



GENDER STRATEGY

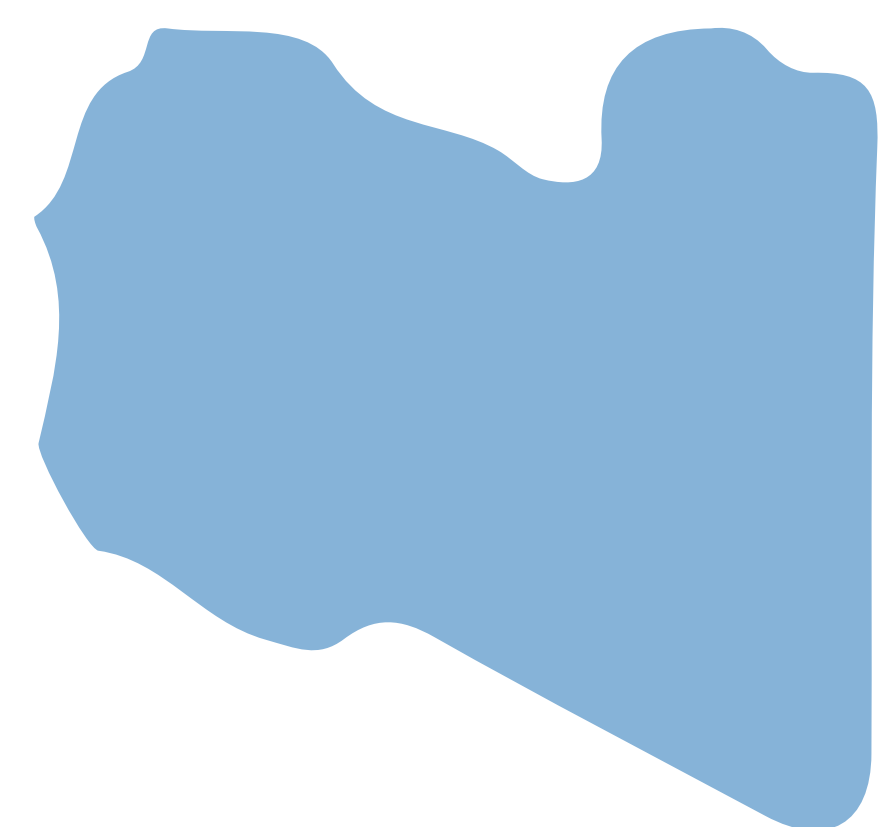
2023 - 2025

LIBYA

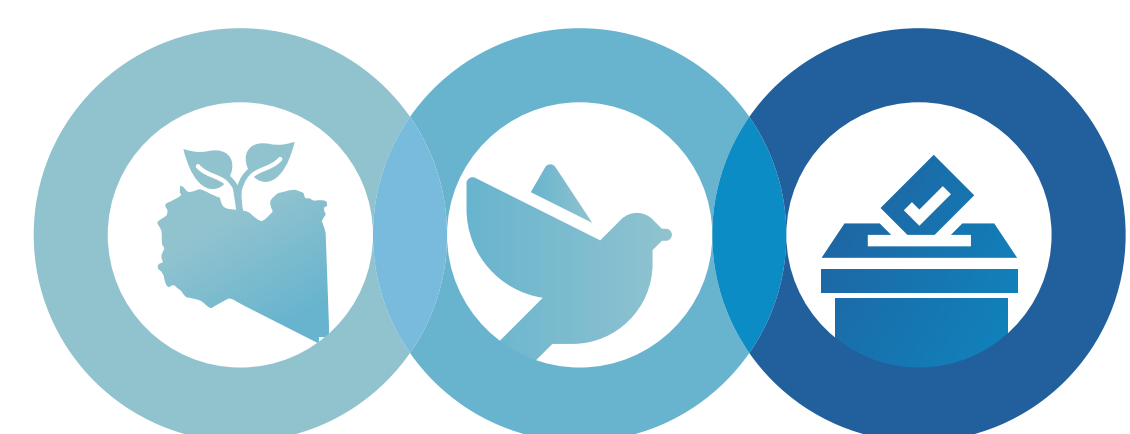
**COUNTRY
OFFICE**

Please note that this gender strategy document uses “women and men” and “girls and boys” to refer to women and men/girls and boys across all social and economic classes, religions, disabilities, cultures, ages, locales, races and ethnicities.

INTRODUCTION & RATIONALE



2023
23|30
Benchmarks
76.67 %

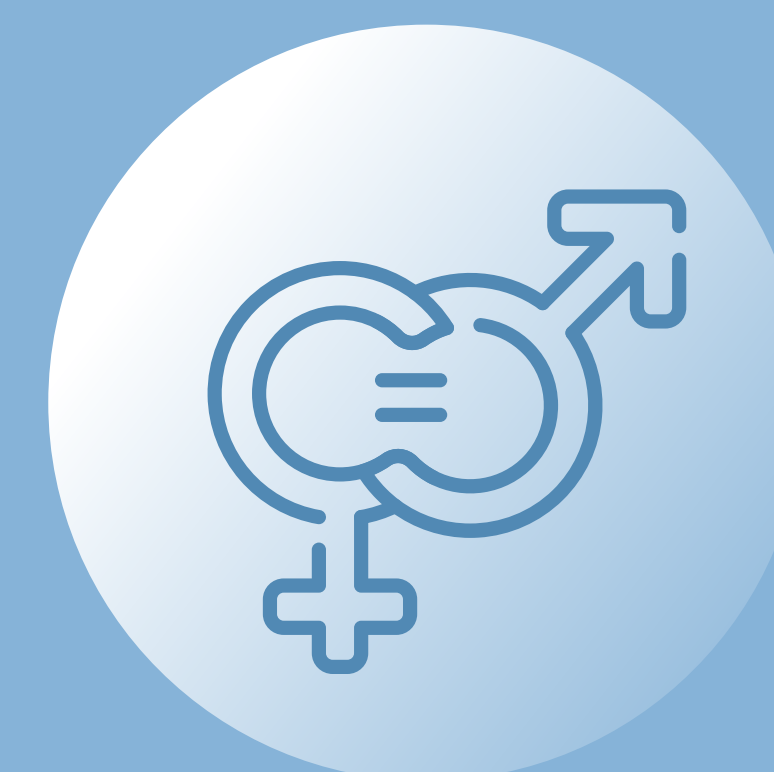


This document presents the gender strategy of the UNDP Libya Country Office (henceforward CO) for fiscal year 2023-2025. The CO developed its first gender strategy (2018-2020) to articulate its commitment to align with Signature Solution 6 of the UNDP Strategic Plan.

In **2023**, the CO achieved the silver level of the Gender Equality Seal Certification, scoring 76.67%, fulfilling **23** out of **30** benchmarks compared to a baseline score of 68% in 2020. This new gender strategy will help the CO to continue transforming gender inequality in Libya and progress toward gold-level certification of the Gender Equality Seal.

The CO implemented a participatory co-creation process to ensure the development of a relevant and effective gender strategy. This strategy aligns with the United Nations frameworks, including the United Nations Sustainable Development Cooperation Framework for Libya (2023-2025), the Country Programme Document (CPD) for 2023-2025, the UNDP Global Gender Strategy (2023-2025), the UN System-Wide Action Plan on Gender Equality and the Empowerment of Women, and the vision of the 2030 Agenda for Sustainable Development.

This strategy aligns with the mandates for Gender Equality and Women, Peace and Security (WPS) and emphasizes the four pillars and priority areas of the WPS agenda:



Participation of women and men equally in peace, political and security decision-making processes at national, local, regional and international levels.



Protection of women's and girls' rights in conflict-affected situations, including protection from sexual and gender-based violence (SGBV).



Prevention of all forms of violence against women (VAW) and girls in conflict-affected situations, including efforts to counter impunity and to involve women in conflict prevention.



Relief and recovery to meet women's and girls' specific humanitarian needs and reinforce women's capacities to act as leaders in relief and recovery.

GENDER PROFILE & NATIONAL CONTEXT



Over a decade of political crisis, conflict, institutional fragmentation, weak governance, economic decline, increased poverty, gender inequality, and human rights violations, have impeded Libya's progress toward the 2030 Agenda.

Libya has not had a national development plan since 2011. Consequently, the ability of international development partners to align their support to national priorities has been hampered. Based on the outcomes of the Recovery and Peacebuilding Assessment (RPBA) supported by the United Nations, the World Bank, and the European Union (November 2021) the government of Libya is expected to prepare a new national development plan in 2023.

In 1989 and 2004, Libya ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and its optional protocol with reservations about some articles 2 and 16 C, 16 D. In 2004, Libya ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol).

The interim Libyan Constitution recognizes all Libyans as equal before the law without distinction, including on the grounds of gender. A Ministry of State for Women's Affairs was appointed as part of the Government of National Unity (GNU) with a mandate to work on areas related to women's empowerment. However, the absence of well-established national machinery for women led to the establishment of different entities with conflicting mandates. An Office of Women and Youth was established within the Presidential Council but has a limited mandate.

Despite international and national commitments to eliminate gender-based inequality, women and girls in Libya continue to face increasing risks of violence, marginalization and exclusion. Libya's ranking in the global Gender Inequality Index (GII) dropped from 56 in 2019 to 61 in 2021.



According to the USAID 2020 Libya Gender Analysis, Libya is a profoundly patriarchal and paternalistic society with a strongly gendered division of roles in households, workplaces and civic life, reinforced by law and policy. On the other hand, female literacy and education levels are very high, and women's rights advocates are active. Female inclusion and equality are notable in the south, where tribal structures dominate. The pandemic is multiplying pressures on women to be responsible for children's education, to care for sick people, and to enhance household sanitation and hygiene. Financial hardship due to war and COVID-19 may be increasing some women's economic participation, perhaps particularly in the south.



Women in Libya are severely underrepresented in the political landscape and decision-making institutions. While women and men have the same voting rights, men dominate the political landscape.

 **36.5%**

 **68.8%**

Women have lower labour force participation and receive less compensation for their work. In 2019, women's participation rate in the labour market stood at 36.5 percent compared to 68.8 percent for men. Unemployment rates remain stubbornly high at over 20 percent in 2020, particularly for women standing at 26 percent and youth at 51.5 percent (female 70.9 percent, male 43.5 percent). On average, women in Libya earn nearly three times less than men. The highest income levels among women has been in the capital, Tripoli. Women are more likely than men to be employed in the public sector, which may account for women's lower earnings.

Food insecurity has been increasing, with more vulnerable households unable to meet their dietary and nutritional necessities. A study undertaken between December 2020 and January 2021 found that over 70 percent of women aged 15 to 49 years old consumed Minimum Dietary Diversity.



According to the common country analysis in Libya, approximately two-thirds of the population is considered youth. However, this majority is largely excluded from most decision-making processes and institutions, particularly young women. Youth represent about half the workforce in the country. However, their unemployment rates remain high, particularly for young women.



2008

52 deaths

100,000 live births

2017

72 deaths

100,000 live births

The deteriorating capacities of the Libyan health and education systems have reduced access to timely, reliable services. The maternal mortality ratio increased from an estimated 52 deaths per 100,000 live births in 2008 to 72 per 100,000 live births in 2017. Although education in Libya is free and compulsory, school attendance and enrolment rates in primary and lower secondary appear to have declined since 2011. Inadequate investment in rigorous education is not meeting the requirements of the labour market; Libya risks squandering the massive potential of her young women and men to support economic growth and the broader peacebuilding agenda.



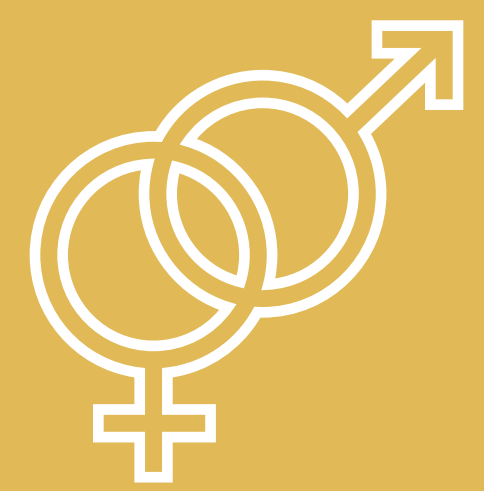
Women active in public life continue to be targets of violence. Multiple gaps exist in the legal frameworks for protection, enforcement and justice and domestic violence goes vastly under-reported. Violence against women has been widely used as a weapon during the ongoing conflict in Libya.



Some indications underscore potential improvements in the climate for gender equality. In June 2020, the Supreme Judicial Court established two special courts to deal with cases of violence against women and children. Six judges were appointed, five women and a man. They received training on gender-based violence, international conventions including CEDAW, and the UN Convention on the Rights of the Child.

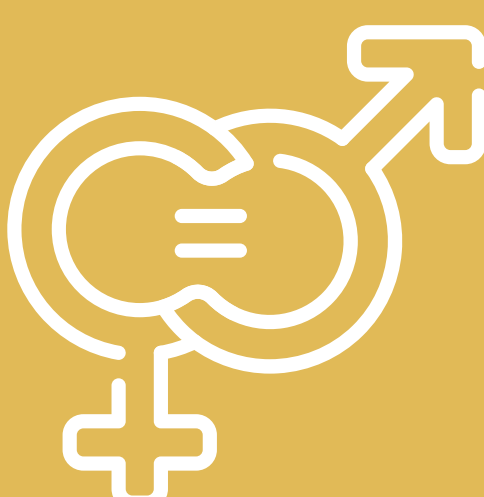
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LESSONS LEARNED



ACHIEVING GENDER EQUALITY IS A SLOW AND GRADUAL PROCESS IN LIBYA.

Given the extremely challenging political, economic, cultural, and security context in Libya, the CO understands that progressing toward gender equality requires persuasion and more buy-in from their counterparts, which takes time and needs additional financial and technical resources. Therefore, the CO identifies and targets realistic and relevant outcomes to make incremental and steady progress. An example of the cultural challenges is the counterparts believe that gender term contradicts local cultures. One of the notes highlighted during the meetings convened on 11 and 12 October 2022 between the Government Committee and the United Nations on the UN Sustainable Development Cooperation Framework for Libya (2023-2025), the Government Committee requested to replace the term “gender” with a common concept that considers Islamic Sharia as the basis of Libya’s national laws. Consequently, the parties have agreed on replacing “Gender” with “women and men”. “Gender-based violation” will be indicated as “Gender-based violation (women and men)”



IDENTIFYING AND ESTABLISHING PARTNERSHIPS WITH GENDER EQUALITY CHAMPIONS WILL SUPPORT THE CO IN ENSURING AND SUSTAINING GENDER MAINSTREAMING.

Based on the findings and recommendations of the recent gender portfolio review, conducted between September and October 2022, the CO highlighted its need to strengthen its partnerships with local, national, and international partners who champion GEWE to enhance synergy and efficiency.



INSTITUTIONALIZATION OF GENDER EQUALITY IN THE CO’S PROGRAMMATIC AND PROJECTS CYCLE IS THE KEY TO GENDER TRANSFORMATION.

The CO has been establishing a solid foundation and defining a structure to institutionalize gender mainstreaming into the programme and project cycle, including developing a gender strategy in 2018, hiring a gender analyst in 2021, establishing Gender Focal Team in 2021, integrating gender equality into the M&E plan, and hiring leads for the program pillars. Yet gaps in practice are throughout the programme and project cycle. However, the CO started to systematically identify and address such gaps, by conducting gender portfolio reviews to help the CO integrate GEWE more effectively, participating in Gender Seal Certification to help the CO takes measures to achieve gender equality, and conducting gender-focus capacity-building sessions to increase the staff knowledge and skills on GEWE. Such measures have supported the process of internal reflection and adaptation.



ALLOCATING FINANCIAL RESOURCES TO GEWE HELPS GREATLY IN GENDER MAINSTREAMING.

The CO received funds from one donor, the Government of Canada, allocated specifically for GEWE. This funding enhanced the project's commitment to GEWE compared to other projects that do not have specific GEWE-related funds. Therefore, identifying and working with donors who focus on GEWE will significantly strengthen gender mainstreaming.

OVERALL GOAL AND OBJECTIVES OF THE COUNTRY OFFICE'S GENDER STRATEGY

Goal

To shift power relationships and address the underlying causes of gender inequality across all political, economic, social and cultural spheres through mainstreaming gender equality and women's empowerment into all the CO's programmes and projects.



Specific objectives

A gender-responsive approach applied in all the CO's programme/project cycle to contribute to removing structural barriers to equal and meaningful political participation of women and men.

Increasing women's economic participation and access to and control over resources.

Enhancing equal and meaningful participation of women in greener sustainable growth.

Gender mainstreaming institutionalized into the CO's policies, procedures and programmes.



GUIDING PRINCIPLES OF THE GENDER STRATEGY

1.

Institutional transformation. Advance toward the Gender Equality Seal certifications of gold level.

2.

Structural transformation. Contribute to changes in norms, cultural values, power structures and the root causes of gender inequalities and discrimination. Ensure alignment with national priorities and accountability mechanisms on gender equality and women's empowerment (GEWE). Strengthen national and local mechanisms, institutions, and processes to monitor and report on gender equality. Enable active and inclusive engagement of relevant stakeholders. Support the development and use of rigorous, accessible, timely and reliable gender-responsive data to inform policies.

3.

Multidimensional programming approach. Address gender equality holistically across all programme pillars, policies and partnerships to maximize synergies and impacts in line with the "five Ps" of the 2030 Agenda (people, prosperity, planet, peace and partnerships).

4.

Leaving no one behind. Ensuring the principle of "leave no one behind" and reaching the furthest behind first by integrating throughout the work of the CO and prioritizing the most vulnerable and marginalized.

5 Models of implementation. Employ six mutually reinforcing modes of implementation:

- Humanitarian-Development-Peace nexus. In line with the 'New Way of Working', the CO will continue to operationalize the triple nexus approach to reduce humanitarian needs by addressing the root causes of vulnerability and fragility through developmental and peacebuilding interventions.
- Participatory and inclusive gender-responsive conflict analysis. Exploring the actors, causes, and dynamics of a conflict. Considering how gender shapes, and is shaped by conflict. Mapping the different experiences women and girls may have due to locales, age, political alignment, disability, ethnicity, sexual orientation, and other relevant conditions.
- Results-focused management. SDG targets will be reflected in the CO's priority outcomes to ensure resources are directed toward improving development conditions for target stakeholders. This requires designing and implementing rigorous monitoring, evaluation, and learning strategies to integrate gender equality into programming.
- Capacity development. Strengthen and empower the CO and national capacities on gender equality to ensure ownership to sustain development results.
- The Human Rights-Based approach is the premise of the plans, policies, and processes of development. All human rights principles (universality and inalienability, indivisibility, interdependence and interrelatedness, equality and non-discrimination, participation and inclusion, accountability and rule of law) will guide the CO's programmes focusing on the capacity development of both 'duty-bearers' to meet their obligations and 'rights-holders' to claim their rights.
- Area-based approach. Address context-specific vulnerabilities and promote integrated socioeconomic recovery and community resilience.

6.

Resilience. Build the capacities of state and non-state actors to assess, prevent, mitigate, and address risks and crises. Place GEWE at the centre of combating political and administrative fragility, building peace and resilience, and enhancing resilience to climate change. The UN Resilience Framework will inform the CO's approach to addressing instability, conflict and COVID-19 pandemic risks.

7.

Partnerships for sustainability. The government of Libya is the primary partner in delivering the goal of this gender strategy to ensure sustainability. Additionally, the CO will establish partnerships with non-state Libyan stakeholders such as CSOs, women group and private sector.

9.

Knowledge transfer and learning. Establish a networked community of gender equality practices among practitioners, scholars, public administrators, civil society leaders, donors and agents of change, to share and exchange knowledge and experiences, and explore new partnerships.

10.

Innovation. Embrace processes and tools including digital transformation, non-traditional financing mechanisms and new partnership modalities to address existing and emerging developmental and programme implementation challenges.

8.

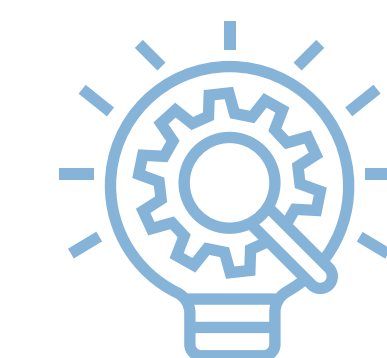
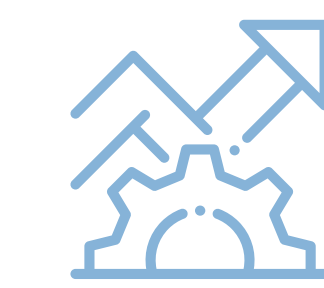
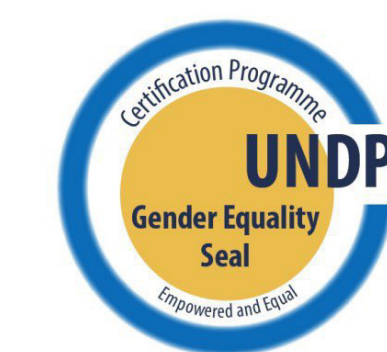
Mainstreaming gender equality and women's empowerment. Ensure active and meaningful participation of both women and men. Empower women and girls in line with the requirements agreed on by the United Nations Sustainable Development Group (UNSDG) in the United Nations country team System-wide Action Plan (UNCT-SWAP) and Gender Equality Scorecard.

ENTRY POINTS FOR GENDER MAINSTREAMING

This gender strategy provides entry points to ensure gender mainstreaming at the institutional and programmatic levels.

Gender Mainstreaming at the Institutional Level

The CO will continue establishing measures for institutional transformation based



Progressing toward achieving gold-level certification of the Gender Equality Seal.

Creating a multidimensional body of evidence developed through systematic in-depth gender analysis to understand and redress gender inequalities. Establishing partnerships with key national institutions responsible for data generation and analysis, e.g., the Libyan Bureau of Statistics and Census (LBSC), to obtain accurate, timely and reliable qualitative and quantitative data.

Enhancing the capacity of all staff to integrate gender mainstreaming into programmes and projects cycle in a meaningful way. To this end, the CO will:

- Develop multilevel capacity-building programmes on GEWE, including specific training on GEWE in the Libyan context, cultural sensitivity, and corresponding entry points.
- Identify a gender focal point for each project.
- Identify a focal point or hire a specialist in monitoring, evaluation, and learning.

Continuing to foster an enabling work environment Formulate adequate policies and enforcement mechanisms and conduct systematic awareness-raising. In this regard, the CO will:

- Ensure parity in CO’s senior management and across all positions.
- Ensure equal, active and meaningful participation of all female and male employees in decision-making processes.
- Establish effective, reliable and transparent consultation and grievance mechanisms.

Building strategic alliances and partnerships, and developing and maintaining ongoing civic dialogues, to enhance knowledge sharing and raising, consultation and accountability to address underlying structural barriers.

Demonstrating evidence of progress toward gender equality by performing internal assessments and external evaluations at project and programme pillar levels.

Gender Mainstreaming at the Programmatic Level

Mainstreaming gender at the programmatic level is based on the two-pronged approach of rigorous gender mainstreaming combined with targeted measures. To ensure the “Do no harm” principle, the CO will assess the implications of its interventions for both women and men in Libya.

DO
NO



HARM

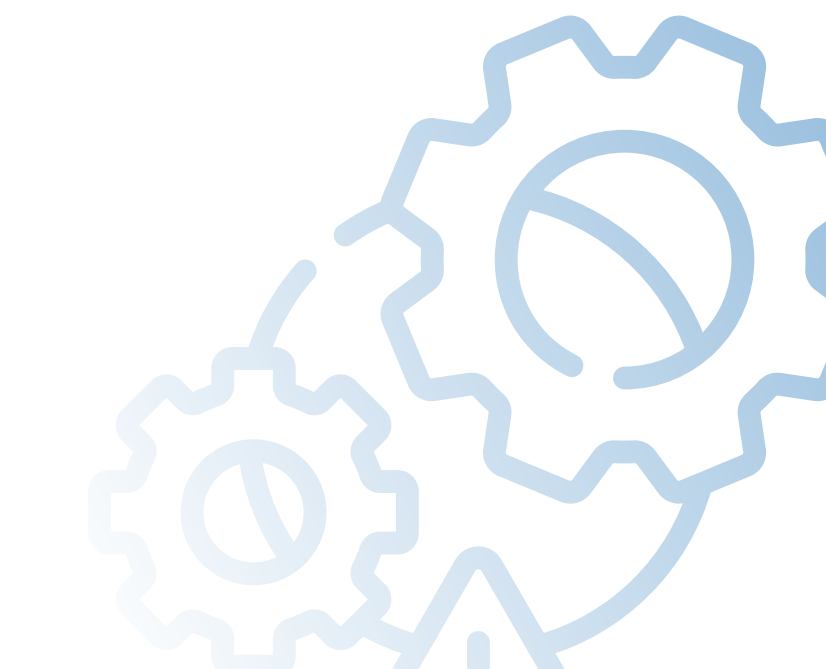
Gender Mainstreaming into the Country Programme Document’s Programme Pillars

Entry Points to mainstream Gender into Programming

Programme UNDP’s corporate requirement focus on integrating gender perspectives, both as gender mainstreaming and gender equality outputs, into all stages of the programme and project cycle. This can be achieved following the below strategic entry points;



- Conducting rigorous gender analysis at the planning and design stage of each project.



- Ensuring ongoing gender analysis throughout the implementation phase of the projects.



- Ensuring design and implementation of gender-responsive project-based M&E plans that track gender commitments in the CPD and CO gender strategy.



- Enhancing efforts to ensure gender equality is mainstreamed in the new Country Programme Document 2023 – 2025.



- Complying with the compulsory environmental and social screening procedure introduced as a mandatory project-level screening requirement at the corporate level as an additional instrument helping in assessing the project’s gender equality impact and engagement with women.



Pillar 1.

Combating political and administrative fragility through enhancing the accountability, effectiveness, and gender-responsiveness of governance mechanisms. Integration of gender equality into political and security stability interventions is a precondition for progress across all dimensions of sustainable development in Libya. In this regard, the CO will support the holding of credible elections with the inclusion of women and youth in Libya.



ENTRY POINTS



Building a body of evidence to identify and address the root causes of increased risks of excluding women and youth from state-building processes.



Establishing an inclusive, stable, democratic and reconciled society, underpinned by responsive, transparent, accountable and unified public institutions.

Increasing the representation of and by women in national parliaments and local governments.

Increasing the participation of women and youth in national and local elections.



Ensuring women's representation in unified, elected, legitimate and functional government institutions to contribute to political stability and reconciliation.

Integrating gender equality into all political dialogue initiatives/steps taken jointly by the Libyan House of Representatives and the High Council of State to reach an agreement on a constitutional basis for elections.

Building the capacities of the Inter-Parliamentary Union to develop and adopt two gender-responsive electoral laws for parliamentary and presidential elections in accordance with international standards.

Strengthening the capacities of women and men representing national and local authorities to conduct credible, free, fair and transparent elections.

Empowering women across to increase the number of registered female voters.

Integrating gender equality into all national reconciliation initiatives supported by all political parties.

Developing the capacity of the Libyan High National Election Commission (HNEC) to collect and analyze gender-responsive data during election cycles.



Enhancing the government's capacity for gender-responsive, evidence-based planning and coordination.

Integrating gender equality into the design, budget and implementation of the 2023 national development plan.

Ensuring that national and sectoral development plans are gender-responsive, including promoting inclusive green growth and integrating resilience and risk management.



Reforming the security sector and increasing their capabilities to ensure gender equality. Strengthening the justice and human rights institutions, as well as legislative reforms to tackle inequalities, improve the protection of the most vulnerable, particularly women and girls, and hold accountable perpetrators of human rights violations.

Improving access to equitable and gender-responsive justice.

Strengthening national and local authorities' gender mainstreaming capacities to ensure access to justice for all.



Pillar 2.

Building peace and resilience through strengthened local institutions delivers a meaningful improvement of living conditions at the community level. The CO will be integrating GEWE into national and sub-national reconciliation initiatives. Protecting civil and political rights with meaningful engagement of women.

ENTRY POINTS



Strengthening the capacity of local administration to deliver gender-responsive and conflict-sensitive basic social services.

Developing gender-responsive multisectoral local development and peacebuilding plans covering basic services and economic recovery activities.

Increasing the number of women and men with improved access to basic services, including water, sanitation services and electricity.



Enhancing private sector capacity to create sustainable livelihood opportunities for women and men.

Creating new jobs.

Generating new financing products and micro-loans.

Designing vocational training programmes and creating decent work conditions.

Supporting entrepreneurship and micro, small and medium enterprises.



Enhancing the capacity of local stakeholders to boost gender-responsive social cohesion that sustains peace.

Implementing gender-responsive tension monitoring mechanisms in municipalities.

Building the capacity of civil society and civil servants at the municipal level to enhance gender-responsive social cohesion and to sustain peace.

Mainstreaming gender into the work of community centres.

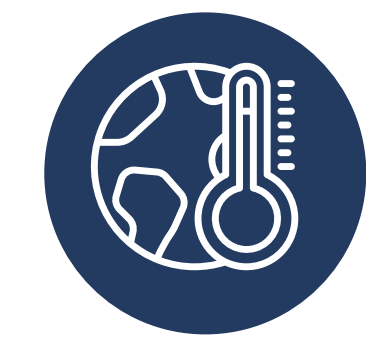
Integrating GEWE into the civil society organizational structure, accountability mechanisms, and relationships with local authorities and stakeholders.



Pillar 3.

Promoting sustainable green growth and enhancing resilience to climate change. Libya's vulnerability to the impacts of climate change and environmental degradation necessitates proactive measures to mitigate their potential consequences. In this regard, the CO will implement a holistic approach to water management for sustainable, equitable, safe and gender-sensitive access to water, sanitation and hygiene services.

ENTRY POINTS



Increasing gender-responsive resilience to the impacts of climate change, water scarcity and environmental degradation.

Developing a gender-responsive strategy and/or adaptation plan.



Strengthening government and stakeholders' capacities to design and implement gender-responsive policies, strategies and legal frameworks to address the impacts of climate change and environmental degradation.

Developing gender-responsive sectoral climate change and disaster risk management policies, plans, and strategies.

Establishing gender-responsive functioning government-led coordination mechanisms for climate change adaptation and mitigation.

Developing a gender-responsive national plan for renewable energy.

Establishing innovative and gender-responsive incentive mechanisms to promote rational use of scarce natural resources, including fresh water.

Supporting new mechanisms for gender-responsive sustainable management solutions of natural resources and waste at national and local levels.



Building the capacity of the state, civil society, and private sector to mitigate climate change and foster gender-responsive green growth and the transition to renewable energy.

Direct Interventions for Gender Equality and Women's Empowerment

The CO will design and implement targeted interventions to: address key knowledge gaps and end gender-based violence; challenge gender stereotypes; close gender gaps; and achieve equal participation across societal sectors.



Building and updating a body of evidence in order to address the lack of reliable and quality data and inform the design and implementation of the CO policies and programs.




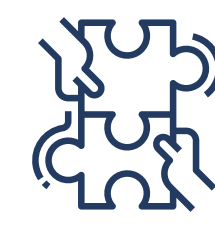

Empowering national partners and the public to establish a foundation for self-reliant, sustained gender equality by designing and delivering comprehensive multidimensional and ongoing capacity-building and awareness-raising programs, projects development and implementation.



Establish a Women's Advisory Board on gender and development to provide advice to UNDP projects and programmes on the gender dimensions of UNDP work and to ensure diverse women's perspectives and the gender equality agenda are considered throughout

OUR PARTNERS

The CO emphasises that all Libyans, particularly women and girls, benefit equally from lasting peace and rule of law, democratic governance, decent livelihood and a climate-resilient future. The CO will pursue new partnerships and deepen the existing ones at local, national, regional, and international levels. To maximize impact, the CO will continue to:

-  Map and analyze the context in Libya to examine power dynamics and identify influential actors.
-  Empower partners by leveraging existing, and building new, skills, supporting the institutionalization of gender mainstreaming into policies and practices, and equipping partners for self-reliance and sustainability.
-  Foster evaluative learning, knowledge exchanges and information sharing between and among partners.

United Nations



Regional and International partners



-  Local Authorities
-  Private Sector
-  Civil Society Organizations
-  Research Institutions
-  influential allies

ENABLERS



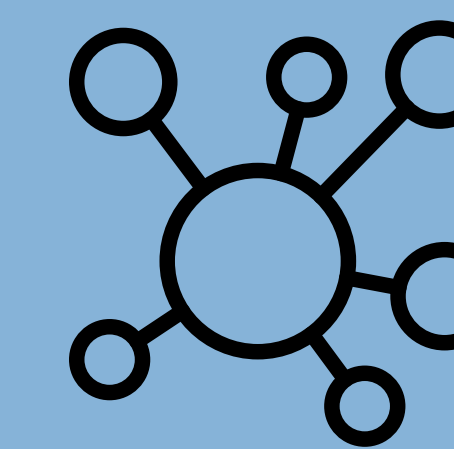
Dedicated and empowered staff.

Enhance the capacity of all staff members to ensure systematic and meaningful integration of gender perspectives in policies, programme and thematic issues.



Adequate financial resources to advance gender equality outcomes.

Create synergies internally and externally to maximize efficiency and impact. The CO will increase financial resources to support integrating gender equality across the programme portfolio and invest in gender-focused and women-specific interventions and projects.



Multifaceted approaches

Harness creative and innovative approaches to address the manifestations of gender inequality specific to Libya. The CO will continue engaging the Accelerator Lab to help close the gap between the current practices of international development and to develop new capabilities.



Digital transformation.

Promote GEWE using social media and other digital tools. Enhance partners' capacities to provide and equalize access to technological skills among women and youth.



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