

Progress of Gender Equality Work in UNICEF

Informal Consultation, 24 May 2011

UNICEF Executive Board

Richard Morgan, Director, Policy and Practice

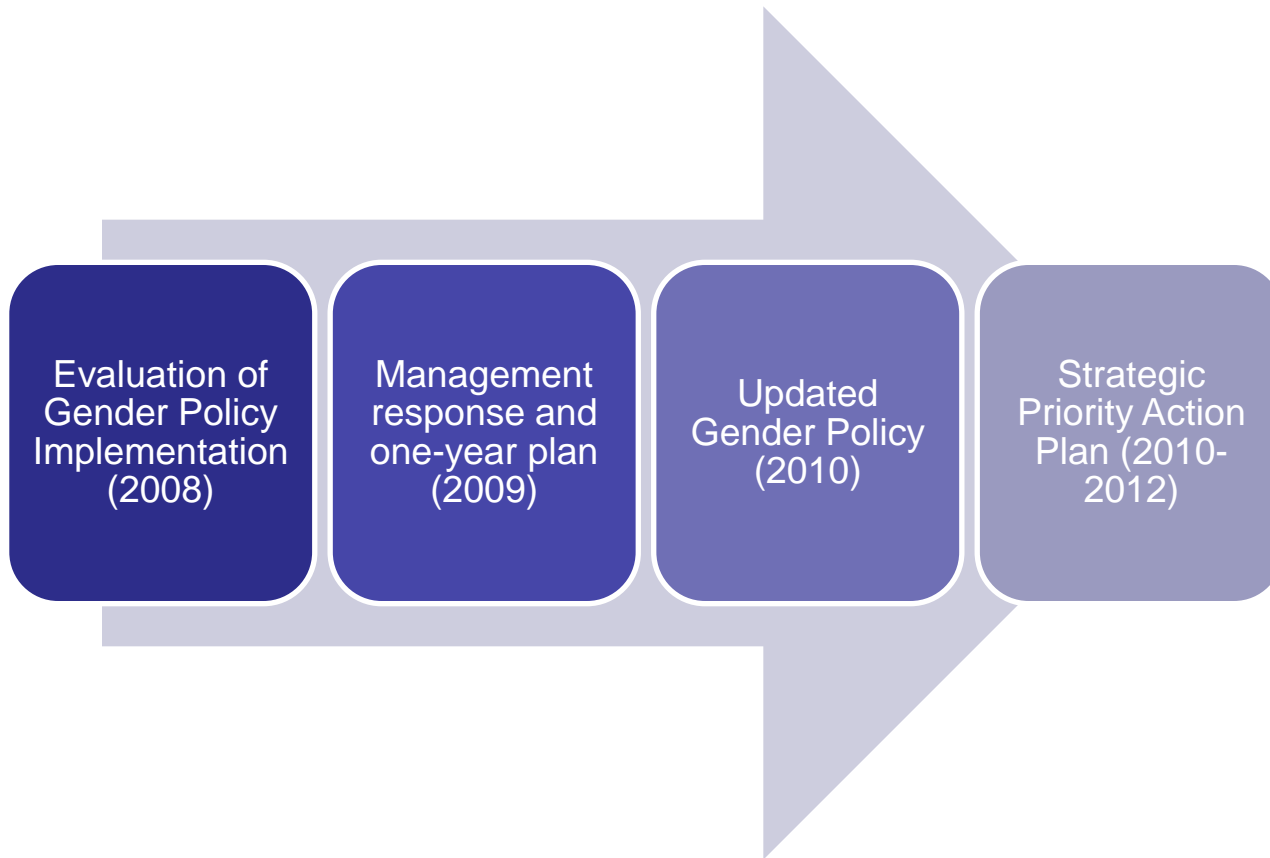
unite for
children

unicef 

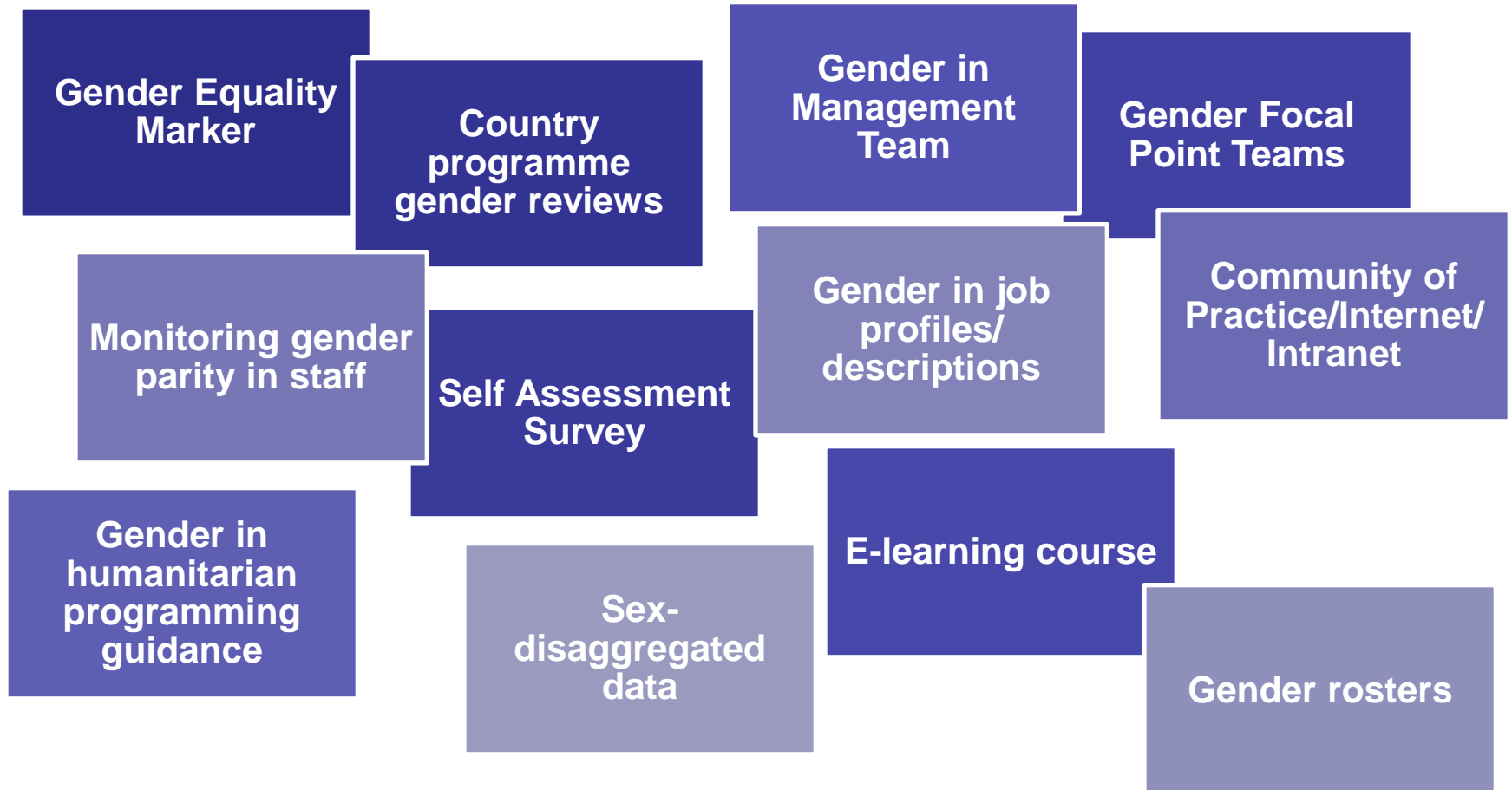
Context

- 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



Elements of strengthened systems and capacity



Progress against key indicators

MDG and MTSP Indicators

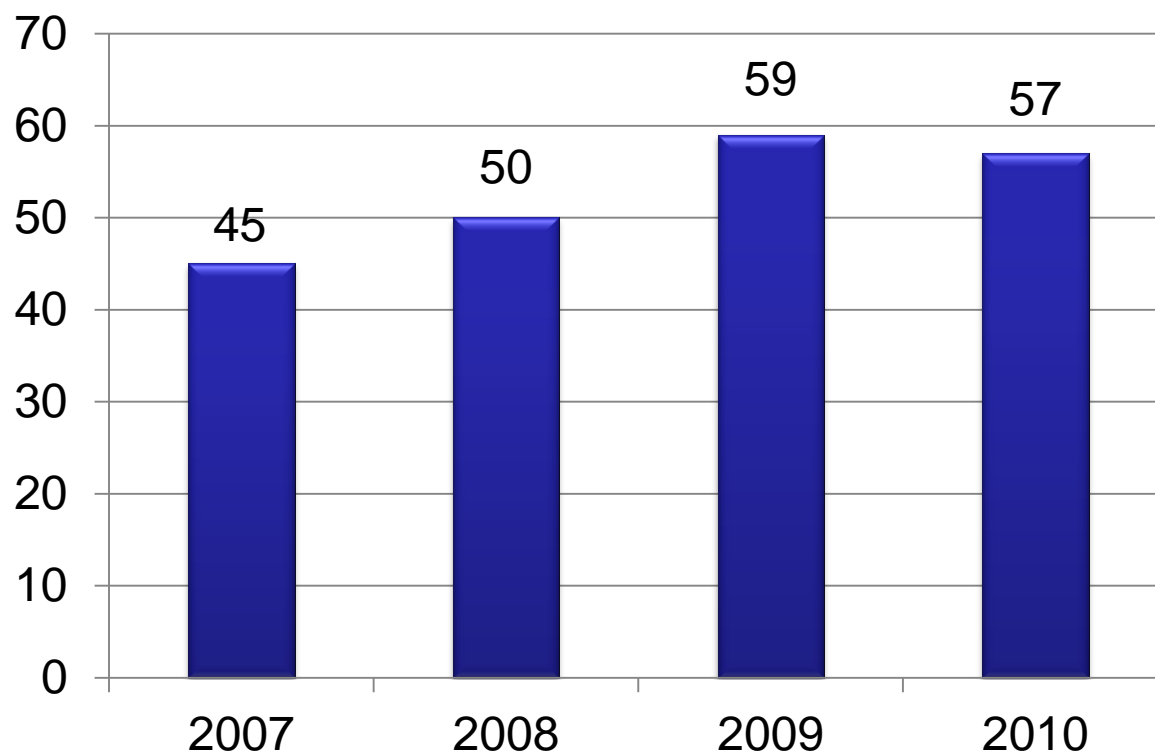
Uneven progress (see Data Companion to the Annual Report)

- 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

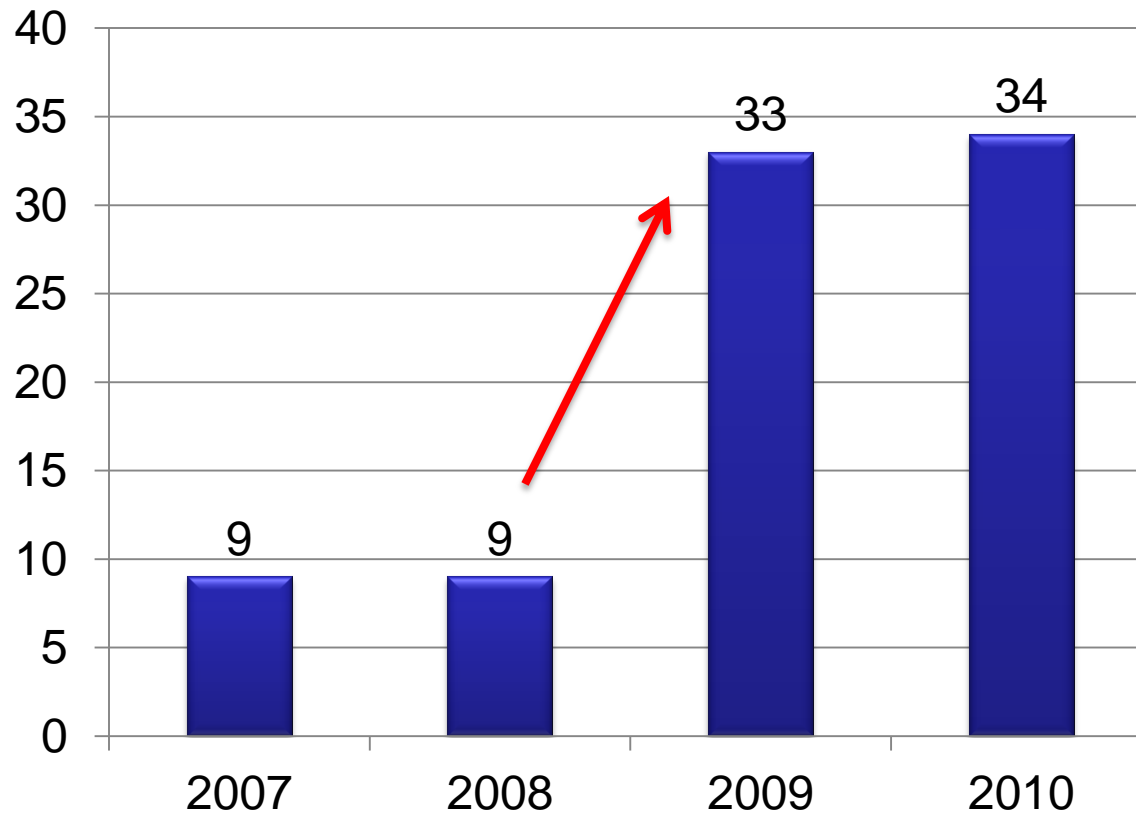
(independent review – based on a range of standard criteria)



Note: Average score of composite index of relevant CPDs.

Gender Reviews of Country Programmes

Rapid increase following Executive Directive

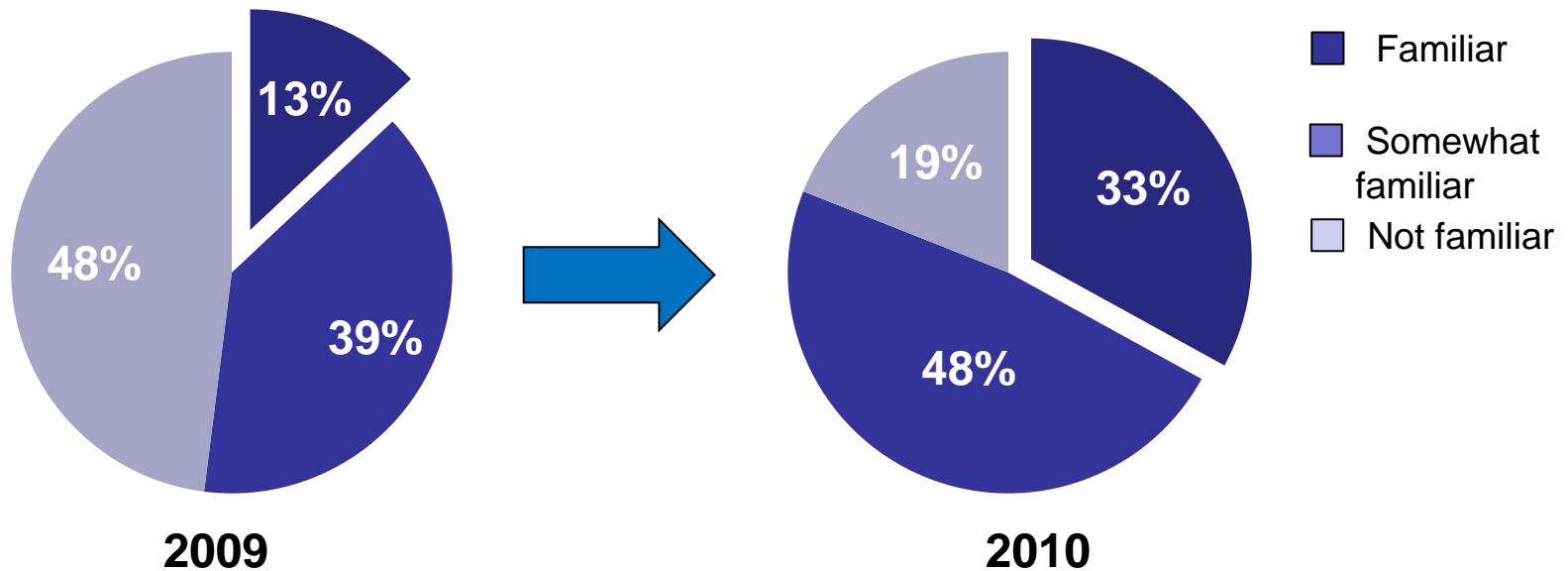


Sex-disaggregated Data

- 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

Gender Policy

Increase in familiarity with the new policy



Staff Performance Reviews

Gender equality not systematically discussed

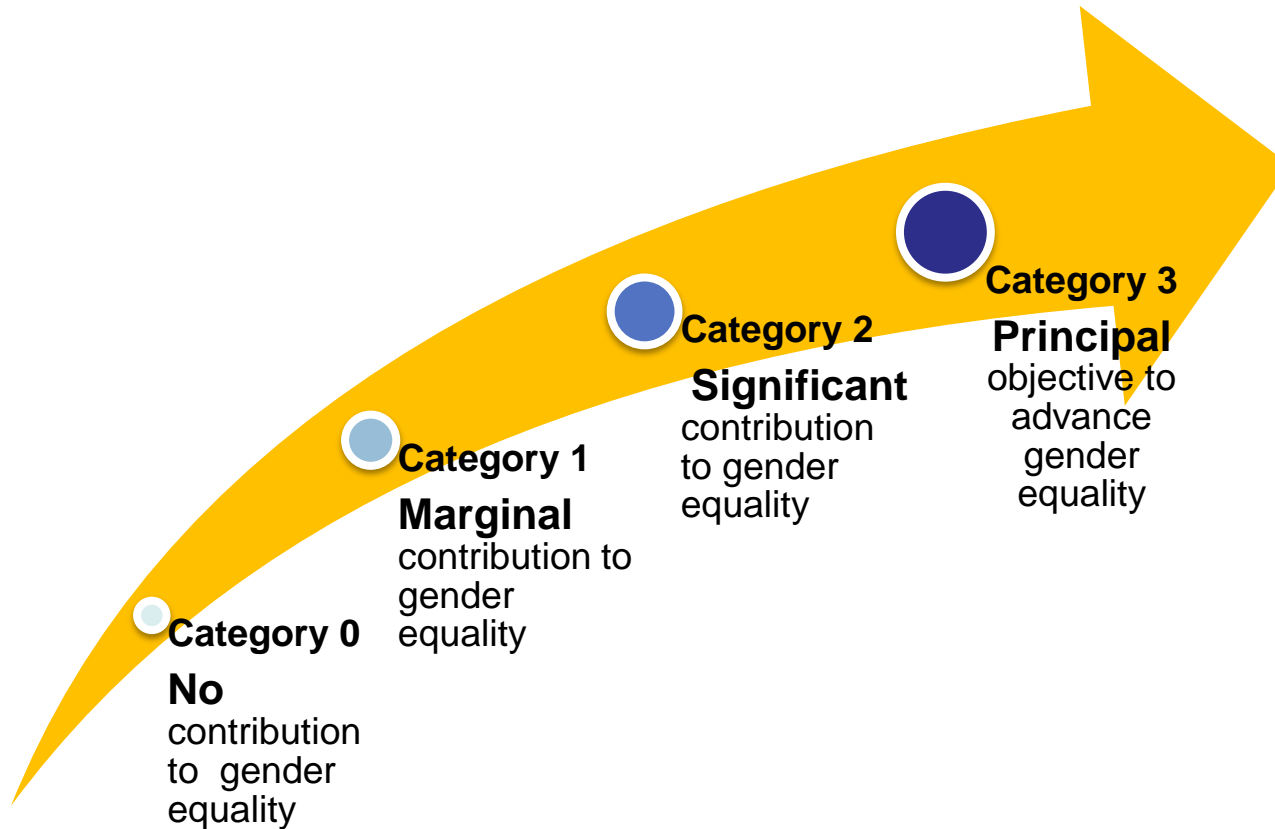
- Only 6 per cent of staff discussed gender equality at length with their supervisors

However...

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

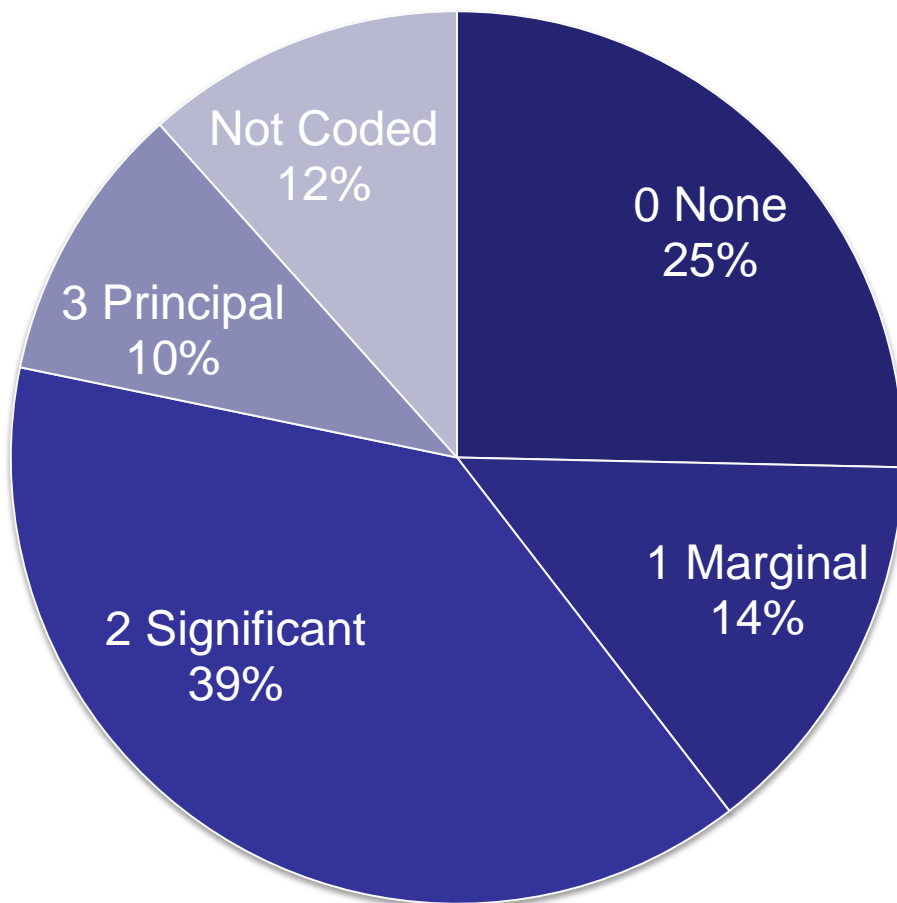
Gender Equality Marker

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

**30% or less
of budget
allocations
for gender
equality
results**

child nutrition



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