



Progress on gender equality work

UNICEF Executive Board, Informal Session, 20 May 2014

2013: A Year of Change

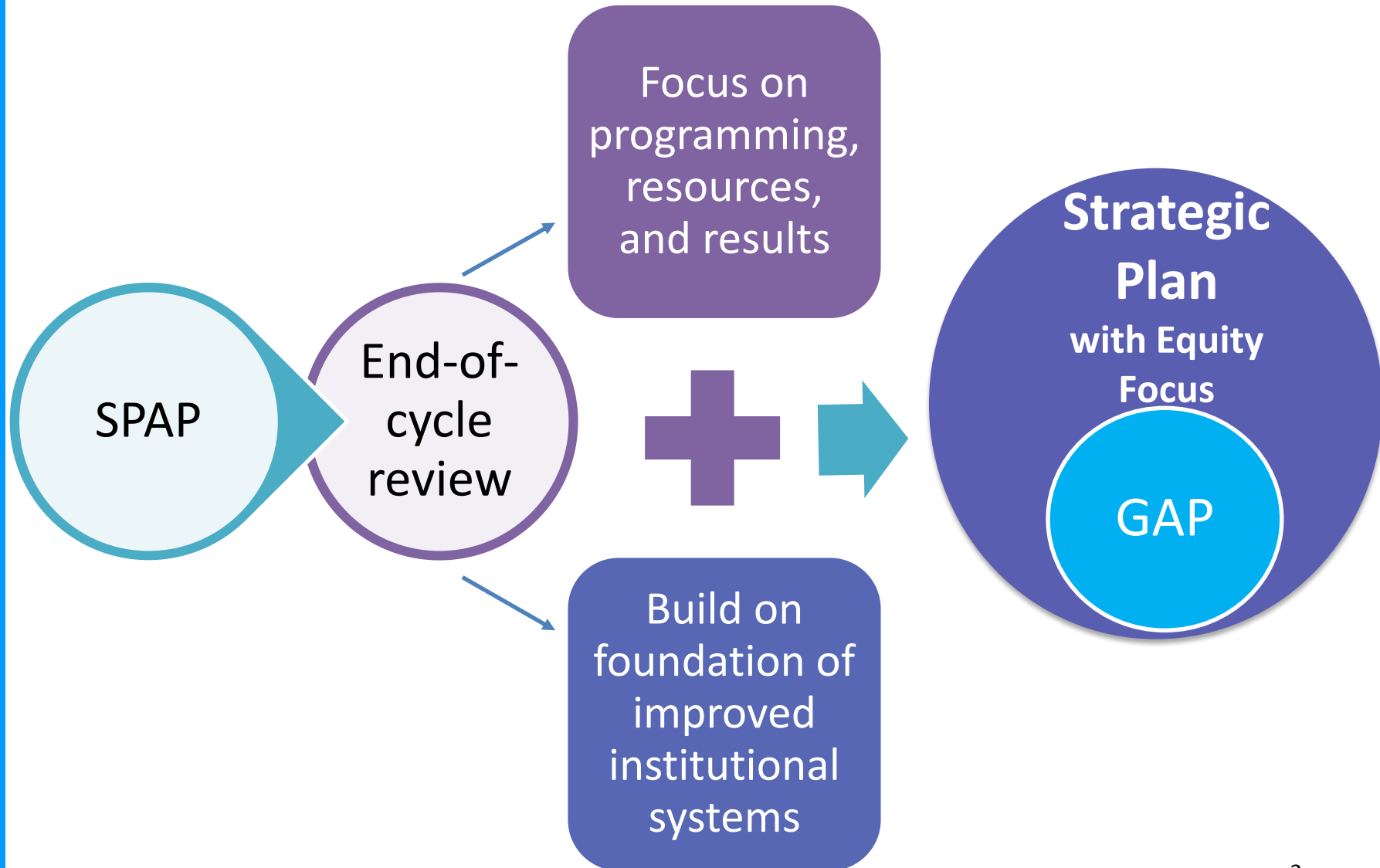
Progress on MDGs, framing Post-2015 – gender more visible on the global development agenda

UNICEF's new Strategic Plan with equity focus

Transition year from SPAP to GAP

Completing SPAP 2010-2013

Developing GAP 2014-2017



Progress under the SPAP

Country Programme Design: Improvement in Gender and CPD reviews

Gender reviews

- 70-76% in 2011-2013

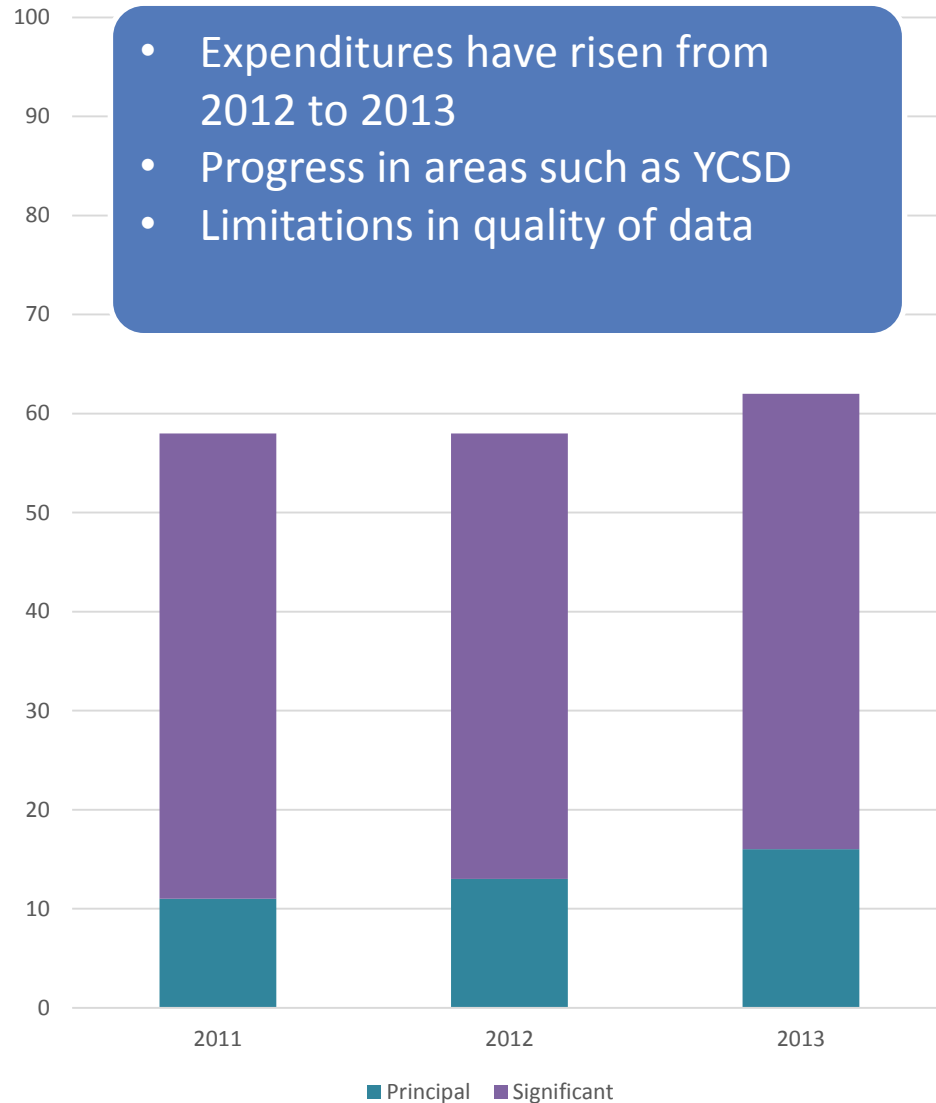
CPD reviews

- 2011 – 59% met standard
- 2013 – 67% met standard

MOVING FORWARD

- Sustain and accelerate improvement
- Link gender review to CPDs and MTRs
- More actionable guidance

Expenditures: GEM 2011-2013



MOVING FORWARD

- Improve verification and quality assurance
- Refine monitoring processes

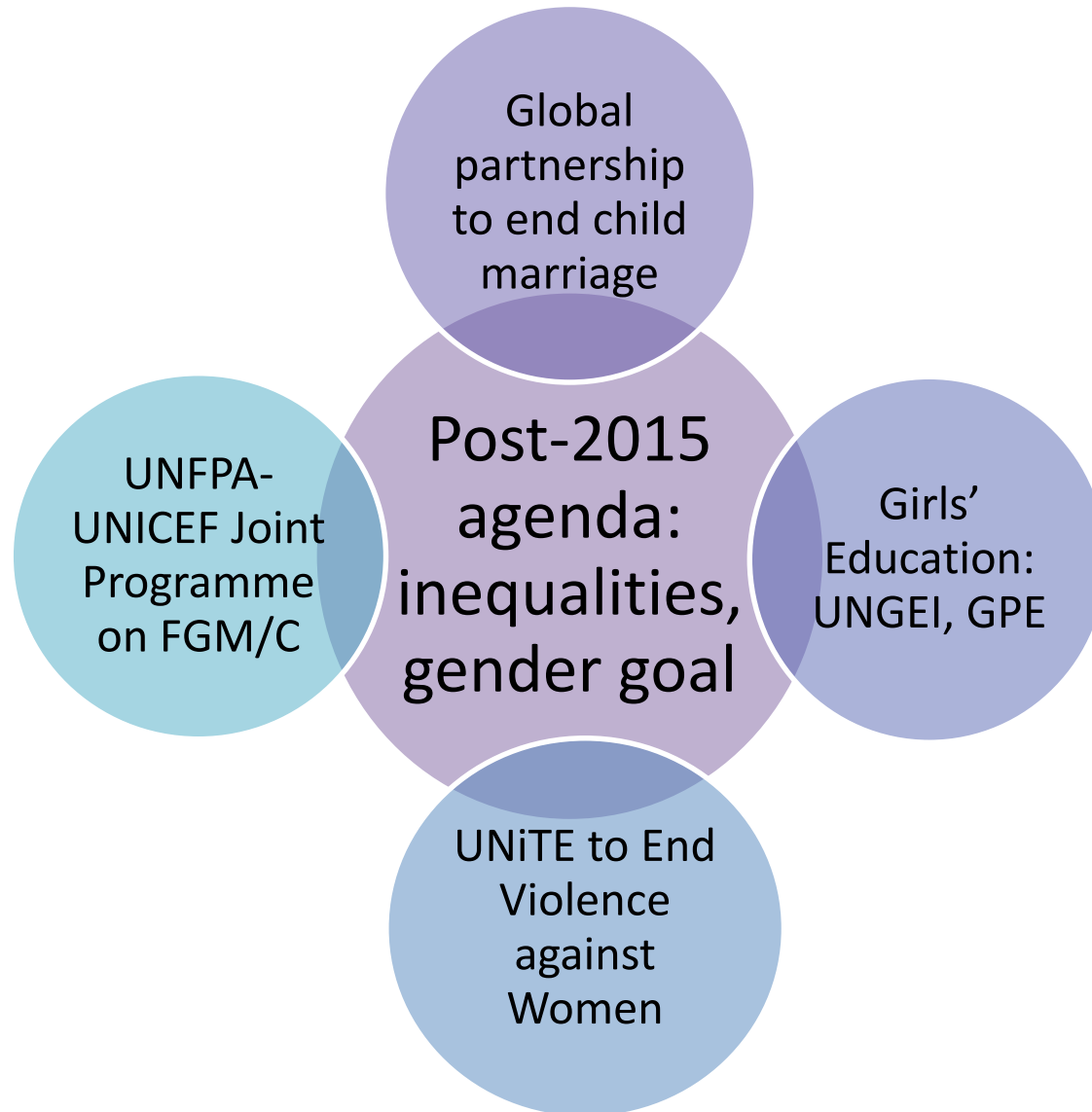
Gender parity in senior level posts

- 2012: 42 per cent
2013: 44 per cent
- HR Guidance and Proactive role of the Executive Director

MOVING FORWARD

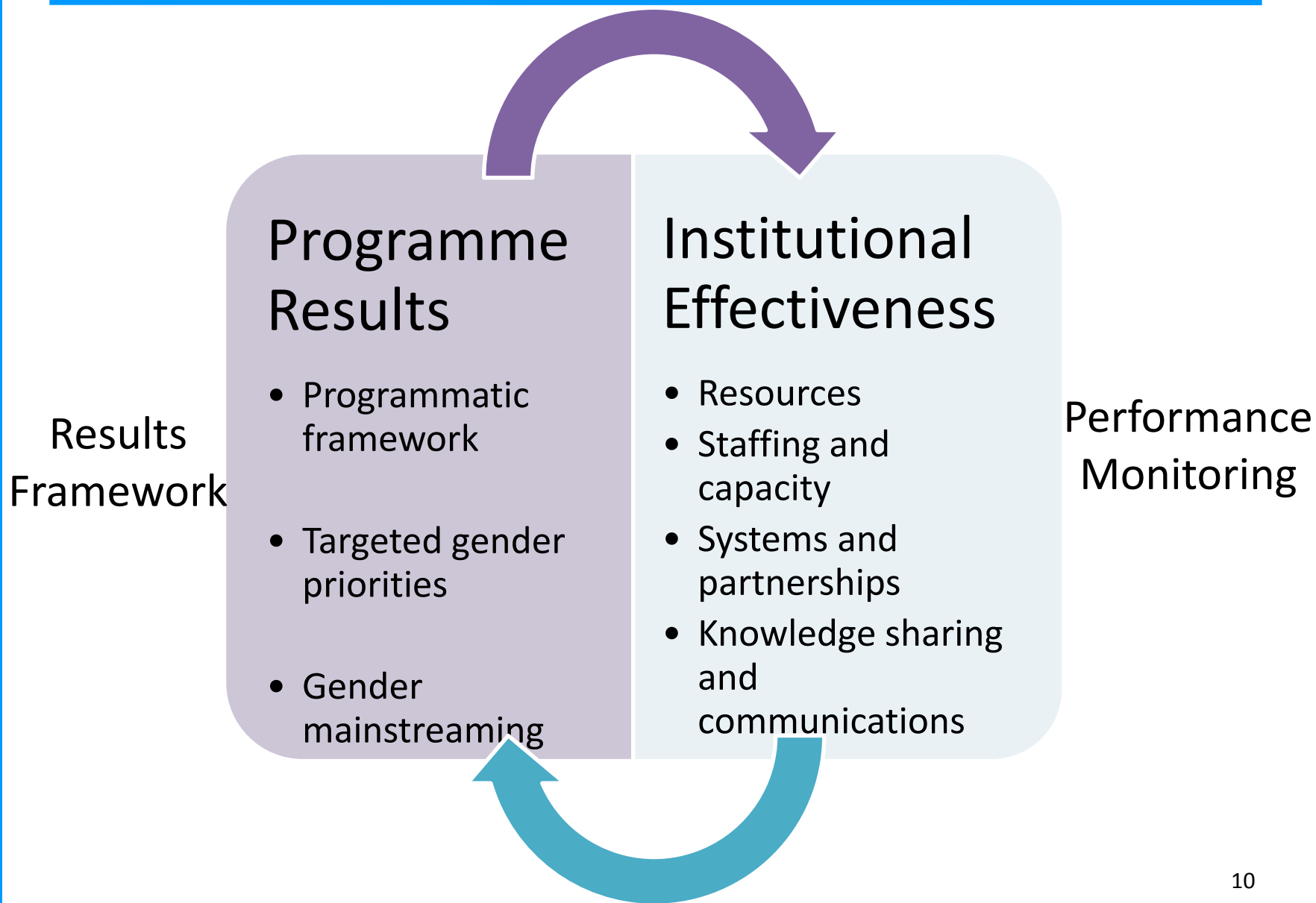
- Monitor concrete policies and measures in place to achieve gender parity in 4 years

Partnerships, Advocacy and Programming



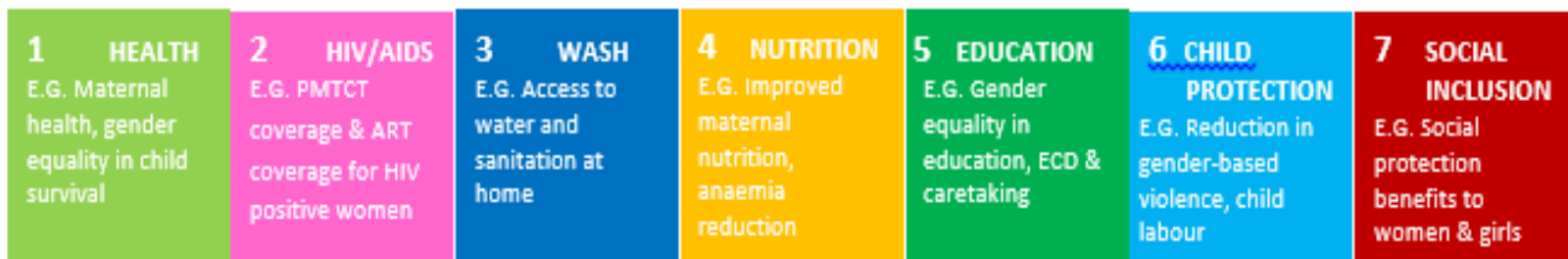
Gender Action Plan

Components

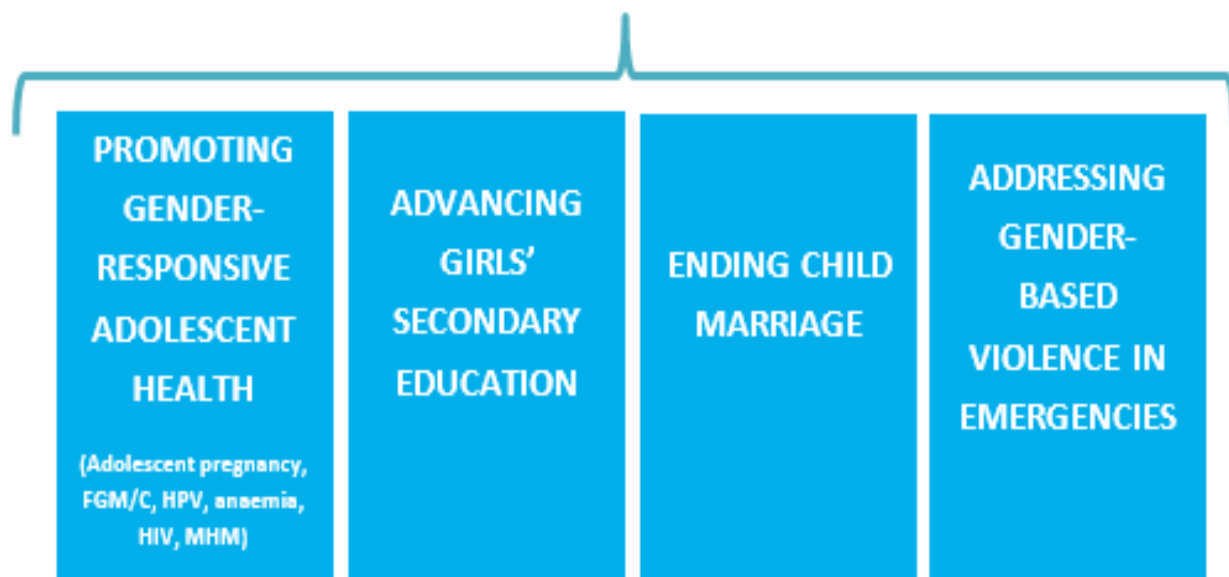


GENDER ACTION PLAN – PROGRAMMATIC FOCUS

MAINSTREAM GENDER IN ALL STRATEGIC PLAN OUTCOMES



FOCUS ON TARGETED GENDER PRIORITIES ACROSS STRATEGIC PLAN OUTCOMES



ADDRESS GENDERED BOTTLENECKS AND BARRIERS



Resources

Core resources

- Investment of \$19 million to strengthen regional and headquarters capacity; reflects \$12 million in additional resources

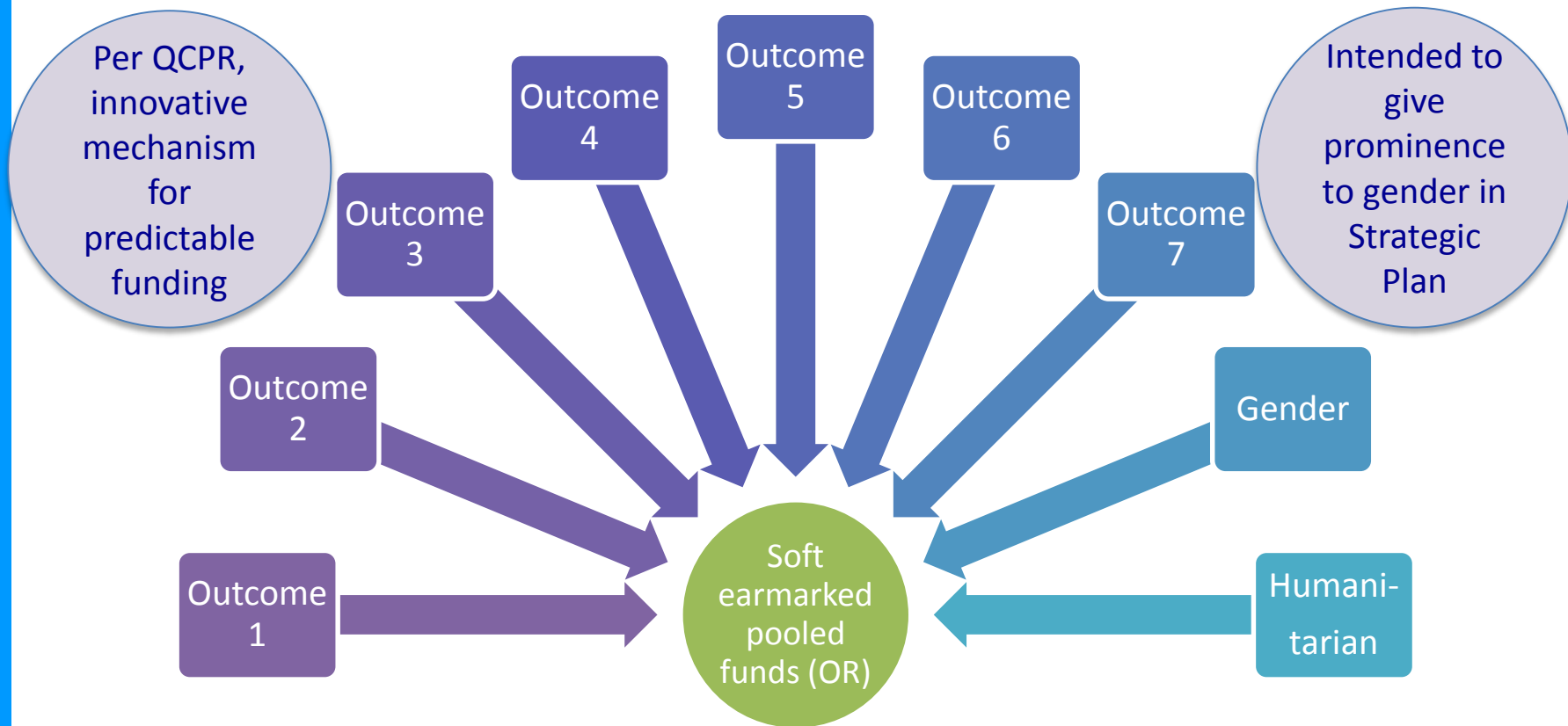
Other resources

- Resource mobilization for Targeted Gender Priorities and gender mainstreaming activities

Financial benchmark

- 15% of programme expenditures to advance gender equality and girls' and women's empowerment by 2017

Gender Thematic Fund



- Donors can contribute directly to support UNICEF's work on gender
- Support cross-cutting elements, especially targeted gender priorities and bottlenecks and barriers
- Support measurement, evidence building, innovation; leverage other funds
- Mainstreaming supported by sectoral thematic funds

Gender Architecture

Core Gender Staffing

Medium to high gender inequality countries,
budget above \$20 million:
Approximately 50

Smaller budgets, and/or low gender inequality
countries:
Strengthened focal points

Headquarters and Regional Offices:
14

Sectoral Specialists in country
offices and headquarters

Capacity and Systems Strengthening

Substance and Results

Better, more rigorous, more effective cross-sectoral programming with strong gender components

Training,
tools,
guidance

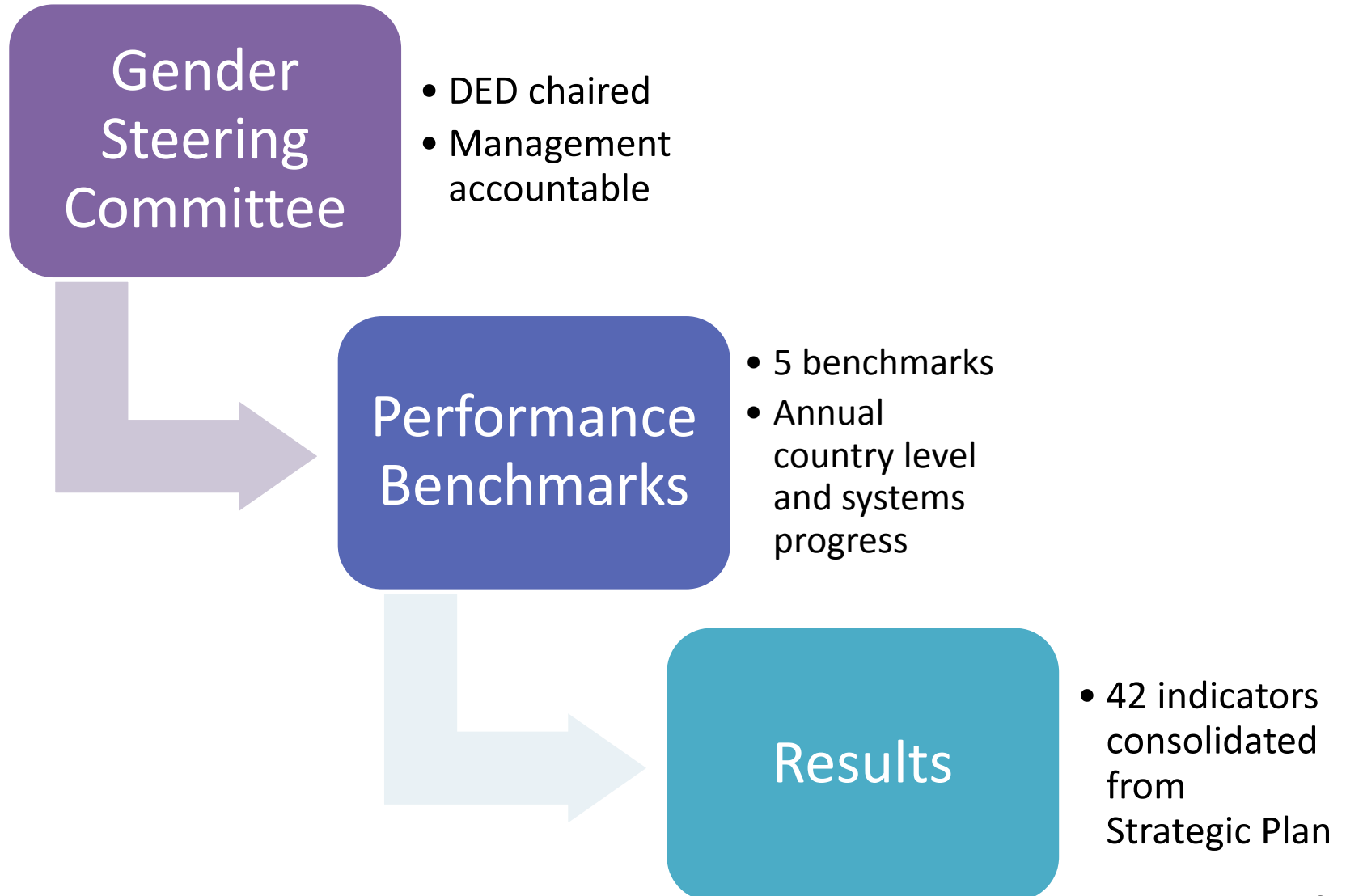
CPDs, MTRs,
CPMPs,
proposals

MoRES, GEM,
indicators,
monitoring

Knowledge Sharing and Communications

Annual network meetings; teamsite; visible in global initiatives, campaigns, events

Accountability, Monitoring, and Results



For more information, please contact
Anju Malhotra
Principal Adviser, Gender and Rights
212-326-7018; anjumalhotra@unicef.org

United Nations Children's Fund
3 United Nations Plaza
New York, NY 10017, USA
Tel: 212-326-7000
www.unicef.org

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