Progress on gender equality work
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

Focus on programming, resources, and results
Build on foundation of improved institutional systems

End-of-cycle review

Strategic Plan with Equity Focus

SPAP

GAP
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

- Expenditures have risen from 2012 to 2013
- Progress in areas such as YCSD
- Limitations in quality of data

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

Post-2015 agenda: inequalities, gender goal

- Global partnership to end child marriage
- Girls’ Education: UNGEI, GPE
- UNFPA-UNICEF Joint Programme on FGM/C
- UNiTE to End Violence against Women
Gender Action Plan
Components

Programme Results
- Programmatic framework
- Targeted gender priorities
- Gender mainstreaming

Institutional Effectiveness
- Resources
- Staffing and capacity
- Systems and partnerships
- Knowledge sharing and communications

Results Framework
Performance Monitoring
GENDER ACTION PLAN – PROGRAMMATIC FOCUS

MAINSTREAM GENDER IN ALL STRATEGIC PLAN OUTCOMES

1. HEALTH
   E.G. Maternal health, gender equality in child survival

2. HIV/AIDS
   E.G. PMTCT coverage & ART coverage for HIV positive women

3. WASH
   E.G. Access to water and sanitation at home

4. NUTRITION
   E.G. Improved maternal nutrition, anaemia reduction

5. EDUCATION
   E.G. Gender equality in education, ECD & caretaking

6. CHILD PROTECTION
   E.G. Reduction in gender-based violence, child labour

7. SOCIAL INCLUSION
   E.G. Social protection benefits to women & girls

FOCUS ON TARGETED GENDER PRIORITIES ACROSS STRATEGIC PLAN OUTCOMES

PROMOTING GENDER-RESPONSIVE ADOLESCENT HEALTH
   (Adolescent pregnancy, FGM/C, HPV, anaemia, HIV, MHM)

ADVANCING GIRLS’ SECONDARY EDUCATION

ENDING CHILD MARRIAGE

ADDRESSING GENDER-BASED VIOLENCE IN EMERGENCIES

ADDRESS GENDERED BOTTLENECKS AND BARRIERS

Women’s and girls’ lack of safety and mobility

Women’s and girls’ lack of resources & decision making

Limited access to knowledge, information & technology for women & girls

Excessive time burden & dual responsibilities for women & girls

Masculine and feminine ideals and expectations
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

Per QCPR, innovative mechanism for predictable funding

Intended to give prominence to gender in Strategic Plan
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

Gender Steering Committee
- DED chaired
- Management accountable

Performance Benchmarks
- 5 benchmarks
- Annual country level and systems progress

Results
- 42 indicators consolidated from Strategic Plan
For more information, please contact
Anju Malhotra
Principal Adviser, Gender and Rights
212-326-7018; anjumalhotra@unicef.org