Policy Instruction

Gender Equality: A gender responsive approach

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Policy Instruction – Gender equality

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1. PURPOSE

The purpose of this Policy Instruction is to define a shared vision on gender equality by all staff, within all areas of OCHA's core mandate, in the planning and implementation of its programs, policies and procedures, reporting and the assessment of results. The policy is anchored on a gender responsive approach, which aims to facilitate a better examination of gender inequalities through a gender analysis; analysing societal expectations and norms, stereotypes, barriers, discrimination and capacities, and their impact on the humanitarian outcomes for women and men of different ages and backgrounds. This approach moves beyond a gender sensitive approach that only seeks to respond to the different needs and constraints of individuals based on their sex and age. It also seeks to minimize gender neutral programming, which does not actively address gender stereotypes, structural discrimination and exclusion of women and girls.

This Policy Instruction also defines approaches of engagement to promote a gender responsive programming by OCHA inclusive of; mainstreaming gender equality, targeted actions, preventing and responding to Sexual and Gender Based Violence (SGBV) and, supporting efforts to increase women's participation, leadership and decision making in humanitarian processes. The policy reinforces existing UN Secretariat rules and the United Nations System-wide Action Plan for Gender Equality and the Empowerment of Women (UNSWAP) mandates that aim at accelerating organizational accountability and performance on gender equality and women's empowerment.

The Policy Instruction seeks to ensure that OCHA improves its delivery on gender equality, through improved humanitarian outcomes that effectively respond to and meet identified
differentiated needs and priorities of women, girls, boys and men. It promotes the continued and increased support of the IASC Gender Standby Capacity Project (GenCap) as an integral project hosted by OCHA, as well as the relevant IASC and interagency mechanisms on gender in which OCHA plays a critical role.

2. SCOPE

This Policy Instruction applies to all OCHA staff as gender equality is pertinent to every aspect of OCHA’s work in every office, location and management function.

The OCHA Corporate Action Plan on Gender Equality will articulate how the commitments contained in this Policy Instruction will be translated into measurable results.

3. RATIONALE

The Participatory Gender Audit commissioned by the OCHA Senior Management Team in 2014 recommended a review of the gender equality policy and the strengthening of a system of accountability that ensures responsibility by all staff in promoting gender equality programming. This Policy Instruction is a revision of the 2012-2015 Policy Instruction issued in December 2012 and is in fulfilment of a key requirement of the UNSWAP which obliges all UN agencies and UN Secretariat Departments to have updated policy guidance on gender equality.

OCHA seeks to align itself with the Post-2015 Agenda, specifically the Sustainable Development Goals (SDG’s) and the Beijing +20 outcomes, affirming that the achievement of full human potential and sustainable development is not possible if half of humanity continues to be denied full human rights and opportunities. OCHA will also work to fully embrace commitments from the World Humanitarian Summit (WHS) to make gender equality programming and the adequate participation of women and girls the norm in humanitarian programming, and to work towards addressing SGBV in all its forms and occurrences in humanitarian situations.

This Policy Instruction is also situated within the framework of the findings of the 2015 review of the implementation of UN Security Council Resolution 1325 on Women, Peace and Security, UN General Assembly Resolutions, UN Security Council Resolutions, ECOSOC Conclusions, UN System Wide Action Plan on gender equality and women’s empowerment (UNSWAP) and the Call to Action on Protection from Gender Based Violence (GBV) in Emergencies. OCHA as an organization shall leverage its comparative advantage in leadership and coordination of humanitarian affairs to ensure equity and equality for all.

4. POLICY

I. Priority Commitments

OCHA commits to the following key priorities, aimed at strengthening its commitments on gender equality programming in humanitarian action;
• Promote gender responsive Humanitarian Programming Cycle (HPC) processes. OCHA seeks to institutionalize the systematic collection and utilization of Sex and Age Disaggregated Data (SADD), as well as support system-wide and context specific gender analysis. OCHA will provide support to ensure that all elements of the HPC include a strong gender component that is informed by gender analysis, and that gender considerations are integrated throughout the sector response plans. Furthermore, gender commitments and deliverables must be systematically tracked throughout the HPC using the IASC Gender marker as well as through systematic monitoring of humanitarian outcomes using gender specific indicators.

• Deliver on commitments made on prevention and response to SGBV in emergency situations through the global Call to Action on Protection from GBV in Emergencies. OCHA commits to leverage its leadership in humanitarian action to address SGBV in emergencies by strengthening collective efforts by humanitarian actors through coordination and humanitarian financing frameworks, promoting and protecting the rights of vulnerable populations of all ages and abilities, with a particular focus on women and girls against SGBV through targeted advocacy, prevention efforts and contributing to creating a safe environment for them during and in the aftermath of conflict and natural disasters.

• Strengthen inter-agency collaborations and coordination on gender equality programming. OCHA will ensure robust and well defined relationships with other actors working on gender equality such as UN Women, UNFPA, UNICEF, UNHCR, relevant INGO's and the IASC Gender Reference Group, GBV Area of Responsibility (AOR), UN Action, Call to Action on protection from GBV in emergencies, Every Woman Every Child campaign, as well as strengthened relationships with the GenCap project, an integral project hosted by OCHA. OCHA will support the roll-out and implementation of the IASC guidelines such as the Gender Handbook, the Gender Marker and the GBV Guidelines.

• Promote strategic linkages to key global processes. OCHA will ensure that gender specific findings in humanitarian action as outlined in the post 2015 agenda; Beijing +20 review and review of UN Resolution 1325 on Women, Peace and Security are considered in the outcomes of all key humanitarian global frameworks and processes, such as the World Humanitarian Summit (WHS), ECOSOC Humanitarian Affairs Segment, and Humanitarian Policy fora and dialogues and that they inform OCHA's overall programming.

• Ensure OCHA-managed humanitarian financing mechanisms continue to adopt and apply a gender responsive criterion that prioritizes projects and effectively identifies and addresses gender differentiated risks and vulnerabilities in every stage of the humanitarian response. The IASC Gender Marker must remain a mandatory tool that tracks gender equality programming (including SGBV) in all OCHA managed financing mechanisms.

• Facilitate the meaningful and effective participation of communities and in particular of women and girls in humanitarian decision-making processes. OCHA will work to increase support to women’s participation in leadership and decision making in humanitarian processes, by facilitating representation from women’s groups, women’s representatives and local civil society organizations in coordination mechanisms at all levels and further systemize the amplification of their voices in humanitarian coordination.
and decision making processes including the Humanitarian Country Teams (HCTs), donor and international forums.

- Ensure that field level humanitarian leadership and coordination by Humanitarian Coordinators (HCs), HCTs and inter cluster/sector working groups are supported, enabled and strengthened to ensure improved gender equality programming within humanitarian action. This will include ensuring that HCs and HCTs have defined roles and responsibilities in the TOR’s, Compacts and work plans and that requisite support is provided.

These priority commitments will at a minimum lead to the following outcomes on gender equality programming:

- Effective and inclusive humanitarian action that takes into account the differentiated gender impacts of crises that enables affected populations better cope and prepare for emergencies.

- Prevention and response to SGBV is effectively integrated into humanitarian response planning and monitoring.

- Improved analysis and information management to support a meaningful gender analysis, evidence based advocacy and programming.

- Effective participation of women and girls in humanitarian decision making processes at all levels.

- Sustained communications and advocacy on the different priorities and needs of women, girls, boys and men in an effort to advance gender equality and women’s empowerment in humanitarian action.

II. Organisational Support Actions to Deliver on the Commitments

1. **Collective responsibility**: All OCHA staff shall be required on an annual basis to demonstrate in their work plans and e-Performance specific actions and knowledge on gender equality programming, inclusive of mandatory gender trainings as well as other dedicated training on gender and fulfilment of specific job requirements in relation to gender equality. Familiarity with gender equality principles shall be an integral element of the required skill set for all categories of OCHA staff. All staff shall be required to possess applicable skills, knowledge and competencies on gender that contribute to gender responsive and transformative processes and programing. All training and learning processes, ranging from foundational, thematic, technical and functional learning shall incorporate gender dimensions.

2. **Leadership and accountability**: The Executive Management Committee (EMC) and the Senior Management Team (SMT) shall commit to a strong collective responsibility in the implementation of this Policy Instruction and the subsequent gender action plan through the designation of an OCHA Gender Board with appropriate representation from the headquarters and the field. The Gender Board will provide strong cohesive leadership through provision of strategic direction, oversight and promote accountability at the different levels in the organisation. The establishment of this Board is a fulfilment of Central
Executive Board (CEB), UN-System Wide Policy on Gender Equality and the Empowerment of Women as well as UNSWAP recommendation and a UNSWAP requirement.

3. Resources: OCHA seeks to align itself with the requirements set forth by the UNSWAP requiring adequate and dedicated gender resources as an institutional good practice to deliver on gender. OCHA commits to establishing a financial benchmark towards gender equality programming and to strengthen its capacity on gender to support the implementation of the commitments as contained in this Policy Instruction. In this regard, OCHA commits to increase in stages the provision of commensurate financial resources as well as adequate human resources to support both the headquarters and the field.

OCHA will continue to support, host and mobilize GenCap Advisors to support interagency and OCHA’s work in support of agencies and clusters at regional and country levels to integrate gender in humanitarian responses and more specifically support gender analysis, planning, implementation and monitoring with the aim of gender responsive humanitarian outcomes.

4. Collaboration and partnerships on gender equality: OCHA shall maintain and strengthen its engagement with other actors on gender equality programming within inter-agency mechanisms. OCHA shall strengthen and leverage the complementarity of the GenCap project as an integral project hosted by OCHA. OCHA shall create an enabling environment and space to facilitate and coordinate gender equality programming for specialised agencies in line with their humanitarian mandates. OCHA shall provide the space and necessary support to protection lead agencies in fulfilment of their respective mandates on SGBV in emergency situations, in accordance with the IASC mandates.

OCHA will also seek to identify opportunities and entry points for gender equality programming with donor partners, with a focus on informing policy and strategic decision making.

5. Corporate planning: OCHA’s strategic planning processes will ensure a systematic integration of gender equality deliverables, including actions to prevent and respond to SGBV in all outcome areas as guided by the gender action plan.

6. Internal reflection: OCHA shall institutionalise internal reflection on the progress of implementation of the gender deliverables through periodic gender specific review meetings, conducted bi-annually, at all levels in the organization. The reviews shall serve as a mechanism of supporting the Gender Board and the SMT’s accountability to the USG. SMT members shall be responsible for facilitating the implementation of the outcomes of these reviews in their divisions, respective branches and units. The outcomes shall be communicated to staff annually.

7. Gender Focal Points: Each country/regional/liaison office, branch and shall nominate a Gender Focal Point (GFP) alongside an alternate to facilitate and coordinate the integration, implementation and monitoring of practical gender actions into their work plans and

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1 The UN system-wide Policy on Gender equality (2006) outlines a need so strengthen mechanisms for accountability within the United Nations system in a coherent, coordinated and consistent manner. It recommends that accountability mechanisms should incorporate and build on those that have been proved most effective in their use by United Nations entities and/or partner organizations. An example that has worked is the UNDP Gender Board.
strategies. The focal points will commit at least 20 per cent of their time to this function, which will be tracked in e-performance documents and evaluated by their respective supervisors. Focal points should be qualified male or female staff members, based on expertise and interest towards the role and regardless of their level. Where relevant and possible, GFP’s should be Senior Staff (P4 and above)\(^2\). Periodic training and technical support will be provided to the GFP’s by the OASG or other available channels.

8. Commitments on gender parity and gender sensitive organisational culture: OCHA reiterates its commitment to prevent Sexual Exploitation and Abuse (SEA) and to promote and ensure gender parity, in line with established UN Secretariat Rules as well as the Management Plan, which establishes targets on gender parity and actions to prevent SEA. In recognition of its unique mandate and in light of the significant work demands and pressures on staff that derive from the nature of OCHA’s work, OCHA commits to promote a positive, flexible and accommodative organisational culture that takes into consideration the different needs/roles and unique circumstances of staff with regards gender-related roles.

III. Roles and responsibilities in Fulfillment of Priority Commitments

1. Gender responsive HPC:

In fulfillment of OCHA’s field coordination mandate and leadership on the HPC, the Program Support Branch (PSB), Partnership and Resource Mobilization Branch (PRMB), Coordination and Response Division (CRD), Information Services Branch (ISB), Strategic Communications Branch (SCB), respective field offices with the technical support from the Gender team will be required to ensure the following:

i. PSB and CRD shall provide the necessary guidance materials to ensure the HPC is gender responsive, including facilitation and promotion of the roll out and utilization of the IASC guidelines such as the Gender Handbook and GBV guidelines.

ii. PSB, CRD and ISB shall provide operational guidance, supporting the systematic collection and utilization of SADD.

iii. CRD, Regional and Country offices shall ensure gender and actions to prevent and respond to SGBV are integrated throughout the HPC, ensuring cluster/sectoral participation at an early stage of the planning process.

iv. ISB, CRD and ASB/SDL shall provide information management officers; inter cluster coordination officers and HAOs, including surge personnel with the requisite skills, adapted to facilitate gender responsive programing in line with the aspirations of this Policy Instruction.

v. PSB and CRD shall facilitate the consistent and systematic application of the IASC Gender Marker as a strategic tool in the design, implementation and monitoring of the HPC.

vi. SCB shall provide sustained communications and ongoing advocacy on gendered priorities, challenges and needs of affected populations in an effort to advance gender equality in humanitarian response.

vii. CRD shall provide support to HCs, HCTs and Inter cluster coordination fora to ensure high level leadership and coordination on gender equality programming (including SGBV) at regional and country levels.

\(^2\) 2015 Gender focal points TOR – https://ochanet.unocha.org/TI/Gender/Pages/default.aspx
viii. CRD and PRMB shall ensure that gender and SGBV programming are prioritized and factored into all the funding appeal processes right from the start of a humanitarian response.

ix. Regional and Country offices shall host and facilitate gender experts (GenCap Advisers) and fully support their efforts to engender humanitarian response at interagency level and support to humanitarian leadership.

2. Delivering on commitments on SGBV in emergency situations

i. PSB, CRD, Regional and Country offices shall facilitate the systematic integration of SGBV prevention and response programming in Humanitarian Response Plans, including facilitating and promoting the roll-out and utilization of the GBV Guidelines.

ii. CRD and country offices shall ensure the HC-ERC compacts, TOR's and work-plans include explicit reference to SGBV.

iii. PSB and the gender team shall consistently support the adaption of already existing guidance and checklists for needs assessment and planning of humanitarian assistance to integrate gender perspectives and analysis including actions to prevent and respond to SGBV.

iv. FCS, CERF, PSB and CRD shall develop a common approach to track funding towards SGBV prevention and response, in projects funded by the CERF and CBPFs.

v. SCB shall provide consistent advocacy support to country offices and the gender team to strengthen programming on gender and SGBV.

3. Humanitarian financing

i. Funding Coordination Section (FCS) and Central Emergency Response Fund (CERF), with CRD and Country Offices, shall oversee the implementation of policy and operational guidance for the CERF and Country Based Pooled funds (CBPFs) to ensure gender considerations are systematically factored in and tracked throughout the grant cycle (prioritization, allocation, implementation, monitoring and reporting), including through the full application of the IASC Gender Marker.

ii. FCS, CERF together with CRD and Country Offices, shall advocate and ensure that CBPFs proactively identify and reach out to women's organizations to increase their engagement and leverage their role as partners in the programming and delivery of humanitarian assistance through CBPFs.

4. Participation of women and girls in humanitarian decision making processes

i. SCB and the gender team shall develop gender responsive communication and advocacy products highlighting the role of women and girls of different ages and backgrounds in leading and responding and building resilience in their respective communities.

ii. CRD and Country offices shall advocate and facilitate the adequate participation of women and girls in cluster/sectoral, inter-cluster/sectoral and HCT coordination mechanisms and other relevant country specific mechanisms.

iii. CRD and Country offices shall be required to place a premium on supporting community level women - led first responders and protection mechanisms. This includes
documenting good practice in their engagement and providing support to local women's organizations/structures to lead the coordination of multi-sectoral, community based-SGBV commissions as primary interventions in a crisis.

5. Linking to global humanitarian policies and processes

The Policy Development and Studies Branch (PDSB), the gender team and CRD where relevant shall ensure the following:

i. Contribute to ongoing debates on gender equality, and stay engaged in global discourse.

ii. Adapt, where applicable specific gender related goals in global frameworks, Secretary General's reports and processes into humanitarian outcomes and translate what this would mean for OCHA, partners and the various clusters/sectors.

iii. Ensure that country-specific and thematic negotiations related to humanitarian action and protection by the Security Council and Member States incorporate humanitarian outcomes on gender equality, protection of women and girls, community and in particular women's participation, as and when relevant , and highlight differentiated impacts of crises on women and men of different ages and backgrounds.

iv. Contribute to ensure strong linkages between gender in humanitarian action and the Protection of Civilians agenda and the Women, Peace and Security agenda through dialogue with relevant UN system entities (including the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict and or the Department of Peacekeeping Operations and or the Office of the High Commissioner for Human Rights) , and UN agencies such as UN Women; systematic attention to the specific impact of conflict-related sexual violence on women and girls in relevant policy documents and reports, and; continued advocacy for the protection of women and girls is included in all relevant policy discussions and processes.

6. Strengthening organizational delivery on gender equality

i. The USG shall provide strategic leadership and oversight to ensure the full implementation of organizational gender and SGBV commitments in this Policy Instruction and will be supported by the Gender Board.

ii. The Gender team shall provide technical guidance, support, capacity and necessary guidance to the organization; the Gender Board, the SMT, the EMC, the ASG and the USG to ensure compliance to the full implementation of the Policy Instruction and UN SWAP commitments.

iii. The OASG and the gender team shall provide support and ensure that the Policy Instruction and corporate plan of action is rolled out to all branches, sections, units, regional and field offices, including awareness to partners.

iv. The EMC, SMT, PRMB and ASB shall advocate and ensure adequate and commensurate financial resources are allocated annually to deliver gender equality commitments.

v. CRD, Regional and Country offices with support from the Gender team shall be required to support and strengthen coordination mechanisms on gender in humanitarian action, in collaboration with UN Women, UNFPA and other partners, by emphasizing the complementarities.
vi. ESB shall facilitate the integration of gender-responsive preparedness and resilience processes from data collection, assessments, planning and capacity-building for national partners and humanitarian actors such as the United Nations Disaster Assessment and Coordination (UNDAC), International Search and Rescue and Advisory Group (INSARAG), Civil Military Coordination and surge personnel.

vii. Strategic Planning, Evaluation and Guidance Section (SPEGs) shall ensure that planning, monitoring and evaluation mechanisms promote gender equality and deliver for women, girls, boys and men and that these mechanisms are able to ascertain whether the different needs of women, girls, boys and men have been met in the humanitarian action through defined and measurable gender specific indicators.

viii. SCB and the gender team shall develop gender responsive communication and advocacy products that capture the different needs, priorities, capacities and voices of women, girls, boys and men, highlighting the specific role that women and girls can play in leading, responding and building resilience in their communities.

ix. Administrative Services Branch (Staff Learning and Development) ASB/SLD with support from the Gender team shall ensure that all training platforms and programs include a gender perspective and that mandatory learning on gender is tracked and improvements are implemented on a rolling basis.

5. TERMS AND DEFINITIONS

**Gender**: This refers to the social attributes and opportunities associated with being male and female, the relationships between women and men and girls and boys, and the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources and decision-making opportunities.

**Gender analysis**: ECOSOC-agreed conclusions 1997/2 defines gender analysis as the process of assessing the implications for women and men of any planned action, including legislation in all areas and at all levels. Elements of an adequate gender analysis include:
- Examination of inequalities between women and men and how gender equality can be promoted;
- Data or information to allow the experiences and situations of women and men to be analysed, i.e. through the collection and use of sex- and age-disaggregated data;
- Assess levels and extent of participation between males and females in activities.

**Gender equality**: This refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Gender equality is achieved when the different behaviours, aspirations and needs of women and men are equally valued and favoured. They do not give rise to different consequences that reinforce inequalities.

**Gender mainstreaming**: The strategy of mainstreaming is defined in the ECOSOC agreed Conclusions 1997/2 as "...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an
integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

**Gender-equality programming:** Gender equality programming (GEP) is an umbrella term encompassing several approaches or interventions to help reach the goal of gender equality. These include gender mainstreaming, targeted actions, prevention and response to gender based violence, and gender balance initiatives. These actions are undertaken based on a thorough context specific gender analysis.

**Sexual and Gender Based Violence:** Gender Based Violence is an umbrella term for any harmful act that is perpetrated against a persons will, and that is based on socially ascribed (gender) differences between males and females. This definition was adopted by IASC in 2005 in the IASC GBV guidelines. The term Sexual and Gender Based Violence continues to be used to emphasize the urgency of addressing Sexual Violence which is recognized as one type of GBV.

**Sexual Violence:** Sexual Violence is any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic persons of persons sexuality, using coercion, threats of harm or physical force, by any person regardless or relationship to the victim, in any setting, including but not limited to home and work. Sexual violence takes many forms, including rape, sexual slavery and/or trafficking, forced pregnancy, sexual harassment, sexual exploitation and/or abuse, and forced abortion (IASC GBV guidelines).

**Sexual exploitation:** This term refers to any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including but not limited to, profiting monetarily, socially or politically form the sexual exploitation of another. Some forms of forced and/or coerced prostitution can fall under this category (ST/SGB/2003/13).

**Sexual abuse:** This term refers to the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions (ST/SGB/2003/13).

**Gender parity:** This refers to the number of women versus men employed by agencies or departments. As with many organizations, OCHA has decided to keep gender parity as a human resource issue and governed by UN Secretariat rules and regulations.
6. REFERENCES

Normative or superior references

UN System-Wide policies:
15 December 2006, CEB/2006/2: UN System-Wide Policy and Strategy on gender Mainstreaming and the empowerment of women: focusing on results and impact.

Agreed ECOSOC conclusions on gender, ECOSOC humanitarian segments:
E/1998/1, op8: “ensuring a gender perspective into humanitarian activities and policies”.
E/2011/8, op28: “ensuring humanitarian responses address the specific needs of women, girls, boys and men.”

General Assembly resolutions:
A/RES/65/133, op17 (2010), “taking into account the specific needs of the affected population... giving appropriate consideration to age, gender and disability.”
A/RES/60/124, op5 (2005), “calling on states to implement strategies to report, prevent and punish all forms of violence against women, girls, boys and men”.

Security Council resolutions:
16 July, S/RES/1612, Children and armed conflict

Secretary-General’s bulletins:
9 October 2003, ST/SGB/2003/13: Secretary-General’s bulletin on Measures for Protection from Sexual Exploitation and Abuse

IASC-related guidance
IASC Transformative Agenda: www.humanitarianinfo.org
IASC Gender Equality Policy: http://gender.oneresponse.info
IASC Gender Handbook: http://gender.oneresponse.info
IASC GBV Guidelines: www.gbvguidelines.org

7. MONITORING AND COMPLIANCE

The USG, with the support of the OCHA Gender Board and the Gender team will monitor compliance through quarterly progress and end-of-cycle reviews. Additionally biannual gender reviews will be providing targeted gender reviews to the Gender board. The Gender Board, with the support of the Gender team will review Branch, Section, Unit, Regional and Country office work plans, progress reports and reporting to ensure compliance with the Policy Instruction requirements and the actions stipulated in the gender action plan. Elements of this Policy Instruction will also be monitored through the UN individual Performance appraisal system.
through e-Performance, and through the Chief Executive Board’s reporting framework under the UN SWAP on Gender Equality and the Empowerment of Women.

An evaluation of the implementation of OCHA’s Corporate Action Plan on Gender Equality will be conducted at the end of the lifecycle.

8. DATES

This Policy Instruction shall be effective 22 June 2016 and reviewed no later than 19 June 2020.

9. CONTACT

The contact for this Policy Instruction is the Senior Gender Adviser, Office of the ASG for Humanitarian Affairs and DERC.

10. HISTORY

This Policy Instruction supersedes the previous OCHA Policy Instruction on Gender Equality: A people-centered approach of 2012.

SIGNED:  

DATE:  22 June 2016