

Midterm review of the UNDP Gender Equality Strategy 2008-2013

“EMPOWERED **and EQUAL**”



Purpose:

1. Identify areas in which UNDP has been successful in achieving gender equality results, across Focus Areas and regions and where are the gaps.
2. Obtain strategic inputs on how to strengthen UNDP's response in view of emerging challenges (e.g. MDG targets, financial & economic crisis, Beijing+15, creation of UNW)
3. Make specific and practical recommendations on how UNDP should more fully bring gender equality into all of its practices areas and within the organization.



Methodology:

1. Desk review of reports, financial data and other relevant documents at the global, regional and national levels.
2. Interviews and focus group discussions at UNDP headquarters that included all the Regional Bureaux, other Bureaux, the Gender Team, former Resident Coordinators, and sister UN agencies.
3. Field visits to one Country Office per region: **El Salvador, Lebanon, Liberia, Nepal and Serbia**; and to the Regional Centers in Bratislava and Panama.

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Overall findings:

1. UNDP responded forcefully to the findings of the 2005 Gender Equality Evaluation (around 13 actions out of 29 completed and 7 on going).
2. This has resulted in innovative programme successes in some practice areas and important progress in institutional arrangements for achieving gender equality results by bureaus, units and Country Offices across the organization.
3. UNDP has become a more **gender aware** organization and is making significant contributions to results on the ground. However, the implementation of the gender equality strategy remains uneven.



Key achievements:

- Organizational capacity to advance gender equality has been methodically developed. A framework (the GES), technical expertise (e.g. from 5 to 23 GT staff; 1 Gender Practice Leader for each Regional Center, GFPs etc.), an accountability framework with tracking mechanisms (GSIC, gender marker), and dedicated resources to facilitate its implementation
- UNDP developed a range of innovative gender mainstreaming tools and methodologies for gender integration in economic planning processes, to address the gender dimensions of HIV/AIDs.
- UNDP has led and influenced global climate change negotiations, new climate funds, and national climate strategies, as well as into UNDP's own policies and programmes on adaptation, mitigation, water and energy



Key achievements (cont'd):

- UNDP now a recognized leader in promoting women's political participation – through its electoral, parliamentary and post conflict governance work. (e.g. GPPS, GPECS or IKNOWP).
- A high level of engagement across all regions to address *gender based violence*: about one third of COs engaged in a range of initiatives on prevention of and response to GBV.
- Greater awareness of the specific needs of women and girls in post conflict countries & critical importance for women to participate in recovery and reconstruction processes. COs increased support to post-crisis situations. 9 SGAs advisors h fielded.



key recommendations:

1. Develop comprehensive programmes in areas such as economic policy management or GBV to consolidate the gains made.
2. Strengthen the integration of gender in key areas such as public administration, local governance, DDR and SSR.
3. Leadership of senior managers in implementing the GES should improve giving them support and holding them accountable for delivery of results.



Key recommendations (cont'd):

4. Allocate adequate financial resources for gender mainstreaming and women's empowerment: increase or at least maintain UNDP's total core investment in gender mainstreaming.

5. Systematically strengthen staff capacities through inter-alia, encouraging better on-job learning, rewarding personnel and updating the existing learning materials.

6. Maintain and build upon investments made in the Gender Team, to ensure that its dual development policy and institutional mandates are effectively executed. (see EB Decision, 2011).





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Thanks!

