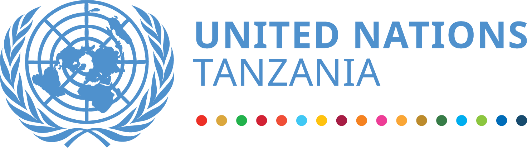
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| **UNCT-SWAP Gender Equality Scorecard Toolkit Resource** | | | |
| What?  *Agenda – Operations Management Team (OMT) Gender Training* (United Nations Tanzania 2020). | | Why?  This model of good practice draws on in-country resources across agencies to strengthen the gender capacity of the OMT to develop gender responsive Business Operation Strategy (BOS) and implement other relevant UNCT-SWAP Scorecard recommendations. The training outlines sessions on gender parity, diversity and inclusion, gender responsive procurement and safety and security with links to relevant resources.  Gender training for OMTs is a strategic approach to integrating gender parity and other GEWE tracking into BOS systems in line with UNCT-SWAP Performance Indicator 4.3 requirements as well as enhancing the organizational environment for the promotion of gender equality and women’s empowerment as (Performance Indicator 4.2).  Additional materials in the UNCT-SWAP Scorecard Toolkit detail the wider process UN Tanzania followed to mainstream gender in operations (UN Tanzania’s ‘UNCT-SWAP GE Scorecard Progress on Indicator 4.3 Gender Parity’) and the BOS with gender integrated targets (United Republic of Tanzania Business Operations Strategy). | |
|  | | | |
| **Performance Indicator 4.3 Gender Parity** | | | |
| **Approaches Minimum Requirements** | **Meets Minimum**  **Requirements** | | **Exceeds Minimum Requirements** |
| **a)** The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels. | Approaches minimum requirements  **and**  **b)** The UNCT can demonstrate positive trends towards achieving parity commitments. | | Meets minimum requirements  **and**  **c)** The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women’s empowerment. |



Office of the United Nations Resident Coordinator in Tanzania

**AGENDA – OMT Gender Training Meeting**

**Date 22 January 2020**

**VENUE:** TBC

**Time:** 9.00a.m to 1.00p.m

**Objective:** To strengthen gender capacity of the OMT to be applied in developing gender responsive BOS and implement other relevant

UNCT-SWAP scorecard recommendations

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| **No.** | **Time** | **Activity** | **Lead** |
|  | 9.00-9.05  (5 mins) | Welcoming Remarks from OMT Chair | OMT Chair |
|  | 9.05-9.10  (5minutes) | Opening Remarks | Hodan Addou,  UN Women CO Representative |
|  | 9.10-9.30  (20 mins) | **Presentation**-Towards strengthening inclusivity, diversity & Gender Parity  **Resources:**   1. Enabling Environment Guidelines for the United Nations System (2019)   <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/gender-parity-enabling-environment-guidelines-en.pdf?la=en&vs=1535>, and   1. Supplementary Guidance on the Enabling Environment Guidelines for the United Nations System (2019)   <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/gender-parity-enabling-environment-guidelines-supplementary-guidance-en.pdf?la=en&vs=1535>   1. System-Wide Strategy on Gender Parity (2017)   <https://www.un.org/gender/sites/www.un.org.gender/files/gender_parity_strategy_october_2017.pdf>   1. Tanzania UNCT-SWAP Scorecard Report (2018) 2. UNDG (2017) ***Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level.***   <https://undg.org/wp-content/uploads/2018/03/Resource-Book-Mainstreaming-Gender-UN-Common-Programming-Country-Level-web.pdf>   1. McKinsey Global Institute in association with McKinsey & Company in Africa (2019). ***The power of parity: Advancing women’s equality in Africa.***   <https://www.mckinsey.com/featured-insights/gender-equality/the-power-of-parity-advancing-womens-equality-in-africa>   1. Women’s Empowerment Principles 1,2, 3 & 4,  * ***Principle 1:*** Establish high-level corporate leadership for gender equality * ***Principle 2:*** Treat all women and men fairly at work - respect and support human rights and non-discrimination * ***Principle 3:*** Ensure the health, safety and well-being of all female and male workers * ***Principle 4:*** Promote education, training and professional development for women   <https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2017/weps_implementation%20guide_en.pdf?la=en&vs=3813> | Rashida Shariff & Marilyn Dominick, UN Women |
|  | 9.30-9.45  (15 mins) | Q&A, ideas & experience sharing on enabling environment to increase inclusivity, diversity & gender parity within UNCT Tanzania | OMT Chair |
|  | 9.45-10.00  (15 mins) | **Presentation**-Gender Responsive Procurement  **Resources:**   1. The Power of Procurement: How to Source from Women Owned Businesses: Corporate Guide to Gender-Responsive Procurement (2017)   <https://www.unwomen.org/en/digital-library/publications/2017/3/the-power-of-procurement>   1. Women’s Empowerment Principle 5, ***Implement enterprise development, supply chain and marketing practices that empower women***   <https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2017/weps_implementation%20guide_en.pdf?la=en&vs=3813> | UN Women |
|  | 10.00-10.10  (10 mins) | Q&A/ Ideas and experience sharing to strengthen gender responsive and child friendly procurement in the UNCT Tanzania | OMT, Chair |
|  | 10.10-10.20  (10 mins) | **Presentation**-UNDSS Strategy on Gender Equality and the Empowerment of Women (2015-2019) | Marco Smoliner, UNDSS |
|  | 10.20-10.30  (10 mins) | Q&A/ Ideas and experience sharing to strengthen a more inclusive and enabling organizational culture in the Department; greater gender parity in its staffing; and more gender-responsive safety and security services to the UNCT Tanzania | OMT, chair |
| **10.30-10.45 -HEALTH/TEA Break (15 minutes)** | | | |
|  | 10.45-11.00  (15 mins) | Presentation-Overview of the scorecard recommendations-all 15 indicators, including those OMT is supposed to have oversight of  **Resource**   * UNCT-SWAP GE Scorecard Report of Tanzania (2018) * UNCT-SWAP GE Scorecard Technical Guidance (2018)   <https://undg.org/wp-content/uploads/2018/06/UNCT-SWAP_Gender-report_Web.pdf>   * Gender Equality Glossary   <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36> | Rashida Shariff, UN Women |
|  | 11.00-11.20  (20 mins) | Plenary discussion on OMT responsibilities and GEWE as per the UNCT-SWAP GE Scorecard requirements  **Resources**   * All presentations, discussions and resources from above | Aine Mushi, RCO |
|  | 11.20-11.50  (30 mins) | **Group exercise**-Applying the above presentations in developing gender responsive BOS   * HR * Procurement * Finance * Logistics * ICT   **Resources**  All presentations, discussions and references from above | OMT-WG |
|  | 11.50-12.20  (30 mins) | Presentations and Q&A/ideas/comments-from the various teams above | OMT-WG leads |
|  | 12.20-12.30  (10 mins) | Way forward  Closing remarks from OMT Chair | OMT Chair |
| **1.00 p.m. onwards- Lunch** | | | |