponding improvement in the status of women and their empowerment. This does not mean acquiring power over other people, but power for self-determined action. Women must have an equal and independent share in the economic and social development of their countries and benefit from such development.

3.2 Principles

The following major principles apply to the implementation of the concept, with specific regional and sectoral conditions being taken into account:

- women and men are to have **equal influence** on the shaping of development cooperation measures and should derive equal **benefits** from them. In cases where disadvantages and risks are to be feared, compensatory measures must be implemented;
- the gender roles must be taken account of at the **macro** level within the framework of policy advice/policy dialogue and also at the **meso** and **micro** level;
- the parallel approach at various levels allows both the **practical needs** of women and men and **strategic interests** to be addressed. Practical interests relate to the concrete short-term satisfaction of basic needs. Strategic interests aim at reducing the social and economic discrimination of women;
- gender differentiation is a **sign of quality of development cooperation** which concerns the programming of all development cooperation; it is part of the planning and implementation of all projects (project identification, planning, implementation, monitoring and evaluation) and is pursued in accordance with the needs of each individual case;
- development cooperation efforts for equality of women and men are based on **initiatives in politics and society in the partner countries** and contribute to strengthening them;
- since the promotion of equal participation by women and men in development processes is a **cross-sectoral task** it must be taken into consideration in all development cooperation projects. This also applies to so-called non-target-group-related projects, e.g. in the field of policy advice or infrastructure;

- in certain cases there may be a need for **women-specific** activities or activities with the predominant aim of achieving equality of women and men.

Examples are:

- marked discrimination of women (vocational training and secondary school education, representation at the executive level, excessive work load, female-headed households);
- cultural barriers which do not permit direct contact and cooperation of men and women;
- support for women's organisations (national machineries, self-help groups);
- measures in fields such as legal equality, legal and social counselling.

4 Experience to date; opportunities and constraints

4.1 Experience to date

4.1.1 Overall multilateral and bilateral cooperation

The debate on the promotion of women has gone through several phases. It has been influenced by general development policy trends and has provided some important impetus for the further development of other political areas.

The recognition of the potential of women in the developing countries first came at a time when the **satisfaction of basic needs** became the central issue of development cooperation. This resulted in support being provided first and foremost at the project level and the *practical needs* of women being addressed (e.g. through income-generating measures).

At the beginning of this support for women, priority was given to **specific women-related projects** and components, which, however, were only a drop in the ocean when balanced against project activities as a whole and were to be found at the local level. In most cases, **women-related components** were attached to a project only in the course of its implementation so that women had hardly any influence on the shaping of the projects. The limitations of this type of promotion were soon apparent. And the conclusions were sobering: in all organisations implementation lagged far behind the political parameters. The numerous forms of discrimination suffered by the female population continued more or less unabated.

Therefore, the **integration** of women into all instruments and projects of development cooperation was made the goal at a later stage. This meant that the interests of women should be considered at the very start of project planning and implementing. However, this approach (*women in development* approach) was based on the assumption that women had to be integrated into the economy in the first place. It overlooked the fact that in almost all societies women are highly active economically, albeit under unfavourable conditions. As was to be expected, the impact was limited.

Under the impact of the structural adjustment measures initiated by the World Bank, women were discovered as **socio-economic potential**. By integrating them more than hitherto it was thought that development measures would become more efficient. This meant, however, also that, due to cuts in the state budget, the costs for social benefits were transferred to women and the demand for their unpaid work was rising even further. To counteract this development, since the beginning of the 1990s more consideration has been given to the health and education sectors in the structural adjustment programmes; furthermore, sectoral adjustments are carried out for social sectors.

As a result of the varied experience, the Gender and Development approach (GAD) has superseded the Women in Development approach in many countries over the past few years. More than

previous approaches, GAD is a socio-political approach and it tackles the roots of gender-discrimination, based on the social distribution of power and gender roles. In May 1995, the OECD/DAC High Level Meeting confirmed gender equality as a strategic development target. With its resolution "*Development and Gender*" of December 1995, the Council of Aid Ministers of the European Union also adopted this policy as its own.

At the **4th World Conference on Women** in 1995 in **Beijing** major progress was reached in determining the strategic objectives for gender equality:

- women's rights were confirmed as human rights;
- the right of sexual self-determination by women was recognised for the first time and violence against women and girls clearly condemned;
- the principle of equality between women and men as opposed to the concept of equity was enforced;
- governments gave an undertaking to register and assess unpaid work so as to elucidate the economic equity of the performances of women and men.

4.1.2 German bilateral cooperation

German bilateral cooperation has largely been in line with the international debates. Since 1980 most of the development organisations have been establishing special responsibilities for the co-ordination of and technical advice on the promotion of women, so as to integrate this issue in all development cooperation projects.

In 1990 the BMZ introduced its "Categories on the Classification of Projects with regard to their Impact on Women"⁴ on the basis of which all projects are screened. These so-called W-categories give an indication of the project's impact on the situation of women. Even though with such categories there is an element of risk that they will end up being applied more or less mechanically, they ensure nonetheless that the persons in charge deal with the subject. They are therefore an important instrument with which to enforce the interests of women.

4.2 Opportunities and constraints

As development cooperation concentrates increasingly on **programmes** (e.g. sector investment programmes) instead of on isolated projects, opportunities increase for bringing about structural changes such as this concept intends to achieve. Getting away from technocratic approaches in favour of a more **participatory layout** for development cooperation, geared to the real living conditions of those affected, places people at the centre. This also offers a chance of becoming really aware of the social disparities.

Socio-cultural and traditional roles of women and men are of great importance in the planning and implementation of development cooperation, in the knowledge that changes are feasible and necessary but that they can only be effected gradually. Discrimination has its roots, however, not only in traditional values and standards. In some cases it is precisely the process of modernisation which almost all societies have experienced over the past decades which has pushed women into the background and robbed them of their older traditional rights.

⁴ BMZ 1992: Categories on the Classification of Projects with regard to their Impact on Women (revised version).

Culture and tradition must not be taken as an excuse to justify neglect of human rights, thus also of **women's rights**. It is true that each society has its own understanding of gender roles. However, at the UN Conference on Human Rights in Vienna (1993) all states, including the developing countries, once more recognised human rights as universal values not bound to a specific culture. The Beijing World Conference on Women reaffirmed once more what should in fact be self-understood: women's rights are human rights. They are therefore above customary discriminatory practices and above any inequality on the basis of historical or religious legitimacy.

This being so, there is no universal panacea when it comes to **implementing** the concept on gender equality. In each individual case the development cooperation strategy depends upon the gender roles prevailing in a particular country, upon the partner government's strategy to overcome existing discrimination and upon the existence of civil society initiatives. Only the actors in the development process themselves can decide which changes in gender roles are feasible and necessary.

The promotion of equal participation by women and men is integrated into all implementation and planning methods of development cooperation; this objective is therefore independent of any explicit declarations to that effect by the partner country. In cases where there is much interest at the government or the civil society level, specific projects are conceivable with the paramount objective of bringing about equality between women and men. Such projects may include advisory services to a national Ministry of Planning on a structural equality policy or enhancing the representation of women's interests via national machineries.

5 Specific guidance on how to "en-gender" development cooperation

5.1 Target groups, partners, instruments, sectors

5.1.1 Target groups

The concept on gender equality addresses society as a whole. It cannot be confined to one special target group or women alone. It is true that women are mostly affected by discrimination; however, this grievance cannot be overcome just by promoting women; rather, the relationship between the sexes has to be addressed. Only if there are changes in the behaviour of women and men can for example a redistribution of responsibilities and labour be achieved. Gender orientation means that the target group is considered in a more differentiated way than before.

5.1.2 Partners

In many partner countries the forces on the governmental and non-governmental side who demand gender equality have been growing for some years. Almost all governments and the bilateral and multilateral donor organisations have recognised gender equality as an important target and cross-sectoral task and have undertaken commitments which must be implemented.

German development cooperation supports the partner countries in their equality policy at all levels, e.g. in the government and in communal administration. Reaching an understanding with partners on the equality of women and men is part of the policy dialogue.

Development cooperation also builds on civil society initiatives. Thus, non-governmental organisations in both industrial and developing countries are also partners for the implementation of a policy of equality. They constitute an important corrective element or complement to official policies.

5.1.3 Instruments

The following **instruments** are of essential importance for implementing the equality concept:

- **gender analyses of target groups and partner organisations** are part of all country, sector, programme and project planning;
- the implementation of the results of the analyses in the ensuing activities must be ensured, e.g. through gender-specific **indicators** in the planning, monitoring and evaluation, so that qualitative and quantitative evidence can be obtained on the participation of men and women and their respective benefits from a project;
- the **sensitisation of all staff members**, e.g. by gender training also in partner organisations;
- all **staff members** of the BMZ and its implementing agencies are responsible for the implementation of the concept on gender equality, while at the same time special units in these institutions act as a lobby and a catalyst;
- gender-oriented **selection of personnel and partner organisations** ensures that women are employed at all levels of responsibility and especially as experts within the projects; this also applies to advisory services and motivation campaigns;
- **the categorisation** and/or classification of projects according to their impact on the equality of women and men sharpens perception of the issue of gender equality.

5.1.4 Sectors

Promoting equal participation by women and men is a cross-sectoral task for all sectors. There are three questions which form the basis on which all sectors may gear projects to the target of equality:

- 1) How is **labour divided** between women and men in practice?
- 2) Do women and men have equal **access** to and **control** over the necessary resources (land, capital, advice, training, information)?
- 3) Do women and men have equal influence on the **decision-making processes**?

The following examples will illustrate the perception of the gender roles in different sectors and the measures to be derived from these perceptions. These examples do not cover all sectors. Nor do the suggested measures constitute a checklist for the sectors mentioned which, when followed, would automatically make a project gender-oriented.

Economic reforms

Many developing countries are going through a comprehensive process of economic and socio-political reforms, thus adjusting to the new global economic environment. This has a different impact on women and men as they do not have equal access to and participation in market activities. For example, women are quite often excluded from the **credit markets** since they cannot offer collateral. Access to commercial credits is also often hampered by the time and trouble of visiting a bank. As women living in rural areas are less mobile than men because of their family duties and rules of behaviour this barrier is particularly high for them. In the formal **labour market** discrimination takes the form of unequal pay for identical work or the division into poorly paid jobs for women and better paid jobs for men. There are no markets for an important part of women's work, namely family and household work. Furthermore, there is inequality of access to social services and resources. The following points may be of importance in this context:

- creation of equal access to the labour market, the financial system and social services by improving the general set-up at the macro level;

- support for self-help initiatives through which women can translate their productive potential into fair income and adequate employment;
- promotion of innovative systems of social security geared to the living conditions of women.

Legal reforms

Even in areas where women, as was demanded at the 4th World Conference on Women in 1995 in Beijing, enjoy formal equality, quite often scepticism and social and economic access barriers prevent them from exercising their rights and using them as a means against discrimination. In order to take account of the formal legal status as well as the actual legal practice at all levels, the following points might be of importance:

Formal law:

- establishment once and for all of equality, securing the status of women as independent legal entities,
- adjustment of judicial norms and institutions as well as administrative practices to the needs of women (e.g. in labour laws, land rights, laws of inheritance, maintenance laws or the matrimonial regime, nationality law),

Actual legal practice:

- legal reforms geared towards target group needs, in order to translate the social needs and problems of women and men into formal legal categories;
- pragmatic handling of situations in which more than one code of practice applies for lifestyles and legal decisions, i.e. where "traditional" conventions and modern laws coexist taking into account that indigenous legal structures are neither secondary nor supreme in importance;
- improved access to legal institutions and knowledge.

Institution-building and organisational development

Women and men are unequally represented in public life. Family responsibilities or traditional separation of the sexes prevent women from participation. The representation of women's interests is often so weak that even in cases of general democratisation and liberalisation it lags far behind the actual social and economic role of women. According to the Human Development Report (UNDP 1995) the "critical threshold" for women to be able to exert their influence effectively is 30% participation in the respective decision-making bodies. Opportunities for women to exercise influence in public life can be strengthened by institution-building and organisational development geared to specific gender needs. In this context, the following points might be of importance:

- promotion of equal participation in institutions:
 - promotion of women's representation also at the executive level;
 - equal consideration of the interests of women and men,
- promotion of women's organisations at the local, regional and national level (self-help groups, associations and networks) and women ministries.

Physical and social infrastructure

Women and men make different use of the physical and social infrastructure. Women must harmonise paid activities with looking after children and doing household work. Spatial separation

of the work place and the house makes the co-ordination of these tasks rather difficult. Women are more dependent upon a reliable local road network, they face greater health risks than men and therefore are more in need of a solid and close network of basic health services. Access to family planning is important for both sexes. Water supply and sanitation in the households is often the sole responsibility of women. In this context the following points might be of importance:

- planning physical infrastructure measures together with women so that they can continue to do justice to the many responsibilities they have;
- consideration of the special needs of women when planning the social infrastructure.

Education and training

Education and training of women has a direct impact on their social status, their professional opportunities and their income possibilities. Their educational level also influences the frequency of pregnancies and the health of their children. Therefore, the following measures might be of importance:

- special promotion of basic education for all girls;
- provision of non-formal education for women wanting to make up for missing basic education. What is offered must be compatible with the social and time constraints on women's scope of action as a result of family duties or the traditional separation of the sexes;
- access to qualified vocational training;
- adjustment of the curricula of basic education and literacy campaigns to the direct living and working conditions of girls and women;
- access to education measures of all types and at all levels for women, if need be by means of a women's quota and motivation campaigns.

Food security and rural development

In most developing countries women are the main producers of staple food in a labour-intensive and poorly paid process. Women have an influence on the supply, use and distribution of food in the family. In this context the following points might be of importance:

- consideration of the different needs and potentials of women and men in the fields of production, distribution, use, processing and marketing of foodstuffs;
- promotion of subsistence production and access to food;
- gearing agricultural research to the needs of female farmers as well;
- access to production and marketing organisations and credits;
- access to land use rights and land titles;
- access to advisory and extension services, training and assignment of female advisers;
- development of labour-saving adapted technologies;
- promotion of a more equitable distribution of tasks and resources within the household;
- consideration of gender roles in agricultural and development policies.

Protection of natural resources and the environment

Women and men make different use of their environment. This is particularly evident when it comes to the utilisation, processing and marketing of tree and forest products. For example, quite often collecting activities (leaves, fruit, medicinal plants, fuel-wood) are of prime importance for

women, whereas men concentrate more on timber for construction and commercial timber. Because of their social status and traditional inheritance and land ownership rules women and men have different access to and control over natural resources. Women participate in a different way than men in decisions on resource management. Women know different things about their natural environment and pass on to the next generation a different type of knowledge and behavioural patterns regarding its handling than men. Women and men are differently affected by the destruction of the environment. In this context the following points might be of importance:

- consideration of gender-specific division and burden of labour;
- safeguarding of equal ownership and utilisation rights (water, soil, forest);
- consideration of the different utilisation patterns of women and men, of the awareness of growing environmental damage, of the knowledge of resource-saving utilisation.

Emergency and refugee aid

Conflicts and disasters often intervene rather drastically in the distribution of roles and power between women and men. Thus, in the wake of (civil) wars the number of women as heads of households increases dramatically. Where only men can have land rights, the survival of families is jeopardised if the husband is away because of a conflict. The distribution of food, too, requires a gender-specific approach. When rations are distributed the role of women must be recognised so as to support them in their task and responsibility as the main suppliers of their families. In this context the following points might be of importance:

- consideration of the structures and responsibilities within households when distributing aid supplies such as food;
- improvement and/or securing of access to health services;
- gender analysis of demand and potential in cases of emergency and refugee aid, rehabilitation and reconstruction;
- protection against (sexual) violence against women (e.g. in camps) as well as establishment of counselling and therapy facilities;
- support of the change in role behaviour in cases where women have acquired new independence as a result of changed responsibilities during a crisis.

5.2 Criteria for country programming and project activities

5.2.1 Country programming

The following aspects should be considered in country and regional concepts. (The brackets refer to the BMZ terms of reference for such country and regional concepts.)

Does the description of the **core problems and general environment** show the difference in the living conditions of women and men? (Chap. 1)

- Have the problems in the priority areas poverty, environment and education been described on a gender-specific basis and supported by data? (Chap. 1.1)
- Have the women in the partner countries equal status to men and are they represented in politics? Do governmental or non-governmental women's organisations exist? (Chap. 1.2)

Does the **evaluation of the present cooperation** with a particular country show what a different impact this cooperation has had on women and men? What lessons can be learned from the present cooperation in its different impact on women and men? (Chap. 2)

How can **priority areas of future development cooperation** contribute to greater equality?
(Chap. 3)

- Is state action development-oriented from both women's **and** men's point of view? Does the country pursue an explicit policy of equality? If so, how (legal equality, quotas for political institutions, etc.)? (Chap. 3.1)
- Is Germany's development cooperation geared to this policy? Does it support organisations which lobby for such a policy? (Chap. 3.2)

Is equality a subject for the **policy dialogue**? Are structural human rights violations towards women addressed in the policy dialogue? (Chap. 5)

5.2.2 Project activities

When handling development projects, the following should be borne in mind:

- do the **selection** of the **project** and the project proposal take account of the different interests and needs of women and men? Did women and men have an equal say in project selection?
- do the **project documents** contain a gender analysis in the respective sectors (e.g. gender-specific division of labour, type and size of the enterprises, access to means of production such as land and credits and to services, access to basic and further training measures)? Are the conclusions from the analysis being adequately followed up in the project?
- was the **appraisal/evaluation team** selected on the basis of criteria which ensure adequate consideration of gender equality?
- are the **results and indicators** gender differentiated?
- how does the **partner organisation** promote the equality of women and men? In what positions and to what extent does the agency employ female staff? Does it allow equal participation of the male and female target group in the formulation and benefits of the project?
- what verifiable **impact** does the project have on women and men? Whose *practical needs* were satisfied more (e.g. in the fields of food security, employment, income, facilitation of work, health)? Whose *strategic interests* are served better (e.g. share in the decision-making process, access to resources such as land, capital, know-how, strengthening of organisation capacities, extension of the scope of action, improvement of the legal situation)?

As a **conclusion**, the sum of information received must give an answer to the following question:

- **Does the project narrow or widen the gap between women and men?**

ANNEX

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