Context

- UN Women established
- ‘Keeping the Promise’, UN General Assembly
- UN Commission for Accountability and Transparency on Maternal and Child Health
- UNICEF Equity Re-focus
Background in UNICEF

- Evaluation of Gender Policy Implementation (2008)
- Management response and one-year plan (2009)
- Updated Gender Policy (2010)
- Strategic Priority Action Plan (2010-2012)
Elements of strengthened systems and capacity

- Gender Equality Marker
- Country programme gender reviews
- Gender in Management Team
- Gender Focal Point Teams
- Monitoring gender parity in staff
- Self Assessment Survey
- Gender in job profiles/descriptions
- Community of Practice/Internet/Intranet
- Gender in humanitarian programming guidance
- E-learning course
- Sex-disaggregated data
- Gender rosters
Progress against key indicators
MDG and MTSP Indicators

Uneven progress (see Data Companion to the Annual Report)

- Major progress in closing gender gaps in Primary Education enrolment/attendance ratios
- Increase in gender analysis in WASH
- But significant gender disparities on knowledge to prevent HIV infection
- Despite challenges, improved gender analysis and sex-disaggregated data on Child Protection
Country Programme Documents

Slight drop in meeting quality assurance standards
(independent review – based on a range of standard criteria)

Note: Average score of composite index of relevant CPDs.
Gender Reviews of Country Programmes

Rapid increase following Executive Directive

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<th>Year</th>
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Sex-disaggregated Data

- Greater emphasis on collection and analysis of data to highlight gender inequality and disparity

- Flagship publications and new dedicated compilation provide key gender indicators

- Some gaps in analysis, particularly intersections between gender and other forms of discrimination
Increase in familiarity with the new policy
Staff Performance Reviews

Gender equality not systematically discussed

- Only 6 per cent of staff discussed gender equality at length with their supervisors

However…

- Updated performance appraisal system encourages inclusion of gender targets and training for managers
- E-learning course on gender recommended
Gender Equality Marker

*Introduced after review of other agency experience*
Programme Budget Allocations
(as of May 2011)

- 49% of programme budget allocations contribute principally or significantly to gender equality results

SPAP Target: 75%
Programme Budget Allocations – by MTSP Key Result Area

(as of May 2011)

65% or more of budget allocations for gender equality results (principal or significant)

- access to and use of water and sanitation
- access to quality early childhood care and education
- better child protection systems to protect all children from violence, exploitation and abuse
- HIV partnerships, adolescent care and treatment
- support to children orphaned or made vulnerable by HIV and AIDS
- prevention of violence, exploitation and abuse by acting on social norms and values
- protection of children in armed conflict
- child nutrition

30% or less of budget allocations for gender equality results
UNICEF participation

- Inter-Agency e-learning course
- Inter-Agency fora on gender and humanitarian action
- UN joint support for CEDAW Reporting
- “Together for Girls”
- Joint programmes on GBV
- Joint programmes-MDG Achievement Fund
- Establishment of UN Women
- Improving gender statistics
- UNDG Action Learning Initiative for Gender Equality
- NGO partnerships to promote the rights of girls
Ways forward (1)

- UNICEF Re-focus on Equity provides major opportunity to advance gender equality

- Build on follow-up to the Gender Evaluation and the accelerated Action Plan

- Synergies and dynamic partnership with UN Women

- Leveraging and building upon the knowledge and experience of other leading partners
Ways forward (2)

- Priority areas for gendered results towards the MDGs/MD:
  - Quality assurance for planning documents
  - Gender reviews of Country Programmes (and components) to strengthen impact for girls, boys and women
  - Further analysis of data – including looking at intersections of gender with other forms of discrimination
  - Disaggregated monitoring of Strategic Results Areas
  - Further raising staff awareness regarding Gender Policy
  - Gender Equality in performance reviews
  - Successful application of the Gender Equality Marker