Gender Mainstreaming at UNIDO

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Outline

I. Definitions
II. UNIDO Gender Policy
III. Gender Mainstreaming at UNIDO
IV. The Way Forward at UNIDO
V. New Directions: Energy & Gender Debate
Gender Mainstreaming

...is a STRATEGY

Gender Equality is the GOAL
Gender Mainstreaming

“Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels—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 programs 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.”

UN ECOSOC, 1997
Gender Analysis

The **systematic gathering and examination** of information on **gender differences and social relations** in order to **identify, understand and redress inequities** based on gender.
UNIDO’s Gender Policy

Overall Objectives

• Ensure that a gender perspective is reflected in its programmes, policies and organizational practices
• Advance overall goal of gender equality and the (economic) empowerment of women
• Strengthen the Organization’s efforts to achieve gender balance
• Improve coordination with the United Nations system to benefit from diversity of experiences and expertise

Institutional Arrangements

• Gender Mainstreaming Steering Committee (GMSC) oversees the implementation of the Policy
• Chair of GMSC reports directly to Director-General and the Executive Board
• GMSC comprise of divisional representatives from the entire Organization
• Focal points within each Branch and UNIDO Representatives as focal points in their respective countries and regions
Gender Mainstreaming at UNIDO

**Normative Work**
- Gender Analysis Frameworks for individual Branches
- Appraisal Tool for Projects

**Capacity Building**
- One on One mentoring of Project Managers
- Training Workshop for individual Branches

**Awareness Raising**
- Bi-weekly Gender Newsletter
- VEF Side Event

**Partnerships**
- UN Women/UNIDO SEED Gender Equality Award
- UN SWAP
The Way Forward

Implementation of UNIDO’s Policy on Gender Equality & the Empowerment of Women

- Strengthened Accountability
  - Action Plan with realistic & evaluable indicators & targets

- Enhanced RBM
  - Thematic results-based strategies for each Branch
  - Strengthen gender Unit to support integration of a gender perspective

- Established Systems for Oversight
  - Collection & use of sex – disaggregated data
  - Gender related industrial development research

- Allocation of Sufficient Human & Financial Resources
  - Gender Marker for resource allocation & tracking
  - Gender audits

- Strengthened Staff Capacity & Competency
  - Organization wide capacity assessment
  - Capacity development plan (field included)

- Ensured Coherence, Coordination & Knowledge Mgmt
  - Communications on gender & industrial development
  - Participation in inter-agency coordination mechanisms
  - Documentation of lessons learnt for system-wide replication

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Energy and Gender

• The debate on energy and gender
  – So far primary focus has been on women’s domestic roles; addressing **household needs** such as increased access to energy efficient stoves for household use or alternative cooking fuels.
  – Discussion should go “**beyond the household door**” recognizing women as key economic actors and promoting their empowerment to ensure they are active participants and leaders in the energy sector.
  – Women should be involved in the various steps of the energy value chain: as producers, sellers, managers, promoters, and most importantly, leaders - of modern energy services.
New Directions in Energy and Gender

• Ensuring women’s leadership at the policy level
  – What conditions are needed so that women not only contribute to, but also lead the dialogue on global energy issues?
  – How can we promote women as leaders so that they are included in policy or strategic discussions regarding productive energy access at country levels?
  – How can women be empowered to become key political stakeholders in the decision making processes at the local level?
New Directions in Energy and Gender

• Promoting women’s economic empowerment in the energy sector
  – What are the policies and practices, institutions and means of participation that have proven effective in supporting women’s economic empowerment in the energy sector?
  – Are there unique success criteria for female entrepreneurs that can be generally applied in designing and managing sustainable energy solutions?
  – Initiatives targeting women's empowerment in the energy sector are often narrow in scope and magnitude; what can be done to augment and scale up existing efforts to ensure a greater impact?
Thank you!