

Management Response and Follow-up to the Recommendations for Evaluation of Gender Mainstreaming in UN-HABITAT February 2011

No .	Recommendation	Management Response	Proposed Actions	Time Frame	Responsible Unit	Status	Comments on Progress
1	To Operationalize, implement and monitor selected activities outlined in the GEAP.	<u>Accepted:</u> The GEAP has two tracks, prioritized activities programmed in the work programme with funding while the second track consists of activities to be implemented as funds become available.	i) The GEAP activities will be reviewed and further prioritisation done taking into account recommendations of organizational review process. i) Establish a Gender Advisory Board as per GC 23 resolution.	April 2011	Gender Unit/ Gender Task Force /OED	In progress	i) Review of GEAP activities is in progress.
2.	Senior management and programme managers to be held accountable for commitments on gender equality in their work.	<u>Accepted</u>	i) Each Division/Branch and Section to prepare a statement of commitment to gender equality and empowerment of women in the respective programmes.	December 2011	Senior management.	Not started	
3.	Align GEAP with MTSIP monitoring processes and collect gender disaggregated data for existing indicators.	<u>Accepted.</u> The MTSP strategic framework 2014-2019 to incorporate gender equality and empowerment of women as mandated by GC23 resolution	i) A results-based performance measurement plan for the GEAP will be developed in line with the MTSIP results framework. ii)Each Focus area/Division to collect sex- disaggregated data to report on progress of their prioritized activities	April 2012	M&E/Gender Unit and Senior Management.	In progress	i) Concept note for the development of the 2014-2019 MTSIP has incorporated gender equality objectives.
4	The responsibility for coordinating monitoring of the GEAP should rest with the Gender Task Force	<u>Accepted.</u>	i) To incorporate monitoring and reporting responsibilities of the Gender Taskforce into the draft terms of reference.	December 2012	Gender Unit, PRC, M&E Unit	In progress	i) Terms of reference for the gender taskforce have been developed.
5	The Programme Review Committee (PRC) to ensure commitments to gender equality and women's	<u>Accepted</u>	i) Guidelines for incorporating GEAP in M&E frameworks to be developed and disseminated. ii) PRC templates to be revised to incorporate gender requirements in	April 2011	GMU and PRC	In progress	i) The new PRC templates being validated by Programme Managers are more explicit on gender equality and women empowerment.

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.	empowerment in project/programme documents are included in monitoring frameworks		the plans.				
6	UN-Habitat to clarify the mandate of the GMU and its role within the agency and partners	<u>Accepted</u>	i) Restructuring the GMU as part of the overall organizational review of UN-Habitat	April 2012	OED and GMU	In progress	i) GMU participated in the on-going organizational review process
7	The GMU should consider alternative and innovative ways to fundraise for gender specialist positions in the agency	<u>Partially Accepted: This is not GMU's specific responsibility but one of the agency as a whole.</u>	i) Propose alternatives and innovative ways for raising funds to recruit gender specialist positions in the agency.	On-going	OED/GMU	In progress	
8.	General policy guidance material produced by UN-HABITAT should integrate key findings from relevant research on gender equality and women's empowerment.	<u>Accepted</u>	i) To produce policy guidance materials and promote their utilization	2013	GMU	Not started	
9.	Programmes/projects should be designed with indicators to assess impact on gender equality and women's empowerment.	<u>Accepted</u>	i) Indicators to measure gender equality and women's empowerment to be included in programmes and projects as a requirement for approval. ii) Support for compliance to be provided through PRC.	June 2012	GMU/PRC and M&E Unit	Not started	
10.	Programmes on basic service provision should	<u>Accepted.</u>	i) To build staff capacity to mainstream gender.	2012 and on-going	GMU/Gender Taskforce.	In progress	i) Staff capacity building has started and will be on-going.

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.	ensure gender sensitivity/equality of access and actively promote women in management roles.		ii) Introduce incentives to programmes that demonstrate gender mainstreaming and women empowerment on annual basis.				
11.	Gender specialists should be placed strategically in regions in collaboration with RTCD.	<u>Partially accepted.</u> Financial implications will limit implementation of this recommendation.	i) To consider locating gender specialists in regional offices. ii) To build capacity of HPMS in gender mainstreaming in the context of ENOF.	December 2012	Senior Management and RTCD	In progress	i) Terms of reference for gender specialists developed and are under discussion.
12.	The GMU and the agency as a whole, to consider how they can contribute to improved dialogue and links between country and HQ levels.	<u>Accepted</u>	i) To share existing tools and new tools and guidelines to be developed to address the gaps.	December 2012	OED/GMU and GTF	In progress	i) Preparations for consultations with gender focal points are at advanced stage
13a	The agency's own policy lessons on the need to actively support women's rights to land and housing in post-crisis situations must be incorporated into programming.	<u>Accepted</u>	i) Incorporation of lessons learned to support women's rights to land and housing in post crisis situations.	December 2012.	DMP, RTCD, Shelter Branch and GMU	Not started	
b	The agency to consider applying the GLTN's gender evaluation criteria to its own programmes on land in post-conflict situations.	<u>Accepted</u>	i) To introduce all staff working in disaster management to gender evaluation criteria on land, especially post crisis situations for use in their day to day operations ii) To disseminated to HPMS and other field staff guidelines for	December 2012	GLTN/DMP and RTCD	In progress	i) The gender evaluation criteria were introduced to field staff and HPMS during the gender training programmes and this is set to continue.

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			gender evaluation criteria				
c	The agency should <i>actively</i> promote women's rights to land and housing through supporting the provision of paralegal services in collaboration with UN Women in post-crisis situations.	<u>Partially accepted</u> To-date Experience in this area does not fully exist. GLTN need to first fully understand the path to tenure in different countries and what the bottlenecks are, especially for women.	i) The support for the provision of paralegal services will be considered where appropriate and where there is a clear demand. ii) UN-HABITAT to strengthen partnerships with UN Women	December 2012	GLTN/GMU/RTCD	In progress	ii) The Gender Evaluation Criteria is still being piloted with good success.
14.	The organisation should use its educational training materials to challenge gender stereotypes around household labour.	<u>Accepted:</u>	i) To develop training materials taking into account this recommendation.	December 2012	TCBB/GMU	In progress	i) Some training materials have been developed and are in use in some programmes already.
15.	Partners and programme staff need training and support in survey design and analysis of data.	<u>Accepted.</u>	i) GMU to facilitate access to technical support ii) Gender specialists and focal points to support survey design and analysis process where necessary.	On-going	GMU	In progress	i) To-date efforts are made to collect sex-disaggregated data for various studies, especially the flagship reports. The programmes which are not doing this already are encouraged to do so.
16a	The draft partnership strategy to include a criteria on the willingness and ability of the proposed partner to 'adopt mutual approaches to gender equality.	<u>Accepted</u>	i) Assessment of all partners to include the proposed requirement.		All Divisions/Branches/Units	On-going	i) The partner strategy was adopted in December 2010. It is proposed that ED's circular on gender equality also takes this recommendation into account so that staff is required to fulfil this recommendation.
b	Given the stated	<u>Partially accepted:</u> Has	i) UN-Habitat will actively	On-going	GMU/RTCD	Implemented	i) UN-HABITAT together

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.	aims of the newly created UN Women to increase its work at country level, UN-HABITAT should identify opportunities for joint programming.	financial implications In some countries UN-HABITAT is participating in the UN Joint programmes on gender equality and empowerment of women at the country level, and where possible this is to continue.	participate in all aspects of UN joint programmes on gender equality and women empowerment where possible.		and Divisions and Branches with programmes at country level		with 13 other UN Agencies will sign an MOU this in June, 2011 for a joint programme for Kenya ii) UN-Habitat is leading the joint UN gender equality programme in Mexico.
c	With UNIFEM, UN-HABITAT should increase its engagement on the Safer Cities initiative, establishing ways to take on its role as 'lead global partner'.	<u>Accepted:</u> UN-HABITAT is working on deepening partnerships with UN Women, UNICEF and other key partners on safer cities free of violence against women and adolescent girls. However, this partnership is hampered at the moment by financial limitations.	i) UN-Habitat to strengthen its engagement with UN-Women, UNICEF and other key partners	On-going	Safer Cities Programme/GMU and Youth	In progress	i) UN-HABITAT, UN-Women, UNICEF and other key partners met just before GC23 and developed a framework on safety for adolescent girls in cities.
17.	Tensions between the GMU and the Huairou Commission need to be resolved.	<u>Partially accepted:</u> Tension is expected as long as GMU will continue to engage with relevant women's organisations working in the various areas of housing and urban development	i) Innovative ways for minimizing conflicts and building synergy with Huairou explored	On-going	GMU	In progress	i) GMU worked well with some members of the Huairou Commission during GC23 – GMU to continue encouraging Huairou Commission to embrace other organizations-working for UN-HABITAT.