

Good Practice Example:

UNCT-SWAP PERFORMANCE INDICATOR 4.3

Virtual 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	a. A plan is in place for the UNCT to achieve gender parity.
Meets Minimum Requirements	b. The UNCT has reached gender parity. and c. A plan is in place for the UNCT to maintain gender parity.



Performance Indicator 4.3 Gender Parity

Exceeds Minimum Requirements

Meets minimum requirement

and

- d. 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

No.	Time	Activity	Lead
1.	9.00-9.05 (5 mins)	Welcoming Remarks from OMT Chair	OMT Chair
2.	9.05-9.10 (5minutes)	Opening Remarks	Hodan Addou, UN Women CO Representative
3.	9.10-9.30 (20 mins)	<p>Presentation-Towards strengthening inclusivity, diversity & Gender Parity</p> <p>Resources:</p> <ul style="list-style-type: none"> i. 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 ii. 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 iii. System-Wide Strategy on Gender Parity (2017) https://www.un.org/gender/sites/www.un.org.gender/files/gender_parity_strategy_october_2017.pdf iv. Tanzania UNCT-SWAP Scorecard Report (2018) v. UNDG (2017) <i>Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level.</i> 	Rashida Shariff & Marilyn Dominick, UN Women

		<p>https://undg.org/wp-content/uploads/2018/03/Resource-Book-Mainstreaming-Gender-UN-Common-Programing-Country-Level-web.pdf</p> <p>vi. McKinsey Global Institute in association with McKinsey & Company in Africa (2019). <i>The power of parity: Advancing women's equality in Africa.</i> https://www.mckinsey.com/featured-insights/gender-equality/the-power-of-parity-advancing-womens-equality-in-africa</p> <p>vii. Women's Empowerment Principles 1,2, 3 & 4,</p> <ul style="list-style-type: none"> ○ 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 <p>https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2017/weps_implementation%20guide_en.pdf?la=en&vs=3813</p>	
4.	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
5.	9.45-10.00 (15 mins)	<p>Presentation-Gender Responsive Procurement</p> <p>Resources:</p> <p>viii. 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</p> <p>ix. Women's Empowerment Principle 5, <i>Implement enterprise development, supply chain and marketing practices that empower women</i> https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2017/weps_implementation%20guide_en.pdf?la=en&vs=3813</p>	UN Women
6.	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
7.	10.10-10.20 (10 mins)	Presentation -UNDSS Strategy on Gender Equality and the Empowerment of Women (2015-2019)	Marco Smoliner, UNDSS
8.	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)			

9.	10.45-11.00 (15 mins)	<p>Presentation-Overview of the scorecard recommendations-all 15 indicators, including those OMT is supposed to have oversight of</p> <p>Resource</p> <ul style="list-style-type: none"> • 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
10.	11.00-11.20 (20 mins)	<p>Plenary discussion on OMT responsibilities and GEWE as per the UNCT-SWAP GE Scorecard requirements</p> <p>Resources</p> <ul style="list-style-type: none"> • All presentations, discussions and resources from above 	Aine Mushi, RCO
11.	11.20-11.50 (30 mins)	<p>Group exercise-Applying the above presentations in developing gender responsive BOS</p> <ul style="list-style-type: none"> • HR • Procurement • Finance • Logistics • ICT <p>Resources</p> <p>All presentations, discussions and references from above</p>	OMT-WG
12.	11.50-12.20 (30 mins)	Presentations and Q&A/ideas/comments-from the various teams above	OMT-WG leads
13.	12.20-12.30 (10 mins)	Way forward Closing remarks from OMT Chair	OMT Chair

1.00 p.m. onwards- Lunch