

Shaping Feminist Foreign Policy

Federal Foreign Office Guidelines



Federal Foreign Office



As long as women are not safe, no one is safe. That is how a Ukrainian woman phrased it to me in early 2022, when we were standing together near the contact line. That was before 24 February, before Russia's brutal war of aggression against Ukraine. Perhaps that is why this sentence has been so etched in my memory – because it almost eerily foreshadowed what awaited the people in Ukraine. Ever since, it has remained with me on my travels around the world, as a word of warning. We are heeding that warning when we work alongside Ukraine's brave women to combat impunity and to bring an end to the violence in Ukraine. We are heeding that warning when we support survivors of the brutal sexual violence that Russians have since unleashed on Ukrainian soil.

Jina, a young Iranian woman, was 22 years old when she was killed because she did not wear her headscarf as legally prescribed. Abolfazl was 17 when he skipped school to participate in protests for women's rights – and was killed. Minoo was 62. At her gravesite, her daughter mourned with a shaved and unveiled head. The courageous women and men in Iran demand something that ought to be a matter of course: the right to a life in freedom and dignity, for all people in the country.

These individuals, their stories, show what feminist foreign policy is about – women’s rights are a barometer of the state of our societies. In places where all people enjoy equal opportunities and rights to participate in community life, everyone benefits. Societies in which gender equality has been achieved or is at least pursued are more peaceful, fairer, more sustainable and more prosperous than those that exclude women and others from participation. In places where women, where marginalised people are oppressed, mistreated or killed, everyone suffers. And often inward repression is a warning signal for future outward aggression, such as in the case of Russia.

We are pursuing feminist foreign policy because it is desperately necessary. Because men and women are still not equal worldwide. Because women, as well as children and older people, are particularly vulnerable during conflicts. Time and again on my travels I have heard a sentence that I had hoped was very much a thing of the past: “Rape – well, that’s just a part of war.” Feminist foreign policy means opposing this, making it clear that rape is a war crime. And that the perpetrators must be held to account.

Feminist foreign policy means that we do not just see particular vulnerabilities but strategically tackle them, including in our project funding or humanitarian assistance. Feminist foreign policy thus seeks to achieve equality for women and girls worldwide. It attends to the particular concerns of marginalised groups. Feminist foreign policy seeks to achieve a world in which all human beings enjoy the same rights. It seeks to ensure their equal representation in all areas of life. It seeks to pave the way for them to have equal access to resources. It seeks to harness the fact that women as agents of change and in senior positions propel societies forward and strengthen democracy. It seeks to achieve this for all people in equal measure.

During many negotiation situations in recent months, I have experienced first-hand what a difference equitable participation makes. When we were negotiating NATO’s Strategic Concept last year, it was time and again an interregional group of dedicated women foreign ministers who coordinated and liaised with each other, enabling the focus on human security in particular to be firmly anchored. At the COP27 climate conference in Sharm el-Sheikh, it was the women environmental ministers from

European countries who, together with our Special Envoy for International Climate Action, Jennifer Morgan, supported the EU's negotiating position on a transparent and factual basis, moved things forward and enabled new advances.

In 2023, it should be a matter of course for women to have an equal say in their own future. But unfortunately, this is far from being the rule. Even here in Germany. Only 35% of the members of the German Bundestag are women.

Feminist foreign policy is not foreign policy for women, but for all members of a society. It is inclusive rather than exclusive. It takes into account the fact that discrimination is never one-dimensional. And therefore it stands up for everyone who is pushed to societies' margins because of their gender identity, origin, religion, age, disability or sexual orientation or for other reasons. Using this compass, it begins by examining entrenched power structures in order to pry them open. In doing so, it is rooted in critical self-reflection about our own history, faces up to historical responsibility, including for our colonial past, and is open to learning from others.

We seek to weave these ideas throughout our foreign policy thinking. In the coalition agreement, we committed to feminist foreign policy. This is an integral part of our values-led foreign policy. In line with a comprehensive understanding of security, we want this to be reflected in our National Security Strategy, too. These guidelines are also closely connected with the strategy for feminist development policy that the Federal Ministry for Economic Cooperation and Development has drafted.

The present guidelines on feminist foreign policy are not a miracle cure that will conjure up change overnight. What matters is that we implement feminist foreign policy in practice – with clear principles, but also with the necessary pragmatism, so that our politics actually reaches people. And so we shape feminist foreign policy above all in our day-to-day work. That applies to projects and initiatives that we carry out in many places around the world, be it in water supply projects in the Niger or in negotiations at the United Nations in New York around documents laying out fundamental principles. Feminist foreign policy is likewise on the agenda of my meetings. On my travels, I see first-hand that it also makes

a difference how we present ourselves abroad. If our delegation includes at least as many women as men as a matter of course, this automatically serves as a mirror and often prompts our counterparts to explain of their own accord why that is not the case on their side.

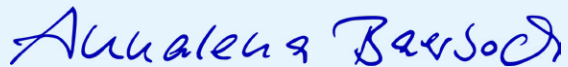
For the Federal Foreign Office's team, these guidelines, which we are formulating for the first time, serve the purpose of mainstreaming – they will influence everything we do, in our national foreign policy, in the European Union and in international forums.

At the same time, they are intended to shape the way that we work internally and help us to cultivate a “feminist reflex”.

We are just embarking on this journey. Much remains in flux and in progress. In order to enact feminist foreign policy, we will develop new ways of working and new structures. Mainstreaming will play a key role. In future, the Federal Foreign Office will appoint a woman ambassador for feminist foreign policy who will be responsible for this. We will work hard to give our foreign service a more female face and to raise the proportion of women in senior roles; we have made initial progress towards this goal. We will also more systematically allocate our financial resources in the service of feminist foreign policy. Our target is to apply gender budgeting to all project funding by the end of the legislative period and gradually expand it to the entire budget. In concrete terms, we aim to allocate 85% of project funding on a gender-sensitive basis and 8% on a gender-transformative basis by 2025, taking the OECD criteria as a guide.

These guidelines are the outcome of an intensive dialogue process. We have had valuable input from the well over 100 workshops and meetings with experts from the German Bundestag, the public administration, think tanks and civil society that we have organised since March 2022. Many colleagues from all of the Federal Foreign Office's career strands, both in Berlin and at the missions abroad, have put their heart and soul into this effort. I would like to express my deep gratitude to them all.

We are pursuing feminist foreign policy because it fits our values and is in our country's interest. We are also pursuing it for the sake of the many dedicated women around the globe who stand up for gender equality and participation, justice and peace. Because only where women and marginalised groups are safe, is everyone safe.

A handwritten signature in blue ink that reads "Aunaleen Baerisoch". The signature is fluid and cursive, with the first name "Aunaleen" and the last name "Baerisoch" clearly distinguishable.

Federal Minister for Foreign Affairs

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*Goals of feminist
foreign policy*

Feminist foreign policy is grounded in the conviction that all people enjoy the same rights and deserve the same freedoms and opportunities. This is a fundamental fairness issue. Feminist foreign policy also rests on the understanding that societies are more peaceful and prosperous if all people are able to participate in political, social and economic life.

Feminist foreign policy seeks to achieve gender equality worldwide. It seeks to advance this in quantifiable terms. It seeks to guarantee that all people have equal representation in all areas of life. It seeks to ensure that everyone has equal access to resources.

It is concerned with naming entrenched power structures, overcoming them and thus promoting equitable participation and equality for all people around the world. It takes a transformative and intersectional approach to doing so. We are thus extending into foreign policy what we term “gender mainstreaming” in domestic policy.

We know that peace and security are more sustainable when decision processes concerning security policy are inclusive by design. Greater participation by women brings greater security.

The same applies with regard to economic development. Economists estimate that the global growth entailed by the equitable participation of women in the worldwide labour market alone would be up to 26% in only three years. From tackling the climate crisis to achieving the Sustainable Development Goals of the United Nation’s 2030 Agenda – we will only solve the great challenges of our era if all people have a hand in shaping the solution.

Consequently, we want to advocate worldwide for an end to discrimination and do our part towards equitable social, economic and political participation. We consider this a compass, both for our bilateral relations with other countries and for our activities on the European Union level and in international organisations.

Promoting diversity is a goal of feminist foreign policy, which views this as an enrichment, as a factor for stable peace, social development and both economic and ecological sustainability. This is why it advocates for marginalised groups. In doing so, feminist foreign policy serves all people, including those who are marginalised on the basis of gender identity, origin, religion, disability, sexual orientation or other attributes, often in multiple ways.

Feminist foreign policy centres these considerations more strongly than ever within our foreign policy activities. This affects all of the Federal Foreign Office's fields of action, from peace and security policy, humanitarian assistance and crisis management to human rights policy and climate diplomacy to foreign trade and investment policy as well as cultural and societal diplomacy.

Goals of feminist foreign policy

Rights

We advocate for the rights of women and girls to be respected and promoted worldwide. In many countries there are gaps in the legal framework, although 189 states have now ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and thus committed to fostering gender equality before the law and in practice. For example, 86 countries obstruct women by law from practising certain professions. Furthermore, 46 countries lack any laws protecting women from workplace sexual harassment. Some 42 countries do not provide any legal protections against the dismissal of pregnant employees. According to a study by UN Women, 600 million women live in countries that do not penalise domestic violence. In Germany, too, action still needs to be taken, for example with regard to safeguarding women's and vulnerable groups' right to protection from violence.

Representation

We advocate for the equitable participation of women in all areas of society and are bolstering the representation of women and marginalised groups in foreign policy. Almost everywhere, women and marginalised groups are under-represented in political, economic and social decision-making processes. This is true worldwide, including in Germany – for example, in the German Bundestag. With 35% women, Germany's parliament is ranked 44th among the world's legislatures. Rwanda is currently in 1st place with 61%. The Federal Foreign Office, too, is behind on women's representation, although it is continually increasing. A mere 27% of missions abroad are currently led by women.

Resources

We campaign for women and marginalised groups to have equal access to resources – from financial, labour and natural resources to immaterial resources such as education and networks. Lack of access is one of the most significant causes of poverty and marginalisation. In numerous countries, for example, women and marginalised groups do not have equal access to the labour market. Every budget, every promotion of foreign trade and investment and every climate package has a gender-specific impact. We want to take account of this impact by introducing gender budgeting at the Federal Foreign Office for the first time. The aim is to apply gender budgeting to all Federal Foreign Office project funding by the end of the legislative period and gradually expand it to the ministry's entire budget. We aim to allocate 85% of project funding on a gender-sensitive basis (based on GG 1 in the OECD's DAC category system) and 8% on a gender-transformative basis (based on GG 2) by 2025.

Combining firm principles with pragmatism

Feminist foreign policy does not provide a magic formula that can be used to eliminate immediate threats. Russia's war against Ukraine shows that, in the face of brutal violence, human lives must be protected by military means, too. Thus, feminist foreign policy is not synonymous with pacifism. It is obliged to the humanitarian tradition on which conventional peace policy and arms control draw. At the same time, it recognises the realities of foreign policy and faces up to the dilemmas that arise from them. It considers both the values and the interests of German foreign policy.

Feminist foreign policy, as we understand it, relies on both firm principles and pragmatism. It takes on the responsibility of balancing the different factors and reaching decisions within the larger context of our foreign and security policy. In doing so, it centres gender equity and human security more strongly in foreign policy activities. This makes it an essential component of values-led foreign policy.

Partner countries worldwide – including Canada, Chile, France, Luxembourg, Mexico, the Netherlands and Spain – pursue and support feminist foreign policy in different ways. Others share many of our policy approaches, but have issues with the terminology. We respect this position and work with our partners to seek dialogue on the basis of the UN Charter's principles. This includes strengthening dialogue with civil society in these states.

Cultivating a “feminist reflex”

For the foreign service, the guidelines we are formulating here for the first time serve the purpose of mainstreaming – they will influence everything we do, in our national foreign policy, our European policy, our work in the United Nations and in other international forums. This means that we will take the “three Rs” (rights, representation, resources) into consideration in our foreign policy activities. At the same time, we want these guidelines to shape the way that we work internally and contribute to a cultural shift. In all fields of action, they will help us to cultivate a “feminist reflex”.

The Federal Foreign Office guidelines are designed as a living document. They are open to ideas and revisions, criticism and corrections. They are coordinated with the Federal Ministry for Economic Cooperation and Development and are designed to complement that ministry’s strategy for feminist development cooperation. In implementing them, we want to engage in coherent joint efforts in a spirit of partnership with the Federal Ministry for Economic Cooperation and Development, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Federal Ministry for Economic Affairs and Climate Action, the Federal Ministry of Defence and the other federal ministries, particularly where their remits are affected. We want to coordinate closely with our international partners and representatives of civil society.

At the European level, we will use the guidelines as an opportunity to initiate dialogue among the foreign ministers of the European Union regarding foreign and security policy that is feminist in orientation. Some countries have, of course, taken the initiative before us. Even if there is no consensus on this in Brussels so far, we want to lay the foundations for European foreign policy that centres the concerns of women more strongly and incorporates all people. We will present a discussion paper on this issue at one of the next Foreign Affairs Council meetings.

*Guidelines for
feminist foreign policy
at a glance*

Guidelines for our foreign policy activities

Guideline 1

We integrate the perspectives of women and marginalised groups into our world-wide work for peace and security. We enact and further develop the Women, Peace and Security agenda. We advocate for greater participation by women and marginalised groups in inclusive peace processes. We combat sexual and gender-based violence in armed conflicts. We strengthen humanitarian arms control and advocate for a safe world without nuclear weapons.

Guideline 2

Our aim is to deploy 100% of our humanitarian assistance in, at the least, a gender-sensitive manner, and wherever appropriate in a gender-targeted manner. We systematically include women and marginalised people in crisis prevention, stabilisation and peacebuilding measures and take into account gender-specific risks and intersectional vulnerabilities. We utilise our crisis management efforts to make progress towards more gender-equitable societies. In the course of regular monitoring, we review the use of all funding deployed.

Guideline 3

We actively address areas where we see that the rights of women and marginalised people are not consistently implemented. We confront pushback against feminism. There are gaps in legislation with regard to sexual and reproductive health and rights, sexual self-determination and ending female genital mutilation in particular; these are therefore priorities for us. We take the lead in combating violence and discrimination against LGBTQI+ people.

Guideline 4

We recognise inequalities and vulnerabilities exacerbated by the climate crisis and counteract them through our climate diplomacy and external energy policy. Women and diverse societal groups are important stakeholders and leading players in our climate and energy diplomacy. We help to counterbalance the specific impact of the climate crisis on women and marginalised groups.

Guideline 5

We build networks in international economic policy and promote the participation of women and members of marginalised groups in economic processes. We work towards international standards to contribute to a fair and safe digital world and to ensure that the use of artificial intelligence is gender-equitable and discrimination-free by design.

Guideline 6

We promote equitable representation of and participation by women and marginalised people in society. We advocate for better visibility of marginalised people in art and culture, research and science, education and media. We offer protection to vulnerable groups.

Guidelines for how we work in the foreign service

Guideline 7

We work for gender equality, diversity and inclusion in the foreign service. We continually evaluate our internal structures and processes and adapt them as needed. We contribute to the advancement of diversity and participation within the Federal Government. We steadily increase the share of women in senior positions. We support members of our service in their individual life situations. Our human resource management takes into account the needs of our employees.

Guideline 8

We ensure equal opportunities and a discrimination-free working environment. We enable flexible working arrangements and ensure that part-time work or parental leave does not have a negative impact on an employee's career progression. We show zero tolerance for sexual harassment and sexism, which have no place in the foreign service. Those affected receive all necessary support from us. We consistently place our focus on intervention and prevention.

Guideline 9

We promote diversity within our own ranks. We view diverse teams as enriching our work. We create more positions in Germany that are not subject to rotation, thus securing expertise for the long term. We cultivate the gender and diversity competencies of our colleagues, especially those with senior roles, in initial and mid-career staff training programmes.

Guideline 10

We encourage dialogue and network-building. We further develop feminist foreign policy in dialogue with civil society, citizens and international partners.

*Guidelines for our
foreign policy activities*



Feminist foreign policy elevates our global commitment to the equality of women and marginalised groups to a new level and places it at the centre of our foreign policy activities. This affects all fields of action, from peace and security policy, humanitarian assistance and crisis management to human rights policy and climate diplomacy to foreign trade and investment policy as well as cultural and societal diplomacy. In future, a “feminist reflex” should be reflected in the full spectrum of our foreign policy activities. The guidelines below lay this out in concrete terms. They are not formulated definitively, but represent a work in progress.

Guideline 1

PEACE AND SECURITY POLICY

We integrate the perspectives of women and marginalised groups into our worldwide work for peace and security. We enact and further develop the Women, Peace and Security agenda. We advocate for greater participation by women and marginalised groups in inclusive peace processes. We combat sexual and gender-based violence in armed conflicts. We strengthen humanitarian arms control and advocate for a safe world without nuclear weapons.

Societies are more peaceful and stable when women participate fully and gender equality is promoted. This is the starting point for our work as part of the Women, Peace and Security (WPS) agenda, building on the Security Council Resolution 1325, which was adopted in the year 2000. The agenda’s target is the equitable participation of women and girls in peace processes and their protection in armed conflicts.

Implementing and strengthening the WPS agenda is a priority of our multilateral engagement. As a member of the UN Security Council, we managed to have Resolution 2467 passed in 2019; among other things, this strengthens the rights of survivors of conflict-related sexual violence. In 2022, we

enshrined the WPS agenda in NATO's Strategic Concept. In the OSCE Forum for Security Co-operation, we serve as the coordinator of the WPS agenda. In crisis zones, our missions abroad help to implement the WPS agenda through their cooperation with peace activists and mediators. It is the foundation of feminist foreign policy in the realms of peace and security. We will make it a priority in our candidacy for a non-permanent seat on the UN Security Council for 2027-28. At the European level, we advocate for the WPS agenda to be more firmly anchored in missions deployed as part of the Common Security and Defence Policy and also to be taken into account in military capacity-building measures within the framework of the European Peace Facility.

1.1 We advocate for participation by women and marginalised groups in peace processes.

Studies – regarding the peace processes in Rwanda and Northern Ireland, for example – have shown that women's participation in the negotiation process increases the chances of a lasting peace. However, between 1992 and 2019, an average of only 13% of lead negotiators were women. This low participation in formal peace processes is also a stark contrast to the vital work that women do in armed conflicts around the world. They negotiate with militias and create safe havens to protect their communities from attacks. They advocate for humanitarian corridors to safeguard the food supply – often long before relief organisations arrive.

Feminist foreign policy therefore defines itself as transformative. It is committed to strengthening women's role in peace processes and making these processes inclusive.

Our approaches and selected projects

- ***Peacebuilding Commission:*** We are the top donor to the Peacebuilding Fund, a United Nations fund for crisis prevention and peacebuilding. As a member of the Peacebuilding Commission, which administers the fund, we systematically advocate for participation by women in peace negotiations around the world. The Peacebuilding Commission already has its own gender strategy.
- ***Security architecture in Africa:*** We are supporting the African Union with establishing a network of women mediators within the framework of the African Peace and Security Architecture. With our projects, we are supporting training and advice for these mediators. Since 2018, their number of deployments has quadrupled. Our support for the African Women Leaders Network is also laying important groundwork in this regard.
- ***Peace process in Iraq:*** Our projects help to build up capacities needed to enable women's participation in the peace process and reconstruction. We promote high-profile campaigns to break down gender stereotypes and counter violence against women.
- ***Project work in South Sudan:*** In South Sudan, we provide support for vulnerable groups affected by conflict. Our project systematically involves women and girls and aims to reduce structural inequalities.



At the initiative of the Federal Foreign Office, the Women's Advisory Group for international relief efforts was founded in Yemen in July 2022. Yemeni women from all parts of the country joined together to form the group, which currently has 131 members. The group serves as a public-facing voice for Yemeni women, organises dialogues and informs women about humanitarian, stabilisation and development projects in the country. Mariam Al-Doghani, a member of the group, reports:

“The women in the group have all had similar experiences. That gives me a clearer perspective: I now know how women suffer and how I can share my voice and express my thoughts without fear. The group helps me feel safe because there are people who care about me and my concerns. I am not alone. This puts me in a position to make a difference in my own life and in the lives of vulnerable women on whose behalf I want to speak. We are grateful to our German friends for making the voices of Yemeni women heard.”

1.2 We combat sexual and gender-based violence in armed conflicts. We support the survivors of violent crimes and bring the perpetrators to justice.

Rape, sexual enslavement and other horrific gender-based crimes are realities of many armed conflicts. In many cases, they are not only side effects, but brutal elements of strategic warfare itself. Those affected are particularly often women and girls, but also include men and boys; LGBTQI+ individuals are also specifically targeted. As many as half a million women and children were raped during the 1994 Rwandan genocide alone; in Bosnia and Herzegovina in the 1990s, it was more than 20,000 women. In places such as Syria, Iraq and South Sudan, we have also seen sexual and gender-based violence as part of warfare. Systematic sexual violence devastates the social fabric and hampers reconciliation.

Our approaches and selected projects

- ***Condemning and penalising sexual violence:*** At the EU level, we are pursuing an initiative to identify and name those responsible for conflict-related sexual violence and place sanctions on them under the EU global human rights sanctions regime. We thus hope to send a strong signal contributing to the worldwide condemnation of these crimes.
- ***Supporting survivors:*** We provide assistance to the survivors of sexual and gender-based violence – around the world. In 2022, we supported the work of the International Committee of the Red Cross in this connection with extra grants totalling EUR 11.5 million. With this commitment, we are now the top donor. In addition, we support a survivors' network (SEMA) that publicises violent acts in the Donbas region and provides assistance to survivors.
- ***Identifying those responsible:*** Combating impunity for crimes committed is a core component of prevention. For example, we have been supporting the UN Human Rights Monitoring Mission in Ukraine since 2022 with EUR 1.5 million for the fight against sexual and gender-based violence.

- ***Strengthening the UN's work:*** In the Sudan in 2022, for example, we took the leading role in the international police officer team of the UN's UNITAMS mission, which assists the Sudanese authorities with combating sexual violence.
- ***Responding to flagrant cases in Afghanistan:*** In 2023, we are supporting the Back to Life initiative by the organisation HÁWAR.help, which sets up shelters for women and marginalised groups. Our support for UN Women in Afghanistan in 2023 serves the same purpose.

Feminist foreign policy in practice:

Bringing perpetrators to justice – conflict-based sexual violence in Ukraine

Although it is often very difficult to identify the perpetrators of conflict-related sexual violence and hold them to account, the International Criminal Court (ICC) prosecutes forms of gender-based violence. This includes the crimes of rape, sexual slavery, enforced prostitution, forced pregnancy and enforced sterilisation, which qualify as crimes against humanity and war crimes. Also included are all other forms of sexual violence of comparable severity, provided that such acts are committed in the context of a widespread or systematic attack against the civilian population and with awareness of the attack. The example of Ukraine illustrates Germany's consistent commitment to prosecuting the perpetrators.

- *In March 2022, the Prosecutor of the ICC opened formal investigations into alleged war crimes in Ukraine. This step was taken at the initiative of Germany with the support of more than 40 States Parties.*
- *We are assisting the Ukrainian authorities with documenting and investigating conflict-related crimes of sexual violence. For example, DNA analysis instruments and additional forensic equipment have been provided.*
- *The Federal Government is supporting the Office for Democratic Institutions and Human Rights, which is documenting severe violations of international humanitarian law and human rights, such as the use of conflict-related sexual violence as a weapon of war.*
- *Additional support is being provided to the UN Human Rights Monitoring Mission in Ukraine and the Multi-Partner Trust Fund that supports the work of the team of experts under the Special Representative of the Secretary-General on Sexual Violence in Conflict, Pramila Patten.*

1.3 We strengthen gender-sensitive approaches in arms control and arms export control. We promote the participation of women in these areas. We strengthen humanitarian arms control and advocate for a safe world without nuclear weapons.

Feminist and humanitarian movements have played a formative role in the development of arms control standards and conventions. Feminist foreign policy is obliged to this tradition, and strives for arms control and disarmament. Its core concerns include human security and protecting the civilian population, particularly the most vulnerable groups, from indiscriminate violence, and protecting all people from inhumane weapons systems.

Women, children, older people and civilians in general can be especially affected by small arms, land mines, cluster munitions and weapons of mass destruction – during, after and sometimes outside of military combat. For example, women and girls bear a significantly higher lifetime risk of developing cancer due to the radioactive fallout from a nuclear explosion. The equitable participation of women in arms-control policy processes is far from a reality.

This is why feminist foreign policy campaigns for gender-sensitive approaches to arms control and arms export control. It advocates for greater inclusion of women and others affected by armed violence in national, European and international arms-control policy processes. It promotes research into the gender-specific impact of weapons systems, especially nuclear weapons. It champions strengthening humanitarian arms control.

Our approaches and selected projects

- ***Gender-sensitive project work in arms control:*** We call upon our project partners in the realm of small arms control to delve deeply into gender-related aspects in their grant applications and to elaborate how their proposed project activities would contribute to implementing the WPS agenda. We expect our partners to have at least a 30% share of women in project activities.
- ***Gender-based analysis:*** We are improving the data available for gender-sensitive small arms control through a project we are supporting by the NGO Small Arms Survey. The interregional Gender Equality Network for Small Arms Control, which we initiated, bolsters its members' expertise through research activities and dialogue.
- ***Gender-sensitive export control:*** Whenever deciding on arms export applications, we also take into account the risk of the arms being used for serious acts of sexual and gender-based violence, or violence against women and girls, as stipulated in the Arms Trade Treaty. We also intend to enshrine this assessment criterion in the planned Arms Export Control Act.
- ***Strengthening humanitarian arms control:*** We have accepted the 2023 Presidency for the Anti-Personnel Mine Ban Convention in order to achieve progress in implementing and universalising said convention. We oppose impunity in the deployment of biological and chemical weapons and are continuing our efforts against cluster munitions and the use of explosive weapons in densely populated areas. We support efforts to recognise and compensate the victims of nuclear tests.

Guideline 2

HUMANITARIAN ASSISTANCE AND CRISIS MANAGEMENT

Our aim is to deploy 100% of our humanitarian assistance in, at the least, a gender-sensitive manner, and wherever appropriate in a gender-targeted manner. We systematically include women and marginalised people in crisis prevention, stabilisation and peacebuilding measures and take into account gender-specific risks and intersectional vulnerabilities. We utilise our crisis management efforts to make progress towards more gender-equitable societies. In the course of regular monitoring, we review the use of all funding deployed.

Our humanitarian assistance and crisis management are among the cornerstones of our foreign policy and are well regarded internationally. At the same time, the effectiveness of our instruments differs for the groups within society that they address. Whether in Yemen, in South Sudan or in other crisis contexts, we sometimes do not yet take into account the specific needs of women and girls as comprehensively as necessary, for example in healthcare. As part of feminist foreign policy, this must be taken into account in the planning stage and the allocation of funding as well as in the project implementation. The instrument of gender budgeting serves this purpose.

2.1 Our humanitarian assistance considers the particular needs of women and marginalised groups.

With our humanitarian assistance, we support people who are suffering acute hardship due to crises, armed conflicts or natural events and cannot overcome this hardship alone. With nearly EUR 3.2 billion, we were the world's second-largest donor in 2022. We are thus helping to alleviate human suffering. We

want to help prevent disadvantages for women and marginalised groups. Humanitarian emergencies often reinforce existing structural discrimination and gender-specific vulnerabilities. We will systematically tailor our humanitarian projects to the needs of women and marginalised groups.

Our approaches and selected projects

- ***Gender strategy for humanitarian assistance:*** We will elaborate how we systematically address gender-specific factors when providing humanitarian assistance. A consistently gender-sensitive approach and targeted funding of specific areas such as the fight against sexual and gender-based violence in humanitarian assistance (gender-targeted) can contribute to the transformative shift towards more gender-equitable societies in the long term.
- ***Gender-sensitive management:*** We utilise a gender-age-disability marker to ensure the gender sensitivity of our humanitarian assistance. We employ this assessment and management tool when assessing grant applications. It makes it possible to consider gender-specific needs as well as the needs of older people and people with disabilities. In this way, we guard against multiple discrimination and make our humanitarian assistance intersectional by design. Our aim is for all projects that we fund to address gender-specific needs.
- ***Increasing structural consideration for gender in the humanitarian system:*** Through a pilot project with UN Women, we are deploying experts on gender issues to advise on planning and implementing humanitarian projects in a gender-sensitive manner. In this way, we aim to bolster the gender-sensitive approach within the humanitarian system.

- **Menstrual hygiene for refugee women:** In Bangladesh, we are supporting Rohingya women and girls in refugee camps with services related to sexual and reproductive health and menstrual hygiene. With measures for the prevention of sexual violence, we are contributing to the safety of all refugees in the camps.
- **Medical care:** In Ethiopia and Somalia, for example, we have contributed EUR 15 million since 2022 to enable a UNICEF project that assists survivors of sexual violence. On a concrete level, we are supporting eight local women's associations that offer psychosocial services and medical assistance .



In the districts of Dang, Rolpa and Bardiya in southern Nepal, we supported a project by the Nepalese NGO Nagarik Aawaz in 2022. The organisation's work includes counselling survivors of sexual violence as they work through trauma. Gita Holi (pictured) is a psychosocial counsellor. She recounts:

"I support many women who survived the civil war in Nepal. One of my patients was abducted by soldiers and raped in the barracks almost every night. She was only 14 years old. When she was released after more than a year, she still felt as though imprisoned. Her family and the people in her village avoided her. She could not speak, wept alone in her hut and was taking pain medication. Only thanks to this project by the organisation Nagarik Aawaz did she start receiving psychological treatment. With the help of our counselling, she began to understand herself and to love herself again. Slowly but surely, she began taking part in community life and regularly used safe spaces that we provided to meet with women who had suffered through similar experiences. Now she has taken initiative and advocates publicly for her concerns and those of many other women."

2.2 We systematically include women and marginalised groups in crisis prevention, stabilisation and peacebuilding measures and take into account gender-specific risks. We want to achieve progress towards more gender-equitable societies and design our international crisis management to be gender transformative.

With a budget line of EUR 565 million for 2023, we fund measures to prevent armed conflicts, to mitigate violence in crises that have already erupted and to promote processes of political and societal negotiation. We systematically integrate women's concerns into planning, management and project work. We actively counteract the marginalisation of and discrimination against groups and individuals. With these efforts, we seek to achieve gender-transformative effects and contribute to more gender-equitable societies.

Our approaches and selected projects

- ***Strengthening UN programmes:*** Germany is already the largest donor to the United Nations' Women's Peace and Humanitarian Fund. In 2022, the Federal Foreign Office's contribution added up to EUR 14.3 million; this was alongside contributions from the Federal Ministry for Economic Cooperation and Development. The fund supports the establishment and networking of women-led civil society organisations as well as women mediators and promotes their participation in crisis prevention and peace negotiations.
- ***Training and deploying gender experts:*** The Center for International Peace Operations, financed by the Federal Foreign Office, emphasises gender-transformative approaches to training seconded German personnel and preparing them for their deployment. It is adding gender officers to its pool of experts; some of these have already been deployed. Currently, 43% of seconded personnel are women. Our target is gender parity, especially in senior positions.

- ***Taking a comprehensively gender-transformative approach:*** Gender analyses and indicators play an important role in early crisis detection and our strategic foresight. We want to employ them for evaluating projects, programmes and strategies as well. In programme planning, we are placing greater emphasis on gender-specific risks such as sexual violence. Women and LGBTQI+ individuals participate in planning, implementing and following up on measures at every level. We support women's organisations and civil-society associations of marginalised groups. We will protect especially vulnerable groups such as human rights, women's rights and peace activists as well as LGBTQI+ individuals whenever possible.
- ***HeForShe:*** In promoting gender equality, we also specifically want to incorporate men into our project work and support them, for example by funding projects by UN Women Deutschland e.V. and the global campaign HeForShe, in order to better realise our programmes' gender-transformative objectives. At the same time, we take into account risks that men and boys face. That includes forced recruitment and a greater risk of dying or being injured or detained during fighting.



Since 2022, the Federal Foreign Office has supported the Her Turn project by the taz Panter Foundation in Kerbela, Iraq. The project's goal is to enable further training and network-building for Iraqi journalists. One of them is Hiba Elmajid. The journalist talks about her work:

“Women journalists in Iraq face threats of murder, harassment, blackmailing and defamation. Laws are not implemented. Iraq has institutions responsible for protecting the freedom of the press, but there is no protection in day-to-day reality. This leads to women abandoning journalism. We want to prevent this. We want to embolden women to become journalists. I met Kholoud Alamiry while participating in the Her Turn project. Together, we have now founded Tamkeen, the first association of women journalists in Iraq, in order to support women journalists and help them build networks.”

Feminist foreign policy in practice:

Our efforts on behalf of women and marginalised groups in Afghanistan

Since the Taliban took power in Afghanistan in August 2021, women and marginalised groups have seen their rights and the freedoms available to them within society dramatically curtailed. We are extremely concerned by the situation of women and girls in Afghanistan. This concern is a major driving force of our efforts. In a challenging environment, we are working to improve their situation to the greatest extent possible:

- With the federal admission programme, we are creating opportunities for admission to Germany for especially vulnerable Afghans. That includes individuals who are personally in particular danger due to their gender or sexual orientation.*
- The conference of humanitarian donors for Afghanistan in March 2022, jointly organised by Germany, the United Kingdom, Qatar and the United Nations, placed an emphasis on the humanitarian situation of women and girls, at our instigation. We will continue to pursue this focus at donor conferences.*
- Despite the difficult circumstances, we intend to fund the construction of women's shelters by UN Women with a contribution of EUR 500,000 in 2023 and are supporting the organisation HÁWAR.help in building shelters for women and marginalised groups. We also support projects to strengthen women's place within the family and society, mediation services for intra-family conflicts and information campaigns to educate and raise awareness about sexual and reproductive health and rights.*
- In the Human Rights Council, we secured the appointment of a Special Rapporteur on Afghanistan and ensured that the mandate includes a special focus on the rights of women and girls.*
- In November 2022, we were instrumental in the adoption of a resolution in the United Nations General Assembly that communicates the international community's clear expectations of the Taliban in the realms of human rights and the rights of women and girls. The resolution emphasises the right of all Afghans to equitable participation in public life.*



Guideline 3

HUMAN RIGHTS POLICY

We actively address areas where we see that the rights of women and marginalised people are not consistently implemented. We confront pushback against feminism. There are gaps in legislation with regard to sexual and reproductive health and rights, sexual self-determination and ending female genital mutilation in particular; these are therefore priorities for us. We take the lead in combating violence and discrimination against LGBTQI+ people.

Advocating for the rights of women and marginalised individuals has grown more difficult in recent years. A divide in the international community is becoming increasingly apparent in negotiations over issues such as women's rights, sexual and reproductive health, the role of family and the rights of LGBTQI+ individuals within international organisations and in the EU. Some countries and internationally networked interest groups have been labouring to water down standards that have already been achieved. Abandoning agreed norms – such as by withdrawing from the Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) – is another way in which countries are putting long-established rights under pressure.

We oppose these attacks on the rights of women and marginalised people. In multilateral bodies, we will consistently defend standards that have been achieved and advocate for their further development. We campaign for the accession of the European Union to the Istanbul Convention. We attach particular importance to cooperation with the states and societies of the Global South. This includes a willingness to engage in dialogue with individual partner states who do not share our approach.

Feminist foreign policy in practice:

Our response to the human rights violations in Iran

The death of Iranian woman Mahsa Jina Amini, which appears to have been caused by the Iranian morality police's use of violence, prompted nationwide protests in Iran from September 2022 onwards. The protests were initiated by women and girls, first and foremost, before they developed into a larger civil rights movement. Women's rights are an important subject of the protests, which have the slogan "Woman, Life, Freedom". The bloody crackdown on the protests by the Iranian regime has so far cost at least 500 people their lives; more than 20,000 people have been arrested. We are responding to this decisively:

- Together with our European partners, we are using the EU sanctions regime to impose targeted measures on Iranian officials.*
- We are helping to protect Iranian civil society by extending our protection programmes to particularly vulnerable individuals from the realms of culture, science, media and civil society.*
- In a special session of the Human Rights Council that we convened in November 2022, we condemned the Iranian regime's use of violence, especially against women and girls. At the initiative of Germany and Iceland, the Human Rights Council commissioned a fact-finding mission to document the human rights violations committed and to secure evidence.*
- In the United Nations General Assembly, we successfully lobbied for a resolution in which the international community calls on Iran to fulfil its human rights obligations and demands that Iran grant the United Nations Special Rapporteur Javād Rehmān access to the country.*

3.1 We champion the protection and promotion of sexual and reproductive health and rights.

In all regions of the world, women, girls and members of marginalised groups continue to be denied basic rights related to sexual and reproductive health. Deficits exist in areas including the rights to sexual integrity and autonomy, the right to sex education and the rights to access safe family planning methods and health services. UNFPA estimates that 800 women die every day of avoidable complications arising during pregnancy and birth. The number of people newly infected with HIV worldwide in 2021 was 1.5 million; a young woman or girl (aged between 15 and 24) was infected with HIV every two minutes.

Achieving sexual and reproductive health and rights for women, girls and members of marginalised groups is not only associated with improved health and reduced poverty. It also enables greater participation in political, social and economic life. This also means independent family and life planning, including self-determined planning of their own educational path, which is often cut short by early pregnancy.

Our commitment to sexual and reproductive rights begins at home. We want to implement the measures laid out in the coalition agreement. In parallel, we will also intensify our efforts for the recognition and protection of sexual and reproductive health internationally in close cooperation with the Federal Ministry for Economic Cooperation and Development.

Our approaches and selected projects

- ***Confronting the pushback:*** The movement against the rights of women and LGBTQI+ people poses a strategic challenge. We are commissioning a project to help us improve our counter-strategies together with our partners.
- ***Strengthening the normative framework:*** Our continued goal is the further development of the international *acquis communautaire* on gender equality. As co-chair of the United Nations Commission on the Status of Women, we are vigorously pursuing this goal. Together with other states that are pursuing feminist foreign policy, we are advocating at the global level for the protection of sexual and reproductive rights.
- ***Displaying political leadership:*** We will join the global She Decides movement, which advocates for bodily autonomy. We are thus stressing that our commitment to a world in which women and young people can freely decide what to do with their bodies, their lives and their future is a political priority for us.
- ***Strengthening UN programmes:*** We support the UN Population Fund, whose mandate includes the provision of sexual and reproductive healthcare. We have also made extra contributions to the funds for infant and maternal health and for the needs of women in Afghanistan.
- ***Expanding project work:*** We will focus our project work more heavily on sexual and reproductive health and rights. In India, we are already supporting an educational project that sensitises staff in the administration and judiciary to the rights of women and girls. We are opposing sexual abuse with our project work in Pakistan, and in Peru we are facilitating trans women's access to the health system.

3.2 We fight for an end to female genital mutilation and support educational and preventive projects worldwide.

The fight against female genital mutilation – an especially blatant violation of women’s rights – is of particular concern to us. Together with our colleagues from the Federal Ministry for Economic Cooperation and Development, we are placing an emphasis on this issue.

It is estimated that 200 million girls and women worldwide are affected by female genital mutilation, at least 500,000 of them in the EU. Approximately 67,000 girls and women who have been affected by this form of gender-based violence live in Germany alone. We consistently advocate for preventive measures. In this connection, strengthening state and civil society organisations goes hand in hand with education, awareness-raising and dialogue.

Our approaches and selected projects

- **Education and support:** With our project work in Ethiopia, we are educating community, clan and religious leaders about the consequences of female genital mutilation and are training medical workers. In Sierra Leone, too, we are providing information as well as offering psychosocial support for affected girls. We have supported similar projects in Mauritania, the Sudan and Somalia.
- **The aim is greater reach:** We want to devote even more space to the fight against female genital mutilation in our project work and will increase the sums allocated to this in our human rights work. We will also communicate more effectively and accompany our work with publicity campaigns, for example for 6 February, the International Day of Zero Tolerance for Female Genital Mutilation.

3.3 We take the lead in combating violence and discrimination against LGBTQI+ people.

For us, advocacy for the rights of LGBTQI+ individuals is an integral part of feminist foreign policy. Violence and discrimination against LGBTQI+ individuals are still a major problem in many countries. In 69 countries, homosexuality is prosecuted under criminal law, and in 10 countries lesbians and gay men even face the death penalty. On the basis of the LGBTI Inclusion Strategy, the Federal Government is strengthening the promotion of civil society organisations working to counter violence and discrimination on the basis of sexual orientation and gender identity. Feminist foreign policy means that in future we will take a leading role in bilateral and multilateral dialogue on LGBTQI+ issues.

Our approaches and selected projects

- **Multilateral leadership:** Alongside Mexico, we became co-chair of the Equal Rights Coalition (ERC) in September 2022. With 42 countries and over 130 non-governmental organisations, the ERC champions the LGBTQI+ cause. We have supported our term as co-chair with EUR 800,000. We will use these funds to organise a major conference in 2024 and seek to establish a Secretariat General of the ERC.
- **Alliances to bolster and protect LGBTQI+ communities in Europe:** Together with partner countries, we actively advocate for progressive policy and language to combat discrimination and foster acceptance of sexual and gender diversity, by jointly confronting the pushback against gender equality and LGBTQI+ rights.
- **Active worldwide:** Our embassies play a special role in our commitment to LGBTQI+ issues: by expressing solidarity through statements and participation in Pride events; by promoting human rights projects; by calling upon the host government to respect the rights of LGBTQI+ people; and by supporting defenders of LGBTQI+ issues through visas, humanitarian admissions and protection stays

in Germany, among other efforts. Alongside our term as ERC chair, we are providing our missions abroad with up to EUR 1 million in additional funds for queer cultural events, NGO projects and local initiatives.

- ***LGBTQI+ mainstreaming in our ministry:*** We will add diversity management modules to the Federal Foreign Office's initial and mid-career staff training programmes. In addition, we want to strengthen LGBTQI+ people's rights, representation and resources through cultural relations and education policy and in our crisis management efforts.



In September 2022, we became co-chair of the Equal Rights Coalition in Buenos Aires, together with Mexico. We are jointly taking action to end violence, criminalisation and discrimination on the basis of sexual orientation and gender identity. To mark the occasion, our embassy in Buenos Aires organised a queer rugby training session. Club President Caio Varela (shown on the left) said:

“Our club, Ciervos Pampas, was the first queer rugby club in Latin America. Many of our players have personally experienced violence or discrimination. It also takes a lot of courage to step out onto the pitch and say ‘Here I am, and I am entitled to be here’. At the ERC conference, our players trained alongside the activists and government representatives. There was a very special moment: our players stood in a circle and the UN expert on LGBTQI+ issues spoke to thank them for their commitment, as well as the German embassy and a Mexican activist. It was very emotional. After all, this is not just about sport. Public recognition is very important to us.”



Guideline 4

CLIMATE DIPLOMACY AND EXTERNAL ENERGY POLICY

We recognise inequalities and vulnerabilities exacerbated by the climate crisis and counteract them through our climate diplomacy and external energy policy. Women and diverse societal groups are important stakeholders and leading players in our climate and energy diplomacy. We help to counterbalance the specific impact of the climate crisis on women and marginalised groups.

Women are vital stakeholders in the fight against the climate crisis – on the Federal Foreign Office team and around the world. This is why we support them in this important work – in the interests of everyone.

The impact of climate change does not affect all people in the same way. According to the United Nations, in 2021 up to 80% of the people forced to flee their homes due to climate-related disasters were women. Refugee women and girls are more frequently affected by sexual violence and exploitation. Members of marginalised groups face distinct burdens. During droughts, women are forced to venture into unsafe environments to fetch water more often than men and are at increased risk of sexual violence. Some studies suggest that the danger of dying as a result of climate events is many times greater for women.

We want to help to counterbalance the inequalities and vulnerabilities that have been exacerbated by the climate crisis and resulting crises. This brings us full circle, back to our efforts to achieve the UN Sustainable Development Goals.

We also want to improve the situation of women and marginalised people via the energy transition as a backbone of climate action. According to OECD studies, women are more frequently affected by energy poverty worldwide. The phase-out of fossil fuels and the associated restructuring of fossil-fuel-based economic models offers opportunities we wish to seize. Feminist external energy policy that explicitly addresses women and marginalised groups is not only more inclusive, but can add disproportionate ecological and economic value and make an important contribution to effective climate action.

Feminist foreign policy is consistently pursued in formats such as the UN Framework Convention on Climate Change and the Climate Change Conference (COP) and negotiations on the Global Biodiversity Framework as well as in the context of projects by the Climate for Peace initiative. We involve local groups and Indigenous communities in decision-making processes.

Our approaches and selected projects

- ***Gender mainstreaming in all global climate processes:*** At COP27 in November 2022, we continued to champion the UNFCCC Gender Action Plan and its implementation. We have established a National Gender and Climate Change Focal Point at the UN Climate Change Secretariat. In addition, we finance projects by the Climate Secretariat that aim to reinforce and further develop gender competencies.
- ***Formulating a strategy:*** We are currently taking the lead role in drafting a Federal Government strategy on climate diplomacy, in which the concerns of women and diverse societal groups are firmly enshrined.
- ***Gender equity as a guiding principle:*** We are consistently implementing the Federal Government's gender strategy for the International Climate Initiative. Gender equity is enshrined in the strategy as a guiding principle for the funding of measures in the areas of climate action, climate adaptation and

biodiversity protection. In concrete terms, this means that all projects are assessed for their impact on women and marginalised groups. If there is a risk of a negative impact, we will oblige the implementing agencies to institute safety mechanisms.

- ***Gender-responsive energy and climate projects:*** In the Sahel region, for example, we are supporting a project as part of the International Climate Initiative to replace diesel generators with solar panels in refugee camps and other humanitarian assistance facilities. Not only will the project prevent 18,000 tonnes of CO₂ emissions, but it particularly benefits women and children, as they comprise about 70% of residents of UN refugee camps.
- ***The EU's Khartoum Process:*** While serving as chair of the Khartoum Process, a platform for political cooperation amongst the countries along the migration route between the Horn of Africa and the EU, beginning in the spring of 2023, we will be placing an emphasis on the climate dimension of flight, displacement and migration. We will dedicate particular space to women's and girls' needs for protection. Contributions by women will play a central role in our chair's planned segment on climate change and human mobility.

Feminist foreign policy in practice:

United Nations Commission on the Status of Women – embedding women’s rights in climate action

Taking into account the gender dimension of climate change and ensuring women’s active participation are crucial aspects of human-rights-based and gender-equitable climate policy. At the same time, women are under-represented at negotiations regarding climate action, adaptation measures and the like. In 2022, we used our co-chair of the 66th session of the Commission on the Status of Women, the United Nations’ core body in the area of gender equality, to address this dilemma:

- *In the negotiations under our leadership, for the first time ever, the member states adopted concrete measures to strengthen women’s rights in efforts to tackle climate change and agreed on approaches for the consistent inclusion of women and girls in the fight against the climate crisis.*
- *The final document not only credits young women’s commitment as climate activists, but also emphasises the important role of men and boys in the fight against stereotypes and discrimination – because equality is a task for society as a whole that benefits people of all genders.*

Guideline 5

FOREIGN TRADE AND INVESTMENT POLICY

We build networks in international economic policy and promote the participation of women and members of marginalised groups in economic processes. We work towards international standards to contribute to a fair and safe digital world and to ensure that the use of artificial intelligence is gender-equitable and discrimination-free by design.

Equal participation by women and marginalised individuals in the formal sector of economic life is a core objective of feminist foreign policy. In 2021, according to the International Labour Organization, only 47% of women worldwide participated in the workforce. On average, they earn 20% less than men for the same work. The entrepreneurial potential of half of humanity is also far from exhausted. By contrast, the informal sector is dominated by marginalised people, with little social protection and often precarious working conditions. This is one reason why women and marginalised groups are impacted by poverty with particular severity.

Against this backdrop, economic empowerment is both a fundamental issue of fairness and a driving factor of innovation and growth. Studies have proven the connection between economic equality and sustainable growth. Unequal economic conditions foment political instability. Ending these conditions is a mission of feminist foreign policy.

Our approaches and selected projects

- **WEP initiative:** With the Women in Economic Policy (WEP) initiative, we want to improve network-building and visibility for women in international economic policy. The WEP is an international network with more than 550 members from German federal ministries, G20 ministries of foreign affairs, the business community, international organisations and think tanks.
- **Dialogue and network-building:** At selected missions abroad, we are setting up dialogue forums and networks focusing on feminist foreign trade and investment policy. We will work closely with thought leaders on feminist economic relations and facilitate discussion of best practices, for example regarding feminist aspects of trade and financial matters. We will link the WEP with networks of entrepreneurs that we establish or support in selected countries.
- **Economic empowerment:** We embed feminist approaches in our promotion of foreign trade and investment. In Europe, we want to contribute to integrating gender-specific aspects into EU trade policy. In the World Trade Organization (WTO), we will support the implementation of the Joint Declaration on Trade and Women's Economic Empowerment and assist the work of its Informal Working Group on Trade and Gender.
- **Business and human rights:** Women and members of marginalised groups are particularly frequently affected by human rights violations in supply chains, especially in the textile and agricultural sectors. When revising our National Action Plan on Implementation of the UN Guiding Principles on Business and Human Rights, we will therefore give even greater consideration to their rights as well as gender-specific risks in economic processes. We are also committed to ensuring that, following our own ratification, other countries ratify ILO Convention No. 190 on Eliminating Violence and Harassment in the World of Work.

- **Technological gender gaps:** We advocate worldwide for a fair, free and safe digital world. This foregrounds a gender-equitable and discrimination-free paradigm of digitalisation. We are committed to online regulation that makes digital spaces safe for all people and free from hate speech. We advocate for women and marginalised groups to receive equitable participation and access to resources in the development and regulation of new technologies. We are also advancing this issue in the United Nations Commission on the Status of Women.
- **Artificial intelligence:** As chair of the Freedom Online Coalition's Task Force on AI and Human Rights, we are working on developing guidelines for the gender-equitable development and use of artificial intelligence. At the Internet Governance Forum in Addis Ababa in November 2022, we discussed this set of problems with partners in a panel we set up. With our initiative, we want to help reduce the risk of gender-based disadvantages in the use of AI-driven algorithms.



In Nigeria, we are currently supporting a project by the organisation Women for Women International Deutschland furthering equality, participation and human rights. Aishatu (left) and her daughter Ummi describe their experiences with the Women for Women International programme:

Aishatu: “As is customary in my community, I had considered marrying off my daughter before she completed her secondary education. But my views shifted after I joined the Stronger Women, Stronger Nations programme. I learned about the dangers to which I would be exposing my daughter. I realised that I would also be violating her human rights, just as mine were violated many years ago. So I decided to teach my daughters what I had been taught.”

Ummi: “My mother taught me the importance of education. Education will enable me to make good decisions in my home and in my community. Although some people in our community have been pressuring my parents to marry me off, my parents fully support me completing my education. I plan to complete a medical training course after secondary school before I think about getting married.”

Guideline 6

CULTURAL AND SOCIETAL DIPLOMACY

We promote equitable representation of and participation by women and marginalised people in society. We advocate for better visibility of marginalised people in art and culture, research and science, education and media. We offer protection to vulnerable groups.

Culture, science and research, education, sport and media are drivers of social development. Women take leadership roles in all of the world's countries. The participation of women and marginalised groups in these core areas of social coexistence strengthens resilience, nurtures human potential in society and thus plays an important role in our feminist foreign policy. Our worldwide partners' networks offer platforms that make it possible to bring feminist foreign policy into societies, present it to the people and engage in dialogue with them.

To increase our structures' and processes' diversity and openness for the long term, we are commissioning a comprehensive and independent scientific study that will identify exclusionary mechanisms and structures and suggest strategies to remedy them. Based on this study, we will develop strategic approaches for more diversity in all areas of societal diplomacy.

Our approaches and selected projects

- ***Creating safe spaces:*** We want to create space and safety for the diversity of social perspectives. Especially in authoritarian societies, these spaces – often in a physical sense – are essential. In many countries, Goethe-Instituts play a valuable role as safe spaces and as meeting places for vulnerable groups and have a major impact within their host societies. In the Sudan, we support the Goethe-Institut's Women Hub and create space for women to work and build networks.
- ***Supporting vulnerable people:*** Members of critical civil society are exposed to discrimination and threats in many countries. We therefore organise and fund protection programmes for vulnerable groups of people and professions. These include the DAAD's Hilde Domin Programme for at-risk students and doctoral candidates, the Alexander von Humboldt Foundation's Philipp Schwartz Initiative for at-risk researchers, the Martin Roth Initiative run by ifa (Institut für Auslandsbeziehungen), which provides financial support for at-risk artists and cultural professionals with temporary protection stays and creative residencies, and the Hannah Arendt Initiative for journalists.
- ***Promoting openness in culture and media:*** We advocate for greater visibility for marginalised people in art, culture and the media. We support training and network-building for media professionals as a contribution to supporting international press freedom and constructive, high-quality reporting on issues such as the climate crisis, anti-discrimination efforts and LGBTQI+ rights. We promote equal access to information, digitalisation, creative industries and gaming.
- ***Making German schools abroad places of diversity:*** At the German schools abroad and our more than 2,000 partner schools, we are committed to embedding diversity and combating discrimination. All 135 German schools abroad are supported and advised by the Central Agency for Schools Abroad on how to make their schools safe spaces and places of diversity. In addition, we support online further training programmes to bolster female teachers as well as simulation games against sexism and discrimination.

- **Reflecting on our own history:** A self-critical look at one's own history is part and parcel of feminist societal diplomacy. This includes an approach that reflects post-colonial realities. We fund scholarships for academics from the former German colonial regions to research German colonial history and its impact. We review our activities' topics and content for discriminatory language. We consider the areas in which we need to reconfigure societal diplomacy and open it up more to questions about diversity's multifaceted forms.



In Tartagal, Salta, Argentina, we are supporting the Indigenous women's organisation ARETEDE, which operates its own radio station where Indigenous women can address cultural issues and social or ecological problems. Some communities there are affected by soil degradation and (forced) resettlement to make room for soya cultivation, among other problems. The radio station also functions as a community centre for Indigenous women and a place for them to spend the night.

Felisa Mendoza and María Miranda: *“We are an Indigenous organisation run by women from the Wichí, Guaraní, Toba/Qom and Chorote peoples. As an outcome of more than 20 years of work, we now have a community radio station called La Voz Indígena (The Indigenous Voice), a medium that broadcasts daily about our situation with regard to territorial dispossession and the struggles our communities are engaged in. The problems of deforestation and the encroachment of agricultural borders further and further into our region have grown into a permanent crisis situation. Through the radio station, we have been able to take the floor denied to us in the media, in order to speak in our own languages, describe our problems, sing our ancestral songs and, above all, represent ourselves.”*



*Guidelines for how we
work at the Federal
Foreign Office*



Credible feminist foreign policy must also look inwards. We seek to exclude any form of disadvantage arising on the basis of gender or other characteristics such as disability, age, ethnic or social origin, sexual orientation, skin colour, religion or worldview. We want to promote gender equality, diversity and inclusion exhaustively within our own institution and embed them as cross-cutting issues. Our target is an internal culture that is free of discrimination, one that values our employees' diversity, nurtures it and harnesses its potential.

Guideline 7

We work for gender equality, diversity and inclusion in the foreign service. We continually evaluate our internal structures and processes and adapt them as needed. We contribute to the advancement of diversity and participation within the Federal Government. We steadily increase the share of women in senior positions. We support members of our service in their individual life situations. Our human resource management takes into account the needs of our employees.

The Federal Foreign Office's seconded staff work in more than 200 locations around the world, experience their professional and private lives in very different countries and cultures, and work closely with their local colleagues at the missions abroad. The ability to engage with societal and individual diversity in an appreciative and unprejudiced manner is therefore one of our core concerns.

We are implementing the goals of the Federal Act on Gender Equality and the General Act on Equal Treatment. In this process, we are aware that considerable efforts lie ahead of us, especially when it comes to the representation of women in leading positions in our service. Presently, still only 27% of our missions abroad are headed by women. We will correct this imbalance as quickly as possible, doing what was not done over many years.

We are breathing life into the Diversity Charter, which we signed in 2014. In 2021, the Federal Foreign Office became the first federal ministry to adopt its own diversity strategy: “Diverse Germany, diverse diplomacy!”. Promoting gender equality and diversity is the responsibility of all employees. The Gender Equality Representative and the newly created Division for Gender Equity and Diversity actively support the employees in this.

A foreign ministry depends on the ability to deploy its employees worldwide. Rotation – shifting between our headquarters and the missions abroad – is the basis of our work. Regular international relocations entail particular burdens, both for our employees themselves and for their families and friends. We want to enable our employees to reconcile rotation with their individual life situations and life plans as fully as possible.

This requires working conditions in Germany and abroad that are arranged so as to make professional and private life compatible. After all, we not only want to attract the best junior staff, we also want to retain them – regardless of their gender, their origins or other aspects of their background.

How are we implementing this?

- ***Making gender equality, diversity and inclusion into visible values:*** Our more than 200 missions abroad worldwide help to make the importance of gender equality, diversity and inclusion visible by organising events on these topics and taking them into account when planning programming for visiting delegations from Germany. In our view, efforts on behalf of diversity are inextricably linked to German foreign policy’s commitment to strengthening democracy, the rule of law and human rights. This commitment is stipulated in our Diversity Strategy and will be incorporated into our future Code of Conduct.

- ***Adjusting internal structures and processes on an ongoing basis and embedding support institutionally:*** As part of our human resource management, we have created the Division for Gender Equity and Diversity, which is also the contact point for complaints under the General Act on Equal Treatment.
- ***Championing diversity and inclusion within Germany as well:*** We actively support additional Federal Government plans and projects, among them increasing the share of women in senior positions in the public service, the Participation Act, the Diversity Strategy for the public administration, improving the participation of eastern Germans, supporting queer life in Germany and expanding digital accessibility and building accessibility.
- ***We take family concerns into account when deploying our staff abroad. We break down obstacles preventing LGBTQI+ employees from taking up a posting abroad together with their family.*** Through flexible working conditions at the missions abroad, we want to ensure that employees have more time to spend with their families. We want to make it possible for employees whose families wish to stay in Germany to commute between the location where they are posted and their family's place of residence. We are actively working to ensure that accompanying partners can find suitable work.
- ***We ensure that our employees with severe disabilities can work abroad:*** We are gradually making our 226 missions abroad accessible.
- ***We are breaking new ground:*** For example, two German embassies abroad are currently run by married couples on a job-sharing basis. For single parents and other single individuals, moving between home and abroad poses special challenges. We will therefore examine our regulations in order to enable a more individualised approach when responding to the needs of our employees and supporting them in the future.

- **Context-sensitive staff assistance and crisis preparedness for local employees:** Almost half of Federal Foreign Office employees are local employees at the missions abroad. They reside permanently in the host country, are firmly rooted there, speak the language and are familiar with the local conditions. The Federal Foreign Office takes their special concerns into account, considering them both in relation to the local situation and in a global context.

Feminist foreign policy in practice

More women in senior positions

The federal administration has the shared target of achieving equitable participation in senior positions by women and men by the end of 2025. The Federal Foreign Office will have to cross many hurdles to accomplish that. That is why we are working on all stages of the career path, from recruitment and training to the compatibility of work and family life to our promotion policy. In the process, we are considering gender equality and diversity in conjunction with one another; our approach is intersectional.

Where do we currently stand?

At present, 49.8% of our employees are women.

Of the three highest-ranking civil servants at the Federal Foreign Office, the state secretaries, two are women. As of December 2022, five of the eleven Directorates-General were run by women. High-ranking senior positions such as the Inspector-General and the head of the Foreign Service Academy are also occupied by women.

Currently, 27% of the total of 226 German missions abroad are headed by women.

From 2021 to 2022, we increased the share of women in senior positions in the higher service by almost 3 percentage points to 26%.

In the higher service and the higher intermediate service, taken together, the share of women in senior positions at the Federal Foreign Office currently lies at around 34%. Most senior staff are in the higher service, where the share of women is currently only 39% compared to 37% in 2021. In addition, there are important senior positions in the higher intermediate service, such as the consuls of cities including Sibiu and Timișoara, Romania. At major embassies such as those in Beijing and New York, numerous women employees in the higher intermediate service supervise the entire internal administration, the legal and consular section with up to 60 employees, or specialist departments, for example.

However, the share of women among Heads of Division in the higher service (at home and abroad) is just 26%. We are therefore continuing to work on a comprehensive and continuous basis to achieve parity at all levels of the hierarchy.

Guideline 8

We ensure equal opportunities and a discrimination-free working environment. We enable flexible working arrangements and ensure that part-time work or parental leave does not have a negative impact on an employee's career progression. We show zero tolerance for sexual harassment and sexism, which have no place in the foreign service. Those affected receive all necessary support from us. We consistently place our focus on intervention and prevention.

As an employer, the Federal Foreign Office welcomes and values all employees, regardless of their protected characteristics. True equality of opportunity, however, means more than merely avoiding discrimination. It also means ensuring the underlying conditions are such that everyone has the same opportunities for recruitment and promotion, regardless of gender, age, disability, ethnic or social origin, sexual orientation, skin colour, religion or worldview. This goes hand in hand with ensuring that those who make decisions on recruitment and promotion have competencies in matters of gender equality and diversity.

Anti-discrimination also requires taking decisive action against sexual harassment. The #MeToo debate has clearly demonstrated that sexual harassment is a feature of many people's day-to-day lives. One thing is clear: every single case is one too many and will not be tolerated. We therefore effectively counter sexual harassment of employees of any gender and are establishing an internal culture in which sexism has no place.

How are we implementing this?

- ***Equal opportunities in access:*** In order to ensure equal opportunities in recruitment, we continuously analyse and adapt our selection procedures, carry out written tests anonymously and staff our selection committees with gender parity and incorporating other aspects of diversity to the greatest extent possible. We train them to reflect on unconscious bias and to assess applicants objectively and without prejudice.
- ***Equal opportunities in promotion:*** Equal opportunities are also essential with regard to promotions. The workforce consists of 50% women, but the share of women in senior positions lies at only around 34%. It is important to us that women can climb the career ladder just as quickly and as high as men. To ensure that parental leave and part-time work do not have a negative impact on the career paths of women and men, the Federal Foreign Office will in future use a career tracking tool developed specially for its own use.
- ***Guaranteeing employees' gender and diversity competencies:*** We are strengthening our workforce's gender equality and diversity competencies for the long run. As early as the recruitment process, we evaluate whether applicants possess gender equality and diversity competencies. During training, we will train newly hired colleagues in gender equality and diversity issues. In future, all new senior members of staff will undergo training in which they come to grips with prejudice and privilege and are prepared more intensively than in the past to lead diverse teams (anti-bias training). We consider acquiring these competencies to be a lifelong task; they are constantly being imparted, tested and expanded in mid-career staff training, both at Head Office and at our missions abroad.

- **Collegial training:** In the course of their professional careers, seconded colleagues are familiarised with countries that may be very different from one another. In future, in order to be able to understand and appreciate all the cultural specificities of a given host country, the Federal Foreign Office will draw even more on the knowledge and experience of local employees, who can advise and assist their newly arrived colleagues as they settle into the host country (onboarding).
- **We provide comprehensive support to those affected:** We offer confidential counselling, psychological support and avenues for lodging official complaints to those who have been the victim of sexual harassment in a professional context. We also facilitate access to our complaints board for those local employees who do not speak German. Anonymous complaints will be possible in future. Our care and counselling services are also available for those who find themselves accused of sexual harassment. Even while a complaint procedure is still underway, protective measures can be taken to alleviate a taxing situation.
- **Zero tolerance:** Any form of sexual harassment is prohibited and will not be tolerated! We also make it clear to our partners that we are committed to providing a working environment free of discrimination and sexual harassment.
- **Intervention and prevention:** We raise awareness of the precise nature of sexual harassment. We train our staff on how to respond to sexual harassment and sexism. We see to it that our support services are widely known. The planned Code of Conduct will also include a chapter on sexual harassment and bullying.

Feminist foreign policy in practice

Equal opportunities project

*Organisations can have weaknesses that prevent problematic structures from being identified. With this in mind, we commissioned the Fraunhofer Center for Responsible Research and Innovation to conduct the equal opportunities project *Chancengleichheit gestalten*. For one year, the Fraunhofer Center evaluated how equal opportunity, and thus the goals of our feminist foreign policy, can be promoted even more vigorously within our institution. As part of the project, the Fraunhofer Center developed various videos to encourage viewers to reflect on unconscious bias, pigeon-holing and equal opportunity.*

Guideline 9

We promote diversity within our own ranks. We view diverse teams as enriching our work. We create more positions in Germany that are not subject to rotation, thus securing expertise for the long term. We cultivate the gender and diversity competencies of our colleagues, especially those with senior roles, in initial and mid-career staff training programmes.

We represent Germany abroad. For us, feminist foreign policy means that the diversity of German society is also reflected in our own ranks. After all, this is the only way we can credibly project an up-to-date image of Germany.

How are we implementing this?

- **Promoting diversity at the Federal Foreign Office:** Our junior staff recruitment campaigns and the texts of job advertisements encourage women and members of under-represented groups to apply for positions at the Federal Foreign Office. We appear at junior staff recruitment events that specifically cater to women and under-represented groups, such as the herCAREER and Women & Work career fairs. We organise dedicated information sessions for these target groups and work closely with organisations, such as the German Foundation for Integration (*Deutschlandstiftung Integration*), that assist members of under-represented groups with vocational training, university studies and starting a career. Together with the Cliché Free Initiative, which the Federal Foreign Office signed on to in August 2022, we are working to ensure that applicants are equally interested in all jobs at the Federal Foreign Office.
- **Enabling employment without rotation:** The Federal Foreign Office already consists of more than only generalists who rotate to a new post every three to four years. At our missions abroad, our local employees are the dependable experts; at home in Germany, professionals in the specialist and

foreign service career strands work in the Language Service, the Political Archive, the Health Service and IT, for example. Beginning in 2023, we will open up additional positions in Berlin and Bonn for experts whose specialised knowledge we require on an ongoing basis. This way we will enable people who do not wish to rotate for various reasons to work at the Federal Foreign Office in future, thus promoting diversity in the workforce.

- ***Establishing appreciation for diversity as a management responsibility:*** In order to firmly anchor gender equality, diversity and inclusion as values in the organisation, in future the Federal Foreign Office will incorporate this commitment into its guidelines for good leadership, the core reference for its senior staff, and a Code of Conduct. We will assist our senior staff with promoting and valuing diversity in their teams.

Feminist foreign policy in practice

How diverse are our employees?

Different groups of employees work together in the foreign service. Around 50% of the Federal Foreign Office's workforce are locally recruited staff at our missions abroad. Of the remaining half, around 80% regularly rotate between Germany and the missions abroad as seconded staff. In addition, specialists also work for the Federal Foreign Office, for example in the Language Service, the Political Archive and IT.

Diversity is increasing in all these employee groups. Half of the workforce at the Federal Foreign Office are now women. However, the proportion of women remains uneven across the different departments and levels of the hierarchy. According to an employee survey conducted by the Federal Institute for Population Research, the proportion of employees with an immigrant background among Federal Foreign Office secondees is 14.7% (compared to 27% in the German population). Here, too, the distribution is uneven across the different working areas and hierarchical levels. The local employees at the missions abroad have approximately 150 nationalities; 80% of them do not have German citizenship. Furthermore, there are about 300 employees with severe disabilities working among the seconded staff, of whom about 30% are currently on assignment abroad. The distribution of these staff is particularly uneven across the different areas and hierarchical levels.

We want to identify and eliminate disadvantages within our organisation. To this end, we are working closely with our employee networks: Rainbow, the informal association of LGBTQI+ individuals and their partners, founded in 1994; frauen@dipl.e.V., the women's association of the Federal Foreign Office, founded in 2018; the Diplomats of Color network, consisting of employees who have experienced racism or discrimination on the basis of their cultural, ethnic or religious backgrounds, founded in 2019; and inklusiv, the network of and for people with disabilities, founded in 2022.

Guideline 10

We encourage dialogue and network-building. We further develop feminist foreign policy in dialogue with civil society, citizens and international partners.

What else can we do to promote gender equality and diversity? This is not only a question for us. We are in close dialogue on these issues with other federal authorities, the Länder and the municipalities as well as with civil society. A characteristic feature of the foreign service is rotation, which has a decisive impact on employees' work; hence, exchanging ideas with other foreign ministries also plays an important role. As part of our Training for International Diplomats, we offer a forum for regular exchange on feminist foreign policy and on issues of gender equality and diversity. Equally important to us is engaging in dialogue with civil society in order to learn from others, listen to them and address their concerns.

*Feminist foreign
policy instruments*

With these guidelines, we are embedding feminist foreign policy within all foreign policy areas and promoting a discrimination-free internal culture that values and promotes diversity. We understand feminist foreign policy as a mode of action and a cross-cutting responsibility. We want to enable our colleagues in Germany and abroad to translate it into action in their own working areas.

We are creating the appropriate instruments and standards for comprehensive *mainstreaming*. We want to direct our financial *resources* accordingly and extend the reach of feminist foreign policy with the help of *multipliers*. Finally, we will enable a continuous evaluation of feminist foreign policy through *monitoring*.

Mainstreaming

Mainstreaming feminist foreign policy means introducing a “feminist reflex” into all foreign policy fields of action and into all working areas within our service. To this end, we are creating instruments and standards.

- Feminist foreign policy requires top-level attention. The Federal Minister for Foreign Affairs and the senior staff of the Federal Foreign Office will treat it as such.
- We will appoint an Ambassador for Feminist Foreign Policy. The Ambassador will ensure the mainstreaming of feminist foreign policy. She will further develop the guidelines and see to their implementation. She will generate ideas, offer advice and cultivate networks. She will be assigned to run a Feminist Foreign Policy Section, which we have already set up. There will be set contacts for feminist foreign policy within all Directorates-General of the Federal Foreign Office and at our missions abroad. A high-ranking steering committee in the Federal Foreign Office will oversee these guidelines' implementation, soliciting input and feedback from representatives of civil society.

- We will strive to see the principles of feminist foreign policy integrated into all foreign policy strategies. This particularly holds for core strategy papers such as the Security Strategy, the China Strategy and the Federal Foreign Office's climate diplomacy strategy.
- We will increase the gender competencies of our colleagues through mid-career staff training courses for all career strands in our service. We will embed feminist foreign policy in all compulsory mid-career staff training courses for our service in order to cultivate a "feminist reflex".
- Whenever possible, the Foreign Minister's trips will include scheduled meetings with women's networks or representatives of marginalised groups. We will strive for gender parity in the accompanying delegations from the realms of business, civil society and politics. We began to establish this practice in 2022.
- We are taking a parity pledge for events in Germany and abroad: we commit to adhering to a parity corridor for panel events and invitation management in future. Observance of this corridor will be a factor in our decision of whether to participate in events.
- We will use international days of action to draw attention to the concerns of women, girls and marginalised groups – via social media, exhibitions and workshops. In dialogue with their host governments, our staff at the missions abroad will raise these concerns.
- As an extra incentive for commitment to feminist foreign policy, we are creating a Best Feminist Practice prize, which will be awarded annually to initiatives set up by our staff.

Feminist foreign policy in practice

Mainstreaming in the legal and consular work of the Federal Foreign Office

In 2022, the Legal Directorate-General of the Federal Foreign Office reviewed the consular procedures at the missions abroad. In order to improve support for women and marginalised groups, the following projects will be implemented:

- *Women and persons in particularly dangerous situations will be given special consideration in the context of humanitarian admission programmes, resettlements and proposals by the Federal Foreign Office for individual admissions pursuant to section 22 (2) of the Residence Act (AufenthG).*
- *When organising the visa procedure, special, gender-sensitive attention will be paid to concrete dangerous situations.*
- *The revised instructions on assistance for Germans abroad will emphasise that individuals affected by (sexual) violence are to be assisted discreetly, sensitively, empathetically and, whenever possible, by consular staff of the same gender. In certain configurations, for the sake of protection, possibilities for helping someone without involving their relatives and for waiving fees are to be further facilitated. A particular emphasis will be placed on involving psychotherapists and referring individuals to support organisations and specialist counselling centres.*
- *When circulating lists of law firms that provide legal advice to Germans abroad, the missions abroad will ensure that lawyers from marginalised groups are also listed among the contacts.*
- *The legal and consular sections of the missions abroad will intensify dialogue with their host countries to overcome existing discrimination and improve assistance to people in need.*

Multipliers

We want to attract multipliers worldwide. By promoting networks all over the world, we aim to leverage the resources we deploy. In Germany, we want to campaign for the necessary support for feminist foreign policy.

- Since taking office, Foreign Minister Baerbock has established a network of foreign ministers who are women and/or have feminist interests. Members of this network participated in the conference on feminist foreign policy that the Federal Minister hosted in Berlin in September 2022, for example. We want to further consolidate and expand this network and use it to coordinate joint feminist action on specific issues and occasions.
- We will form networks at the European level. A regular dialogue in the run-up to the Foreign Affairs Council meeting will be used to help formulate feminist perspectives on current issues related to the Common Foreign and Security Policy; in the run-up to the General Affairs Council meeting, this can help to pave the way for the inclusion of feminist approaches in the discussions on the rule of law in the EU and in the negotiations on the EU budget.
- We support regional women's networks. The network Unidas brings women and women's movements in Latin America, the Caribbean and Germany into contact with each other and bolsters them in their commitment to equality and women's rights. In 2022, the Foreign Minister awarded the very first Unidas Prize for Women's Rights and Democracy. With the African Women Leaders Network, we are supporting a networking platform for African women who have senior positions in politics, business, science and society. We want to promote similar networks of women and marginalised groups in other world regions.

- Human rights defenders, many of them women and representatives of marginalised groups, are exceptional multipliers for feminist foreign policy. In some countries, however, their freedom of action is severely curtailed. The Elisabeth Selbert Initiative, which we fund, provides threatened human rights defenders from all regions of the world with safe spaces which they can use to cope with trauma and to network and further develop their professional skills.
- With approaches tailored to the specific local context, our missions abroad will involve committed multipliers on topics of feminist foreign policy in discussions and events, create networking spaces and review existing networks for any forms of exclusion. We will do this especially in places where the scope for civil society engagement is limited.
- We want to further intensify the dialogue with the many Germans who work in international organisations and we will work towards seeing more women selected for international senior positions. We will thus be fulfilling a mandate from the coalition agreement. We will do this by offering applicants individualised counselling, by supporting their applications and by channelling announcements of select vacancies into specific women's networks based on speciality. We will use the women in management network at our Permanent Representation to the EU in Brussels to offer targeted support for female applicants to the European institutions.



Feminist foreign policy in practice

Shaping Feminist Foreign Policy, an international conference at the Federal Foreign Office

Shaping Feminist Foreign Policy, an international conference held at the Federal Foreign Office on 12 September 2022, marked an important milestone for our feminist foreign policy. Nearly 500 experts and specialist audience members from all over the world contributed their views in assorted workshops and panel discussions. With her counterparts from Albania, Luxembourg, Norway, Rwanda and Sweden, the Federal Minister discussed how to apply feminist foreign policy to current foreign policy issues. An agreement was made with other high-ranking representatives from Canada, Chile, Finland, Israel, Mexico and the Netherlands to continue and expand the Berlin format at the ministerial level.

Gender Budgeting

One target of feminist foreign policy is to establish equal access to resources for all genders and marginalised groups. This must also be reflected in the budget of the Federal Foreign Office. A central instrument to this end is “gender budgeting”, which allows us to manage and document how political priorities are reflected in the allocation of resources. Gender budgeting also makes it possible to account for aspects of diversity and intersectionality.

We have already taken the first steps towards gender budgeting in human rights policy, in the cultural sector and in humanitarian assistance. In the Directorate-General for International Order, the United Nations and Arms Control, up to 50% of human rights project funds will be spent on projects to promote women and marginalised groups for the first time in 2023. In the Directorate-General for Culture and Society, we are currently developing the necessary procedures and standards with outside support. The Directorate-General for Crisis Prevention, Stabilisation, Peacebuilding and Humanitarian Assistance has set itself the target of deploying 100% of humanitarian assistance in, at the least, a gender-sensitive manner, and wherever appropriate in a gender-targeted manner, within this legislative period.

We will now continue down this path by establishing systematic gender budgeting throughout our institution on the basis of an inclusive concept of gender. We will thus be effecting a necessary paradigm change:

In a first step, we have already ensured that it will for the first time be mandatory to review gender categories based on OECD criteria for all project funding in the Federal Foreign Office’s 2023 budget. In 2023 this funding amounts to EUR 5.5 billion euro out of an overall budget of EUR 7.5 billion. This requirement applies equally – but not only – to the more than 60% of the Federal Foreign Office’s funding that is part of the Federal Government’s official development assistance (ODA). We are thus, for the first time, putting the Federal Foreign Office in a position to take budget decisions tailored to gender equality in all working areas in which project funding is allocated.

The aim for the future is to deploy all Federal Foreign Office project funding in such a way that it meets the standard of equal access to and utilisation of resources for women and men. In a second step, we are therefore setting ourselves the goal of applying gender budgeting to all Federal Foreign Office project funding by the end of the legislative period and gradually expanding it to the ministry's entire budget. We aim to allocate 85% of project funding on a gender-sensitive basis (based on GG 1 in the OECD's DAC category system) and 8% on a gender-transformative basis (based on GG 2) by 2025. At the European level, we will encourage the European Commission to strengthen its efforts towards systematic gender budgeting.

Monitoring

Feminist foreign policy must prove itself in practice. This is all the more true as we are in some cases entering uncharted territory with the policies formulated in these guidelines. In this process, mistakes are inevitable; criticism and corrections will be required. We therefore want to monitor progress and challenges in shaping feminist foreign policy continuously and evaluate them in a process of dialogue.

In the realm of peace and security, we will follow the monitoring and evaluation plan of the third national Action Plan for the Women, Peace and Security Agenda. This continuous monitoring process serves the function of reviewing the Action Plan and adjusting it as necessary. At the same time, it offers an opportunity for regular exchange with interested and specialist elements of civil society, such as the 1325 Coalition.

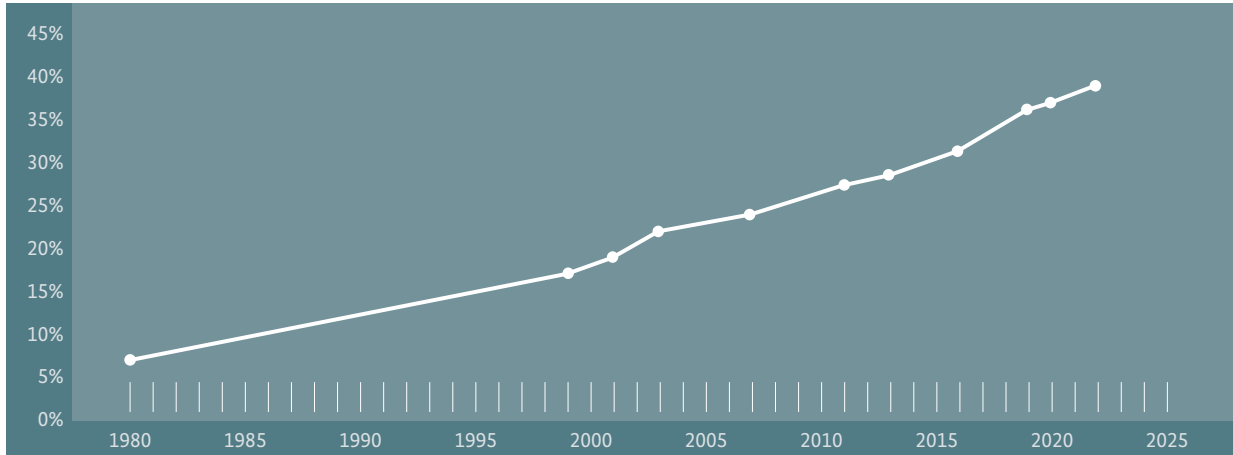
We want to further pursue the threads of discussion with academia and civil society which we began while developing these guidelines. We will therefore establish a forum for critical exchange with experts on all aspects of feminist foreign policy. The competent Minister of State as well as the Federal Government Commissioner for Human Rights Policy and Humanitarian Assistance at the Federal Foreign Office will support this exchange as a link to civil society. Through these formats, we aim to continue the dialogue and discuss and consider suggestions for the further development of our feminist foreign policy.

Data sheet:
*Women at the Federal
Foreign Office*

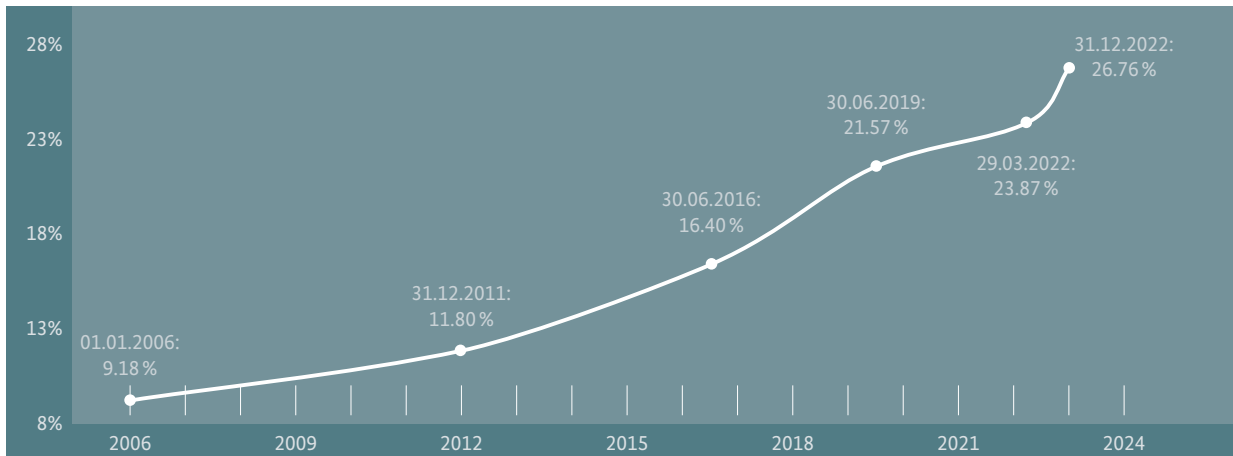
Women in senior positions

FFO refer- ence date	Share of women in %							
	among all employees	in the higher service	in all management positions in the higher service					
			overall	among State Secretaries	among Directors- General (Germany & abroad)	among Directors (Germany & abroad)	among Heads of Division (Germany & abroad)	among Heads of Missions abroad
30.12.2022	49.8	39.1	28.7	66.7	36.4	35.7	26.0	27.1
30.06.2022	49.4	38.3	26.1	66.7	35.5	31.3	23.8	23.0
30.06.2021	49.4	37.3	23.5	50.0	24.2	30.2	21.7	20.3
30.06.2020	49.5	36.8	23.1	50.0	21.9	26.4	22.2	19.4

Share of women in the higher service



Share of women in the pay brackets A16-B9



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