Gender equality — in 200 years?

SEC Annual Event 2020
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Gender Equality

Different starting positions of women and men, based on norms

«In how many years will we reach gender equality?»

Different access to resources and services for women and men

«How many women benefit from Swisscontact’s projects?»

Different possibilities for leadership and income generating opportunities

«How many female-led enterprises benefit from SEC assignments?»
Gender Equality

Equal Access
- Political/public representation
- Econ. Opportunities

Equal agency
- Over time
- Over workload
- Over leadership

Equal rights
- Income
- Ownership
- Mobility

Positive impact
- Reduction of violence
- Institutions
- Recognition

Gender norms

Well-being

Decision-making power
- Over income

Positive impact
- Inequality
- Resources
- Assets
Why is GESI important?

Social responsibility, non-negotiable

Understanding our target group leads to targeted interventions

Targeted interventions lead to more effective project implementation and achieving of results
Gender is not simply about women

Men die more and earlier than women because of gender norms.

Gender norms lead to riskier behaviour, a less healthy lifestyle, and more occupational hazards for men.
Gender as sustainability criteria

Staff sensitization / self-reflection

Gender equality in projects

Institutional structures

Guideline for Gender-Equal Communication

Swisscontact’s Policy on Gender Equality and Social Inclusion
Sometimes, an extra effort is needed
SEC can contribute to this extra effort