Introduction: UNICEF’s Current Gender Action Plan (GAP)

What is the GAP?
- Execute UNICEF’s commitment to gender equality
- Core to UNICEF’s equity mandate
- Aligned with the SP 2014-2017

Why GAP 2.0?
- Marked progress made in 3 yrs, but more work to be done
- Sustained effort for organizational change

Shaping GAP 2.0
- Staying the course to deliver results
- Align with the new SP & the global agenda of SDGs
- Lessons learned from current GAP
GAP 2014-2017 focus and approach

Practical, focus on results, and prioritization

Programming & Results
- Twin track
- Mainstreaming across result areas
- Targeted Priorities
  - adolescent girls focus

Resources and Capacity
- Investment in a basic gender architecture
- Linking resources to gender results

Accountability and Systems:
- Management structures and commitment
- Improved planning & reporting
Adjustments in GAP 2.0

- More clarity & focus on gender mainstreaming priorities in 5 Goal areas of SP.
- Clearer articulation of focus on boys and men, gender relations, most disadvantaged adolescent girls.
- Cross-cutting result on gender socialization in Goal 5.
- Increased focus on humanitarian contexts.
- Stronger articulation of “how” and “enablers.”
Gender Mainstreaming: Gender equality for girls and boys throughout the life course...

...In survival, growth, learning, protection, environment and life chances

- Gender in sectors’ ‘core business’
- Prioritized measures to track mainstreaming success

SP GOAL 1
Quality Maternal Care and Gender Equitable Nutrition and Health Care for Girls and Boys

SP GOAL 2
Gender Equitable Quality Education for Girls and Boys at All Levels

SP GOAL 3
Gender Responsive Prevention and Response to Violence against Girls and Boys

SP GOAL 4
Gender Responsive Water, Hygiene and Sanitation Services

SP GOAL 5
Gender Equitable Socialization, Care and Support for Girls and Boys

- Gendered expectations, roles, discrimination, socialization
- Policy advocacy, evidence generation, financial analyses, trainings of providers, community and media communication
- Partnership with UN Women, World Bank, ILO, women’s groups
Targeted Priorities: Empowerment of Adolescent Girls

For Transformative Change Across Sectors and Generations for the Most Disadvantaged

- Gender Responsive Adolescent Health: Nutrition Maternal Care HIV/AIDS HPV
- Adolescent Girls’ Transition Achievement, Skills through Secondary Education
- Prevention and Response to Child Marriage
- Prevention and Response to Gender Based Violence in Emergencies
- Accessible & Dignified Menstrual Hygiene Management

Streamlined to focus on four core issues
Greater specification on transitions, skills (including STEM) and achievement
Proposed without change
Additional priority; previously under gender-responsive adol health
Quality gender analysis is part of the analytical framework used to determine bottlenecks and barriers. M&E frameworks & measures include impact on women, girls and boys; sex-disaggregated data is collected. Gender priorities are identified and detailed in key programme documents and strategies. Gender priorities are well resourced (funding and expertise) to deliver results at scale.
### “Enablers“: Applied Capacity & Credentialing Initiative

#### Planned Training and Credentialing Structure

<table>
<thead>
<tr>
<th>Role</th>
<th>Training/Course Focus</th>
<th>Organization delivering training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target staff</td>
<td></td>
<td></td>
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<tr>
<td>Gender Focal Point</td>
<td>GAP approach and standards, basic gender analysis, cross-sectoral collaboration, “real” work outputs</td>
<td>UNICEF</td>
</tr>
<tr>
<td>Sectoral Gender Specialist</td>
<td>Sector-specific gender analysis, programme design, implementation, measurement</td>
<td>Reputable, credible, expert institution(s)</td>
</tr>
<tr>
<td>Dedicated Gender Expert</td>
<td>Gender analysis, programme design, measurement implementation across at least two sectors</td>
<td>Reputable, credible, expert institution(s)</td>
</tr>
</tbody>
</table>
Further Strengthening Institutional Capacities

1. Inclusion of targeted priorities and mainstreaming and appropriate resourcing in CPMPs, ROMPs, OMPs.

2. Meeting GAP standard on staffing on gender specialists, sector specialists and focal points.


4. Women’s voice and leadership development within the organization
Key Milestones: Moving Forward

- GAP 2.0 zero draft aligned with SP
- Consultation with key stakeholders
- GAP 2.0 finalized for board
- GAP 2.0 Presented to Board
- SP outline to Board
- Draft board paper finalized
- Draft SP presented to the board
- SP approved by board

Feb → March → June → Sep