



Repository

Resources and Tools for Capacity Development on Gender Mainstreaming within the United Nations System



ABOUT THIS REPOSITORY

Gender mainstreaming is mandated by the 1995 Beijing Platform for Action as a strategic approach for achieving gender equality and women's empowerment at all levels of development. The Platform commits all stakeholders in development policies and programmes, including United Nations entities, Member States, the international development community and civil society actors, to take action.

The 1997 agreed conclusions of ECOSOC defined gender mainstreaming 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 perpetrated. The ultimate goal is to achieve gender equality.¹

As such, gender equality is the overarching and long-term development goal, while gender mainstreaming is a set of context-specific, strategic approaches as well as technical and institutional processes adopted to achieve that goal.

Gender mainstreaming integrates gender equality components in national public and private organizations, in central or local policies, and in services and sectoral programmes. In the longer run, it aims at transforming discriminatory social institutions, recognizing that discrimination can be embedded in laws, cultural norms and community practices that, for example, limit women's access to property rights or that restrict their access to public space. Such progressive changes rely on access to data, gender expertise, sound analysis, supportive cultures, budgets and the mobilization of social forces.

The following repository of resources and tools for capacity development on gender mainstreaming within the UN system has been developed and updated by UN System Coordination Division of UN Women.

Contributions can be sent to [un.coordination\[at\]unwomen.org](mailto:un.coordination[at]unwomen.org).

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¹ ECOSOC Agreed Conclusions 1997/2.

A. Offices, funds, programmes and specialized agencies

Name of Entity	Tools and Resources
Food and Agriculture Organization (FAO)	<p>Governing land for women and men (2013) Gender equality is one of the 10 core principles of the <i>Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security</i>. This technical guide supports the principle of gender equality in tenure governance focusing on equity and on how land tenure can be governed in ways that address the different needs and priorities of women and men.</p> <p>UN Joint Programmes: Integrating gender in food security, agriculture and rural development (2010) These guidelines provide practical guidance to support programme and operations staff in UN country teams to integrate gender equality concerns into Joint Programmes (JP) for food security, agriculture and rural development.</p> <p>The Socio-economic and Gender Analysis (SEAGA) training materials and approach to gender mainstreaming in the agricultural and rural development sector, for food and nutrition security (2001) Production of guidance material, methods, tools, workshop and the identification and mobilization of a pool of regional experts and networks able to undertake capacity development of Member States; strategic support to enhancing skills and confidence of FAO staff in addressing gender issues in their everyday work. Continued refinement and development of new materials under the SEAGA training materials and approach to gender mainstreaming in the agricultural and rural development sector, for food and nutrition security. SEAGA training package for micro-, meso- and macro-level gender mainstreaming as well as sector specific guides on climate change, water, land, project cycle, etc.</p> <p>Training Guide: Gender and Climate Change Research in Agriculture and Food Security for Rural Development (2012) The guide provides an understanding of the concepts related to gender- and climate-smart agriculture, describes participatory methods for conducting gender-sensitive research on the impacts of climate change, and offers guidance on different ways of reporting research so that it may be analysed correctly. It ensures that information on gender and climate change is collected, which allows for better formulation of gender-sensitive policies and programmes for rural development.</p> <p>Country Programming Framework. Integrating gender Issues (2010) Practical guidance to support FAO representatives and officers from headquarters and decentralized offices in integrating gender equality concerns into the Country Programming Framework (CPF).</p> <p>Building on Gender, Agro-biodiversity and Local Knowledge. A Training Manual (2005) This training manual constitutes a conceptual guide for trainers that can be used to lead them through the issues of gender and local knowledge which are important elements for agro-biodiversity management and food security.</p>

	<p>Children and women's rights to property and inheritance in Mozambique: Elements for an effective intervention strategy (2009) The report by FAO in collaboration with Save the Children proposes possible entry points for interventions, key messages and activities to lay down the basis for a strategy to secure women and children's rights to inheritance and property.</p> <p>Gender Analysis and Forestry Training Package (1995) A step-by-step tool for carrying out gender analysis in the forestry sector based on participatory and rapid rural appraisal methods.</p> <p>Agri-Gender Statistics Toolkit The database supports enhanced production and use of sex-disaggregated agricultural data. It presents examples of gender-relevant questions and tables jointly developed by national statisticians and FAO for agricultural censuses undertaken in Africa between 1993 and 2006.</p> <p>Gender and Land Rights Database This database contains country-level information on social, economic, political and cultural issues related to the gender inequalities embedded in those rights.</p> <p>Key documentation on gender in agriculture, rural development and food security A collection of publications of interest related to gender and agriculture, rural development and food security</p>
<p>International Atomic Energy Agency (IAEA)</p>	<p>Towards a gender mainstreaming action plan for the Department of Technical Cooperation of the International Atomic Energy Agency (IAEA) (2006) The overview report summarizes the main elements for the definition of a gender mainstreaming action plan within the IAEA.</p> <p>Entry points for gender mainstreaming in the technical cooperation programme There are several key entry points for gender mainstreaming in the Technical Cooperation (TC) programme cycle. For the IAEA TC programme, women's machineries provide an in-country source of gender mainstreaming expertise and could be called upon to provide assistance or advice to national counterpart officers on gender sensitive project planning and design. Increasing role of gender awareness in project planning and implementation will bring greater effectiveness and impact to the IAEA country programme.</p>
<p>International Fund for Agriculture and Development (IFAD)</p>	<p>Tools and guidelines on gender IFAD's collection of resources, primarily for use in project planning and design.</p> <p>Briefs on gender and rural development Briefs organized by topic within the wider subject areas of gender and household food security.</p> <p>Learning about gender mainstreaming and women's empowerment Briefing notes on lessons learned from IFAD staff and partners in mainstreaming gender, understanding and meeting women's needs.</p> <p>Learning about women's wellbeing Briefing notes on lessons learned on how to take women's needs into account when designing the provision of basic infrastructure and technology.</p> <p>Learning about strengthening women's decision-making Briefing notes on lessons learned from IFAD in enhancing women's voices in the decision-making.</p> <p>Learning about the economic empowerment of women Briefing notes on IFAD's lessons learned on securing women's access to productive resources and assets, improving women's income-earning capacity and ensuring respect for women's rights.</p>

<p>International Labour Organization (ILO)</p>	<p>ILO Participatory Gender Audit: Relevance and Use for the United Nations and its agencies (2011) Publication that contributes to guide on how the participatory gender audit methodology can support and strengthen efforts of joint UN programming on gender equality at country level, particularly in the framework of the UN “Delivering as One” process, of mainstreaming gender into the agencies’ individual and collective work, and in highlighting ways to achieve parity between male and female officials in staffing.</p> <p>Gender mainstreaming strategies (GEMS) in decent work promotion: Programming tools; GEMS toolkit (2010)</p> <p>The toolkit provides 12 practical programming tools to facilitate the implementation of GEMS in organizations, policies, programmes and projects.</p> <p>Gender equality at the heart of decent work, ILO International Labour Conference (2009) Report of the Committee on Gender Equality</p> <p>ILO Participatory Gender Audit, A tool for organizational change (2008) A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning at the individual, work unit and organizational levels on how to practically and effectively mainstream gender.</p>
<p>International Organization for Migration (IOM)</p>	<p>Guidelines on Implementing the IOM Programme Policy on Migrants & Gender Issues These guidelines aims at ensuring that IOM mainstreams gender into its strategic planning process by providing relevant information and recommendations with regard to gender and mobile populations/migrants.</p> <p>Understanding Gender Sensitive Budgeting (GSB) (2008) Booklet developed to raise awareness on GSB as an element of IOM's gender mainstreaming strategy.</p> <p>Guidelines on implementing the IOM Staffing Policy on Gender Issues These guidelines are meant to work towards achieving that gender balance and to ensure the implementation of the following policy principle– “Equality of treatment of men and women is a guiding principle of IOM”.</p>
<p>International Trade Centre of the International Labour Organization (ITC/ILO)</p>	<p>Online Gender Campus: available courses Online learning centre dedicated to discussing the issue of gender and equality in employment and development.</p> <p>Toolkit: Breaking gender stereotypes – Building good business: tips and tools for smart managers (2009) The Toolkit developed by the ITC in collaboration with the Association of European Chambers of Commerce and Industry (EUROCHAMBRES) offers a framework for human resource management with a gender perspective.</p> <p>ITC/ILO Gender Common Self-Assessment (2011) Ultimate aim of this course is to make certain that all the Centre’s activities shall contribute to the realisation of ILO’s goal of decent work for all women and men, ensuring that gender equality and non-discrimination are efficiently and consistently included in training, learning and capacity-building activities.</p> <p>gendermatters.eu Website of the EC/UN Partnership on Gender Equality for Development and Peace, a joint programme of the European Commission (EC), UN Women, and the ITC/ILO. Experiences, knowledge, resources and tools produced on gender and aid effectiveness, in countries worldwide are posted.</p>

	<p>Training package – "Global development agenda: tools for gender-sensitive planning and implementation"</p> <p>The training package developed by the ITC in collaboration with UN Women and the European Commission aims to strengthen national capacity for mainstreaming gender equality in the aid effectiveness agenda and, more broadly, in development. This can be done in two ways: by raising awareness of the basic/literacy issues around gender equality, development, aid effectiveness and poverty (awareness level); and by promoting skills and capacities while acquiring action-oriented tools (action-oriented level).</p>
<p>Joint United Nations Programme on HIV/AIDS (UNAIDS)</p>	<p>UNAIDS Gender Assessment Tool. Towards a gender-transformative HIV response (2014)</p> <p>The Gender Assessment Tool is specifically designed to support the development or review of national strategic plans (NSP) and to inform submissions to both country investment cases and the Global Fund to Fight AIDS, Tuberculosis and Malaria. To date, the Gender Assessment Tool has been implemented in over 20 countries.</p> <p>Agenda for accelerated country action for women, girls, gender equality and HIV (2010)</p> <p>Guidance for UN agencies at the country level (UN joint teams on AIDS) on actions to be taken in collaboration with governments, civil society and development partners to make national AIDS policies and programmes more responsive to the specific needs, and more protective of the rights, of women and girls.</p> <p>Operational Guide on Gender and HIV/AIDS. A Rights-Based Approach (2005)</p> <p>The operational guide seeks to give guidance to development practitioners by providing a coherent conceptual framework from a gender and rights perspective and a set of guidelines, checklists and tools for programme implementation.</p>
<p>Office of the United Nations High Commissioner for Human Rights (OHCHR)</p>	<p>Reproductive Rights are Human Rights: A Handbook for National Human Rights Institutions (2014)</p> <p>The purpose of this handbook, published jointly with UNFPA and the Danish Institute for Human Rights, is to provide national human rights institutions with tools and guidance on how to integrate reproductive rights into their work.</p> <p>Guidance Note of the United Nations Secretary-General: Reparations for Conflict-Related Sexual Violence (2014)</p> <p>This note aims to provide policy and operational guidance for United Nations engagement in the area of reparations for victims of conflict-related sexual violence, including activities to advocate for and/or support the design, implementation, monitoring and evaluation of reparation programmes and initiatives directed at victims of conflict-related sexual violence. The note is intended to complement other relevant UN tools and guidance notes, in particular the notes on the UN approach to rule of law assistance² and to transitional justice.</p>
<p>Office of the United Nations High Commissioner for Refugees (UNHCR)</p>	<p>UNHCR Accountability Framework for Age, Gender and Diversity. Mainstreaming targeted Actions. 2009-2010 Global Analysis</p> <p>The accountability framework provides a simple check format to gauge progress towards four main objectives: age, gender and diversity mainstreaming in operations; enhanced protection of women and girls of concern to UNHCR; enhanced protection of children of concern to UNHCR, including adolescents; and enhanced response to and prevention of sexual and gender-based violence.</p> <p>UNHCR Handbook for the Protection of Women and Girls (2008)</p> <p>This new handbook aims to help UNHCR's staff and its partners to carry out their responsibilities to protect women and girls more effectively. The handbook focuses on UNHCR's particular responsibilities for the protection of women and girls of concern as part of its mandate for international protection and as a UN agency.</p> <p>Women, girls, boys and men - different needs, equal opportunities (2006)</p> <p>The Inter-Agency Standing Committee Gender Handbook in Humanitarian Action handbook sets forth standards for the integration of gender issues from the outset of a new complex emergency or disaster, so that humanitarian services provided neither exacerbate, nor inadvertently put people at risk, reach their target audience, and have maximum positive impact.</p>

	<p>Sexual and Gender-Based Violence against Refugees, Returnees and Internally Displaced Persons: Guidelines for Prevention and Response (2003)</p> <p>These guidelines offer practical advice on how to design strategies and carry out activities aimed at preventing and responding to sexual and gender-based violence. They also contain information on basic health, legal, security and human rights issues relevant to those strategies and activities.</p> <p>The UNHCR Tool for Participatory Assessment in Operations (2006)</p> <p>This tool outlines a series of steps to follow for conducting a participatory assessment with refugees or other persons of concern. If applied systematically, it will ensure that women and men of all ages and backgrounds are given the opportunity to identify and voice their own protection risks, priorities, and solutions, and thus participate meaningfully in the development of the annual country operation plan (COP).</p>
<p>United Nations Children's Fund (UNICEF)</p>	<p>Promoting Gender Equality: An Equity-Focused Approach to Programming. Operational Guidance Overview (2011)</p> <p>This document provides a conceptual overview of the 'whys' and 'hows' of promoting gender equality, as well as guidance on concrete steps to be undertaken across all medium-term strategic plan Focus Areas and throughout the programme cycle to promote equality between girls and boys, as well as between women and men.</p> <p>CEDAW and the Reporting Process to the Committee on the Elimination of Discrimination against Women: A Guide for UNICEF Field Staff (2009)</p> <p>This comprehensive guide should serve as an invaluable tool for UNICEF field staff and partners in their work at the national level for promoting and advancing women's rights and children's rights in line with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).</p> <p>Legislative Reform on Child Domestic Labour: A Gender Analysis (2008)</p> <p>The aim of the legislative reform initiative paper series is to explore and provide guidance on the role of legislation – including regulations which may have a direct or indirect bearing on children – in protecting and advancing children's rights in a particular area. The paper series is intended to increase understanding of the human-rights-based approach to legislative reform.</p> <p>Boys and Girls in the Life Cycle: Sex-disaggregated data on a selection of well-being indicators, from early childhood to young adulthood (2011)</p> <p>The report presents the most comprehensive compilation to date of sex-disaggregated data on children and adolescents in the developing world, across a wide range of indicators. By presenting data across the main stages of childhood and adolescence, the publication helps identify areas where differences between boys and girls are minimal, as well as areas where significant or major disparities persist.</p> <p>Women's and Children's Rights in Human Rights Based Approach to Development (2005)</p> <p>The paper presents how the Convention on the Rights of the Child (CRC) and Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) can be linked to effective programming by States and international agencies to advance children's and women's rights globally. UN agencies can further this mission by supporting national governments in legislative, policy and budgetary reforms aimed at fulfilling their human rights obligations as well as building the capacity of civil society, particularly children and women, to secure their rights.</p>
<p>United Nations Conference on Trade and Development (UNCTAD)</p>	<p>UNCTAD Virtual Institute Online Course on Trade and Gender</p> <p>The course targets academics (from universities and research centres), policymakers and representatives of civil society in developing and transition countries involved in research, teaching, policy formulation and implementation, or field work in the area of trade and gender. Qualified women candidates, as well as candidates from sub-Saharan Africa and the least developed countries, are particularly encouraged to apply.</p> <p>LDCs: Building Capacities for Mainstream Gender in Development Strategies (2001)</p> <p>Joint report of the workshop with ministers of gender/women's affairs, governmental representatives, development partners, non-governmental organizations, and the private sector,</p>

	<p>held on 21-23 March 2001 in Cape Town, South Africa, to discuss capacity building to mainstream gender in development strategies with the aim to reduce poverty and increase gender equality in the least developed countries. The workshop focused on the links between gender equality, poverty reduction and development and the underscored necessity to empower women and mainstream gender in Least Developed Countries (LDCs)' national policies and programmes.</p>
<p>United Nations Development Programme (UNDP)</p>	<p>Making Joint Gender Programmes Work – Guide for design, implementation, monitoring and evaluation (2014) This guide aims to help the UN system, including UN country teams, gender theme groups, UN entities and national stakeholders to improve the development, implementation, and monitoring and evaluation of joint gender programmes. Best practices and lessons learned from recent experiences in this area of programming to support the UN system in addressing gender equality challenges are featured.</p> <p>The Gender Journey: Thinking Outside the Box Organisation-wide training course whose purpose is to translate UNDPs' commitment to gender equality into real change on the ground. The module has been designed as mandatory for all new staff members at UNDP HQ and country offices.</p> <p>Marginalised Minorities in Development Programming: A Resource Guide and Toolkit (2011) Developed in partnership with the UN Independent Expert on Minority Issues and the OHCHR, this UNDP resource guide and toolkit clarifies the conceptual issues and fundamental principles on the promotion and protection of minorities; the standards to engage them and increase their opportunities for participation and representation in development processes.</p> <p>Making Disaster Risk Reduction Gender-Sensitive: Policy and Practical Guidelines (2009) This publication is the result of extensive consultations and a response to the call for clear policy and practical guidance for mainstreaming gender perspectives into disaster risk reduction. It offers much-needed policy and practical guidelines for national and local governments to further implement the Hyogo Framework for Action.</p> <p>Resource guide on gender and climate change (2009) This resource guide aims to inform practitioners and policy makers of the linkages between gender equality and climate change and their importance in relation to the achievement of the Millennium Development Goals.</p> <p>Gender Mainstreaming - A Key Driver of Development in Environment and Energy. A Training Manual (2007) UNDP hopes that this manual will 'demystify' gender mainstreaming for environment and energy practitioners and their colleagues, and make a case for the relevance of gender considerations to UNDP staff directly or indirectly involved in work related to environment and energy.</p> <p>How to Prepare a Gender Strategy for a Country Office (2004) The manual, produced by UNDP Salvador, summarizes practical experience about how to achieve mainstreaming gender issues in a Country Office.</p> <p>Gender Mainstreaming Learning Manual and Information Pack (2000) The manual and information pack on local consultative bodies' methodology was designed to develop the gender mainstreaming skills for staff to act effectively as a change agents within UNDP.</p>
<p>United Nations Environment Programme (UNEP)</p>	<p>Gender Mainstreaming Among Environment Ministries Government Survey (2006) In 2006, UNEP developed a survey on gender mainstreaming in environmental policies and programs, targeted at ministries responsible for the environment worldwide. The objectives of the survey were to examine and analyze the current status of governmental practices related to gender and environment, and collect examples of government methods of work that are conducive to women's participation in environmental decision-making.</p>

<p>United Nations Educational, Scientific and Cultural Organization (UNESCO)</p>	<p>Gender mainstreaming: capacity development UNESCO webpage dedicated to capacity development on gender equality.</p> <p>Gender Equality eLearning Programme In-house mandatory training programme that aims at improving staff understanding of gender concepts and gender equality issues in relation to UNESCO's domains, ensuring the integration of women's empowerment and gender equality perspectives in programme and project implementation, monitoring and evaluation with a view to promoting gender equality in all UNESCO activities and programmes and enhancing the capacities of staff to help contribute towards the achievement of gender-related Education for All (EFA) movement and Millennium Development Goals (MDG).</p> <p>GENIA Toolkit for Promoting Gender Equality in Education (2009) The Gender in Education Network in Asia (GENIA) toolkit is a collection of resources for use by gender focal points and education planners and implementers to promote gender equality and mainstream gender in the education system.</p> <p>Gender Mainstreaming Tools A resource compilation providing practical guidance and useful definitions that serve as a basis for effective mainstreaming of gender equality for any government staff or individual working in civil society organizations.</p>
<p>United Nations Human Settlements Programme (UN-HABITAT)</p>	<p>Gender Responsive Urban Research and Capacity Development (2014) The gendered dimensions of cities require continual examination if inequalities are to be understood and addressed for equitable and sustainable development. The Research unit can potentially help enhance understanding of this human-urban environment interface from gender perspectives.</p> <p>Gender Responsive Urban Economy (2014) Urbanisation has created gender and class-differentiated impacts. UN-Habitat seeks to support city, regional and national authorities to implement improved urban planning policies and strategies that will promote inclusive and equitable economic development; enhance municipal finances; and support the creation of decent jobs and livelihoods, particularly for youth and women.</p> <p>Gender in local government. A sourcebook for trainers (2008) Manual designed to assist training institutions in mainstreaming gender concerns in local government capacity-building and in training related to human settlements as conducted by Habitat Agenda partners.</p> <p>Women's Safety Audit: What Works and Where? (2009) Publication aiming at enabling a critical evaluation of the urban environment. It was first developed in Canada following the recommendations of the 1989 report on violence against women and has further been developed by UN-HABITAT.</p> <p>Gendering Land Tools (2009) This publication, from the Global Land Tool Network, presents a mechanism for effective inclusion of women and men in land tool development and outlines methodologies and strategies for systematically developing land tools that are responsive to both women and men's needs.</p>
<p>United Nations Industrial Development Organization (UNIDO)</p>	<p>Guide on Gender Mainstreaming: Energy and Climate Change Projects (2014) The guide aims at helping the staff of UNIDO's Energy and Climate Change (ECC) branch to apply a gender perspective into their work and, more specifically, to mainstream gender throughout the project cycle. The guide can also be useful for national and local counterparts, agencies, international and private-sector partners, and individual experts who work closely with the ECC branch on issues of interest.</p>

<p>United Nations Office on Drugs and Crime (UNODC)</p>	<p>Gender in the Criminal Justice System Assessment Tool. Criminal Justice Assessment Toolkit This toolkit helps guide the assessment of gender in the criminal justice system.</p> <p>Guidelines on Gender Mainstreaming in Alternative Development (2000) The guidelines are based on the outcome of gender analysis and lessons learned of the alternative development projects visited and the workshop held in Vienna, in January 2000.</p>
<p>United Nations Population Fund (UNFPA)</p>	<p>Managing Gender-Based Programmes in Emergencies E-learning Course and Companion Guide (2012) UNFPA has launched a companion guide to its free e-learning course for professionals who are working to address gender-based violence in humanitarian contexts. The new companion guide not only covers all the content in the e-learning, but also provides new case studies, sample tools, best practices, and activities.</p> <p>Engaging Men and Boys in Gender Equality and Health– A global toolkit for action (2010) Promundo, MenEngage Alliance and UNFPA produced this toolkit that addresses strategies and lessons learnt for engaging men and boys in diverse themes such as sexual and reproductive health; maternal, newborn and child health; fatherhood; HIV and AIDS; gender-based violence; advocacy and policy, as well as addressing issues around monitoring and evaluation of this work. It includes tools and activities from organizations and programs from around the world which can be adapted and utilized by other organizations.</p>
<p>UN Women</p>	<p>I Know Gender: An Introduction to gender equality for UN Staff This course is a basic introduction to gender concepts, the Human Rights and UN normative framework for mainstreaming gender.</p> <p>Aid Effectiveness from a Gender Perspective This course aims to provide knowledge for better understanding the changing aid-end-policy and developing capacities in how to monitor aid flows and evaluate their impacts. The course includes practical exercises on how to apply the principles of aid effectiveness to promote gender equality in organizations, how to make a meaningful gender analysis of aid flows, how to engender budgets and how to develop an advocacy strategy for your own organization.</p> <p>Gender Equality, UN Coherence, and You This course aims to establish a minimum standard for an introductory orientation on gender equality and the UN System coherence. UNDP, UNFPA, UNICEF and UN Women developed this course together in order to raise awareness of gender issues and dynamics and to ensure that their own staff achieves a consistent level of knowledge. It seeks to promote a common understanding of terminology, core principles and effective approaches that will help agencies work together on joint gender programming.</p> <p>Empowering UN System Gender Focal Point This course includes the normative framework for gender mainstreaming, gender analysis, gender responsive results based management, evaluation and indicators. It also deals with gender and communications, advocacy and the role of gender focal points as agents of change. This course starts with an online phase and continues with face to face 5 days interactive workshop. We deliver it as an open, standard course but also customize and adapt to the specific needs of agencies and UNCTs. It can also respond to the needs of for programme specialists responsible for mainstreaming gender issues.</p> <p>Masculinity and violence against women and girls This course aims to challenge harmful masculine norms and practices as a process to promote transformation towards gender equality.</p> <p>Guide for the Evaluation of Programmes and Projects with a Gender, Human Rights and Interculturality Perspective (2014) This guide has been elaborated with the intent of integrating the gender, human rights and interculturality approaches into the UN Women evaluation cycle. It is a practical tool for those who undertake, manage and/or use evaluations.</p>

[Gender Equality Capacity Assessment Tool \(2014\)](#)

The capacity assessment tool for assessment of capacity in promoting gender equality and the empowerment of women for the UN system and other partners.

[Extracting Equality — A Guide \(2014\)](#)

The guide examines how to approach the issue of gender within the extractive sector. It is the first-ever extractive value chain that combines gender with good governance. This toolkit examines all 12 steps of the extractive value chain, from finding out how much natural resources a country has to looking at how a project should be dismantled.

[Realizing women's rights to land and other productive resources \(2013\)](#)

The purpose of this publication is to provide guidance for lawmakers and policymakers, as well as civil society organizations and other stakeholders, to support the adoption and effective implementation of laws, policies and programmes to respect, protect and fulfil women's rights to land and other productive resources.

[Sustainable Energy for All: The gender dimensions \(2013\)](#)

This guidance note provides a brief overview of issues related to gender equality, women's empowerment and sustainable energy. Prepared specifically for the regional and country offices of UN Women and United Nations Industrial Development Organization (UNIDO), the note aims to provide guidance for UN programming and work with policy makers around sustainable energy that integrates the gender dimensions.

[Gender Responsive Budgeting in Practice: A training manual \(2006\)](#)

The goal of this manual, jointly published with the United Nations Population Fund (UNFPA), is to encourage a gender perspective in the national planning and budgeting processes. Gender responsive budgeting helps to track the way that budgets respond to women's priorities and the way that governments use funds to reduce poverty, promote gender equality, reverse the spread of HIV and lower the rates of maternal and child mortality.

[Gender Responsive Budgeting and Women's Reproductive Rights: A Resource Pack \(2006\)](#)

The purpose of this resource pack, jointly published with the United Nations Population Fund (UNFPA), is to provide relevant knowledge that may facilitate mainstreaming gender-responsive approaches into reproductive health on one hand and the inclusion of specific aspects of gender inequality and disadvantage into national policy frameworks, on the other hand. The resource pack focuses primarily on health, particularly reproductive health; on HIV/AIDS; and on violence against women as it relates to health services.

[WomenWatch Special Features](#)

WomenWatch is the central gateway to information and resources on the promotion of gender equality and the empowerment of women throughout the United Nations system, including UN Women, the United Nations Secretariat, regional commissions, funds, programmes, specialized agencies, and academic and research institutions. WomenWatch is managed by a taskforce of the Inter-Agency Network on Women and Gender Equality (IANWGE), led by UN Women.

[The Focal Point for Women](#)

The website of the Focal Point for Women was designed to provide the full context, relevant documentation of and guidance for policies governing gender issues within the UN system.

[Gender Mainstreaming](#)

Website designed to promote intergovernmental documentation and guidance regarding the implementation of the United Nations policy and strategy on gender mainstreaming.

[Women, Peace and Security: Implementation of Security Council Resolution 1325 \(2000\)](#)

The website was designed to follow up on the implementation of Security Council resolution 1325 (2000) on women, peace and security adopted on 31 October 2000.

[Gender Equality & HIV/AIDS](#)

Comprehensive web portal for gender equality dimensions of the HIV/AIDS epidemic.

[International Knowledge Network of Women in Politics, iKNOW Politics](#)

International Knowledge Network of Women in Politics, iKNOW Politics, is an interactive network of women in politics from around the world who share experiences, access resources and advisory services, and network and collaborate on issues of interest.

[Virtual knowledge center to end violence against women and girls](#)

The virtual knowledge center provides essential information and guidance for programming to address violence against women and girls, including: basics on the forms, prevalence and consequences; international frameworks; main challenges; main strategies for prevention and response; and a full module on monitoring and evaluation.

[Integrating Human Rights and Gender Equality in Evaluation — Towards UNEG Guidance \(2011\)](#)

The handbook was developed by the UNEG Human Rights and Gender Equality (HR & GE) Task Force and provides guidance and options on how to integrate HR & GE dimensions in evaluation. It was developed in response to a noted gap in evaluation guidance in general and the UN system-wide mandates to integrate HR & GE in all areas of work, including evaluation. By doing so, the UN system will be better able to learn lessons, hold key stakeholders accountable for results, and in turn improve policies and programming, which will contribute to the realization of HR & GE and meeting the Millennium Development Goals (MDGs) and other UN mandates. It integrates guidance on the two concepts of "human rights" and "gender equality" to take advantage of the synergies and overlap between these mutually reinforcing concepts, including the understanding that gender equality is both a human right, but also a dimension of development in its own right. Also, human rights are inclusive of, but not limited to, gender-related human rights.

World Health Organization (WHO)

[Capacity Building Tools](#)

Capacity building tools is a webpage developed by the Department of Gender, Women and Health to support WHO staff and partners, providing them with several tools to promote gender mainstreaming in health sector activities.

Tools available include: training materials on gender and health; policy/programme assessment tools; programmatic guidelines; research tools. All capacity building tools provide practical guidance to empower users to detect where and how gender inequalities have negative impacts on health and develop appropriate health sector responses.

[Gender mainstreaming in WHO: where are we now? Report of the Baseline Assessment of the WHO Gender Strategy \(2011\)](#)

This report presents the synthesis findings of a baseline assessment that was conducted in all six WHO regions and at headquarters in 2008 to determine the current status of gender integration in WHO and to identify gaps and actions to implement the WHO gender strategy.

[Human rights and gender equality in health sector strategies: How to assess policy coherence \(2011\)](#)

This tool, developed in collaboration between WHO, the Office of the High Commissioner for Human Rights (OHCHR) and the Swedish International Development Cooperation Agency (Sida) is designed to support countries to strengthen national health strategies. The tool poses critical questions to identify gaps and opportunities in the review or reform of health sector strategies. Analysis tables include critical questions rooted in international human rights and gender equality principles to trace country commitments and obligations through: international commitments (Assessment level 1), national legal and policy frameworks (Assessment level 2), and health sector strategies (Assessment level 3). The third assessment level includes analysis tables dedicated to each building block of a health system in addition to an overarching table that maps out process issues when developing a health sector strategy. All assessment levels aim to enable national health teams to identify gaps and entry points for reducing health inequities through upholding state commitments and obligations on human rights, gender equality and health.

[Gender mainstreaming for health managers: a practical approach \(2011\)](#)

The manual is a user-friendly guide aimed to raise awareness and develop skills on gender analysis and gender-responsive planning in health sector activities. The manual is conceptually structured to move from awareness to action throughout a three- to four-day workshop to reduce gender-based inequities in health.

[Gender mainstreaming in WHO: what is next? Report of mid-term review of WHO Strategy \(2011\)](#)

This document presents the main findings and conclusions of the mid-term review of the WHO strategy for integrating gender analysis and actions into the work of WHO (document EB120/6, resolution WHA60.25). The document also explains the review methodology used and proposes key recommendations as to how to more effectively mainstream gender across the organization in 2012 and 2013.

[Policy approaches to engaging men and boys in achieving gender equality and health equity \(2010\)](#)

This policy brief outlines the rationale for using policy approaches to engage men in achieving gender equality, reducing health inequities, and improving women's and men's health; offers a framework for integrating men into gender equality policies including within the health sector; and highlights successful policy initiatives addressing men in gender equality and health equality programmes.

[Gender, women and primary health care renewal: a discussion paper \(2010\)](#)

This policy paper summarizes evidence and experience from around the world focusing on making health systems more gender responsive, and provides examples of what has worked and how, and ends with an agenda for action to strengthen the work of policy-makers, their advisers and development partners as well as practitioners as they seek to integrate gender equality perspectives into health systems strengthening, including primary health care reforms.

[Sex, gender and influenza in achieving gender equality and health equity \(2010\)](#)

The study focusses on a greater understanding of how sex and gender influence the epidemiology of influenza may impact clinical, public health and government activities that are critical in the prevention and control of influenza.

[Strategy for integrating gender analysis and actions into the work of WHO - WHO gender strategy \(2009\)](#)

This document presents the WHO's strategy for integrating gender analysis and actions into its work. It also reproduces resolution WHO60.25 which was adopted by the 60th World Health Assembly in May 2007. The strategy elaborates on four directions to enhance and expand WHO's capacity to analyse the role of gender and sex in health and to monitor and address systemic and avoidable gender-based inequalities in health, as follows: building WHO capacity for gender analysis and planning; bringing gender into the mainstream of WHO's management; promoting use of sex-disaggregated data and gender analysis; and establishing accountability. It is intended for all WHO managers, technical and administrative staff because gender is a cross-cutting issue.

[Integrating gender into HIV/AIDS programmes in the health sector: Tool to improve responsiveness to women's needs \(2009\)](#)

The purpose of this operational tool is to: raise awareness of how gender inequalities affect women's access to and experience of HIV/AIDS programmes and services; and offer practical actions on how to address or integrate gender into specific types of HIV/AIDS programmes and services.

[Women and Health : Today's evidence, Tomorrow's agenda \(2009\)](#)

The report shows the relevance of the primary health care reforms, laying particular emphasis on the urgent need for more coherent political and institutional leadership, and visibility and resources for women's health. It also sets out what the implications are in terms of data collection, analysis and dissemination.

[The uses and impacts of medico-legal evidence in sexual assault cases: A global review \(2007\)](#)

This review provides a global overview of the historical and contemporary uses and impacts of medico-legal evidence in cases of sexual assault of adolescents and adults. It examines the existing peer-reviewed scholarly and grey literature from high-, low- and middle-income regions, presents

findings from studies that have evaluated the legal impact of medico-legal evidence in sexual assault cases and discusses factors that may create barriers to the successful use of evidence in criminal justice proceedings. The review concludes with a summary, identifies salient knowledge gaps and unpublished materials.

World Bank

[Training and Events on Gender](#)

Dedicated webpage within the World Bank's website summarizing its training and events related to gender

[ENGENDER IMPACT: A Gateway to Gender-Related Impact Evaluations](#)

The World Bank Group has increased investments in gender-informed operations and research in recent years. Impact evaluation (IE) is one important part of this momentum. Impact evaluations increase understanding of what works, and what doesn't, to improve outcomes that are critical to increasing gender equality in different contexts around the world. Impact evaluations can drive and test innovation, and contribute to evidence-based practice and policymaking.

[Gender Data Portal](#)

This gender data portal is a one-stop shop for gender information, catering to a wide range of users and providing data from a variety of sources.

[Gender Sector Tools](#)

This page provides an array of development resources and tools on gender. Toolkits contain ready-to-use material, including a range of tools for practical "how-to" strategies collected from program and project experience around the world.

[ADePT Gender Software Platform](#)

ADePT Gender produces tables and graphs using household surveys to help diagnose and analyze gender inequalities. ADePT Gender is organized around the framework proposed by the World Development Report 2012 on Gender Equality and Development. The module covers gender differences in outcomes in the three primary dimensions of gender equality: human capital (or endowments), economic opportunities and voice and agency. Outcomes are disaggregated by gender and by population groups such as sex of household head, age groups, place of residence, and income. This diagnostic not only helps to profile a country in terms of gender equality, but also facilitates a better understanding of the gender dimensions of poverty. This should help make mainstreaming gender analysis standard practice in poverty and labor diagnosis.

[Gender Issues in Monitoring and Evaluation in Agriculture: A Toolkit \(2012\)](#)

The World Bank aims to reduce gender disparities and inequalities by enhancing women's participation in economic development. It assists member countries in formulating and implementing their gender and development goals. This toolkit has been developed to assist project task teams, borrowers, and partners to recognize and address gender concerns in designing rural development projects and to monitor and evaluate results, outcomes, and impact on achieving overall rural well-being.

[Mainstreaming Gender in Road Transport: Operational Guidance for World Bank Staff \(2010\)](#)

This guidance paper focuses on how to mainstream gender into road operations, including relevant gender issues in the various operational contexts, providing examples of the types of project components and related indicators that contribute to mainstreaming gender in World Bank operations.

[Using ADEPT for gender analysis \(2011\)](#)

This training session introduced World Bank's staff to a host of available data on gender-related statistics as a tool for gender analysis and for mainstreaming gender in operations and economic sector works.

[Gender Statistics and Tools for Gender Analysis \(2011\)](#)

In order to support ongoing efforts to mainstream gender in World Bank's operations, this training session introduced staff to a host of available data on gender-related statistics.

[Female Entrepreneurship: What do we know? What is next? \(2011\)](#)

This conference presented the latest findings and evidence on female entrepreneurship, particularly in relation to access to business development services, access to credit, institutional/legal/business environment, and policy reforms. It also presented and discussed projects, initiatives, and policy reforms aimed at supporting female entrepreneurship and employment creation, eliminating or attenuating gender-based obstacles to full inclusion into entrepreneurship, and enhancing growth and poverty reduction.

[Gender Implications of Biofuels Expansion in a Low-Income and Land Abundant Country \(2011\)](#)

Gap Development Seminar Series to discuss the gender implications of biofuel expansion.

[Africa Regional and Multilateral Development Banks \(MDB\) Workshop, to Mainstream Gender Equality in Infrastructure Policies and Projects \(2011\)](#)

The workshop co-sponsored by the African Development Bank and the World Bank focused on mainstreaming gender in infrastructure projects. It was a part of a regional series sponsored by the Multilateral Development Banks Gender Working Group that seeks to promote the third Millennium Development Goal (Promote Gender Equality and Empower Women).

[Women's Economic Empowerment in Conflict-affected Countries: Potentials and Pitfalls of Entrepreneurship \(2011\)](#)

Video conference which explores of developing women's entrepreneurship in the immediate aftermath of conflict, given the reality that women often bear a disproportionate burden of households in fragile states, this approach aims at restoring basic livelihoods for women and their communities.

B. Regional Commissions

Name of Entity	Tools and Resources
<p>Economic and Social Commission for Asia and the Pacific (ESCAP)</p>	<p>Strengthening National Mechanisms for Gender Equality and the Empowerment of Women: Regional Study - Asia and the Pacific (2010)</p> <p>This paper was commissioned by the United Nations Economic and Social Commission for Asian and the Pacific (hereafter ESCAP) as part of a global project entitled “Strengthening National Mechanisms for Gender Equality and the Empowerment of Women”. The project is a joint project between the United Nations Division for the Advancement of Women and the five United Nations Regional Commissions. It aims to strengthen collaborations and synergies between different mechanisms at national level to facilitate the goals of gender equality and the empowerment of women. Towards this end, the regional study on Asia and the Pacific has been prepared in order to identify main trends and processes in the development of the national mechanisms for the advancement of women within the region.</p>
<p>Economic and Social Commission for Western Asia (ESCWA)</p>	<p>Recommendations for activating an Up-dated strategy for Mainstreaming Gender at the Economic and Social Commission for Western Asia Beirut (2009)</p> <p>This document aims to update and activate the strategy that was created in 2005 for mainstreaming gender at the Economic and Social Commission for Western Asia (Annex1), in light of new UN mandates such as Secretary-General Bulletin on departmental focal points for women in the secretariat (ST/SGB/2008/12), and recent situation analysis conducted at ESCWA since 2005.</p> <p>Quarterly electronic newsletters</p> <p>Issued quarterly electronic newsletters on good practices and success stories on gender mainstreaming on ECW webpage</p> <p>Expert Group Meeting on Progress in Achieving the Millennium Development Goals (MDG): A Gender Lens (2011)</p> <p>The objective of the meeting is to discuss best methods and practices in integrating a gender perspective as well as a right-based approach in MDG reporting and implementation.</p>
<p>Economic Commission for Africa (ECA)</p>	<p>Compendium of Emerging Good Practices in Gender Mainstreaming Vol. 1 (2009)</p> <p>A compendium of good practices in gender mainstreaming.</p> <p>Compendium of Emerging Good Practices in Gender Mainstreaming Vol. 2 (2009)</p> <p>A compendium of good practices in gender mainstreaming.</p>

	<p>Monitoring and Evaluation Programme of the African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms for Action (2004)</p> <p>This impact evaluation-guiding manual is intended for use by institutions (or individuals) when assessing the impact on the status of women of the Beijing and Dakar Platforms for Action in African countries 10 years after the platforms were established.</p> <p>Monitoring and Evaluation Programme of the African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms for Action (2002)</p> <p>This guide has been prepared to support the monitoring and evaluation (M&E) activities of Member States in the implementation of the African Plan of Action (APA). It is targeted primarily at M&E officers in national machineries responsible for women's advancement. Effective monitoring is a basis for sound management and evaluation of government progress in the implementation of measures to improve the status of African women.</p>
<p>United Nations Economic Commission for Europe (ECE)</p>	<p>Developing Gender Statistics: A Practical Tool (2010)</p> <p>This practical tool aims to guide statistical organizations in the production and use of gender statistics. It represents a consolidated reference for any organization or individual interested in producing information about gender differences, guides producers of gender statistics and assists in improving the availability of high-quality information on women and men.</p> <p>Gender Gaps and Economic Policy (2009)</p> <p>This publication takes stock of the longer-term progress in mainstreaming gender into various aspects of economic policies and presents good practices in areas such as employment, budgetary and fiscal policies, social protection, pensions and gender statistics. It also identifies major gaps in these policies, challenges and suggests actions to move forward.</p> <p>Key publication on gender topics</p> <p>Gender Statistics</p>
<p>Economic Commission for Latin America and the Caribbean (ECLAC)</p>	<p>National mechanism for gender equality and empowerment of women in Latin America and the Caribbean region (2010)</p> <p>The study identifies promising practices as well as internal and external factors that have allowed for notable achievements by the national machineries, and the gaps, challenges and constraints that have detoured the mechanisms from their mandates to promote gender equality, focusing on processes, procedures and trends.</p> <p>Training Manual. Democratic governance and gender equality in Latin America and the Caribbean (2007)</p> <p>This manual is based on experiences gained during the project on democratic governance and gender equality entitled "Capacity-building of national machineries for governance with the gender perspective in Latin America and the Caribbean" (ROA-27), which was implemented by the Women and Development Unit of ECLAC between 2002 and 2005. It aims to facilitate the incorporation of the gender perspective into democratic processes and institutions. The manual is divided into the following modules: Good government from a gender perspective; Democratic governance and gender equality; and Lessons learned.</p>

[Gender indicators for follow-up and evaluation of the regional programme of action for the women of Latin America and the Caribbean, 1995-2001, and the Beijing platform for action \(1999\)](#)

This document provides a set of indicators devised on the basis of the measures recommended to governments in the Beijing Platform for Action, the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Plan of Action of the Second Summit of the Americas.

C. UN secretariat departments and offices

Name of Entity	Tools and Resources
<p>Department of Economic and Social Affairs (DESA)</p>	<p>The World's Women 2010: Trends and Statistics This issue highlights the differences in the status of women and men in eight areas – population and families, health, education, work, power and decision-making, violence against women, environment and poverty. Analyses are based mainly on statistics from international and national statistical sources.</p> <p>2009 World Survey on the Role of Women in Development– Women’s Control over Economic Resources and Access to Financial Resources, including Microfinance 2009 World Survey on the Role of Women in Development is a publication of Division for the Advancement of Women (DAW)/DESA. The issue illustrates the importance of examining women’s access to economic and financial resources in a broad sense, including resources generated at national level through budgets, trade, and development assistance; financial services such as savings, credit, remittance transfers and insurance; employment; land, property and other productive resources; and social protection.</p> <p>2004 World Survey on the Role of Women in Development: Women and International Migration The Division for the Advancement of Women (DAW)/DESA World Survey sets out recommendations that, if adopted, will improve the situation of migrant, refugee and trafficked women. The recommendations include ratification and implementation of all international legal instruments that promote and protect the rights of migrating women and girls; review of national emigration and immigration laws and policies in order to identify discriminatory provisions that undermine the rights of migrant women; development of policies that enhance migrant, refugee and trafficked women’s employment opportunities, access to safe housing, education, language training in the host country, health care and other services; education and communication programmes to inform migrant women of their rights and responsibilities; and research and data collection, disaggregated by sex and age, that improve understanding of the causes of female migration and its impact on women, their countries of origin and their countries of destination in order to provide a solid basis for the formulation of appropriate policies and programmes.</p>

<p>Department of Peacekeeping Operations (DPKO)</p>	<p>DPKO/Department of Field Support (DFS) Guidelines Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations (2010)</p> <p>The guidelines aim to support a more integrated response by military peacekeepers, other peacekeeping mission components, UN entities and non-governmental organizations working to implement Security Council mandates on women, peace and security.</p> <p>Gender Mainstreaming in Peacekeeping Operations: Progress Report (2005)</p> <p>The document presents an overview of work undertaken at policy and operational levels and in the different functional areas, and outlines some of the practical challenges of gender mainstreaming activities in peacekeeping. It describes the policy framework, provides a review of current efforts by gender units to support the incorporation of gender perspectives into the various functional areas of peacekeeping and the collaborative partnerships being forged to support this work. It also highlights some of the outstanding issues that need to be addressed in the coming year to advance gender mainstreaming activities further.</p>
<p>Department of Political Affairs (DPA)</p>	<p>Guidance for Mediators: Addressing Conflict-Related Sexual Violence in Ceasefire and Peace Agreements (2012)</p> <p>DPA produced ground-breaking guidance for mediators on addressing conflict-related sexual violence in ceasefire and peace agreements. This new guidance is a milestone for DPA and is available to all UN mediators and mission chiefs and incorporated in training and briefing materials for envoys and their teams. Key principles for mediators include an obligation to engage parties in discussion on this issue and to work towards firm commitments in peace accords to cease all acts of conflict-related sexual violence. The guidelines also require sexual violence to be included in the definition of acts covered by a ceasefire and monitored for.</p>
<p>Office for Coordination of Humanitarian Affairs (OCHA)</p>	<p>Gender Equality Toolkit</p> <p>The toolkit provides guidelines on integrating gender perspective into humanitarian assistance. In doing so, it addresses both OCHA staff at headquarters and in the field. The toolkit assists OCHA staff in ensuring that humanitarian assistance is delivered equally to all beneficiaries. It also provides guidance on how to include gender mainstreaming in all relevant areas.</p> <p>Tools Repository identified by the UN Task Force on Sexual Exploitation and Abuse</p> <p>The repository of tools include materials on the four Pillars of work of the task force, including engagement with and support of local populations, prevention, response, and management and coordination.</p> <p>A Guide for Protection from Sexual Exploitation and Abuse (PSEA) Focal Point Training</p> <p>The training guide by the Executive Committees on Humanitarian Affairs and Peace and Security (ECHA/ECPS), United Nations and Non-governmental Organization Task Force on PSEA, aims at strengthening the capacity of UN and NGOs to implement comprehensive programmes for protection from and response to Sexual Exploitation and Abuse (SEA) by development, humanitarian and peacekeeping personnel.</p>

	<p>Different Needs – Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men (2010)</p> <p>The online course developed by the Inter-Agency Standing Committee (IASC) provides the basic steps a humanitarian worker must take to ensure gender equality in programming.</p>
<p>Office for Disarmament Affairs (ODA)</p>	<p>Guidelines for gender mainstreaming for the effective implementation of the UN programme of action to prevent, combat and eradicate the illicit trade in small arms and light weapons in all its aspects, 2006</p> <p>These guidelines have been developed as a resource to improve the effective implementation of the plan of action (PoA). Their purpose is to highlight the importance of the perspectives of those impacted by the proliferation of small arms and light weapons (SALW), particularly the considerations of women and men, in the global effort to control illicit SALW. Indeed, without such considerations, the effectiveness of the PoA will be seriously undermined.</p>
<p>Office of Internal Oversight Services (OIOS)</p>	<p>Thematic evaluation of gender mainstreaming in the United Nations Secretariat (2010)</p> <p>The evaluation was the first Secretariat-wide review of gender mainstreaming to be undertaken at the United Nations. Its objective is to review the implementation and outcomes of gender mainstreaming in the Secretariat nearly 15 years after its introduction.</p>
<p>United Nations Peacebuilding Commission (PBSO)</p>	<p>Women’s Participation in Peacebuilding (2010)</p> <p>Report on women’s participation in peacebuilding efforts.</p>