# Priority Gender Equality at UNESCO

## Brief History

Gender Equality became a global priority at UNESCO in a landmark decision by the Member States in late 2007. It came into effect on 1 January 2008 within the framework of the Medium-term Strategy for 2008-2013. This designation was the first of its kind in the UN system.

Member States decided to keep the global priority status of Gender Equality in the Medium-term Strategy currently in effect for the period 2014-2021.

## Division for Gender Equality (ODG/GE) Office of the Director General

The Division for Gender Equality is responsible for ensuring the promotion of Gender Equality at UNESCO both in programming and in the Secretariat. UNESCO follows a two-pronged approach to promote gender equality in its programing; i) Gender-specific initiatives; (ii) Gender mainstreaming. These two approaches are incorporated in all programmes and initiatives.

## Division Mandate

- Monitoring & Reporting
- Advocacy & Representation
- Capacity Development
- Research
- Partnerships
- Policy Advice

## Basic Definitions

### Gender

The roles, behaviors, activities and attributes that a given society at a given time considers appropriate for women and men. "Masculine" and "Feminine" are gender categories.

### Gender Equality

Women and men have equal conditions, treatment, and opportunities for realizing their full potential, human rights and to contribute to (and benefit from), economic, social, cultural, and political development. Gender equality is, therefore, the equal valuing by society of the similarities and differences of women and men, and the roles they play. It is based on women and men being full partners in the home, community, and society.

### Gender Equity

This is the process of being fair. To ensure fairness, special temporary measures may need to be taken to compensate for historical or systemic bias or discrimination. Gender equity is a means of achieving gender equality. The preferred terminology within the United Nations, according to CEDAW General Recommendation 28, is gender equality, rather than gender equity.

### Important Review Documents

1. *Medium-Term Strategy (39 C/5) 2018-2021*

2. *Approved Programme & Budget (39 C/5) 2018-2021*

3. *Priority Gender Equality Action Plan, 2014-2021*

## GEAP
### Priority Gender Equality Action Plan 2014-2021

The UNESCO Priority Gender Equality Action Plan for 2014-2021 (GEAP II), provides an operational framework for the implementation of Priority Gender Equality.

It explains what gender equality means for UNESCO, provides guidance on how the Organization will ensure that a gender equality perspective is reflected in all its policies, programmes and processes so that gender equality is advanced both within the institutional processes of the Secretariat and its programming with Member States.

The Action Plan is a companion document to the new Medium-Term Strategy 2014-2021 (37 C/4) and the Programme and Budget 2018-2021 (39 C/5) and the Budget documents.
It aims to operationalize the priorities and objectives in those strategic documents in order to ensure that there is a comprehensive and coherent approach to the promotion of gender equality within UNESCO and with Member States.

# Gender Equality Marker (GEM)

Gender Equality Marker (GEM) is a resource tracking mechanism based on a coding system. It is intended to measure the extent to which activities expect to contribute to the promotion of gender equality and the implementation of UNESCO's GEAP II. GEM is a mandatory requirement for all UN agencies under the United Nations System-Wide Action Plan (UN-SWAP).

| | |
|---|---|
| **GEM 0** | The workplan makes no contribution: it does not acknowledge nor address gender inequalities. It is gender-unaware. |
| **GEM 1** | The workplan is gender-sensitive: it identifies and acknowledges the existing differences and inequalities between women and men. |
| **GEM 2** | The workplan is gender responsive: it identifies and acknowledges the existing differences and inequalities between women and men and articulates policies and initiatives which address the different needs, aspirations, capacities and contributions of women and men. |
| **GEM 3** | The workplan is gender transformative: it implements actions and initiatives that challenge existing discriminatory policies and/or practices and carry out change for the betterment of life for all. |

# Selected Guidelines and Gender Equality Tools

## UNESCO Gender Lenses

1. Baseline definitions of key gender-related concepts

2. UNESCO Gender Lens for project design and review

3. UNESCO Gender Lens for measuring performance: guide for developing gender sensitive indicators

4. UNESCO Gender Lens for developing terms of reference (TORs) of surveys & research

5. UNESCO Gender Lens for planning and execution of programme evaluations

6. UNESCO Gender Lens for meetings workshops and conferences

7. UNESCO Gender Lens for organizing and running trainings

8. Guidelines on Gender neutral Language

9. Guidelines for Publishing

All documents are available online through the UNESCO Gender Equality Website

## E-Learning Tools

• UNESCO Gender Equality E-Learning Program

• UN Women "I know gender" training

## Gender Focal Points
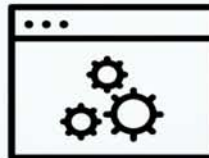
To strengthen the delivery of UNESCO's Priority Gender Equality at the Organizational level, UNESCO has nominated Gender Focal Points, by Sectors at the Headquarters and in all its Field Offices.

*You can contact the GFP of your office and ask them for further information and assistance.

## United Nations SWAP

The System Wide Action Plan (UN-SWAP) is a unified framework that applies equally to all entities, departments, offices, funds, and programs of the United Nations system.

The UN-SWAP includes a set of 15 system-wide performance indicators that establish a common understanding of what it means to achieve gender equality and the empowerment of women.

### Elements of UN-SWAP

1. Ensure coherence/coordination and knowledge/ information management at the global; regional and national level

2. Develop and/or strengthen staff capacity and competency in gender mainstreaming

3. Allocate sufficient human and financial resources

4. Establish oversight through monitoring, evaluation and reporting

5. Enhance results based management