Gender Action Plan
2014-2017

UNICEF Executive Board, Annual Session, 4 June 2014
2013: A Year of Change

Progress on MDGs, framing Post-2015 – gender more visible on the global development agenda

UNICEF’s new Strategic Plan with equity focus

Transition year from SPAP to GAP
Completing SPAP 2010-2013
Developing GAP 2014-2017

SPAP

End-of-cycle review

Focus on programming, resources, and results

Build on foundation of improved institutional systems

GAP

Strategic Plan with Equity Focus
Gender Action Plan
Components

Programme Results
- Programmatic framework
- Targeted gender priorities
- Gender mainstreaming

Institutional Effectiveness
- Resources
- Staffing and capacity
- Systems and partnerships
- Knowledge sharing and communications

Results Framework
Performance Monitoring
GENDER ACTION PLAN – PROGRAMMATIC FOCUS

MAINSTREAM GENDER IN ALL STRATEGIC PLAN OUTCOMES

1. HEALTH
   - E.G. Maternal health, gender equality in child survival

2. HIV/AIDS
   - E.G. PMTCT coverage & ART coverage for HIV positive women

3. WASH
   - E.G. Access to water and sanitation at home

4. NUTRITION
   - E.G. Improved maternal nutrition, anaemia reduction

5. EDUCATION
   - E.G. Gender equality in education, ECD & caretaking

6. CHILD PROTECTION
   - E.G. Reduction in gender-based violence, child labour

7. SOCIAL INCLUSION
   - E.G. Social protection benefits to women & girls

FOCUS ON TARGETED GENDER PRIORITIES ACROSS STRATEGIC PLAN OUTCOMES

- PROMOTING GENDER-RESPONSIVE ADOLESCENT HEALTH
  (Adolescent pregnancy, FGM/C, HPV, anaemia, HIV, MHM)

- ADVANCING GIRLS’ SECONDARY EDUCATION

- ENDING CHILD MARRIAGE

- ADDRESSING GENDER-BASED VIOLENCE IN EMERGENCIES

ADDRESS GENDERED BOTTLENECKS AND BARRIERS

- Women’s and girls’ lack of safety and mobility
- Women’s and girls’ lack of resources & decision making
- Limited access to knowledge, information & technology for women & girls
- Excessive time burden & dual responsibilities for women & girls
- Masculine and feminine ideals and expectations
Resources

Core resources
• Investment of $19 million to strengthen regional and headquarters capacity; reflects $12 million in additional resources

Other resources
• Resource mobilization for Targeted Gender Priorities and gender mainstreaming activities

Financial benchmark
• 15% of programme expenditures to advance gender equality and girls’ and women’s empowerment by 2017
Gender Thematic Fund

Per QCPR, innovative mechanism for predictable funding

Outcome 1 → Outcome 2

Outcome 3

Outcome 4

Outcome 5

Outcome 6

Outcome 7

Intended to give prominence to gender in Strategic Plan

Soft earmarked pooled funds (OR)

• Donors can contribute directly to support UNICEF’s work on gender
• Support cross-cutting elements, especially targeted gender priorities and bottlenecks and barriers
• Support measurement, evidence building, innovation; leverage other funds
• Mainstreaming supported by sectoral thematic funds
Gender Architecture

Core Gender Staffing

Medium to high gender inequality countries, budget above $20 million:
Approximately 50

Smaller budgets, and/or low gender inequality countries:
Strengthened focal points

Headquarters and Regional Offices:
14

Sectoral Specialists in country offices and headquarters
Capacity and Systems Strengthening

Substance and Results
Better, more rigorous, more effective cross-sectoral programming with strong gender components

Training, tools, guidance
CPDs, MTRs, CPMPs, proposals
MoRES, GEM, indicators, monitoring

Knowledge Sharing and Communications
Annual network meetings; teamsite; visible in global initiatives, campaigns, events
Accountability, Monitoring, and Results

Gender Steering Committee
- DED chaired
- Management accountable

Performance Benchmarks
- 5 benchmarks
- Annual country level and systems progress

Results
- 42 indicators consolidated from Strategic Plan
For more information, please contact
Anju Malhotra
Principal Adviser, Gender and Rights
212-326-7018; anjumalhotra@unicef.org

United Nations Children’s Fund
3 United Nations Plaza
New York, NY 10017, USA
Tel: 212-326-7000
www.unicef.org

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