



United Nations
Zimbabwe



UNITED NATIONS COUNTRY TEAM (UNCT) GENDER MAINSTREAMING STRATEGY

2016 - 2020

2015



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FOREWORD

The active participation and engagement of women on equal measure with their male counterparts in the economy, social and political spheres is a clear signal of a country's good health and level of prosperity.

No country can attain higher levels of human development when its women citizens lag behind, are disempowered and cannot fully participate in the economic, social or political life on equal terms.

The women of Zimbabwe make 52% of the population. Given the opportunity, women have the potential to be the middle class that will drive the economic growth forward in this country.

It therefore makes every sense-no matter whether one looks at gender equality from the lenses of justice and equity, or as a good investment decision for economic development-that do the right thing: offer Zimbabwean women the opportunity, investment and incentives to play their rightful part in taking the country forward.

The UN in Zimbabwe has ensured that gender equality is integrated as one of the key programming principles in the design and development of its five year strategic cooperation framework - the 2016-2020 Zimbabwe United Nations Development Assistance Framework (ZUNDAF).

This gender mainstreaming strategy for 2016-2020 has been developed to ensure that the implementation of the 2016-2020 ZUNDAF programmes are gender balanced, inclusive and in line with the overall objective of the Sustainable Development Goals (SDGs) of "leaving no one behind".

This approach will go a long way in establishing accountability for gender mainstreaming through defining individual and collective areas of responsibility in the implementation of UN-supported development programmes and the achievement of the Sustainable Development Goals.

The gender mainstreaming strategy will also facilitate the integration of gender analysis, economic empowerment, gender marker, gender budgeting and sex disaggregated data during planning, implementation and review of all ZUNDAF programmes. The net outcome, I hope, will be discernible and concrete progress in narrowing the gender gap in key indices of development.

Delphine Serumaga, UN Women Representative in Zimbabwe and her team, as well as the ZUNDAF Result Group on gender have played a critical role in designing this framework. I thank them for their technical input during the development of this strategy. I would also like to thank the UN Heads of Agencies in Zimbabwe for their commitment to this strategy as a tool to ensure our programme support to Zimbabwe incorporates gender equality at all levels.

I urge all UN agencies participating in the ZUNDAF programme implementation to fully embrace and adopt this strategy as a barometer to ensure that gender equality remains at the heart of UN development support to Zimbabwe.



Bishow Parajuli
UN Resident Coordinator

ACRONYMS

BPFA	Beijing Platform for Action
CO	Country Office
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CSO	Civil Society Organization
ECOSOC	United Nations Economic and Social Council
EXCOM	Executive Committee
GE	Gender Equality
GEAP	Gender Equality Action Plan
GFP	Gender Focal Person
GMS	Gender Mainstreaming Strategy
GRG	Gender Results Group
ILO	International Labour Organisation
M&E	Monitoring and Evaluation
MDG	Millennium Development Goal
MWAGCD	Ministry of Women Affairs, Gender and Community Development
PCA	Programme Cooperation Agreement
PGA	Participatory Gender Audit



ACRONYMS

PMCT	Programme Management Coordination Team
PMT	Programme Management Team
QCPR	Quadrennial Comprehensive Policy Review (QCPR) of UN Operational Activities for Development
OP	Optional Protocol
SADC	Southern African Development Community
SWAP	System Wide Action Plan for Implementation of the United Nations Policy for Gender Equality and the Empowerment of Women
TG	Thematic Group
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDG	United Nations Development Group
UNSCR	United Nations Security Council Resolution
UNCT	United Nations Country Team
UN Women	United Nations Entity for Gender Equality and Empowerment or Women
ZIMASSET	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZUNDAF	Zimbabwe United Nations Development Assistance Framework



INTRODUCTION

This document constitutes the UNCT Gender Mainstreaming Strategy 2016-2020. UN Agencies operate with respective diverse mandates and need to address different implications, while mainstreaming gender through their programmes and goals. In this respect, specific agencies should apply this strategy taking due regard to their function and purpose. The objectives of the gender mainstreaming strategy are 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

1.1 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 July 1997, ECOSOC defined the concept of gender mainstreaming as follows:

“Mainstreaming a gender perspective is the process of assessing the implications for women (/girls) and men (/boys) of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women (/girls) as well as of men (/boys) an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women (/girls) and men (/boys) benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.”¹

A UN System-Wide Policy on Gender Equality and the Empowerment of Women was endorsed by the Chief Executives Board for Coordination (CEB) in October 2006, as a means of furthering the goal of gender equality and women’s empowerment within the policies and programmes of the UN system, and implementing the ECOSOC agreed conclusions. The CEB policy notes: “A United Nations system-wide action plan that includes indicators and timetables, allocation of responsibilities and accountability mechanisms and resources is essential to make the strategy of gender mainstreaming operational.”²

The policy commits CEB members to “accelerating our efforts to advance the agenda for achieving gender equality and the empowerment of women through the practical implementation of the globally agreed commitments contained in the outcomes of global United Nations conferences and summits and their follow-up, in particular the Beijing Declaration and Platform for Action, the outcome of the twenty-third special session of the General Assembly, the internationally agreed development goals, including those contained in the Millennium Declaration, the outcome of the 2005 World Summit and Security Council resolution 1325 (2000).”³

The CEB policy further commits members to “providing strong leadership within our organizations to ensure that a gender perspective is reflected in all our organizational practices, policies and programmes.”⁴ The policy sets out six key elements for promotion of gender equality and women’s empowerment:

- (i) Strengthening accountability for gender equality results among staff at all levels in order to close implementation gaps both in policy areas and in the field
- (ii) Enhancing results-based management for gender equality by utilizing common-system indicators and measurement protocols
- (iii) Establishing oversight through monitoring, evaluation and reporting by utilizing, inter alia, peer reviews, gender audits as well as collecting sex-disaggregated data
- (iv) Allocating sufficient human and financial resources, including better utilization of current resources, joint programming, allocation of additional resources where required, alignment of resources with expected outcomes and tracking the utilization of resources
- (v) Developing and/or strengthening staff capacity and competency in gender mainstreaming by adopting both common-system and individual organizations’ capacity development approaches

¹ ECOSOC 1997

² CEB 2006/2

³ Ibid

⁴ Ibid

- (vi) Ensuring coherence/coordination and knowledge/information management at the global, regional and national levels

As stipulated in the CEB 2006/2 policy, a **System Wide Action Plan for Implementation of the United Nations CEB Policy on Gender Equality and Empowerment of Women (SWAP)** was approved in 2011. The SWAP outlines a matrix of Performance Indicators that set out minimum requirements for UN entities on gender equality and women's empowerment; reporting requirements by entities and for the system as a whole, including timelines for reporting and by when the minimum requirements need to be met; and details on the main responsibilities and accountabilities and resources related to the SWAP.

Gender equality is one of the five **UN Programming Principles** among others, which are:

- (i) Human rights-based approach (HRBA)
- (ii) Gender Equality,
- (iii) Environmental sustainability
- (iv) Results Based Management
- (v) Capacity Development

The UN Programming Principles state that “achieving gender equality and eliminating all forms of discrimination are at the heart of a HRBA. In achieving gender equality, gender mainstreaming is one of the key strategies of UN-supported analysis and strategic planning.... The UN should help ensure that priorities in the national development framework reflect the country's commitments to achieving gender equality within the internationally agreed development goals...”⁵

The General Assembly adopted a landmark resolution (67/226) on the **Quadrennial Comprehensive Policy Review (QCPR)** of UN operational activities for development on 21 December 2012. The QCPR is the mechanism through which the General Assembly assesses the effectiveness, efficiency, coherence and impact of UN operational activities for development and establishes system-wide policy orientations for the development cooperation and country-level modalities of the UN system in response to the evolving international development and cooperation environment.

Among other key areas, QCPR focuses on gender equality through the following:

- Requests the organizations of the United Nations development system to substantially increase the investment in and focus on outcomes and outputs relating to gender equality and the empowerment of women in United Nations development framework programmes;
- Requests the United Nations development system expands and strengthens the use of the United Nations Country Team performance indicators for gender equality and the empowerment of women (the “scorecard”) as a planning and reporting tool for assessing the effectiveness of gender mainstreaming for use by the country teams in the context of the United Nations Development Assistance Framework;

⁵ UNDG 2010

- Encourages the United Nations development system to institute greater accountability for gender equality in evaluations conducted by country teams by including gender perspectives in such evaluations;
- Calls upon the United Nations development system to acquire sufficient technical expertise for gender mainstreaming in programme planning and implementation to ensure that gender dimensions are systematically addressed and, in this regard, to draw on the gender expertise available in the United Nations system;
- Encourages the organizations of the United Nations development system to collect, analyse and disseminate comparable data, disaggregated by sex and age, in a regular and systematic manner, in order to guide country programming, and to support the preparation of organization-wide and country-level documents, such as the strategic, programmatic and results-based frameworks, and to continue to refine their tools for measuring progress and impact; and
- Calls upon the organizations of the United Nations development system, within their organizational mandates, to further improve their institutional accountability mechanisms and to include inter-governmentally agreed gender equality results and gender-sensitive indicators in their strategic frameworks”⁶

General Assembly Resolution 64/289 (2010): UN Women was mandated to support Member States and the United Nations system-wide with gender mainstreaming efforts and to strengthen coherence, coordination and accountability for work on gender equality in the United Nations system. UN Women’s role is very specific and focuses on ensuring that all gender mainstreaming commitments and mechanisms as stipulated above are implemented within the UN system and member states.

Other agencies such as UNICEF, UNAIDS, FAO, ILO, WFP and UNDP have gone further to ensure that they have gender policies and gender strategies in place. **UNICEF** has a policy on **gender equality and empowerment of girls and women**. The policy states that “The goal of UNICEF’s work with partners in pursuit of gender equality and the equal rights of girls and boys is to contribute to poverty reduction and the achievement of the Millennium Development Goals (MDGs) through results-oriented, effective and coordinated action that achieves the protection, survival and development of girls and boys on an equal basis. To achieve this, UNICEF-assisted programmes in all focus areas of its Medium-Term Strategic Plan are designed to contribute to gender equality in well-defined ways, as measured and assessed by gender results statements and indicators.”

UNAIDS supported the implementation of the “**The Agenda for Accelerated Country Action for Women, Girls, Gender Equality and HIV**”.⁷ This is a UNAIDS Action Framework developed in response to the pressing need to address the persistent gender inequalities and human rights violations that put women and girls at a greater risk of HIV, and increase their vulnerability. Further, **the SCORECARD ON**

⁶ QCPR

⁷ http://www.unaids.org/en/resources/documents/2010/20100723_20100226_jc1794_agenda_for_acceleratedcountry_action_en.pdf

GENDER EQUALITY IN NATIONAL HIV RESPONSES (UNAIDS 2011)⁸ has been used to inform gender mainstreaming of HIV/AIDS outcomes in the ZUNDAF. The UNAIDS GENDER ASSESSMENT TOOL (2014)⁹ was adopted to inform gender-transformative HIV responses.

UNDP's gender equality strategy 2014-2017 states that "In line with the vision in the UNDP strategic plan, 2014- 2017, the mission of this gender equality strategy is to contribute to the eradication of poverty and the significant reduction of gender inequalities by empowering women and promoting and protecting their rights. By advancing gender equality and empowering women as agents of change and leaders in the development processes that shape their lives, UNDP envisages a more inclusive, sustainable and resilient world." This statement echoes the commitment that UNDP places on gender equality.

The ILO's approach is grounded in the rights-based argument and the economic efficiency rationale that not only is gender equality in the world of work a matter of human rights and justice for workers, it also makes good business sense in achieving economic growth and decent and productive work for all women and men. The ILO promotes gender equality because of the linkages between gender equality and the pursuit of decent work for all women and men. The Participatory Gender Audit tool has been developed to promote individual and organizational learning on ways to mainstream gender in order to help achieve equality between women and men.

UNESCO's Priority Gender Equality Action Plan for 2014-2021 contains information on Strategic actions by Major Programmes pertaining to gender equality with corresponding expected results and performance indicators, processes for coordination, implementation, monitoring and reporting on action in support of Priority Gender Equality, Institutional mechanisms for the pursuit of gender equality in UNESCO with a focus on capacity development, coordination and accountability. The above UN system documents show the seriousness that the UN system places on mainstreaming gender in all UN processes. In fact, gender mainstreaming is a requirement for everyone in the UN system and every agency. It is, therefore, important for each agency to be fully committed and accountable to mainstreaming gender.

Under UNFPA's strategic direction as articulated in the 2014 – 2017 Strategic Plan, gender equality is both a goal and an enabler in pursuit of the objective to achieve universal access to sexual and reproductive health and to realise reproductive rights. Gender equality is a critical enabler in addressing the barriers that prevent women, young people and other marginalised populations, including people living with HIV and with disabilities from accessing critical services and rights. Thus UNFPA's programming approach is to specifically target women and girls as beneficiaries, while making use of principles of gender equality and the human rights based approach to achieve results. While the main beneficiaries of interventions are mainly women and young people, imbedded in UNFPAs strategic thinking is an understanding that addressing gender inequalities entails engaging men as partners, allies and change agents and this is reflected in the gender equality programme, particularly in the programmes addressing GBV.

⁸ <http://www.comminit.com/files/scorecard.pdf>.

⁹ http://www.unaids.org/sites/default/files/media_asset/JC2543_gender-assessment_en.pdf

The pursuit of gender equality and women's empowerment is central to fulfilling WFP's dual mandate to end global hunger and save lives. To achieve its Strategic Objectives and meet the United Nations Secretary-General's Zero Hunger Challenge, WFP has systematically addressed the different needs and capacities of women, men, girls and boys in all of its work. The agency's gender policy for 2015 – 2020 builds on its many successes in the field, where its gender-transformative approach to food assistance programmes and policies helps bridge the gender gap in food security and nutrition. The goal of the policy is to enable WFP to integrate gender equality and women's empowerment into all of its work and activities, to ensure that the different food security and nutrition needs of women, men, girls and boys are met. A world with zero hunger can be achieved only when everyone has equal opportunities, equal access to resources, and equal voice in the decisions that shape their households, communities and societies.



UN Photo/Evan Schneider

SITUATION ANALYSIS

2.1 Achievements on Gender Mainstreaming in Zimbabwe

Zimbabwe has made some progress towards contributing to gender equality. However, the international blue prints and ratifications have not been fully translated into practice. Some of the key achievements are:

- (i) Ratification and domestication of important gender equality conventions and protocols;
- (ii) The adoption of a new constitution and other legal provisions on gender equality;
- (iii) The establishment of a Gender Machinery and review of the National Gender Policy; and
- (iv) Inclusion of gender in the national development framework.

Ratification and Domestication of Gender Equality Protocols: In 1991, Zimbabwe ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The country is party to the Beijing Declaration on the Platform for Action with the 12 critical areas of concern for focus by member states. In 2008, Zimbabwe ratified the protocol on the 2003 African Charter on Human and People's Rights on the Rights of Women. In an effort to continue encouraging women to participate in the economy and in politics, the Government of Zimbabwe signed the 1997 Southern African Development Community (SADC) Declaration on Gender and Development. In 2009, Zimbabwe ratified the SADC Protocol on Gender and Development which was adopted by SADC in 2008. The country has also ratified all the fundamental conventions on labour, some of which have direct implications on gender equality and equity issues.¹⁰ In addition, momentum is gathering to ensure that the country ratifies all

the four key equality international labour standards having already ratified the Equal Remuneration Convention, 1951 (No. 100) in 1989 and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) in 1999. This has allowed women to equally participate in labour markets and be remunerated equally with man. The country is still to ratify the Workers with Family Responsibilities Convention, 1981 (No. 156), whilst the Maternity Protection Convention, 2000 (No. 183) has been partially applied in domestic laws.

2013 Constitution: The current Constitution has provisions on and espouses the values and principles of gender equality. Section 3(g) sets out gender equality as one of the values upon which Zimbabwe is founded. Section 17 sets out gender balance as one of the national objectives which must guide the State and all institutions and agencies of government at every level in formulating and implementing laws and policy decisions. Section 120(2) (a), provides for the election of senators under a party system of proportional representation, in which male and female candidates are listed alternately, with females heading the list, while Section 124(1) (b) provides for seats reserved for women. Section 80 outlines the rights of women, that women have full and equal dignity of person(s) with men, including equal opportunities in political, economic and social activities

Gender Machinery and National Gender Policies: The Beijing Platform for Action (1995) recommended the establishment of gender machineries which would oversee interventions towards achievement of gender justice. Since 1995, Zimbabwe did not have a fully-fledged gender machinery, gender and development were only addressed through a department of a ministry. In 2005, Zimbabwe established a full-fledged Ministry of Women Affairs, Gender and Community Development. Since 1995, the country has had three National Gender Policies (1997, 2004 and 2014 still in draft). A Gender Commission was established in 2015.

The Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZIMASSET) 2013-2018, the current national development framework, states one of its strategies as "Availing and increasing economic opportunities for women, youths and..."¹¹ It also recognises gender as a cross cutting issue, makes reference to uplifting women and children in the Social Service and Poverty Eradication cluster.

2.2 Gender Scorecard

As part of the preparation process for the 2012-2015 Zimbabwe United Nations Development Assistance Framework (ZUNDAF), a Gender Scorecard exercise was conducted to assess the effectiveness of the United Nations Country Team (UNCT) gender mainstreaming processes. The report highlighted the following issues, among others:

- (i) The growing importance of UNCT collaboration and coordination to achieve common goals and commitments with respect to gender equality (GE);
- (ii) Some gaps in the capacity of UNCT to effectively mainstream gender into ZUNDAF and development results;
- (iii) The need to establish a UNCT Gender Mainstreaming Strategy (GMS) in order to operationalize gender mainstreaming within the UN system in Zimbabwe.

¹⁰ ILO 2011 Ratification of the ILO Fundamental Convention as of 23 September 2011

¹¹ ZIMASSET 2013

Recommendations

The following recommendations and follow-ups were made:

- Appoint gender focal persons for all thematic groups;
- Strengthen GRG;
- Implement and monitor gender responsive budgets;
- Pilot gender mainstreaming in the planning stage of all joint programmes: It was noted that the outputs, indicators and baseline data of the current ZUNDAF 2011-2015 need to be gender sensitive;
- Improve gender mainstreaming performance on key UNCT monitoring and evaluation processes;
- Engage gender Civil Society organisations (CSOs) and donors;
- Develop UNCT capacities to foster gender equality and women's empowerment; and
- Operationalise gender mainstreaming.

In addition, the Gender Scorecard report noted that:

“The best way to fully develop and operationalise gender mainstreaming at the UNCT level is to develop a UNCT Gender Mainstreaming Strategy.¹² The GMS should incorporate the Scorecard recommendations and the commensurate action plan, and go further to establish:

- A common vision for standardizing processes to improve GM across the Zimbabwean UNCT;
- Priority action areas;
- Individual and collective areas of responsibility; and
- A monitoring framework.

2.3 ZUNDAF Gender Mainstreaming at Design Stage

An analysis of ZUNDAF gender mainstreaming at design stage showed an improvement from 2012 to 2013 (see Table 1). It is important to note that there is still some development priorities that have not mainstreamed gender at all, it will therefore be important to ensure that all development areas mainstream gender not only in design but in implementation as well.

2.4 UNCT Gender Equality Capacity Assessment Report

In preparation for the development of the UNCT Gender Mainstreaming Strategy, a baseline gender equality capacity assessment questionnaire was completed by 13 UN agencies operating in Zimbabwe,

¹² Country teams that have developed a GMS include Vietnam and Kyrgyzstan.

Table 1: Existence of Gender-Sensitive Indicators at ZUNDAF Design and 2012 and 2013 Annual Review Stages by National Development Priority

National Development Priority	Gender-Sensitive at ZUNDAF Design Stage	Gender-Sensitive Progress Updates	
		At 2012 Annual Review Stage	At 2013 Annual Review Stage
Good Governance for Sustainable Development.	1/11 Indicators	0/17 Progress Updates	6/20 Progress Updates
Pro-Poor Sustainable Growth and Economic Development.	1/9 Indicators	11/18 Progress Updates (Surveys)	9/12 Progress Updates
Food Security at Household and National Levels.	0/3 Indicators	0/3 Progress Updates	0/6 Progress Updates
Sound Management and Use of the Environment, Natural Resources and Land to Promote Sustainable Development.	0/4 Indicators	0/4 Progress Updates	0/9 Progress Updates
Access to and Utilization of Quality Basic Social Services for All.	0/18 Indicators	1/27 Progress Updates	7/34 Progress Updates
Universal Access to HIV Prevention, Treatment, Care and Support.	7/10 Indicators	5/15 Progress Updates	3/12 Progress Updates
Women's Empowerment, Gender Equality and Equity.	--	--	--
Source: Zimbabwe United Nations Assistance Framework (ZUNDAF), 2012-2015 ZUNDAF 2012-2015 – 2012 ZUNDAF Annual Review Report ZUNDAF 2012-2015 – 2013 ZUNDAF Annual Review Report			

namely UNHCR, UNICEF, UNDP, UNWOMEN, ILO, IOM, UNAIDS, UNFPA, FAO, OCHA, UNESCO, WHO, WFP. The baseline capacity assessment report showed that agencies were doing some work to meet the gender equality and women's empowerment targets set in the ZUNDAF 2012-2015 as well as the MDGs. However, there were still some gaps that needed to be addressed, specifically in capacity development, resource mobilisation and management, accountability for gender mainstreaming and mainstreaming gender in the programme cycle as well as strengthening partnerships for gender mainstreaming.

Key Findings

The key findings of the gender equality baseline review are given below.

Resource capacity of agencies: All agencies, except for two reported that they had at least one Gender focal Person (GFP). About 30% (4/13) of the agencies had specific GFP responsibilities comprising at least 50% of the assigned ToRs, while the rest had less than 50% (7/13) or none (15.5% or 2/13).

Training and capacity development: Most (84.6%; 11/13) of the agencies had held some training in gender-related issues since 2011. The type of training ranged from basic gender training to gender mainstreaming and gender audits. Most of the training has been targeted at programme staff and GFPs. In the absence of a common UNCT gender mainstreaming strategy, the training has tended to be uncoordinated and quite variable across agencies.

Gender audit: A total of 61.5% (8/13) of the agencies had undertaken a gender audit, either at global level or at national level over five years ago (30.8%, 4/13), or three to five years ago (7.7%, 1/13) or less than a year ago (23.1%, 3/13). The balance, 38.5% (5/13) had never had a gender audit.

Programmes: Gender equality policies and strategies for the agency: A total of 61.5% (8/13) of the agencies had global strategies only, while 30.8% (4/13) had both global and country strategies. Only one agency reported to have no strategy on gender equality. The implementation of the gender equality strategies by the agencies was quite varied as listed below:

- Implementation of the age, gender and diversity mainstreaming policy (same as the Human-Rights-Based Framework Principle in programming) by UNHCR.
- In the case of UNDP, all senior staff members have at least one key result area on gender equality which they are assessed against annually. Reasonable and proportionate resources have been allocated to gender equality interventions which are specified in the strategy.
- The UNAIDS Gender Equality and Human Rights Advisor was placed in UNAIDS Zimbabwe Country Office. The implementation of the Zimbabwe Agenda for Accelerated Country Action for Women, Girls, Gender Equality and HIV 2011-2015 and recommendations of the Gender Assessment of the HIV response in Zimbabwe (2013), mainstreaming gender through the new ZNASP (Zimbabwe 3rd National AIDS Strategic Plan for 2015-18) have been in progress.
- FAO is incorporating sex-disaggregated data where relevant and available, increasing women's participation in programmes, working towards generating and accommodating the evidence base through the use of sex-disaggregated data to substantiate the importance of supporting women.
- OCHA has operationalised its Gender Equality policy through the gender marker tool - used in programming of humanitarian response to gauge the extent to which gender is mainstreamed in programme design.
- WHO has mainstreamed gender into health through the development of the Gender for Health Workers training manual for implementation by Ministry of Health and Child Care?
- The WFP gender strategy has been implemented at country level in various activities, including staffing, cooperating partner budgeting, M&E and reporting. All aspects of WFP programmes have been gender mainstreamed.

Budget: 46.2% (6/13) of the agencies have budgets for gender specific projects. Budgets were higher and more explicit for UN Women, ILO, UNFPA and UNAIDS. Agencies with gender mainstreaming budgets in other projects were 38.5% (5/13), but the level of funding was difficult to quantify due to the mainstreaming approach.

Monitoring, Evaluation and Reporting: Only 23.1% (3/13) agencies had a specific country office gender report, namely UNDP, UN Women and UNFPA. In 69.2% (9/13) of the agencies, gender equality is reported within the annual reports. Except for UNFPA and OCHA, it is mandatory for all other agencies (84.6%, 11/13) to have gender equality-related indicators integrated into programme and project results frameworks. All agencies monitor gender equality indicators in programme/project monitoring visits.

Accountability: Except for two agencies, all other agencies include specific gender-related responsibilities in varying levels in all programme staff ToRs and work plans. This is one way to ensure that gender equality outcomes are given the attention they deserve. Programme/senior management was reported to be accountable for meeting gender specific targets by the agency head office in all but one agency. This was done through annual reports on programme targets, staff gender balance, training and empowerment of staff and feedback at annual work planning retreats. Gender specific responsibilities were included in staff evaluations in 53.8% (7/13) agencies, while 30.8% (4/13) did not and 15.4% (2/13) did not respond to the question.

Recommendations

The report recommended that the UNCT gender mainstreaming strategy should address four broad areas, with their corresponding components as follows:

Programming and budgeting

- (i) Gender-related training programmes for UNCT Gender Focal Persons (GFP), programme staff, senior management and implementing partner staff;
- (ii) Strengthening of capacities in using the gender marker system in programming and the preparation of ZUNDAF; and
- (iii) Allocating budgets for gender mainstreaming and specific gender projects.

Monitoring, evaluation and reporting on gender equality targets

- (i) Adopting strategies on how to improve data collection, use of sex-disaggregated data and strengthening of M&E of gender equality targets;
- (ii) Development of a monitoring and evaluation framework and reporting templates at UNCT level to track progress on gender mainstreaming;
- (iii) Adopting annual UNCT gender mainstreaming report to disseminate status and recommendations across the UNCT, covering gender aspects in the ZUNDAF as well as individual agency work on gender equality in response to the strategy; and
- (iv) Conducting regular gender audits to monitor progress at agency and UNCT level.

Accountability

- (i) Appointment of GFPs with specific gender-related responsibilities in their Terms of Reference (ToRs) and workplans;
- (ii) Inclusion of specific gender-related responsibilities in the ToRs and workplans of all programme staff;
- (iii) Inclusion of specific gender-related responsibilities in staff appraisals; and
- (iv) Accountability for gender equality targets by senior management.

Gender equality and balance in the UNCT and agency workplaces

- (i) Embracing approaches towards achieving gender balance in staffing, especially at the professional and senior management levels;
- (ii) Providing training on and strengthening the use of instruments for protection of staff from sexual harassment and abuse, including complaints management mechanisms; and
- (iii) Adopting family-friendly and work balance policies covering maternity and paternity leave, flexible working hours and possibility to work from home.

3 STRATEGY FOR GENDER MAINSTREAMING IN ZUNDAF

The UNCT Gender Mainstreaming Strategy was developed using a participatory approach. A workshop was convened where GRG participated in identifying the key areas of focus, goal, purpose and expected results for the strategy. The workshop discussions were informed by the recommendations from the Gender Scoping Study and the UNCT Gender Equality Capacity Assessment Report. Meetings were held with the Resident Coordinator, Heads of Agencies, UN Women and PMT to get their input. After some deliberation, it was agreed that this strategy would specifically focus on mainstreaming gender in the ZUNDAF.

3.1 Goal

The goal of the UNCT Gender Mainstreaming Strategy is to contribute to gender equality and women's empowerment in Zimbabwe.

3.2 Purpose

The purpose of the UNCT Gender Mainstreaming Strategy is to provide UN agencies with guidance for gender mainstreaming in the ZUNDAF to achieve gender equality.

3.3 Cross Cutting Issues

Five key activities that cut across all ZUNDAF priority areas are discussed in this section. In some cases the issues have been re-emphasized in specific ZUNDAF priority areas. It should be noted that there are pre-requisite for each priority area.

3.3.1 Gender Analysis

The purpose of the country analysis during the ZUNDAF process is to help identify priority development areas. It is important to ensure that this process is done with gender lenses using tools like the Gender Audit among other tools to provide evidence of gender gaps in each ZUNDAF priority area. It will be important to ensure that the gender analysis is conducted using a human rights based approach. The gender analysis will ensure the following:

- Provide an analysis of the ways in which gender inequality is reproduced; this could be through social norms perpetuated by tradition, culture, and patriarchy and in institutions.
- Address national legal frameworks relevant for the promotions of gender equality and women's empowerment and findings from CEDAW reports and CEDAW committee concluding observations.
- Detail the differences in which women and men, girls and boys experience identified problem or issue differently.
- Provide an analysis of how population dynamics, including the current youth bulge can be translated into a demographic dividend where girls and young women play in the development of the country
- Identify the different groups of women and children in relation to their experience in each priority area, ensuring coverage of adolescent, the disadvantaged, the disabled, elderly and other groups
- Identify specific gender related commitments in international goals, conventions and treaties and related national laws for example the Constitution, related to each of the ZUNDAF priority areas
- Identify the gender-based power relations that influence the roles and responsibilities that women and men play.
- Identify critical capacity gaps for the promotion of gender equality and how they are different for women and men.¹³

3.3.2 Economic Empowerment

Access and control to resources and benefits is a key issue when conducting a gender analysis. Most of the gender gaps are experienced due to lack of or limited resources and benefits. It will be important to identify strategic entry points that address the identified gaps across the ZUNDAF priority areas.

3.3.3 Gender Marker

The Gender Marker is not just a measuring tool but, most important, a capacity building tool. The Gender Marker will be used in each ZUNDAF priority area to track gender related interventions and strengthen gender mainstreaming efforts.

3.3.4 Gender Budgeting

Planning, programming and implementation in each ZUNDAF priority will contribute to the advancement

¹³ UNDG 2010, Guidance Note, Application of Programming Principles to UNDAF.

of gender equality. The formulation of budgets and allocation of resources will respond to the gaps identified in the country gender analysis.

3.3.5 Sex disaggregated data

Evidenced based decision making and programming requires a good data set, which is disaggregated. It is important that in all ZUNDAF pillars, there is systematic collection of sex-disaggregated data.

3.4 ZUNDAF Priority Areas

Each ZUNDAF priority area will clearly articulate how gender equality and women empowerment will be promoted. The ZUNDAF outcomes will define tangible changes for rights holders and duty-bearers which will lead to improvements in the progress towards gender equality and women's empowerment. In addition, it will be important for ZUNDAF indicators to be gender sensitive and to adequately be able to track progress towards gender equality results.¹⁴

3.4.1 ZUNDAF Priority Area Food and Nutrition Security

The impacts of climate change in food and nutrition are exacerbating existing inequalities in access to resources, particularly for women who are primarily responsible for food production, processing and feeding their families. This leads to undermining of their right to food, nutrition and well-being. Nutrition is important for mothers and children in the first 1000 days, from pregnancy to child birth and early years of a child's growth.

Since men are the decision-makers and in most cases are the heads of the household, they play a critical role in shaping everyday practices of the family. Women play a critical role in achieving food and nutrition security as they are usually involved in natural resource management at the household level. Empowering women to make free and informed choices for their family through innovative and sustainable means is critical in improving food security and nutrition.

Strategic entry points

Outcome 1: Targeted households in rural and urban areas have improved food and nutrition security

- ZUNDAF interventions will be tailored to work with partners to educate men about nutrition and encourage men to ensure improved diets for the family and food security for women and children. Efforts need to be made to meet the nutrition requirements of each member of the household, with special attention to pregnant and lactating women and children under two (period of the first 1000 days of child life). Therefore, it is crucial to disseminate information and educational materials about nutrition to both women and men in the community.
- By considering women as food holders, ZUNDAF programmes will be tailored to support women in decision-making processes that affect the nutritional well-being of the family.

¹⁴ Ibid

3. Strategy for Gender Mainstreaming in ZUNDAF

By considering the important future roles of young women and the youths as food holders, programmes will endeavour to include youths and prepare them for their future roles as key players and leaders in ensuring food security.

Outcome 2: Communities are equipped to cope with climate change and build resilience for household food and nutrition security.

- UNCT will raise awareness and understanding of gender issues in food and nutrition security and gender dimensions of climate change to ensure that both programme staff, partners and stakeholders are gender responsive.
- ZUNDAF will support women economic empowerment activities which will include value addition in order for women to cope with climate change and build resilience.

3.4.2 ZUNDAF Priority Area Gender Equality

A multiple track strategy for gender mainstreaming has greater potential for gender equality results. In addition to ensuring gender is mainstreamed in each of the priority areas, a stand-alone ZUNDAF priority area on gender equality is important to priorities the poorest and most disempowered which often than not are mostly women and girls. This is a consequence of the underinvestment in girls from generation to generation where they are relegated to unpaid household work while being deprived of an education. The social and reproductive roles of women also impact on their ability to access employment or economic opportunities which would otherwise help them gain bargaining power within their household and community. It is also important to take into consideration the vulnerabilities of men and boys.

Strategic entry points

Outcome 1: Key institutions strengthened to formulate, review, implement, and monitor laws and policies to ensure gender equality and women's rights.

- ZUNDAF will support the strengthening of the national gender machinery, related commissions like the Gender Commission and the Zimbabwe Electoral Commission and other government departments to mainstream gender.

Outcome 2: Women and girls are empowered to effectively participate in social, economic and political spheres and to utilise gender based violence services.

- ZUNDAF will support specific programmes aimed at removing barriers and closing gender gaps in key economic sectors.
- ZUNDAF will support affirmative action for the participation of women, the disadvantaged and disabled in value chains in key economic sectors.
- ZUNDAF will support women economic empowerment in key economic sectors.
- ZUNDAF will support specific programmes aimed at supporting young people, particularly young women to realise fully their sexual and reproductive health and rights.

3.4.3 ZUNDAF Priority Area HIV and AIDS

HIV and AIDS is a public health priority for Zimbabwe, and Ending the HIV and AIDS epidemic by 2030 should be a key element of a post-2015 agenda in Zimbabwe, and should be shaped by the goal of leaving no one behind. A commitment to ending HIV and AIDS serves as a catalyst for achieving a shared vision of social, economic and environmental justice, including gender equality, particularly for women and girls vulnerable to HIV, key populations and poor and marginalized people. HIV and AIDS should also be recognised not just within the family and community but also in the context of the workplace; particularly in informal set-ups wherein women are over-represented. Reinforcing the HIV and AIDS response through ZUNDAF is a potential pathfinder for more inclusive and gender-transformative action which adequately addresses the social, political and economic determinants of HIV and puts people at the centre of development.

It is evident, that women are disproportionately affected by the HIV epidemic. Young women aged 15-24 are twice as likely to be living with HIV as their male peers. Studies conducted in Kenya, South Africa, Tanzania, and Zimbabwe found consistently higher rates of intimate partner violence experienced by women living with HIV. Fear of violence can also deter women from using HIV testing and related services. Women and girls' risk of HIV is shaped by deep-rooted and pervasive gender inequalities including violence against women. Fears also exist in relation to job security, with many HIV positive women being afraid to share their status out of losing their jobs.

Strategic entry points

Outcome 1: All Adults and children have increased HIV knowledge, use effective HIV prevention services and are empowered to participate in inclusive and equitable social mobilization to address drivers of the epidemic.

- ZUNDAF will have specific targeted interventions to address the HIV vulnerabilities of key populations, specifically young women and girls, engaging with broader age groups of women and men and boys.
- ZUNDAF will continue to support Prevention of Mother to Child Transmission (PMTCT) as a gender-transformative effort to eliminate new HIV infections and vertical transmissions in children and keep their mothers alive.

Outcome 2: 90% of all PLHIV know their HIV status, at least 90% of HIV positive people receive sustained antiretroviral therapy, 90% of those on treatment have durable viral load suppression.

- Through specific and targeted gender sensitive HIV and AIDs prevention, care and support interventions, ZUNDAF will address gender inequalities, discrimination and GBV against those vulnerable to HIV, including key populations.

Outcome 3: Key institutions from government and civil society effectively and efficiently manage a multi sectoral AIDS response.

- ZUNDAF will address the concern about significant gender gaps that remain and the magnitude of unmet need for sexual and reproductive health care services, including prevention and

treatment of sexually transmitted infections and HIV/AIDS, through the interventions promoting integration of Reproductive Maternal Newborn Child and Adolescent Health (RMNCAH) and HIV services in Zimbabwe.

3.4.4 ZUNDAF Priority Area Poverty Reduction and Value Addition

UNCT recognises that poverty is in part, a result of women's socially enforced gender roles and relations and that without specifically addressing the causes of gender inequality, and poverty cannot be resolved. The provision of opportunities for self-employment, social entrepreneurship and local development provide a means to reduce poverty. Thus ZUNDAF will include a focus on the most disempowered people in the society.

Strategic priority areas

Outcome 1: Key institutions formulate and implement socio-economic policies, strategies and programmes for improved livelihoods and reduced poverty of communities.

- ZUNDAF will support the formulation and implementation of gender responsive policies and programmes that will lead to reduction in poverty.
- ZUNDAF will support government to remove barriers that disproportionately affect women.

Outcome 2: Increased access to income and decent work opportunities in key value chains and economic sectors, particularly for young people and women

- ZUNDAF will support affirmative action to stimulate the increase of income and decent work for women in key value chains and economic sectors, and will, in particular, support affirmative action, positive policies and rights of targeted populations particularly youths, including young women.
- ZUNDAF will support women economic empowerment activities with specific focus on value addition

3.4.5 ZUNDAF Priority Area Public Administration & Governance

The low participation of women in public administration and governance structures has hindered the advancement of gender equality and empowerment of women in Zimbabwe has signed a number of instruments for example, CEDAW and the SADC Gender Protocol that call for elimination of discrimination against women in political and public office.¹⁵ This is also echoed in the Constitution.

Strategic entry points

Outcome 1: Key public sector institutions mobilise, manage and account for resources effectively for quality service delivery

¹⁵ Gender links, 2012, SADC Gender Protocol 2012 Barometer

- ZUNDAF will support gender responsive budgeting in public sector institutions for effective quality service delivery

Outcome 2: Increased citizen participation in democratic processes in line with the provisions of the Constitution and relevant international norms and standards.

- Support qualitative and quantitative participation of women in particular young women to engage and influence democratic and governance processes at all levels.
- ZUNDAF will Support affirmative action to ensure women participate and are represented equally at all levels in decision making.

Outcome 3: Government and its partners generate and utilize data for development

- ZUNDAF will support generation of sex and age disaggregated data and its utilisation for evidence based policy making and programming

3.4.6 ZUNDAF Priority Area Social Services & Protection

Women and men face different risks and vulnerabilities, some which are gender specific and others which are brought about by gender inequalities and discrimination. The design of social protection interventions should address such gender related constraints, including barriers to women's economic advancement.

Strategic entry points

Outcome 1: Vulnerable population have increased access and utilization of quality Basic Social Services

- ZUNDAF will support the generation of sex and age disaggregated data in the provision of basic social services and its utilisation for evidence based policy making and programming.

Outcome 2: Key institutions provide quality and equitable basic social services

- ZUNDAF will support the design of gender and age responsive policies and programmes on Basic social services including social protection.
- ZUNDAF will support the development of social protection policies that take into account the special needs of the young people, including young women.

Outcome 3: Households living below the food poverty line have improved access and utilisation to social protection services

- ZUNDAF will support the design of gender responsive social protection systems and instruments such as cash transfers, child care support and micro-finance, medical insurance just to name a few.

4 IMPLEMENTATION ARRANGEMENTS

4.1 Enablers

In order to effectively mainstream gender in the ZUNDAF it will be important to ensure that the UNCT is adequately prepared and equipped to do so. Based on the recommendations of the Gender Scorecard and the Capacity Assessment discussed earlier, the following key areas would need to be addressed to enable UNCT to implement the gender mainstreaming strategy:

Capacity strengthening

It is important to ensure that there is systematic capacity strengthening for gender focal persons, all agency staff and GRG that is focused on closing identified gender mainstreaming capacity gaps. This will require the development and distribution of relevant gender mainstreaming tools to the agencies. The use of the Gender Marker and the Participatory Gender Audit Tools will support the capacity strengthening efforts. The capacity strengthening will provide the tools and knowledge on “how” to implement the gender strategy and the related tools.

Gender planning and programming

Effective gender planning and programming starts with a focused gender analysis. UN agencies should strengthen gender mainstreaming efforts by ensuring systematic conduct of gender analysis for all programmes and in preparation for each ZUNDAF. There will be need to conduct gender analysis for the six ZUNDAF national development priorities. Continual assessments using the Gender Scorecard will help track progress and this should be supported by a robust monitoring and evaluation system and the collection of sex-disaggregated data.

Coordination

To ensure effective gender mainstreaming, it is essential to coordinate the different gender equality activities and processes within UNCT to achieve the goal. Development of standard operating procedures on the management of gender mainstreaming activities is necessary to ensure harmonization of processes. The status and authority of Gender Results Group (GRG) should be raised in order for GRG to be effective. Appointment of gender focal persons at higher levels is essential to raise the profile of gender focal persons within UN agencies.

Accountability

UN agencies need to be cognisant of the existing resolutions, policies and procedures for

Gender mainstreaming. One way of being accountable is to ensure that gender mainstreaming is made a key result area for all UN programming. ZUNDAF lead agencies should submit bi-annual reports to account for gender mainstreaming results.

4.2 Structures

The successful implementation of this strategy will require full commitment by the UNCT, headed by the Resident Coordinator (RC). UN Women has, as part of its mandate, the responsibility for coordinating the implementation of the UNCT Gender Mainstreaming Strategy. It is proposed that the GRG focuses on ensuring that the strategy is implemented. All these structures need to be well-resourced to fulfil their functions.

4.3 Responsibilities and Coordination

The Resident Coordinator (RC), through his leadership role, facilitates UN wide programming and oversees the implementation of the Gender Mainstreaming Strategy. The RC will hold all UNCT accountable to ensure achievement of gender equality results.

The UNCT (collectively) has the responsibility to contribute to gender mainstreaming and to the promotion of gender equality. UNCT will ensure that all ZUNDAF priority areas including all programmes in each of the agencies, fully integrate gender equality, including allocation of resources.

Heads of Agency have the responsibility of ensuring that the roles of the respective Gender Focal Points are fully reinforced through active participation and involvement in the various areas of engagement.

UN Women's role is to promote more effective coordination, coherence and gender mainstreaming across the United Nations System. UN Women will coordinate the work of the Country Team on gender equality and the empowerment of women, under the overall leadership of the Resident Coordinator. UN Women will ensure that the Gender Mainstreaming Strategy is fully operationalized, monitored and evaluated.

The Gender Results Group (GRG) has an overall function to strengthen the performance of the UNCT on gender equality, by providing technical advice and coordination on programming issues within all UNCT programming. GRG will support the implementation of the Gender Mainstreaming Strategy, ensuring quality and timely execution, monitoring and evaluation.

5

MONITORING AND EVALUATION

To ensure monitoring and evaluation for effective implementation of the gender strategy, an implementation plan as well as a gender responsive monitoring framework will be developed. At UNCT, UN Women, GRG and individual agency levels, the monitoring framework will be used as a tool for monitoring and evaluating performance.

5.1 Progress Reports and Continuous Feedback

The UNCT Gender Mainstreaming Strategy reporting will be aligned to the ZUNDAF reporting. Each ZUNDAF priority area will produce bi-annual reports on the progress in implementing the UNCT Gender Mainstreaming Strategy. UN Women will compile a comprehensive bi-annual ZUNDAF gender report for submission to the RC and for presentation to the UNCT. The report should be tabled at the UNCT meeting and each priority area held accountable for the results. The bi-annual reports will be used for monitoring and steering the Gender Mainstreaming Strategy implementation and later on for evaluation.

5.2 Review of the UNCT Gender Mainstreaming Strategy

There will be a mid-term review of the Gender Mainstreaming Strategy to assess progress, relevance and effectiveness. Where necessary, the strategy may need to be modified.

6

RESOURCE MOBILISATION

UNCT would need to ensure that gender mainstreaming in the ZUNDAF is adequately funded.

Additional resources will be necessary to monitor and evaluate progress in the implementation of the strategy.



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ANNEXES



Annex 1. International Resolutions and Protocols

International Conferences

International women conferences have been held every 5-10 years since 1995. With each conference, there were specific declarations made that have shaped the gender agenda. The summary of key declarations are given below:

1975 Declaration of Equality of Opportunity and Treatment for Women Workers: The declaration stressed that all forms of discrimination on grounds of sex, which deny or restrict equality of opportunity and treatment are unacceptable and must be eliminated. In this declaration ILO noted its concern that considerable discrimination against women workers persisted and was incompatible with economic development, social progress, social justice and fundamental rights of women and men.

1985 Nairobi Forward Looking Strategies for the Advancement of Women: The strategies were adopted by the World Conference to review and appraise the achievement of the United Nations Decade for Women. The strategies called for equality, women's autonomy and power, recognition of women's unpaid work, health services, family planning, better educational opportunities and promotion of peace.

1995 Beijing Declaration and Platform for Action (BPFA): Countries committed themselves to implementing policies and programmes within the 12 critical areas of concern in the BPFA that were selected as being relevant for the advancement of gender equality in respective countries. The thematic areas for the BPFA covered Poverty, Women and Armed Conflict, Power and Decision Making, Institutional Mechanisms for the Advancement of Women, Violence Against Women, Education and Training, Environment, Economy, Health, Human Rights, Media and the Girl Child.

2000 Beijing +5: A Political Declaration on “Further Actions and Initiatives to Implement the BPFA”. Governments reaffirmed their commitment to BPFA. They recognized that policies, programmes and budgetary processes should adopt a gender perspective, be informed by clear research-based knowledge on the situation of women and girls and sex disaggregated data, as well as being defined in terms of short-long term time bound targets and measurable goals. The key areas that were identified as requiring focused attention included: education, social services and health, sexual and reproductive health, HIV and AIDS, violence against women and girls, increasing poverty burden on women and vulnerability of migrant women.

2005 Beijing +10: A global review of the implementation of the BPFA made recommendations on areas that required special action and attention. The areas for improvement were drawn from the Beijing 12 critical areas of concern.

Other Important Protocols

In addition to the above conferences, there are many international protocols and agreements that have contributed and shaped the gender equality debate. Below are some international protocols and agreements as well as UN resolutions.

1951 Equal Remuneration Convention (No. 100): This convention established the right to equal pay for men and women for work of equal value. It defined the necessity of a rate of pay to be fixed without discrimination based on sex. State parties agree under the convention to apply the principle of equal pay to all its employees and to promote the principle's' application in all other sectors.

1958 Discrimination (Employment and Occupation) Convention (No. 111): The convention seeks to promote equality of opportunity and treatment with regards to employment and occupation. It bars all forms of discrimination within the workplace on the basis of sex, race, colour, religion, political opinion, social origin or national extraction. Parties to the convention commit to repeal laws and eliminate practices which allow for discrimination in the process of employment.

1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Governments are required to take all “appropriate measures to ensure the full development and advancement of women.....”. Countries that have ratified CEDAW commit themselves to take measures to end discrimination against women in all forms.

1981 Workers with Family responsibilities Convention (No. 156): This convention seeks to support male and female workers who have responsibilities to their dependants who may be children or other family members under their care. The convention provides for such workers to be employed without fear of losing their jobs on the basis of their social or familial responsibilities. It also establishes the need to ensure that there is no conflict between the worker's employment and their family responsibilities as far as possible.

1995 Copenhagen Declaration on Social Development: This declaration emerged from the World Summit for Social Development in 1995. It highlighted the gender dimensions of poverty eradication, expansion of productive employment and the enhancement of social integration, particularly of the more



disadvantaged and marginalized groups. It recognized that the situation of women is at the core of social problems being dealt with, since women's experience and survival strategies constitute a valuable source of innovative solutions.

ECOSOC Agreed Conclusions 1997/2: The United Nations system is called on to ensure that, on the basis of gender analysis, gender concerns are addressed in all planning activities when setting priorities, allocating resources and identifying actions and activities.

1999 Optional Protocol (OP) to CEDAW: The OP provides for the mechanisms under which complaints can be raised, namely the Communications and the Inquiry procedures. The OP gives the CEDAW committee powers to investigate gross violations of women's human rights.

2000 United Nations Millennium Declaration and Millennium Development Goals (MDGs): In this declaration, states committed themselves to eradicate poverty, promote human dignity and equality and achieve peace, democracy and environmental stability. MDG 3 focuses on promotion of gender equality and empowerment of women (to eliminate gender disparity in primary and secondary education by 2005 and in all levels of education no later than 2015 and increasing the representation of women in decision making by 2015), MDG 5 focuses on improvement of maternal health (reduce by $\frac{3}{4}$, between 1990 and 2015, the maternal mortality ratio) and MDG 6 dwells on combating HIV and AIDS, malaria, and other diseases.

2000 UN Security Council Resolution 1325 on Women, Peace and Security: This resolution addresses both the impact of war on women and women's contribution to conflict resolution and sustainable peace. It calls for measures to ensure the protection of and respect for women's rights. A 2002 Report of the UN Secretary General on Women, Peace and Security recommends even stronger measures to integrate women in all steps of peacekeeping and urges peace agreements to integrate gender perspectives.

2000 Maternity Protection Convention (No. 183): The convention establishes minimum standards of protection for pregnant and breastfeeding women. It establishes maternity leave of no less than 14 weeks for all women workers with benefits. The convention also provides for the right of the mother to take breaks to breastfeed and protects her from any discriminatory practices from an employer such as dismissal or being passed over for a promotion.

World Summit Outcome (2005): United Nations entities should mainstream a gender perspective in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres and further strengthen the capabilities of the United Nations system in the area of gender equality and women's empowerment.

The United Nations System-Wide Policy on Gender Equality and Empowerment (2006): The system-wide policy calls for the acceleration of gender mainstreaming in all policies and programmes in the United Nations system.

2008 United Nations Security Council (UNSCR) 1820: This resolution, which focuses on addressing conflict related sexual violence as a security challenge, stresses the need to eliminate all forms of violence against civilians, particularly women and girls, during and in the wake of armed conflict. The convention urges all parties concerned at international, regional and sub-regional levels to consider implementing policies, activities and advocacy for the benefit of women and girls affected by sexual violence in armed conflict and support development and strengthening of capacities of national institutions, judiciary and health systems in particular, and of local civil society networks to offer assistance to victims of sexual violence in armed and post-conflict situations.

2009 United Nations Security Council (UNSCR) 1889: This focuses on women's participation during all stages of peace processes, particularly in conflict resolution, post conflict planning and peace building, including enhancing their engagement in political and economic decision making at early stages of recovery processes. The resolution calls upon state parties to ensure gender mainstreaming in all post-conflict peace building recovery processes and sectors among other issues. It also urges member states, UN bodies, donors and civil society, to ensure that women's empowerment is taken into account during post conflict, needs assessments and planning and factored into subsequent funding disbursements and programme activities. Development stakeholders are expected to specify in detail, women and girls' needs and priorities and desired concrete studies.

UNSC Resolution 1983 (2011): Recognizing that women and girls are particularly affected by HIV; Underlining the importance of concerted efforts towards ending conflict-related sexual and gender-based

violence, empowering women in an effort to reduce their risk of exposure to HIV, and curbing vertical transmission of HIV from mother to child in conflict and post-conflict situations; Notes that the disproportionate burden of HIV and AIDS on women is one of the persistent obstacles and challenges to gender equality and empowerment of women, and urges Member States, United Nations entities, international financial institutions and other relevant stakeholders, to support the development and strengthening of capacities of national health systems and civil society networks in order to provide sustainable assistance to women living with or affected by HIV in conflict and post-conflict situations; Requests the Secretary-General to consider HIV-related needs of people living with, affected by, and vulnerable to HIV, including women and girls, in his activities pertinent to the prevention and resolution of conflict, the maintenance of international peace and security, the prevention and response to sexual violence related to conflict, and post-conflict peacebuilding.

Fourth High-Level Forum on Aid Effectiveness in Busan (2011): Calls for acceleration of efforts to achieve gender equality and women's empowerment through development programmes grounded in country priorities.

2011 Domestic Workers Convention (No. 189): The convention establishes the rights of domestic worker to decent work and a minimum wage. It also addresses the need to provide protection for domestic workers from violence and their right to have regular leave.

Rio+20 Outcome Document, The Future We Want (2012): This calls for effective gender mainstreaming in decision-making and the full programming cycle by donors and international organisation, including the United Nations system.

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General Assembly Resolution 67/226, Quadrennial Comprehensive Policy Review of Operational Activities for Development of the United Nations System (2012): This stipulates that the United Nations development system should acquire sufficient technical expertise for gender mainstreaming in programme planning and implementation to assist in the preparation of the UNDAF and other development programming frameworks.

ECOSOC Resolution 2013/16: Calls for alignment of gender equality programming with national priorities across sectors as requested by the Member States with the aim of integrating gender perspectives into all legislation, policies and programmes.

Annex 2. Glossary

Affirmative action or positive discrimination is the policy of favoring members of a disadvantaged group who suffer from discrimination within a culture. The nature of affirmative action policies varies it may include a quota system or preference is given in selection processes

Empowerment: the process of challenging existing power relations and of gaining greater control over ownership of and access to resources, opportunities and decision making.

Gender: is used to describe those differences between women and men that are socially determined. It is a set of socially constructed expectations that give social meaning to the male or female sex.

Gender disaggregated data: is information collected and is separated and analysed on the basis of sex and gender.

Gender equality: means women and men, boys and girls, having equal rights, access, freedoms and opportunities. In a world of gender equality, individual women and men are not privileged or discriminated against based solely on the fact that they are male or female.

Gender equity: means fair treatment for both sexes.

Gender mainstreaming: the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality (United Nations Economic and Social Council-ECOSOC).

Gender marker: is a tool that codes whether the intervention is designed well enough to ensure women/girls and men/boys will benefit equally from it or that it will advance gender equality in another way. It is intended to measure the extent to which results contribute to the advancement of gender equality or the reduction of discrimination and inequalities.



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