

IMPLEMENTATION STRATEGY AND ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

2014-2015

| Action  | Indicator   | Means of Verification                                      | Timeline | Responsibility                        |
|---|---|--|----------|---------------------------------------|
| <b>1. Accountability<br/>Policy and Strategic Planning</b>  |   |  |          |                                       |
| 1.1 Preparation of UNIDO Implementation Strategy and Action Plan (ISAP) on Gender Equality and the Empowerment of Women for 2016-2017 that will include specific goals and targets and will enable linking ISAP 2016-2017 to UNIDO's Programme and Budget 2016-2017 | - UNIDO Gender Equality and Empowerment of Women Implementation Strategy and Action Plan 2016-2017 prepared in consultation with all UNIDO branches | Director General Bulletin                                  | DEC 2014 | Gender Team, GMSC, All UNIDO Branches |
| 1.2 Development of Gender Balance Strategy to achieve equal representation of women and men at GS and P-4 and above levels in the next 5 years  | -Gender Balance Strategy developed  | HRM Administrative Instructions, Reports                   | JUN 2015 | Gender Team, GMSC, HRM                |
| 1.3 Development of a strategic paper to promote gender equality and the empowerment of women in inclusive and sustainable industrial development (ISID), focusing on economic development and environmental management and energy                                   | -Strategic paper to promote GEEW in inclusive and sustainable industrial development (ISID) developed and published                                 | GMSC meetings, Branch meetings                             | FEB 2015 | Gender Team, GMSC, PTC Branches       |
| <b>2. Results Based Management for Gender Equality<br/>Technical Assistance for Programmes/Projects</b>   |   |  |          |                                       |
| 2.1 Production of branch-specific guides on gender mainstreaming for project managers to ensure the systematic mainstreaming of gender into all stages of the project cycle (AGR, EMB, BIT, MP, and TCB)  | -Number of guides developed and published   | -Feedback from staff, staff survey on usefulness of guides | DEC 2014 | Gender Team, GFP, PTC Branches        |
| 2.2 Gender mainstreaming of existing tools, guides and/or technical notes of divisions/branches to ensure a gender perspective is embedded into all technical areas of work   | -Number of existing division/branch specific tools, guides and/or technical notes are gender mainstreamed   | -Revised tools, guides or technical notes                  | DEC 2015 | Gender Team, GFP, PTC Branches        |

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| 2.3 Establishment of a weekly "Gender Clinic" where members of the gender team will allot specific times to provide project managers and staff one-to-one consultations and guidance on gender mainstreaming their technical assistance projects/programmes          | -Number of project managers and staff advised by gender team                                     | -Feedback from staff<br>-Attendance sheet                       | Ongoing   | Gender Team   |
| <b>3. Oversight through Monitoring, Evaluation, Audit and Reporting</b><br><i>Monitoring and Reporting</i>   |  |   |           |   |
| 3.1 Development and implementation of a gender marker to track funds promoting gender equality and the empowerment of women and to establish links to the budgeting process  | -Gender Marker established and implemented   | -Reports that can track funds for gender specific interventions | JUNE 2015 | Gender Team, GMSC, Financial Services Branch, Bureau for Programme Results Monitoring |
| 3.2 Improved collection, analysis and promotion of sex disaggregated industrial statistics, including gender wage gap and gender employment gap, to help operationalize inclusive and sustainable industrial development (ISID), and prepare for post 2015 reporting | -Increase in amount and type of sex disaggregated industrial statistics collected                | -Statistical reports by country                                 | Ongoing   | Gender Team, Statistics Unit, Field Offices, PTC Branches                             |
| 3.3 Regular reporting of gender responsive goals and results at the managerial level through annual compacts   | -Number of annual compacts reporting on gender results   | -Annual compacts  | Ongoing   | Gender Team, Senior Management, HRM   |
| 3.4 Regular monitoring and reporting of gender responsive goals and results to donors such as Global Environmental Facility (GEF)  | -Number of reports to donors   | -Donor reports  | Ongoing   | Gender Team, GEF Coordination Team  |
| 3.5 Increased number of Governing body meetings where gender equality and the empowerment of women is a standing agenda item   | -Number of meetings where gender equality and the empowerment of women is a standing agenda item | -Meeting minutes<br>-Presentations/papers prepared for meetings | Ongoing   | Gender Team, Senior Management  |
| <b>3. Oversight through Monitoring, Evaluation, Audit and Reporting</b><br><i>Evaluation and Oversight</i>   |  |   |           |   |
| 3.6 Internal review of ISAP 2014-2015 at the end of 2014 to assess progress and identify gaps in implementation  | -Internal midterm review conducted   | -Internal midterm review report<br>-Feedback from staff         | SEP 2014  | Gender Team, GMSC, All UNIDO Branches   |

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| 3.7 Gender Audit of HQ to solicit relevant information on progress of gender mainstreaming within the organization  | -Audit of HQ conducted  | -Audit report<br>-Feedback from staff  | DEC 2015   | Gender Team, GMSC, Office of Internal Oversight Services |
| <b>4. Human and Financial Resources</b>   |   |  |            |  |
| 4.1 Appointment of Gender Focal Points (GFP) and alternates from HQ and country offices with clear TORs, time allocation for their duties, work plans, annual performance assessments and special funds allocation to support GFP network | -Number of GFPs appointed for HQ and country offices<br><br>-Increase in the number of men who are GFPs<br><br>-Baseline: Dec 2010 21% of GFPs are male | -GFP network meetings<br><br>-Branch meetings  | SEPT 2014  | Gender Team, PTC Branches, Field Offices                 |
| <b>5. Capacity Development</b>  |   |  |            |  |
| 5.1 Trainings conducted on gender-responsive competency based recruitment   | -Number of GFPs appointed for HQ and country offices<br><br>-Number of female/male staff who complete the course  | -Course content and registration   | SEP 2014   | Gender Team, HRM   |
| 5.2 Development and launch of online e-learning training programme for all UNIDO staff including field staff  | -E-learning course developed and launched<br><br>-Number of female/male staff who complete the e-learning course  | -Course content, evaluation, registration  | DEC 2015   | Gender Team, PTC Branches, HRM                           |
| <b>6. Coherence, Coordination and Knowledge Management<br/>Knowledge Building</b>   |   |  |            |  |
| 6.1 Systematic documentation and public dissemination of knowledge on gender equality, the economic empowerment of women and UNIDO gender related results and impacts   | -Number of publications, documents, guidance notes that are documented and publicly shared  | -Knowledge Gateway and other global online forms<br><br>-Content on UNIDO public website | Ongoing    | Gender Team, Advocacy                                    |
| 6.2 Production of research publication linking gender equality and inclusive and sustainable industrial development (ISID)  | -Publication produced   | -Content on UNIDO public website   | MARCH 2015 | Gender Team  |

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| 6.3 Coordination of EGMs, workshops and other events, including gender event for Beijing +20, that promote gender equality and the empowerment of women in inclusive and sustainable industrial development (ISID)                     | -Number of events coordinated and held<br>-Number of participants   | -GMSC meetings<br>-Presentations/papers prepared for events<br>-Attendance of events   | Ongoing  | Gender Team, GMSC, PTC Branches, Advocacy         |
| <b>6. Coherence, Coordination and Knowledge Management<br/>Communication</b>   |   |  |          |   |
| 6.4 Management and continuous update of the UNIDO intranet and internet sites on gender equality and the empowerment of women, highlighting best practices and results achieved  | -Number of visits/hits to website   | -Website content<br>-Feedback from UNIDO staff and external users on information contained on websites                           | Ongoing  | Gender Team, Advocacy                             |
| 6.5 Development of a communication strategy that includes gender equality as an integral component of public information dissemination   | -Communication strategy with gender component developed   | -GMSC meeting, Advocacy meeting  | MAR 2015 | Gender Team, Advocacy                             |
| 6.6 Gender sensitization of all UNIDO communication and promotional materials, and UNIDO public imaging and branding   | -% Of communication and promotional materials with gender sensitive language and imaging  | -Communication and promotional material  | Ongoing  | All UNIDO branches; Branch GFPs; Advocacy         |
| <b>6. Coherence, Coordination and Knowledge Management<br/>Partnerships and Coherence</b>  |   |  |          |   |
| 6.7 Establishment of strategic alliances with organizations dealing with gender equality and areas related to the mandate of UNIDO, with a particular focus on relevant UN entities and women stakeholder groups at the national level | -Number of and types of partnerships forged   | -Partnership agreements; MOUs  | Ongoing  | Gender Team, GMSC, Field Offices                  |
| 6.8 Systematic participation and contribution to interagency coordination mechanisms and meetings  | -Number of and types of interagency mechanisms and meetings participated  | -Interagency meetings minutes; -GMSC meeting minutes<br>-Presentations/papers prepared for events                                | Ongoing  | Gender Team                                       |
| 6.9 Continuous dialogue and sharing of information with Member States to inform and raise awareness on UNIDO's Gender Policy, culminating with a Member State briefing in prior to P&B Committee Meeting in May/June 2015              | -% Increase in support on UNIDO's work on gender equality by Member States and donors<br>-Amount of increased donor funding for gender mainstreaming activities and/or gender equality programmes | -Feedback from Member States<br>-Consultations with governmental counterparts at the field level<br>-Donor trust fund agreements | Ongoing  | Gender Team, all UNIDO branches and Field Offices |