



**BGZ Berliner Gesellschaft für internationale Zusammenarbeit mbH**

## **GENDER EQUALITY PLAN**

Version 2, 01/03/2022

### **GENDER EQUALITY POLICY OF THE STATE OF BERLIN**

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The BGZ is a majority-owned institution of the Federal State of Berlin. The work of the BGZ is therefore based on the policies and strategies of the State of Berlin. The principles of equality policy are anchored in the Equality Policy Framework of the State of Berlin "Strategies for a Gender Equitable Berlin" and the mission statement "Equality in the State of Berlin". Berlin is the first federal state to now launch a Gender Equality Policy Framework in the third legislative period. The Berlin idea of creating a GPR has also inspired other federal states. This development shows the importance of a strong gender equality policy across (state) borders.

The Senate Department for Science, Health, Care and Equality of the Land of Berlin, Department for Women and Equality acts as the responsible authority ([www.berlin.de/sen/frauen/gleichstellung](http://www.berlin.de/sen/frauen/gleichstellung)). The goal of the GPR is to noticeably improve gender equality in Berlin. Accordingly, administrative action must be designed in such a way as to promote equal rights and equality between women and men. Gender equality policy is understood as a cross-sectional task in politics and in organisations. This means that all political and administrative measures must be examined to see how they affect the realities of life and to what extent they contribute to reducing social inequalities and to a fair distribution of resources and opportunities between both genders. The GPR builds on the instruments of gender mainstreaming and gender budgeting. Policy areas in focus of gender equality policy measures are education, living wage employment, demographic change, social justice and integration.

In the spirit of strengthening EU-wide cooperation, Berlin signed the European Charter for Gender Equality at Local Level (<https://charter-equality.eu/>) on 29 November 2018. The Charter was developed by the Council of European Municipalities and is considered a formal and public commitment to gender equality. It is intended to support the municipalities and regions of Europe in setting up and implementing equality policy projects, as well as to strengthen the exchange between them. Berlin is thus a member of a network of cities that are active in gender equality policy. The aim is to learn from each other, pass on knowledge and join forces.

## EQUALITY POLICY IN THE BGZ

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The BGZ Berliner Gesellschaft für internationale Zusammenarbeit mbH a joint private and public-sector institution, which is set up to implement projects of international cooperation with partner organisations across Europe. As a state institution, the BGZ is part of the equality policy goals of the State of Berlin.

Equal treatment and equal opportunities for women and men, trust and mutual respect, diversity and participation are therefore basic principles of the labour relations in the company and of the project work, in particular in the five fields of action: education, ensuring a living wage, demographic change, social justice and integration.

BGZ reports its gender-related measures to the State of Berlin as part of its annual reporting. Through its coordination function, BGZ also integrates project partners into processes and measures to strengthen equality.

The activities of BGZ to promote gender equality and reduce gender-specific disadvantages are explained below. For each area, reference projects are mentioned that exemplarily illustrate how the measures mentioned are (or can be) implemented in project practice.

### **CROSS-CUTTING MEASURES**

- 1) Internal and external communication: Management and employees take care to avoid stereotypes, gender clichés and prejudices. The preparation of information (on the BGZ, on projects, on measures) is also done from a gender perspective. This also includes gender-sensitive language. For each project, BGZ develops style guides that also take gender aspects into account with regard to language and forms of communication.
- 2) Gender stereotypes may not only influence language, but also - often unconsciously - the planning and implementation processes themselves. Therefore, BGZ projects go through a separate screening to reveal gender-based inequalities and to take countermeasures.
- 3) Gender competence of the project teams: The project teams need competence in gender equality - this is done, where feasible, through internal project training and through mutual learning. For this purpose, partners or persons with expertise in this area are brought into the project team.
- 4) For research issues in their projects, BGZ uses the working aid "Gender Mainstreaming in Research Projects"<sup>1</sup>.

### **FIELD OF ACTION EDUCATION**

*GPR: Education is a key to realisation opportunities in almost all areas of life. The guiding principle of equality in the life course perspective means that girls as well as boys, women as well as men can equally choose and use educational opportunities - in all phases of their lives.*

*Current priorities are the improvement of access for special target groups, such as refugee women, more training for those responsible and the inclusion of gender diversity aspects in career and study orientation<sup>2</sup>.*

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<sup>1</sup> Published by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, 2005

<sup>2</sup> See the report on the Gender Equality Policy Framework Programme (GPR III) "Gender Equitable Living in a Moving City" and the report on the cooperation agreement "Gender Equitable Education" (printed matter 18/3758 of 25.05.2021, Part B, p. 21).

One focus of BGZ's project work is vocational and adult education - especially within the framework of the EU Erasmus+ programme (and its predecessor programmes). Depending on the orientation and topic, the projects address various gender equality policy aspects:

- 1) Accessibility of learning opportunities for all genders and forms of learning that facilitate competence development equally and without differentiation by gender: This is primarily about improving the compatibility of education and family in all phases of life - e.g. with learning content and methods tailored to specific needs, learning locations close to home, digital learning options, adapted training times, care options for family members, etc.
- 2) Improving opportunities for gender-sensitive learning and teaching and considering the increasing diversity of learners in formal and non-formal education.
- 3) Capacity building at the level of the educational institutions in the BGZ project partnerships: Institution building is a topic, and in some cases a focus of work, in all educational projects. This involves a.o. the discourse on the structure-building effects of gender and impulses for the strategy development of the institutions - in the integration into curricula and educational practice - but also in the further training of teachers on inclusion and gender.
- 4) Role of gender equality as a criterion for quality in education: In stakeholder work - especially in discourse with the regulatory level - BGZ brings the topic of gender competences and gender perspective into the discussion processes.

#### *Reference projects:*

- *Erasmus+: WeTrain - Demand-oriented educational offers for women to strengthen resilience, participation and social cohesion, competence acquisition for teachers on gender equality and inclusion*
- *Erasmus+: Sesame - We learn game design (development and testing of learning content on game design for interdisciplinary use in school art and computer science lessons for girls and boys)*
- *LLP: Learning Community - Migrant women as education guides open up access to lifelong learning for migrant women (further training for education guides - incl. curricula, handouts, etc., establishment of a network of trained guides as well as strategies for the design of target group-oriented education offers).*

#### **FIELD OF ACTION LIVING WAGE EMPLOYMENT**

*GPR: The financial independence of women and men is at the centre of equality policy goals. A self-determined life is not possible without financial independence and thus, as a rule, one's own gainful employment. Good work is characterised by adequate pay, adequate use of acquired qualifications and working conditions that do not endanger the health or work-life balance of employees.*

#### **Staff:**

- 1) Recruitment: Job descriptions address all genders, selection of staff is done without any gender stereotypes.
  - 2) The salary policy for BGZ employees is in line with the applicable TVÖD and is the same for female and male employees. All genders have equal access to qualification and career
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advancement opportunities. For the benefit of work-life balance, BGZ offers opportunities for mobile and flexible working with the use of digital technology.

Project work:

- 1) Within the framework of projects in the area of qualification, employment and the labour market, livelihood security and gender-specific needs are criteria in activity planning and implementation.
- 2) The collection of data in the project is gender-specific in order to obtain reliable results on the effectiveness of the measures for women and men and reduce disadvantages.

Reference projects:

- *EFRE: International Conference "Best Practices for Supporting Women Start-ups" within the framework of the Berlin-Warsaw-Istanbul city partnerships*
- *EQUAL: ProInteCra - Vocational Integration of Migrants and PROINTEGRATION - Integration through Intercultural Mainstreaming. Sub-projects (1) Matching of ethnic German and migrant women - qualification, coaching and placement in trainee partnerships, (2) Qualification of migrant women as managers, business management training and coaching, (3) Business start-up for female academics with a migration background.*
- *Erasmus+: Gib8! Healthy at work - health literacy as a quality factor (development of innovative teaching and learning models on health literacy and interdisciplinary testing in VET in various sectors)*

### **FIELD OF ACTION INTEGRATION**

*GPR: Berlin's character as a vibrant metropolis is shaped not least by the diversity of migrant women living here and the increasing number of refugee women in the city since 2015. The life and migration stories of these women are very different. Migration is often not an easy process.*

Like education, migration and integration is also a focus of BGZ's work - in cooperation with the respective communities.

- 1) In view of traditional gender roles in their countries of origin (but also in the communities here) and double burdens (responsibility for household, children and parents), women are often confronted with additional barriers. The solutions developed in the BGZ projects to promote the integration of migrants therefore always take into account gender-specific disadvantages and ways to reduce them.
- 2) Competence acquisition for migrant women is combined with empowerment in the projects. To this end, we recruit active women from their communities, among others, who can pass on their experiences as role models.
- 3) Similarly, the projects address these aspects in the discussion with the project organisers and with politics and administration in order to raise the awareness of the staff for such barriers and - in the sense of capacity building - to demand or initiate improvements in processes, structures and framework conditions.

- 4) As in the field of education, the implementation of gender equality is also a criterion for quality in the field of integration and thus part of the impact monitoring in all projects with this target group.

*Reference projects:*

- *PROTECT - Learning and helping in voluntary work: Strengthening the participation of migrants in alternative educational opportunities in voluntary organisations to promote social and professional inclusion (advisory and awareness-raising actions for administration and civil society, setting up and training pilot groups and pilot actions with migrants in aid organisations).*
- *EQUAL: ProInteCra - Vocational Integration of Migrants and PROINTEGRATION - Integration through Intercultural Mainstreaming. Sub-projects (1) Matching of ethnic German and migrant women - qualification, coaching and placement in trainee partnerships, (2) Qualification of migrant women as managers, business management training and coaching, (3) Business start-up for female academics with a migration background.*
- *Erasmus+: Train Intercultural Mediators for a Multicultural Europe (good practices on intercultural mediation for migrants in Europe, train-the-trainer programmes and recommendations for validation and certification)*

**FIELD OF ACTION SOCIAL JUSTICE**

*GPR: A socially just city must enable participation opportunities as social, political and cultural participation for all citizens. This requires sufficient financial resources as well as the factual possibility of participation for people who are not able to do so without further support, e.g. due to age or disabilities. Due to discontinuous career paths, one-sided distribution of responsibility for raising children and more frequent employment in precarious jobs, women are particularly affected by poverty. Life in traditional family relationships often means a life of material dependence for women with children on their partners.*

The field of action of social justice is closely linked to the three fields of action mentioned above. Secure employment, access to education and integration are important contributions to the implementation of social justice. The above-mentioned measures are therefore at the same time a contribution to this field of action. On the one hand, it is about empowerment for the women themselves, but on the other hand, it is also about raising the awareness of the actors from business, education, politics, civil society and about strengthening social cohesion.

- 1) Social space relevance: Especially for women, relevance to their living environment and proximity to their place of residence are important criteria for the usability of services. BGZ therefore increasingly focuses on social space orientation in its projects and locating the models at district level with a network of local actors. This simultaneously promotes social cohesion and ensures that the services remain available after the project ends.
- 2) Socially just design of participation and inclusion: Providing services "for all" does not yet mean that they are inclusive and enable equal participation. Sensitising actors to the implications of social justice, participation and inclusion and the specific barriers of women are therefore part of all BGZ projects in the thematic field.
- 3) Health: Social justice also means equal access to health care and health promotion. However, this topic is still addressed too little in comparison to other aspects of social equality. The BGZ is examining a wide range of opportunities for including include this aspect in its project work.

- 4) Social justice and SDG`s<sup>3</sup>: In development cooperation, an additional dimension arises in the linking of gender justice and social justice. Measures for fair trade, the promotion of cooperatives, etc. particularly improve the opportunities for women in these countries.

*Reference projects:*

- *Progress: Active Health: Strategies for improving access to health care through awareness raising and empowerment as a contribution to the European Social Protection Strategy<sup>4</sup>*
- *EuropeAid: TriNet Global - Agents for Change (promoting the participation of business and politics in development cooperation, fair trade and CSR)*
- *Erasmus+: Access - social space-oriented youth work 4.0 (intervention models for social space-oriented youth work and youth education for disadvantaged groups with needs-oriented education and participation offers).*

### **FIELD OF ACTION DEMOGRAPHIC CHANGE**

*GPR: Demographic change is characterised by fundamental changes in the size and composition of the population. Berlin's population is getting older, more international and more heterogeneous. This entails considerable adjustment processes for the private and public infrastructure as well as for the city's willingness and ability to integrate. It is important to prevent a social division of the city.*

The aim is to use demographic change to create a city that is more generationally just, which also significantly advances social cohesion, ethnic and cultural diversity as well as equal opportunities for women and men.

- 1) Suitability of participation opportunities for older people: The criterion for the design of the offers in the projects is not only the fit to gender-specific needs, but also the consideration of the needs of older people, especially women, from different social groups and cultural circles.
- 2) Services specifically for particular groups are only of limited use - as they do not help to overcome segregation. An important instrument for strengthening togetherness and reducing prejudices is learning with and from each other. In BGZ projects we develop approaches for working with heterogeneous groups - women and men, old and young, with and without a migration background.
- 3) Use of experience and expertise: Empowerment for older people - also and especially women - also means seeing them not only as participants or users, but also as experts, and activating them as providers of expertise who pass on their experience to younger people in the project measures.

*Reference projects:*

- *EQUAL: ProInteCra - Sub-project Chance 40+ - Adapted further education for older migrants*
- *Erasmus+: EduArt - Education meets Arts in Partnerships for Creativity (educational offers for the development of cross-sectional competences for residents in the district to strengthen social cohesion in the social space)*

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<sup>3</sup> Sustainable Development Goals

<sup>4</sup> Model project of the UN Global Compact Cities Programme

### ***Implementation of the European Charter for Equality between Women and Men at local level.***

With its projects, the BGZ promotes EU-wide cooperation between Berlin institutions from education, science and research, business, civil society and politics. Within the framework of international cooperation, the partnerships also work on gender equality issues.

- 1) Dissemination of information on the Gender Equality Charter and other strategies of the European Union<sup>5</sup> in the field of gender and equality, discussion in the partnership on contributions of the joint projects to the gender objectives of the Union and the Charter. The partner organisations are motivated to promote a discussion process in their municipalities on increased international cooperation, including participation in the European Charter.
- 2) Exchange on good practice in the field of reducing gender-specific disadvantages, promoting equal opportunities, gender-sensitive design of measures in the sense of the Charter. In the sense of mutual learning, the common body of knowledge on gender justice grows.
- 3) Joint planning and implementation of project measures with attention to gender aspects and gender-sensitive documentation.
- 4) Dialogue of the project partnership with local representatives of the Charter (e.g. the "Ambassadors of the Charter") to support gender sensitivity in project work.

## **RESPONSIBILITIES**

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Overall responsibility for the Equality Plan: Dr Hilde Hansen, Managing Director

Responsible for planning, implementing and monitoring the measures defined in the Gender Equality Plan.

- At the institutional level: Dr. Hilde Hansen, Executive Director
- In the projects: responsible project managers

Recording of gender data and documentation:

- Responsible: Dr. Hilde Hansen, Executive Director
- Input from the projects: responsible project managers

Berlin, 01/03/2022

Dr. Hilde Hansen  
Managing Director

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<sup>5</sup> see for instance the European Gender Equality Strategy 2020-2025 (COM 2020/152), EU Citizenship Report 2020 Empowering citizens and protecting their rights (COM 2020/730) and the Action Plan for Integration and Inclusion 2021-2027 (COM 2020/758) /