



EMPOWERED AND EQUAL



IMPLEMENTING THE GENDER EQUALITY STRATEGY IN 2010
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I. MARKING PROGRESS AND DRIVING CHANGE

2010 was a landmark year for both marking and accelerating global progress towards gender equality and women's empowerment. In March, the United Nations Commission on the Status of Women reviewed the 15 years since the Beijing Declaration and the Platform for Action were adopted in 1995. The Commission noted considerable progress, particularly concerning gender parity in education, but underscored how overall progress towards gender equality is uneven and slow. Gender equality came into focus again in September, during the United Nations Summit on the Millennium Development Goals (MDGs). With five years remaining until the 2015 MDG deadline, world leaders affirmed the centrality of gender equality and women's empowerment to realizing all the goals. Echoing a key finding of a UNDP international assessment prepared for the global gathering, the MDG Summit outcome document stated, "investing in women and girls has a multiplier effect on productivity, efficiency and sustained economic growth," and called for women's economic, legal and political empowerment.

Gender equality in crisis and post-crisis situations and the gender implications of climate change also entered the international spotlight in 2010. The UN Secretary-General issued a report on Women's Participation in Peacebuilding, which called for strengthened planning, financing and accountability for women's participation in post-crisis processes. In October, the United Nations celebrated and reviewed 10

years of progress since the adoption of Security Council Resolution 1325 and developed indicators for measuring and accelerating progress. The year culminated with the adoption of UN Security Council Resolution 1960, calling on parties to conflict to make specific, time-bound commitments to combat sexual violence.

Gender equality achieved a more prominent place in the climate change agenda at the Climate Change Conference in Cancún (COP-16), where new agreements contained several elements on gender and climate change, providing the foundation for a gender-aware post-2012 climate regime.

The most important and historic change with regard to the promotion of gender equality and women's empowerment was the creation of UN Women, a new United Nations entity specifically devoted to such work. UNDP is looking forward to a strategic partnership with UN Women, which will enhance coordination on gender equality and women's empowerment across the UN system and strengthen women's voices in national, regional and global decision-making.

Throughout the year, UNDP played an active and important role at global, regional and national levels to strengthen gender equality and women's empowerment. This report highlights some of these actions and achievements and notes some of the continued challenges ahead.

II. PROGRAMME RESULTS

In 2010, UNDP advanced the gender equality and women's empowerment objectives outlined in the Gender Equality Strategy in each of its thematic areas: Poverty Reduction and Achieving the MDGs; Democratic Governance; Crisis Prevention and Recovery; and Environment and Sustainable Development.

POVERTY REDUCTION AND ACHIEVING THE MDGS

2010 was marked by continued fallout from the global financial, food and fuel crises, which have set back progress on all MDGs. According to The World Bank, the financial and economic crisis will result in 53 million more people remaining in extreme poverty by 2015 than otherwise would have.¹ Of particular concern is the crises' impact on gender equality and women's empowerment. Persistent and pervasive

gender inequality undermines developing countries' efforts to achieve the MDGs. Despite some progress to reduce maternal mortality and achieve universal access to reproductive health care, 1,000 women died every day in 2008 from complications of pregnancy, childbirth and unsafe abortion; 99 percent of them were in developing countries. It is expected that cutbacks in public finance resulting from the economic crisis will worsen poverty among the poorest groups, which include female-headed households.

In preparation for the September 2010 MDG Summit, UNDP developed the MDG Breakthrough Strategy and the MDG Acceleration Framework in order to strengthen the organization's support to countries' analysis of MDG targets that are off track, identification of key obstacles and implementation of effective strategies to overcome them.

BOX 1: GENDER AND ECONOMIC POLICY MANAGEMENT INITIATIVE: SUPPORTING GENDER-AWARE ECONOMICS

To address the lack of attention focused on gender equality in economic policy formulation and implementation, UNDP launched a global initiative, the Gender and Economic Policy Management Initiative (GEPMI). The initiative aims to accelerate progress towards the MDGs by making poverty reduction and economic policies equally benefit women and men, boys and girls.

GEPMI has three intertwined components:

- A three-week course on Gender-Responsive Economic Policy Management that builds the capacity of middle-level government policy makers, parliamentary staff and civil society organizations;
- Tailored country-level advisory services and capacity-building workshops that respond to countries' specific needs. Services are delivered by a team of senior regional experts whose quality is assured by UNDP through regular training and knowledge sharing; and
- A Master's of Arts in Gender-Aware Economics, the first of its kind in the world, furthering the long-term objective of generating a cadre of experts skilled in integrating gender into economic analysis and recognizing gender issues as key determinants of economic policy management.

In early 2010, UNDP launched the initiative in Asia Pacific by training more than 50 policy makers from 17 countries. Implementation in Africa began in July 2010 in partnership with regional institutions, including the African Development Bank, the UN African Institute for Economic Development in Dakar, Senegal, and Makerere University in Kampala, Uganda.

Equality for women [is] a basic human right, which if achieved also contributes to development, stability and the deepening of democracy.

Helen Clark, launch of the 2010 Asia Pacific Human Development Report

Notably, in 2010, four out of 10 pilot MDG Acceleration Framework Reports and Country Action Plans were devoted to gender issues.²

During the year, UNDP continued to support national partners to integrate gender into national economic policy-making. New policy tools were developed to address the gender implications of taxation, trade and employment guarantee schemes; to bring gender analysis to responses to the financial and economic crisis; and to examine the gender dimensions of migration and remittances. Moreover, UNDP developed and began implementing the global Gender and Economic Policy Management Initiative (see Box 1). UNDP also continued to work closely with the United Nations Development Fund for Women (UNIFEM, now part of UN Women) to support gender-responsive budgeting initiatives in Africa.³

UNDP increased the availability and use of sex-disaggregated data and gender statistics for strengthening capacities and informing policies. The UNDP 2010 Human Development Report introduced a new measure for quantifying progress on gender inequality, the Gender Inequality Index, which brings together five indicators: labour force participation, education attainment (secondary level and above), parliamentary representation, adolescent fertility and maternal mortality.⁴

In 2010, 82 countries promoted women's economic empowerment by participating in diverse initiatives, including those that strengthened women's entrepreneurial skills and increased their access to financing and markets. In Timor-Leste, UNDP supported initiatives promoting women's entrepreneurship through vocational and enterprise development training and job placement services. In

Serbia, a Severance to Jobs project supported the self-employment of women who lost their jobs in 2009.

UNDP support of equitable social services included the development of Lebanon's first National Social Strategy, which paved the way for a more equitable provision of social services. In Turkmenistan, UNDP made substantive contributions to pension reform design and approval processes. By significantly increasing pension coverage and administration efficiency, the new processes enable more women, particularly in rural areas, to benefit from social services.

As co-sponsors of UNAIDS (the Joint UN Programme on HIV/AIDS), UNDP and the United Nations Population Fund convened inter-agency efforts and provided global leadership in advancing actions to "meet the HIV needs of

BOX 2: BEST PRACTICE— THE ASIA PACIFIC HUMAN DEVELOPMENT REPORT

In 2010, UNDP focused on gender equality in the Asia Pacific Human Development Report, 'Power, Voice and Rights: A Turning Point for Gender Equality in Asia and the Pacific', which makes a compelling case for accelerating women's empowerment to secure long-term sustainable progress. The report calls on policy makers to correct gender imbalances by supporting women's economic empowerment, promoting women's political voice and advancing women's legal rights. Concurrently with the launch of the report, UNDP prepared an operational plan reflecting policy options flowing from the report. UNDP also established an innovative Gender Equality Fund to support country-level initiatives that promote gender equality in the Asia Pacific region.

BOX 3: UNIVERSAL ACCESS FOR WOMEN AND GIRLS NOW!

Universal Access for Women and Girls Now! (UA Now!), a UNDP-supported inter-agency project, addresses gaps and barriers to universal access to HIV/AIDS prevention, treatment, care and support in 10 countries.⁵ The project is implemented in partnership with the Inter-agency Working Group on Women, Girls, Gender Equality and HIV; the UNAIDS Secretariat; and UN Joint Teams on AIDS in programme countries.

Structures established under UA Now! have advocated incorporating gender equality into key policy documents and monitoring and evaluation mechanisms. In **INDIA**, the International Center for Research on Women is researching barriers to access HIV/AIDS services for female sex workers and the wives of migrant men. Findings will inform implementation of India's Fourth National AIDS Control Programme. In **ZAMBIA**, the National AIDS Council has integrated women and girls' concerns into the country's National AIDS Strategic Framework (2011–2015), which now has a clear gender component and makes commitments to address gender-based violence and gender equality within its HIV/AIDS response. The Council also created a Gender Adviser post to ensure that the national HIV/AIDS response continues to integrate gender components.

Catalytic funds of UA Now! have created structures that will have long-lasting impacts on access to justice for women living with and affected by HIV/AIDS. In **RWANDA**, the Forum for Activists against the AIDS Scourge established a legal aid clinic to provide paralegal services for gender-based violence, violations of women's right to work and violations of women's property rights. In **KENYA**, UA Now! focused on strengthening the capacity of civil society and the public sector to meet national commitments to address the gender dimensions of HIV/AIDS. The project also assisted the government in developing HIV/AIDS-related health service delivery standards and guidelines, and enhanced quality assurance systems for HIV/AIDS-related health services.

women and girls and address gender-based violence." To support the UNAIDS Agenda for Women and Girls, UNDP designed and implemented programming to enhance leadership development for women living with HIV/AIDS in 25

countries;⁶ engaged networks of women living with HIV/AIDS from 14 countries in MDG review processes;⁷ supported governments in integrating HIV/AIDS into reporting on the Convention on the Elimination of All Forms of Discrimination

EXAMPLES OF UNDP GENDER EQUALITY RESULTS IN 2010

BANGLADESH: Supported the government's creation of Rural Employment Opportunities for Public Assets, which targets the most vulnerable, poor women with safety nets such as wage employment and skills development.

CAMBODIA: Integrated gender issues into Cambodia's national strategic development plan and incorporated gender-responsive budgeting into public financial management reforms.

KENYA: Worked with networks of people living with HIV/AIDS in order to enhance legal and human rights awareness—particularly among women—resulting in increased legal referrals and access to legal services for women affected by HIV/AIDS.

LATIN AMERICA AND THE CARIBBEAN: Continued to promote the Gender Equality Seal (instituted in mid-2009), in order to establish gender equality standards for public and private sector organizations and gender-sensitive business management systems. By the end of 2010, 11 countries had signed on to facilitate the process and define a regional seal.⁸

RWANDA: Integrated gender interests into planning and local development strategies in five districts.

UKRAINE: Developed gender action plans and integrated gender perspectives in key ministries; initiated gender discussions in parliamentary budget deliberations.

ZAMBIA: Supported the National AIDS Network in establishing a national steering committee on gender with government and civil society representation to monitor implementation of the country's Strategic Framework on AIDS.

against Women; and raised awareness of the rights of women and girls in the context of HIV/AIDS through 'know your rights' campaigns in eight countries.⁹ UNDP also strengthened efforts to curtail gender-based violence as a critical cause and consequence of HIV/AIDS by helping identify good practices and promising programming.

UNDP partners with the Global Fund to Fight AIDS, Tuberculosis and Malaria to manage and build capacity for implementation of large-scale health programmes in 26 countries.¹⁰ In more than 80 percent of the countries where UNDP serves as a principal recipient for the Global Fund, country offices have focused on promoting gender equality results through UNDP-managed Global Fund projects.

DEMOCRATIC GOVERNANCE

As of November 2010, women accounted for 19 percent of seats in national assemblies, reflecting a growing number of women participating in politics.¹¹ However, these gains have been uneven across and within regions. Despite progress, no region in the world is likely to meet the MDG target of at least 30 percent women's national participation by 2015.

UNDP, the UN leader on democratic governance services, has increased women's political participation through a range of activities that included electoral assistance, parliamentary support and support for constitutional reforms. Fifty-nine UNDP country offices successfully worked with national partners, legislative assemblies, electoral commissions, national parliaments and political parties to strengthen women's political participation. In 2010, UNDP policy advice was instrumental to nine West African governments¹² committing to take concrete measures to improve women's representation in parliament. UNDP support for cross-party women's caucus development has also been successful. In Nepal, the women's caucus has become the main forum for cross-party dialogue and is building an agenda for incorporating gender concerns into Nepal's new constitution. The caucus has been instrumental in helping women members of the Constituent Assembly develop their knowledge and views on fundamental human rights, electoral systems and quota provisions.

Notably, UNDP launched the Global Programme on Electoral Cycle Support (GPECS), a three-year global initiative to help countries improve their electoral laws, processes and institutions and enhance the participation of women in elections. GPECS seeks to enhance the credibility, transparency, effectiveness and sustainability of electoral institutions and processes, with a particular emphasis on capacity development, South-South exchanges, inclusive participation and women's empowerment. In many countries, such as Kyrgyzstan, Nepal and Niger, UNDP is bringing gender expertise to UN-supported electoral programmes. UNDP has also sought to develop knowledge and best practices in this field. For example, it partnered with the National Democratic Institute to develop 'Best Practices Guidebook for Political Parties to Promote Women's Political Participation,' the first global handbook on how political parties can promote women's participation throughout the electoral cycle.

BOX 4: PROMOTING WOMEN'S PARTICIPATION IN POLITICS

UNDP supported the Government of Burundi in encouraging women to register, vote and run for elected office in the 2010 elections. The election, in which women comprised 51 percent of voters, resulted in the country exceeding its existing 30 percent gender quota for women in public office—a quota established in 2005 with UNDP support. Burundi is now one of six African countries to surpass 30 percent women members in the lower house. The country has the highest level of women's representation in the upper house or senate (46 percent) in Africa, and the second highest in the world.

UNDP continues to focus its efforts on public administration reform and local governance by building knowledge and developing tools and mechanisms to increase the number of women in government positions and to monitor and improve the quality of public service delivery. Through UNDP support, Vietnam is introducing new gender-related assessments to create a gender-responsive public administration performance index. The October 2010 UNDP 'Evaluation of UNDP Contribution to Strengthening Local

Governance' found instances in several countries of UNDP successes in promoting gender issues in local governance. However, the evaluation also found that a strategic and systematic effort to mainstream gender concerns into local

BOX 5: ADDRESSING GENDER-BASED VIOLENCE

On 11 November 2010, the 11th International Day for the Elimination of Violence Against Women, more than 4,000 women gathered in El Salvador's capital to show support for a comprehensive bill that focuses on a key factor of one of the country's most pressing security issues—violence against women. The gender-based violence law, adopted by an overwhelming majority later that day, was created through a collaborative process that involved politicians, government institutions, the national police and civil society, with technical support from UNDP and its partners. The law includes an expanded definition of violence against women in the public and private arena, including femicide (of which El Salvador has the highest rate in the world), and guarantees protection and prevention from various forms of violence against women. The new law is also among the most comprehensive gender-based violence legislation in the region, clarifying government duties, budgeting and public institutional responsibilities.

governance has been missing, and that there is a lack of appropriate indicators to assess how local governance initiatives are improving gender relations—and whether such initiatives are leading to increased gender equality. Through management response, UNDP has committed to revamping its efforts to systematically integrate gender concerns into all its local governance initiatives.

In more than 33 programme countries, UNDP is supporting national efforts to strengthen women's legal empowerment and access to justice. Areas of work include women's access to and control over land and resources, property and inheritance rights, family law, and informal or customary justice systems. Addressing gender-based violence remains a leading area of UNDP work, with one third of all UNDP programme countries managing ongoing initiatives in close collaboration with partners. UNDP is addressing gender-based violence using innovative and multisectoral approaches, including by enhancing the capacities of law enforcement institutions, such as the police in Serbia, and by engaging men and boys to address the root causes of gender-based violence. Examples of the latter include Partners for Prevention in the Asia Pacific region and a network of men in Bahrain that raises awareness of gender-based violence among men and male youths.

Sexual violence shatters lives, devastates countries and destroys hope. In many places, the threat is so pervasive that women cannot cultivate land, collect water, or get the fuel they need to cook and feed their families, for fear that they will be attacked in the process. Attacks on women are attacks on peace itself. That is why we must do more to fight stigma, protect women's security and help the victims. They need services, and they deserve comprehensive reparations. I call on leaders to join me in declaring, 'Enough is enough!' We cannot permit the sexual violence that is used as a tactic of war to become a way of life.

Secretary-General Ban Ki-moon, Statement to Security Council Open Debate on Sexual Violence in Conflict, 16 December 2010

EXAMPLES OF UNDP GENDER EQUALITY RESULTS IN 2010

AFGHANISTAN: Established eight Legal Help Centres in two provinces to provide victims of domestic violence with legal protection and support; more than 100 cases per month of violence against women have been registered in each province. Nearly 40 percent of cases relating to early and forced marriages have been resolved.

EUROPE AND THE COMMONWEALTH OF INDEPENDENT STATES: Partnered with the Southeast Europe Police Chief Association and the Government of Norway to create the Women Police Officer Network, which will function as an advisory body for the region's police services on matters related to gender and law enforcement.

KYRGYZSTAN: Concluded a three-year programme focused on promoting women's participation in political life. The programme achieved immediate impacts through the introduction of a 30 percent gender quota among political parties. In 2005, Kyrgyzstan had no women parliamentarians; it now has 120 women in parliament. UNDP also conducted a review of laws regulating the country's civil, municipal and diplomatic services; UNDP-proposed amendments on gender were adopted by a parliamentary committee.

IRAQ: Supported the first national campaign for 16 Days of Activism to End Violence against Women, which opened up a public debate on all aspects of violence against women and the need for a national strategy and legal framework to prevent gender-based violence, protect women and prosecute perpetrators of gender-based violence.

NICARAGUA: Developed initiatives to enhance the gender-responsiveness of public expenditure monitoring (in partnership with UNIFEM, UNFPA and OPS/WHO, with support from the MDG Achievement Fund).

PAPUA NEW GUINEA: Supported the development and promotion of a Women's Bill in Equality and Participation, which will provide 22 reserved seats for women in parliament.

CRISIS PREVENTION AND RECOVERY

Despite a general increase in awareness of conflict's differential impacts on women and girls, they continue to be under-represented in global conflict and post-conflict fora and remain largely excluded from national and local-level peace processes and decision-making. Women comprised only eight percent of negotiating delegations in UN-mediated peace processes since 1989.¹³ Less than eight percent of proposed recovery budgets identified spending priorities that address women's needs, and just six percent of multi-donor trust fund expenditures in post-conflict countries financed gender equality or women's empowerment projects.¹⁴ Sexual and gender-based violence is rampant and often continues unabated after peace deals are signed. In many countries, rape continues to be used as a weapon of war.

The question of who participates in and who has influence over setting priorities, making decisions, and allocating the resources which flow into post-conflict countries is critical for gender equality, and for peace and security more broadly.

Helen Clark, on the 10th anniversary of Security Council Resolution 1325 on Women, Peace and Security, October 2010

We should believe that it is our era of women. This is our time. We have to bring the expertise and power of community women to the forefront and make it a force within our movement.

Wardah Hadfiz, Director of Uplinks, a national coalition of NGOs, member of GROOTS International, working in Indonesia on urban poor issues; during the International Asia Academy on the Community Resilience Fund, Delhi, September 2010.

At the global policy level, in 2010, UNDP contributed significantly to the Secretary General's Report on Women's Participation in Peacebuilding.¹⁵ The report increased global recognition that gender equality, women's empowerment and women's participation in all aspects of peacebuilding are fundamental to lasting peace. On the eve of the 10th anniversary of Security Council Resolution 1325, UNDP launched innovative research, 'The Price of Peace: Financing for Gender Equality in Post-Conflict Recovery and Reconstruction'. The report examines how resources for recovery and reconstruction are mobilized, allocated, and spent and argues that all post-conflict reconstruction initiatives must allocate sufficient dedicated resources for gender equality. To deepen policy development on gender equality and crisis prevention and recovery, UNDP is collaborating with partners to develop the Centre on Gender, Peace and Security. The Centre aims to support and amplify southern-based research on women, peace and security.

The UNDP approach to crisis prevention and recovery work is embodied in its comprehensive framework, 'The Eight-Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery'. Initiatives such as the UNDP Global Programme for Women, Peace and Security are playing a transformative role, catalysing both UNDP and the UN system towards more effective responses for women and girls in conflict context. In addition, UNDP focuses on reducing women's economic vulnerabilities and risks by supporting national partners' efforts to integrate gender perspectives and women's issues into economic recovery policies and programmes. Through UNDP leadership and support, many countries have created sustainable livelihoods and viable job opportunities that benefit female ex-combatants and women associated with armed forces and groups in eight crisis-affected countries.¹⁶

As the co-leader implementing paragraph 8 of UN Security Council Resolution 1888, UNDP is strengthening efforts to

BOX 6: TACKLING SEXUAL VIOLENCE IN THE DEMOCRATIC REPUBLIC OF THE CONGO

In Eastern Democratic Republic of the Congo, UNDP supports survivors of sexual violence through its Access to Justice programme. The programme builds on and contributes to the objectives of the Comprehensive Strategy on Combating Sexual Violence in the Democratic Republic of the Congo, particularly the second component focusing on Combating Impunity for Sexual Violence, led by the Joint Human Rights Office. This programme has focused on three key areas: (1) providing information about support services available to survivors of sexual and gender-based violence, training traditional leaders to enable them to sensitize communities on criminal nature of sexual violence and sensitizing the military working through agents responsible for training and communication; (2) building capacities of police, judicial investigators and prosecutors in sexual and gender-based violence victim reception and investigation; and supporting mobile courts in North Kivu that bring the courts closer to communities; and (3) supporting legal aid clinics and networks for survivors.

BOX 7: GRASSROOTS WOMEN'S LEADERSHIP FOR GENDER-RESPONSIVE DISASTER RISK REDUCTION

Working in close collaboration with its partner organizations (the Huairou Commission and GROOTS International), UNDP has supported grassroots women's groups in scaling up effective pro-poor disaster risk reduction practices and is collaborating with local and national governments to upstream these practices. UNDP supported the launch of the Community Disaster Resilience Fund as a mechanism for channelling resources directly to grassroots women's groups enabling them to develop innovative, pro-poor solutions to address locally identified priorities.

The Fund, which was formally endorsed by the National Disaster Management Authority of Government of India and the Centre of Coordination of Natural Disaster Prevention in Central America, works to scale up the innovative work that grassroots women are already doing to protect their development assets through reforestation, riverbank, land and settlement protection as well as adaptive agriculture and food production systems and livelihood diversification initiatives. It also works to empower women as leaders in their communities. Through the Community Disaster Resilience Fund, grassroots women work in partnership with communities, local governments and disaster management authorities to design effective programs and policies that address local priorities.

counter impunity for sexual violence and is building national capacities to establish and uphold the rule of law. This includes enhancing the capacities of police officers, judges, court administrators and religious leaders to ensure women's access to justice, both through formal and informal processes. One UNDP contribution is its continued support to strengthening the rule of law in 20 conflict and post-conflict settings.¹⁷

Responding to disasters' disproportionate impact on women, UNDP continued to work with national governments to formulate and implement disaster reduction

policies and activities. In addition, UNDP supported countries to conduct gender-sensitive risk assessments and integrate gender into early warning systems. The 2010 'Evaluation of UNDP Contribution to Disaster Prevention and Recovery' found that gender is one of the areas in which UNDP has earned credibility and the trust of governments and civil society partners. However, the evaluation also found that more work needs to be done in this area. Through its management response, UNDP has committed to strengthening the systematic integration of gender into all of its disaster-risk reduction policies and programmes.

EXAMPLES OF UNDP GENDER EQUALITY RESULTS IN 2010

KOSOVO: Provided technical support for the creation of the Draft Law on Domestic Violence to help coordinate the prevention of and response to sexual and gender-based violence. Supported the establishment of the Anti-Trafficking Secretariat in the Ministry of Internal Affairs and the development and implementation of the National Strategy and Action Plan against Trafficking in Human Beings (2008–2011).

MYANMAR: Supported the capacity of established self-reliance groups (with 14,732 members; 98 percent women) to participate in cash-for-work programmes, providing skills, employment opportunities and long-term livelihood options.

NEPAL: Supported participatory constitution building, leading to women participating and playing leadership roles in unprecedented numbers in constitutional design processes, inter-party dialogues and the building of national capacities of conflict management. More than 41,000 women participated in meetings to present their views and concerns about the new constitution.

SOMALIA: As part of the UNDP Access to Justice programme, gender equality in the legal sector was strengthened by providing scholarships for women lawyers. These women now work in courts and assist prosecutors with sensitive cases concerning women.

ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

The 2010 MDG Summit reconfirmed that gender equality and women's empowerment are central to achieving all the MDGs, including MDG 7 on environmental sustainability. Within the UN system, UNDP has taken the lead in integrating gender equality into climate change policy and finance mechanisms. Through its partnership with the United Nations Environment Programme and the Global Gender and Climate Alliance (GGCA), UNDP provided capacity development support to governments and civil society in all regions.

Building on three years of capacity-building and advocacy efforts around global climate change negotiations, UNDP and GGCA partners supported and trained women delegates from developing countries to participate in climate change negotiations and conducted capacity development sessions for national delegates on the gender dimensions of climate change. As a result of carefully sequenced advocacy and capacity building efforts led by UNDP, the Cancún Agreements are the first global climate change policy to include multiple references to gender equality.

In 2010, UNDP researched and developed a series of policy briefs exploring the gender dimensions of six major climate finance mechanisms. These, combined with successful engagement with the governance bodies, resulted in significant progress in integrating gender into the operational frameworks of climate change finance mechanisms, in particular the Climate Investment Funds and the Adaptation Fund. UNDP continues to engage The World Bank and regional development banks on gender equity in climate financing and, in particular, the new Green Climate Fund.

At the country level, UNDP continued to influence integrating gender dimensions into climate change response, adaptation and mitigation. Technical support to mainstream gender equality into national adaptation programmes was provided to 20 countries, seven of which have highlighted gender equality as a national adaptation priority. The newly developed UNDP thematic guidebook, 'Gender, Climate Change and Community-Based Adaptation' provides advice to practitioners on how to take a gender-sensitive approach to planning and implementing adaptation projects and programmes.

EXAMPLES OF UNDP GENDER EQUALITY RESULTS IN 2010

BENIN: Engaged women in oyster production and provided access to financial credit and skills.

BURKINA FASO: Implemented an energy access programme in nine regions, benefiting more than 27,000 women. Business generated by programme components has helped women save an average of \$21 per month, compared to less than \$1 per month before the programme.

CAMEROON: Raised awareness of fuel-efficient cooking techniques for indigenous women in the drought-ridden Far North region.

INDIA: Supported establishing home herbal gardens in five states to capitalize on women's knowledge of local and traditional remedies and to bolster their home health care responsibilities. Trained women in solar engineering and provided the capacity to train other women in the maintenance of solar panels.

SENEGAL: Partnered with the government to raise awareness on sustainably managing natural resources and to restore the livelihoods of vulnerable women. The programme empowered women and enabled them to earn money by engaging in restoring mangrove forests, establishing seedling nurseries and planting trees.

III. INSTITUTIONAL RESULTS

In 2010, UNDP made considerable strides to ensure that the organization delivers better gender equality results through four main areas: deepened accountability; enhanced inter-agency collaboration; dedication of human and financial resources; and strengthened knowledge and capacities.

DEEPENED ACCOUNTABILITY

In 2010, the UNDP accountability framework for gender equality results was strengthened in three key ways. First, a **Midterm Review of the Gender Equality Strategy** was

BOX 8: SAMPLE PRELIMINARY FINDINGS FROM THE MIDTERM REVIEW OF THE GENDER EQUALITY STRATEGY

OVERALL FINDING: UNDP has become a more gender-aware organization as a result of its clear strategic framework and robust gender architecture.

POVERTY REDUCTION: A major focus has been on capacity development in gender-responsive macro-planning and budgeting, laying solid foundations for long-term improvements. Significant initiatives in training, technical assistance, planning, and budgeting have resulted in a broad range of stronger national plans and targets. The challenge is to ensure the implementation and monitoring of these instruments. UNDP has also supported strategic interventions to address the gender equality dimensions of HIV/AIDS, and has a continuing leadership role to play within the UNAIDS partnership.

DEMOCRATIC GOVERNANCE: Through its parliamentary support, electoral cycle support and support to iKNOW Politics (the International Knowledge Network of Women in Politics), UNDP has made significant contributions to women's political participation in every stage of the governance cycle. This is an excellent example of the comprehensive support necessary for sustained transformational change and includes policy advice, support for women leaders, and pre- and post-electoral capacity development. However, there is a gap in providing support to gender-responsive public administration and local government, both of which are critical to gender equality.

CRISIS PREVENTION AND RECOVERY: UNDP has contributed to greater understanding that women must be systematically included in crises mitigation and preparedness activities, as well as in peacebuilding mechanisms. A conscious effort has been made to address gender equality in both conflict and disaster-related situations in a coherent and integrated manner, supported by dedicated resources and staff training. However, a lot more needs to be done in the areas of demobilization, disarmament and reintegration, disaster risk reduction and security sector reform.

ENVIRONMENT AND ENERGY: UNDP has made major contributions to the global dialogue on gender and climate change and is playing a lead role in integrating gender equality into climate finance mechanisms. There is now both interest in and demand for gender-integrated climate change programming, although gender mainstreaming in the environment and energy arena still represents a major challenge for UNDP.

GENDER-BASED VIOLENCE: UNDP has taken a more vigorous approach to the prevention of and response to gender-based violence, the endemic nature of which acts as a severe brake to development and to human rights. UNDP has a comparative advantage in its ability to advocate for and promote legal reform, to strengthen provision of services, and to bring a range of stakeholders to the table.

INSTITUTIONAL DEVELOPMENT: Organizational capacity to advance gender equality has been methodically developed. The Gender Steering and Implementation Committee has been strengthened. The Gender Marker has facilitated more accurate reporting and is a recognized UN-system good practice. The Gender Team has expanded, an increasing number of country offices are hiring full-time gender advisers, and nearly 75 percent of country offices have established a Gender Focal Team (led by the Deputy Resident Representative).

undertaken, the results of which will be presented to the Executive Board in June 2011. The review examined achievements and challenges in implementing the strategy and will make recommendations to guide implementation in the remaining years of the reporting cycle. It also will provide a solid foundation to launch the new Strategic Plan and Gender Equality Strategy and inform the UNDP partnership with the newly established UN Women.

Second, through its **Gender Steering and Implementation Committee (GSIC)**, which is the highest-level UNDP decision-making and accountability mechanism on gender equality, UNDP reviewed progress on gender equality and gender parity by each bureau director and made specific recommendations to strengthen action in each area of work. The GSIC recommended that bureau directors exhibit strong leadership in gender equality by: ensuring that gender equality concerns are central to all strategic plans and processes, including UN Development Assistance Frameworks; promoting enhanced investments in gender equality and using the Gender Marker to monitor such investments; and improving gender parity figures, in particular in middle- and senior-level management. The GSIC will continue to monitor these closely.

Third, UNDP implemented the **Gender Marker**, which enables the organization to better assess the gender equality impacts of programme resource allocations and expenditures. UNDP focused its efforts on building capacities of each staff member to use the gender marker as a planning and reporting tool, which ensures that UNDP staff and projects are gender-aware. In addition, UNDP continues to provide advice and technical support on implementing the Gender Marker to other UN agencies, including the United Nations Children's Fund (UNICEF) and the Inter-agency Standing Committee. UNDP is the lead convener of the subgroup of the United Nations Development Group Gender Equality Task Force and is leading efforts to harmonize the tracking of gender-related investments in the One UN budget countries.

ENHANCED INTER-AGENCY COLLABORATION: UN WOMEN

UNDP continued to embrace strategic partnerships to promote gender equality results. A landmark 2010 achievement was UN Member States' creation of UN Women. UN Women merges the mandates and functions of the Office of the Special Adviser on Gender Issues and Advancement of Women, the Division of the Advancement of Women, the UN Development Fund for Women and the International Research and Training Institute for the Advancement of Women. UN Women has the additional roles of leading, coordinating and promoting the accountability of the UN system in its work on gender equality and women's empowerment, under the leadership of the Resident Coordinator. UN Women will provide a global voice for women and gender issues and will enhance and complement UNDP efforts to promote gender equality and women's empowerment across its thematic areas.

UNDP was an active member of the working group that supported the establishment of UN Women and has played an important role during the four entities' transition process. Senior UNDP staff have supported the Deputy Secretary General to facilitate inter-agency discussions on UN Women. UNDP and UN Women are collaboratively identifying continued working arrangements and will embark upon a framework for programmatic collaboration.

A mapping of ongoing UNDP–UN Women (primarily UNIFEM) collaborations was also undertaken. It reiterated that the need for gender equality programming cannot be filled by any one UN agency alone and that through complementary and collaborative approaches, UN agencies, as part of the wider UN system, can together address a range of gender equality issues that are responsive to country demand and based on established UN norms and values.

DEDICATION OF FINANCIAL AND HUMAN RESOURCES

The results of the Gender Marker indicate that 36 percent of Gender Marker-rated expenditures made a significant contribution to gender equality (see Table 1). Comparing contributions to gender equality by UNDP thematic area, analysis shows that UNDP investments in democratic governance contributed the most to gender equality (42 percent), and environment and energy contributed the least (18 percent).

UNDP continued to support programme countries by providing dedicated gender advisers at the global, regional and country office levels. At the regional level, each region except Arab States has a regional senior gender adviser who services country offices. The Asia Pacific region, which is considered a good practice example, has a team consisting of a senior gender adviser and a number of specialists with diverse gender mainstreaming skills (e.g., economic policy, governance, gender-based violence). Africa has invested in three senior gender advisers (one located at headquarters and one in each of the two regional centres). At the country level, a number of country offices have identified gender

TABLE 1: EXPENDITURES BY GENDER MARKER RATING, 2009

RATING	EXPENDITURE	
No noticeable gender equality results	\$765,960,786	23%
Some contributions to gender equality	\$1,349,090,259	41%
Significant contributions to gender equality	\$1,072,031,411	32%
Gender equality is principal objective	\$129,657,425	4%
Total	\$3,316,739,881	100%

Source: Gender Marker Analysis, March 2010. This represents the Gender Marker-rated expenditure 2009.

equality as a key priority and have invested in dedicated gender expertise (see Figure 1). Other country offices rely on outsourcing expertise to support certain strategic interventions (e.g., gender mainstreaming for the United Nations Development Assistance Framework) or internal staff capacity-building.

FIGURE 1: GENDER CAPACITIES IN UNDP COUNTRY OFFICES

Does your office have a:

Question 1 ...gender adviser/gender specialist?

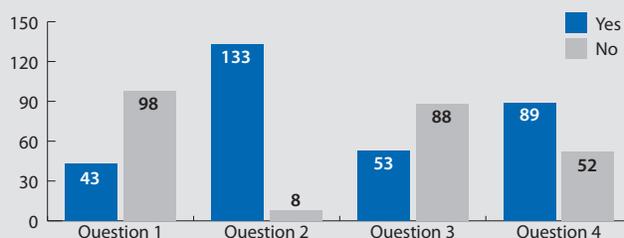
Question 2 ...gender focal point?

Question 3 ...gender focal point team led by a senior manager?

Question 4 ...an active Gender Theme Group (that has a joint workplan and meets regularly to review progress)?

Source: UNDP Results-oriented annual report, 2009

Number of UNDP country offices



STRENGTHENED KNOWLEDGE AND CAPACITIES

UNDP continued to make significant contributions to gender equality through its knowledge management and communication capabilities. With more than 1,982 members, Gender-Net remains a leading knowledge network and is expanding access to other agencies. UNDP has become a reference point and a knowledge broker in the Spanish-speaking region through the America Latina GENERA knowledge portal, which receives more than 10,000 visits each month by representatives from governments, civil society organizations and universities.

UNDP continued to strengthen knowledge and capacities by investing in dedicated knowledge management tools in a range of topics. For example, UNDP developed an online course on Citizen Security and Gender with the Human Development School and included analysis of gender-based violence in the 'Human Development Report on Citizen Security in the Caribbean'. In Macedonia, UNDP supported the development of a Web-based Gender Repository Database and System for Learning, Examination and Survey. The database has served as a repository for sex-disaggregated data that is making it possible to apply a gender perspective to the analysis, monitoring and evaluation of

crisis response. In Asia Pacific, UNDP developed a new capacity assessment framework to facilitate gender mainstreaming (see Box 9).

Teamworks, the new UNDP global professional networking platform (the first initiative of its kind within the UN system), enables staff to join thousands of colleagues across the globe and throughout the United Nations family to share knowledge and expertise and collaborate in ways not previously possible. It allows instantaneous access to news and blogs about colleagues' activities, new publications and expert advice to help country offices support national partners.

In all regions and country offices, UNDP has undertaken a series of capacity-building and knowledge sharing initiatives. Communities of practice on gender equality have been strengthened in Africa, Asia Pacific, Europe and the Commonwealth of Independent States, and Latin America. In Africa, UNDP has enhanced and strengthened the gender mainstreaming capacity in all country offices through two hands-on regional trainings for gender focal points from 37 country offices. In Latin America, UNDP has continued to pioneer innovative knowledge-sharing initiatives by organizing knowledge fairs. UNDP presented a knowledge fair on efforts to address gender-based violence at the Latin America regional launch of the Secretary-General's Unite to

BOX 9: CAPACITY ASSESSMENT FRAMEWORK FOR GENDER MAINSTREAMING

In 2010 in the Asia-Pacific region, UNDP developed the Capacity Assessment Framework for Gender Mainstreaming, which rigorously identified capacity challenges that constrain gender mainstreaming from effectively happening at the national and sub-national levels. The tool takes into consideration capacity challenges at the environmental or policy level, and socially defined attitudes and behaviour towards gender relations that continue to weaken participatory dialogue and decision-making processes for gender advocacy. The tool was rolled out in 2010 in Afghanistan, Indonesia and Papua New Guinea.

AFGHANISTAN: The collaboration focused on supporting and strengthening the capacities of international and national capacity development advisers mandated to coach and mentor a new generation of professional civil servants in the country.

INDONESIA: The Capacity Assessment package was adapted to guide and direct focus group discussions and key informant interviews on the necessary and required capacity areas for the Women's Parliamentary Caucus, as well as the gender focal points of the central and line ministries of Indonesia.

PAPUA NEW GUINEA: The package was fully adapted to assess the capacities of three women's machineries: the Office for the Development of Women, the National Council of Women, and the Gender and Development Branch of the Department for Community Development.

BOX 10: GENDER EQUALITY SEAL: A GOOD PRACTICE IN LATIN AMERICA

The Gender Equality Seal is a voluntary certification mechanism that verifies a company's commitment to promoting gender equity in the workplace. The certification initiatives are designed to close gender gaps in the work environment and ensure that human resource management systems are just and equitable. Based on a request from UNDP Uruguay and partners in the Quality Management with Gender Equality project (INMUJERES and UNIFEM, now integrated into UN Women), UNDP led a knowledge exchange process involving more than 300 companies and more than 500,000 workers. The process resulted in printed and audio-visual materials explaining how to start gender equality certification programmes, an analysis of existing programmes, and formation of the Gender Equality Seal Practice Community to exchange ideas and transfer knowledge to new countries.

Costa Rica was the first country in the region with the Gender Equality Management System. Countries that followed with similar systems include Argentina, Brazil, Chile, Mexico and Uruguay. The UNDP Uruguay initiative on Quality Management Systems for Gender Equality in the Private Sector, together with the regional community of practice on the Gender Equality Seal (including seven countries' experiences), was selected as a 'Good Practice' to participate in the Inter-agency Knowledge Fair for UN effectiveness in Knowledge Sharing (organized by the UN Development Operations Coordination Office and UN Staff College).

end Violence against Women campaign and hosted a knowledge fair for women parliamentarians in Latin America and the Caribbean. Such fairs are being accompanied by concrete follow-up actions at the country level. Importantly, in Latin America, UNDP reached agreement with seven governments to systematically exchange experiences of South-South cooperation on gender equality certification in private and public sectors and to promote a proposed 'regional seal' on gender equality.

GENDER PARITY

In 2008, the Executive Board urged UNDP to reach a 50 percent gender balance by 2015, and the Administrator urged all unit heads, including Resident Representatives and Resident Coordinators, to strive towards achieving this goal.

- As of September 2010, the overall UNDP workforce was 58 percent female.
- Women currently account for 45 percent of international positions, reflecting a three percent increase since January 2008 and a seven percent increase since 2005.

- However, there is still a gender imbalance in middle-level (38 percent female) and senior-level (39 percent female) international positions. Women are predominantly in junior positions (P3 and below).

- Women continue to be under-represented among Resident Coordinators/Resident Representatives (36 percent female) and Country Directors (39 percent female), although since January 2008, the number of female Resident Coordinators/Resident Representatives has increased respectively by 8 percent and 10 percent.

- In comparison to all UN agencies, UNDP gender performance in the International Professional category has also significantly improved, increasing from 14th to 7th place.¹⁸

UNDP is currently undertaking a diagnostic analysis of the precise challenges for women in middle and senior management positions in each bureau. The analysis is addressing issues such as the challenges of recruiting and retaining women, why women at middle and senior levels leave the organization and how long women stay at a given staffing grade as compared to men.

IV. CONCLUDING REMARKS

UNDP has made significant investments in integrating gender equality into its work, and these investments are now yielding notable results. The UNDP accountability mechanisms described above are ensuring a more systematic integration of gender concerns in all UNDP development work. It is critical that these achievements be sustained and built upon.

In the coming years, it will be critical to accelerate MDG achievement. For this, intensified efforts will be made to realize gender-responsive economic policy-making and to strengthen national capacities for gender-responsive economic planning and management.

2011 will be an important year to ensure that climate change finance mechanisms benefit women and men equally. The resources dedicated to address climate change mitigation and adaptation must reduce and not exacerbate persistent gender inequalities. UNDP work in governance and crisis prevention and recovery will continue to deepen. Real gains have been achieved in women's political participation and these need to be sustained and built upon. The foundation has also been laid for UNDP to better respond to gender-based violence in conflict and development settings.

The mid-term reviews of the Strategic Plan and the Gender Equality Strategy, as well as corporate evaluations, will be important to inform the path ahead. UNDP is committed to ensuring that organizational factors for gender mainstreaming are in place. These include senior management leadership to drive the process, a robust accountability framework with tracking mechanisms, high-quality technical expertise and dedicated resources. Immediate attention will be given to addressing gender parity gaps in middle- and senior-level positions. UNDP will also pay particular attention to building upon opportunities for enhanced results through strategic collaboration with partners, particularly its newest UN-system partner, UN Women.

In conclusion, UNDP thanks the Members of the Executive Board for their guidance, dedicated financial resources and oversight of its efforts to promote gender equality and women's empowerment. UNDP counts on the Executive Board's continued support to help programme countries protect the gains they have made and speed up progress to achieve the MDGs, MDG 3 in particular. With Executive Board support, UNDP will be able to fulfil commitments made in the Gender Equality Strategy.

NOTES

1. The World Bank, Global Monitoring Report 2010: The MDGs after the Crisis.
2. Ghana and Uganda: MDG 5 (Maternal Health); LAO's People's Democratic Republic : MDG 2 (Gender and Education) and MDG 3 (Gender Equality and Women's Empowerment); and Colombia: MDG 3.
3. Examples of countries include the Central African Republic, Côte d'Ivoire, Gabon, the Gambia, Mauritius and Zambia.
4. See <http://hdr.undp.org/en/statistics/gii/>.
5. Ethiopia, India, Kenya, Madagascar, Malawi, Namibia, Rwanda, Swaziland, Tanzania and Zambia.
6. Armenia, Belarus, Bolivia, the Central African Republic, Djibouti, the Democratic Republic of the Congo, Honduras, India, Kazakhstan, Kenya, Lesotho, Liberia, Lithuania, Moldova, Nicaragua, Nigeria, Philippines, Papua New Guinea, Russia, Saudi Arabia, Swaziland, Tunisia, Ukraine, Yemen, Zambia.
7. The Central African Republic, Egypt, India, Lesotho, Mexico, Nigeria, Philippines, Papua New Guinea, Swaziland, Trinidad and Tobago, Tunisia, Uganda, Ukraine and Yemen.
8. Examples include: Argentina, Brazil, Chile, Costa Rica, Mexico and Uruguay.
9. Albania, Cape Verde, Mozambique, Pakistan, Rwanda, Tanzania, Uruguay and VietNam.
10. Belarus, Belize, Bolivia, Bosnia and Herzegovina, Chad, Cuba, the Democratic Republic of the Congo, El Salvador, Iran, Iraq, Liberia, Maldives, Mauritania, Montenegro, Nepal, Niger, Sao Tome and Principe, Sudan, Syria, Tajikistan, Togo, Turkmenistan, West Bank and Gaza, Yemen, Zambia and Zimbabwe.
11. Inter-Parliamentary Union; see <http://www.ipu.org/wmn-e/classif.htm>.
12. Benin, Burkina Faso, Guinea Bissau, Guinea Conakry, Mali, Niger, Senegal, Chad and Togo.
13. 'Women's Participation in Peace Negotiations: Connections between presence and influence' (UNIFEM, 2010).
14. 'The 2010 Open Days on Women, Peace and Security' (UNIFEM, 2010).
15. Women's participation in Peacebuilding Report of the Secretary-General. A/65/354-S/2010/466. See: <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N10/508/20/PDF/N1050820.pdf?OpenElement>
16. Colombia, Côte d'Ivoire, the Democratic Republic of the Congo, Kosovo, Nepal, the Republic of Congo, Sudan and Uganda.
17. Afghanistan, Bosnia and Herzegovina, Burundi, the Central African Republic, Chad, Colombia, the Democratic Republic of the Congo, East Timor, Guinea Bissau, Haiti, Iraq, Kosovo, Liberia, Nepal, Palestine, Sierra Leone, Somalia, Sri Lanka, Sudan, Uganda.
18. Office of the Special Adviser on Gender Issues and Advancement of Women (now UNW)/International Civil Service Commission, 2010, table page 13.



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