

# UNV 2019 Gender Action Plan

## UNV and Gender Mainstreaming

As a UN entity, the United Nations Volunteers (UNV) programme is bound to promote gender equality and the empowerment of women. The commonly recognized process for achieving this – both in the UN and more broadly – is gender mainstreaming. The United Nations Economic and Social Council (ECOSOC) [Agreed Conclusions 1997/2](#) define gender mainstreaming as:

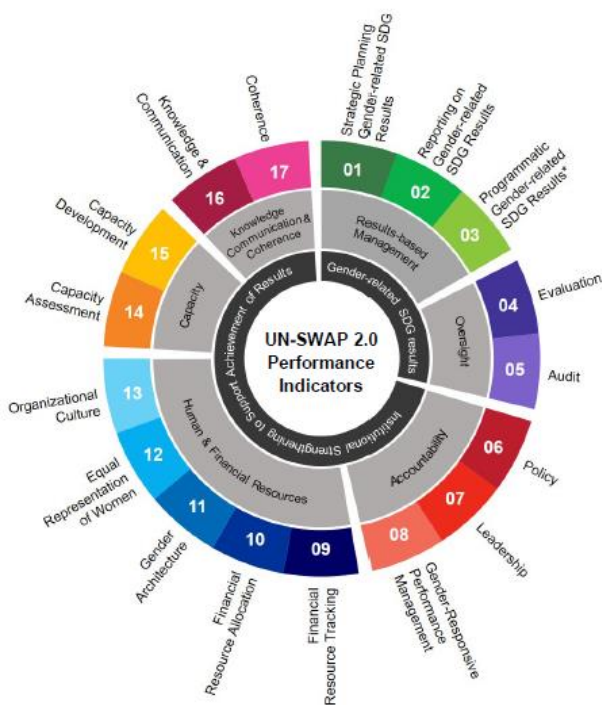
*“...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring 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.”*

UNV’s duty to engage in gender mainstreaming is further guided by the following four frameworks:

- [UNDP Gender Equality Strategy 2018-2021](#)
- [UNDP Gender Parity Strategy 2018-2021](#)
- [Sustainable Development Goal \(SDG\) 5](#); and
- [UN System-wide Action Plan on Gender Equality and the Empowerment of Women](#) (UN-SWAP).

Given these four frameworks, UNV has a strong normative basis for its gender mainstreaming efforts. Improving performance in gender equality and women’s empowerment is not optional, and UNV aims to continuously work to improve its approach and response to gender during the [UNV Strategic Framework period of 2018-2021](#).

## UN-SWAP 2.0



Of particular relevance is the UN-SWAP, an accountability framework to accelerate mainstreaming of gender equality and the empowerment of women in all institutional functions of the entities of the UN system.

The UN-SWAP Framework, endorsed by the CEB in 2012, is the method in which UN entities report on progress towards achieving gender mainstreaming. Per the [UN-SWAP 2.0 Framework and Technical Guidance Note](#):

*“At minimum, each UN system entity should aim to achieve “meets requirements”. Meeting requirements is, however, a starting point, rather than the conclusion of an entity’s promotion of gender equality and the empowerment of women. It is anticipated that all UN entities will aspire to “exceed requirements”, with the UN thereby being an institutional leader in gender equality and the empowerment of women.”*

UN-SWAP 2.0 includes new Performance Indicators on gender-related and SDG relevant results, and leadership, as well as updating existing UN-SWAP 1.0 Performance Indicators.

## Summary of UNV's 2018 Performance

UN-SWAP Indicators	UNV Performance	UN-SWAP Indicators	UNV Performance
1 – Strategic Planning Gender-related SDG Results	Meets Requirements	10 – Financial Resource Allocation	Missing
2 – Reporting on Gender-related SDG Results	Meets Requirements	11 – Gender Architecture	Approaches Requirements
3 – Programmatic Gender-related SDG Results	Meets Requirements	12 – Equal Representation of Women	Approaches Requirements
4 - Evaluation	Approaches Requirements	13 – Organizational Culture	Approaches Requirements
5 – Audit	Missing	14 – Capacity Assessment	Missing
6 – Policy	Approaches Requirements	15 – Capacity Development	Meets Requirements
7 – Leadership	Approaches Requirements	16 – Knowledge and Communication	Meets Requirements
8 – Gender-responsive Performance Management	Meets Requirements	17 - Coherence	Approaches Requirements
9 – Financial Resource Tracking	Approaches Requirements		

## UNV Gender Action Team

With the completion of the organizational transformation and strategic repositioning in 2018 and in reflecting on UNV's 2018 UN-SWAP performance, UNV reinstated the [Gender Action Team \(GAT\)](#) on 10 April 2019 to strengthen the organizational architecture for gender mainstreaming.

GAT aims to provide substantive gender-related inputs and cross-sectorial support to all UNV Sections and Regional Offices, as well as to corporate policies and initiatives related to results-based management, volunteer management, human and financial resources management, knowledge, learning, and communications.

In 2019, GAT aims to support UNV in fulfilling its commitments to achieve gender equality, in accordance with the 17 performance indicators outlined in UN-SWAP 2.0. In particular, GAT will monitor the effective implementation of the 2019 Gender Action Plan, which highlights UNV's respective Section / Office's gender-related goals for this year.

## 2019 Gender Action Plan

UN-SWAP INDICATOR	ACTION	RESPONSIBLE SECTION / OFFICE
02 – REPORTING ON GENDER-RELATED SDG RESULTS	Report on gender-related initiatives (e.g. Germany-funded Gender Promotion Initiative) linked to the SDGs in the UNV Annual Report, EB Report, donor reports, etc.	ERCS
	Ensure digital solutions introduced by the Digital Transformation: (1) include gender dimension in all reports; (2) have the interface terminology be gender-neutral; and (3) adjust the Artificial Intelligence produce gender unbiased results.	VSS
	Measure and report on results related to gender equality and women’s empowerment within the region	All Regional Offices
03 – PROGRAMMATIC GENDER-RELATED SDG RESULTS	Ensure UNV’s advisory services to Member States and UN entities contribute to gender equality and social inclusion by conducting a gender analysis of selected national legislation and policies on volunteerism	VASS
04 – EVALUATION	Integrate UNEG gender-related norms and standards in all evaluations commissioned in 2019	ExO, VSS
06 – POLICY	Systematically mainstream gender through all policies for UN Volunteers, with a focus on equitable inclusion and gender parity	VSS
07 – LEADERSHIP	The UNV Management Team and HQ and Regional Offices to publicly champion gender equality and women’s empowerment in all speeches / events	UNV Mgmt. Team
08 – GENDER-RESPONSIVE PERFORMANCE MANAGEMENT	All UNV staff’s performance management development (PMD) include specific target(s) / indicator(s) on gender	MS-HRS
	Strengthen accountability for gender equality through Integrated Work Plans and Individual Annual Goal Plans	UNV Mgmt. Team
11 – GENDER ARCHITECTURE	Re-establish GAT with a new Terms of Reference and membership drawn from each Section and Office of UNV	ExO, GAT
12 – EQUAL REPRESENTATION OF WOMEN	Monitor staffing data and ensure consistent application of related policies and the UNDP Gender Parity Strategy 2018-2021	MS-HRS
	Encourage Hiring Managers to target 50/50 gender parity in shortlists for UNV staff vacancies	MS-HRS

	Ensure gender-balanced panels for UNV-led events / conferences	ERCS, NYO
	Achieve 50-50 gender parity in the shortlisting and submission of UN Volunteer candidates to host entities	VSC
	In coordination with UNV Regional Offices and Field Units, conduct targeted outreach campaigns to women professionals and gender non-conforming persons	VSC
	Achieve gender parity among Online Volunteers with the percentage of female Online Volunteers not exceeding 60 per cent	VSS
	Monitor and apply lessons regarding gender-inclusive deployments (including H duty station deployments), by ensuring 50 per cent female candidates on shortlists, active outreach to partners regarding their candidate selections, and active monitoring of gender disaggregated statistics	VSC, NYO, All Regional Offices
	Include standard text in NYO-uploaded Description of Assignments encouraging applications from female candidates	NYO
	Ensure gender parity in all UNV corporate working groups and project teams	All UNV Staff
<b>13 – ORGANIZATIONAL CULTURE</b>	Analyze the 2018 Global Staff Survey and Safe Space Survey with actionable recommendations, including any necessary funding requirements	MS-HRS, VSS, SAC
	Promote gender equality and women’s empowerment during partner engagements (i.e. in talking points for senior meeting briefing notes, and positive references in joint senior messages)	NYO
	Contribute to knowledge development and sharing to make UNV a great place to work by strengthening a gender-inclusive organizational culture	All UNV Staff
<b>14 – CAPACITY ASSESSMENT</b>	Undertake capacity assessment to determine levels of gender knowledge across all staff	ExO, MS-HRS
<b>15 – CAPACITY DEVELOPMENT</b>	Strengthen capacity of all UNV staff by developing training and/or awareness-raising approach to address the identified gaps from the capacity assessment on gender	ExO, MS-HRS
	Mainstream gender within the UNV induction programme (e.g. include “I Know Gender” course as part of induction materials)	MS-HRS
	Promote and effectively advocate for gender equality and women’s empowerment in meetings, negotiations and consultations with partners	ERCS
	Continuously promote and advocate to UN Volunteers on the policy of zero tolerance to discrimination and any forms of harassment, including and especially sexual harassment, sexual exploitation and abuse	All Regional Offices

<b>16 – KNOWLEDGE AND COMMUNICATION</b>	Promote the importance of gender equality and women’s empowerment through all corporate communication channels and outreach activities	ERCS
	Ensure use of gender-appropriate language in social media, photos and videos and implement the “no women, no tweet” policy under the UNV Corporate Communications Strategy	ERCS, All Regional Offices
	Integrate gender-related information in communication with partners by targeting at least 50 per cent female representation in partner outreach and communications materials, especially for those partners with female under-representation	ERCS, NYO
	Ensure the Plan of Action evidence gathering activities are designed to better understand the links between volunteering and gender equality, as well as highlight and showcase women’s volunteering efforts	VASS (with support from all Regional Offices)
	Achieve 50-50 gender parity on publications of Special Calls for UN Volunteers on the UNV LinkedIn account and on outreach promotional materials, aiming at a better gender parity in UNV’s Talent Pool	VSC
	Ensure Online Volunteering success stories are gender-sensitive and promote gender equality and inclusion	VSS
	Include gender-related information on all special recruitment exercises (SREs), to encourage gender parity where it’s needed or has been traditionally difficult to achieve	VSC, All Regional Offices
<b>17 - COHERENCE</b>	Participate systematically in inter-agency coordination mechanisms on gender equality and women’s empowerment	ExO, All Regional Offices