



Mainstreaming Gender Equality and Social Inclusion & *its* Operationalization in UNDP



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Background



- **Promotion of gender equality, empowerment of women and social inclusion is central to the mandate of UNDP and is intrinsic to its development approaches.**
- **UNDP’s approach to GESI mainstreaming is a dual one;**
 - ❖ **Support the empowerment of women through gender-specific targeted intervention**
 - ❖ **Address gender and social inclusion concerns in developing, planning, implementation and evaluation of all policies and programmes.**

Primarily the target group includes: women, Dalit, Indigenous People, Madhesi, Muslims, marginalized groups, people below poverty line, persons with disability, people from geographically remote districts, and minority groups including sexual and gender minorities etc.



Mainstreaming GESI: a means to an end

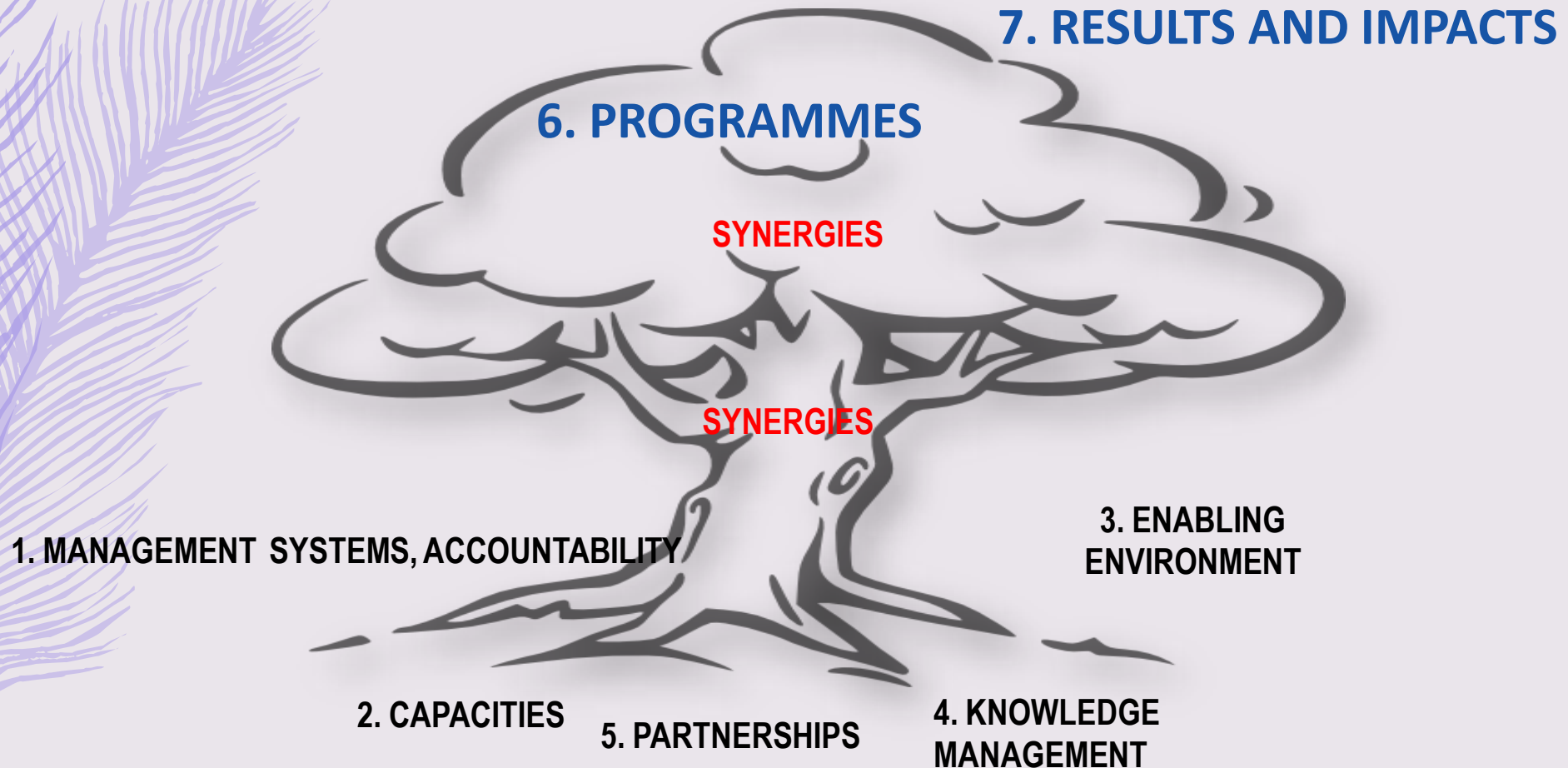


- ▣ **Process (putting policies, procedures, systems in place)**
- ▣ **Outcomes (organisation capable of delivering gender equality and social inclusion)**
- ▣ **Results (gender equality and social inclusion on the ground)**

UNDPs effort includes: advocating for women's and girls' equal rights, combating discriminatory practices; challenging the roles and stereotypes that affect inequalities and exclusion based on gender and caste, disability, sexual orientation, accelerating the right of women and excluded groups in law and practice, strengthening mechanism to advance GESI, women's equal and meaningful participation, leadership development etc).



Institutionalization of GESI Mainstreaming Focuses on: 7 Major Benchmarks





7 Major Benchmarks, its Components & Implementation



- **Management system**: Country Office Gender Equality and Social Inclusion Policy/strategy, leadership by Senior Managers on GESI, Gender (GESI) focal team, management accountability system in place and functional for GESI mainstreaming, **resources** made available for gender mainstreaming, corporate policies and guidelines on gender parity localization and application).
- **Capacities**: Staffs (all) have a basic common understanding on GESI mainstreaming, CO's technical capacity for GESI mainstreaming, strategies for building CO GESI capacities (learning budget (10%), gender budget)



- **Enabling office environment: open and participatory processes, policies on work life balance, sexual harassment and abuse of authority policy notified and implemented (mandatory courses on gender, SH and regular orientation).**
- **Knowledge management: Knowledge products on GESI developed and disseminated, CO communication work/materials/ website reflect commitment to GESI concerns.**
- **Programme/Projects: Programme/projects cycle incorporates gender concerns, GESI screening, potential of programme/projects to positively impact gender inequality (projects have to have GESI component in AWP), budget 15% - central level project, 50% for community level project for mainstreaming GESI, cross-practice coordination (among different themes),**

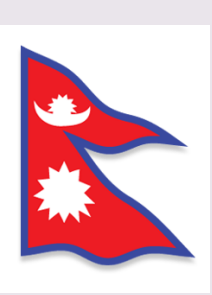


- **Partnerships**: partnership with different stakeholders, systematic participation in interagency coordination mechanisms for GEWE.
- **Results/Impacts**: UNDP’s contribution to national gender equality and Social Inclusion and an advocate for GESI.



Major Guiding Documents for GESI Mainstreaming

- Gender Equality Strategy, 2014-2017 (Corporate).
- Gender Equality and Social Inclusion Policy, 2014-2017 (Nepal specific).
- Agenda 2030 - Sustainable Development Goals
- Constitution, national laws and policies
- Work Force Diversity Policy, 2007 (revised in 2009, evaluation in 2014).
- Policy on Sexual Harassment and Abuse of Authority, 2005 (Corporate)
- Policy on Sexual harassment and abuse of authority- UNDP Nepal specific.
- UNDP policy on engagement with Indigenous People
- Practice note on Engagement of UNDP with civil society organizations.
- Guidance note on crises prevention and recovery (8 point agenda: practical, positive outcomes for girls and women in crises)
- International Instruments



- **Guidelines, procedures, monitoring mechanism to mainstreaming GESI in recruitment processes, tracking expenditure and track progress.**
- **Gender Marker – to track allocation and expenditure on gender equality and women’s empowerment.**
- **Financial Management, Administration and Monitoring Online Software (FAMOS)- to track the expenditure (also track expenditure on GESI).**
- **UNDP Nepal’s Framework for Earthquake Recovery Assistance (GESI mainstreamed)**
- **Result tracker – for all projects (3-5 results, one on GESI)**
- **Project specific Gender Equality and Social Inclusion Strategy (for e.g. Micro-Enterprise Development Programme, Rule of Law and Human Rights)**



Currently there are more than 20 projects

Outputs contributing to gender equality (in Nepal context GESI)

7 outputs contributes directly.

24 outputs contributes significantly

17 outputs contribute to some extent.

2 outputs that do not contribute.



Thank you!



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