

Annex IV of the UN-Women strategic plan, 2011-2013

Strengthening the presence of UN-Women in the field

1. Current situation

A pivotal role of UN-Women is to lead and coordinate a holistic United Nations country team response to the demands of countries for support to implement their international and national commitments to gender equality, bringing to bear the full range of gender expertise of the United Nations, including that of UN-Women. A central requirement therefore is the strengthening of UN-Women's capacity on the ground to provide such coordination, leadership and expertise in response to country demand. The strengthening and/or establishment of UN-Women's country presence would happen only upon the direct request of the national government, and in consultation with the United Nations country team.

The Field Capacity Assessment (FCA) that UN-Women completed in February 2011 has identified types of current presence, which varies in size, scale and complexity, in 75 countries and territories.

The Secretary-General Comprehensive Proposal envisions strengthening over 80 field presence of UN-Women building on the existing infrastructure of former constituent parts of UN-Women.

The Executive Board endorsed in decision 2011/1 a budgetary provision as an interim measure pending the consideration of the strategic plan 2011-2013, for institutionalizing core capacity in 15 country offices, and additional strengthening of two offices with complex programme requirements. The Board also approved to transfer the funding of posts from programme funding to the support budget for the base structure of offices ranging from 6-7 posts in each of the 11 sub-regional offices that will not be regional offices. In terms of regional centres, the Board endorsed the proposed base structure of 7 posts each for Panama and Cairo, and creating a new post for coordination each in Johannesburg, Dakar and Bangkok upgrading the three posts of the deputy that currently exist in these locations, and transferring the posts currently funded from programme to support budget. These add up to 34 offices which have been strengthened and institutionalized in 2011 in one way or another through the creation of new posts, upgrading of existing posts, or transferring the funding from programme to support budget.

2. Proposed country coverage

An essential dimension of the strategy is the vision of eventually offering of a "standard model of support" to Member States in 75 countries. The proposed model is derived from the Entity's founding resolution and the Secretary-General's Comprehensive Report and has been validated

by a global partner survey and field visits under the FCA, with government and CSOs rating all four proposed areas of the Standard Model of Support as almost equally important: (1) supporting development and implementation of evidence-based laws, plans, policies and budgets in line with international and national commitments; (2) supporting gender equality advocates, both within government and NGOs; (3) supporting the capacities of national partners to generate data and knowledge, including through South-South exchange, that underpin public policy and programme development as well as progress tracking; and, (4) leading coordination, within the Resident Coordinator system, to promote enhanced coherence and accountability within the United Nations country team.

The FCA proposes a minimum staff complement funded from the Biennium Support Budget (BSB) to carry out the Standard Model of Support comparable to that of other agencies: viz.

- Representative (international, level comparable to other United Nations country team members).
- Deputy Representative/Senior Programme Officer (NOC/NOD, P3/ P4 with level dependent on country context).
- Operations Officer (national, NOC/ NOD).
- Administrative Assistant (national, GS6).
- Driver/Clerk (national, GS3, and only when more economical options are not available, such as pooled funding).
- Security Officer in countries where the United Nations Department of Safety and Security and Designated Official for Security, determine it to be necessary

The strategy for maximizing coverage of countries for support by UN-Women, upon the request of the national governments, with particular focus on LDCs/LIEs, and with due consideration of United Nations General Assembly resolution 64/208 on development cooperation with middle-income countries during the strategic plan period includes:

- a) In 2011, a total of 34 field offices comprising of 17 country offices, 15 sub-regional offices (three of them co-located with the regional centres) and 2 regional centres have been strengthened: funded from the 2011 support budget. Building on this, it is proposed to further strengthen 15 country offices (out of the above 17 offices) to bring them to FCA recommended staffing complement;

- b) In 2012, an additional 20 countries (plus continued strengthening of the first 17 offices) strengthened from the support budget through the provision of the full complement of 5 new posts each recommended by the FCA recommendation;
- c) In 2013, another 21 country offices will be strengthened from the support budget through the provision of 5 the full complement of new posts each as recommended by the FCA; and
- d) In keeping with UN-Women's commitment to pay special emphasis to LDCs/LIEs, out of the total 34 field offices funded from the support budget in 2011, 13 offices are located in LDCs/LIEs. Building on this, UN-Women will increase coverage in 2012 and 2013 by (i) locating as many of the additional country offices as possible in LDCs/LIEs; and (ii) providing support to LDCs/LIEs through country or sub-regional offices with multi-country coverage so that by the end of 2013 all LDCs have covered by UN-Women.

In order to maximize coverage of countries in a cost effective and efficient manner, the following steps will be taken:

- a) *Use of a multi-country support approach.* In situations where it is cost effective to support a group of countries from a regional or sub-regional focal location, UN-Women will also use the model of one country office covering multi-countries within its geographic proximity to provide support and representation, as in the case of small island countries and other similar geographical configurations, in coherence with the practice followed by other United Nations agencies.
- b) *Use of country programme funds for technical support as a development activity category.* Technical advisors supporting national priorities, and under the priority thematic areas of UN-Women, could also be funded from core, non-core (donor and counterpart contributions) or a combination depending on the nature of support requested by Member States and availability of funds.
- c) *Request host countries to share costs.* Based on the experience of United Nations funds and programmes, UN-Women will request the host countries to share wherever possible costs including the costs of office premises, other infrastructural support, and technical advisory services to facilitate its presence and support to national counterparts at the country level.
- d) UN-Women will seek to establish in-house and within the United Nations system a “surge” capacity to provide specific technical support to United Nations country teams as required, including in contexts of conflict, post-conflict and humanitarian emergencies in those countries where UN-Women does not have strong coverage.

Cumulative country coverage and indicative financial implications of the existing and new field capacity over three years are presented below in Tables 1 and 2.

Table 1: Cumulative country coverage

	2011	2012	2013	2011-2013
Field presence proposed for funding from Support Budget	Number of field offices endorsed by the Executive Board in its First Regular Session for strengthening funded from the support budget in 2011	Number of field offices proposed for strengthening by providing FCA recommended 5 posts each funded from the biennial support budget in 2012	Number of field offices proposed for strengthening by providing FCA recommended 5 posts each funded from the biennial support budget in 2013	Total number of field presence strengthened by the end of 2013
Country offices	15*	20	21	56
Country offices with complex programmes	2			2
Sub-regional offices	15			15
Regional centres	2			2
Total strengthened per annum	34 (out of which 13 are LDCs)	20 (out of which 10 are LDCs)	21 (out of which 10 are LDCs)	75 (out of which 33 are in LDCs)
Additional number of countries covered through multi country presence				20 (out of which 15 are LDCs)
Total coverage				95

Table 2: Estimates¹ in million US\$ for existing and new capacities in countries, sub-regions and regions (indicative planning figures to be verified by budget section)

	2011 \$	2012 \$	2013 \$	Total \$
A. Existing field offices				
34 field offices (sub-regional ² , regional, country)	25.4	28.0	30.8	84.2
Additional 3 posts to 15 existing country offices		7.1	7.8	14.9
Sub-total	25.4	35.1	38.6	99.1
B. Additional field offices				
20 additional/new country offices supported starting 2012		16.2	17.9	34.1
Another 21 additional/ new offices supported starting 2013			18.8	18.8
Sub-total	-	16.2	36.7	52.9
Total field	25.4	51.3	75.3	152.0
C. HQ costs:	26.1	31.8	35.1	93.0
Existing capacity: (Proportion of approved SB for HQ in 2011, and of estimates for 2012 and 2013)				
Total HQ	26.1	31.8	35.1	93.0
Grand Total	51.5	83.1	110.4	245.00

3. Proposed criteria for selection of countries in which UN-Women will provide the Standard Model of Support:

¹ These estimates are indicative and subject to further review during the BSB 2012-2013 discussion

² As country offices get strengthened, the SROs will progressively get dismantled and will become multi country offices covering 2/3 countries in alignment with other United Nations agencies and multi country UNDAFs

The provision of standard model of support is based on direct requests of the national government, and will be developed in close consultation with the United Nations country team to ensure UN-Women's support is adding value and addressing the needs of both the country and the United Nations country team. However, given demand and the need to prioritise in a robust but responsible manner the provision of this support, UN-Women is proposing the following criteria be applied in selecting these countries:

- a) The situation of gender equality, women and girls (percentage of female seats in parliament, female population with at least secondary education (percentage ages 25 and older), female labor force participation rate, maternal mortality ratio, share of girls between 15 and 19 years of age who are currently, married, divorced or widowed, and percentage of women with lifetime experience of violence);
- b) Development and income level of a country (Least Developed Countries (LDCs), Low Income Economies (LIEs);
- c) Active conflict and post conflict situations, and other kinds of insecurity face by women in a country; and
- d) High levels of inequality within a country (GINI co-efficient and other indicators).

Extract from Field Capacity Assessment - Overview of UN-Women Presence in the Field³:
As of the Field Capacity Assessment (January 2011), UN-Women's field presence is defined as follows:

- Category A: Sub-regional offices (SROs) headed by an international staff member at the L-5 or D-1 level = 15. Those SROs which co-house a Regional Centre are highlighted in light blue.⁴
- Category B: Programme offices headed by international staff and supported by programmes = 34⁵
- Category C: Programme office lead by national professionals in fixed term contract/ service contract = 26⁶

³ Data as of December 2010 - In addition to the above 75 countries, the FCA identified that UN-Women has/had Junior Professional Officers; UNVs; temporary, part-time and/or shared staff (with UNDP) in eleven additional countries: Central Africa Republic, Guinea-Bissau; Niger; Somalia; Republic of Kiribati; Montenegro; Uzbekistan; Argentina; Chile; Peru; Uruguay and Venezuela.

⁴ These do not include the Regional Centres in Panama and Egypt, as these had not been approved by the Executive Board at the time of writing the FCA.

⁵ One of the 34 programme offices is co-located within a Sub-Regional Office (Kenya).

⁶ One of the 27 programme offices is co-located within a Sub-regional Office (Jordan).

**Denotes post-conflict and/or presence of United Nations Integrated Mission

Place of Presence	Type of Presence
Burundi	B
Cameroon	B
Cape Verde	C
Congo, Democratic Republic of the **	B
Côte d'Ivoire **	B
Ethiopia	B
Ghana	C
Kenya	A and B
Liberia **	B
Mali	B
Mozambique	B
Nigeria	C
Rwanda	A
Senegal	A
Sierra Leone	B
South Africa	A
Sudan**	B
Tanzania	B
Uganda	B
Zimbabwe	B
Algeria	C
Egypt	C
Iraq	B
Jordan	A and C

Place of Presence	Type of Presence
Mauritania	C
Morocco	A
Occupied Palestinian Territory	C
Syria	C
Tunisia	C
Afghanistan **	B
Bangladesh	B
Cambodia	B
China	B
India	A
Indonesia	B
Lao PDR	C
Nepal	B
Pakistan	B
Papua New Guinea	B
Philippines	C
Republic of Fiji	A
Samoa	C
Solomon Islands	C
Thailand	A
Timor-Leste **	B
Vanuatu	C
Vietnam	B
Albania	B
Bosnia and Herzegovina	C

Place of Presence	Type of Presence
Georgia	C
Kazakstán	A
Kosovo ⁷ **	B
Kyrgyzstan	C
former Yugoslav Republic of Macedonia	C
Moldova	B
Russia	C
Serbia	B
Slovakia	A
Tajikistan	C
Barbados	A
Bolivia	C
Brazil	A
Colombia	B
Dominican Republic	B
Ecuador	A
El Salvador	C
Guatemala	B
Haiti **	B
Honduras	C
Mexico	A
Nicaragua	C
Panama	B

⁷ References to Kosovo shall be understood to be in the context of Security Council resolution 1244 (1999).

Place of Presence	Type of Presence
Paraguay	C