



## **Concept Note**

### **Review and Development of the UNCT Gender Mainstreaming Strategy**

**November, 2021**

**Zimbabwe**

#### **Background**

The United Nations (UN) system adopted gender mainstreaming as a strategic approach for achieving the goal of gender equality following the Beijing Platform for Action (1995) and the 1997/2 resolution of the United Nations Economic and Social Council (ECOSOC). In 2011, as part of the preparation process to develop the Zimbabwe United Nations Development Assistance Framework (ZUNDAF) 2016 - 2020, a Gender Scorecard exercise was undertaken to assess the effectiveness of the United Nations Country Team (UNCT) gender mainstreaming processes. The report highlighted the growing importance of UNCT collaboration and coordination to achieve common goals and commitments, with respect to gender equality and address some gaps in the capacity of the UNCT to effectively mainstream gender into the ZUNDAF and development results. A key recommendation was to develop a UNCT Gender Mainstreaming Strategy to operationalize Gender Mainstreaming within the UN system in Zimbabwe.

The UNCT is the highest-level interagency coordination and decision making body of the United Nations in Zimbabwe. It ascribes to accepted principles and guidelines of the United Nations Development Group (UNDG), which unites all UN funds, programmes, agencies, departments, and offices at a headquarter level that play a role in development. The UNCT serves as a forum for the formulation of common positions on strategic issues, ensuring coherence in action and advocacy. The UNCT is responsible for ensuring the delivery of tangible results in support of the national development agenda of the Government and of the ZUNDAF in line with internationally agreed principles and standards.

The UNCT Zimbabwe Gender Mainstreaming Strategy is a blueprint for all UN Agencies on mainstreaming gender through their programmes and goals while operating within their respective diverse mandates and addressing different implications. The strategy was developed in 2015, in alignment with the ZUNDAF 2016 – 2020 (extended to 2021) strategy. The UNCT Gender Mainstreaming strategy focuses on strengthening the capacity of the UNCT in Gender

Mainstreaming, for the ultimate purpose of enhancing gender mainstreaming programming and achieving results. The specific objectives of the strategy were to:

- (i) Prepare the UNCT for the gender mainstreaming in ZUNDAF
- (ii) Create a common vision for standardizing processes to improve gender mainstreaming across UNCT;
- (iii) Build the capacity of key UNCT staff and groups, that is, Gender Results Group (GRG), Results Groups (RGs) and Programme Management Team (PMT) on gender mainstreaming; and
- (iv) Establish accountability through defining individual and collective areas of responsibility

With the conclusion of the ZUNDAF 2016 – 2020 (21) and the transition to the United Nations System Development Cooperation Framework (UNSDCF) 2022 – 2026, the UNCT seeks a consultant, to review the UNCT Gender mainstreaming strategy 2016 – 2020 and develop a new UNCT Gender Mainstreaming Strategy in line with the UNSDF 2022 – 2026 Framework.

### **Duties and Responsibilities**

The overall objective of the consultancy is to review the current UNCT Gender Mainstreaming Strategy 2016 – 2020 and develop a new UNCT Gender Mainstreaming Strategy in line with the UNSDCF 2022 – 2026.

The Expert will be expected to:

- Design and agree on a methodology for review of the UNCT Gender Mainstreaming Strategy 2016 - 2020 and for development of a new UNCT Gender Mainstreaming Strategy.
- Conduct a desk review, analyzing existing best practices, international standards, tools, and reports available on gender mainstreaming to inform the new strategy.
- Design and conduct key informant interviews with relevant stakeholders to inform the review and strategy development.
- Make use of results of the UNCT Gender Mainstreaming Strategy 2016 - 2020 review to develop the new 2022 – 2026 UNCT Gender Mainstreaming Strategy in line with the UN Sustainable Development Framework (UNSDF), proposing ways to bring innovation to gender mainstreaming within the UNCT.

### **Strategy development process**

The strategy will be developed through a participatory process. This will include:

- I. An analysis of the results of the strategy review to establish a baseline measure and identify priority action areas.
- II. Consultative meetings with the GRG, other Result Groups, the Programme Management Team (PMT), other relevant inter agency teams, and UNCT to ensure UN wide ownership of the strategy.
- III. The draft strategy will be shared with the Gender Results Group (GRG) and relevant interagency teams, for critical review and input.

- IV. After incorporating inputs, the draft strategy will be presented to Programme Management Team (PMT) for validation.
- V. The draft strategy will be presented to UNCT for approval.

### **Methodology**

- I. Consultations with the UN including inter agency teams, government and other stakeholders
- II. Produce an inception report outlining the understanding of the work and expected deliverables, detailed methodology and timeline for review and strategy development process
- III. Conduct key informant interviews and consolidate inputs to produce a strategy review report and draft UNCT Gender Mainstreaming Strategy 2022 – 2026
- IV. Present draft strategy for review and input by GRG, other Result Groups, inter agency teams including PMT and UNCT.
- V. Produce a final UNCT Gender Mainstreaming Strategy 2022 – 2026.

### **Expected outputs**

- ✓ UNCT Gender Mainstreaming strategy 2016 – 2020 review report
- ✓ UNCT Gender Mainstreaming Strategy 2022 – 2026 aligned to the UNSDCF