UNICEF’s Gender Action Plan
Draft Outline
Informal Session, 21 January 2014
UNICEF Executive Board
UNICEF’s gender equality mandate

Equity Focus

UNICEF

Gender Policy Strategic Plan

CRC

QCPR

CEDAW

UN SWAP

MDGs

Beijing Platform for Action

Post-2015 agenda
Lead up to GAP

SPAP 2010-2012 extension and End of Cycle Review

Strategic Plan finalization; Executive Board decision reiterated

Report to the Executive Board; decision on costed Gender Action Plan

Draft annotated outline of GAP

Final Plan Shared

Early 2013 | June 2013 | Sept 2013 | Jan 2014 | Apr 2014
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
- Targeted initiatives
- Gender mainstreaming

Institutional Effectiveness
- Resources
- Staffing and capacity
- Systems and partnerships

Results Framework

Performance Monitoring
Programme Results
Programmatic framework for prioritizing UNICEF’s work on gender equality and women and girls’ empowerment

**Structural Determinants**
Focus on areas & situations where gender inequality is a major driver of multiple deprivations for children

**Intermediate Determinants**
Address gendered bottlenecks and barriers that prevent the achievement of children’s well being and rights

**Outcomes**
Prioritize achievement of results on outcomes where gender inequality or the disempowerment of girls is especially evident
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

- Central to UNICEF’s mandate
- Affect lives of millions of children in many programme countries
- Complex issues requiring cross-sectoral solutions
- Gender focus can create synergies and efficiencies affecting more than one outcome
- Evidence and gender expertise have added value for innovative solutions
Gender mainstreaming

Achieve gender outcomes

- Access to water and sanitation at home
- Gender equality in child survival
- Improved maternal and neonatal health
- Reduction in gender-based violence
- Gender equality in education
- Social protection benefits to women & girls

Address gender bottlenecks and barriers

- Women’s and girls’ lack of mobility, safety, decision-making
- Limited access to information, knowledge, resources and technology for women and girls
- Excessive time burden and dual responsibilities experienced by women and girls
- Masculine and feminine social expectations and ideals of behaviour
## Select indicators in results framework

### Targeted initiatives

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Description</th>
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<tbody>
<tr>
<td>Gender parity in secondary enrolment, transition from primary</td>
<td></td>
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<tr>
<td>Gender parity in secondary school completion indicator incorporated in Post-2015 framework</td>
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<tr>
<td>Reduction in child marriage rates</td>
<td></td>
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<tr>
<td>Child marriage prevalence indicator incorporated in Post-2015 framework</td>
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<tr>
<td>Reduction in anaemia, teen pregnancy, FGM/C</td>
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<tr>
<td>Increased ART and condom use, and access to WASH/MHM in schools</td>
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### Gender mainstreaming

<table>
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<tr>
<td>Reduction in 15-18 year-old girls and boys who have ever experienced sexual violence</td>
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<tr>
<td>Increased live births attended by a skilled health personnel</td>
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<td>Proportion of primary-school-aged girls out of school</td>
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<td>Women’s participation in WASH decision-making processes</td>
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<td>Support services delivered to children experiencing GBV in humanitarian situations</td>
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<td>Ratification of Maternal Protection in accordance with ILO convention</td>
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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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