



# Zero Draft Outline Gender Action Plan 2.0

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Board Informal  
23 February 2017

# 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

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*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

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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

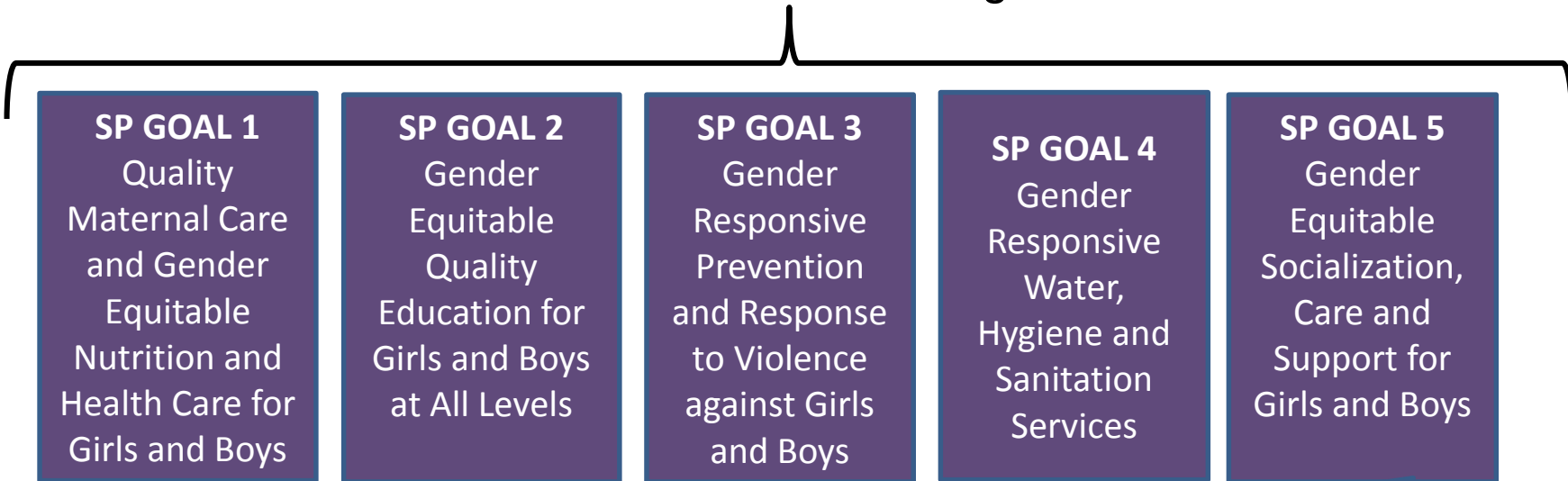
Stronger articulation of “how” and “enablers.”

# Gender Mainstreaming: Gender equality for girls and boys throughout the life course...

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

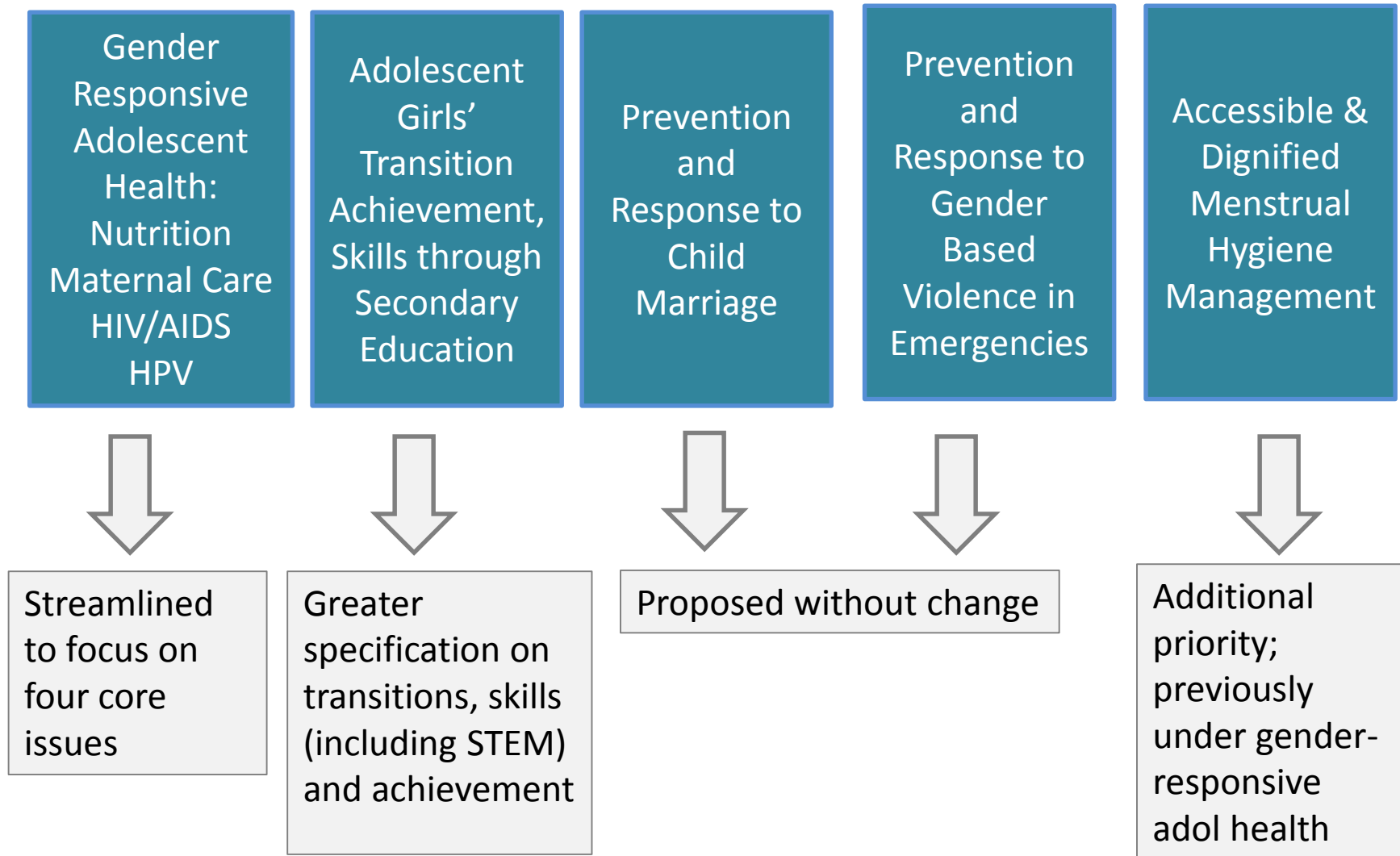
- Gender in sectors' 'core business'
- Prioritized measures to track mainstreaming success



- 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 as an integral component of all phases of Country Programme development and implementation

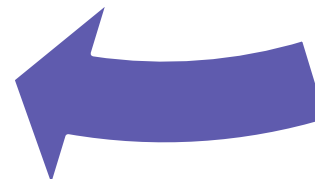
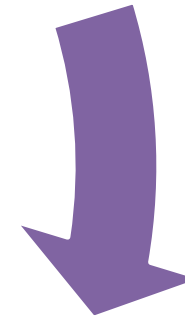
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**M&E frameworks & measures** include impact on women, girls and boys; sex-disaggregated data is collected

**Quality gender analysis** is part of the analytical framework used to determine bottlenecks and barriers

**Gender priorities are well resourced** (funding and expertise) to deliver results at scale

**Gender priorities are identified** and detailed in key programme documents and strategies



# “Enablers“: Applied Capacity & Credentialing Initiative

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## Planned Training and Credentialing Structure

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



# Further Strengthening Institutional Capacities

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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.
3. Meeting standard for robust gender review/ analysis during CPD/MTR & CPD scoring on gender in Quality Assurance Review.
4. Women's voice and leadership development within the organization

# Key Milestones: Moving Forward

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