GENDER MAINSTREAMING POLICY & ACTION PLAN

Acronyms

CEB	Chief Executives Board
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSW	Commission on the Status of Women
CTED	

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Introduction

This Gender Mainstreaming

1. Purpose and Scope

The purpose of this Policy is to set the framework and the direction for UNOCT to fulfil its mandate on gender equality as applied to CT/PCVE. Mainstreaming gender equality and the empowerment of women and girls (GEEW/G) through a human rights-based approach is *central to the Unit and embodies the Organization's unique contribution* to countering terrorism and preventing and countering violent extremism conducive to terrorism (CT/PCVE). Through this Policy, the Office aims to ensure that its work accounts for the differential impact of both terrorism and CT/PCVE measures on the human rights and needs of women, men, girls and boys, and that the CT/PCVE initiatives conducted by the Office are well-informed, gender-sensitive, context and human rights based, and do not reinforce inequalities or jeopardize GEEW/G gains, but rather strengthen them.

The scope of this Policy integrates *UNOCT's mandate and work on* the United Nations *mandate on* gender equality and the empowerment of women across the whole Office including its branches, programme offices and presences in the field.[3]

This Policy establishes the foundations for UNOCT to:

ƒ Effectively mainstream gender considerations within its programmes, projects, policies and operations by defining the guiding principles, scope, priority areas, and action plan for *strengthening UNOCT's gender-responsive* results through a human rights-based approach.

ƒ Follow the most relevant evidence on how to mainstream gender considerations in CT/PCVE in ways that are effective, efficient, sustainable, impactful, context-aware and human rights compliant.

ƒ Align with the normative framework for mainstreaming gender equality through a human rights-based approach, including but not limited to numerous Security Council resolutions (SCR) such as 2178 (2014), 2242 (2015), 2331 (2016), 2354 (2017), 2395 (2017), 2396 (2017) and 2467 (2019); General Assembly resolutions such as 75/161 (2020), the UN Global Counter-Terrorism Strategy and its subsequent reviews; the UN Secretary-*General's Plan of Action to* Prevent Violent Extremism; and the Women, Peace and Security Agenda, composed of SCR 1325 (2000) and subsequent nine SCRs,[4] and the overarching human rights treaties and other relevant human rights instruments including but not limited to the Convention...

(2011) and the reports of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism.

ƒ Implement the necessary institutional arrangements to exceed the requirements within the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0[5] v •µ‰‰}Œš h E K d[• ' v Œ W Œij šǫ ieviug%boetaugets š š]}v W o v set in the UN System-

3. Guiding Principles

and development.[26] It also acknowledges the important role of partnering with international organizations, civil society organizations, governmental institutions focused on women [•Zµu v 0Ed Pezd&• equality, research centers, and local and national governments in addressing structural issues conducive to terrorist radicalization, as well as mainstreaming gender and human rights across CT/PCVE initiatives.

e. Combating Gender Bias in CT/PCVE

UNOCT is committed to combating gender biases that are pervasive in CT/PCVE. As such, it supports the deconstruction of stereotypical linkages between masculinities and violence, and femininities and peace, and furthers a context-based understanding of gender roles and dynamics. It also promotes CT/PCVE efforts that are evidence-based and aims to ensure that CT/PCVE initiatives are not informed by intersectional biases, such as those related to nationality, age, religious beliefs, sexual orientation, race, ethnicity, geographic origin, physical and/or mental ability, and soci/F6 11a11(y)-3(,21.30.000008866 0 594.96 842.04 r

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Plan. The USG and DUSG will oversee progress in all priority areas and will hold the Office accountable through performance evaluations, in line with international standards on human rights and gender equality, the Global Counter-Terrorism Strategy and relevant mandates set out by the UN Security Council and General Assembly. It is also recommended that annual Œ ‰}Œš• }v šZ ‰Œ}PŒ •• P]v•š šZ W}o]Ç[P}o• Œ]v oµ and DUSG and between the USG v šZ hv]š E š]}v• G v Œ o. Œ š ŒÇ

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events with due anticipation to ensure the implementation of both considerations. The K (( ] events will also include women as organizers, speakers, and participants, as well as gender experts (women or men) who can speak to the gendered perspectives of the issues under discussion. The targets for the numerical participation of women will be context-specific but will strive for gender parity. In cases where the organizers deem gender parity not achievable, the Gender Adviser will be consulted for advice. The Office will also ensure equal opportunities for women, including young women,

The marker will be first defined by the programme teams, with technical assistance from the Gender Unit, if required. The adequacy of the gender marker as to the project or programme design will then be further reviewed by the PRB Secretariat before being submitted for PRB approval. The Gender Unit will implement yearly gender marker evaluations, setting the goal of 50% of programmes and projects at Gender Marker 2 or above by 2023, and 80% by 2024. These targets will be further adjusted upon the reassessment of this Policy and its Action Plan in 2024. For the relevant actions, see Annex / U]š. u[X

f. Monitoring & Evaluation (M&E) and Reporting

Mainstreaming gender in the M&E and reporting functions is essential to ensure that programmes and projects are designed in a gender-responsive manner and that they are capable of measuring progress towards goals on gender equality and the empowerment of women. Thus, it is essential that the logical frameworks integrate gender throughout, encompassing not only the numerical participation of women, but also substantive issues related to gender equali šÇ v Á}u v[• u‰}Á Œu vš]v šZ •i š uššŒ The means of verification should also be built upon baselines that are informed by gender analyses, and the indicators employed to measure gender results should be specific, measurable and, whenever possible, disaggregated by gender and age. Additionally, it is important to integrate gender into the risk assessment of initiatives, so as to ensure that gender-related risks are monitored and mitigated, and that the project or programme is not inadvertently

context-based gender analysis and substantive gender elements integrated into the results frameworks of each new project and programme; reviewing and monitoring the application of the Gender Marker; reviewing the financial allocation for gender

proactively partner with relevant UN entities, including UN Women[33], CTED, UNODC, UNDP, O-SRSG-SVC and others, in developing and implementing gender-responsive and gender-dedicated initiatives. The Gender Adviser, supported by the Gender Unit, will act as the technical focal point of collaboration and coordination with UN Women, and will represent UNOCT in the Counter-Terrorism Compact Working Group on Ensuring Gender Sensitive Approaches to CT/PCVE.

Member States: UNOCT will partner with Member States, upon request, to provide technical assistance and support in the design and implementation of efforts to mainstream gender equality and the empowerment of women in CT/PCVE initiatives, including through capacity-building and awareness-raising activities.

capacity and informing gender-responsive approaches.

The Gender Unit, supported by OUSG, SPPSS, PMU, and the programme and project teams, will coordinate the consolidation of gender-disaggregated data, as well as gender-responsive indicators from projects and programmes, into a gender database, so that gender-related results can be analysed and measured. The Unit will also organize repositories of good practices and coordinate the publication of evidence-based tools for internal and external capacity building. &}Œ šZ Œ o À vš š]}v•U a X vv Æ /U

b. Enhance Visibility on Gender Equality

Enhancing visibility of hEK d[• ((}Œš•]v P vŒ u]v•šŒÆ Office]vP Á]oo •µ‰ raising awareness on the importance of gender-responsive approaches to CT/PCVE, reinforce šZ K((]publ[• commitment to the UN Charter and to its mandate on furthering CT/PCVE initiatives that are human rights based and gender-responsive, and strengthen its role as a cutting-edge and leading institution in CT/PCVE. The Gender Unit will develop a communications strategy and annual communications plan for this purpose.

UNOCT will integrate gender-disaggregated data as well as highlight gender-responsive aspects of initiatives into its external communication products, will

Required Action

Required Action	Responsible	Means of verification	Supporting Actions
E.1: Define a gender marker for every programme and project;	Programming Staff	x Gender Marker Assessment;	Consult the Gender Marker Information Note for guidance on defining a gender marker;
			The Gender Unit and relevant Gender Focal Points will, as

Required Action	Responsible	Means of verification	Supporting Actions
F.4: Use the results from the gender analysis to inform risk assessments, in order to monitor and mitigate gender-related risks.	Programming Staff	x PID and Risk Assessment; x Verified by the PRB Secretariat prior to approval	

Required Action	Responsible	Means of verification	Supporting Actions
C.1: Equip the Gender Unit with adequate number of posts and budget to offer expert technical assistance on mainstreaming gender in policy and programming cycles, coordination; events, partnerships, and knowledge production;	USG/DUSG	x The Gender Programme is fully funded; x The Gender Unit is fully resourced;	The Gender Unit will submit a yearly work plan and budget with the foreseen activities for implementation;

Required Action	Responsible	Means of verification	Supporting Actions
E.1: Champion gender-mainstreaming and promote substantive discussions on how to integrate gender perspectives into all areas of management;	All Leaders	x Culture of compliance with the Gender Mainstreaming Policy	The Gender Unit will support the leadership through crafting BN/TPs and statements;
E.2: Challenge gender biases and all forms of gender discrimination;	All Leaders	x Staff Survey	Inclusion Working Group will integrate questions on gender equality within the Staff Well-being Survey;
E.3: Foster a culture of compliance and accountability for the implementation of the Gender Mainstreaming Policy across the Office;	All Leaders	x Progress on the implementation of the Gender Mainstreaming Policy;	The Gender Unit will monitor the progress of the implementation of the Gender Mainstreaming Policy and will report on it quarterly at SMT meetings;

Required Action

Required Action	Responsible	Means of verification	Supporting Actions
b) Enhance Visibility on Gender			
B.1: Develop a communications strategy and update hEK d[• Á •]š š}]v oµ]v(}Œ Gender Mainstreaming Policy and Gender Programme;	Gender Unit, in consultation with the Communications Unit, OUSG	x Website has a page dedicated to gender mainstreaming in programming and policy making;	The Gender Unit will provide the content for the communications strategy and the webpage;

and the instrumentalizing[41] of these roles, might lead to their disenfranchisement from their communities and their increased targeting by violent groups.

Women may join violent extremist groups out of a strong ideological belief, but also because they are ^•‹µ Ì _ šÁ v Œ ‰ dangerous local contexts as well as repressive and unsupportive government-led security initiatives.[42] These complex circumstances and u}š]À š]}v• u}v•šŒ š šZ š šZ }µv Œ] • šÁ v Á}u v v P] accomplices, accessories, victims and survivors are often blurred, leading to uncertainty }v Œv]vP Á}u v[• PŒ }(P vÇ v µo‰]o]šÇ Œ P Œ]vP extremism and terrorism. Therefore, it is critical to ensure that gender perspectives within CT/PCVE programmes and pol

that the security needs of men and boys can be properly assessed and addressed in policy and programming.

Annex 3. Glossary of terms[50]

Essentialization means attributing natural, essential characteristics to members of specifically defined groups (gender, age, ethnic, socioeconomic, etc.). It assumes that individual differences can be explained by inherent, biological, "natural" characteristics shared by members of a group. It is essentialization when it is assumed that women are naturally emotional (versus rational), nurturing, docile, weak, vain, dependent (and so on).[51] The same applies to assuming men are inherently violent or rational.

Gender refers to the roles, behaviours, activities and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women