

UN System-wide Action Plan for implementation of the CEB Policy on gender equality and the empowerment of women: briefing

UN Women
Coordination Division



United Nations Entity for Gender Equality
and the Empowerment of Women

Mandate

- Responds to Member States request for greater coherence and accountability for gender equality and the empowerment of women (GEEW).
- UNW was conceived originally as part of the proposals requested by the General Assembly on System Wide Coherence
- UNW's founding General Assembly resolution 64/289 mandates UNW to lead, coordinate and promote accountability of the United Nations system in its work on GEEW.

Context: CEB

- Request: Accountability framework for Gender equality and the empowerment of women – CEB 2006/2

CEB Policy

2006 Policy noted: “A United Nations system-wide action plan that includes indicators and timetables, allocation of responsibilities and accountability mechanisms and resources is essential to make the strategy of gender mainstreaming operational.” CEB
2006/2

Purpose of UN SWAP

Unified Gender framework to promote:

- Common Understanding
- Enhanced coherence
- Systematic self assessment
- Simultaneously snap shot and aspirational
- Reactive to proactive
- Aspiration of UN system entities in their work on their GEEW
- Accountability to Member States for the work of the UN system on GEEW
- Includes the whole UN system including humanitarian agencies, who participated in the UN SWAP development

Broader Framework

- Response to the Policy through an accountability framework at three interconnected levels:
 - Corporate (the UN SWAP)
 - UNCT Performance Indicators for Gender Equality and the Empowerment of Women (introduced in 2008)
 - Accountability for Development Results at country level (to be introduced)

Presentation to the HLCP, HLCCM and CEB

- The UN SWAP was presented to the HLCP and HLCCM in March 2012, and received overwhelming support, with 20 entities speaking strongly in favour in each case
- The UN SWAP and its roll-out strategy were presented to the CEB in April 2012 by Michelle Bachelet, Executive Director of UNW
- UNW was encouraged at these high level meetings to be proactive in facilitating the UN SWAP roll out, and in the roll out to continue the participatory methods used in UN SWAP development

UN SWAP: Content

- The UN SWAP and its six elements: accountability, results based management, oversight, human and financial resources, capacity, and knowledge exchange and networking
- 15 Performance Indicators, rated at five levels: not applicable, missing, approaches, meets, exceeds : gradational
- Technical Notes - support each Performance Indicator – includes good practice

UN SWAP: Performance Indicators, meeting requirements: Accountability

1. Policy and plan: Up to date gender equality and women's empowerment, including gender mainstreaming and the equal representation of women, policies and plans implemented

2. Gender Responsive Performance Management: Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above

UN SWAP: Performance Indicators, meeting requirements: Results Based Management

- **3. Strategic Planning:** Gender Analysis is included in the central planning document AND that it includes at least one specific outcome/expected accomplishment and one indicator
- **4. Monitoring and Reporting:** Reporting on GEEW results in relation to central planning document AND all key data is sex-disaggregated or, specific reason provided for its absence

UN SWAP: Performance Indicators, meeting requirements: Oversight

5. Evaluation: Meets the UNEG gender-related norms and standards [includes Real-time evaluations]

6. Gender Responsive Audit - Consultation takes place with the gender focal point/department on risks related to gender equality and the empowerment of women, as part of the risk based audit annual planning cycle

7. Programme Review - Programme quality control systems fully integrate gender analysis

UN SWAP: Performance Indicators, meeting requirements: Financial and human resources

8. Financial Resource Tracking - Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment [IASC marker must track resource allocation as in the 2012 IASC marker report to meet the standard]

9. Financial Resource Allocation - Financial benchmark for resource allocation for gender equality and women's empowerment mandate is met

UN SWAP: Performance Indicators, meeting requirements: human and financial resources

10. Gender Architecture: Gender FP or equivalent at HQ, regional and country levels are:

a. P5 and above levels for both mainstreaming and representation of women; b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions

AND

The entity has reached the equal representation of women for General Service staff and also at P4 and above levels

11. Organizational Culture: Organizational culture fully supports promotion of gender equality and the empowerment of women

UN SWAP: Performance Indicators, meeting requirements: capacity

12. Assessment - Entity-wide assessment of capacity of staff at HQ, regional and country levels in gender equality and women's empowerment is carried out

And

13. Development - Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices [includes humanitarian settings]

UN SWAP: Performance Indicators, meeting requirements: Knowledge and Info Management

14. Knowledge generation and communication -

Knowledge on gender equality and women's empowerment is systematically documented and publicly shared

and

Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination

15. Coherence - Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women

SWAP: Implementation and Accountability

- Gender departments to play a coordinating role while accountability rests with senior managers per CEB policy
- Mandatory training which may require additional resources
- A 5-7 year period to meet the UN SWAP requirements by entities
- A remedial plan of action to be developed for entities who do not meet the requirements
- UN Women to identify the main system-wide and strengths and weaknesses and to coordinate on building on strengths and filling gaps in consultation with entities

UNCT Performance Indicators

- UNCT Performance Indicators which assess GEEW and promote accountability at the UNCT level has tested a humanitarian, transition and post-transition section in Sudan
- This include the CAP and other transition documents
- Any feed back from the SWG on this would be very useful

Reporting on SWAP – next steps

- Reporting which will commence in 2013, sets a baseline for the UN system – SWAP roll out: 1 year
- Reporting regularly through the Report of the Secretary-General on “Mainstreaming a gender perspective into all policies and programmes in the UN system”.
- Reporting to CEB’s High Level Committees (HLCP/HLCP), with first reporting in 2014

THANK YOU