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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).  |
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| **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 forwardClosing remarks from OMT Chair | OMT Chair |
| **1.00 p.m. onwards- Lunch** |