

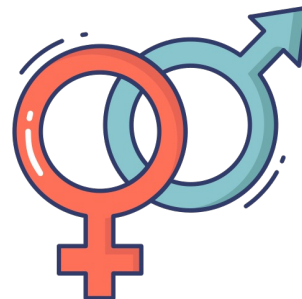


SDC
**GENDER
NETWORK**

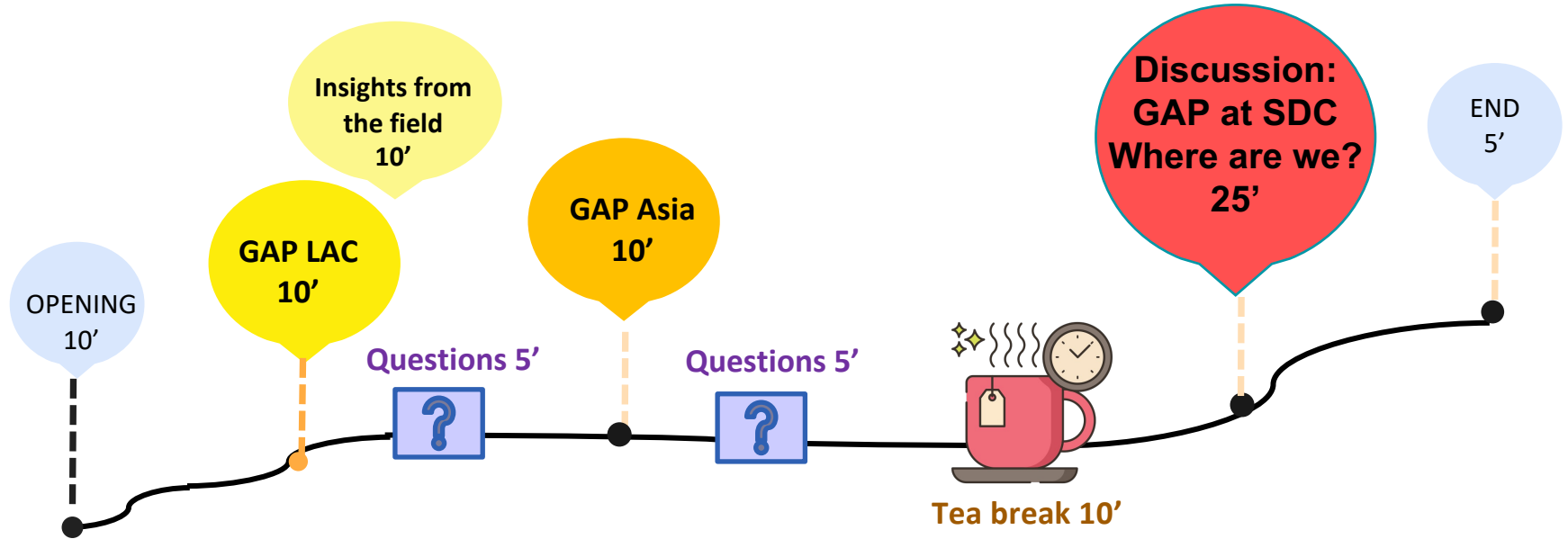
Welcome!

Why a Gender Action Plan?

Gender Core Group Meeting
25.03.2021



1. Today's Agenda



Warm up

Please write in the chat:

Have you ever wrote a Gender Action Plan or worked with one?

... no? yes?

Warm up

Please write in the chat:

How do you rate your
knowledge of Gender Action
Plans from 1 to 10?

10 = I know all about it 😊

...2?..9?



2. Gender Action Plan

Latin America and Caribbean Division

Virginie Poyetton & Amparo Ergueta

Process to establish the GAP in LAC

Why/Objectives

- The Gender Action Plan aims to strengthen gender mainstreaming in the implementation of the cooperation strategies

What/Scoping

- It contains specific (sub-)objectives on the level on a) mainstreaming b) management c) knowledge management

Who/Stakeholders

- Developed and adapted in dialogue with the Gender Focal Points of the LAC region.

How/Process

- The CoOf adapt the GAP by indicating selected milestones
- milestones for the years 2017/2018 and 2019/2020/2021, focusing in this way on country- and program specific needs

Where/Context

- 6 countries. Bolivia, Colombia, Cuba, Haiti, Honduras, Nicaragua
- Latin America and the Caribbean is the region with the most inequality and violence rate on the planet.

When/Timeline

- Finalized in June 2016.
- Two GAP since: 2017-2021 and 2022-2024 (in preparation)
- Reporting in November/New milestones in February

Template GAP LAC

Objetivos	Subobjetivos	Milestones 2017 y 2018 (Quién, qué, hasta cuándo)
1. Mainstreaming/Institucionalización		
1.1 La OfCo tiene una estrategia de cooperación (EC) que contribuye a la equidad de género y que es verificada por un sistema de monitoreo.	<ul style="list-style-type: none"> Los ámbitos de intervención de la EC incluyen un análisis de género que da cuenta de brechas² en <ul style="list-style-type: none"> la división del trabajo por género (roles y responsabilidades) el acceso de las mujeres y de los hombres al control de los recursos a todos los niveles las necesidades de género en cada sector de intervención Los ámbitos de intervención de la EC incluyen indicadores de género cualitativos y cuantitativos, desagregados por sexo, y líneas de base a nivel efecto (outcome). Al menos un cierto porcentaje (p.e. 5 %, a determinar por cada OfCo) del presupuesto de la EC (parte COSUDE) es asignado a acciones afirmativas en equidad de género. El informe anual describe los avances en relación a las brechas de género y al logro de los indicadores planteados en la EC. 	<p>Ejemplos (importante: los circa 5 hasta máximo 10 milestones serán determinados por las OfCos según sus prioridades – aquí unos ejemplos para “inspirarse”):</p> <ul style="list-style-type: none"> Hasta marzo 2017, grupo/persona XY realiza un análisis de género para cada ámbito de intervención y los considera en la elaboración de la nueva estrategia de la cooperación. Hasta septiembre 2017, la nueva EC y el “results framework” cuenta con indicadores y líneas de base adecuados por cada ámbito de intervención. En 2018, la sumatoria de micro acciones, proyectos especiales y acciones parciales de proyectos dedicadas a género equivalen al menos al 5% del presupuesto anual 2018. En septiembre 2017, grupo/persona XY lleva a cabo un taller sobre la inclusión en el informe anual de los avances en las brechas de género a nivel programa y OfCo (con participación de los autores principales del informe anual).

Highlights & Lessons learned GAP 2017-2021

- Adaptation to context is key. A common base, different plans.
- Definition of the milestones at CoOf level
- Key role of the Gender focal point
- Experience has shown that offices should not define more than 10 milestones per 2 years period
- Bianual Regional Gender Event as a monitoring tool: The Gender Focal Points of the CoOf decide on the topic and which office will organise the meeting.
- Division of labour has to be clearly defined.
- Greater coordination with Cooperation Programmes is needed. Integration at the management level.

Link GAP & Cooperation Programme

- For the period 2022-2024, the Gender Action Plans has to be adapted to the phasing-out period.
- **Objective:** guarantee gender mainstreaming at the level of the strategy (Cooperation programme) and achieve sustainability under the circumstances of the exit
- **Adaptation:** Include a gender transformative approach in the context of the pandemic
- **Objectives:**
 - Gender mainstreaming: Focus on sustainability and partners
 - Management: Focus on MbO and Policy Dialogue
 - KNL: Focus on CapEx (Gender Network) and Transfer to partner (existing tools)
- **Integration:** Role of the Gender focal point and timeline

Role of the Gender Focal Points

- The GFP is the person who coordinates the prioritization of milestones and collects the information for the report.
- The GFP leads capacity building activities and knowledge capitalization related to the GAP, in coordination with NPOs and the projects.
- Participate in global and regional exchanges, including key elements into the GAP to disseminate information and new knowledge.
- In Bolivia the GFP does not work alone, she works together with a local network of gender focal points. The incentives for the group are: 1) the offer of relevant training, 2) active involvement in the different activities; 3) capitalization of knowledge.

The way of defining country milestones

Gender Action Plan DALC 2017 - 2020¹
Milestones Country XXX

Objectives	Sub-objectives	Milestones 2019 and 2020 (Who, what, until when)
1. Mainstreaming/Institutionalization		
1.1 QfCo has a cooperation strategy (CS) that contributes to gender equality and is verified by a monitoring system.	<ul style="list-style-type: none"> Areas of CE intervention include a gender analysis that accounts for gaps² in <ul style="list-style-type: none"> the gender division of labour (roles and responsibilities) the access of women and men to control of resources at all levels the gender needs in each sector of intervention The areas of intervention of the CE include qualitative and quantitative gender indicators, disaggregated by sex, and baselines at the outcome level. At least a certain percentage (e.g. 5 %, to be determined by each QfCo) of the EC budget (SDC part) is allocated to affirmative actions on gender equality. The annual report describes progress in relation to gender gaps and the achievement of the indicators set out in the CE. 	<ul style="list-style-type: none"> Each cooperation office adapts the Action Plan by indicating selected Milestones for the above-mentioned years, focusing on country and program specific needs and activities that contribute to achieve the set standard objectives. /

Standard objectives and sub-objectives:

- mainstreaming gender
- management
- knowledge management

Individual Milestones defined by each CoOfs

Important actors to take on board

- The commitment of the management, with an active participation in the GAP design.
- The involvement of NPOs and project coordinators, to implement the GAP.
- The local focal points network, acting as a collaborative team of experts and knowledge disseminators.
- In Bolivia, the interaction with other cooperation agencies helped to amplify the scope of the GAP.



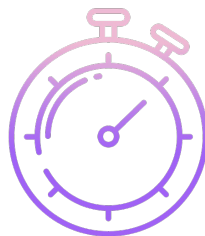
Evidence of success (Bolivia)

- In the last years the MR of the AR stands out positively the reference of gender issues on the report.
- Most of the project coordinators are aware of gender issues and support our activities.
- A percentage of the projects include affirmative actions to reduce gender inequalities.
- Local focal points are concern and motivated to receive continuing training and participate in knowledge capitalization processes.

Questions?



Ask Virginie & Amparo !



5 Minutes

3. Gender Equality Mainstreaming Action Plan Asia 2021-2024

Susanne Amsler

Rational for a gender action plan at the level of the division?

- Common understanding within the division
- Facilitate collaboration among the gender focal points in the division
- Building on good SDC examples
- New and first regional Asia guidance 2021-2024
- Support from the management

Linkages between action plans of SCO/Embassy and division?

- Having action Plans at both levels does make sense, but division of labour must be clear.
- General principle: Focus on the main tasks at each level and ensure complementarity (similar to the complementary roles of Gender Focal Points in the SCO/Embassy and in the division in Berne)

Ownership and content of the GEMAP?

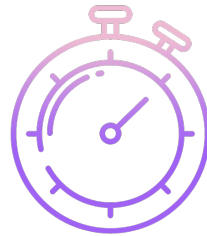
- Ownership: All staff of the Asia division, in particular programme staff and management at HQ and GFPs in the SCOs/Embassies.
- Consultative development of the plan; joint review.

→ GEMAP

Questions?



Ask Susanne!



5 Minutes

Tea break



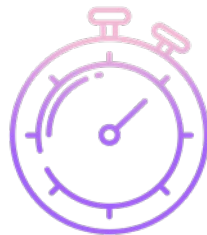
Please be back in 10 Minutes 😊

4. Gender Action Plan at SDC

Where are we?

- How to best integrate GAP in the cooperation programs?
- Division of labor between the Centrale and the field?
- Synergies between regional GAPs?
- Coordination between gender focal point unit and the divisions?
- Other relevant aspects?

Let's discuss



25 Minutes

Danke & bis bald!

