

# GEAP

GENDER EQUALITY ACTION PLAN

2014-2019



## **Gender Equality Action Plan (GEAP) 2014-2019**

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UN  HABITAT

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# Acronyms

AGGI	The UN-Habitat Executive Director's Advisory Group on Gender Issues
CSOs	Civil Society Organisations
GEAP	Gender Equality Action Plan
GEF	Global Environmental Fund
GEF-SUSTRAN	GEF supported Sustainable Transport Project in East Africa
GEU	Gender Equality Unit
GEWE	Gender Equality and Women's Empowerment
GFP	Gender Focal Point
GHS	Global Housing Strategic
GPP	UN-Habitat Policy and Plan for Gender Equality and the Empowerment of Women in Urban Development and Human Settlements
LED	Local Economic Development
NGOs	Non-Governmental Organizations
NMT	Non-Motorized Transport
OER	Office for External Relations
PSUP	Participatory Slum Upgrading Programme
RBM	Results-based Management
SP	Strategic Plan
SUYR	State of the Urban Youth Report
SWAP	System-Wide Action Plan for Gender Equality and the Empowerment of Women
TDM	Travel Demand Management
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UN-Habitat	United Nations Human Settlements Programme
UNON	United Nations Office at Nairobi



Community meeting, Aurangabad, India.  
© Simone D. McCourtie/ World Bank

# Preamble

## Vision

Gender Equality is a key priority in UN-Habitat's mandate and is an integral part of the agency's work. *The UN-Habitat Policy and Plan for Gender Equality and the Empowerment of Women in Urban and Human Settlements (2014-19)* states, in its vision, that:

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UN-Habitat promotes the stronger commitment of national and local governments as well as other relevant stakeholders to work towards the realization of a world in which men and women are recognized as equal partners in development and enjoy equal human rights and fundamental freedoms, including freedom from discrimination in urban policy and practice, so that economically productive, socially inclusive and environmentally sustainable cities and other human settlements can be achieved more rapidly, completely and sustainably.<sup>1</sup>



Woman arguing for economic empowerment of women at the World Urban Forum 6 in Naples, Italy.

© Cubo per Fondazione Campania dei Festival/WUF 6

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<sup>1</sup> *UN-Habitat (2013), UN-Habitat Policy and Plan for Gender Equality and the Empowerment of Women in Urban and Human Settlements (2014-19). Nairobi.*



Gender Equality Action Assembly  
Opening and Breakout Sessions  
at the WUF6 in Naples, Italy.  
© CamaraLucida/UN-Habitat

## Mission

UN-Habitat, in collaboration with relevant stakeholders and other United Nations entities, pro-actively supports governments and local authorities, in line with the principle of subsidiarity, to respond positively to the opportunities and challenges of urbanization by providing normative or policy advice and technical assistance on transforming cities and other human settlements into inclusive centres of vibrant economic growth, social progress, environmental safety and human security, in the full understanding that this can only be achieved where there is full gender equality and women and youth are empowered.

## Goal

Well-planned, well-governed and efficient cities and other human settlements with adequate infrastructure and universal access to employment, land, public space and basic services, including housing, water, sanitation, energy and transport, on the basis of equality and non-discrimination among and between all social groups.

# Introduction:

## The Gender Equality Action Plan 2014-2019 (GEAP)

### What is the Gender Equality Action Plan (GEAP)?

The Gender Equality Action Plan (GEAP) is the means to realize the **The UN-Habitat Policy and Plan for Gender Equality and the Empowerment of Women in Urban and Human Settlements (2014-19)**.

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The GEAP was first provided for in Chapter 3 of the 1996 Habitat Agenda II. It was further articulated in the **Gender Policy** issued the same year. Thereafter, a restructuring of UN-Habitat in 1999 resulted in a revised **Gender Policy of 2002** that articulated a gender mainstreaming strategy for all UN-Habitat's decisions and activities. The GEAP was approved during the 22nd Session of the UN-Habitat Governing Council in April 2009 through Resolution 22/7.

### How was GEAP developed?

The GEAP has been developed through a consultative process inclusive of UN-Habitat Gender Equality Unit (GEU), UN-Habitat Gender Focal Points (GFPs), and the Advisory Group on Gender Issues (AGGI). It was finally presented at the annual AGGI meeting held during the World Urban Forum (WUF-7) for review and feedback.

The GEAP is guided by the findings and recommendations of the Evaluation of Gender mainstreaming at UN-Habitat (2011) and Gender Mainstreaming Audit and GEAP 2008-2013 review (2012). Critically it was noted that GEAP 1 faced the following institutional Challenges:

1. Lack of specific gender-mainstreaming objectives in the medium-term strategic and institutional framework (MTSIP);
2. Limited role played by senior management, and inadequate skills and knowledge on gender equality issue of professional staff;
3. Poor match between expectations, ambitions and practices of the Gender Mainstreaming Unit and its capacity;
4. Poor clarify roles and responsibilities in the institutional set-up for gender mainstreaming;
5. Inadequate financial resources.



Community Action Planning by Community Development Councils (CDC) in Afghanistan.

© Veronica Wijaya/UN-Habitat

The evaluation and audit made the following recommendations:

1. More capacity building of Professional staff (change agents) and awareness-raising across the agency with regards to GEAP.
2. The Gender Policy and the GEAP must be reviewed in keeping with new UN-Habitat priority areas as outlined in Strategic Plan 2014 -2019 (SP).
3. Gender responsive performance indicators should be included in the SP to measure UN-Habitat delivery on gender mainstreaming at agency level and gender responsive programme specific indicators to measure delivery of GEWE outcomes developed.
4. Consideration and strengthening future location and mandate of the Gender Equality Unit and accountabilities and reporting mechanisms:
  - Greater recognition of the role that GFPs will play to support UN-Habitat programme managers to promote work towards GEWE.
  - Gender responsive tools and manuals have been developed and there is need for these to be more widely disseminated and their implementation supported.
  - Reconsider the function of the GEAP in relation to the SP. The SP is delivered through a biennial work programme. Going forward it will be important to consider whether it might be fruitful to embed the GEAP within the Work Programme document as this is the action plan for the delivery of the SP, the core work of UN-Habitat.
  - Improve investment in evidence-based management to advance gender equality and women's empowerment.

- Budgets availed for the development of baselines to support project development.
- Budgets availed for indicator monitoring and mid-end term evaluations.

The GEAP is a six year global action plan that backs UN-Habitat's public commitment to improve gender equality and advance women's rights and empowerment across all policies programs and projects.

The GEAP's three main objectives are:

1. Programme: Technical and normative assistance provided to national, regional and local authorities and other stakeholders, so that their policies, plans and programmes achieve clearly articulated, time-bound and measurable gender equality and women's empowerment results in the areas of UN-Habitat's strategic priorities, identified on the basis of gender analysis, assessed against clearly defined baseline data disaggregated by sex and age.
2. Progress towards internal gender parity at all levels, and particularly at the P5 levels and above clearly demonstrated, according to the defined United Nations formula, as an objective indicator of organizational commitment to gender equality and women's rights, and of an organizational culture with the capacity to advance them.
3. Internal institutional arrangements that are fully conducive to the above two outputs increasingly in place, in progressive compliance with the performance standards set out in the System-Wide Action Plan for Gender Equality and The Empowerment of Women (SWAP).

## Why does UN-Habitat need the GEAP?

Given UN-Habitat's global commitments and obligations to advance gender equality and women's empowerment; the following Gender Equality Action Plan 2014-2019 (GEAP) draws on the lessons learnt from GEAP (2008-2013), and articulates the Policy and Plan for Gender Equality and the Empowerment of Women for 2014-19 (GPP). The GPP sets out UN-Habitat's commitment and strategy to ensure environmentally, economically and socially sustainable, gender-responsive, youth aware, rights-based and inclusive urban development policies are implemented by national, regional and local authorities to improve the standard of living of the urban poor, male and female, young and old, and enhance their full and equal participation in the socio-economic life of the city.



Nursing staff at Tonga's largest hospital, Vaiola Hospital. The arrival of broadband internet is set to significantly improve medical services in Tonga. Nukua'lofa, Tonga. © Tom Perry /World Bank.

GEAP is thus a planning document for the wide implementation of gender mainstreaming in all UN-Habitat programmes and projects. Its purpose is to support UN-Habitat Headquarters, Regional and Country offices to implement the Policy and Plan for Gender Equality and the Empowerment of Women for 2014-19 (GPP), and to assist the Gender Equality Unity (GEU) in supporting and monitoring these activities.

The GEAP 2014-2019 outlines the level of commitment and accountability needed towards delivering evidence based results. Further, the GPP 2014-2019 highlights rights based approaches that are supported by the GEAP 2014-2019 Results Based Framework with its focus on concrete measurable results (Appendix 1).

The GEAP 2014-2019 foresees improved accountability, resources, capacity and support for gender mainstreaming at all levels and across all regions and countries. GEAP 2014-2019 thus calls for the continuation of gender responsive:

- Capacity building activities to support change;
- The development of a Gender Urban Info Database with sex-disaggregated data to support analysis, the development of gender responsive indicators and monitoring and evaluation; and
- Production of policy briefs to inform policy planners;
- Development of tools and indicators for monitoring gender responsive activities across all UN-Habitat institutional and programmatic areas.

## How does UN-Habitat effectively implement GEAP 2014-2019?

The GEAP 2014-2019 is a means and platform for UN-Habitat to strategically work with partners in implementing gender responsive urban development at the regional, national, and local levels. Strategic partnerships are inclusive of development partners, United Nations entities, non-governmental organisations, academia, grassroots organisations, associations of cities and local authorities, the media, and private sector. These are partnerships that:

- Fill gaps in vital gender expertise, including learning from individual, local communities and traditional partners like UN-Women, and NGOs;
- Provide links to impact - more effective mechanisms to achieve results through partners active in implementing development interventions and partners working towards more conducive policy environments;
- Extend impacts to locations where UN-Habitat is unable to establish its own presence.



World Bank Group 2014 Youth Summit, in partnership with the Office of the United Nations Secretary-General's Envoy on Youth. © Simone D. McCourtie

# Thematic Area Objectives and Programming

## What is GEAP 2014-2019 aiming to achieve?

The overall strategic result (Expected Accomplishment) of GEAP 2014-2019 is: An environmentally, economically and socially sustainable, gender-responsive, youth aware, rights-based and inclusive urban development policies implemented by national, regional and local authorities have improved the standard of living of the urban poor, male and female, young and old, and enhanced their full and equal participation in the socio-economic life of the city.

The GEAP 2014-2019 has seven thematic areas. In each thematic area of urban human settlement there are specific objectives and actions.<sup>2</sup>

Thematic area objectives:

### 1. Urban Legislation, Land and Governance

- To increase access to urban land, adoption of enabling urban legislation and establishment of decentralized governance that foster equitable sustainable urban development, including urban safety.

### 2. Urban Planning and Design Branch

- To improve policies, plans and designs for more compact, socially inclusive, better integrated and connected cities that foster sustainable urban development and are resilient to climate change, at the city, regional and national levels.

### 3. Urban Economy

- To improve urban strategies and policies that is supportive of inclusive economic development, creation of decent jobs and livelihoods and enhanced municipal finance.

### 4. Urban Basic Services

- To increase equitable access to urban basic services and the standard of living of the urban poor.

### 5. Housing and Slum Upgrading

- To increase access to adequate housing, improve the standard of living in existing slums and curb the growth of new slums in an inclusive manner.

### 6. Research and Capacity Development

- To improve knowledge on sustainable urbanization issues and capacity for formulation and implementation of evidence-based policies and programmes at national, local and global levels.

### 7. Risk Reduction and Rehabilitation

- To increase the resilience of cities to the impacts of natural and human-made crises and undertake rehabilitation in ways that advance sustainable urban development.

<sup>2</sup> See Appendix 2 (Action Plan) for planned actions, time-frame, and resources needed under each thematic area. The expected accomplishments and indicators under each thematic area are outlined in Appendix 2 (Results Based Framework)

# Institutional Arrangements

**The Gender policy and plans further provides for the organizational arrangements for the Office of Executive Direction: OER-PIACB & Advocacy, Outreach and Communications and Office of Management:**

To position urban issues in the world media through advocacy, outreach and communications activities, where the role of women and gender approaches will be promoted. To lead and ensure effective implementation of all UN-Habitat's mandates and compliance with United Nations policies and procedures including those related to gender equality and women empowerment in the implementation of the Strategic Plan 2014–2019 through the biennial work programme and budget, and in the management of human and financial resources for the implementation and monitoring of the GEAP 2014-2019 and broaden support and participation of Habitat Agenda Partners for sustainable, equitable urban development; as well as to ensure gender parity at UN-Habitat.

The Office of Executive Direction has roles and responsibilities that are needed to support GEAP expected accomplishments in the following areas:<sup>3</sup>

- Accountability;
- Results Based Management;
- Oversight;
- Human and Financial Resources;
- Capacity Development; and
- Communication, Knowledge and Information Management, Coherence and Partnerships.

<sup>3</sup> See Appendix 2 (Action Plan) for planned actions, time-frame, and budget allocations for the institutional arrangements. The expected accomplishments and indicators are outlined in Appendix 2 (Results Based Framework)



South Sudan nurses and midwives march in Juba to mark International Day of the Nurse. © Elizabeth Deacon/IRIN



UN-Habitat has worked closely with the government and local authorities in Malawi to promote participatory risk mapping and planning and to support the development of flood and earthquake resilient housing and infrastructure in the country. © UN-Habitat

## **GEAP 2014-2019 has a Results Based Management (RBM) Framework. Why is RBM necessary?**

The GEAP is deeply anchored to UN-Habitat's Results-Based Management (RBM) policy and principles. RBM is intended to support the delivery of gender responsive results (see Annex 1).

RBM is a way of working that looks beyond activities and outputs to focus on the actual results, outcomes or accomplishments that occur as a consequence, at least in part, of interventions or activities of projects and programmes.

Results-based management is essential because it is a management strategy by which all UN-Habitat and partners, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the desired results (outputs, outcomes and higher level goals or impact) and use information and evidence on actual results to inform decision making on the design, resourcing and delivery of programmes and activities as well as for accountability and reporting.

In preparing their own work plans Regions and Country Offices will utilise the following Gender Results Framework (appendix 1) to help articulate in greater detail the gender issues and actions they plan to implement and monitor in their focus areas. Gender Focal Points (GFs) and the GEU will provide support and guidance.

Gender mainstreaming is the critical strategy to be utilized to advance gender equality and women's empowerment throughout planned projects.

Technical and normative assistance will be provided to national, regional and local authorities and other stakeholders, so that their policies, plans and programmes achieve clearly articulated, time-bound and measurable gender equality and women's empowerment results in the areas of UN-Habitat's strategic priorities, identified on the basis of gender analysis, assessed against clearly defined baseline data disaggregated by sex and age<sup>4</sup>.

<sup>4</sup> Where disaggregation by sex is not possible, the reason for its absence will be stated



Mothers wait to vaccinate their babies at the Centre De Sante Communautaire De Banconi (ASACOBA) a health clinic in Bamako, Mali © **Dominic Chavez/World Bank**

# Appendix 1:

## GEAP RESULTS FRAMEWORK

### Sub-programme 1: Urban Legislation, Land and Governance

#### Objective

To increase access to urban land, adoption of enabling urban legislation and establishment of decentralized governance that foster equitable sustainable urban development, including urban safety.

#### Strategy

The responsibility for the branch is vested in the Urban Legislation, Land, and Governance Branch. The branch will support projects that bring about upstream systemic changes, as well as those which deliver results such as increased supply of serviced land for the expansion of cities. In assessing the different implications for women and men of planned policy action, including legislation and in all programs areas and at all levels, this essentially offers a pluralistic approach that will value the diversity among both women and men.

### SUB-PROGRAMME 1: URBAN LEGISLATION, LAND AND GOVERNANCE

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS
Urban legislation and legal tools implemented that enable urban contexts to develop in an inclusive, socially and economically vibrant manner and facilitates equal access to urban resources by both men and women, and by youth	Evidence of urban legislation reform processes commenced to develop inclusive socially and economically vibrant manner and facilitates equal access to urban resources by both men and women, and by youth	Gender responsive advisory services given
	Availability of urban legislation tools developed that enhance inclusive socially and economically vibrant manner and facilitates equal access to urban resources by both men and women, and by youth	National and local urban legal assessments undertaken

Cities, national authorities, and Habitat Agenda Partners have increased capacities for participatory and accountable pro-poor and gender sensitive urban planning and governance	Number of Cities, national authorities, and Habitat Agenda Partners having institutional capacity for introducing, and implementing policies and, legislation and action plans for pro-poor and gender sensitive urban planning and governance	Gender – responsive guidelines, tools and best practice documents produced
	Number of Cities, national authorities, and Habitat Agenda Partners adopting governance frameworks to ensure the involvement of women and vulnerable groups for implementing policies, strategies and programs for increased equity and inclusiveness	
	Number of cities, national authorities, and Habitat Agenda Partners measuring and applying monitoring of gender responsive urban legislation, urban extension, densification, urban planning, and local government finance	
Secure, non-discriminatory and equitable access, use and control of land established for all, through the development and utilization of pro-poor, gender-responsive, scaleable land tools	Number of government institutions formulating and implementing land interventions with gender lens	Gender-responsive land policies formulated and implementation
	Number of non-state actors adopting gender-responsive land tools	
	Increased capacities of government and non-state actors to undertake gender-responsive large-scale land reform interventions	Gender evaluation undertaken Gender-responsive capacity development for government and non-state actors developed and conducted
Improved urban governance through accountable, inclusive, democratic, gender-responsive institutions and systems	Percentage of seats held by women in local assemblies/ councils	
	Percentage of committees of local assemblies/councils chaired by women	
	Percentage of mayors who are women.	
	Average number of NGOs engaged in gender-advocacy in urban/local contexts	
	Percentage of surveys about provision of public services with sex disaggregated data ( <i>measuring perceptions of women and men on whether there has been an improvement in the provision of public services</i> )	

Strengthened local institutions that enable women and girls' safe and autonomous access to quality city services, public spaces and all forms of mobility, as a precondition for active and meaningful participation in urban planning, management and governance	Proportion of women and girls actively participating in the planning, management and governance of their neighbourhoods	Advisory services on women and girls safety given
	Proportion of women and girls who say they have easy access to basic urban facilities	Local assessments of women and girls safety undertaken
	Proportion of women and girls who have travelled unaccompanied during last week, who say they feel safe in public spaces	Women and girls safety integrated in the Urban Safety Monitor
	Proportion of women who say they feel safe if they go out at nights	Guidelines, tools and good practices on women and girls safety documented/ produced
	Proportion of women who say they do not walk alone or they try not to walk alone in certain public spaces for safety reasons	
	Proportion of women and girls, by age groups, who experienced violence in public spaces in the last 12 months <i>(both those that sought help or support and those who did not)</i>	

## Sub-programme 2: Urban Planning and Design Branch

### Objective

To improve policies, plans and designs for more compact, socially inclusive, better integrated and connected cities that foster sustainable urban development and are resilient to climate change, at the city, regional and national levels.

### Overview

UN-Habitat's strategy is to promote spatial design of cities and larger territories that contributes to urban sustainability, improves economic growth and makes cities more efficient, inclusive and equitable. In this respect, gender equality and empowerment of women are key considerations for urban planning and design. The Urban Planning and Design Branch aims to achieve the following impacts and outcomes in the mainstreaming of gender equality and women's empowerment in its programs:

## SUB-PROGRAMME 2: URBAN PLANNING AND DESIGN BRANCH

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS
Improved policies and frameworks for planning and design of gender-responsive compact, integrated and connected cities adopted by partner city, regional and national authorities	Number of partner metropolitan, regional and national authorities that have adopted national urban policies or spatial frameworks that support systems of compact, socially inclusive, integrated and connected cities	National urban policies to set guidelines for sustainable urban development, poverty reduction and gender equality
	Number of formal policy dialogue meetings, held with engagement of key players, organized by counterparts with evidence of sex disaggregated data	

**SUB- EXPECTED ACCOMPLISHMENTS**

Improved policy dialogue on urban policies within a spatial framework in global fora, as well as by national, regional and metropolitan authorities.	Number of national, regional and metropolitan institutions producing gender responsive and quality contributions into urban planning and policy reform process.	Guidelines for gender-sensitive and inclusive public open spaces
Strengthened capacities of institutions linked to national, regional and metropolitan authorities to develop urban policies and plans for compact, socially inclusive, integrated and connected system of cities	Increased inclusion in key UN-Habitat policy documents and knowledge products of references to gender equality and empowerment of women.	
Strengthened capacities of city, regional and national authorities to develop and adopt gender-responsive plans and designs for compact, socially inclusive, integrated and connected cities	Number of partner metropolitan, regional and national authorities that have adopted gender responsive national urban policies or spatial frameworks that support systems of compact, socially inclusive, integrated and connected cities	

**SUB- EXPECTED ACCOMPLISHMENTS**

Improved policy dialogue at local, national and global level on innovations in urban planning and design by city authorities	Number of formal policy dialogue meetings held with engagement of key players, organised by counterparts with evidence of sex disaggregated data	Checklist for mainstreaming gender in climate change vulnerability assessments  Linkages with networks of organizations working to Incorporate a gender perspective in all climate change policies and initiatives
Strengthened capacities of city institutions to develop plans and designs for compact, socially inclusive, integrated and connected cities and neighbourhoods	Number of city institutions producing gender responsive and quality contributions into the planning and design process	
Improved capacity of partner city, regional and national authorities to adopt gender-responsive policies and strategies that contribute to the mitigation of and adaptation to climate change	Number of partner city, regional and national authorities that have adopted gender- responsive indicators, policies, plans, and strategies that contribute to climate change mitigation and adaptation	

**SUB- EXPECTED ACCOMPLISHMENTS**

Improved policy dialogue on the urban dimension of climate change in global fora, as well as by national, regional and local authorities	Number of formal policy dialogue meetings held with engagement of key players, organized by counterparts with evidence of sex disaggregated data	
	Number of national, regional and city institutions producing gender responsive and quality into climate change adaptation and mitigation strategies	
Strengthened capacity of partner city, regional and national authorities to develop policies and strategies that contribute to the mitigation of and adaptation to climate change		

## Sub-programme 3: Urban Economy

### Objective

To improve urban strategies and policies that are supportive of inclusive economic development, creation of decent jobs and livelihoods and enhanced municipal finance.

UN-Habitat will support city, regional and national authorities adopt or implement policies and strategies that are supportive of inclusive economic development, with particular focus on youth and women, and enhanced urban and municipal finance. Gender dimensions and equity are essential measures of success in local economic development and youth empowerment programs of the Urban Economy Branch.

### Overview of priorities

Improved urban planning for economic development, innovative urban financing, job creation through urban development, housing and infrastructure, youth and women economic empowerment and local economic development constitute priority areas of work. A gender approach will be mainstreamed into economic situation assessment and analysis of barriers, strategies and outcomes.

## SUB-PROGRAMME 3: URBAN ECONOMY

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE
Increase in projects approved by UN-Habitat that are equitably beneficial to young women and men	Proportion of UN-Habitat projects that are gender responsive in mainstreaming youth Degree to which UN-Habitat documents and events display youth data that is disaggregated by age and sex.	Tool kit for mainstreaming youth, Advisory Services Training workshop
Gender disparities in the access to resources and opportunities by youth reduced.	Level of access by gender to employment, credit and livelihood opportunities. Number disaggregated by sex accessing and benefitting from available productive assets and resources (the Youth Fund, information and communication, capacity development, land, safe spaces etc)Evidence of improved capacity of partners to involve and impact women in Local Economic Development.	Projects on women's economic empowerment Existing youth and LED assessment tools engendered Case studies feeding into the SUYR

## Sub-programme 4: Urban Basic Services

### Objective

To increase equitable access to urban basic services and the standard of living of the urban poor.

### Outcome Statement

Using gender-sensitive approaches, UN-Habitat will support local, regional and national authorities through a combination of policy and normative work with on-the-ground pilot and demonstration initiatives aimed at strengthening gender sensitive policies and institutional frameworks for increasing equitable access to urban basic services and improving the standard of living of the urban poor.

### Overview of Strategies

UN-Habitat will provide policy and technical assistance to partner cities, regional and national authorities to: (i) rehabilitate and expand gender-sensitive urban infrastructure and services to keep pace with growing demand; (ii) ensure institutional efficiency and effectiveness in service provision; and (iii) provide adequate levels of service for the urban poor, especially women and the vulnerable groups.

## SUB-PROGRAMME 4: URBAN BASIC SERVICES

EXPECTED ACCOMPLISHMENTS	INDICATORS	ILLUSTRATIVE OUTPUTS
Increased capacity of local, regional and national authorities to implement gender-sensitive policies for increasing equitable access to urban basic services	Evidence of gender sensitive policies and strategies for increasing equitable access to sustainable urban basic services  Number of Partner Cities adopting governance frameworks to ensure the involvement of women and vulnerable groups for implementing policies, strategies and programs for increased provision of sustainable and equitable access to basic services	Field projects aimed at strengthening the capacity of local, regional and national authorities to implement gender-sensitive policies for increasing equitable access to urban basic services  Advisory services to partner countries on gender-sensitive urban basic services  Training/workshops on gender-sensitive policies for increasing equitable access to urban basic services
Increased flow of investments into gender-sensitive urban basic services catalysed by UN-Habitat programmes in partner countries	Number of gender-sensitive investments into urban basic services accrued by partnerships with other organizations	Projects aimed at leveraging investments into gender-sensitive urban basic services

## SUB-PROGRAMME 4: URBAN BASIC SERVICES

EXPECTED ACCOMPLISHMENTS	INDICATORS	ILLUSTRATIVE OUTPUTS
Increase in sustainable use of sustainable urban basic services in partner cities	Percentage of consumers in partner cities with reduced per capita domestic consumption of water disaggregated by sex	Field projects aimed at creating awareness on sustainable domestic consumption of water. Field projects on Values-based Water, Sanitation and Hygiene Education in schools and local communities.
	Percentage by gender of households in partner cities using modern energy	Field projects on promoting energy efficiency in buildings in East Africa Rapid Planning for better environmental resource management and energy supply/energy efficiency
	Percentage in partner cities using gender responsive and sustainable modes of transport modes	Advisory services to 1 country GEF supported Sustainable Transport Project in East Africa (GEF SUSTRAN) aimed at upgrading transit systems, implementing improved non-motorized transport (NMT) infrastructure and applying travel demand management (TDM) as well as other transport supporting policies in the three capital cities of Ethiopia, Uganda, and Kenya

## Sub-programme 5: Housing and Slum Upgrading

### Objective

To increase access to adequate housing, improve the standard of living in existing slums and curb the growth of new slums in an inclusive manner.

### Overview

The strategy for program is based on a twin-track approach that focuses on improving the supply and affordability of serviced land and new housing opportunities at scale which will curb the growth of slums and the creation of new ones, alongside implementing national and city-wide slum upgrading programs that will improve housing conditions and the quality of living conditions in existing slums. The program will promote appropriate models of development that will promote and address the diverse interests and equal opportunities for both men and women.

## SUB-PROGRAMME 5: HOUSING AND SLUM UPGRADING

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS
Global Framework for Development Effectiveness in Inclusive Housing, Slum Upgrading and Prevention developed and influenced	Number of partners, countries and supra-national institutions that have joined the GHS25 reporting on activities that support adequate, sustainable and gender-inclusive housing, slum upgrading and prevention reporting on activities	GHS capacity building workshops on gender and human rights mainstreaming at the international level  PSUP capacity building workshops on gender and human rights for country team partners
SUB-EXPECTED ACCOMPLISHMENTS		
Partnerships at global and regional levels for sustainable and inclusive housing, slum upgrading and prevention strengthened	Women's constituencies, including women slum dwellers represent at least 40% of National Habitat Committees and PSUP Country Teams	
	Number of gender-inclusive and socially diverse National Habitat Committees established that support the GHS principles	
	Number of international and regional events and policy dialogue meetings with at least 40% women participants, held with the engagement of key players leading to partnerships to promote the GHS principles	
Inclusive, right-based, result-based and sustainable housing, slum upgrading and prevention strategies at city and community levels mainstreamed	Number of gender-inclusive, rights-based, result-based and sustainable housing, slum upgrading and prevention strategies formulated at global and regional levels with data disaggregated by sex and age	
	Diverse women represent up to 30% of the keynote addresses at international and regional events and policy dialogue meetings	
	Diverse women and men slum dwellers are speakers on at least 30% of the panels at international and regional events and policy	
Sustainable inclusive Housing, Slum Upgrading and Prevention are mainstreamed in National Policies, Strategies and Development Plans	Number of national development plans that are gender-responsive, aligned to GHS principles and have data disaggregated by sex and age	GHS capacity building workshops on gender and human rights mainstreaming with all partners at the national level

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS
Partnerships at national level for sustainable and inclusive housing, slum upgrading and prevention strengthened	Number of Inclusive, right-based, result-based and sustainable housing, slum upgrading and prevention strategies formulated at national level and have data disaggregated by sex and age	Consultations with governments and national statistical bureaus on collection of disaggregated data
Inclusive right-based, result-based and sustainable housing, slum upgrading and prevention strategies at national level formulated		Hiring of gender consultants or appointment of Gender Focal Points by National Habitat Committees and Country Teams in the PSUP countries
Sustainable inclusive Housing, Slum Upgrading and Prevention is mainstreamed in Local Development Plans	Number of city and community level development plans that are gender-responsive, aligned to GHS principles and have data disaggregated by sex and age	Capacity building workshops on gender and human rights at the city and slum level
SUB-EXPECTED ACCOMPLISHMENTS		
Partnerships at city and community level for sustainable and inclusive housing, slum upgrading and prevention strengthened	Number of communities, including organizations of women and men slum dwellers participating in strategy development and decision making processes that support GHS principles	Training of residents upgrading committees and implementation partners on the collection of dis-aggregated data.
		Consultations with municipal governments, service providers, NGOs, and other city-level stakeholders on the collection of disaggregated data
		Hiring of gender consultants or appointment of Gender Focal Points by local PSUP teams and the local Habitat Committees
		Capacity-building workshops for implementation teams in gender and socially inclusive participatory planning, implementation and monitoring
Inclusive, rights-based, result-based and sustainable housing, slum upgrading and prevention strategies at city and community levels	Number of gender-sensitive, right-based, result-based and sustainable housing, slum upgrading and prevention strategies at city and community levels mainstreamed with data disaggregation by sex and age	
	Up to 30% of housing strategies are gender and socially-inclusive dialogue meetings	
	Up to 40% of the slum upgrading and prevention strategies are gender and socially-inclusive	

## Sub-programme 6: Risk Reduction and Rehabilitation

### Objective

To increase the resilience of cities to the impacts of natural and human-made crises and undertake rehabilitation in ways that advance sustainable urban development.

### Outcome Statements

Crisis situations whether they result from human-made or natural disasters are not gender neutral. The same event can impact in different ways on women, girls, boys and men. This is because different gender groups have different vulnerabilities and needs, face different risks, and develop coping mechanisms in different ways to resist to shock, survive and support their families.

In accordance with the commitments of UN-Habitat to gender equity, the different needs and capacities of women, girls, boys and men shall be taken into account in all aspects of disaster prevention and management. Un-Habitat also recognizes that the active participation of women in recovery and rehabilitation is essential, and shall be promoted.

Through a gender-sensitive, youth-aware, environmentally-friendly and rights-based approach, UN-Habitat will support the increase of resilience of cities to the impacts of natural and human-made disasters, and undertake recovery and rehabilitation in ways that advance sustainable urban development:

### Overview of priorities

UN-Habitat will undertake urban risk reduction, settlements rehabilitation and shelter recovery programs that mainstream gender, youth and a rights-based approach into the activities of the Agency and its partner cities, regional and national authorities, and affiliated organizations.

## SUB-PROGRAMME 6: RISK REDUCTION AND REHABILITATION

EXPECTED ACCOMPLISHMENTS	INDICATORS	ILLUSTRATIVE OUTPUTS
Cities, regional and national authorities, and partner organizations with improved capacity for gender responsiveness to manage disaster risk reduction and resilience programs	Availability of sex-disaggregated data in risk reduction and resilience programs Evidence of gender-responsive application of resilience indices	
Increased number of gender-responsive partner cities that have implemented sustainable urban recovery programs	Availability of sex-disaggregated data in urban recovery programmes Evidence of equitable participation by women and men in planning and equal access to the benefits of urban recovery programs	

Improved capacity of partner organizations to deliver gender-responsive shelter rehabilitation programs contributing to disaster-resilient permanent housing.

Evidence of gender-sensitive policies and strategies of partner agencies in shelter rehabilitation programs;

Evidence of equitable participation by women and men in the planning and implementation of shelter rehabilitation programs that respond to the needs of both women and man.

## Sub-programme 7: Research and Capacity Development

### Objective

To improve knowledge on sustainable urbanization issues and capacity for formulation and implementation of evidence-based policies and programmes at national, local and global levels.

### Overview

The Research and Capacity Development branch comprises of Research, Capacity Development, and Global Urban Observatories units. The subprogram will monitor progress made towards the slum target of the Millennium Development Goals and the Habitat Agenda and report the results through its flagship reports and its Urban Indicators Program which will include gender perspectives where appropriate. Efforts will also be directed towards supporting production of local urban knowledge, and establishment of urban observatories that collect and analyse data disaggregating it by sex in order to aid comparison where applicable. Information and knowledge on best practices will also be collected and disseminated. The program will also provide expertise in developing institutional and individual capacities on evidence based gender-responsive policies and programs benefit urban stakeholders.

### Office of Executive Direction: OER- PIACB & Advocacy,

## SUB-PROGRAMME 7: RESEARCH AND CAPACITY DEVELOPMENT

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS (AS IN POW 2014-2015)
Improved monitoring of urban conditions and trends	<ul style="list-style-type: none"> <li>Increased number of national statistical offices producing urban data and indicators disaggregated by sex (where possible)</li> <li>Increase number of gender responsive results-based evidence from programmes and project activities documented and shared</li> </ul>	<p><b>Technical materials</b></p> <ul style="list-style-type: none"> <li>Urban Inequities Survey questionnaires and manuals published</li> <li>Local Urban Observatory</li> <li>City Prosperity index 30 Cities</li> <li>Regional urban indicators for the third United Nations conference on housing and sustainable urban development (Habitat III)</li> </ul>

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS (AS IN POW 2014-2015)
<p>Improved knowledge of sustainable urbanization issues at the local, national and global levels</p>	<p><b>Indicators of achievement</b></p> <p>Increased percentage of local and national governments that have used UN-Habitat flagship publications, best practices database, training and capacity development tools and guidelines, including a gender dimension</p> <p><b>Performance measures</b></p> <p>Baseline: 2010-2011: 15% Estimate 2012-2013: 20% Target 2014-2015: 25%</p> <p><b>Indicators of achievement</b></p> <p>Increased number of countries producing national cities reports that have data disaggregated by sex, to enhance local and national policy planning</p> <p><b>Performance measures</b></p> <p>Baseline: 2010-2011: 5 Estimate 2012-2013: 10 Target 2014-2015: 20</p> <p>Inclusion in key UN-Habitat policy documents and knowledge products of references to gender equality and empowerment of women.</p>	<p><b>Other services provided</b></p> <p><i>Ad hoc expert groups</i></p> <ul style="list-style-type: none"> <li>• Best practices steering committee meeting</li> <li>• Expert group meeting on the Global Report for Human Settlements</li> <li>• Expert group meeting to enhance knowledge on the role of future visioning for sustainable urbanization</li> <li>• Dubai Award Technical Advisory Committee</li> <li>• Dubai Award Jury</li> <li>• Rafik Hariri Award Jury</li> <li>• Shaikh Khalifa Award Jury</li> <li>• Other substantive activities</li> </ul> <p><b>Technical material</b></p> <ul style="list-style-type: none"> <li>• Best Practices database, new edition</li> <li>• Other substantive activities</li> <li>• Mandated recurrent publications</li> <li>• Global Report for Human Settlements (2015)</li> <li>• State of the world cities report</li> <li>• Non-recurrent publications:</li> <li>• Abridged edition of Global Report for Human Settlements (2015)</li> <li>• Abridged edition of State of the world cities report (2015)</li> <li>• The State of Eurasian Cities 2015</li> <li>• The State of Europe Cities 2014</li> <li>• The State of ECO-Region Cities 2015</li> <li>• Occasional research paper series on urban futures</li> <li>• Urban Futures Manual</li> <li>• Capacity Building Tools for local governments and training institutions on Sustainable urbanisation</li> <li>• The State of Chinese Cities</li> </ul> <p><b>Special events</b></p> <ul style="list-style-type: none"> <li>• Launch of UN-Habitat's Urban Futures Manual at WUF 7</li> <li>• Technical cooperation</li> <li>• Advisory services at the request of governments</li> <li>• Advisory services to national and local governments on future visioning</li> <li>• Field Projects</li> <li>• Urban futures demonstration projects</li> </ul>

EXPECTED ACCOMPLISHMENT	INDICATORS	ILLUSTRATIVE OUTPUTS (AS IN POW 2014-2015)
		<p>Group trainings (seminars, workshops, symposia)</p> <ul style="list-style-type: none"> <li>• Training Package on Housing the Urban Poor</li> <li>• Capacity Self-assessment for Local Government Training Institutions</li> <li>• Online Training Management Tool</li> <li>• Other tools e.g. on planning, climate change, youth, and slum upgrading may be possible</li> </ul>
<p>Increased capacities of national and local authorities and partners to formulate and implement informed and equitable policies and programmes</p>	<p>Number of national and local authorities and partners collecting and utilizing gender disaggregated data, gender responsive indicators, and mainstreaming gender into policies and programmes using evidenced based information</p>	<p><b>Technical cooperation</b></p> <ul style="list-style-type: none"> <li>• Results-based evidence from programmes and project activities documented and shared</li> <li>• Advisory services at the request of the governments (number of missions )</li> <li>• Advisory services on capacity building</li> </ul> <p><b>Group trainings (seminars, workshops, symposia)</b></p> <ul style="list-style-type: none"> <li>• Training workshops on sustainable urban development for local government and Habitat Agenda partners in Asia an, Africa and Latin America</li> <li>• Workshops on Education and Universities Curriculum development for 40 persons</li> <li>• Field Staff training and Urban dialogues Series</li> </ul> <p><b>Field projects</b></p> <ul style="list-style-type: none"> <li>• Capacity building programmes on climate change, urban economy, leadership and decentralisation</li> </ul> <p><b>Other services provided</b></p> <ul style="list-style-type: none"> <li>• Assistance to intergovernmental bodies and/or United Nations representatives/rapporteurs under their established mandates</li> <li>• Technical and capacity development assistance in the field of sustainable urban development to the UN Decade on Education on Sustainable Development, the Learning Cities Index and City Prosperity</li> </ul> <p><b>Special events</b></p> <ul style="list-style-type: none"> <li>• Development and Management of Training events on Sustainable Urban Development, City Prosperity Index, Citywide Slum Upgrading and Housing the Poor in Africa with Habitat Agenda Partners at WUF 7 and Ministerial Conferences for Housing and Urban Development in Africa, Asia and Latin America</li> </ul>



## Outreach and Communications, and Office of Management

### Outcome Statements

UN-Habitat will position urban issues in the world media through advocacy, outreach and communications activities, where the role of women and gender approaches will be promoted. To lead and ensure effective implementation of all UN-Habitat's mandates and compliance with United Nations policies and procedures including those related to gender equality and women empowerment in the implementation of the Strategic Plan for 2014–2019 through the biennial work programme and budget, and in the management of human and financial resources, as well as to improve global awareness of sustainable urban development issues and broaden support and participation of Habitat Agenda Partners.

### Overview of priorities

UN-Habitat will undertake media outreach and awareness-raising campaigns engaging the general public, the media and other partners emphasizing the role of women and gender approaches in sustainable urban development. It will also mobilise Habitat Agenda Partners – old and new, women and youth organisations, as well as the UN System working in the area of sustainable urban development, especially for Habitat III conference and post 2015 development agenda, and also support, coordinate and monitor the implementation of relevant agency policies and strategies on partnership, advocacy, communications and publishing with particular attention to gender equality.

### Office of Executive Direction: OER- PIACB & Advocacy, Outreach and Communications

EXPECTED ACCOMPLISHMENTS	INDICATORS	ILLUSTRATIVE OUTPUTS
Enhanced awareness and promotion of gender issues in sustainable urban development to the public and by the media	<ul style="list-style-type: none"> <li>Availability of gender related news in media articles and electronic debates covering sustainable urban development</li> <li>Number of key partner countries that undertake awareness-raising activities (city changer campaigns, events, urban forum) to promote gender in sustainable urban development</li> </ul>	<ul style="list-style-type: none"> <li>Communication and advocacy strategy developed and implemented</li> <li>Knowledge management strategy on gender equality developed and implemented</li> </ul>
Enhanced mobilization of partners on gender issues in sustainable urban development	<ul style="list-style-type: none"> <li>Increased number of partners of the World Urban Campaign addressing urban issues in their awareness raising activities</li> <li>Increase in focus on gender issues in policy dialogue</li> </ul>	
Enhanced gender-responsive engagement of all Habitat Agenda Partners and the UN System in sustainable urban development	<ul style="list-style-type: none"> <li>Number of women's organizations supporting sustainable urban development and accredited to Habitat</li> <li>Evidence of incorporation of gender equality and equity issues by Habitat Agenda Partners into the debates on Habitat III and post 2015 development agenda</li> <li>Availability of sex disaggregated data for mayors, Ministers and parliamentarians</li> </ul>	<ul style="list-style-type: none"> <li>Habitat Agenda Partners consultations on Habitat III, and Post 2015 development agenda</li> <li>Global and Regional Reports on Habitat III and Post 2015 development agenda</li> <li>Global Parliamentarians Forum, Ministerial, and Mayors Meetings</li> </ul>
EXPECTED ACCOMPLISHMENTS	INDICATORS	ILLUSTRATIVE OUTPUTS

Improved budget allocations for gender mainstreaming at institutional and project levels	<p>Percentage of resource allocation to gender mainstreaming at institutional level</p> <p>Percentage of resource allocation at project level</p>	<p>Role and capacity of HQ, regional and country gender focal points strengthened along with budgetary allocation</p> <p>Gender Equality Marker developed for tracking and reporting on the proportion of funds devoted to advancing gender equality at the institutional level</p> <p>Gender Equality Marker developed for tracking and reporting on the proportion of funds devoted to advancing gender equality at project level</p>
Improved gender parity at senior management levels	<p>Existence of oversight and accountability mechanisms for implementation of policies and plans related to equal representation of men and women at all levels</p> <p>Level of implementation of policies that support women's representation at senior levels</p> <p>Percentage of women representation at senior management</p>	<p>Institutional investment in staff capacity to work towards gender equality results</p> <p>Annual data developed of recruitment and promotion by sex and level using UNON data</p>
Enhanced mainstreaming at program and project level	<p>Number of programs and projects with gender disaggregated baseline data, explicit gender strategies, results and performance indicators</p> <p>Number of projects that report explicit gender parity outcomes and impacts</p> <p>Requirements of SWAP met</p>	<p>Programmes and projects have guidelines and procedures to mainstream gender</p> <p>Training/workshops to strengthen capacity of Management and staff to address gender issues in urban development</p> <p>Advisory services to programmes and projects to support gender-sensitive urban developed provided consistently</p>



# GEAP

GENDER EQUALITY ACTION PLAN

HS/019/15E

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