



The 10-Point Action Agenda

Advancing Gender Equality in Crisis Settings



CRISIS PREVENTION AND RECOVERY

**THE 10-POINT ACTION AGENDA
FOR ADVANCING GENDER
EQUALITY IN CRISIS SETTINGS:
NEW PRACTICAL AND POSITIVE OUTCOMES
TO ENHANCE CRISIS PREVENTION, RECOVERY,
AND RESILIENCE**



Summary
November 2022



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The 10-Point Action Agenda is the new UNDP strategic framework for its gender equality work in crisis settings. It builds on the previous 8-point action agenda and complements the new UNDP Strategic Plan, 2022-2025, Gender Equality Strategy, and Crisis Offer. It is grounded in the understanding that deep-rooted, intersectional discrimination sits at the heart of the multiple challenges women and girls face, reinforcing models of dominance that exclude and leave women and girls behind, but also men and boys, especially in crisis settings.¹

There are four key issues that mark important elements in the new agenda and which give UNDP a game plan to address the root causes of gender inequality and gender-based violence: (a) strengthening participation and leadership and recognizing complexities and diversity issues; (b) addressing governance, justice and intersectional 'slow violence';² (c) engaging local agents of change across different segments of society and across relevant networks to provide a strong foundation for social change and transformation; and (d) understanding that transformation will not happen without capacity enhancement. Tackling these four key issues using a root causes lens, the new UNDP 10-Point Action Agenda will work, in the most integrated manner possible through a whole-of-system approach, to:

1 Stop the brutal trends in conflict-related sexual violence and the pervasiveness of gender-based violence in crisis

- Work to prevent gender-based violence and conflict-related sexual violence by understanding the drivers of gender inequality and addressing the normative and structural barriers that perpetuate violence against women.
- Treat increases in gender-based violence as an indicator and a warning sign of crisis escalation by including its measurement as a cornerstone of any conflict and crisis analysis and by incorporating it in related data work and monitoring and evaluation efforts.
- Develop and implement integrated interventions where the prevention and responses to gender-based violence are secured through the participation and endorsement of survivors and local organizations, in all their diversity.
- Build strong, respectful, well-resourced partnerships and networks with all stakeholders in crisis settings, including with men and gender equality and anti-violence champions.

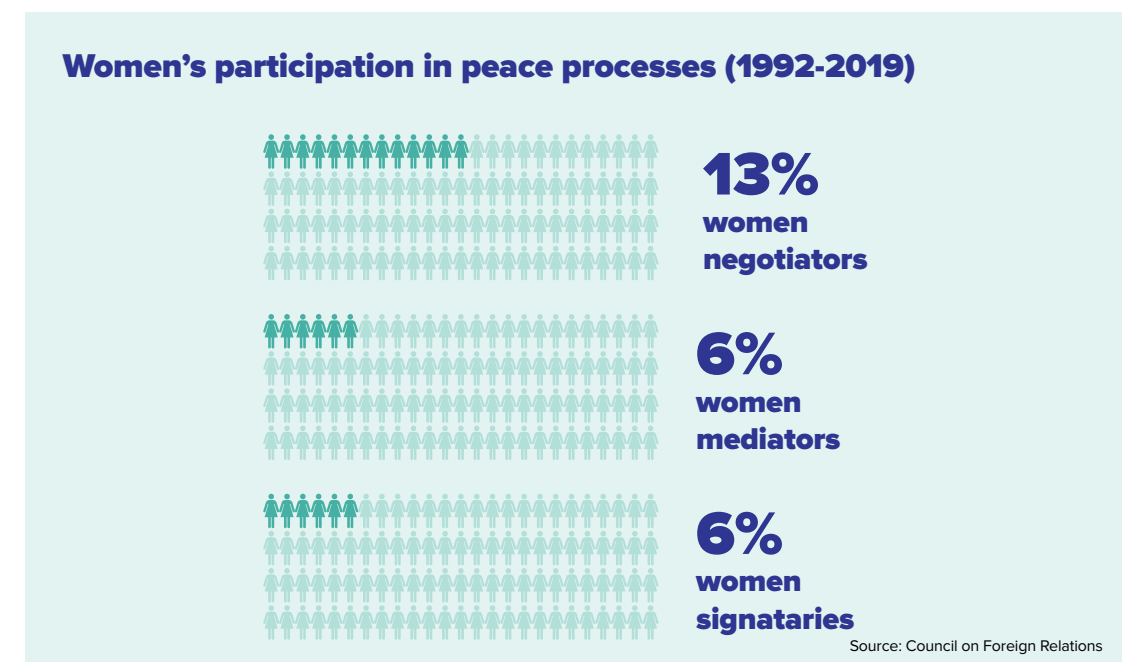
¹ The focus on women and girls does not preclude the importance of engaging across all gender identities. However, women and girls continue to be the most excluded in a world predominantly driven by patriarchal norms and structures.
² 'Slow violence' is defined as "a violence that occurs gradually and out of sight, a violence of delayed destruction that is dispersed across time and space, an attritional violence that is typically not viewed as violence at all". The term was coined by Professor Rob Nixon of Princeton University in his book, *Slow Violence and the Environmentalism of the Poor* (Harvard University Press, 2011).

- Work with legal institutions and communities to enhance their accountability in addressing rape and sexual violence as war crimes.
- Support communities and Governments to confront any escalation in arms sales and recognize and address the gendered impacts of armed violence.



2 Claim women's agency as leaders of peace processes and political institutions: Women must be at the table

- Support and enforce women's right to be represented in social, political, economic and environmental spheres and in all peace processes and decision-making, even when doing so is not considered 'traditional'.
- Consistently recognize, support and build women's skills and confidence to make decisions and influence the decisions that directly affect their lives, including through direct participation in formal and informal peace processes in government and the security sector.
- Identify and encourage women change-makers at the community level to engage with local government actors to enhance their accountability to deliver for all, and encourage and support networking among and across women leaders and women's organizations representing the diversity of women to strengthen their rights.



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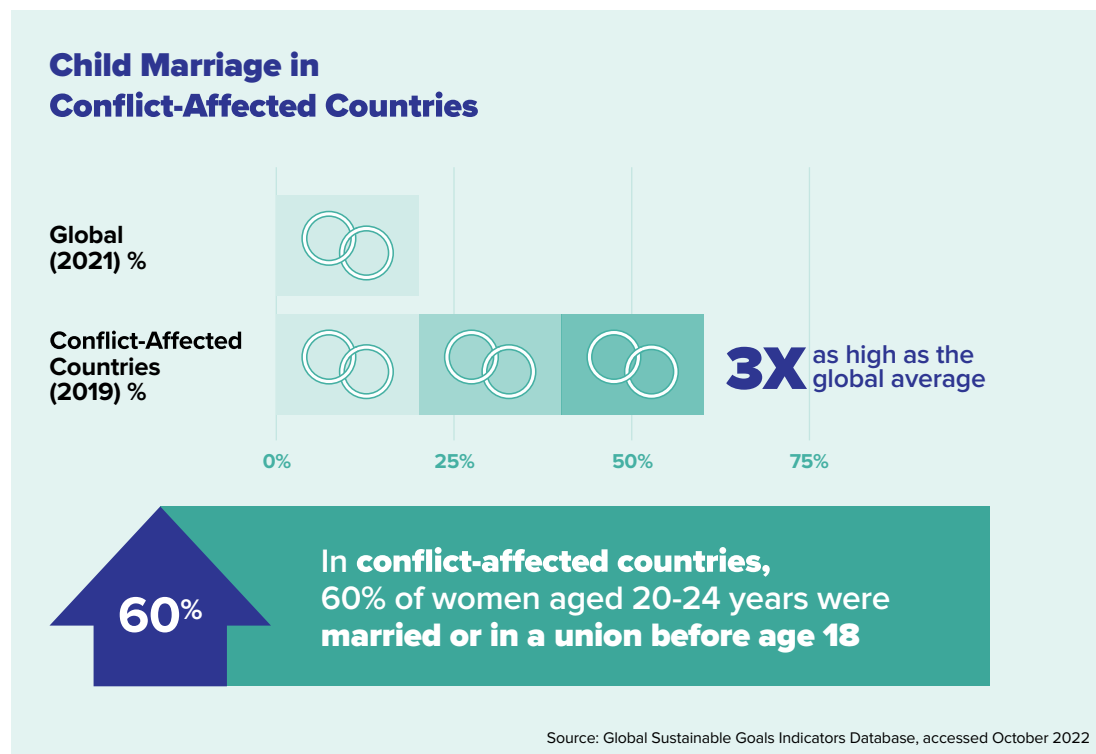
Ensure women's access to justice and security and their full rights as citizens

- Address discriminatory legal frameworks and structures, through close engagements with all those impacted, to ensure women's access to justice at every stage of prevention and response. Anticipate that a crisis will deprioritize legal reforms and that services women rely on, including safe houses and shelters, are especially vulnerable when Governments shift resources to respond to crisis. Take steps to prevent and otherwise respond to this shift.
- Counteract misinformation and other efforts to misuse customs, traditions or religious beliefs to justify exclusion and other forms of violence against women and girls.
- Expand the scope of judicial reform, including to safeguard women's access to land, water, forests and other environmental commons in the recovery period.

4

Promote the participation and leadership of women and women's organizations in crisis and recovery

- Work with Governments and partners to position women as negotiators and decision-makers for natural resources and in the areas of environmental protection and disaster risk reduction and recovery.
- Analyse, recognize, safeguard and amplify existing structures and activities by women and prioritize solutions provided by women and enhance resilience for all.
- Establish, sustain and support women's networks and platforms for action, and sustain intergenerational activism. Go beyond elite representation at the level of national and provincial capitals, including by building and maintaining up-to-date rosters of active women that can be called on quickly if an opportunity comes up to influence crisis decision-making and recovery.



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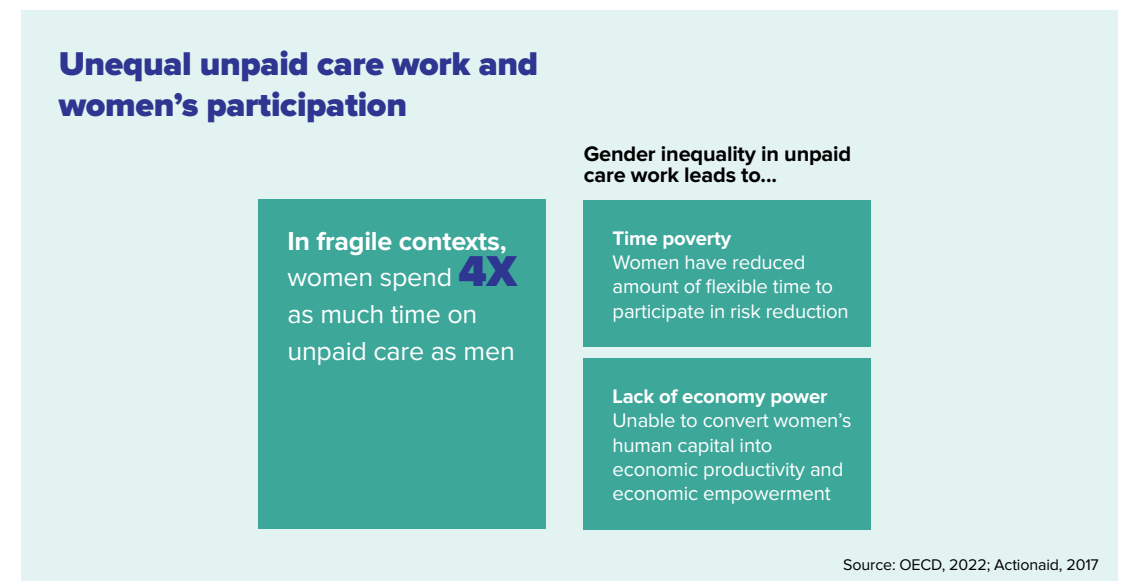
Value women's unique knowledge and capacities in resilience-building, risk reduction and climate action

- Recognize and support women's perspectives, knowledge, authority and efforts to safeguard and protect natural resources held in the commons, including that of environmental women defenders and women human rights defenders.
- Ensure women are fully informed about the gendered effects of degradation and biodiversity loss, and global water and energy scarcity.
- Secure women's participation in defining emergency preparedness and response plans.

6

Promote transformative and gender-responsive livelihoods and economic recovery

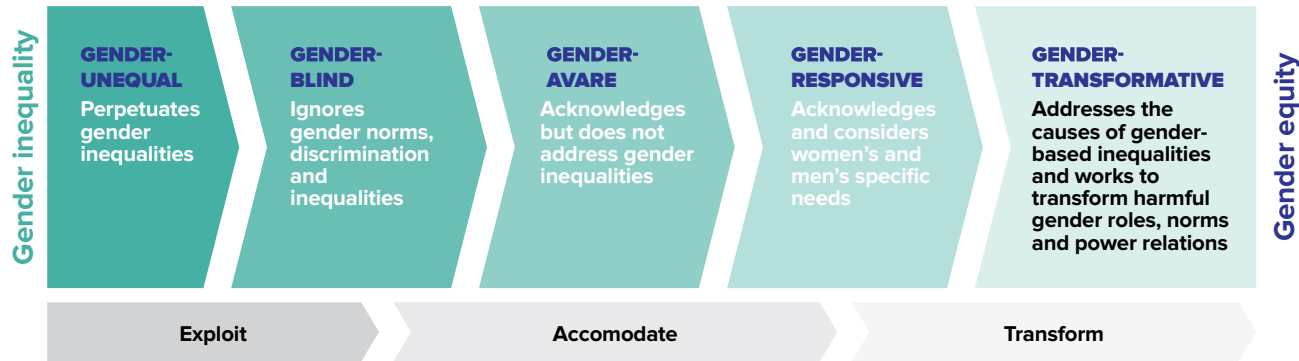
- Support the roll out of holistic and integrated economic and livelihoods interventions as a platform to address social norms that sustain inequality and negatively impact the economic empowerment of women and the most disenfranchised members of society.
- Put caregiving work and the prevention of and responses to sexual and gender-based violence at the centre of economic strategies, and programmes, and advocate and support social protection for those in the informal sector to ensure fairness, dignity and resilience.
- Wherever required, encourage and institutionalize universal (or targeted) basic income during and after crises to secure resilience for those most disenfranchised. Specifically support women with disabilities, and women and youth-headed households, including through innovative mechanisms such as universal basic income (or targeted basic income) and other forms of social protection adapted to the specific crisis situation.
- Open equal opportunities for women in sustainable livelihoods embedded in a circular economy to enhance resilience and dignity, and encourage legal reforms to enhance women's access to land, credit and other resources.
- Partner with the private sector to put in place financing modalities, including crop and health insurance for those employed in the informal sector where women tend to be overrepresented.



7

Transform government to deliver equally for all

- Support consultative and participatory planning processes, focused on engaging with women in all their diversity, men, and youth from marginalized groups, to identify needs and priorities for national recovery plans and strategies and to strengthen relevant stakeholders' capacity to hold government entities accountable.
- Invest in building and using capacity for gender-sensitive budgeting and sex-disaggregated data collection and analysis, among all beneficiaries, to advocate for and monitor representative governance at all levels.
- Engage continuously with the Government to ensure equal representation of women and men – including from the most marginalized communities – at all levels and all sectors by ensuring a safe and enabling work environment.
- Support the work of public service commissions and anti-corruption bodies to address institutional issues, such as bribery and demands for sexual favours, which affect women disproportionately not only as employees but also as end-users of government services, especially social services. Overcome women's exclusion from digitalization and other technologies that underscore those services.



8

Work with men and boys to challenge violent masculinities

- Promote long-term norm change, especially by encouraging and capacitating men and boys (and institutions shaped and dominated by men) to play a critical role in reversing gendered violence (against women, girls, boys, and sexual minorities).
- Challenge negative masculinities expanding scope beyond activities related to disarmament, demobilization and reintegration, small arms and light weapons, and incarcerated populations to include social norms in male dominated civil service, institutions, etc.
- Expand behavioural change work to address power imbalances across all engagements in crisis and across gender, ethnicity, religious affiliation, age and disability, among others, to strengthen the impact and durability of peace and development.

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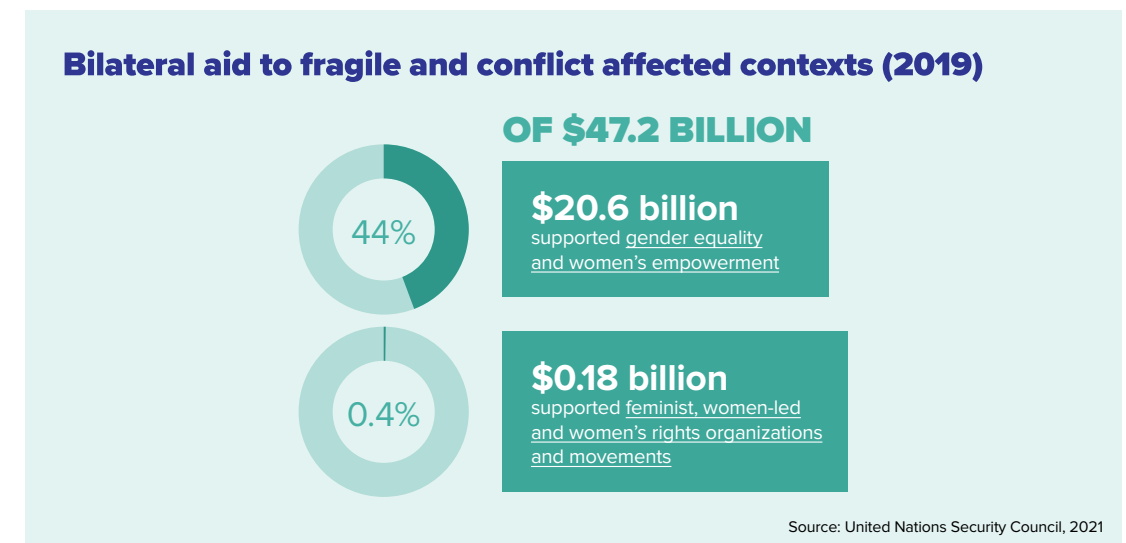
Prioritize gender data in analysis of risk, crisis and conflict: Data is not a choice anymore

- Carry out gender-responsive conflict/crisis analysis covering specific geographic and thematic areas, with specific inclusion of intersectional gender data and attention to the prevalence of sexual and gender-based violence, to ensure that programme development is fully informed by evidence. Ensure these analyses provide the baseline for country programmes.
- Obtain access to data in crisis contexts by partnering with women's organizations, women human right defenders, activists, bloggers, and national feminist academics, and measure delivery against the gender equality and women's empowerment agenda.
- Ensure post-disaster needs assessments and socioeconomic assessments have an in-depth gender analysis to inform an inclusive recovery engagement that supports building back better.
- Support the Government in putting in place and/or strengthening a dedicated stream of work to ensure that sex and age-disaggregated data are fully integrated within the national formal statistics body.
- Engage with the relevant ministries advancing the gender equality and women's empowerment agenda to enhance their capacity to support and monitor sex and age-disaggregated data collection and analysis.
- Support the design, roll out and institutionalization of survey methodologies – bringing innovative methods like digital technologies that can secure data collection from those most left behind in times where formal data is lacking.

10

Increase funding for gender equality and women's empowerment: Get the numbers right

- Meet and exceed UNDP corporate minimum funding commitments for gender equality: each UNDP programme and project must allocate a minimum of 15 per cent of its budget towards a stand-alone gender equality output/activity.
- Ensure funding directly reaches local women peacemakers and human rights defenders. Invest in local capacities, coalitions and networks.
- Advance gender-responsive budgeting across all UNDP engagements with government partners and commit to the same principles across UNDP programmes and projects.





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ACHIEVEMENT OF THIS 10-POINT ACTION AGENDA WILL REQUIRE:

- o Supporting the full **implementation of Security Council resolution 1325**.
- o Incorporating gender equality and women's empowerment priorities focused on addressing the root causes into **advocacy and strategic planning** in the humanitarian, development, peace and security spheres.
- o Building **capacity** to prevent and respond to **gender-based violence and conflict-related sexual violence**.
- o Strengthening **gender-responsive policies in human resources and operations** to support a growing pool of women professionals across UNDP and partner organisations.
- o Building **partnerships** to maximize impact on gender equality priorities.
- o Developing gender-responsive **funding mechanisms and resource mobilization strategies**.
- o Prioritizing **gender data collection** that counts women, counts what women value, and values what women count in crisis and conflict.
- o Advancing **intellectual leadership**, knowledge management, monitoring and evaluation on gender equality and conflict prevention and recovery issues.

