

System-wide Action Plan for implementation of the United Nations CEB Policy on gender equality and the empowerment of women

Piloting of the System-wide Action Plan, December 2011 and January 2012

Guidance Brief 28th November 2011

1. Background

The Chief Executives Board for Coordination (CEB) issued a *Policy on gender equality and the empowerment of women* in 2006 (CEB/2006/2). To implement the Policy, the CEB requested development of a System-wide Action Plan (SWAP) with a reporting framework made up of indicators, accountability, timelines and resources.

Between June and November 2011 UN Women facilitated consultations on the make-up of the SWAP in North America, Europe, and by conference call, with some 50 entities across the UN system. Comments received have been incorporated into a draft of the SWAP which will be piloted by a range of entities (ESCWA, IAEA, IOM, OHCHR, UNAIDS, UNDP, UNICEF) in December 2011 and January 2012. A revised version will then go for approval to the HLCP in March 2012 and the CEB in April 2012.

The draft SWAP to be piloted will be available in the first week of December. A comments sheet to be completed by piloting entities, which will focus on the quality of the SWAP and the entity's experience in piloting, including any constraints or challenges faced, and areas for improvement in the SWAP, will also be provided.

2. Purposes of the pilot

- To ensure that the SWAP is of relevance to all entities in the UN system. It is envisaged that the pilot will test all the components of the SWAP reporting framework called for in the CEB policy. It will be particularly important to test the feasibility and validity of the performance standards, as these will be used to strengthen accountability for gender equality and the empowerment of women across the UN system.
- To record the amount of time and level of resources required for piloting, and the extent to which reporting can draw on existing data systems, and new data needs to be generated, so as to give guidance to the UN system on this.
- To determine any constraints or challenges faced, and areas for potential improvement and joint work.

The piloting will thus strengthen the credibility, methodological soundness, and usefulness of the final SWAP.

3. Process of the pilot

UN Women will work closely with the piloting entities, and the pilot will be tailored to the needs of each entity. It is anticipated that UN Women will be responsible for technical support, and cross-entity learning during the piloting process; and that piloting entities will be responsible for consulting in-house to complete the SWAP reporting framework.

4. Piloting steps

Week 1 (week of 5th December): The piloting will start with an opening conference call, if required, between the piloting entity and UN Women. The purpose of the conference call is to discuss the pilot process and outcomes in more detail.

Week 2 (week of 12th December): The entity begins the process of completing the SWAP reporting framework, through gathering documentation, and sends out a message to relevant departments concerning the pilot, and holds any possible meetings with departments.

Weeks 3 – 7 (weeks of 19th December to 23rd January): The entity continues the piloting process through meetings with relevant departments. Any data gaps can be determined at this time. During this process piloting entities should remain in close contact with UN Women to ensure that the piloting proceeds according to plan. A conference call with UN Women will be organised for the week of the 16th January if necessary.

Week 7: by the 25th January 2012, entities should send the completed SWAP reporting framework to UN Women.

Week 8. Piloting entities' comments and experiences will be consolidated by UN Women by the 31st January 2012.

A half day workshop for piloting entities, currently planned for the 2nd February 2012, will be held in New York, with either attendance from non-New York entities (with costs covered by the entity), or linking in the Geneva based agencies and ESCWA by conference call or video.

Piloting comments and the results of the half day workshop will be fed into the fourth draft of the SWAP, which will be the version discussed at IANGWE in late February 2012.

UN Women and consultant Tony Beck will be available on an ongoing basis to provide technical support.

5. Planned outcomes of the pilot

- The SWAP reporting framework is completed in seven entities, with an assessment of how these entities are performing vis-à-vis the performance standards of the SWAP.

- The performance standards are tested for feasibility and validity, and revised on the basis of comments from pilot entities.
- Revisions to the SWAP reporting framework.
- Delineation of areas where entities and UN Women can work together to promote implementation of the CEB policy.
- Delineation of areas where entities might require future assistance from UN Women in relation to the SWAP.