



## Global Initiation Plan

**Project Title:**

**Implementation of the Gender Equality Strategy:**

Gender Equality as an Accelerator of Sustainable Development: Strengthening gender equality and the empowerment of women and girls.

**Expected SP Outcome(s):**

Signature Solution 6: Strengthen gender equality and the empowerment of women and girls

Outcome 1: Advance poverty eradication in all its forms and dimensions

Outcome 2: Accelerate structural transformations for sustainable development

Outcome 3: Strengthen resilience to shocks and crises

**Expected SP Output(s):**

**1.6.1 Country-led measures accelerated to advance gender equality and women's empowerment .**

**Expected SP Outputs (Secondary):2.6.1 Capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women's empowerment**

**3.6.1 Women's leadership and participation ensured in crisis prevention and recovery planning and action**

**Initiation Plan Start/End Dates:**

13 September 2021 to 30 June 2022

**Implementing Partner:**

UNDP

### Brief Description

The purpose of this Global Project Initiation Plan for the Gender Equality Strategy is to develop a full project document for the new Gender Equality Strategy (2022-2025) encompassing the major pillars of work across the Strategy and to undertake initial activities for one of the flagship projects - the Global Observatory of Gender-Responsive Public Policies. The PIP contributes to Signature Solution 6: Strengthen gender equality and the empowerment of women and girls and across the outcomes of the Strategic Plan. The initial activities of the flagship project will contribute particularly to strengthened capacities of national governments and public institutions to develop gender-responsive policy measures to achieve gender equality.

The activities presented and the funds allocated will be incorporated into the project document workplan and results framework of the Gender Equality Strategy 2022-2025 ProDoc. This will include the Inclusive Governance pillar, including Ending Gender Based Violence; the Gender-responsive Economic Development Solutions pillar; the Environment, Climate and Energy pillar and the Crisis and Resilience pillar. Underpinning these pillars will be Institutional Transformation to achieve gender equality results.

The initial activities for the Gender Equality Strategy ProDoc will include setting up the management and design of the ProDoc and the procurement of important services to ensure readiness for implementation. Activities for each of the key pillars will be designed as the ProDoc is developed.

As one of the key flagship projects under the Governance pillar, the initial activities for the Global Observatory have been detailed in this PIP and will contribute to the following work areas: (i) research and mapping on global observatories and funding mechanisms for gender equality ii) networking and outreach to potential partners iii) setting up country activities.

PIP Period:	September 2021 -July 2022
Programme Period:	July 2022 – July 2025
Atlas Project Number:	00138515
Atlas Output ID:	00128635
Gender Marker:	GEN 3

Total resources required for PIP \$495,050	
• Regular	_____
• Other:	
○ ROK	\$495,050 (Y1)
○ Donor	_____
○ Government	_____
Unfunded budget:	_____0_____
In-kind Contributions	_____

Agreed by UNDP:

*haoliang xu*

13 September 2021

Haoliang Xu, Assistant Administrator and Director,  
Bureau for Policy and Programme Support

Date

## I. PURPOSE AND EXPECTED OUTPUT

*A short description justifying the need for an Initiation Plan for this project and the expected output.*

The upcoming Gender Equality Strategy 2022-2025 will be aligned to UNDP's Strategic Plan 2021-2025 and will contribute to its overall strategic objectives of helping countries achieve sustainable development i) eradicating poverty in all its forms and dimensions; ii) accelerating structural transformations for sustainable development; and iii) building resilience to crises and shocks. Underpinning the three outcomes is the need to **strengthen gender equality and the empowerment of women and girls as outlined in Signature Solution 6 of UNDP's Strategic Plan.**

**The purpose of this Global Project Initiation Plan for the Gender Equality Strategy is to develop a full project document for the Gender Equality Strategy (GES) encompassing the major pillars of work across the Strategy and to undertake initial activities starting with one of the flagship projects - the Global Observatory of Gender-Responsive Public Policies.**

As the new UNDP Strategic Plan and Gender Equality Strategy are being developed, this Global Initiation Plan would enable UNDP to mobilise funds and to start advancing on the global Gender Equality Strategy work, and particularly the ROK funded project without delay, noting that delays in delivery are one of the main risks within the Project.

**The activities presented and the funds allocated in this PIP will be incorporated into the project document workplan and results framework of the global Gender Equality Strategy.** The implementation of the Gender Equality Strategy will include the thematic pillars: **Gender-responsive Economic Development Solutions pillar; Inclusive Governance pillar which will include the Ending Gender Based Violence initiative; and the Environment, Climate and Energy pillar and the Crisis and Resilience pillar.** Underpinning these pillars will be **Institutional Transformation to achieve gender equality results.** These will contribute to the new outputs of the [new Strategic Plan \(2022-2025\) on Signature Solution 6](#) on gender equality, including:

- SP 6.1 Country-led measures implemented **to achieve inclusive economies and to advance economic empowerment of women** in all their diversity, including in crisis contexts;
- SP 6.2 **Women's leadership and participation advanced** through implementing affirmative measures, strengthening institutions and civil society, and addressing structural barriers, in order to advance gender equality, including in crisis contexts
- SP 6.3 **National capacities to prevent and respond to gender-based violence (GBV)** and address harmful gender social norms strengthened, including in crisis contexts

**The new ProDoc, which will be developed as the key output of this PIP, will enable the development and implementation of resource mobilization strategies** for gender equality. This PIP is the first step in conceptualising these work streams and activities, including for example an Innovative Financing Model and delivering an annual crowd funding Campaign. The goal will be to build and strengthen UNDP Gender Team's internal resource mobilisation capacities and external funding networks in support of fully-funded global gender equality initiatives.

The ProDoc will support the implementation of the Gender Equality Strategy. The PIP enables these initial activities to move forward whilst the ProDoc is developed. A key element will be the **implementation of our vision of accountable, data-driven, and financially resourced institutional change for gender equality**, as well as financial investments for gender equality. Here it will be important to continue reporting on the Gender Equality Strategy 2018-2021, deliver the Annual Report on the GES and set up the systems for reporting on the next GES. Key to this includes the GSIC, the Gender Marker, the UN SWAP report; addressing the recommendations of Evaluation and Audits. These areas are outlined in the monitoring section below.

**Communications and the development of the community of practice will be critical:** the global Gender COP will be a key resource on knowledge production, dissemination, management, and cross-fertilization. Communications will better connect CO/RH communications efforts with global outreach; widen the external audience; and increase thought leadership to showcase diversity of gender specialists.

## Gender equality strategy thematic pillars

This PIP outlines the vision to be further developed in the Gender Equality Strategy and the ProDoc relating to the thematic pillars including:

**Inclusive Governance pillar:** This workstream aims to ensure more public institutions worldwide are gender responsive and can integrate GEWE in their internal and external policies and actions; and that public institutions can deliver for all and implement 2030 Agenda. This will be carried out through the **flagship project of the Global Observatory of Gender-Responsive Public Policies**. The initial activities of this flagship are outlined in the workplan below, and will be carried over into the ProDoc. The Observatory will be established to strengthen capacities of national governments and public institutions to develop gender-responsive policy measures to achieve gender equality. The Observatory will be anchored in the successful work of the UNDP and UNW COVID Global Gender Policy Tracker and the GEPA initiative. It will include the Gender Equality Seal for public institutions (GESpi) and the Social Norms index call for proposals.

As part of the governance pillar, the **Ending Gender Based Violence** aims to fully leverage UNDP's integrator function, so that UNDP is the recognized thought leader and programming hub on GBV and the SDGs. All UNDP Country Offices, Units and Funds: I) fully embrace a Do No Harm approach; II) utilize GBV prevention and response (including PSEA), as an accelerator of development goals, integrating it into programmatic, advocacy and corporate work.

**Gender-responsive Economic Development Solutions pillar:** This pillar will enable implementation of the **UNDP SDG Finance offer** which incorporates an intersectional gender lens to drive gender equality. UNDP is a catalyzer of capital from IFIs, public finance and private finance, blended finance models and in gender-lens investing approaches. UNDP is a key player in macroeconomics and financing for gender equality. **In the area of gender equality and social protection**, the ProDoc will enable UNDP to position itself as a thought leader, bringing innovation and cutting-edge debates for structural transformation as its niche on social protection. **On gender-responsive digital technologies** for advancing gender equality and SDGs, UNDP will enable a gender perspective in digital and data strategies and vice-versa. The ProDoc will enable the implementation of **the Gender Equality Seal for private sector** as the tool of choice to support the advancement of gender equality and women's empowerment in the business sector.

**Crisis and Resilience pillar:** This pillar will strengthen the implementation of the Women, Peace and Security (WPS) agenda, working with governments to ensure expansion of women's leadership and decision-making, particularly in peace building and in civil society movements. UNDP's work for the restoration of government functions, the Rule of Law and electoral support will continue to be at the core of work in crisis and transition settings. The Gender Team will support more in-depth gender responsive conflict analysis, working with Country Teams to ensure accountability and implementation. Economic recovery and women's economic empowerment will be central to work on crisis, as well as harnessing digital technologies, ensuring stronger linkages between the humanitarian and development nexus, and integrating prevention of SGBV. UNDP will position WPS at the centre of prevention and response, working for gender responsive climate security.

The Gender and Crisis facility enables countries in fragility to deliver transformative results that promote changes in norms, power structures and the roots of gender inequalities through tailored support to crisis and recovery contexts. The Gender Team provides additional support to gender mainstreaming in crisis including for example the gender equality seal for crisis countries.

**Gender responsive Environment, Climate and Energy pillar** aims to strengthen regional coordination; foster thematic synergies: finance, livelihoods/women's economic empowerment; and improve capacities of gender focal point ecosystem in this area of work. The ProDoc will enable support to gender mainstreaming in the NDC Implementation, including nature-based solutions and energy; women prioritized in productive use of energy interventions, digitalisation; green recovery; climate finance; forests and food security.

## Gender Equality Strategy ProDoc Development

A new UNDP Strategic Plan will be approved in September 2021 and following this a new Gender Equality Strategy will be developed. The Gender Equality Strategy ProDoc will be drafted after the approval of the new Gender Equality Strategy. A consultant will coordinate the review and appraisal process for the ProDoc. The initial activities for the Gender Equality Strategy ProDoc will include setting up the management and design of the ProDoc and the procurement of important services to ensure readiness for implementation. Activities for each of the key pillars will be designed as the ProDoc is developed.

The Global Gender Equality Team has been awarded an amount of USD 495,050 for Year 1 from the Republic of Korea, as described in the Agreement referenced under ATLAS project 00138515 / output 00128635.

As one of the key flagship projects under the Governance pillar, the Global Observatory of Gender-Responsive Public Policies, the initial activities of the flagship project will contribute particularly to strengthened capacities of national governments and public institutions to develop gender-responsive policy measures to achieve gender equality. The activities for the Global Observatory have been detailed in this PIP below and will contribute to the following work areas: (i) research and mapping on global observatories and funding mechanisms for gender equality (ii) networking and outreach to potential partners (iii) setting up country activities.

The activities presented and the funds allocated will be incorporated into the project document workplan and results framework of the global Gender Equality strategy ProDoc. The thematic pillars and institutional transformation indicative activities outlined below will be further detailed in the ProDoc.

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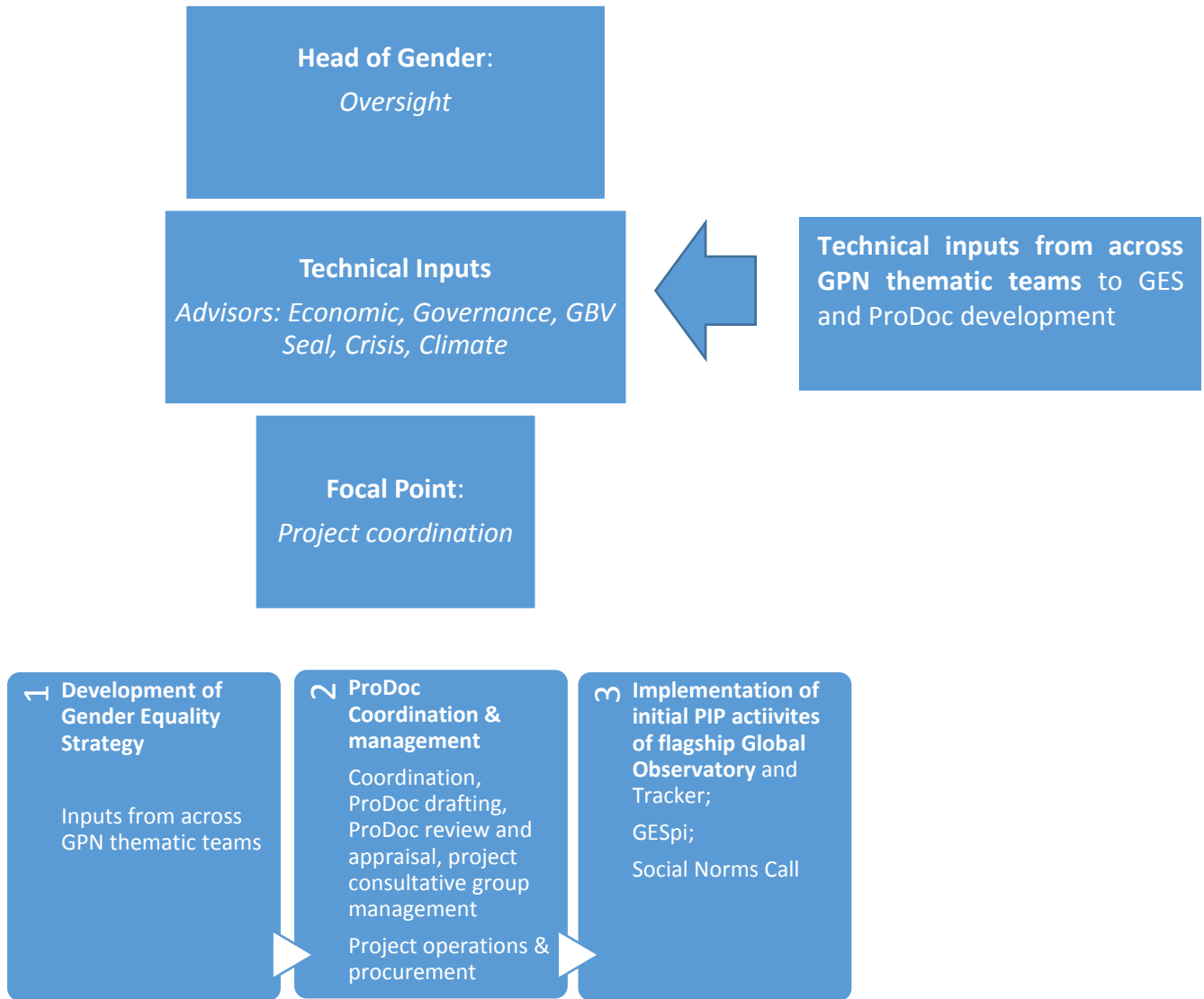
## II. MANAGEMENT ARRANGEMENTS

*A short description of the individuals, organisations, and/or team structure required to conduct the activities of the Initiation Plan. If the size and scope of the Initiation Plan requires the establishment of a project board, describe the structure here and include a diagram if needed, drawing from the standard diagram provided in the full project document template.*

The Head of Gender, will have strategic oversight of the management of the PIP and oversee the process of developing the ProDoc for the Gender Equality Strategy. A consultant will steer the process of ProDoc development, drafting and design, working closely with the Joint Directorate Programme and Operations Teams who will provide guidance on UNDP policies and procedures for ProDoc formulation. A broader group of UNDP staff will contribute to project delivery and development of the ProDoc, including advisors/ gender specialists in the Gender Team (GBV, Inclusive governance, Gender Seal, Economic, Crisis and Climate and Nature Based Solutions) as well as GPN network in different regions. The Gender Equality Strategy will be co-created with other thematic teams across the GPN and this process will also feed into the development of the ProDoc with inputs from thematic teams around the different pillars. The gender architecture will be further detailed in the ProDoc of the GES. The ProDoc will outline the monitoring and reporting arrangements and management arrangements in detail.

The flagship Global Observatory initial project activities in this PIP will be managed by a core team. The Observatory Coordinator is responsible for day to day implementation, monitoring and management of the project and its deliverables. The project will be overseen by the Head of the Gender Team. The PIP Coordinator will ensure the day to day implementation, coordination with initiatives including the Global Tracker, and coordinate with the project's Operations Specialist on operations and budget management.

**PIP Arrangements**



**III. MONITORING**

UNDP HQ New York Gender Team will lead the ProDoc development process and the development of the monitoring arrangements. It must be noted that UNDP has already cultivated a culture of accountability for gender equality at the highest level. These remain in place for the PIP and will be built on for the ProDoc. The Gender Steering and Implementation Committee chaired by the Administrator meets twice annually to discuss gender equality and gender parity performance. UNDP will continue to report annually against the performance indicators of the United Nations System-wide Action Plan 2.0.

With one of the strongest institutional results reporting and monitoring systems in the United Nations system, UNDP continues to sharpen its focus on gender-responsive results. The ProDoc will outline ways that UNDP will ensure that gender-responsive output indicators are included in the main results framework of the Strategic Plan, while complementing the qualitative results-oriented annual reporting with a dedicated section on gender equality. The ProDoc will build on the recommendations of the Office of Audit and Investigations which rated UNDP gender performance as satisfactory in view of its strong governance arrangements, risk management practices and mechanisms that enable UNDP to deliver on its mandate and effectively mainstream gender into programming. Furthermore the ProDoc will build on the Evaluation Offices' incorporation of the

Evaluation Performance Indicator of the System-wide Action Plan into its online quality assurance system.

The ProDoc will outline how UNDP will track the gender marker resource allocations to gender equality and track funding for signature solution 6. The ProDoc will build on recommendations of the financial review to improve the gender marker for more accurate tracking and mobilizing resources.

The flagship initiative of this PIP is supported by the grant from the Republic of Korea (ROK). The PIP coordinator will act as project manager for the PIP. UNDP is responsible for the management, accounting and reporting of the ROK grant. This will be set up and managed by the project focal point/ coordinator. UNDP will provide reports in accordance with UNDP accounting and reporting procedures which include an annual progress status report and the latest available approved budget, annual certified financial statement, a final report and certified financial closing statement. Please see the PIP budget presented below.

The ProDoc will be drafted by end May 2022 by a consultant who will coordinate the process; review and appraisal process will take place by the end of June 2022. The new ProDoc will be in place by 1 July 2022.

#### **IV. RISKS**

Risks that may come into play during PIP implementation include:

- Gender equality strategy is not completed in time to enable prodoc priorities to be identified.
- The project does not mobilise enough resources to cover the prodoc consultant or the prodoc roll out.
- Suitable consultants not identified for the mapping, data coders
- Security and political situation in one of the countries identified for roll-out of the Gender Equality Seal for public institutions hampers the project and quality of implementing activities
- Lack of political support in one of the countries
- Weak or lack of communication and collaboration amongst partners and stakeholders
- Tools and guidance developed for the Public Seal are not used by the partners

Identifying these factors that can hinder project implementation and results will be the first step in risk mitigation. In order to mitigate such risks UNDP and partners will ensure that internal risks are integrated into the conception of the project by using solutions such as capacity building, and engaging in a pro-active way with partners. A detailed risk mitigation strategy will be developed as part of the ProDoc.

## IV. WORK PLAN

Period<sup>1</sup>: **DRAFT BUDGET**

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME						RESPON-SIBLE PARTY	PLANNED BUDGET		
		Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022		Funding Source	Budget Description	Amount
<b>PILLAR 1 Inclusive Governance:</b>											
<b>SP Output 6.2 Women's leadership and participation advanced through implementing affirmative measures, strengthening institutions and civil society, and addressing structural barriers, in order to advance gender equality, including in crisis contexts</b>											
<b>SP 6.3 National capacities to prevent and respond to gender-based violence (GBV) and address harmful gender social norms strengthened, including in crisis contexts</b>											
<b>PIP Output 1 Flagship project initiation: Global Observatory of Gender-Responsive Public Policies established</b> to strengthen capacities of national governments and public institutions to develop gender-responsive policy measures to achieve gender equality.	<b>1. Establish a Global Observatory of gender responsive public policies</b> Coordination of observatory Mapping on global observatories Global platform set up, and policy tracker dashboard Linking with GEPA data. Training and coordination of data coders by consultant	X	X	X	X			UNDP GT	ROK	71200 Coordinator 71200 Consultant (Tracker) 71200 Consultant (power bi )	101,852 74,074 9,259
	<b>2. Gender Equality Seal for public institutions rolled out.</b> Identification and Coordination of 3 Seal countries Seal platform managed Regional training, support and quality assurance		X	X	X			UNDP GT	ROK	71200 Consultant 71200 Consultant (coordination) 71200 Consultants (country support) 72400 Comms	55,556 111,111 60,185 9,306
	<b>3. Gender Norms index call for proposals launched</b> Mapping for funding mechanisms on gender equality and funding mechanism set up Communications campaign launched				X	X		UNDP GT	ROK	71200 Consultant (mapping) 72400 Comms	27,778 9,259
<b>PIP Output 2: Utilize GBV prevention and response as an accelerator of development goals, integrating it into programmatic, advocacy and corporate work</b>	<b>1. Strengthen institutions to end GBV and support linkages to SDGs</b> Strengthen CO capacities to incorporate GBV risks throughout project cycle; and support work on masculinities.	X <sup>2</sup>	X	X	X			UNDP GT			

<sup>1</sup> Maximum 18 months

<sup>2</sup> 2021 GMI funds will run against ongoing ATLAS projects. Funds may not be assigned here right now, expect new funds 2022. Any new funds will be included here. For all activities in the Workplan slated with an 'X' during the PIP period but for which there are no funds, please note (1) these Xs are aspirational and (2) resources mobilized will be prioritized to ensure team capacity to support gender mainstreaming across pillars is maintained; further funds can be effectively mobilized; key flagships are carried out (to be further identified in the GES process).



<b>PILLAR 2 Gender-responsive Economic Development Solutions pillar</b>											
<b>SP 6.1 Country-led measures implemented to achieve inclusive economies and to advance economic empowerment of women in all their diversity, including in crisis contexts;</b>											
<b>PIP Output 3 : Country-led measures implemented to achieve gender responsive economic development.</b>	<b>1.New services models/ tools to finance SDGs-gender equality developed.</b> Support integration of gender equality in SDG financing.			X	X	X	X		UNDP GT		
	<b>2. Care systems integrated into the UNDP Social Protection Offer.</b> Pilot and disseminate care systems costing tool. Provide services to COs on gender responsive TBI in at least 3 countries.			X	X	X	X				
	<b>4. Gender Equality Seal for the Private Sector scaled up globally</b> Organize the 5th Global Forum on Business for Gender Equality. Provide technical support to RBAP, RBA and RBEC hubs, country offices and governments. Initiate the pilot with at least 10 Multinationals.	X	X	X	X						
<b>PILLAR 3 Crisis and Resilience pillar.</b>											
<b>SP 3.3 Risk informed and gender-responsive recovery solutions, including stabilization efforts and mine action, implemented at regional, national and sub-national levels</b>											
<b>PIP Output 4: Crisis Strengthen the gender-responsiveness of UNDP's work in crisis and recovery settings to achieving transformative results in the humanitarian/development/peace continuum.</b>	<b>1.Support gender mainstreaming in crisis countries</b> Strengthen capacities including through the Crisis Seal	X	X	X	X				UNDP GT		
<b>PILLAR 4 Environment, Climate and Energy Pillar.</b>											
<b>SP 4 Gender responsive climate solutions, natural resource protection and management to enhance sustainable productivity and livelihoods</b>											
<b>SP 5 Gender equitable access to clean, affordable and sustainable energy.</b>											
<b>PIP Output 5 : Support gender mainstreaming in UNDP's scale up in NDCs.</b>	<b>1. Support NDC Implementation including nature based solutions (NBS) and Energy.</b> Strengthen regional coordination, and Improve capacities of Gender FPs on this area of work.	X	X	X	X				UNDP GT		
<b>Institutional Transformation for Gender Equality</b>											
<b>SP: Tier Three: Organizational Effectiveness and Efficiency/ Quality programmes. Institutional transformation for gender equality - Gender Equality Strategy</b>											
<b>PIP Output 6 Gender Equality Strategy finalised</b>	<b>1. ProDoc preparation and management</b> Consultant to coordinate Global gender equality strategy ProDoc drafting and approval process. GES reporting and implementation function and roll out of GES; and Comms.	X	X	X	X				UNDP GT		
<b>PIP Output 7 UNDP Gender Equality Seal 2021- 2023 Fourth Round launched and implemented.</b>	<b>1. Roll out of Seal 2021-2023 Round:</b> Preparatory phase: Learning package; online platform updated; COs assessments carried out.	X	X	X	X						
<b>SUB TOTAL</b>											458,380
<b>8% GMS</b>											36,670

TOTAL		ROK	495,050
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*Note: Of ROK contribution of US\$500,000, 1% levy of \$4,950 has been deducted, leaving net of \$495,050 resources to be managed by UNDP under this PIP.*