

FAST FACTS

United Nations
Development Programme



Institutional changes for gender equality in UNDP

Gender equality and women's empowerment are human rights that lie at the heart of development and the achievement of the Millennium Development Goals. As the UN development agency, therefore, empowering women is a prerequisite for success, affecting all aspects of our work.



What does this mean for UNDP? It means changing the way we do business both in terms of programming as well as our internal processes and structures. In order to level the playing field for women and girls, we are supporting stronger knowledge management and communication mechanisms, putting in place far more robust systems of accountability, building the capacity and human resource management approaches needed to ensure results in each of our focus areas, and developing the necessary team and networking competencies to succeed. In short, just as we have to reshape the way the world thinks about women, we are challenging our own organizational culture by tackling attitudes, beliefs and behaviors.

Accountability for gender equality

"Unless it is measured, it won't get done."

Across the organization we are working to ensure that every unit is held accountable for integrating gender equality in all aspects of our work.

MATTERS OF FACT:

- A preliminary report shows that 36 percent of total UNDP expenditures were exclusively devoted to or had a significant contribution to gender equality results.
- In UNDP, 35 percent of middle management staff are women. Female employees comprise 33 percent of the workforce in senior management.

Toward this end:

- Each unit reports regularly to a high-level committee, chaired by the UNDP Administrator, on progress related to gender equality. The committee reviews policies, underscores commitment to gender equality, and builds leadership in support of it.
- A new system of accounting, *the Gender Marker*, is helping us keep track of how much UNDP is spending on programming for gender equality.
- Advancing gender equality is integrated into annual job performance evaluations. Each year all managers must provide information on how they are working to advance gender equality.
- UNDP has established more than 15 indicators to measure gender results through its accountability tools. These include the Global Staff Survey, with seven indicators; the Balanced Scorecard, with two indicators; the Results-Based Management System, with four indicators; and the Partner Survey Results, with one indicator. The indicators take into account many actors (UNDP Country Offices, headquarters, Regional Centres, partners, etc) and aspects (gender parity, work life balance, staff perceptions, capacities in terms of organizational structure, etc.). An added value is that some key indicators are disaggregated by gender and Bureau.
- UNDP reports on its progress annually to an Executive Board of member states.

Learning and capacity development

UNDP was the first UN agency to define the competencies needed to advance gender equality, and has been a leading agency within the UN system in this area. Since 1996, UNDP has sought to develop internal gender capacities and coordinate with partners to mobilize expertise and resources. To promote staff development, UNDP has developed gender mainstreaming learning materials, online course offerings, face-to-face workshops, and specially tailored trainings.

Since 2006, UNDP has been training UNDP staff to develop both basic and specialized competencies. Its online *Gender Journey* course addresses basic competencies for gender equality, while the *Gender Mainstreaming* course through the Virtual Development Academy provides more specialized training. As of 2008, gender specialized courses were broadened to include elements such as gender and climate change.

Knowledge management for gender equality

Gender advocates need reliable information, strategies and good practices to bridge the equity gap in innovative ways. UNDP convenes virtual communities of professionals from across the globe, offering the advice and expertise they require to support each other in integrating gender equality and women's empowerment in all areas of UNDP's work. A new professional social networking platform *Teamworks* launched by UNDP in November 2010 is enabling communication among colleagues scattered all over the world.

Human resources and gender equality at UNDP

In spite of the great progress made in recent years, women are still under-represented in upper management positions within UNDP. The organization continues to pursue the UN target of achieving gender balance with its *Gender Parity Action Plan*, which focuses on the following areas: talent sourcing; staff capacity; enabling environment; and monitoring and reporting.

. UNDP in action

- UNDP's innovative **Gender Marker** is now in use in 133 country offices and the UN Secretary General is now calling on other agencies to follow UNDP's example. "The process itself was a great learning experience – starting off with a discussion about how every activity does have gender implications.", said a colleague from UNDP Country Office in India.

- UNDP gender advisors, project managers, and experts from across Eastern Europe and the Commonwealth of Independent States came together in Bratislava, Slovakia in 2010 to improve how they design and implement gender equality projects.
- By 2009, almost 95 percent of UNDP's Country Offices had been assigned a **Gender Focal Point**, and 83 percent had established Gender Theme Groups.
- The **UNDP Gender Network**, which was established in 2003, now has more than 1900 professional members. The network facilitates interagency online discussions that brought new ideas to the table from 47 countries for a series of high-level international meetings on gender equality in 2010.
- The **UNDP Gender Thematic Trust Fund** has received nearly USD\$11 million and has funded projects in over 70 countries. The fund has helped to catalyze institutional changes, such as building capacities for gender mainstreaming and analysis in all areas of UNDP's work and strengthening interagency collaboration.
- UNDP is supporting knowledge sharing across UN agencies working together for gender equality through the **MDG-Fund's** 13 joint programs that are addressing challenges such as violence against women, gender-budgeting, and women's political participation in Algeria, Bangladesh, Bolivia, Brazil, Colombia, Ethiopia, Guatemala, Morocco, Namibia, Nicaragua, Palestinian Territories, Vietnam and Timor-Leste.

For more information, visit:

<http://www.undp.org/women>

United Nations Development Programme

304 East 45th Street

New York, NY 10017 USA

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