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Gender in UNDP

Progress report on the implementation of the 2005 gender action plan

I. Introduction

1. This report highlights significant areas of progress and tangible results in the implementation of the UNDP gender action plan, adopted by the Executive Board for the interim year of 2005, in:

- (a) building internal capacities for gender mainstreaming;
- (b) ensuring systematic gender mainstreaming in all programmes;
- (c) supporting the United Nations Resident Coordinator system;
- (d) developing mainstreaming tools, knowledge products and best practices; and
- (e) aligning human resources policies and practices with commitment to gender balance.

2. The gender thematic trust fund, to which the Government of the Netherlands contributed \$5.5 million, has been instrumental in transforming the internal capacities and processes of UNDP to ensure that gender equality is fully and systematically integrated into all UNDP programming and operations.

3. This effort strengthens the gender responsiveness of the organization as it works towards achieving the Millennium Development Goals (MDGs) in full compliance with the requirements of the Triennial Comprehensive Policy Review (TCPR).

4. UNDP plays an important leadership role at the global level in the United Nations Development Group (UNDG) and in the Resident Coordinator system at the national level. UNDP relies on UNIFEM, its associated fund, for technical services in areas where it has expertise and capacities, especially at the regional level.

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II. Progress towards the specific goals

Goal 1. Develop capacities through training, knowledge sharing and networking.

5. Training packages and curriculum have been developed, including the Virtual Development Academy.
6. Intensive gender briefings have been conducted in staff training and refresher courses, including leadership induction courses for new Resident Representatives/Resident Coordinators, Deputy Resident Representatives, junior professional officers and programme policy officers.
7. To date, the staff and management of 45 country offices have been trained in gender mainstreaming, and a gender mainstreaming strategy is in place in each of those country offices.
8. Staff and management of BCPR have been trained in gender mainstreaming approaches to crisis prevention and recovery programming.
9. Five regional training workshops have been held, in Bratislava, Dakar, San Salvador, Cairo and Colombo.
10. A mandatory community-level e-learning gender sensitivity training course has been developed, accompanied by a message from the new Administrator.
11. A pool of in-house gender trainers has been made available to train new staff in leadership-level induction programmes.
12. The gender 'Institute@', co-managed by UNDP and the Smithsonian Institution, has trained over 600 participants on the role of men in gender equality and women's empowerment.

Goal 2. Mainstreaming gender into the core practices of UNDP and in the 45 country offices' programmes and services.

13. The democratic governance, energy and environment, and crisis prevention and recovery groups pioneered exercises involving training, portfolio review and analysis of funding criteria and capacities to mainstream gender effectively.
14. All project and programme documents are systematically reviewed from a gender perspective, including country and regional programme documents.
15. The new programming manual, the UNDAF evaluation guidelines, and the guidelines for the country programme action plan and the annual work plan were revised to integrate gender analysis and programme requirements.
16. Specific programmes were initiated on gender and the MDGs (DFID/United Kingdom, Japan); land rights and HIV/AIDS; gender-responsive budgeting: training economists and knowledge sharing (UNDP Japan); women's unpaid work and the care economy (with Columbia University, Sciences Politiques/Paris and the Levy Economics Institute/New York).

Goal 3. Establish and strengthen United Nations system coordination with respect to gender at the country level.

17. UNDP contributed to the United Nations resource guide for gender theme groups in United Nations country teams.

18. UNDP has trained gender focal points as leaders in inter-agency gender activities.
19. In the context of 'engendering' the common country assessment (CCA) and the United Nations Development Assistance Framework (UNDAF):
 - (a) A UNDP pilot project on gender and the MDGs (executed by UNIFEM) included a gender-sensitive MDG costing exercise and a new set of CCA/UNDAF targets and indicators.
 - (b) In Uganda, UNDP inputs into the CCA/UNDAF process led to affirmative action for conflict areas in the national budget process, as well as assistance from bi- and multilateral donors.

Goal 4. Develop and use new methodologies, knowledge products and best practices in gender mainstreaming:

20. UNDP has developed a gender mainstreaming toolkit, with tip-sheets on 'why and how'.
21. UNDP has produced a manual for country offices, 'How to develop a gender mainstreaming strategy'. Originally developed by UNDP El Salvador, the manual has been used in 45 country offices.
22. UNDP has published 'En Route to Equality: a gender review of 78 National MDG reports', which has been widely circulated.
23. "Linking Beijing+10 to MDG +5" was a joint UNDP/World Bank side event that the two organizations presented as co-chairs of the United Nations inter-agency network on gender.
24. "Unpaid work and the Care Economy: Gender, Poverty and the Millennium Development Goals" is a comprehensive database on time use; ways to measure women's invisible contribution to economic growth; the cost of care in national accounts; and pro-poor women macro-economic modelling.
25. UNDP contributed to the development and dissemination of the Inter-Agency Standing Committee guidelines for gender-based violence interventions in humanitarian emergencies and the United Nations gender and mine action guidelines.
26. UNDP prepared three databases: (a) best practices in gender mainstreaming from around UNDP offices; (b) *Gender Mainstreaming Tools Marketplace*, with an annotated bibliography of a selection of gender mainstreaming tools; and (c) the Web of Information for Development (WIDE) gender roster, new service extended by UNDP to all UNDG members which gives access to the best gender experts (UNDP entered 300 CVs).
27. A training module on gender and conflict was developed for inclusion in the training curriculum around conflict analysis and conflict-sensitive programming.
28. The Human Development Report Office concluded an e-discussion on both the gender and HDR networks on measurements of women's empowerment – the gender empowerment measure (GEM) and the Gender Development Index (GDI).
29. To measure institutional performance, UNDP has produced a new 'corporate scorecard', which has inspired other mainstream agencies and donors to do likewise. Pre-testing of the scorecard has been completed.

30. UNDP has produced a report on the Atlas system, which now has the capacity to track earmarked and mainstreamed allocations and expenditures for gender equality and women's empowerment by fund and by service line, using the 'project tree', as well as by activity type.

Goal 5. Human resources policies and practices aligned with corporate commitment to gender equality and gender balance:

31. Gender balance in staffing is regularly monitored by OHR through the gender-balanced scorecard, and the UNDP competency assessment systems have been revised to include a gender perspective.

III. Resource mobilization

32. In Pakistan, UNDP mobilized \$15 million for the Gender Support Programme, a multi-donor-funded umbrella programme: New contributions mobilized included \$2 million from the Embassy of Norway, \$1.5 million from the Canadian International Development Agency and \$600,000 from the Government of Switzerland, leveraged with \$1.8 million from UNDP core funds.

33. In India, the Ministry of Rural Development has committed \$6 million to support civil society organizations (CSOs) that are working with women's groups in collaboration with UNDP.

34. In Kuwait, a \$ 1.7 million project on women and governance was funded by the Government to help women leaders participate in their first election.

IV. Lessons learned

35. The main lessons learned were the following:

- (a) Expertise on gender mainstreaming is available in most countries.
- (b) Effective gender mainstreaming requires in-house gender expertise.
- (c) Tracking and measuring progress remains a challenge for the organization.
- (d) Both core and non-core resources are needed to support gender mainstreaming.
- (e) Showcasing success stories and rewarding champions is important.
- (f) Partnership with UNIFEM, especially in the regional services, should be documented.

36. While there has been major progress in mainstreaming gender into all UNDP interventions, as reported by 88 countries in the 2004 gender mapping exercise, this is not adequately reflected in the MYFF reports. Gender is a 'development driver' that needs to be made more visible.

37. UNDP needs to invest further in internal capacities and partnerships with UNIFEM and other United Nations organizations, as well as allocate core programme resources to empower women in all the core practice areas.

Annex

Some highlights from country offices, 2005

Democratic governance

38. Intensive policy advocacy in Afghanistan, supported by UNDP, resulted in a presidential decree allocating two seats per province for women to participate in the *Loya Jirga* during the drafting of the new constitution.

39. UNDP Georgia supported the creation of an inter-governmental gender equality council under the umbrella of the parliament to provide leadership training for women and introduce laws that empower women.

40. In Honduras, UNDP support to the adoption of the national policy on equal opportunities, which paved the way for new legislation such as the electoral law, which reserves 30 per cent of seats for women. The political reform project includes capacity building for women candidates in preparation for the 2005 elections. The national human development report (NHDR) and the MDG report for 2006 have highlighted the need for greater participation of women and more disaggregated data and gender analysis across the MDGs.

41. The Department of Statistics in Jordan has created a gender statistics division to generate disaggregated data and women's empowerment indicators. The NHDR is also focused on the role of women, women's rights and empowerment.

42. Jordanian women are the main beneficiaries of a complaint mechanism set up at the National Centre for Human Rights for protecting and promoting women's human rights.

43. UNDP Indonesia supported a voter education and advocacy campaign for 30 per cent of candidates in the general elections to be women, and for the formation of a caucus of female members of parliament at the national and regional levels.

44. The women's leadership programme on conflict mitigation and peace building has started in Indonesia. The UNDP community recovery programme was decentralized to achieve greater local empowerment of non-governmental organizations and women's active involvement in and management of the programme.

45. Gender analysis is a key element of the State HDRs of India. A gender and human development report was initiated by the Government. Gender budget analysis in State HDRs provided important leverage of resources to promote gender outcomes and mainstream gender into national and State policies and budgets. The Ministry of Rural Development committed \$6 million to support CSOs that work with women's groups, which UNDP has been tasked to help identify.

46. UNDP Albania raised funds from Sweden (SIDA) to strengthen the national network for the political empowerment of women and establish a gender budgeting community of practice in partnership with Tirana University.

47. Timely support to a national action plan for the political empowerment of women in Bahrain, provided by UNDP just before the elections, brought six women into the present parliament.

48. The National Forum on Access to Justice in Cambodia included a research study on the interface between informal community justice systems and the formal justice systems. Domestic violence ranked very high and prompted targeted interventions.

49. In Egypt, the UNDP programme to end the practice of 'female genital mutilation' reached out to religious and traditional community leaders for collective action to guarantee an effective response.

Poverty reduction

50. The Albanian national strategy for social and economic development, which incorporates the Poverty Reduction Strategy Paper (PRSP) and the MDGs, has a new section on gender equality supported by a budget allocation for gender mainstreaming.

51. The Ghana Poverty Reduction Strategy revised its targets based on a strong gender focus in the MDG needs assessment.

52. UNDP commissioned eight studies on the human development impact of trade and globalization on Bangladeshi women in garment and other export-oriented industries.

53. Similarly, in Cambodia, the gender and MDG programme, funded by UNDP with UNIFEM execution, brought the impact of the multi-fiber trade agreement on women garment workers to the centre of the national policy debate. As a result, the Ministry of Labour and Vocational Training has requested UNDP support to produce a gender-responsive employment and vocational training policy to help ease the transition of displaced women garment workers.

54. The new India Partnership Forum has formulated a social code for business adopted by 319 companies committed to take specific actions to ensure gender equity and women's equal access to employment.

55. In Bhutan, the national poverty indicator includes gender-sensitive poverty indicators. In Cambodia, the household socio-economic survey includes gender-related questions for the first time.

56. In El Salvador, the NHDR 2003, dedicated to gender, produced gender-disaggregated data and gender analysis. Gender-sensitive budgets and public security issues include the prevention of gender-based violence. UNDP supports the Government in formulating a policy on co-existence and citizen security, with a focus on eliminating domestic violence.

57. In Ethiopia, gender budget audits are supported by a multi-donor programme that includes a pro-poor gender budgeting training funded by UNDP.

58. The UNDP gender-responsive budgeting initiative, co-funded by the United Kingdom and Japan in the amount of \$500,000, made the link between investing in poor women and achieving the MDGs by training gender-budgeting experts to assist countries with their PRSPs and MDG assessments, leading to greater public investments in gender equality.

59. A core pool of trained regional experts is available in all regions to support and sustain gender-responsive budgeting initiatives, in partnership with lead institutions such as the Asia Management Institute in Manila, the Russian Institute

for Public Management, and the Centre africain d'études superieures en gestion in Senegal.

60. In Botswana, the UNDP poverty status report is fully disaggregated by sex. The active participation of women in this process had a direct impact on women's increased participation in policymaking.

61. The national action plan for social inclusion in Bulgaria was based, for the first time, on an assessment of women's poverty within a UNDP-supported anti-poverty strategy. It includes targeted social policies that benefit the most disadvantaged women, such as single mothers and disabled and elderly women.

62. In Western China, women farmers were able to increase their income and enhance their status through access to information for marketing their agricultural products via the rural information and communications technology centres for poverty reduction, established by UNDP.

HIV/AIDS

63. The national HIV/AIDS policy of Belize and Belarus mainstreamed gender concerns and the rights of migrant sex workers.

64. The HIV/AIDS leadership programme of UNDP mobilized people in Cambodia, 45 per cent of whom were women, to bring the taboo subject of sexual behaviours that fuel the pandemic into the public debate.

65. The National Coalition of Women against HIV/AIDS spearheaded by women ministers in Ethiopia was a direct outcome of the LDP. The UNDP Japan WID Fund allocated \$350,000 for a national programme on gender and HIV/AIDS, including a survey of norms, attitudes and traditional practices that either fuel or limit the spread of HIV/AIDS.

66. A network of women living with HIV/AIDS was formed in Honduras to end stigma and discrimination against HIV-positive women and help them reintegrate into their families.

67. In India, the UNCT is developing a communications and advocacy strategy to mobilize people living with HIV/AIDS, particularly women, to join the fight against the pandemic.

Energy and the environment

68. The self-assessment of the UNDP environment programme in Botswana identified major gender gaps in the management of natural resources. It led to provisions that increase women's leadership in environmental policymaking and planning.

69. In China, the UNDP/GEF supported 'multi-agency and local participatory cooperation in biodiversity conservation in Yunnan[M2] upland eco-systems' made significant efforts to empower women and help them manage microcredit schemes and monitor biodiversity resources.

70. In Ethiopia, UNDP supported the gender mainstreaming strategy in the Ministry of Water Resources, making it mandatory to ensure 20 per cent representation of women in all water management schemes and community-level natural resources management programmes.

71. UNDP Georgia secured over \$650,000 from Sweden (SIDA) for a gender study to incorporate recommendations on gender issues in the Kura-Aras integrated river basin management programme.

Crisis prevention and recovery

72. In the Democratic Republic of the Congo, UNDP organized a seminar, in collaboration with UNIFEM, on the importance of gender mainstreaming. Participants included representatives of the ministries, women's associations, human rights organizations, and donors.

73. In the Sudan, UNDP has supported training programmes for the police and the military on preventing gender-based violence.

74. In partnership with Inter-Agency Standing Committee members, UNDP is supporting the field-testing and implementation of guidelines on gender-based violence in crisis situations. In addition, in collaboration with WHO, UNFPA and UNIFEM, UNDP has spearheaded interagency discussions on a global campaign against gender-based violence in conflict situations.
