



United Nations
Educational, Scientific and
Cultural Organization

**Gender Equality
eLearning
Programme**

Module 1: UNESCO's Priority Gender Equality



©UNESCO: Gender Equality eLearning Programme - Acknowledgements

The contents of this eLearning Programme has been developed by the **Division for Gender Equality** in the Bureau of Strategic Planning throughout the implementation of UNESCO's "Capacity Development and Training in Gender Mainstreaming Programme" launched in September 2005.

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Navigating through the Programme

Skip this
Overview

Gender Equality e-Learning Programme MODULE ONE

www.unesco.org/gemini/en

Slide Title	Status
Welcome	✓
Programme Navigation	✓
Introduction	✓
Introduction beyond	✓
Key Concepts	✓
UNESCO Mandate	✓
Priority Gender Equality	✓
Gender Equality Action Plan	
Roles & Responsibilities	
Key Messages	
Final Exercise	
Want to learn more?	
Thank you	

UN Reform



New UN Architecture supporting Gender Equality and Women's Empowerment:

- The President of the UN General Assembly appoints two Ambassadors to facilitate the negotiation around the new institutional arrangements.
- It has been proposed to reinforce the existing institutional arrangements through the consolidation of the gender-specific mission.

The DOCUMENT icon opens a relevant document or the website from which it can be accessed.

 UN High Level Panel Website
(see Final Report Paragraphs 48-49)

After completing this module, you will...



Acquire a common understanding of UNESCO's approach and policy commitments to Gender Equality and how they relate to UN frameworks and policies.

A word from...

“Gender equality will exist when both women and men are able to share equally in the distribution of power and knowledge, have equal opportunities, rights and obligations in terms of work or income generation, are given equal access to quality education, capacity building opportunities throughout life and in all domains, and the possibility to develop to their full potential.”

**Koïchiro Matsuura, Director-General of UNESCO
International Women's Day 2009**



“Gender Mainstreaming begins with the acknowledgement that we live in a gendered world. Challenge the visible. Discover the invisible.”



**Saniye Gülser Corat, Director, Division for Gender Equality, Bureau of Strategic Planning
Gender Mainstreaming Training for the Science Sector, Fall 2006**

Landmark Events

World Conferences



1975-1994

ECOSOC



1997

TCPR



2007

1995



Beijing, +5, +10

2005



World Summit

Ongoing

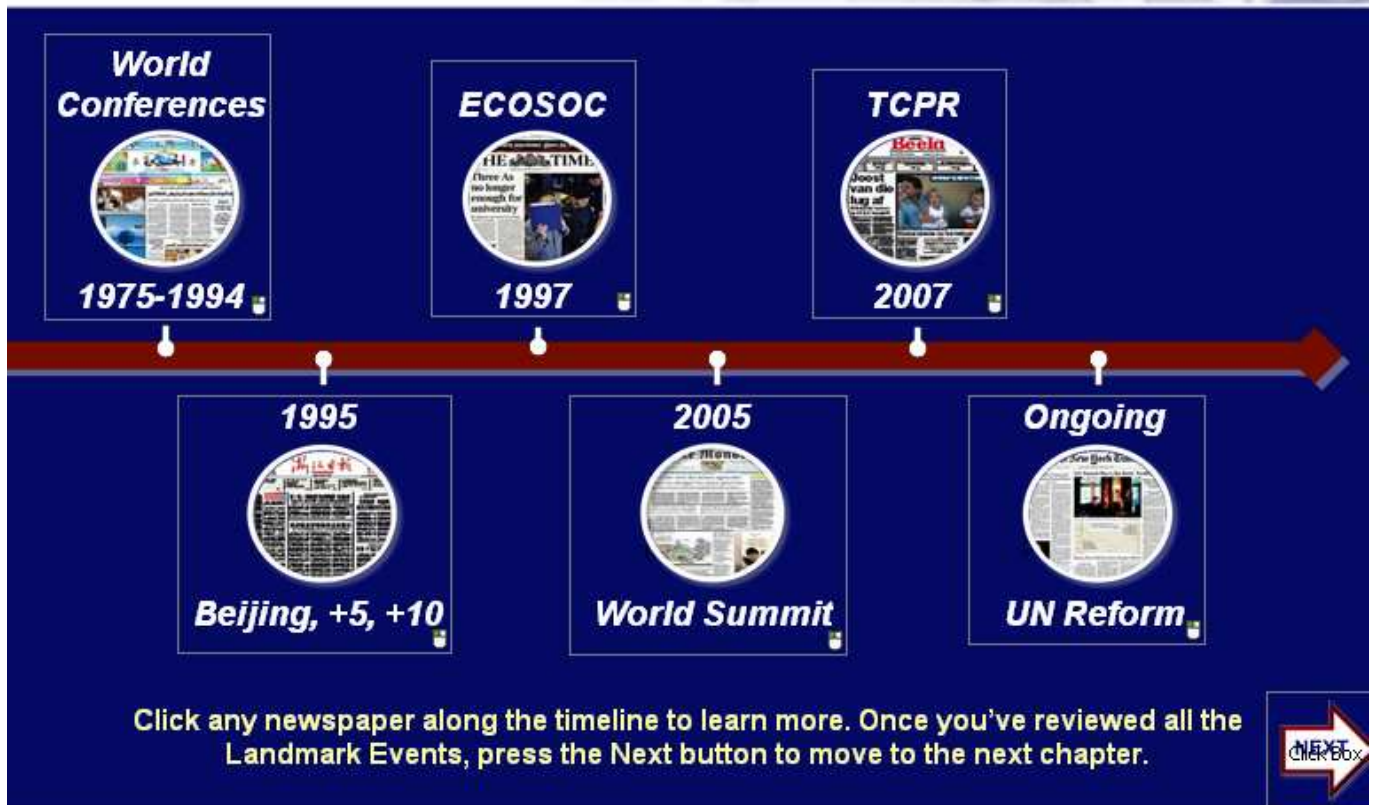


UN Reform

Click any newspaper along the timeline to learn more. Once you've reviewed all the Landmark Events, press the Next button to move to the next chapter.

Next

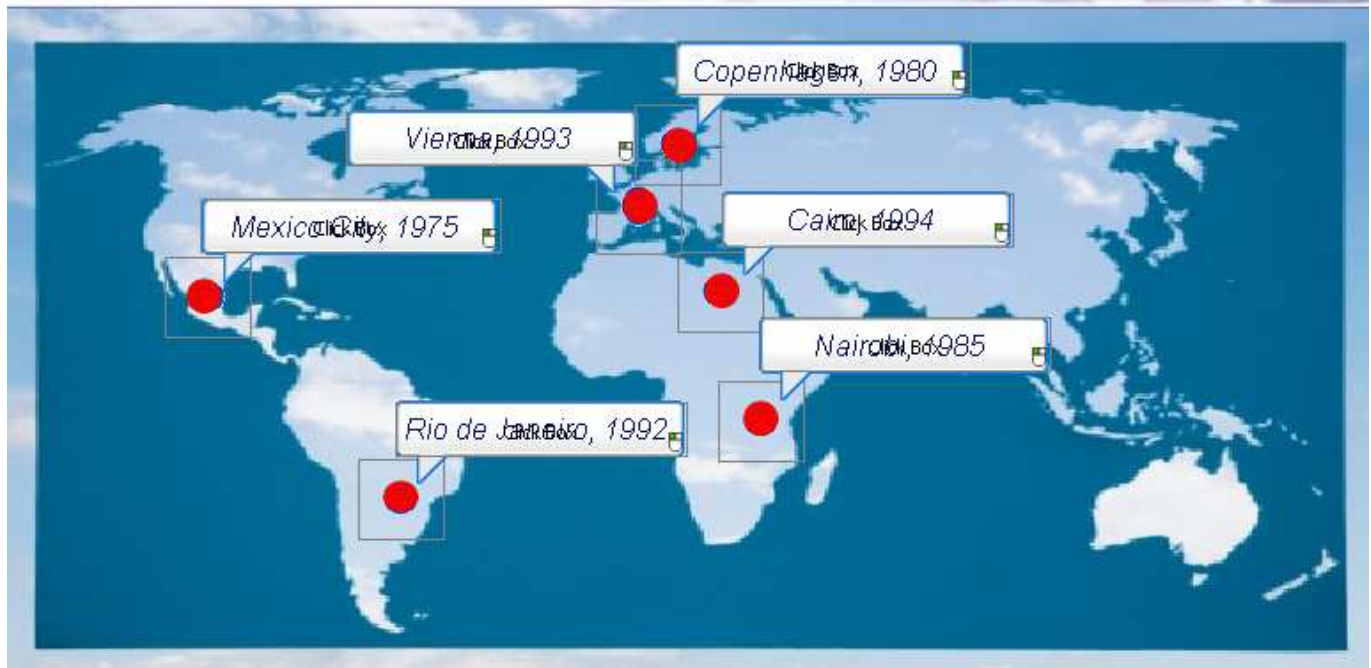
Landmark Events



World Conferences: 1975-1994




World Conferences: 1975-1994



Click a city to learn more about the world conferences that took place from 1975 to 1994.



World Conferences: 1975-1994



Mexico City 1975

The International Women's Year kicked off with the World Conference of International Women's Year in Mexico City in 1975, which established a global women's agenda.

Click Box 1975 (185 x 51) Document (X:368, Y:493)

World Conferences: 1975-1994



Copenhagen 1980

Five years later, the second World Conference was held ushering in the Decade of Women. The focus here was on Equality, Development, and Peace.

Click Box
Copenhagen 1980
(185 x 51)
Document
(X:368, Y:493)

World Conferences: 1975-1994



Nairobi 1985

The Nairobi Forward-Looking Strategies for the Advancement of Women in 1985 sets minimum targets for the year 2000 including:

- Enforcement of laws guaranteeing the implementation of Gender Equality.
- Increase in the life expectancy of women to at least 65 years in all countries.
- Reduction of maternal mortality.
- Elimination of women's illiteracy.
- Expansion of employment opportunities.

Click Box
Nairobi
(185 x 51)
Document
(X:368, Y:493)

World Conferences: 1975-1994



Rio de Janeiro 1992

The UN Conference on Environment and Development, Rio de Janeiro in 1992, presented The Rio Declaration on Environment and Development which states: "Women have a vital role in environmental management and development. Their full participation is therefore essential to achieve sustainable development."



Rio de Janeiro 1992
ClickBox
(185 x 51)
DocID: 11368 | Y: 493

World Conferences: 1975-1994



Vienna 1993

The World Conference on Human Rights, Vienna in 1993:

- Declared that "the human rights of women and girls are an inalienable, integral, and indivisible component of universal human rights".
- Urged the eradication of all discrimination against women, both hidden and overt.
- Put violence against women on the global development agenda and recognized violence against women as a human rights violation for the first time in UN history.
- Served as a basis for the UN General Assembly Declaration on the Elimination of Violence against Women, adopted in 1993, that proposed the first UN system-wide definition of violence against women.



Vienna 1993
ClickBox
(185 x 51)
DocID: 11368 | Y: 493

World Conferences: 1975-1994



Cairo 1994

The International Conference on Population and Development, Cairo, 1994.

- Declared that Women's Empowerment in all Human Rights domains is an end and essential condition for achieving sustainable development.
- Acknowledged that education is one of the most important means of empowerment.
- Recommended attention to eliminating detrimental disparities in educational access and support for girls.
- Clarified the concept of reproductive rights and emphasized the importance of reproductive health.

Cairo ClickBox
(185 x 51)
Document
(X:368; Y:493)

Beijing Platform for Action: 1995 and Follow-up



1995 Beijing Platform for Action

Beijing +5

Beijing +10

Beijing +15

Click a button above to learn more about each stage of the Beijing Platform for Action.

Beijing Platform for Action: 1995 and Follow-up

1995 Beijing Platform for Action



Beijing Platform For
Action 1995 Document

The UN's Fourth World Conference on Women in Beijing in 1995 is a landmark event as Gender Mainstreaming is clearly established as the global strategy for promoting Gender Equality through the Platform for Action.

12 Strategic Objectives below were adopted, all of which are relevant to UNESCO's actions and policy:

[A. Women and Poverty](#)

[B. Education and Training of Women](#)

[C. Women and Health](#)

[D. Violence against Women](#)

[E. Women and Armed Conflict](#)

[F. Women and the Economy](#)

[G. Women in Power and Decision-Making](#)

[H. Institutional Mechanism for the Advancement of Women](#)

[I. Human Rights of Women](#)

[J. Women and the Media](#)

[K. Women and the Environment](#)

[L. The Girl-Child](#)



Click each Strategic Objective listed
above to learn more.

Beijing Platform for Action: 1995 and Follow-up

1995 Beijing Platform for Action



Beijing Platform For
Action 1995 Document

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[J. Women and the Media](#)

[K. Women and the Environment](#)

[L. The Girl-Child](#)



Click each Strategic Objective listed
above to learn more.

Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Poverty Document

Strategic Objective: A. Women and Poverty



A.1. Review, adopt, and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.

A.2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources.

A.3. Provide women with access to savings and credit mechanisms and institutions.

A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.

Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Education Document

Strategic Objective: B. Education and Training of Women



B.1. Ensure equal access to education.

B.2. Eradicate illiteracy among women.

B.3. Improve women's access to vocational training, science and technology, and continuing education.

B.4. Develop non-discriminatory education and training.

B.5. Allocate sufficient resources for and monitor the implementation of educational reforms. (Paragraph 87 makes explicit reference to UNESCO.)

B.6. Promote lifelong education and training for girls and women.

Beijing Platform for Action: 1995 and Follow-up



*Beijing Strategic Objectives:
Health Document*

Strategic Objective: C. Women and Health



C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information, and related services.

C.2. Strengthen preventive programmes that promote women's health.

C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.

C.4. Promote research and disseminate information on women's health.

C.5. Increase resources and monitor follow-up for women's health.

Beijing Platform for Action: 1995 and Follow-up



*Beijing Strategic Objectives:
Violence Document*

Strategic Objective: D. Violence Against Women

D.1. Take integrated measures to prevent and eliminate violence against women.

D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.

D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.



Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Conflict Document

Strategic Objective: E. Women and Armed Conflict



- E.1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.**
- E.2. Reduce excessive military expenditures and control the availability of armaments.**
- E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.**
- E.4. Promote women's contribution to fostering a culture of peace.**
- E.5. Provide protection, assistance, and training to refugee women, and other displaced women in need of international protection.**
- E.6. Provide assistance to the women of the colonies and non-self-governing territories.**

Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Economy Document

Strategic Objective: F. Women and the Economy



- F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions, and control over economic resources.**
- F.2. Facilitate women's equal access to resources, employment, markets, and trade.**
- F.3. Provide business services, training and access to markets, and information and technology, particularly to low-income women.**
- F.4. Strengthen women's economic capacity and commercial networks.**
- F.5. Eliminate occupational segregation and all forms of employment discrimination.**
- F.6. Promote harmonization of work and family responsibilities for women and men.**

Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Decision Document

Strategic Objective: G. Women in Power and Decision-Making

G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.

G.2. Increase women's capacity to participate in decision-making and leadership.



Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Institutional Document

Strategic Objective: H. Institutional Mechanism for the Advancement of Women

H.1. Create or strengthen national machineries and other governmental bodies.

H.2. Integrate gender perspectives in legislation, public policies, programmes, and projects.

H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.



Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Human Rights Document

Strategic Objective: I. Human Rights of Women

I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All forms of Discrimination against Women.

I.2. Ensure equality and non-discrimination under the law and in practice.

I.3. Achieve legal literacy.



Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives: Media
Document

Strategic Objective: J. Women and the Media

J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.

J.2. Promote a balanced and non-stereotyped portrayal of women in the media.



Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives: Environment
Document



Strategic Objective: K. Women and the Environment

K.1. Involve women actively in environmental decision-making at all levels.

K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.

K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

Beijing Platform for Action: 1995 and Follow-up



Beijing Strategic Objectives:
Girl-Child Document



Strategic Objective: L. The Girl-Child

L.1. Eliminate all forms of discrimination against the girl-child.

L.2. Eliminate negative cultural attitudes and practices against girls.

L.3. Promote and protect the rights of the girl-child and increase awareness of her needs and potential.

L.4. Eliminate discrimination against girls in education, skills development, and training.

L.5. Eliminate discrimination against girls in health and nutrition.

L.6. Eliminate economic exploitation of child labour and protect young girls at work.

Beijing Platform for Action: 1995 and Follow-up



*Beijing Strategic Objectives:
Girl-Child Document*

Strategic Objective: L. The Girl-Child (Continued)

L.7. Eradicate violence against the girl-child.

L.8. Promote the girl-child awareness of and participation in social, economic, and political life.

L.9. Strengthen the role of the family in improving the status of the girl-child.



Beijing Platform for Action: 1995 and Follow-up



Beijing +5, New York Special Session of the UN General Assembly

In Resolution 52/100, the UN General Assembly decided to convene a Special Session (23rd) on "Women 2000: Gender Equality, Development and Peace for the twenty-first century" to review and appraise progress and identify obstacles and current challenges in the implementation of the Beijing Platform for Action.

Beijing +5 recommends "further actions and initiatives at the local, national, regional, and international levels to accelerate the implementation of the Platform for Action and to ensure that commitments for gender equality, development, and peace are fully realized."



Beijing +5 Document

Beijing Platform for Action: 1995 and Follow-up

Beijing +10, New York 49th Session of the Commission on the Status of Women

Follow-up to the UN Fourth World Conference on Women on the occasion of its 10th anniversary, held during the 49th Session of the Commission on the Status of Women.

The declaration adopted at this event emphasizes "that the full and effective implementation of the Beijing Declaration and Platform for Action is essential to achieving the internationally agreed development goals, including those contained in the Millennium Declaration, and stress the need to ensure the integration of a gender perspective in the high-level plenary meeting on the review of the Millennium Declaration."



Beijing +10 Document

Beijing Platform for Action: 1995 and Follow-up

Beijing +15

Beijing +15 is the next scheduled review of the Beijing Platform for Action planned to occur in 2010.

1997 ECOSOC Agreed Conclusions

A UN system-wide definition of Gender Mainstreaming and its principles...



"[Gender Mainstreaming is]...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension 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 is to achieve Gender Equality."

Implications for all UN agencies, including UNESCO:

- Establish the need to mainstream gender into all policies and programmes in the UN system.
- Establish the role of gender units and focal points in Gender Mainstreaming.
- Establish the need for capacity-building for Gender Mainstreaming.



ECOSOC 1997 Document

2005 World Summit Outcome

In 2000, the UN's Millennium Summit adopted the Millennium Declaration and related Millennium Development Goals (MDGs).

Gender Equality is the explicit focus of three of the eight MDGs:



MDG 2: Achieve Primary Universal Education



MDG 3: Promote Gender Equality and Empower Women



MDG 5: Improve Maternal Health

MDG3 is fundamental for the achievement of all MDGs.

All MDGs have a strong Gender Equality dimension.

In 2005, the World Summit Outcome was a follow-up to the Millennium Summit, during which the decision was made to accelerate the progress of the Millennium Declaration, especially MDG 3.



Millennium Declaration



World Summit Outcome



2007 Triennial Comprehensive Policy Review (TCPR)



- The TCPR does a comprehensive review every three years of the UN development system's operational activities.
- The 2007 TCPR was conducted and led to the adoption of the UN General Assembly Resolution 62/208 on 19 December 2007, which renewed and reinforced the GA's commitment to Women's Empowerment and Gender Equality.
 - See [Part C paragraphs 56 to 66.](#)
- Implementation of the resolution is considered essential to achieving all MDGs.
- The General Assembly, at its 63rd session, decided to change the comprehensive policy review of the UN development system's operational activities from a triennial to a quadrennial cycle, and will hold its next review in 2012.



[TCPR 2007 Website and Documents](#)

UN Reform



Conclusion of High Level Panel on UN-system wide coherence - Objective: Explore how the UN system can work more coherently and effectively "Delivering as One."

Gender Equality is seen as a cross-cutting issue like Sustainable Development and Human Rights and considered a "key to effective development."

"The panel recommends strengthening the coherence and impact of the United Nations institutional gender architecture by streamlining and consolidating three of the United Nations existing gender institutions as a consolidated United Nations Gender Equality and Women's Empowerment Programme."

The commitment to Gender Equality must remain the mandate of all UN entities.

UN Reform

New UN Architecture supporting Gender Equality and Women's Empowerment:



- **The President of the UN General Assembly appoints two Ambassadors to facilitate the negotiation around the new institutional arrangements.**
- **It has been proposed to reinforce the existing institutional arrangements through the consolidation of the gender-specific entities, i.e.: the Office of the Special Advisor on Gender Issues and the Advancement of Women (OSAGI), the Division for the Advancement of Women (DAW), the United Nations Development Fund for Women (UNIFEM) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) to improve coherence and support to Member States.**
- **For this new entity, several institutional options are being envisaged, each of them with its own structure in regard to Governance, Functions, Staffing and Funding.**
- **Decision to be made by the General Assembly during its 64th Session.**



UN High Level Panel Website
(see Final Report Paragraphs 46-49)

Check your Understanding!

No...that's incorrect.

Please click [HERE](#) to continue.

Drag and drop the Landmark Event from the right column to match it with the appropriate outcome in the left column.

Appropriate Outcome

- C** Declared that "the human rights of women and girls are an inalienable, integral, and indivisible component of universal human rights."
- A** Presented a global strategy for promoting Gender Equality in which 12 Strategic Objectives were adopted that focused on the status of women.
- D** Proposed the consolidation of three of the existing UN Gender Institutions into a single Gender Equality and Women's Empowerment Programme to improve its effectiveness.
- B** Marked the significance of the pursuit of Gender Equality by declaring it one of the eight Millennium Development Goals.

Landmark Event

- A) Beijing 1995 Platform for Action
- B) World Summit, 2005
- C) The World Conference on Human Rights, Vienna 1993
- D) UN Reform

Review Area
(439 x 90)
(X:15; Y:456)

Clear

Submit

Key Conventions and Declarations Supporting Gender Equality

Convention on the Political Rights of Women
1954

Protocol Additional to the Geneva Conventions Re: Protection of Victims of Non-International Armed Conflicts
1949

Geneva Convention Relative to the Protection of Civilian Persons in Time of War
1950

Convention for the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of Others
1951

Convention of Consent to Marriage, Minimum Age of Marriage, and Registration of Marriages
1964

Declaration on the Protection of Women and Children in Emergency and Armed Conflict
1974

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
1979

CEDAW's Optional Protocol
2000

Declaration of the Elimination of Violence Against Women
1993

Click any button above to learn more.

UNESCO's Response

Since its creation, UNESCO has been committed to expanding the rights of women. Following the 1995 Beijing Conference, UNESCO's progress in this commitment can be charted by marking the evolution of its strategic planning documents:

28 C/4: UNESCO's Medium Term Strategy for 1996-2001: Considers women as a priority group.

2005 September: Launch of UNESCO's Mandatory Capacity Development and Training Programme in Gender Mainstreaming.

31 C/4: UNESCO's Medium Term Strategy for 2002-2007 calls for the mainstreaming of women's needs and the integration of a gender perspective.

**34 C/4:
UNESCO's
Medium Term
Strategy for
2008-2013
designates
Gender Equality
as one of two
global priorities.**

Medium Term Strategy for 2008-2013 (34 C/4)



**34 C/4: UNESCO's Medium Term Strategy for 2008-2013
Designates Gender Equality as one of two global
priorities.**

**Priority
Gender
Equality**



**Gender
Equality
Action
Plan**

Click the three buttons above to learn more.

Next

Medium Term Strategy for 2008-2013 (34 C/4)



**34 C/4: UNESCO's Medium Term Strategy for 2008-2013
Designates Gender Equality as one of two global
priorities.**

**Priority
Gender
Equality**



**Gender
Equality
Action
Plan**

Click the buttons above to learn more.

Next

Priority Gender Equality

Priority Gender Equality presents UNESCO's policy regarding Gender Equality. The following slides illustrate the dedication to this effort and a vision for how Gender Equality can be integrated into all of UNESCO's actions and programmes.

Click one of the buttons below to learn how Priority Gender Equality is presented in the 34 C/4:



Priority Gender Equality

Priority Gender Equality presents UNESCO's policy regarding Gender Equality. The following slides illustrate the dedication to this effort and a vision for how Gender Equality can be integrated into all of UNESCO's actions and programmes.

Click one of the buttons below to learn how Priority Gender Equality is presented in the 34 C/4:



Priority Gender Equality



Paragraph 10

“Priority Gender Equality: As called for by the 2005 World Summit Outcome document, priority will also be given to the pursuit of Gender Equality through action in all of UNESCO’s fields of competence supported by a two pronged approach pursuing both gender-specific programming and gender mainstreaming in Member States and within the Organization.”

Priority Gender Equality



Paragraph 11

UNESCO is committed to a series of actions supportive of women's empowerment, women's rights, and Gender Equality in Member States by:

- Mainstreaming Gender Equality issues throughout the programming cycle at all programme levels; preparing a results-based action plan to define the action envisaged by UNESCO in its fields of competence as provided for in the C/5 documents, and reporting results against specific gender-relevant indicators.***
- Building commitment, competence, and capacity for Gender Mainstreaming through the dedicated capacity development and resources for these purposes.***

Internally, UNESCO will:

- Support equal career opportunities for staff and appropriate working arrangements to balance work and life***
- Progressively increase the representation of women in decision-making levels within the Secretariat to reach 50% by 2015.***

Priority Gender Equality



Box 3: Facts

Of the world's one billion poorest people, three-fifths are women and girls.

Of the 960 million adults in the world who cannot read, two-thirds are women.

The gender divide is one of the most significant inequalities with the digital divide, and it cuts across all social and income groups.

In sub-Saharan Africa, 57% of those living with HIV are women and young women, aged 15-24.

Priority Gender Equality



Box 3

Sustainable development, human rights, and peace at the global, regional, and local levels can only be realized if women and men enjoy expanded and equal opportunities, choices, and capabilities, to live in freedom and dignity.

Equality between men and women exists when both sexes are able to share equally in the distribution of power and knowledge, have equal opportunities, rights, and obligations in terms of work or income generation; are given equal access to quality education, capacity-building opportunities throughout life and in all domains, and the possibility to develop their full potential and personal ambitions.

Gender Equality is a fundamental human right, a commonly shared value, and a necessary condition for the achievement of the internationally agreed development objectives including all MDGs.

Priority Gender Equality

UNESCO's Gender Mainstreaming strategy ensures that women and men benefit equally from programme and policy support. It is intended to transform development such that equality becomes both a means and an end.

It aims at achieving all international development goals, including but not only, those explicitly seeking to achieve Gender Equality.

Gender Mainstreaming means:

- Identifying gaps in Gender Equality through the use of Gender Analysis and sex-disaggregated data.
- Raising awareness about gaps.
- Building support for change through advocacy and alliances and partnerships.
- Developing strategies and programmes to close existing gaps.
- Putting adequate resources and the necessary expertise into place.
- Monitoring implementation.
- Holding individuals and institutions accountable for results.

Check your Understanding!

True or False: 34 C/4 states that "Gender Equality is a fundamental human right, a commonly shared value, and a necessary condition for the achievement of the internationally agreed development objectives including all MDGs."

- A) True
- B) False

No...that's incorrect.
The answer is TRUE.

Please click [HERE](#) to continue.

Review Area
(731 x 89)
(X:30; Y:388)

Submit

Check your Understanding!

True or False: UNESCO's Gender Mainstreaming strategy ensures that only women benefit from programme and policy support.

- A) True
- B) False

No...that's incorrect. The answer is FALSE because UNESCO's Gender Mainstreaming strategy ensures that both women *and men benefit equally* from programme and policy support.

Please click [HERE](#) to continue.

Review Area
(731 x 89)
(X:26; Y:388)

Submit

Check your Understanding!

True or False: Priority Gender Equality at UNESCO is supported by a two-pronged approach pursuing both Gender-Specific Programming and Gender Mainstreaming.

- A) True
- B) False

No...that's incorrect. The answer is TRUE.

Please click [HERE](#) to continue.

Review Area
(731 x 89)
(X:26; Y:388)

Submit

Check your Understanding!

True or False: UNESCO designated Africa and Women as two Global Priorities for the Organisation in its Medium Term Strategy for 2008-2013.

- A) True
- B) False

No...that's incorrect. The answer is FALSE because UNESCO designated Africa and *Gender Equality* as two Global Priorities for the Organisation in its Medium Term Strategy for 2008-2013.

Please click [HERE](#) to continue.

Review Area
(731 x 89)
(X:26; Y:388)

Submit

Gender Equality Action Plan (GEAP) 2008-2013

The GEAP consists of the sections listed below:

Accountability
Structure

Click Box
(113 x 174)
(X:52; Y:220)

Expected
Outcomes:
Organisational
and
Sector-specific

Click Box
(113 x 174)
(X:187; Y:213)

Performance
Indicators

Specific
actions by
Sectors and
Field Offices

Expected
Results

Budget
allocations for
the first
biennium and
indications of
commitments

This section of the GEAP is currently in development.

Click one of the sections above for more information.



Gender Equality Action Plan (GEAP) 2008-2013

The GEAP consists of the sections listed below:

Accountability Structure Click Box (113 x 174) (X:52; Y:220)	Expected Outcomes: Organisational and Sector specific Click Box (113 x 174) (X:107; Y:210)	Performance Indicators	Specific actions by Sectors and Field Offices	Expected Results	Budget allocations for the first biennium and indications of commitments biennia.
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This section of the GEAP is currently in development.

Click one of the sections above for more information.



Gender Equality Action Plan (GEAP) 2008-2013

GEAP Accountability Structure

- Director General**
 - Regular, stand-alone reports to the General Conference on country-level gender-specific and gender mainstreamed actions, results achieved, and actual budgets used. (179 EX)
- Division for Gender Equality**
 - Provides policy and technical advice.
 - Supports improved monitoring and evaluation on Gender Equality issues and guides and coordinates the process.
- Assistant Directors-General of Programme Sectors**
 - Ensure implementation of gender-specific and gender mainstreamed actions identified in the GEAP and C/5 documents.
- Directors of Central Services**
 - Contribute on GE-related results achieved to the Director-General's activity reports (Ex/4, C/3, stand-alone reports to the General Conference, etc.) and to ongoing reporting to SISTER 2.
- Directors/Heads of Field Offices**
 - Implement Priority Gender Equality actions using the GEAP as the road map.
 - Monitor progress in achieving results in both gender-specific programming and gender mainstreaming.
- Programme Sectors**
 - Implement Priority Gender Equality actions using the GEAP as the road map.
 - Monitor progress in achieving results in both gender-specific programming and gender mainstreaming.
- Field Offices**
 - Implement Priority Gender Equality actions using the GEAP as the road map.
 - Monitor progress in achieving results in both gender-specific programming and gender mainstreaming.
- Category I Institutes**
 - Implement Priority Gender Equality actions using the GEAP as the road map.
 - Monitor progress in achieving results in both gender-specific programming and gender mainstreaming.

GEAP defines Expected Outcomes at the Organisational Level



- Progressive increase in the number and quality of Gender Responsive and Gender Transformative programmes and initiatives in all sectors.
- Improved and visible UNESCO support to Gender Equality and Women's Empowerment in Member States through policy dialogue and programmes.
- Commitment to Gender Equality institutionalized in the Secretariat and in programming.

GEAP defines Expected Outcomes at the Sector Level

Click a tab below to learn more about how the Gender Equality Action Plan defines expected outcomes at the Sector Level.

Click Box
Education
(X1478) Y1419

Click Box
**Natural
Sciences**
(X1478) Y1419

Click Box
**Social and
Human Sciences**
(X1478) Y1419

Click Box
Culture
(X1478) Y1419

Click Box
**Communication
and Information**
(X1478) Y1419



GEAP defines Expected Outcomes at the Sector Level

Click a tab below to learn more about how the Gender Equality Action Plan defines expected outcomes at the Sector Level.

Education

Natural Sciences

Social and Human Sciences

Culture

Communication and Information



GEAP defines Expected Outcomes at the Sector Level

Education

- National capacities strengthened in designing and managing literacy policies and programmes targeting women and girls.
- Gender-sensitive teacher policies in Member States.
- Teachers better trained in gender-sensitive teaching and learning approaches.
- Quality of secondary education enhanced to expand equal access and ensure retention of boys and girls.
- National TVET policies reviewed to ensure adequate skills acquisition for employment of boys and girls alike.
- National capacities strengthened to prepare and manage inclusive, rights-based education sector plans and policies that are gender sensitive and assure equitable access to education.
- Education systems' responses to HIV and AIDS are gender sensitive.

Natural Sciences

Social and Human Sciences

Culture

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Natural Sciences

- Gender Equality integrated in the design, monitoring, and evaluation of educational, training, and capacity-building activities and research projects to meet the global water challenges defined by the MDGs.
- Value of the indigenous and local knowledge held by women, and women's contributions to sustainable development in SIDS, highlighted, in particular, natural disaster preparedness and response, biodiversity conservation, and climate change.
- Participation of women in the basic sciences increased through capacity-building and training activities.
- Gender-responsive approach to disaster risk reduction promoted.
- Gender-responsive approaches to biodiversity conservation and sustainable development fostered through promotion of effective participation of women in decision-making processes.

Education

Social and Human Sciences

Culture

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Natural Sciences

- Science policy processes progressively gender-mainstreamed.
- Effective participation of women in processes shaping scientific policies and promotion of national science policy and agendas.
- Gender balance in capacity-development initiatives of training, research, and education and scientific events organized by IOC, promoted and progressively increased.
- L'Oreal-UNESCO Women in Science partnership continued.
- Gender dimensions of poverty and knowledge/technology transfer addressed through UNITWIN/UNESCO Chairs Programme.
- Participation of women scientists and engineers in academic research and innovation especially in developing countries promoted.

Education

Social and Human Sciences

Culture

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Social and Human Sciences

- Policy recommendations for women's socio-economic empowerment formulated and communicated to policy-makers.
- Awareness raised of national authorities on the impact of poverty on women during review of National Poverty Reduction Strategy Papers.
- Awareness raised among youth on gender specific issues in the fight against HIV/AIDS-related discrimination.
- Municipalities' awareness of gender issues in the fight against racism and discrimination enhanced.
- Participation and visibility of women philosophers in SHS-philosophy programme initiatives promoted and enhanced.

Education

Natural Sciences

Culture

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Social and Human Sciences

- Gender Equality issues integrated into ethical frameworks for science and technology.
- Gender Equality dimensions integrated into the MOST Tool.
- Gender Equality considerations integrated into the work on migration.
- Awareness of Gender Equality issues in sports and physical education enhanced.
- Equal participation of young women and young men in UNESCO youth initiatives promoted.

Education

Natural Sciences

Culture

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Culture

- Gender perspectives in cultural policies for development promoted.
- Gender Equality considerations integrated into policies and practices related to cultural heritage conservation.
- Awareness of the gender dimensions of intangible cultural heritage enhanced.
- Gender Equality integrated into the development and implementation of capacity-building activities for museums.
- Women's active and visible participation in cultural and creative industries increased.
- Gender-responsive policy and strategies to fight HIV and AIDS strengthened.

Education

Natural Sciences

Social and Human Sciences

Communication and Information

GEAP defines Expected Outcomes at the Sector Level

Communication and Information

- Gender Equality perspectives fully integrated into communication and information-related policies and strategies.
- Enabling environment for equal accessibility to information and knowledge promoted through media and ICTs.
- Women empowered to participate in development and public life through access to information and knowledge.
- Gender perspectives in media content increased.

Education

Natural Sciences

Social and Human Sciences

Culture

GEAP defines Expected Outcomes at the Sector Level

Communication and Information

- Capacities of media institutions enhanced to offer high-quality and gender-responsive training.
- Women's involvement in conflict resolution and peace-building processes as well as reconstruction efforts strengthened through better access to information.
- Safety and security of female media professionals and journalists in conflict and post conflict situations strengthened.

Education

Natural Sciences

Social and Human Sciences

Culture

Click a tab to learn more about how the Gender Equality Action Plan defines expected outcomes at the Sector Level.

Roles and Responsibilities of the Division for Gender Equality

Click Box
(187 x 189)
Policy Support



Click Box
(194 x 203)
Technical Support

Click one of the buttons above to learn more about the policy and technical support provided by the Division for Gender Equality.

NEXT
Click Box

Roles and Responsibilities of the Division for Gender Equality

Policy Support

Technical Support



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Click one of the buttons above to learn more about the policy and technical support provided by the Division for Gender Equality.



Roles and Responsibilities of the Division for Gender Equality

Policy Support

- *Forges within UNESCO, its Member States, and at regional and global levels, political commitment to Gender Equality.*
- *Contributes to policy and decision-making bodies/processes through review and input.*
- *Leads the process of operationalization of UNESCO's Priority Gender Equality.*
- *Guides and monitors the overall implementation of the GEAP 2008-2013.*
- *Coordinates policy and action research on Gender Equality issues pertaining to UNESCO's fields of competence.*
- *Provides evidence-based policy advice to Member States.*
- *Develops and establishes partnerships with other UN entities, international and regional IGOs, major international NGOs, private foundations, and private sector partners that support Women's Empowerment and Gender Equality initiatives.*
- *Promotes an enabling environment and gender parity in the Secretariat in alignment with Priority Gender Equality.*

Roles and Responsibilities of the Division for Gender Equality

- Provides implementation guidance for gender-specific and gender mainstreamed programming.
- Conducts orientation and training programmes for the Secretariat to enhance competence and skills of staff to plan, implement, and monitor gender-responsive and gender-transformative initiatives.
- Supports capacity-building of Member States, through technical assistance for gender-responsive policies.
- Contributes to programme development for world / international conferences and world reports as well as intersectoral platforms to ensure Gender Equality issues are addressed.

Technical Support

Key Messages



Click Box
(381 x 118)
(X:17, Y:121)
What is Gender Mainstreaming?



Click Box
(381 x 118)
(X:17, Y:121)
What is the process for Gender Mainstreaming?



Click Box
(381 x 118)
(X:17, Y:121)
What is UNESCO's approach to Capacity Development?



Click Box
(381 x 118)
(X:17, Y:121)
What skills are needed to further Gender Equality at UNESCO?



Click Box
(381 x 118)
(X:17, Y:121)
What are the expected outcomes in the development process?

Click the key for a review of the key messages you learned in this module.

NEXT

Key Messages



Click Box
(381 x 116)
(X:17, Y:121)
**What is Gender
Mainstreaming?**



Click Box
(381 x 116)
(X:17, Y:121)
**What is the process
for Gender
Mainstreaming?**



Click Box
(381 x 116)
(X:16, Y:288)
**What is UNESCO's
approach to Capacity
Development?**



Click Box
(381 x 116)
(X:17, Y:121)
**What skills are needed
to further Gender
Equality at UNESCO?**



Click Box
(381 x 116)
(X:17, Y:121)
**What are the expected
outcomes in the
development process?**

Click the key for a review of the key messages you learned in this module.

NEXT

Key Messages



**What is Gender
Mainstreaming?**

Gender Mainstreaming is:

- **Globally accepted strategy for promoting Gender Equality.**
- **A process, a strategy, an approach, a methodology.**
- **A means to an end: Gender Equality.**

Key Messages



What is the process for Gender Mainstreaming?

Process of Gender Mainstreaming :

- ***Ensure that Gender Equality concerns are fully and routinely considered in all of UNESCO's actions and programmes and during all phases of programme development, implementation, and evaluation.***

Key Messages



What is UNESCO's approach to Capacity Development?

UNESCO's approach to Capacity Development for Gender Mainstreaming means:

- ***Building individual capacities for gender awareness and responsiveness.***
- ***Building organizational capacity through change in organizational processes and development of tools.***
- ***Building system-level capacity through UNESCO initiatives in Member States.***

Key Messages



What skills are needed to further Gender Equality at UNESCO?

The first critical element UNESCO staff need in working for Gender Equality is an open and curious mind - i.e., no instructions, approval or visa is required from a supervisor to do Gender Analysis while programming.

Final Exercise



Module 1: UNESCO's Priority Gender Equality.

Now, you have a chance to check your overall understanding of Module 1. [Click here](#) to complete your final exercise.

Quiz Question #1

Select the answer that best completes the sentence below:

34 C/4: UNESCO's Medium Term Strategy for 2008-2013 _____.

No...that's incorrect. The focus of 34 C/4 is to designate C... of two global
No...please try again!

Please click [HERE](#) to continue.

Review Area
(737 x 89)
(X:27; Y:389)

Submit

Quiz Question #2

The implementation of one of UNESCO's two global priorities is supported by the:

- A) Women's Empowerment Action Plan
- B) Gender Equality Action Plan
- C) Gender Empowerment Action Plan

No...that's incorrect. The implementation of one of UNESCO's two global priorities is supported by the Gender Equality Action Plan, or GEAP.

Please click [HERE](#) to continue.

Review Area
(723 x 89)
(X:34; Y:388)

Submit

Quiz Question #3

True or False: UNESCO's two-pronged approach to achieve Gender Equality consists of Gender Mainstreaming and Gender-Specific Programming.

- A) True
- B) False

No...that's incorrect . The answer is TRUE.

Please click [HERE](#) to continue.

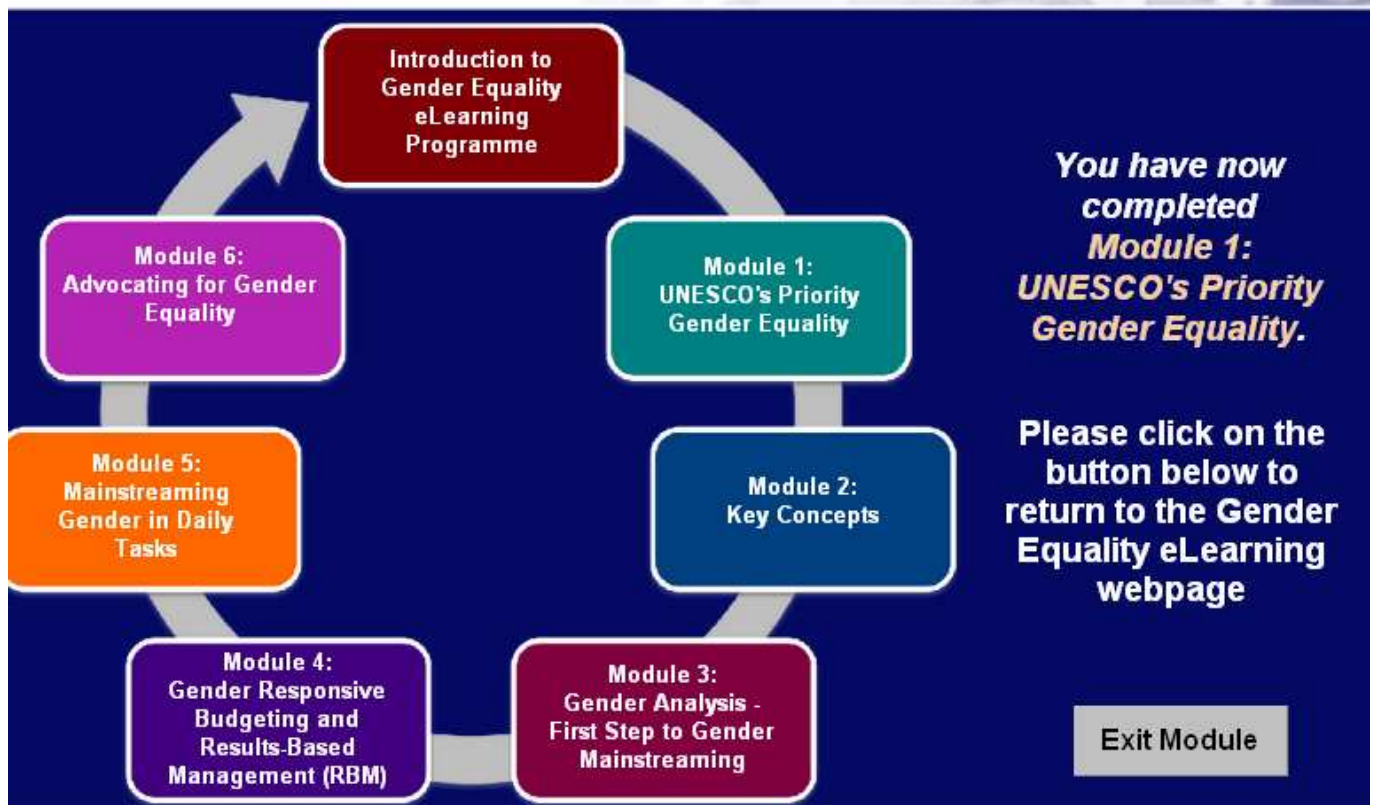
Review Area
(729 x 89)
(X:31; Y:366)

Submit

Want to Learn More?

[UNESCO Division for Gender Equality Home Page](#)

Module Completed



Module Completed

