

## Coordinating for Gender Equality Results

*Management Response to the Evaluation of UN Women contribution to UN system coordination on gender equality and the empowerment of women*



United Nations Entity for Gender Equality  
and the Empowerment of Women

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- **UN-Women itself is the result of Member States' resolve to achieve greater coherence.**
- A unique, empowering and complex **mandate specifically for coordination for GEEW**
- Coordination is not a choice: Rather an imperative for the sum to be greater than its component parts.
- The 2030 Agenda is larger than any one of us.

- Member States as members of intergovernmental bodies (GA, ECOSOC, Executive Boards) play important roles in UN system coordination on GEEW.
- Improved coordination outcomes require strengthened support and execution of **Member States and UN entities alike.**
- Members States may:
  - secure UN Women's coordination mandate through membership in other UN entities
  - secure adequate funding – coordination is not free

## R1 – Continue to actively engage in strategic dialogue with other UN entities & Member States through existing mechanisms

Management Response <i>(fully agreed)</i>	Specific Actions
<p><b>UN coordination is an imperative for the 2030 agenda. To this end UN W will seek to:</b></p> <p><b>Mainstream gender equality into:</b></p> <ul style="list-style-type: none"> <li>- Inter-gov. processes (CSW, Habitat III, UN Summit on migrants and refugees, new QCPR)</li> <li>- implementation of 2030 Agenda</li> <li>- UNDG at HQ and Regional level</li> <li>- UNCTs: Strategic positioning of GEEW in UNDAFs</li> </ul> <p><b>Formal agreements (MoUs)</b></p>	<ol style="list-style-type: none"> <li>1) Develop an Internal Framework for Action on the 2030 Agenda</li> <li>2) Support a strong gender outcome in the new QCPR</li> <li>3) Co-lead UNDG Programme WG in finalizing UNDAF guidance for UNCTs</li> </ol>

## R2 - Align UN Women's coordination strategy with the strategic plan & current context, bringing focus on coordination as a means for development results on GEEW

<b>Management Response</b> <i>(fully agreed)</i>	<b>Specific Actions</b>
<p><b>Coordination needs to be more centrally placed in UN W's Strategic Plan – linked to the Development Results Framework. It is currently in the OEEF – as a function of efficiency. To this end UN W will seek to:</b></p> <ul style="list-style-type: none"> <li>- Better integrate coordination functions into the <b>New Strategic Plan (2018-2021)</b></li> <li>- Review the <b>coordination strategy and theory of change</b></li> <li>- Integrate <b>Flagship Programme Initiatives into the Strategic Notes for Country/Regions</b></li> <li>- Upgrade <b>Results Management System</b> to better identify the link between coordination and development results</li> </ul>	<ol style="list-style-type: none"> <li>1. Reflect and align UN Women's coordination mandate results in the new Strategic Plan</li> <li>2. Integrate FPIs into the Strategic Notes</li> <li>3. Update Theory of Change &amp; Coordination Strategy</li> <li>4. Upgrade Results Management System</li> </ol>

## R3 - Align the scope of the coordination mandate with its resource base

Management Response <i>(partially agreed)</i>	Specific Actions
<p><b>Resource constraints have impacted on UN W's ability to leverage the UN system, particularly at the country level. To this end UN W will seek to:</b></p> <ul style="list-style-type: none"> <li>- Upgrade <b>the Results Management System</b> to include precise costing and accountability on funding allocations and gaps</li> <li>- Integrate <b>financing for coordination</b> in the resource mobilization strategy</li> <li>- Establish dedicated <b>coordination capacity</b></li> </ul>	<ol style="list-style-type: none"> <li>1. Integration of direct costing for coordination functions into programmes and projects</li> <li>2. Review functional responsibilities of regional planning and coordination specialists</li> <li>3. Develop standard job descriptions for JPO coordination officers</li> </ol>

## R4 – Provide operational guidance to staff on its coordination functions in different geographic and thematic contexts

Management Response <i>(fully agreed)</i>	Specific Actions
<p>Execution of the coordination mandate may vary across themes and the spectrum of contexts and typologies of field presence. To this end UN W will seek to:</p> <ul style="list-style-type: none"> <li>- Provide operational guidance in alignment with new QCPR, CEB principles</li> <li>- Strengthen the foundations for knowledge exchange through COPs relevant to coordination</li> <li>- Strengthen coherence: new UN-SWAP &amp; UNCT Scorecard, and Flagship Programmes</li> </ul>	<ol style="list-style-type: none"> <li>1) Develop Operational guidance</li> <li>2) Develop Communities of Practice</li> </ol>

## R5 – Enhance the role UN Women plays in promoting UN system accountability on GEEW

Management Response <i>(fully agreed)</i>	Specific Actions
<p><b>UN-SWAP improved overall accountability of the UN System on GEEW. To further consolidate accountability UN W will seek to:</b></p> <ul style="list-style-type: none"> <li>- Develop and roll-out the <b>next generation of the UN-SWAP and the SWAP scorecard for UNCTs</b></li> <li>- <b>Support the entities to catalyze / accelerate progress</b> - resource permitting (e.g. policy, strategic plans, financial tracking)</li> </ul>	<p>Develop and roll-out</p> <ol style="list-style-type: none"> <li>1) new UN-SWAP framework</li> <li>2) new gender marker guidance focused on common coding standards</li> <li>3) New version of the gender scorecard - for UNCT</li> <li>4) guidance for entity specific accountability tools (e.g. policy development engendering strategic plans)</li> </ol>



## R6 - Strengthen efforts to ensure GEEW principles are consistently taken into account by the UN system across key thematic areas

Management Response <i>(fully agreed)</i>	Specific Actions
<p>Engendering of the work of the UN system may be further enhanced and strengthened. To this end UN Women will seek to:</p> <ul style="list-style-type: none"> <li>- Strengthen participation in senior level <b>coordination mechanisms</b> to catalyze gender responsiveness within their entities (e.g. cutting-edge research in entity thematic areas, gender statistics, gender responsive budgeting, gender-sensitive analysis)</li> <li>- Ensure more specific focus for gender mainstreaming and accountability in the humanitarian area</li> </ul>	<ol style="list-style-type: none"> <li>1) Follow-up on requests for membership in key UN senior-level coordination mechanisms across relevant thematic areas</li> <li>2) Develop a IASC Gender Policy Statement on Accountability Framework &amp; update IASC Gender in Humanitarian Action Policy Statement</li> <li>3) Develop Global Indicators to measure UN Women's effectiveness and contribution to change for women and girls in Humanitarian Response and Recovery</li> </ol>

## R7 – Modify policies and practices in order to model a gender-responsive organization for the UN

Management Response <i>(partially agreed)</i>	Specific Actions
<p>UN W must lead by example. To this end UN W will seek to:</p> <ul style="list-style-type: none"> <li>- Continue <b>advocacy to ensure engendering of all policy discussions</b> at the International Civil Service Commission (ICSC) &amp; HR Network sessions</li> <li>- Review and Develop <b>UN Women HR policies and practices</b></li> </ul> <p>UN W is subject to Staff rules and regulations of the UN, and to some extent is constrained by them.</p>	<ol style="list-style-type: none"> <li>1) Audit of existing UN Women HR policies and practices</li> <li>2) Develop a gender diversity and inclusion strategy</li> <li>2) Conduct unconscious bias and safe to speak-up training</li> <li>4) Review flexible work arrangements</li> <li>5) Design and roll-out Mentoring and leadership programmes</li> </ol>

## R8 - Strengthen relevant gender-focused inter-agency coordination mechanisms at HQ and in the field

Management Response <i>(fully agreed)</i>	Specific Actions
<p>UN Women concurs it has strengthened inter-agency coordination mechanisms at the global, regional and country levels. To this end UN W will seek to (continue):</p> <ul style="list-style-type: none"> <li>- Mobilize relevant inter agency mechanisms to support SDGs</li> <li>- Further Revitalize and Strengthen IANWGE</li> <li>- Engage with Inter-agency networks (FBN, Strategic Planning, UNEG)</li> <li>- Leverage Gender Theme &amp; UNDAF results groups and UNCTs</li> <li>- Set up HQ standing committee to coordinate work in the UNDG</li> </ul>	<ol style="list-style-type: none"> <li>1) Review working methods of IANWGE</li> <li>2) UNDG resource guide for Gender Theme Groups</li> <li>3) Upgrade Results Management System to better capture coordination results</li> <li>4) Set up a HQ coordination committee on UN Women's participation in the UNDG and its working mechanisms</li> </ol>

- Appreciate: The Evaluation for the space and opportunity created to **reflect, improve and strengthen** UN Women's mandate in an more integrated fashion
- Highlight: Importance of **reciprocity, trust and reputation** as key factors for successful coordination

**Thank you**