United Nations Children's Fund (UNICEF)

What is the name of your organization

UNICEF

Does your organization have any field presence?

Yes

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

Humanitarian Policy and Advocacy Unit, Office of Emergency Programmes and the Gender Equality and Human Rights Unit, Global Policy Section, Division of Policy and Planning.

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

Lauren Rumble, Lauren Rumble, Office of Emergency Programmes and Noreen Khan, Gender Equality and Human Rights Unit

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Email:]

lrumble@unicef.org and norkhan@unicef.org

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Phone Number:]

+1 212 326 7297 and +1 212 326 7140

Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

*Note: The answers in this questionnaire are those linked indirectly to aspects of 1325. UNICEF does not have programmes or policies directly related to the implementation of 1325 but supports the Resolution in substance and principle. UNICEF's work on children and armed conflict is the most direct link to this questionnaire so most answers are linked to this area of work. A newly developed early warning/ early action system for emergencies is currently being tested by UNICEF. Gender-specific indicators have yet to be integrated although this is a scheduled activity for the Office of Emergency Programmes during 2006/7 as articulated in the Office's Workplan.   Some indicators related to gender equality and women and girls' empowerment have been included in the inter-agency (IASC) nutrition and health surveillance systems which UNICEF is coordinating, such as women's access to food stores. Sex and age disaggregated data will also be available in this tracking system.   A new section on transitions has been established within UNICEF HQ which has recently drafted a transitions strategy, now approved by the Executive Board. This strategy includes mention of 1325 and its importance in peace building and peacemaking efforts.

Progress and results In the Field

It is still too early to evaluate the effectiveness of the global early warning/ early action mechanism mentioned in the previous question. Programme guidance on transitions for UNICEF staff is also forthcoming.

Lessons learned and good practices At Headquarters

Regarding integration of equality more generally, there is an identified lack of capacity within various programme sections at headquarters to integrate gender-sensitive indicators, evaluations and programmatic tools into the current early warning system as well as relevant trainings and associated program guidance. Such technical support to emergency focal points in various programme sections at HQ could be provided by the Gender Equality and Human rights Unit in coordination with the emergency section. Senior management support is needed to ensure that commitments to gender equality and women and girls' empowerment are implemented in emergency programming more generally, including that related to early warning.   A strategy on implementation of 1325 is needed within UNICEF to clearly outline programme and policy implications.

Lessons learned and good practices In the Field

See above

Gaps and challenges At Headquarters

UNICEF needs to advocate with other members of the Gender and Humanitarian Affairs Task Force as well as cluster leads to ensure the inclusion of "gender indicators" in the IACS Early Warning System. More discussion needs to be held at the inter-agency level to develop ways to ensure that this system also triggers early actions. How to ensure advocacy strategies are linked to this system may be one such way.

Gaps and challenges In the Field

The Early Warning system is still being rolled out as a whole and a comprehensive lessons learned study still to be conducted.

Please describe any activities not included in the Action Plan

It is recommended that gender specialists (such as those housed within the Special Representative's Office offer) on-site guidance (at HQ and field levels) as to how to incorporate gender-sensitive indicators and assessment tools into programmatic materials. This is particularly important in the first phase after an emergency occurs, in order to integrate gender into the overall situation analysis and proposed plan of action. It is also important that lessons learned from UNICEF's response in complex emergencies (e.g. real time evaluations) include specific reference to 1325 indicators and goals.

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

UNICEF has adopted a leadership role in inter-agency efforts to develop training and policies related to protection against sexual exploitation and abuse by UN staff and related personnel. Activities include: Co-chair of the ECPS-ECHA Working Group to develop a policy on support to victims, development of an inter-agency training video on the SG's Bulletin on Special Measures for Protection against Sexual Exploitation and Abuse as well as contributions to UN-wide efforts to strengthen managerial accountability, human resource procedures and raise awareness amongst staff. UNICEF has internally formed its own task force to provide support to appointed focal points at the field and at headquarters, establish clear and effective reporting mechanisms and provide technical expertise and support through pilot trainings and correspondence. UNICEF's Policy Unit within the Office of Emergency Programmes also advocates for the inclusion of gender-specific provisions in peace-keeping mandates and peace agreements such as protection against gender-based violence in the mandate of the African Union Protection Force in Sudan. Peace-building units/ work areas are not yet clearly defined within UNICEF HQ so this area needs further exploration in the future.

Progress and results In the Field

UNICEF has engaged in multiple trainings of peacekeeping forces across the world about the Secretary-General's Bulletin, children's rights and protection, including gender-sensitivity. Increasingly, UNICEF is working with gender experts within peacekeeping missions to coordinate these trainings and enhance collaboration on issues related to girls' protection such as establishing clear referral mechanisms for gender-based violence survivors and initiating other prevention strategies such as awareness-raising campaigns. UNICEF's partnerships with government counterparts also allows for advocacy for the inclusion of child specific concerns and recommendations within peace agreements. For example, UNICEF collaborated with other UN agencies in Darfur to ensure that specific child protection provisions were included in the recently signed Darfur Peace Agreement, including special measures for girls released from the armed forces and protection activities to protect against gender-based violence.

Lessons learned and good practices At Headquarters

Consistent engagement with the Security Council and its members, other UN agencies, as well as partners is important to ensure coherent advocacy messages regarding gender issues. Unfortunately, staff capacity is limited to engage in this time-consuming activity.

Lessons learned and good practices In the Field

Inter-agency working groups and joint action plans can facilitate the integration of gender concerns into a variety of plans, programmes and activities.

Gaps and challenges At Headquarters

Lack of staff to follow gender-specific issues outside of personal commitment.

Gaps and challenges In the Field

Lack of capacity and collaboration between sectors as well as gender experts on site.

Please describe any activities not included in the Action Plan

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

See Action B

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

NOTE: Again, these responses refer more to gender mainstreaming in emergency response and not specifically implementation of 1325 in complex emergencies. UNICEF has contributed to the development of a Gender Handbook on Mainstreaming Gender into Humanitarian Response. Several discussions have also been held to ensure that gender is incorporated into the cluster guidelines and UNICEF's leadership in the nutrition and WES clusters in particular, including by developing appropriate indicators and monitoring and evaluation tools. Gender is increasingly being incorporated into emergency contingency planning processes, including trainings and real-time evaluations.   A strategy discussing implications of 1325 commitments for programme responses in complex emergencies is needed within UNICEF but also at the inter-agency level (operationalisation)

Progress and results In the Field

Like many other agencies, gender has not yet been successfully incorporated into UNICEF's humanitarian response, as evidenced by the lack of attention to gender inequality in the Pakistan earthquake response. Following an evaluation however and provision of technical support at the field level, programming has now been oriented in Pakistan to better target female-headed households and ensure girls and women's access to health and nutrition services.

Lessons learned and good practices At Headquarters

Gender accountability indicators should increasingly be incorporated into the TOR of staff working directly on UNICEF humanitarian response, including emergency surge capacity staff. Senior management should in turn ensure accountability through personal review and feedback from country-offices on technical and policy guidance needed.

Lessons learned and good practices In the Field

It is a challenge for UNICEF to meet its commitments to gender mainstreaming as defined by the 1997 ECOSOC resolution. Conceptual differences in defining mainstreaming together with a lack of capacity, funding and guidance on operationalisation of such commitments has hampered the achievement of results in programming. Still many gender focal points are not experts on gender and therefore there is some confusion about what are the main issues to address. Gender focal points have been appointed in most countries, but regular support and capacity building for all UNICEF staff, not only Gender focal points is needed on a regular basis. On the other hand it is necessary to have management to be responsible for and more involved in monitoring UNICEF's compliance with integrating gender equality and gender mainstreaming into all programming, in particular emergency situations.   Accountability indicators, benchmarks and other tools are needed to monitor implementation. Process as well as impact indicators should be developed in particular so as to increase the focus from reporting to helping countries achieve results that contribute to overall gender equality and women and girls' empowerment.

Gaps and challenges At Headquarters

See above

Gaps and challenges In the Field

See above

Please describe any activities not included in the Action Plan

Consider the creation of a gender "surge capacity" to assist in programme design and implementation during emergency responses, for example following the Indonesian earthquake. (This has already been proposed by UNFPA in their paper to the IASC for the most recent "IASC Working Group Meeting" in which scaling up gender issues into the humanitarian reform agenda is a specific agenda item. Important to link the work of the IASC Gender and Humanitarian Affairs Task Force with the work of IANGWE

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

This area of work does not fall under UNICEF's Emergency Programme and is therefore not included in this survey

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action F. Disarmament, Demobilization and Reintegration

Progress and results At Headquarters

UNICEF supports policies related to gender-sensitive child demobilization, disarmament and reintegration (DDR). Specialized programmes for girls formerly associated with fighting forces and armed groups to address their own specific needs and experiences are practiced.   In particular, UNICEF advocates for separated DDR processes for children from the formal DDR procedures and measures for girls.   UNICEF's child protection section is also leading research into appropriate programming and policy design for children born of rape. This is important for child DDR because many girls formerly associated with armed groups are "girl mothers" who, together with their children, can face significant challenges in reintegrating into their families and communities.

Progress and results In the Field

Specialized DDR programmes for girls formerly associated with fighting forces have been implemented in DRC, Liberia, Sierra Leone, Colombia, Sri Lanka, and N Uganda and are increasingly taking shape in Darfur.

Lessons learned and good practices At Headquarters

Sustained advocacy is needed amongst implementing partners and fellow child protection agencies to agree upon good practice, follow inter-agency guidelines and share lessons learned. Information sharing and linkages to referral networks require strong child and human rights protection coordination which can vary

across contexts.   Girls' DDR remains an enormously complex programming area and thus a newly emerging field of practice for UNICEF.

Lessons learned and good practices In the Field

In Liberia, Sierra Leone and the Democratic Republic of Congo initial lessons learned draw attention to programs that try to address underlying gender inequality and discrimination and promote gender justice and girls' rights. Lessons learned from Northern Uganda, Sri Lanka and Mozambique emphasize the need for a community-based approach which also links to social welfare programs to ensure that these girls and their children receive access to basic services as well as education.

Gaps and challenges At Headquarters

See Lessons Learned

Gaps and challenges In the Field

See Lessons Learned

Please describe any activities not included in the Action Plan

Increased inter-agency dialogue and debate on lessons learned and best practice for girl mothers, traditional and culturally appropriate psychosocial support responses and the implementation of community-based approaches in different contexts.

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

NOTE: This section is especially detailed as is one of UNICEF's programme and policy areas most directly related to 1325 UNICEF has contributed to: i) Global advocacy on gender-based violence: Activities undertaken by UNICEF to advocate against gender-based violence at the global level include: discussions for an inter-agency global campaign against rape in war, a call for inter-agency support to develop a security council resolution to prevent gender-based violence in conflict and advocacy for strengthened implementation of the SG's Bulletin on Special Measures for Protection against Sexual Exploitation and Abuse by UN staff and related personnel, ii) Strategic design: UNICEF is currently finalizing a strategy paper on UNICEF's humanitarian response to gender-based violence iii) Partnership: UNICEF and UNFPA are currently in discussions about a "global MOU" to agree on roles and responsibilities related to gender-based violence at field and HQ levels. As one step to facilitate this process, UNICEF and UNFPA have just begun to engage in a mapping of GBV activities and programmatic efforts in selected conflict and post-conflict countries. This will be particularly helpful in order to help facilitate the rolling out of the Inter-Agency Standing Committee Guidelines in Gender Based Violence. iv) Policy: Gender-based violence prevention and response is a minimum response action outlined in UNICEF's core corporate commitments to children in emergencies. UNICEF has

also contributed to the development, creation and implementation of the inter-agency guidelines on gender-based violence interventions in humanitarian settings. The guidelines have been disseminated via UNICEF regional offices. Training and field testing will be conducted in Northern Uganda, Colombia, Pakistan (both border region and earthquake region), Sudan (Darfur), and Burundi. In addition, psychosocial support, referrals to medical and legal assistance, among other responsibilities is marked as key UNICEF responsibilities in the Guidelines themselves. v) Interagency Training In 2005, UNICEF developed the Caring for Survivors Training, a unique training designed to incorporate health, legal and psychosocial responses for those who come into contact with victims of sexual violence. While a portion of the training is for all actors, there is a strong emphasis on the health sector focusing on the link between provision of health care and documentation of evidence, as well as enhancing capacity to provide compassionate, non judgmental care to survivors. The training was conducted in full in Uganda and in part in DRC and Sudan and will be finalized as an inter-agency training tool later this year. This training fills a critical gap as it is the only training that links medical care with documentation of evidence. UNICEF is also considering another high-level training initiative. vi) Security Council Resolution 1612 UNICEF is leading on coordination for monitoring and reporting under SC Res. 1612, which includes sexual violence as one of the 6 violations against children.   vii) ECHA/ECPS Task Force on Protection from Sexual Abuse and Exploitation: Overall task force chaired by DPKO and OCHA, with four working groups focused on: A) Managerial Accountability B) Organizational Aspects of Change C) Responsibility to Victims D) Common Communication Strategy UNICEF and OCHA lead the working group on Responsibility to Victims under the ECHA/ECPS Task force. After a year of consultation with member states, UN Agencies and NGOs, the SG is about to issue the policy on Victim Support to the Special Committee on Peacekeeping (C-34) for consideration and adoption at their July meeting. The proposal is comprehensive, including basic health, psychosocial, legal and administrative assistance for victims, and financial compensation in very rare cases.   UNICEF is also in discussion with DPKO and OCHA about a possible global meeting (to be determined) on sexual exploitation and abuse by UN staff and personnel. The initial idea is possibly to bring an outside consulting firm to do an assessment and propose recommendations on how to increase organizational accountability at the senior level and improve reporting systems and investigations. This is still very much in beginning stages of development UNICEF, UNDP, and OCHA, under the ECHA/ECPS Task Force are in the midst of finalizing an interagency 20 minute training video on the prevention of sexual abuse and exploitation by UN staff, and compliance with the SG's Bulletin. The SG will be in the training video, as well as many Heads and/or Deputy Heads of Agencies, and many staff in the field. This will be finalized in July.   OTHER: Below, please find a partial listing of UNICEF initiatives addressing gender-based violence. These are either not inter-agency or not primarily armed conflict related. Violence against Children Study Launch of Body/Shop UNICEF report on impact of domestic violence on children Upcoming proposed 3rd World Congress on Commercial Sexual Exploitation of Children Task Force on Harmful Traditional

Practices UNICEF Guidelines on Child Victims of Trafficking Code of Conduct on Travel and Tourism "Study Tours" on Prevention and Response to Gender Based Violence: Sierra Leone and South Africa Coaching Boys into Men: A Guide for Coaches to Talk to Boys about Violence Child Protection HIV/AIDS Companion Paper

Progress and results In the Field

Inter-agency GBV multi-sectoral programming initiatives related to gender-based violence are active in the DRC, Sierra Leone, Darfur, Nepal, East Timor, Burundi, Rwanda and several other countries such as Colombia and Indonesia.

Lessons learned and good practices At Headquarters

Clarity about UNICEF's programmatic role regarding gender-based violence is needed as well as increased staff and training.

Lessons learned and good practices In the Field

Definition of roles and responsibilities as well as inter-agency best practice must be established at the global level to facilitate coordination on the ground

Gaps and challenges At Headquarters

Clear policy and guidance on UNICEF's "niche" role regarding gender-based violence programming and advocacy. Dedicated staff for gender-based violence are limited (1 person only in HQ)

Gaps and challenges In the Field

Lack of lessons learned on GBV programming to date to inform next steps. Lack of clarity re mandate and coordination roles in this area of work. Lack of "multi-sectoral" approach to gender-based violence.

Please describe any activities not included in the Action Plan

Sharing of best practices adn lessons learned as well as potential advocacy initiatives should be discussed within the group. Gender-based violence is one of the most devastating effects of gender inequality and lack of women and girls' empowerment and should be prioritised as an action area by those working on 1325 and gender equality integration more generally.

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

See question 2

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

No

If yes, please describe:

If not, please explain:

No specific guidance available as its provisions are included in other more general guidance materials and trainings for example, UNICEF's Core Corporate Commitments for Children in Emergencies specifically refers to measure to protect against as well as monitor and report against sexual exploitation and abuse.

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Yes

If yes, please describe:

Although not specifically referred to as 1325, some key provisions of the resolution are incorporated into policy/ project/ funding design. For example, gender-based violence programming, policy and guidance refers to the need for a participatory approach, protection within peacekeeping forces etc. UNICEF's Medium Term Strategic Plan 2006/9 specifically draws attention to gender equality and women and girls' empowerment in programming.   The recently adopted "transition paper" by the Executive Board and a still draft UNICEF strategy paper on gender in emergencies refer to 1325 specifically.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

Inter-agency Task Force on Gender and Humanitarian Affairs, ECHA-ECPS Task Force on Protection from Sexual Exploitation and Abuse by UN staff and related personnel, Inter-agency group on implementation of the Guidelines on Gender-based Violence Interventions in Humanitarian Settings

Have any specific challenges been encountered?

Lack of experienced field staff present at meetings, frequent turnover and a need for a balance of programme and gender-specialists to attend policy and advocacy meetings on gender specific issues

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

Child Protection Working Groups, Gender-based Violence Coordination Groups, Cluster meetings, UNCT theme groups on Gender etc.

Have any specific challenges been encountered?

        Regarding the integration of gender in emergency programming more generally, limited capacity on gender to integrate gender considerations in emergency planning, programming, monitoring and evaluation activities is particularly problematic. For implementation of 1325 specifically, a clear strategy for how it relates to UNICEF's programme work is needed as it is not clear how the resolution impacts on humanitarian programming and what it means to practitioners in the field.

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Yes

If yes, please describe:

UNICEF aims to work with national and government partners to ensure that programme priorities such as gender equality and women and girls' empowerment are included in national frameworks and action plans. For example, a nation-wide communication campaign is currently being conducted in Sudan to promote girls' access to education.

Have any specific challenges been encountered?

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

Yes

If yes, please describe:

UNICEF is actively involved in the development of the 1325 Action Plan and senior management (including the Executive Director and her Deputy) has expressed UNICEF's commitment to implementing this plan. More needs to be done however to move beyond action plans and reporting procedures so as to equip agencies, funds and programmes with the necessary skills and expertise to really integrate gender into their policy and programme work more generally and programmatically implement the commitments of 1325 itself.

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

No

If yes, please describe:

Have any specific challenges been encountered?

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

No

If yes, please describe:

If not, please explain:

Discussions are underway to discuss the development of RBM indicators and reporting mechanisms following the inter-agency (UNDG Task Team) review process on gender mainstreaming as well as UNICEF's own internal organizational review on gender.

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

No

If yes, please describe what indicators:

See above (Indicators will be developed within UNICEF as well as in collaboration with the UNDG Task Team in the coming year. UNICEF believes these indicators should be based both on process as well as impact)

Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Yes

If yes, please describe:

Although not directly related to 1325, UNICEF is leading agency for the implementation of Security Council Resolution 1612 which includes developing systems to monitor and report on 6 categories of grave child rights' violations including: attacks on schools and hospitals, displacement, sexual violence, child recruitment and impeded humanitarian access. Indirectly, monitoring these violations at the field level will help in advocacy and programme efforts to ensure 1325's provisions are addressed by national governments as well as NGO and UN actors. This system is being developed at the field and at HQ concurrently. If not, please explain:

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Yes

If yes, please describe:

The aforementioned system for monitoring and reporting child rights violation is being rolled out at the country level. Some key lessons learned are already emerging. These lessons could be useful to reporting systems on 1325 potentially.

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Yes

If yes, please describe:

Increasingly UNICEF's department of policy and planning is managing to strengthen consistent collection of sex and age disaggregated data- especially in sectors of which UNICEF is the cluster lead such as nutrition, water and sanitation.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Yes

If yes, please describe:

UNICEF's Humanitarian Action Plan, Consolidated funding Appeals, as well as the State of the World's Children which in 2006 has focused on the link between women's equality and children's well-being. Regular reporting is also done in collaboration with DAW, the Special Representatives Office and other entities focusing on gender integration into the UN system.

If not, please explain:

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Yes

If yes, please describe:

Although not focused only on 1325, Senior Representatives Training, Emergency Training and the newly developed inter-agency training on the SG's Bulletin which UNICEF has co-drafted all include references to SC 1325 and some of its key principles and commitments.   Specific attention to women's rights and CEDAW has also been included in the Core Course on Human Rights Based Approach to Programming. Regional initiatives have also followed this trend and a sub regional gender mainstreaming workshop facilitated by HQ Gender Unit was conducted in Almaty, Kazakhstan, while a three-day workshop was held in TACRO on the inter-agency standards and tools related to gender mainstreaming although not specifically related to 1325 and emergencies. Despite these significant efforts at global, regional and national level, capacity on gender is still a challenge, therefore UNICEF plans to continue ensuring capacity at the organizational level and further develop organizational strategies to systematically integrate gender in our work.

If not, please explain:

What categories of staff are being trained? [Senior Management]

Yes

What categories of staff are being trained? [Professional Staff]

Yes

What categories of staff are being trained? [Technical Staff]

Yes

What categories of staff are being trained? [Uniformed personnel]

Yes

What categories of staff are being trained? [Support staff]

Yes

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

No

What categories of staff? [Senior Management]

No

What categories of staff? [Professional Staff]

No

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

SC1325 tools and guidance is integrated into broader checklists related to UNICEF's work such as the policy framework on UNICEF's work in transitions, child protection guidelines and monitoring tools and advocacy position statements. Standalone tools and training on 1325 have not been developed.

Have any specific challenges been encountered?

See below

How are these tools used by staff in the field? Describe briefly:

Positive feedback has been received on training and tools which incorporate, although do not individualize, elements of SC 1325.

Have any specific challenges been encountered?

Discussions are being held to strategize how UNICEF can mobilize greater attention to gender concerns in programming, including through activities included in the 1325 Action Plan. This is in line with the findings of UNICEF's own study on gender parity (June 2006) and the UNDG Task Team on Gender Equality. More strategic discussions are needed within various sectors and divisions of UNICEF to translate the commitments of 1325 into programmatic action.

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Yes

If yes, please describe how information technology is used in that process.

A website on gender equality and women and girls' empowerment has just been created by UNICEF and is a potential channel for information sharing related to SC 1325. The Humanitarian Policy and Advocacy Unit has also recently finalized its own internal website to track documents, lessons learned and policy debates related to gender in emergencies, including implementation of Security Council 1325.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Policy and guidance materials, e-discussion forums and programme guidance is now easily available to field and HQ staff globally. Discussions are underway with UNICEF's Knowledge Management Unit within the Office of Emergency Programmes and UNICEF's Planning and Evaluation sections to ensure a transfer of lessons learned from real time and other evaluations to programming as well as to include specific gender indicators in assessments.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

No

If yes, please describe [differentiate between RB and XB]:

If not, please explain:

We have no financial tracking for gender related activities but this issue is likely to be addressed in the coming months following the recommendations of the UNDG Task Team on Gender Equality and UNICEF's own gender parity study.

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Yes

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Yes

If yes, please describe and specify level/s of staff:

More than 50 gender focal points have been nominated across the world. As far as possible, UNICEF tries to make these senior level posts. A task force has also been established at HQ to "mainstream" gender more effectively amongst various UNICEF programme sectors. This Task Force meets regularly.

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

 A special advisor on gender equality has recently been appointed within the Executive Director's office and planning is underway to implement the recommendations within the recently conducted "Gender Parity" assessment within UNICEF.

Have any specific challenges been encountered?

Yes, but the assessment's findings and recommendations have not yet been widely circulated.

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

Human Resources policy aimed at gender-equality representation amongst staff

Have any specific challenges been encountered?

Not to my knowledge although the aforementioned organizational assessment has evaluated current gender balanced human resources procedures and staff recruitment at the field levels.

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007?   You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

Many agencies and organizations are committed to SC Resolution 1325 in principle and representatives often attend related meetings. Unfortunately, this has not proven an effective measure to really "mainstream" women and girls' empowerment messages and results into emergency programme work to the degree required. It is recommended that alternative strategies be developed to involve more senior managers, design specific project areas for collaboration (e.g. inter-agency support for the global campaign against rape in conflict) and minimize reporting procedures. Clear outcomes and good preparation should be key features of the inter-agency meetings (e.g. successful results of inter-agency gender task force which focused on producing the "Inter-agency guidelines on gender based violence interventions in humanitarian settings".)

Accountability

Regarding gender equality (and again not specifically 1325 implementation), quick and easy checklists (e.g. those developed by OXFAM) should be a key task of inter-agency fora working on gender in humanitarian response. A draft is available but is in need of review. Apart from trainings and simple tools like checklists, it is recommended that greater efforts be made to strengthen capacity within programme clusters rather than develop stand-alone tools and policies (e.g. gender specialists present at cluster meetings). Strategies should be developed to hold inter-agency mechanisms like the Early Warning system and Nutrition surveillance system accountable to gender equality indicators.

Results-based Management

RBM must include senior management as ultimately responsible and should also have an overall role for monitoring that polices and strategies are implemented in programme responses as well as taken into account during rapid assessments or situation analysis. A clear policy guideline should be shared by HQ with regional and country levels and responsibilities should be assigned.

Monitoring, Evaluation and Reporting

Reporting procedures to various inter-agency gender surveys and evaluations are taxing to staff that are not focused on gender alone but rather undertake this role as part of other core functions (e.g. focal point versus core post). It is strongly recommended that reporting procedures to DAW and others is reduced (given that gender focal points are often not of senior management level) and that funds and resources, including staff capacity, is instead channeled to field support efforts. The UNDP-led gender review in Pakistan following the earthquake, for example, was an extremely beneficial exercise. Similarly, "loaning" staff and expertise from gender divisions and entities like DAW and the Special Representatives office to programme agencies to strengthen polices, human resource procedures and ultimately programme implementation and humanitarian response at field and HQ would likely yield similar results. Discussions to create a mobile "team" or surge capacity force should seriously be considered in the future as part of "gender mainstreaming" efforts

Capacity-Building

It is recommended that DAW, OSAGI, the IASC and other inter-agency bodies both of gender specialist background and general emergency response coordination develop quick gender training for emergency programme staff, especially those not already working on gender. This is in line with the findings of the recent inter-agency evaluation of gender mainstreaming within UN agencies and the recommendation for a strong future focus on capacity building and training.

Human and Financial Resource Allocation

Advocacy should be conducted within inter-agency fora (e.g. IASC) to raise funds not only for gender staffing positions but also activities (e.g. gender evaluations)

Gender Balance

Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

Hire gender and emergency experts to build capacity within UNICEF on the provisions within the Action Plan and how to incorporate these activities into UNICEF's current programme work. Promote clear policy guidelines and senior management to take responsibility.   It is important to expand the group of "gender" focal points attending inter-agency gender meetings to programme staff of mixed backgrounds to strengthen mainstreaming of gender equality and women and girls' empowerment into emergency responses.

Are any there any other comments you would like to make?

We would like to again stress the heavy reporting procedures associated with the Action Plan. They are time consuming and do not always result in enhanced action to see through 1325 commitments. Alternative arrangements to build agencies' ability to implement 1325 should be a priority. See above suggestion for the provision of trainings, surge capacity to emergency response and the creation of simple tools such as checklists for those seeking additional guidance during an emergency.

Do you have any suggestions for improving this questionnaire for use in subsequent years?