



UNDP Pacific Gender Equality Strategy & Implementation Plan 2021 – 2022



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Foreward



Gender equality is a matter of human rights. It is a driver of development progress. Unless women and girls fully realize their rights in all spheres of life, human development will not be advanced.

Promoting gender equality is smart economics, and the right thing to do. The UNDP Pacific Office in Fiji has a steadfast and ongoing commitment to be at the forefront of efforts to promote the empowerment of women and girls, particularly in our Pacific programming.

Within this Gender Equality Strategy and Action Plan 2021-2022, UNDP is well placed to ensure that gender equality and the empowerment of women are integrated into every aspect of its work to support Pacific countries to eradicate poverty and reduce inequalities and exclusion.

In particular, the strategy provides detailed guidance for all business units to mainstream gender perspectives as they operationalize UNDP's Strategic Plan 2021-2022. And these efforts include identifying strategic entry points for advancing gender equality and women's empowerment in all eight outcomes of the Strategic Plan.

The Strategy also highlights the institutional mechanisms UNDP will put in place to ensure staff at all levels are accountable for delivering gender equality results, as well as creating and maintaining workplaces where women and men have equal opportunities to contribute to UNDP's mission and advance within our organization. These include commitments on staffing for gender expertise and gender parity, further consideration of the Gender Equality Seal findings and recommendations, and continued use of the Gender Steering and Implementation Gender Focal Taskforce (GFT). The strategy also recognizes that achieving progress on gender equality requires working together.

Additionally, this strategy outlines the UNDP Pacific Office in Fiji's efforts on gender equality by strengthening our ability to engage in policy dialogue programming in the region and beyond; and our regional government partners, civil society organisations (CSOs), and partner organizations on gender equality and women's empowerment.

Finally, we cannot transform our office unless the place of women within it is transformed. Thus we are committed to gender parity across all levels of the office.

We look forward to working with all our partners to take concrete action in promoting gender equality and women's empowerment as central in sustainable economic growth and reducing poverty in our region.

A handwritten signature in black ink, appearing to read 'Levan Bouadze'.

Levan Bouadze
Resident Representative
UNDP Pacific Office in Fiji

Introduction

The UNDP Gender Equality Strategy 2021 – 2022 is the first for UNDP Pacific Office in Fiji and is established to realise the development results and impact of the Sub-Regional Programme Document (SRPD 2018-2022).

It consists of direction, objectives, and approaches to support efforts in closing gender gaps and substantively realizing equal opportunities and equal outcome for women and men, girls and boys.

The Strategy provides a road map to elevate and integrate gender equality into all aspects of UNDP's work to reduce poverty, build resilience, achieve peace in communities and helping accelerate progress towards the 2030 Agenda. The Sustainable Development Goal (SDG) 5 on gender equality has 36 targets and 54 indicators and is included across the other SDGs. These targets in other SDGs focus on poverty reduction, agricultural productivity, hunger, health and nutrition, water and sanitation, climate change related planning, participation in public life and sustainable cities and communities. According to UNDP estimate, achieving gender equality in educational attainment and in labor force participation by 2030, can raise global gross domestic product by \$4.4 trillion or 3.6 percent, and reduce the share of the global population living in extreme poverty (\$1.90 a day) by 0.5 percentage points.

Gender mainstreaming at UNDP Pacific takes place at two levels – the organizational and the programme levels. This is spearheaded by the [SRPD 2018-2022](#), setting its course of development work across 10 countries in the Pacific. The Strategy contributes and strengthens the achievement of and inclusive development results in the Pacific with the vision of leaving no one behind. This supports a more efficient and equitable workplace and contributes to the advancement of gender equality and the achievement of the SDGs.

From a *programme perspective*, UNDP ensures that all programmes/projects reflect the different needs of women and men. Whenever possible, it also seeks to promote a strong gender perspective in development policies at the national, regional and international levels.

From an *organizational perspective*, UNDP is focused on gender mainstreaming on internal policies and processes including:

- financial and human resources
- capacity development
- communication
- knowledge management
- oversight and quality assurance

UNDP contributes to three interrelated SRPD outcomes, namely: climate change, disaster resilience and environmental protection; sustainable and inclusive economic development; and effective governance for service delivery.

Resilience and Sustainable Development Unit: (Climate change, disaster resilience, and environmental protection) UNDP provides support to regional organizations, governments, the private sector, and CSOs who are key partners in strengthening integrated climate change and disaster risk management to promote resilient, sustainable development, with an emphasis on SDG 7, 13, 14 and 15, the Sendai Framework, and implementation of the Paris Agreement. UNDP support addresses the root causes of vulnerability and increase resilience through policy advice and community-level action involving women, youth, and other groups.

Inclusive Growth unit: (Sustainable and inclusive economic development) UNDP helps countries address a range of policy and institutional bottlenecks to ensure more inclusive service delivery, focusing on issues facing women, youth, and vulnerable groups. UNDP draws on its comparative advantage and experiences in supporting the implementation of SDGs Acceleration Frameworks to support localization of SDGs 1, 5, 8, 10, and 17. At the country level, UNDP targets the alignment of national and sectoral plans and multi-year results-based budgets, exploring all potential sources of revenue through development finance assessment aimed at optimizing and increasing the collection and use of finance for national priorities.

Effective Governance Unit: In support of SDG 16, UNDP promotes national efforts to sustain peace and stability, working with governments and parliaments in the Pacific to develop innovative mechanisms to increase their interaction and consultations with marginalized groups, in particular women and youth. To address the issues of geographic remoteness, access, and voice, UNDP promotes interactive community-to-government solutions through digital communications between people and their elected and appointed officials.

This also aligns with the [UNDP Pacific Communications Strategy 2018 – 2022](#), which ensures that both internal and external communication in the UNDP Pacific Office in Fiji are gender sensitive and responsive. The Strategy ensures that language used for written, visual and audio communications as well as photos and other communication materials are inclusive and does not promote gender-based stereotypes.

These are achieved through:

- Ensuring that gender aspects of the work of UNDP are thoroughly reflected in the contents shared to the media and other interested parties.
- Provision of gender sensitive communication to staff, to provide guidance for inclusive language for written communications as well as visual and audio materials.

The objective is to institutionalize gender into UNDP's everyday work, transform its organizational structure and culture, clarify responsibility and build accountability among the staff.

To achieve these objectives, some mechanisms include:

- developing measurable goals and indicators
- integrating gender into staff performance appraisal systems
- tracking gender resources allocated in projects
- applying a gender rating to UNDP projects
- organize workshops, training, and brown bag lunches
- a dedicated GFT that supports and coordinates gender mainstreaming
- assign the gender secretariat and focal point to advice and raise awareness across the organization

Strategic Setting

UNDP has a strong and continued commitment to comprehensive, and integrated gender mainstreaming is critical to gender equality and empowerment at all levels of society. Like all UN agencies, UNDP has a critical role to play in ensuring that gender perspective is meaningfully reflected at all levels of national development governance policy-making.

Certain gender issues cut across many Pacific Island countries. These include low levels of women's political representation, poor working conditions, violence against women, increased risk of HIV/AIDS and STIs (sexually transmitted diseases (STDs)), declining access to customary land rights and low levels of legal literacy about rights to land and property, and culturally-enforced discrimination and inequality of women. Much of the Strategy highlights these gender roles in the region that continue to undergo considerable change as a result of historical processes of colonization and more recently, the emergence of the market economy and the accompanying forces of globalization.

Regarding violence in the Pacific, there is a prevalence of the different types of violence that are high in the region. In most countries, it is much higher than the global average of 35 percent. National research shows the rate of a lifetime experience is high in Tonga (79 percent), Samoa (76 percent), Kiribati (73 percent), Fiji (72 percent), Vanuatu (72 percent) and Solomon Islands (64 percent).

The global average of physical and/or sexual violence for women with an intimate partner is 30 percent. Again, Pacific women report higher levels of violence. For example, of the 12 countries that have undertaken national research in the Pacific so far, Kiribati (68 percent), Fiji (64 percent), Solomon Islands (64 percent), Vanuatu (60 percent), and the Republic of the Marshall Islands (51 percent) have recorded the highest rates of intimate partner physical and/or sexual violence for women. Palau has recorded the lowest, at 25 percent.

Women's political participation currently comprises around 8.2 percent in the Pacific, compared to a global average of around 24.3 percent in the Lower House of Representatives. The Federated States of Micronesia has never had a woman Member of Parliament. There are also no women elected to Parliament in Papua New Guinea and Vanuatu. Rates of women in local-level government however, show higher representation at a regional average of 14.8 percent.

There are numerous reasons why the under-representation of women in politics is concerning. The right of women to have equal access to decision-making positions is recognized in international conventions including the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), signed by most (but not all) Pacific Islands states. The persistent under-representation of women means that the political skills and expertise of half the population are being underutilized and that those who are best positioned to advocate women's issues are largely absent from the political sphere. It has been argued that higher levels of women's representation can increase political engagement amongst women, and that female politicians provide younger women with important role models. The presence of women in legislatures is also an important indicator of



Global Gender Gap

democratic legitimacy. When groups such as women are absent from political decision-making, the political system cannot truly be regarded as representative.

In terms of barriers to women representation, there are institutional, cultural, and socio-economic barriers to greater women's representation in the region. In terms of institutional barriers, women are not eligible to stand for or have restricted access to some political positions. Violence against women and girls in Pacific Island countries is among the highest in the world - about twice the global average. Up to 68 percent of Pacific women have reported experiencing physical or sexual violence by a partner in their lifetime, in countries where prevalence studies have been undertaken.

The UNDP has committed the GFT, which consists of senior management and mid-level management team and members to have a primary role of ensuring that an effective gender mainstreaming mechanism is in place in the office. To assist the coordination of gender initiatives, provision of strategic leadership and management, advocacy, policy support and capacity enhancement, resource mobilization, planning, programming, and gender budgeting to ensure gender equality and women's empowerment are achieved.

The GFT also provides technical support to promote organizational learning at individual and team levels on how to practically and effectively mainstream gender into policies, programmes, operations, and structures of the office and the implementing partners within the framework of existing programmatic support.

The GFT's commitment include (a) strengthening UNDP interventions that looks at institutional capacity building and changes that accelerate gender equality and women's empowerment at all UNDP programmes; (b) strengthening the integration of gender equality into UNDP's work on the political process i.e. women participation in parliamentary and leadership in government, (c) women economic empowerment and crisis response and recovery; (d) better alignment of UNDP programming with gender equality and women's empowerment to help achieve SDG 5 targets; and (d) build on institutional mechanisms for gender mainstreaming such as the Gender Equality Seal and the Gender Marker, which provide measurable standards and incentives to drive development progress.



Impacts of closing gender gaps

Working in Partnership

UNDP recognises the importance of partnership in this roadmap towards transformation changes to gender equality. It requires close collaboration among UN agencies (UN Women, UNDP, UNFPA, UNCDF), civil society, private sector, and governments. Over the past two decades, implementation of UNDP's programmes in the Pacific has required investment in long-standing partnerships, such as with civil society organizations that can hold governments accountable for equal opportunities for citizens, and engagement at the community level, including women groups in rural as well as urban settings, youth networks, faith-based organizations, community-based organizations, organizations of people with disabilities, organizations that engage men and boys, opinion leaders and indigenous populations, among others. UNDP has mobilized and built networks with these key stakeholders over the years.

UNDP supports governments to promote women's rights, access to justice and empower communities and in decision making processes (all political and parliamentary processes). UNDP also works to inspire and provide technical support to governments for equal service delivery in communities for men and women, and people with disabilities.

UNDP provides technical assistance to the Fiji Security Sector Governance to improve the ability of the Fiji Police Force in providing early access to justice and promoting gender equality and empowerment of all women and girls. Through this support UNDP enhances capacity, efficiency and accountability of the justice stakeholders to apply a more inclusive and human-rights based approach to the criminal justice system, focus on assisting the justice stakeholders in developing feasible solutions to the challenges identified, and designing initiatives which commit to achieving gender equality and empowerment of all women and girls. UNDP will integrate gender by the inclusion of gender-sensitive policies, protocols and procedures, gender training, and CSO collaboration.

UNDP supports the Federated States of Micronesia (FSM) for Strengthening the country's Gender Machinery and bring gender parity to its population through the ratification of the CEDAW, additionally through this partnership UNDP provides technical support to the government to mainstream gender in national and state programs and women represented at national, regional and international gender platform for women, and for the country to be able to influence, mobilize support and resources to FSM. And women, youth and disabled groups will gain skills to generate their income for self-sustenance purposes.

UNDP works in partnership with Pacific CSOs, women's organizations, women-owned organizations, women's rights activist groups, and community-based groups, including disabled persons' organizations, and men and boys to advance gender equality and empower women. UNDP will strengthen through local CSOs and group through the approach of the advocacy for the inclusion of gender equality advocates and women's voices at all levels - government and community - and closely work with countries to give them space and opportunities for women's organizations, networks and CSOs to engage effectively in the realization of gender equality and sustainable development at all levels.

UNDP recognizes the private sector as a critical partner in advancing gender equality and empowering women through better workplace practices and decent work. UNDP is working with women owned-organizations through Markets for Change activities and value chains to increase the income and businesses of women through business strengthening and development approach.

UNDP works in partnership with UN Women in the Pacific to promote women's economic empowerment and gender equality in marketplaces. The partnership aims to ensure marketplaces in rural and urban areas of Fiji, the Solomon Islands, and Vanuatu are inclusive with no discrimination, promoting gender equality and women empowerment. UNDP works to improve the livelihoods of women market vendors and farmers through financial literacy and agricultural training and then improve the income and productivity of market vendors and farmers.

Additionally, UNDP is actively engaged in a range of inter-agency task forces and coordination mechanisms, including the government coordination, inter-agency of the UN in Pacific Gender Group on Gender and mainstreaming actions, and the UN Inter-Agency Network on Women and Gender Equality.

Aligning with Pacific Island Countries National Gender Policy

Country	Regional or National Gender Policy
Pacific Countries	<ul style="list-style-type: none"> • Pacific Leaders Gender Equality Declaration
Fiji	<ul style="list-style-type: none"> • Fiji National Gender Policy • Fiji National Development Plan (5 year and 20 year), Goal: Empowering women to reach their full development potential.
Tuvalu	<ul style="list-style-type: none"> • Tuvalu National Gender Policy • TE KAKEEGA III Tuvalu National Strategy for Sustainable Development 2021-2030 (National Outcome 12, Civil Society, Youth, Women, Men and People with Disabilities participation improved)
Kiribati	<ul style="list-style-type: none"> • The Kiribati Gender Equality and Women's Development Policy 2019-2022 • Kiribati 20 Year Vision (2016-2036), Pillar 4, Governance – Crosscutting Issues on Gender Youth, Vulnerable Groups and Equity
FSM	<ul style="list-style-type: none"> • FSM Gender Policy • FSM Strategic Development Plan 2004-2023 ,gender;pg499
RMI	<ul style="list-style-type: none"> • RMI National Gender Mainstreaming Policy • RMI National Strategic Plan 2020 -2030
Palau	<ul style="list-style-type: none"> • Palau National Gender Mainstreaming Policy • Palau National Master Development Plan
Vanuatu	<ul style="list-style-type: none"> • Vanuatu National Gender Policy 2020 -2024 under review • Vanuatu 2030: The People's Plan 2016-2030
Nauru	<ul style="list-style-type: none"> • Nauru National Sustainable Development Strategy (2005-2025)
Tonga	<ul style="list-style-type: none"> • Tonga National Women's Empowerment and Gender Equality Tonga Policy and Strategic Plan of Action (2019-2025) • Tonga Strategic Development Framework (2015-2025)
Solomon	<ul style="list-style-type: none"> • Solomon National Development Strategy (2016-2035) • A National Strategy for the Economic Empowerment of Women and Girls

The UNDP approach to Gender Mainstreaming and Guiding Principles for the UNDP Gender Equality Strategy

(Adopting from UNDP Gender Strategy)

Recognizing that gender equality is a precondition and accelerator for achieving the Sustainable Development Goals, UNDP is committed to promoting and mainstreaming gender equality and women's empowerment in all that it does. The UNDP approach to gender mainstreaming is a dual one: UNDP supports the empowerment of women and girls through targeted gender-specific interventions and also addresses gender concerns in developing, planning, implementing, and evaluating all policies and programs. To achieve this, UNDP will rely on gender analysis and sex-disaggregated data and pursue integrated, cross sectoral approaches to address interconnected development challenges. UNDP gender mainstreaming is grounded in the core principles articulated below.

1. Human Rights based approach to development

UNDP will ensure that all project designs is based on research analysis of gaps in the realization of human rights of women and men; that human rights principles and standards are applied throughout from project design, implementation and closure; and that situation analysis, performance monitoring and reporting explicitly document progress in achieving gender equality in line with the principles and standards of the Beijing Platform or Action, Convention on the Elimination of all Forms of Discrimination against Women, other human rights treaties including the Convention on the Rights of Persons with Disabilities and global and regional commitments.

2. All women and men are active agents of change

UNDP will go beyond counting numbers of beneficiaries by sex and will focus on empowering and creating agency for women and men and closing gender gaps

3. Support partners to address multiple and intersecting forms of discrimination

UNDP will focus on those based on poverty, geographic location, migration, identity, ethnicity, age, race, religion, disability, and other characteristics. Leaving no one behind and reaching the furthest behind first requires improving capacities to analyses and target populations affected by multiple forms of discrimination.

4. Transforming gender and power relations

UNDP will pursue initiatives that accelerate structural transformations for gender equality and remove the institutional, societal, political and legal barriers hindering its achievement. This includes working with partners, including faith based and traditional leaders, to address the root causes of gender inequalities and change the discriminatory social norms, attitudes and practices that deny women and girls rights and opportunities.

5. Partnership with Governments

UNDP will follow a contextualized and country driven approach, with its primary role being to leverage its integrated country platforms to address challenges requiring multi sectoral responses, including discriminatory norms and standards and to mobilize partnerships across the United Nations system to support country-specific efforts to advance gender equality and women's empowerment in the context of achieving the 2030 Agenda

6. Innovation: Technological innovations, from mobile banking applications to new clean energy, can eliminate structural and societal barriers that prevent women from accessing financial and other services and break traditional patriarchal support chains of information, resources, and power. UNDP can also leverage its own experience in incentivizing performance on gender equality through its Gender Equality Seal to support partner countries to innovate tools for advancing gender equality in the private and public sectors;

7. Addressing key issues identified in the Gender Equality Seal 2018-2020 Round Benchmarking Matrix. UNDP will work on improvements on findings and recommendations given by the GENDER SEAL team during the assessment that was conducted by their team in 2019-2020. The office has a clear action plan called the GFT action plan that will directly focus on these findings and recommendations.

Institutional transformation to achieve Gender Equality results

UNDP Pacific Office in Fiji will align its institutional development approach for gender equality with UNDP's corporate commitments and measures as stipulated in the corporate documents such as UNDP Gender Equality Strategy, UNDP Gender Parity Strategy, decisions of the Gender Steering and Implementation Committee, etc.

UNDP Pacific Office in Fiji will also work with Outcome Group 2 of the United Nations Pacific Strategy on the implementation of the principles and requirements of the United Nations System Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women in close collaboration with UN Women.

Leadership for gender equality

Management is committed with the passion and vision in leading the implementation of the UNDP Pacific Office Gender Strategy. This leadership is through changing gender power structures and discriminatory practices both formal and informal within the organization and in programmatic/policy work. In alignment with the UNDP Gender Equality Strategy championed by the UNDP Administrator, the Resident Representative will be the UNDP Pacific Office Champion together with senior management.

This includes the following:

- (a) Senior management will include gender equality and the empowerment of women in public speeches, media statements and advocacy efforts;
- (b) Senior management will ensure gender balance in meeting delegations and UNDP hosted panels and UNDP events;
- (c) Following the commitment of the Secretary General and UNDP Administrator, UNDP Pacific in Fiji senior managers also will ensure that where possible, in all country visits they will meet with women's CSOs and/or visit a programme focused on furthering gender equality and women's empowerment.

Accountability and oversight

UNDP will continue integrating accountability for gender equality results within its overall accountability framework. Accountability will be complemented with incentives for staff to work more effectively on gender equality.

The key components of this framework include:

- a) Chain of accountability for gender equality. The implementation of this strategy begins in the Office of the Country Office Resident Representative and continues to Team Leader and Deputy Team Leaders, Programmes Analyst and Project Managers who are responsible for delivering gender equality results on ground;
- b) The UNDP Pacific Office in Fiji GFT chaired by the Resident Representative will meet quarterly at a minimum. The committee will monitor implementation of the Strategy, provide policy guidance to the organization and serve as a peer review group.
- c) Programme Office Management (POM) will be the primary oversight mechanism for the implementation of the Strategy.
- d) UNDP will ensure that implementation of the Strategy and the Gender Parity Action Plan are recognized as a criterion of good performance assessment of all senior and middle managers. Senior managers will be expected to identify those elements of the Strategy that are relevant to work of their unit/offices, agree with their staff which outputs can be achieved and track compliance with this agreement through their respective performance plans and assessments;
- e) The UNDP Corporate Monitoring System (results-based management) and tools which will continue mainstreaming gender equality and the empowerment of women to enable the organization to assess progress toward the three development outcomes established in the Strategic Plan;

- f) Auditing and evaluation. All UNDP evaluations will be designed and implemented in accordance with the norms and standards. Implementation of the Strategy will be evaluated at least once. Gender will be included in risk-based audit undertaken by the organization.
- g) Resource tracking. UNDP will continue to implement and improve the gender marker as the primary tool for tracking resource allocations for gender equality in the organization.

Policy, planning and programming

UNDP will actively consider gender equality and women’s empowerment in all stages of the programming cycle. Ensuring gender responsible policy and planning at all levels offers clarity and guidance for staff for integrating gender equality and women’s empowerment into UNDP activities and increases accountability for gender equality results.

Sub-regional and country projects are required to be informed by gender analysis. The programme/project rationale must address structural barriers to gender equality and the priority areas should identify concrete changes to advance gender equality in at least one area of intervention. The corresponding results and resources frameworks must include at least one gender specific outcome and indicative outputs and indicators. UNDP will aim during the period of this strategy to eventually achieve having at least 15% of country programme and project budgets to advancing gender equality and or empowering women as their principle objective (Gender marker indicator GEN3).

Three development settings and entry points for mainstreaming gender & Implementation Action Plan

Outcome 1. Climate change, disaster resilience and environmental protection (RSD Team)

UNDP Pacific Office in Fiji will work with regional organizations, governments, the private sector and civil society organizations who are key partners for strengthening integrated climate change and disaster risk management to promote resilient, sustainable development, with an emphasis on SDG 7, 13, 14 and 15, the Sendai Framework, and implementation of the Paris Agreement. UNDP support will address the root causes of vulnerability and increase resilience through policy advice and community-level action involving women, youth, and other groups. Vulnerability will be addressed by scaling up transformational adaptation initiatives in flood control, coastal zone management, and water and food security, including agriculture and fisheries, with strong community engagement and benefits for women and youth. Resilience will be built through diversification of livelihoods and adaptive capacity for the vulnerable populations, including those living on atolls, along the coast and in urban areas. UNDP work in these initiatives will be guided by the application of a human rights-based approach and social and environmental norms and standards. UNDP will support the Pacific voice in global forums, such as the UN Framework Convention on Climate Change, in forming partnerships to address the vulnerabilities of the subregion and inform global policy choices.

UNDP will provide targeted policy advice and technical assistance at subnational, national and regional levels for mobilizing and managing public and private, domestic and international climate finance. This will include exploring innovative financing options such as micro-insurance and crowdfunding, especially in post-disaster contexts. UNDP will support the implementation of nationally determined contributions, including increasing access to affordable, reliable and sustainable energy services, expanding the share of renewable energy, and creating incentives for public and private investment in energy efficiency. UNDP global mitigation efforts will derive the co-benefit of slowing down ocean acidification and improving overall ecosystem health in the Pacific.

Outcome 2. Sustainable and inclusive economic development (Inclusive Growth Team)

UNDP will help countries address a range of policy and institutional bottlenecks to ensure more inclusive service delivery, focusing on issues facing women, youth and vulnerable groups. UNDP will draw on its comparative advantage and experiences in supporting the implementation of the SDG Acceleration Frameworks to support localization of SDG 1, 5, 8, 10 and 17. At country level, UNDP will target the alignment of national and sectoral plans and multi-year results-based budgets, exploring all potential sources of revenue through development finance assessment aimed at optimizing and increasing the collection and use of finance for national priorities. UNDP will assist the countries in identifying innovative technological solutions to build national data ecosystems for evidence-based policymaking using disaggregated data. UNDP will work closely with UN agencies and regional partners engaged in data generation, such as UNFPA, UNICEF and the Pacific Community, or SPC through national and sample surveys. The data will be used to track progress towards national priorities and their links to regional and global development priorities, identify target groups and for the analysis and formulation of evidence-based policy and the SDG Acceleration Frameworks. In keeping with SDG 17, the support will foster South-South and triangular cooperation and implementation of the Pacific SDG Roadmap, the Framework for Pacific Regionalism, the S.A.M.O.A. Pathway and other regional and international instruments and partnership mechanisms.

UNDP will work with regional organizations, governments, private sector, civil society, and UN agencies to strengthen institutional arrangements and change behaviors to promote equal influence and participation of women and youth in priority-setting and implementation of activities at all levels. Countries will be encouraged to establish measures that ensure the consistent engagement of communities in rural areas and outer islands, faith-based groups, and private sectors in the design and delivery of essential public services.

Outcome 3. Effective governance for service delivery (Effective Governance Team)

In support of SDG 16, UNDP will promote national efforts to sustain peace and stability, working with governments and parliaments to develop innovative mechanisms to increase their interaction and consultations with marginalized groups, in particular women and youth. To address the issues of geographic remoteness, access and voice, UNDP will promote interactive community-to-government solutions through digital communications between people and their elected and appointed officials. To promote SDG 5, UNDP will continue to work with national institutions, CSOs and other key partners such as the Pacific Islands Forum Secretariat, the Pacific Community, UN Women and Pacific Women Shaping Pacific Development. UNDP's comparative advantage in working in the political sphere will allow it to work with other stakeholders to advocate for legal and policy reforms to increase the number of women candidates in national and local elections. To address cultural and social barriers to women's political participation, UNDP will work with political parties, role models and male champions to encourage behavioral change and community support, especially among youth, to realize the benefits of gender-inclusive decision-making. These efforts will be complemented by support for electoral awareness and civic engagement, focusing on the role of CSOs.

Governments, parliaments, CSOs and the media will be key partners in increasing the transparency of institutions and accountability of decision-makers in issues of public concern such as youth unemployment, natural resources management, and the transparent use of climate finance. To further the implementation of the United Nations Convention Against Corruption commitments, UNDP will support the development of anti-corruption policies and institutions and strengthen the oversight responsibilities of legislatures, the role of parliamentary committees, and the functions of independent constitutional offices. It will work with youth and community organizations to create networks and partnerships to increase demand for social accountability.

UNDP Pacific Office Gender Equality Implementation Action Plan

Strategies (adopted from 6 principles)	Main Activities RSD, EG, IG and Operation	Responsible Team (EG,IG, RSD & Operation)	Budget (USD)
1. Human Rights based approach to development	1.1. Explore capacity building opportunities that focus on empowering women and men in development work	All projects	10,000
2. All women and men are active agents of change	2.1. Make visible links between gender and projects (Differentiating the different gender groups and their impact on the environment programmes) 2.2. Project provides equal opportunities for both women and men. To ensure visible links between the project and gender, gender training and awareness are provided to male officers 2.3. All programmes to ensure continuous disaggregated data collection and monitoring.	All project partners	Staff time
3. Support partners to address multiple and intersecting forms of discrimination	3.1. Continuous dialogue, training for partners to address multiple and intersecting forms of discrimination. Ensure that the project boards are aware of its roles in addressing any potential form of discrimination brought forward by any partner.	All project partners	Staff time
4. Transforming gender and power relations	4.1. Encourage the use of targeted approach that addresses gender specific interests, livelihoods, vulnerabilities and needs in relation to the environment, climate change and disaster risk. 4.2. During early recovery, success stories of targeted approach are adopted to support long term recovery e.g Cash for Work. 4.3. Mainstreaming Gender and Social Inclusion (GSI) into the Terms of Reference of government posts. Tentatively the programme will create about 14 posts across the Pacific region at national and sub-national	All projects	Staff time

	level over 4 years (2020-2022) to mainstream climate change and GSI into development agendas. About 30% of their role will involve mainstreaming GSI specifically. Budget calculated as 30% of total investment.		
5. Partnership with Governments	<p>5.1. Collectively advocate for the development of gender action plans in all RSD/IG/EG projects.</p> <p>5.2. Establish partnership with governments on mainstreaming gender outputs into projects.</p> <p>5.3. TCAP is undergoing the establishment of its Gender Equality Action Plan and implementation.</p>	All projects	2,000
6. Innovation	6.1 Integrate consistent gender-related stories every quarter using our existing media forums.	All projects	Staff time
	<p>6.2 Impose collation, use and management of gender disaggregated data.</p> <p>6.3 Where appropriate blogs, tweets, etc., are produced to showcase gender equality.</p> <p>6.4 Diffusion of learning and knowledge through the ProPa (Protection in the Pacific) network to regional forums and meetings. This will involve time of a technical lead and partners contributing to GSI discussions.</p> <p>1) identifying livelihood activities; 2) skills development and 3) project awareness</p> <p>6.5 To execute capacity building activities, which is also inclusive of gender assessments and shall provide updates in reports.</p> <p>6.6. Project plans to facilitate gender assessment and utilize results in project planning.</p>	All projects	Staff time

7. Addressing key issues identified in the Gender Equality Seal 2018-2020 Round Benchmarking Matrix	Indicator 2.C Strategic Actions Taken for Building Co Gender Capacity A. UNDP required: (i) process reports (including feedback from participants) of at least two all-staff perspective - building sessions carried out during the last year; (ii) a note on strategic actions implemented to increase gender capacities among programme managers. This should be carried out in the last year.	Gender Specialist/Gender Focal Team	2,000
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	<p>Indicator 3.C Open and Participatory Processes</p> <p>A. Office need to work on the GSS (Global Staff Survey) annual survey feedbacks and recommendation and needs to be supported by the CO score for this question on the latest GSS for which results are available. <i>At least 70% of staff feels empowered to express their views in the office. At least 70% of staff feels that the CO management deals effectively with conflicts and grievances in the office.</i></p> <p>B. Senior managers have addressed GSS results and implemented measures in response to GSS findings on participation and transparency.</p> <p>C. Innovative steps taken to promote an organizational culture of gender equality.</p>	GSS Taskforce/Senior Managers/HR	1,000
	<p>Indicator 4.b Communication Plan and materials reflect commitment to Gender Equality and Women Empowerment</p> <p>4.2 Communications strategy adequately integrates gender equality concerns.</p> <p>Office should work on this benchmark and revise communication following documents</p> <p>I. Communications plan highlighting gender elements;</p> <p>II. Copy of guidelines on gender-responsive and non-discriminatory language; and</p> <p>III. Brief note (500 words) on actions taken to orient staff on gender-responsive communication.</p>	iCOMMs/Programme Communication Staff	5,000

	<p>Indicator 5.B Systems in place for integration of Gender concerns into the Programme/Project Cycle</p> <p>A. Programme portfolio regularly reviewed, and actions taken to strengthen gender mainstreaming where needed.</p> <p>Office need to review the programme portfolio regularly at least two or three times annually and provide the following evidence:</p> <p>I. ToRs and reports of latest programme reviews or equivalent;</p> <p>II. A table showing scanned projects with recommendations and actions taken against each.</p> <p>B. 5.4 All project documents incorporate substantive gender analysis.</p> <p>Office should provide at least one project document from each programme cluster, highlighting the elements of gender analysis.</p> <p>C. 5.5 M&E plan integrates tracking of gender commitments in the CPD and Gender Strategy.</p> <p>Office should show copy of the Office M&E plan for the current year, highlighting gender-related elements (such as gender impact evaluation of key programmes with the inclusion of gender).</p>	M&E/Gender Focal Team/Gender Specialist	Staff time
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	<p>Indicator 6.A Collaborations with key national actors around Gender Equality Goals</p> <p>6.3 CO has collaborated with a women's organization at least once in the current CP.</p> <p>Office need to work with women organization and should be supported with relevant documents (such as meeting reports) and a brief note (500 words) on the COs collaboration with women's groups, highlighting the profile of each group and the activities in which they have been involved.</p>	Team Leaders/Gender Focal Team	1,000
	<p>Indicator 7.A UNDP Programmes Make Significant Contributions To Gender Equality</p> <p>7.3 CO has made at least one substantive contribution to addressing structural inequalities in order to accelerate transformations for sustainable development in the country over the last three years. Office need to hire external consultant or organization for conducting independent evaluations of the concerned programmes/projects, government reports on the national gender situation.</p>	DRR, M&E/GFT	20,000
	<p>7.4 CO has made at least one substantive contribution to build resilience of women and reduce structural vulnerabilities to shocks and crisis in the country over the last three years.</p> <p>UNDP CO should provide a note summarizing the COs contribution and impact on gender equality in the country, with evidence in support of the claim through reports of independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage.</p>	Gender Specialist/GFT	3,000

	<p>Indicator 7.B Co Has Contributed Significantly To Public Advocacy On Gender Equality</p> <p>7.7 At least one advocacy initiative on a gender issue undertaken during current CP.</p> <p>The UNDP should provide short summary of the initiative (issue, strategy, activities, partners, budget) and evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact.</p> <p>7.8. Senior leaders speak out for gender equality on public platforms.</p> <p>UNDP CO require to provide</p> <p>I. One public speech or statement/ public blog for 8th of March and one for November 25th; and at least one instance where senior leaders have taken stands in public on contested/difficult gender issues in the national context in the last 12 months.</p> <p>II. Scan copy of notification for cluster leaders/managers indicating the requirement of the Secretary General and Gender Equality Strategy to set up and participate only in gender balanced panels.</p> <p>III. Note explaining how senior CO managers have prioritized funds for the achievement of gender equality and the empowerment of women through advocating and/ or reallocating internal funds.</p>	<p>GFT/Gender Specialist</p> <p>Senior Management/GFT</p>	<p>2,000</p> <p>1,000</p>
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SPC: www.spc.int

Pacwin – pacific women in politics: <https://www.pacwip.org/>

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