Progress on gender equality work

UNICEF Executive Board, Annual Session, 19 June 2013
Background

- SPAP 2010-2012
- End-of-Cycle Review 2013
- Gender Action Plan 2014-2017
Overview

Progress
- Leadership
- Commitment
- Interagency partnerships
- Influence

Mixed
- Programming
- Work environment
- Communication
- Tracking
- Guidance

Challenges
- Resources
- Capacity & expertise
- Accountability
- Knowledge management
## Areas of Progress

<table>
<thead>
<tr>
<th>Revised Gender Policy</th>
<th>Gender moved to Programme Division</th>
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<tbody>
<tr>
<td>Regional strategies &amp; plans</td>
<td>More gender reviews</td>
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<tr>
<td>Senior level commitment &amp; expertise</td>
<td>Interagency &amp; global partnerships</td>
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</tbody>
</table>
Number of gender reviews by year
Mixture of progress and challenges

Gender marker UNICEF & IASC

Data collection and analysis

Parity in senior positions

Programming & reporting on gender

Guidance, training & utilization

Partnerships at CO level
Regional variations

Benchmark: 75%

- 0 None
- 1 Marginal
- 2 Significant
- 3 Principal

GEM expenditures in 2012
Key challenges

- Dedicated resources and staff time
- Accountability: everybody’s responsibility
- Nobody’s responsibility
- Substantive framework to achieve gender equitable results
- Cross-fertilization of programme experience
- Implementation of plans and strategies
“I would attribute the catalyst for improvements to gender-responsiveness in our cluster to the deployment by our agency of dedicated gender-in-emergency support....This full-time embedded support helped make gender a more regular issue for us and gave us the human resources to do some of the thinking and analysis we had not been able to do.”
Working backwards from results to define strategies, expertise, resources

- Results
- Strategies
- Expertise & Resources

Strengthening institutional systems
New Strategic Plan provides substantive framework for results

- Gender equitable resource & policy environment
- Gender equity in survival; maternal mortality
- Maternal & adolescent nutrition
- HIV reduction in adolescent boys & girls; gender equity in care
- Ending child marriage, FGM/C; GBV; child labour
- Gender equitable resource & policy environment
- Water & sanitation in home; WASH MHM in schools
- Gender equity in quality & secondary education
Next step: Flesh out actionable programmatic framework

- Highlight cross-sectoral synergies and efficiencies
- Priority gender issues and barriers
- Expertise and accountability for effectiveness
- Gender in the equity agenda

Gender Action Plan 2014-2017
GAP development process

2013 Q1& Q2
EOC review

2013 Q3
Strategic and technical consultations

2013 Q4
Draft and finalize GAP

2014 Q1
Engagement with Board and external stakeholders