

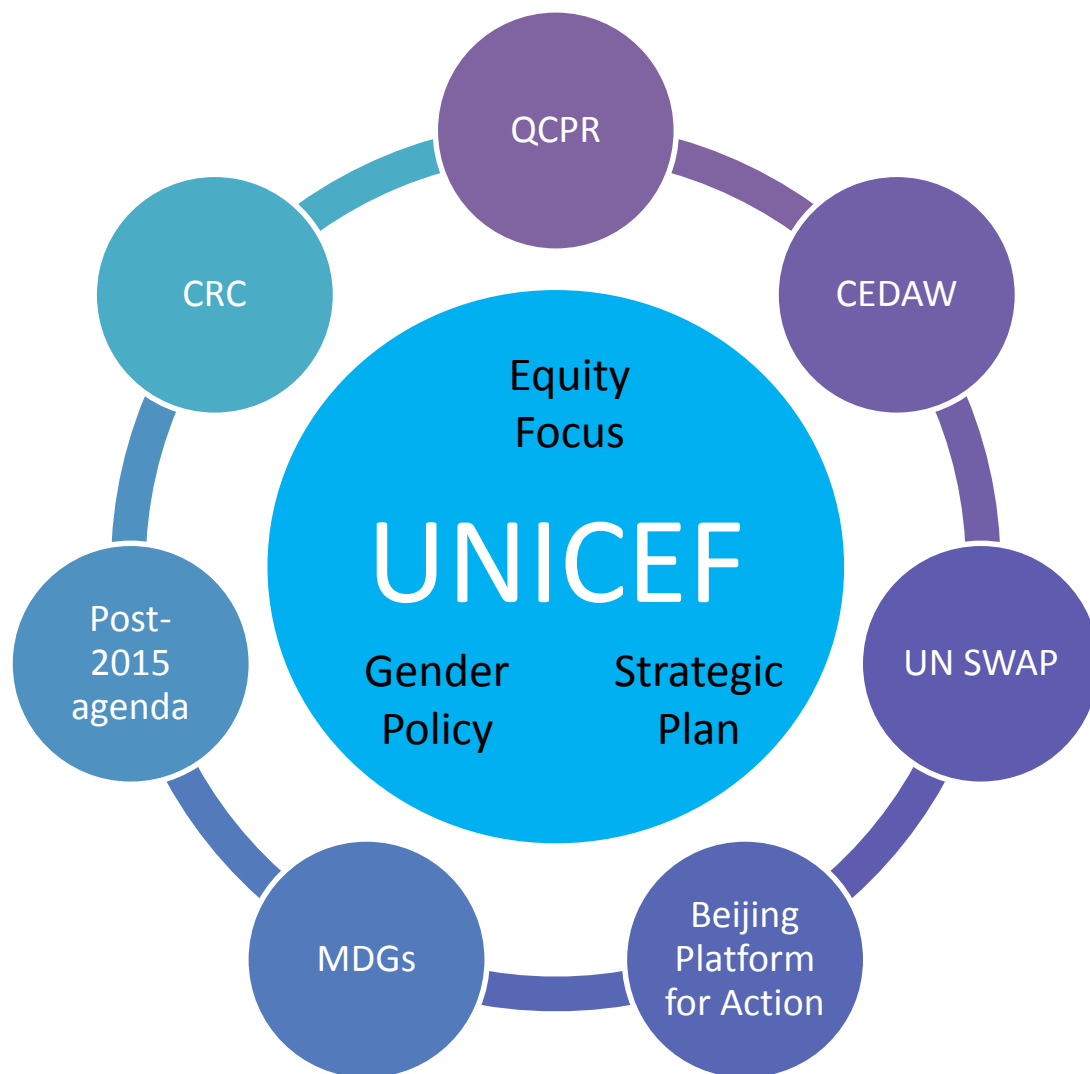


UNICEF's Gender Action Plan

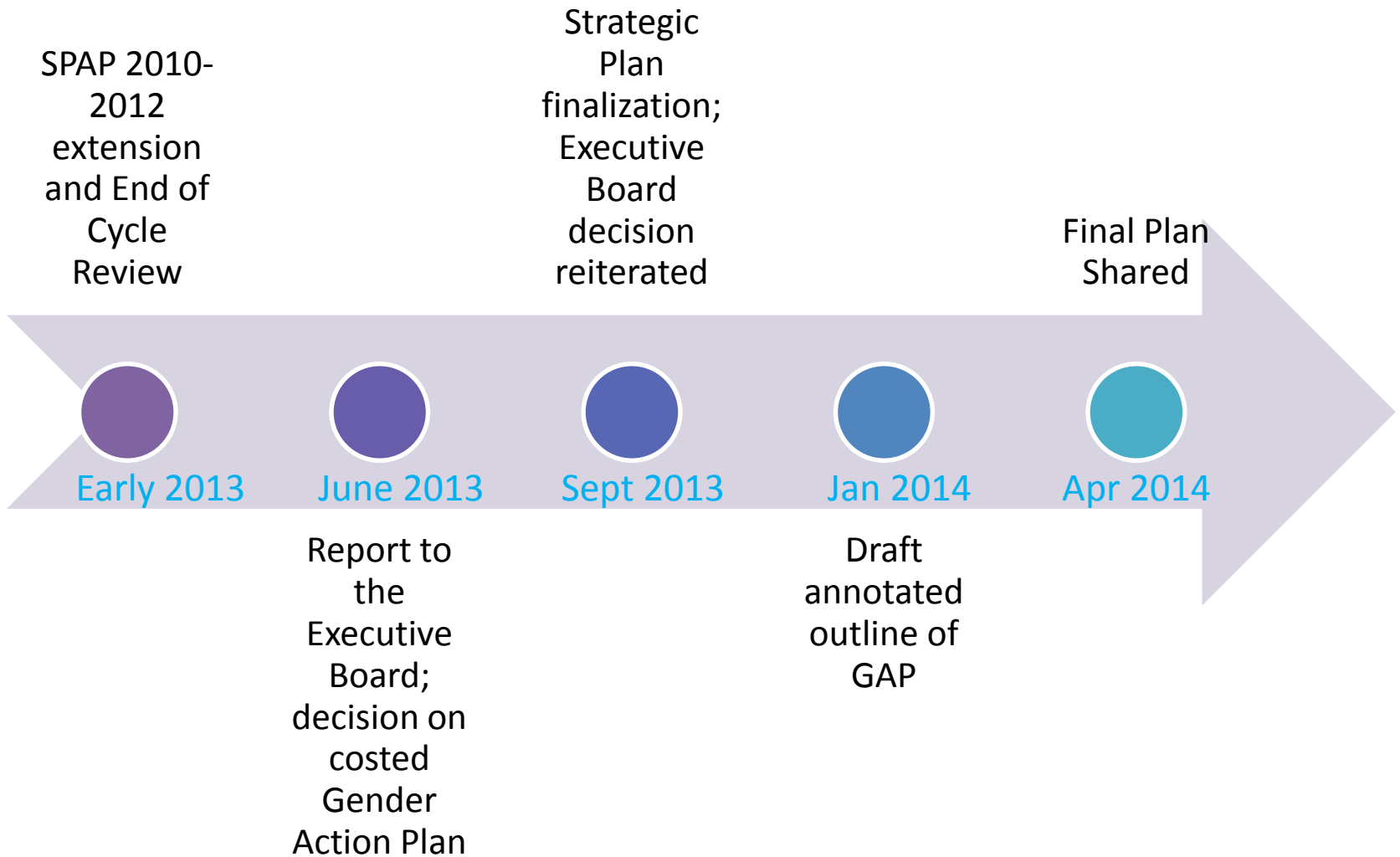
Draft Outline

Informal Session, 21 January 2014
UNICEF Executive Board

UNICEF's gender equality mandate



Lead up to GAP



Consultative process

External

- Board Members
- UN agencies
- Gender and development experts

Internal

- Senior management
- Programme staff
- Gender Equality Task Force

Global Technical Consultation on Gender

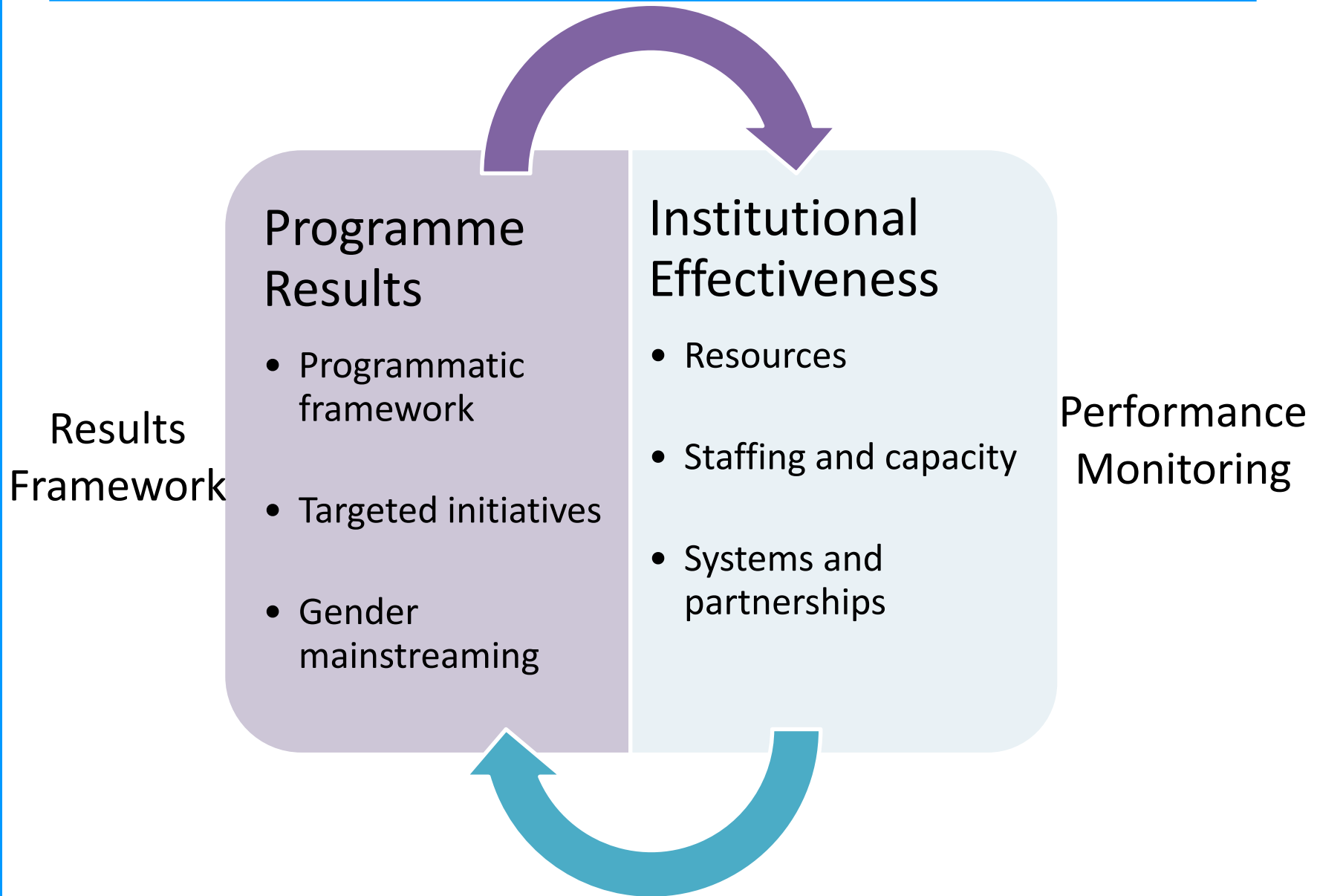
Participants

- 55 UNICEF staff
- ROs, COs, and HQ
- Deputy Executive Director
- Gender focal points and experts
- Sector specialists
- CO managers, planners

Key outcomes

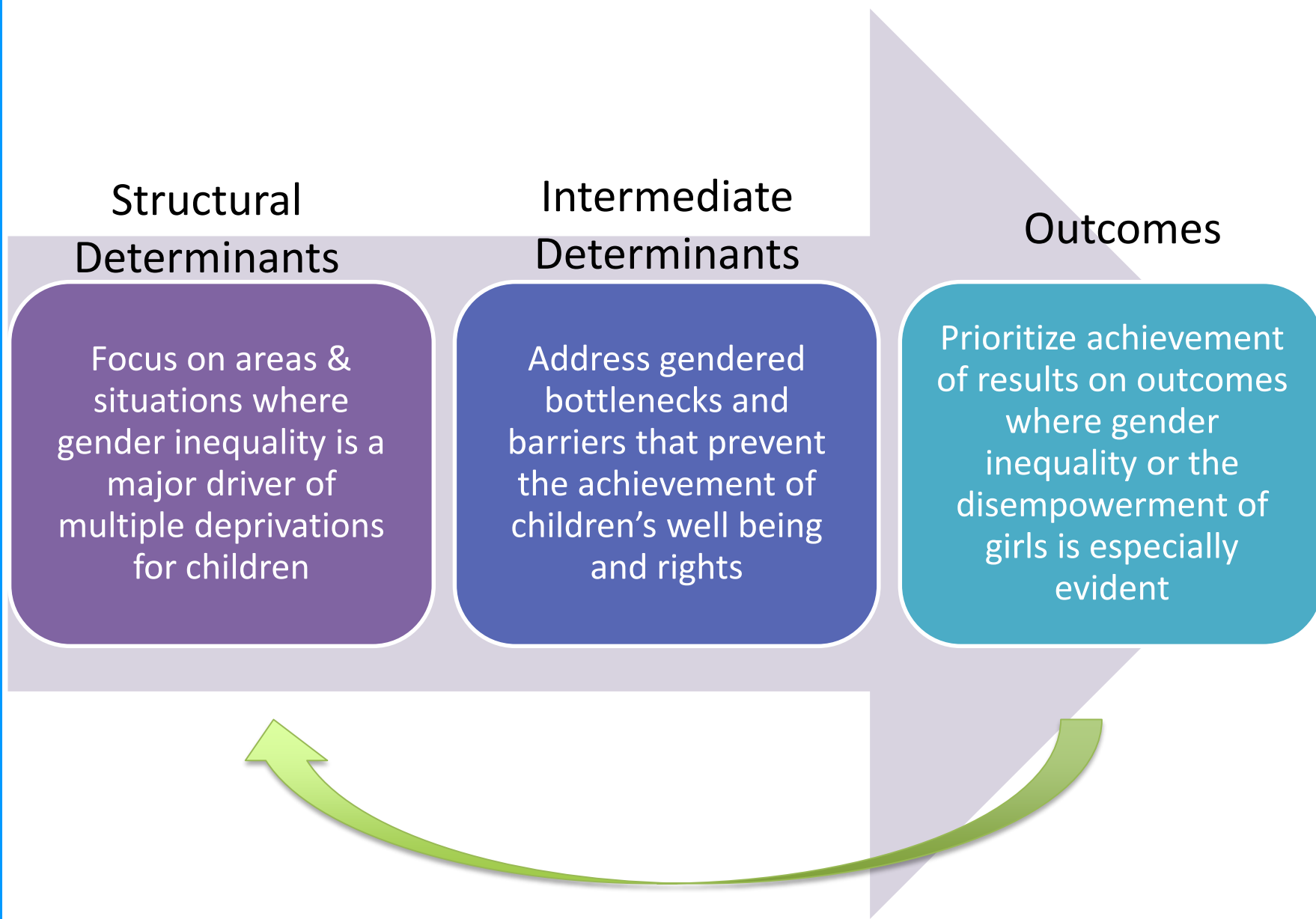
- Enthusiasm and commitment energized
- Experience & insights shared
- Priority gender issues identified
- Programmatic framework articulated
- Resource & capacity options assessed

Gender Action Plan components



Programme Results

Programmatic framework for prioritizing UNICEF's work on gender equality and women and girls' empowerment



Targeted gender initiatives

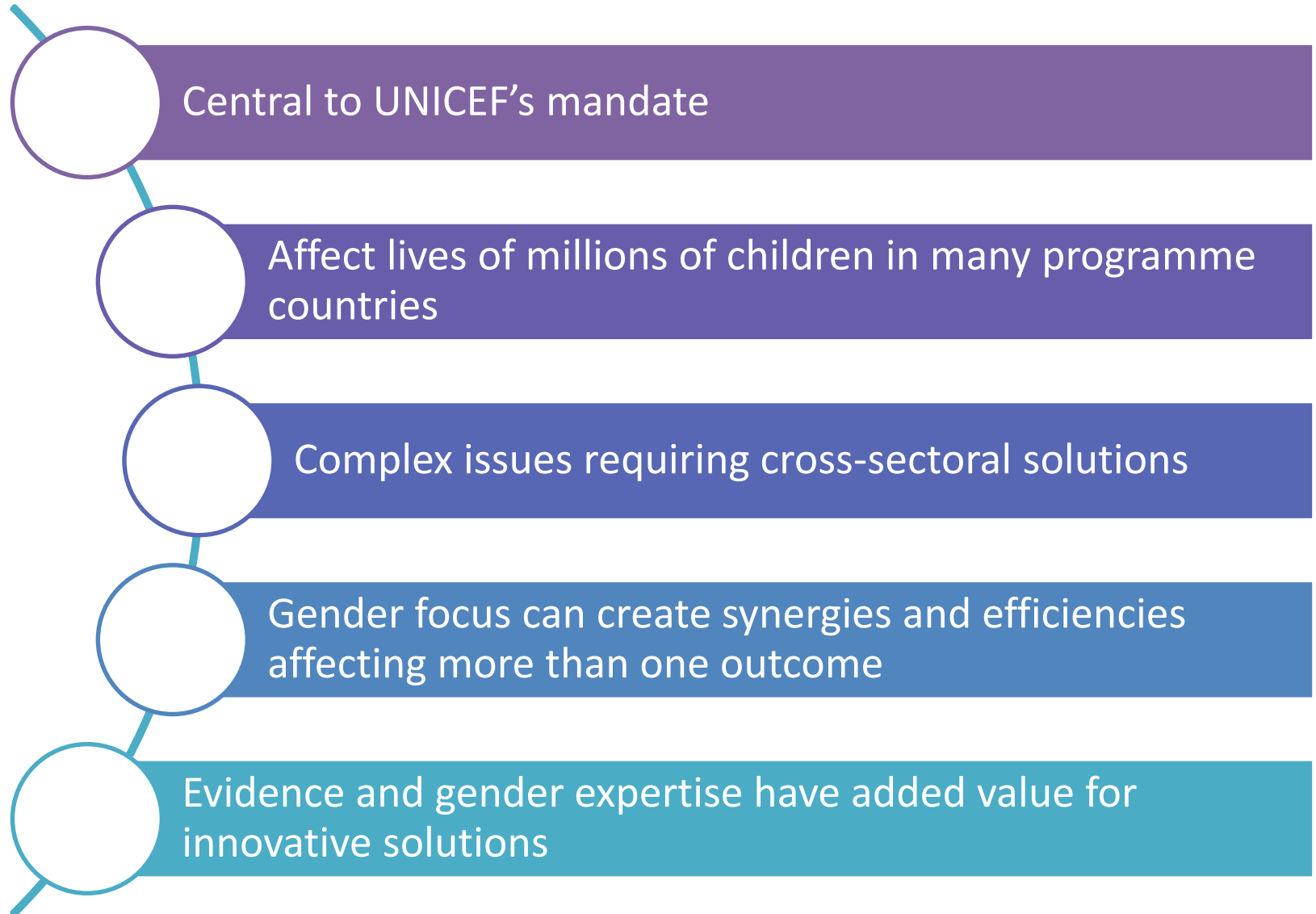
Girls'
secondary
education

Child marriage

Gender and
adolescent health

HIV risk and treatment; HPV prevention;
teen pregnancy & anaemia; transition to
puberty and menstrual hygiene; FGM/C

Criteria for selection of targeted initiatives

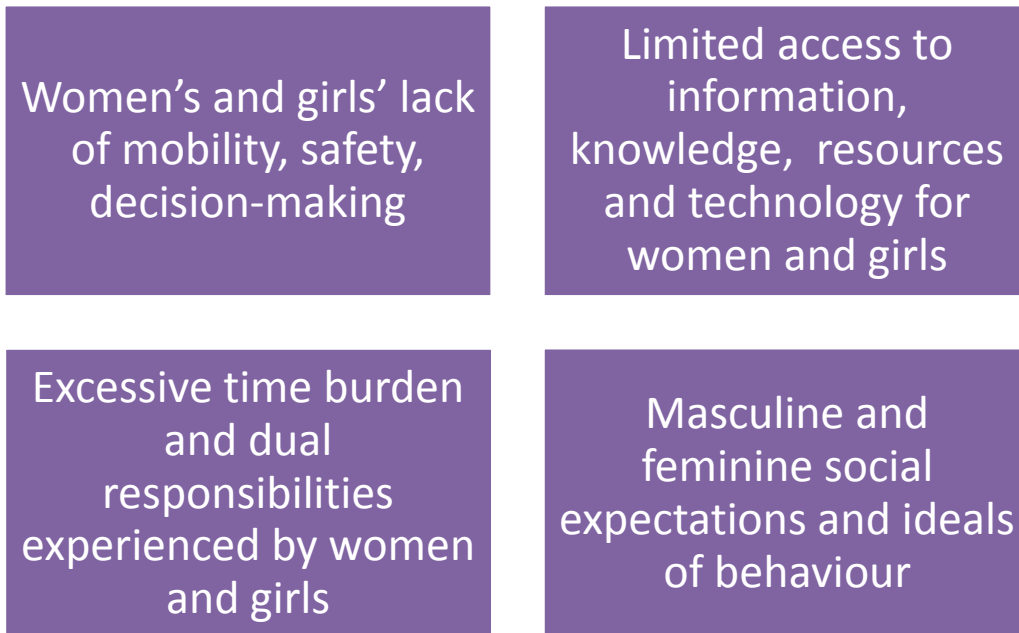


Gender mainstreaming

Achieve gender outcomes



Address gender bottlenecks and barriers



Select indicators in results framework

Targeted initiatives

Gender parity in secondary enrolment, transition from primary

Reduction in child marriage rates

Reduction in anaemia, teen pregnancy, FGM/C

Gender parity in secondary school completion indicator incorporated in Post-2015 framework

Child marriage prevalence indicator incorporated in Post-2015 framework

Increased ART and condom use, and access to WASH/MHM in schools

Gender mainstreaming

Reduction in 15-18 year-old girls and boys who have ever experienced sexual violence

Increased live births attended by a skilled health personnel

Proportion of primary-school-aged girls out of school

Women's participation in WASH decision-making processes

Support services delivered to children experiencing GBV in humanitarian situations

Ratification of Maternal Protection in accordance with ILO convention

Institutional Effectiveness

Resources

Programme Expenditures

- Set financial benchmark for increase in expenditure on gender-specific programming

Institutional Capacity & Systems

- Increase allocation of regular and other resources to staffing, capacity building & systems to support work on gender

Resource Mobilization

- Institute Gender Thematic Fund to support innovation and evidence building on cross-sectoral gender priorities and to catalyze and leverage other resources
- Systematically budget for gender priorities in sectoral & humanitarian OR & Thematic funding

Gender architecture

Core gender specialists

- Dedicated responsibility on gender and cross-sectoral collaboration
- Support achievement of results, especially on targeted initiatives
- Strengthen programming, guidance, tools, monitoring, reporting, evidence building and knowledge sharing processes

Sectoral and technical gender specialists

- Combined expertise in sectoral areas with gender expertise
- Support achievement of gender results in sectoral areas as well as targeted initiatives and sustain mainstreaming over the long term

Gender focal points

- Formalize and strengthen role
 - With mandatory required skills on gender
 - 25% minimum time allocation and accountability on gender

Capacity building, systems and partnerships

Capacity Strengthening

Gender analysis and integration through the country programme cycle

Building evidence base, data, indicators on gender

Systems & Processes

Strengthen guidance, tools, planning and accountability mechanisms

Improve knowledge management, communications

Partnerships & coherence

Governments, UN agencies research institutes, civil society, private sector

IANWGE, UNDG Gender Task Team, IASC, Gender Thematic Groups

Performance monitoring for effective implementation of GAP

Financial benchmark for programme expenditures

Gender staffing and capacity at HQ, RO, and CO levels

Country program plans that meet or exceed gender criteria

Evaluations that meet or exceed gender criteria

Effective system for knowledge management & sharing

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