



UN SOMALIA  
**GENDER EQUALITY**  
STRATEGY  

---

**2018-2020**







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## FOREWORD

Gender equality is fundamental to lasting peace, security and development. The United Nations Security Council (UNSC) underscored this message through the adoption of the landmark Resolution 1325 in 2000 and all subsequent resolutions on Women, Peace and Security (WPS). Equal access of women and men to opportunities, resources, rights, choices, protection, participation and decision-making is vital to secure inclusive peace and politics, sustainable growth and development and a fair and just society.

The Federal Government of Somalia (FGS) is committed to advance gender equality and women's empowerment. The Provisional Federal Constitution stresses women's equality with men and emphasizes on women's effective participation in all spheres of life, including public offices and in decision-making. In 2016, the FGS adopted a National Gender Policy with the aim to further gender mainstreaming in its peace and state-building processes. The National Development Plan, 2017-2020, adopted gender mainstreaming as a cross-cutting theme. It also advocates for targeted interventions to improve women's rights, protection and participation and as such incorporated a separate section on gender mainstreaming. Gender mainstreaming and women's protection and participation are integral parts of the New Partnership Agreement signed in 2017.

The United Nations in Somalia as a friend and partner of Somali people and the government recognizes the need to redouble its own efforts to support strengthening and institutionalizing gender mainstreaming to consolidate the gains made to-date and to further advance gender equality and WPS agenda in Somalia. The UN also identified a need for further improving internal capacity and

establishing a gender equal environment for its staff. Development of this gender strategy is an important step in achieving this. This strategy takes into account the challenges Somalia faces, including fragility of peace and political environment; susceptibility to drought and other natural calamity, and the changing reality, including the increasing participation of Somali women in politics and decision-making. It also recognizes the opportunities that prevail, including policy environment and political will of the FGS and federal member states.

The Strategy responds to the current realities and articulates the centrality of gender mainstreaming in the implementation of the assistance and cooperation frameworks of the UN. It also provides a framework and guidance for the promotion and institutionalization of gender mainstreaming. It calls for a greater accountability for delivering gender results. It offers practical tools and guidance on how to achieve this. The implementation plan of this Strategy provides in great detail the actions, actors and timeframe for realizing results and fulfilling the objectives and goal set forth in the Strategy.

We urge all staff of the United Nations in Somalia on both sides of this integrated operations—the Mission and the Agencies, Funds and Programmes, to familiarize themselves with the content of this Strategy and extend their full support to its implementation. We call on the members of the Gender Theme Group to make every effort necessary for effective implementation of this Strategy.

We look forward to working together to give full effect to this Strategy and make lasting peace and stability anchored on gender equality in Somalia a reality.



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Head of UN Assistance Mission in Somalia



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## TABLE OF CONTENTS

Foreword	i
List of acronyms	iii
Introduction	1
Context	2
Goal and objectives	3
Delivering gender equality results	4
Implementation arrangements	9
Monitoring, reporting and evaluation	10

### Annexes

- a. Relevant international and regional conventions and instruments on gender equality and the empowerment of women.
- b. Gender glossaries
- c. UNSF gender commitments

## I. LIST OF ACRONYMS

<b>AFPs</b>	Agencies, Funds and Programmes
<b>CEDAW</b>	Convention on the Elimination of All forms of Discrimination Against Women
<b>CRC</b>	Convention on the Rights of the Child
<b>CRESTA</b>	Community Recovery and Extension of State Authority
<b>CSOs</b>	Civil Society Organizations
<b>DINA</b>	Drought Impact Needs Assessment
<b>DSRSG/RC/HC</b>	Deputy Special Representative of the Secretary General/ Resident Coordinator/ Humanitarian Coordinator
<b>FGM</b>	Female Genital Mutilation
<b>FGS</b>	Federal Government of Somalia
<b>GBV</b>	Gender Based Violence
<b>GEWE</b>	Gender Equality and Women's Empowerment
<b>GTG</b>	Gender Theme Group
<b>HCT</b>	Humanitarian Country Team
<b>HRP</b>	Humanitarian Response Plan
<b>IDPs</b>	Internally Displaced Persons
<b>IGO</b>	Integrated Gender Office
<b>IO</b>	Integrated Coordination Office
<b>JPLG</b>	Joint Programme on Rule of Law and Governance
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MOC</b>	Ministries, Offices and Commissions
<b>MoPIED</b>	Ministry of Planning, Investment and Economic Development
<b>MoWHRD</b>	Ministry of Women and Human Rights Development
<b>MPs</b>	Members of Parliament
<b>MPTF</b>	Multi Partner Trust Fund
<b>NDP</b>	National Development Plan
<b>O-COS</b>	Office of the Chief of Staff
<b>PMT</b>	Programme Management Team
<b>PSEA</b>	Protection from Sexual Exploitation and Abuse of Authority
<b>PWG</b>	Pillar Working Group
<b>RRF</b>	Recovery and Resilience Framework
<b>SDGs</b>	Sustainable Development Goals
<b>SDRF</b>	Somalia Development and Reconstruction Facility
<b>SG</b>	Secretary General
<b>SGBV</b>	Sexual and Gender-Based Violence

<b>SMG</b>	Senior Management Group
<b>SRS</b>	Special Representative of the Secretary General
<b>UN</b>	United Nations
<b>UNCT</b>	United Nations Country Team
<b>UNDAF/P</b>	United Nations Development Assistance Framework/ Program
<b>UNDSS</b>	United Nations Department of Safety and Security
<b>UNOCHA</b>	United Nations Office for the Coordination of Humanitarian Affairs
<b>UNSF</b>	United Nations Strategic Framework
<b>UNSOM</b>	United Nations Assistance Mission in Somalia
<b>UNSOS</b>	United Nations Support Office for Somalia
<b>WPS</b>	Women, Peace and Security



## 1. INTRODUCTION

Gender Equality and the Empowerment of Women (GEWE) is intrinsic to the work of the United Nations in Somalia. This includes the systematic integration of gender within the context of the humanitarian, development and peace nexus and the recognition of voices, vulnerabilities and agency of Somali women and girls in political, peacebuilding, development and humanitarian efforts.

Gender equality is grounded in international human rights principles. Respect for and protection of human rights of all Somalis—women, men and girls and boys and in all their diversity—is a precondition to achieving and sustaining peace, political stability and development in Somalia. The United Nations Strategic Framework (UNSF) 2017-2020 addresses gender equality as a cross cutting issue and aims to mainstream gender in all its five strategic priorities. The UNSF articulates the UN's collective commitments and actions in support of the Somali government's development priorities as outlined in the National Development Plan (NDP) 2017-2019<sup>1</sup>. This UN Somalia Gender Strategy (2018-2020) is aligned to the UNSF and the Humanitarian Response Plan (HRP). This Strategy is further aligned to international conventions, global and regional normative frameworks, including the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), the UN Security Council Resolutions on Women, Peace and Security (WPS), the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003)<sup>2</sup>, the Sustainable Development Goals (SDGs)<sup>3</sup> and the principles of the 'New Way of Working'<sup>4</sup>. This Gender Strategy provides a framework to deliver on the human rights and gender equality commitments of UN Somalia.

In recent years, the UN's work in Somalia has contributed to Somali women reaching 24% representation in the 10<sup>th</sup> Federal Parliament, the development and endorsement of the National Gender Policy, adoption of the National Action Plan on Ending Sexual Violence in Conflict, ratification of the Convention of the Rights of the Child<sup>5</sup>, establishment of an Independent National Human Rights Commission among others. The UN also

supported the enactment of the Sexual Offences Act in Puntland, with similar legislation awaiting parliamentary approval and presidential assent at the federal level, and in Somaliland respectively. These gains were results of concerted and collaborative efforts of and strong partnership between the UN and the international community, particularly donors and the political will of the government authorities.

Despite the notable gains, a range of obstacles to the achievement of gender equality remains. Protracted and new displacements of population have resulted in severe protection implications, particularly for women and girls who make up 53% of affected populations.<sup>6</sup> Women and girls continue to be vulnerable to gender-based violence (GBV) and conflict related sexual violence (CRSV). The situation is further exacerbated by the ongoing conflict in parts of the country, displacements and weak justice system resulting in the impunity for the perpetrators of GBV. Of the reported GBV cases, 96% of survivors are women and girls whilst 76% are IDPs. Female genital mutilation (FGM) persists with a prevalence of 98%; whilst the prevalence of child marriages remains high with 45% of women aged 20 to 24 married before the age of 18. Women in Somalia experience higher unemployment rates than men: 74% for women and 61% for men. Despite the Somali private sector being dominated by micro, small and medium enterprises of which women are the main drivers, women have limited access to credit, technology and information. Access to services such as health care and education, by women and girls is disproportionately low. Somalia's maternal mortality rate is the highest in the world, at 1,600 per 100,000 live births. Literacy levels are low; only 26% of women can read and write compared to 36% for men. Women's participation in leadership and decision-making roles, in public and political spheres at all levels—national, state, local, remains low with a majority of women in these roles lacking capacity to fully engage. Besides, clan-based patriarchal political structures and culture, and challenges of prevailing insecurity negatively affect women's ability to negotiate greater role and representation in political processes and policy making.

There are challenges with planning and accountability for gender equality and women's empowerment; financing for gender equality, especially resource allocation and tracking has been near absent; monitoring and reporting of gender equality results is limited; and there is inadequate capacity on the part of public sector institutions to effectively and consistently mainstream gender equality concerns in all programmes and operations. The UN intends to respond to some of these systemic challenges by the implementation of this Gender Equality strategy.

The Strategy is set to contribute towards realizing gender equality and women's empowerment through the United Nations' support to Somalia's national priorities. The main objectives of this Gender Strategy include enhanced gender equality and women's empowerment results delivered by the United Nations' work in political, development and humanitarian settings; a gender equal and empowering environment for all UN staff in Somalia; and strong leadership for gender equality and women's empowerment.

## 2. CONTEXT

Somalia has undergone significant positive changes in the past four years, with the political, economic, social and security context transforming every day for the better. The nascent federal structure, though in need of further clarification and legalization, provided the fulcrum for the 2016 electoral process, which saw a peaceful transition of presidential power and establishment of a new bicameral national federal parliament in February 2017. This transition represents a renewed momentum and opportunity to move forward on Somalia's peace and/state-building priorities.

To consolidate its political gains and sustain the trajectory away from state fragility, contested authority, impunity, corruption and weak governance towards stability and development, the FGS is focusing on fostering long term reconciliation; clarifying the political, institutional and fiscal issues relating to the federal structure via revision and adoption of the Provisional Federal Constitution; addressing widespread insecurity, including internal

conflicts and Al-Shabaab operations; addressing persistent droughts; and readiness for universal elections in 2020 that transcend the existing clan-based power-sharing political system, among other actions.

Simultaneously, women's rights and the enabling framework for gender equality are gradually improving. Women's right to participation in decision-making is enshrined in the Provisional Constitution of Somalia. To systematically address and advance women's rights and gender equality, in 2014 the FGS re-established the Ministry of Women and Human Rights Development (MoWHRD)<sup>7</sup>. Similar structures for coordination and oversight on GEWE now exist in the federal member states through the state formation process. The enhanced representation of women in the Federal Parliament and in the cabinet is also a sign of significant improvement and the will of the government to support women's increased role in leadership and policy making. Legislative reform and policy development to promote women's empowerment, their dignity and gender equality is ongoing. Gender equality policies are in place at the Federal level and Somaliland with a draft in Puntland.

The NDP and UNSF build on lessons from implementation of the New Deal Compact (2012-2016). Under the New Deal, gender was presented as a cross-cutting issue, however, with weak operationalization mechanisms<sup>8</sup>. The UN Strategic Assessment that preceded the development of the UNSF observed that the UN needed to augment its efforts and approach for the institutionalization of gender mainstreaming and women's empowerment in its work in Somalia<sup>9</sup>. Somalia is yet to ratify CEDAW, the Maputo Protocol, amongst other international human rights instruments. The normative framework on gender equality and women's empowerment remain underdeveloped and enforcement is weak as traditional or customary law (Xeer) continues to override the state judiciary.

A central principle of the 2030 Agenda is, 'leaving no one behind.' This commits the UN to ensure that all people, including women and girls, benefit from development by reaching the furthest behind first. Gender equality is mainstreamed as well as included

as a stand-alone goal (SDG5) in the Agenda. The UNSF commits to integrate gender as a cross-cutting issue and under a dedicated sub-section on Gender Equality and Women's Empowerment by implementing a two-pronged strategy to (a) institutionalize gender mainstreaming in its political, humanitarian and development assistance with (b) direct interventions in the areas of women's enhanced representation and participation, peace protection and security, gender analysis and monitoring and evaluation (M&E); and integrate gender equality concerns in all capacity building across government sectors at federal and state levels, including in the Multi Partner Trust Fund (MPTF)<sup>10</sup>. The HRP addresses the lack of access to education and health services, combating child and maternal mortality, tackling of sexual and gender-based violence (SGBV) cases, and the production of increasingly sex-disaggregated data. The recent drought brought to the fore the increased vulnerabilities women and girls face especially in times of natural disasters. The drought impact needs assessment (DINA) captures the impact of the drought on women and girls and recommended amongst other things, the centrality of gender equality as a cross-cutting theme, with direct interventions on women's protection, livelihoods support and environmental decision-making.

Achievement of the above gender commitments however, has been uneven across the UN as evidenced in the UN Strategic Analysis report (2017)<sup>11</sup>. The UN in Somalia needs to ensure that the structures for advancing gender in its work are strengthened and reinforced by a strong leadership and commitment from the UN Senior Management<sup>12</sup>. This will include deliberate support to gender integration and stand-alone GEWE priorities, that otherwise do not receive the attention and resources they require. This also includes ensuring that gender technical expertise is available and effectively resourced to achieve results.

Recognition and inclusion of the voices and perspectives of women and girls in the efforts outlined above will ensure that the results are inclusive, credible and sustainable in the long term. The existing gender challenges reinforce this imperative. Despite achieving 24% representation in the new Federal Parliament, due to highly patriarchal

and clan-based political structures, women remain considerably underrepresented in political processes and public offices, including legislative and administrative bodies across the country.<sup>13</sup> The humanitarian situation remains precarious for much of the population. The limited human rights-compliant legislative and policy frameworks, weak rule of law and human rights protection systems, and a lack of legitimate institutions contribute to a high level of impunity for human rights violations. This increases the vulnerability of women and girls to human rights violations, including SGBV and CRSV. As girls, young boys and adolescents also face specific protection challenges and are vulnerable to forced recruitment by armed forces and groups, accounting for 90% of children recruited and used by these forces. Somalia experiences major rapid and slow onset climate-induced shocks on a 2 to 5-year cycle, with flooding, cyclones and particularly drought as the main causal factors causing massive displacement and crisis for basic supplies. This adds to the already existing massive protection challenges women and girls face. Young women and girls are also susceptible to falling prey to exclusionary politics, exposure to radicalisation and acts of violence, including violent extremism.<sup>14</sup>

This gender equality strategy provides the framework for the UN to strengthen its own work on gender and support the government and people of Somalia to realize its stabilization and development priorities in an inclusive and sustainable manner; with gender equality and the empowerment of women at the heart of all efforts.

### 3. GOAL AND OBJECTIVES

In its efforts to support the realization of Somalia's development priorities and the SDGs, the UN remains committed to addressing and overcoming disparities and discrimination of all forms and kinds, and promote an inclusive and gender equitable society. Due to existing discriminatory socio-cultural practices and political processes women and girls in Somalia are under-represented in mainstream development efforts and their needs and concerns are de-prioritized and underserved. The UN in Somalia is resolute to break that cycle and bring

the agenda of women, peace and security to the fore. Systematic and concerted efforts, and efficient mechanisms are required to overcome the challenges of gender inequality and reverse the negative trends for women.

The goal of this Gender Strategy, 2018-2020 is to *realize gender equality and women's empowerment through the United Nations' support to Somalia's national priorities*. The Gender Strategy is meant to strengthen institutionalization of gender equality and WPS mandate, building on the achievements, experience and lessons learned from the past in Somalia and best practices globally.

The main objectives of the Strategy are to:

- Strengthen gender equality and women's empowerment results through the implementation of the United Nations' work in political, development and humanitarian settings;
- Attain a gender equal and empowering environment for all UN staff in Somalia; and
- Demonstrate strong leadership for gender equality and women's empowerment.

#### 4. DELIVERING GENDER EQUALITY RESULTS

The goal of this Strategy will be fulfilled through the realization of three objectives as outlined above and delivering the results stated under various

objectives below. The objectives will be realised by delivering outputs and implementation of actions as elaborated below. On the adoption of the Strategy, an Implementation Plan with clearly defined roles and responsibilities of all UN entities and specific timeframes for deliverables will be developed to ensure timely and effective delivery of results to enforce accountability for gender equality.

**Objective One:** *To strengthen gender equality and women's empowerment results through the implementation of United Nations' work in political, development and humanitarian settings.*

This objective will incorporate actions that will realize the strengthening of gender equality and women's empowerment as the UN supports the realization of Somalia's political and development priorities and humanitarian response. The political voice and agency of women and girls is essential to achieve gender equality and women's empowerment. Focus on women's participation and representation in decision-making and leadership roles across all political and executive posts and recruitments at all levels—national, state and local, will be a priority. A gendered approach to security sector commitments contained in the National Security Pact and as implemented through the Comprehensive Approach to Security will be advocated for by the UN. This objective will be realised by delivering results as per the four outputs stated below.

**Output Statement 1:** *Gender equality considerations are central to the decision making of all inter-entity and coordination mechanisms of the United Nations and the NDP implementation and aid coordination mechanism<sup>15</sup>.*

##### Action points

- The UN decision-making bodies and inter-entity coordinating mechanisms, namely SMG, UNCT, PMT, IO, UN Information Group will adopt gender as a standing agenda item. The Gender Theme Group (GTG) in coordination with the IO and the PMT will support and work with various fora and bodies and take the lead to ensure that gender is adopted and discussed as a standing agenda item.
- Gender related benchmarks are integrated into the work plans of the SMG, UNCT, PMT, and UNSOM.
- Support (*through the GTG and by use of all other available mechanisms*) the Ministry of Women Human Rights and Development (MoWHRD) in ensuring that a gender review by Pillar 9 members is undertaken on all SDRF programmes before they are approved.
- SDRF will confirm all programmes have undergone a gender review at PWG level, with a gender report generated through this process<sup>16</sup>.

**Action points**

- The UN will advocate (through MoWHRD and UN representation in various Pillar Working Groups) for integration of gender and women's rights, protection, participation and empowerment issues in the implementation of the NDP.
- Case studies of gender programming shall be presented and circulated.
- The UN shall carry out periodic consultation with women leaders and groups, including civil society actors and advocates, women members of Parliament and State Assemblies and youth; to stay on course with the women, peace and security agenda and ensure women's views and perspectives are incorporated in all UN efforts, including political, development, security, reconciliation and humanitarian.
- The UN shall advocate for and work closely with the federal and state ministries in charge of gender equality and human rights, and other relevant federal ministries and entities<sup>17</sup> and women civil society leaders and MPs at federal and state levels ensuring that women constitute at least 30% of representation in all committees, elected bodies and in public sector employment, including in the security and justice sector institutions, interventions and civil service reforms.
- The UN shall support MoWHRD to generate and disseminate biennial status report on Somali women and men.
- Support women's representation and full engagement in all high-level fora (security, partnership, coordination) and political processes, including constitutional review, mediation and local reconciliation, 2020 elections and ensure agenda of those fora are informed by the FGS commitments to gender equality and the WPS agenda<sup>18</sup>.
- Support women leaders, in particular elected representatives and women in positions of authority at federal and FMS levels facilitating their enhanced and effective participation and representation.
- Support development of a cadre of young women leaders across various sectors, including security and justice<sup>19</sup>.

**Output Statement 2:** *Sex-disaggregated data and gender analysis are generated and used by PMT and all clusters in UN's development and humanitarian work through programming that considers differential needs, priorities and vulnerabilities of women, men, girls and boys.*

**Action points<sup>20</sup>**

- Capacity of the UN programme teams/clusters in gender mainstreaming is strengthened through sector/theme specific mainstreaming trainings, including on the use of gender analysis, gender marker<sup>21</sup>, gender responsive planning, monitoring and reporting, and gender and protection.
- Undertake mapping of available gender expertise within humanitarian clusters and identify capacity gaps per objectives/implementation plan and offer the necessary support, including regularly updated gender resource focal points and support in cluster specific capacity<sup>22</sup>.
- Sex-disaggregated data generated and gender analysis is undertaken under the oversight of PMT and by clusters to understand the gender disparities, inequities, gaps and the disadvantaged position of women and girls as a consequence, and gender dynamics of stressors and shocks, vulnerabilities and drivers of instability. Analysis to be collated, updated on a regular basis every six month, particularly to inform on-going planning exercises and humanitarian action<sup>23</sup> with application of 3Ws<sup>24</sup> and disseminated.

**Output Statement 3:** *Gender capacity is built and supported in federal, state and district level<sup>25</sup> institutions/ authorities and within UN partners, contractors, and civil society organizations.*

#### Action points

- Work with and support the MoWHRD and the Ministry of Planning and International Cooperation (MoPIC) to strengthen national capacity on gender equality, including establishment of gender units/ departments in key ministries, offices and commissions (MOC) and inter-ministerial/commission/ office Gender Focal Points' network and initiate gender responsive planning and budgeting in by 2019.
- Support gender capacity development of key civil society organizations, including women-led CSOs through the application of the gender training toolkit/compendium.
- Ensure UN standards for the prevention, response and reporting on sexual exploitation and abuse are met by the UN partners and contractors<sup>26</sup>. Track and coordinate gender training provided to partners, and recipients', *maintain data disaggregated by sex*, including international and local non-governmental organizations, CSOs.
- Establish a data-base of women owned/led enterprises, services providers, and promote their initiatives and services.
- Prioritize investment in gender equality and ensure availability of sufficient fund for strengthening gender technical capacity/capability of public sector institutions in particular.
- Support measures to establish and strengthen gender network of women in various sectors, including politics, security, justice, sports, education, health.

**Output Statement 4:** *Gender is mainstreamed in all UN development assistance, partnership and monitoring frameworks, longer-term programme design, joint programmes, including future UNSF/UNDAF/P, RRF, Durable solutions planning, cluster-specific programmes.*

#### Action points

- Conduct gender analysis and use sex-disaggregated data at framework development and programme design stage to ensure gender equality and women's empowerment is a significant objective of all UN cooperation frameworks and project strategies and that interventions, programmes reflect gender transformative indicators, targets, results (outputs and outcomes).
- Ensure availability of recommendations on opportunities for integration of gender and gender transformative programming on an on-going basis<sup>27</sup>.
- Develop standard gender related benchmarks for each area of programming, including in joint programmes implemented by UN Somalia.

**Objective Two:** *Attain a gender equal and empowering environment for all UN staff in Somalia.*

The UN pursues this objective to deliver on its mandate to guarantee a safe, conducive and supportive working environment for all of its staff. The intent is to progressively transform gender stereotypes, perceptions, conscious and unconscious biases and entrench a culture where gender equality is accepted as a norm within UN Somalia. This will ultimately result in the creation of an enabling environment for the realization of the overall goal of

the Strategy. Within the UN, there are policies that address the need for gender equality and women's empowerment.<sup>28</sup> Therefore, actions which will be undertaken to fulfill this objective are aimed at giving full effect to the existing policies and frameworks and entrenching practices which will make gender equality a living reality in UN Somalia.

**Output Statement:** *UN Somalia implements policies, promotes practices and establishes mechanisms and measures that support the achievement of gender equality in all operations and programmes.*

### Action points

#### **UNCT/PMT/O-DMS/O-COS Oversight role:**

- Conduct periodic reviews with UN agencies and the Conduct and Discipline Working Group<sup>29</sup> to monitor and ensure compliance with the mandatory training on prevention of sexual exploitation and abuse of authority (PSEA).
- Support carrying out workshops on unconscious and conscious biases for all staff at all levels<sup>30</sup>.
- Develop, in collaboration with UNSOS Training Unit, modules specific to the context in Somalia that address gender equality and women empowerment to the PSEA training.
- Support the organization of periodic fora on sharing of organizational audits processes for gender equality and women's empowerment for mainstreaming gender equality actions and achievements by UN Somalia<sup>31</sup>.
- Establish and organize bi-annual fora especially on key global commemoration days for UN Somalia to share mechanisms/initiatives that are in place to promote gender equality in the work place.
- Continue holding SRSG's all-women staff town hall on bi-annual basis.
- Establish a core group of male champions and role models for perspective building and awareness raising on issues of gender equality and utilize them to communicate messages around male partnerships and collaboration for the attainment of gender equality through organizing male-centred discussion forums; developing and dissemination of communication materials around positive male behaviour and action for gender equality.
- Introduce and observe a male and female-champions for gender equality annual award.
- Support the initiation of informal groups and networks for women in the UN for recreational activities championed by the GTG.
- Roll out, *collaboratively by UNDSS and UNSOS Security, O-COS*, the newly developed guidelines and security related gender-based violence policy.

#### **GTG Advocacy role:**

- Implement audit recommendations, investigations reports with respect to gender equality and women empowerment in UN Somalia to attain gender equality using relevant existing coordination platforms (PMT, OMT, CDU, HCT PSEA Task Force, Human Resources Working Group and Humanitarian Country Team).
- UNSOS observes gender privacy principles in constructing toilets and sanitary facilities and makes available basic gynecological and reproductive health care services and other health specific services that meet their needs.
- Conduct gender awareness/ knowledge building sessions on existing policies and practices to influence attitudes and behaviours towards upholding an environment that is free from discrimination, and sexual exploitation and abuse.
- Ensure effective implementation of parental leave with particular emphasis on paternity leave for men staff in UN Somalia towards changing/improving understanding of men on differentials needs and impact of gender roles.

**Objective Three:** *UN Somalia demonstrates strong leadership for gender equality and women's empowerment.*

The realization of the goal of the gender strategy requires strong and committed leadership that is accountable for gender equality and ensures that the actions for the realization of the objectives are implemented. This objective targets the UN Somalia Senior Leadership.<sup>32</sup> Gender mainstreaming and the pursuit of gender equality will be entrenched in all of UN Somalia's development and humanitarian work. Programme quality assurance, oversight, monitoring, evaluation and reporting systems will fully support mainstreaming gender equality. This objective focuses

on enhancing leadership for gender equality by UN Somalia within the UN and in the work of the UN with its development partners, including government actors, civil society and the international community. Internally, strong leadership is needed to ensure the implementing the gender commitments by the UN. Externally, strong leadership is critical to ensure that the work of UN Somalia supports the realization of Somalia's development and humanitarian work in a manner which is gender responsive, just and equitable.

**Output Statement:** *UN Somalia institutionalize a robust monitoring and reporting framework and commit dedicated resources for the advancement of gender equality and women's empowerment.*

**Action points:**

- Development and endorsement of the Gender Strategy Implementation Plan within the second quarter of 2018.
- Undertake a review of the existing monitoring, reporting and evaluation frameworks and improve their gender responsiveness with clearly defined indicators and verification measures<sup>33</sup>.
- Introduce and improve periodical reporting on gender equality results by all established inter-entity mechanisms, including GTG, PMT, UNCT, and the SMG<sup>34</sup>.
- Generate and use of sex disaggregated data and gender statistics in all strategic priority areas of the UN<sup>35</sup> and inform all on-going, forthcoming planning exercises and new design interventions, and ensure monitoring of them
- Undertake consistent and systematic gender responsive strategic communication by UN Communication Group on Women, Peace and Security.
- Consistent and systematic advocacy for women's participation, protection and empowerment in both public communication and in business meetings with officials of the Somalia at all levels.
- Proactive measures undertaken in ensuring women's enhanced representation in various committees and task forces of the UN with an eventual aim for equal representation of men and women.
- Apply Gender Marker to assess all new funding decisions and report on the investment in gender equality<sup>36</sup>.
- UN Leadership demonstrates personal commitment by adopting example-setting goals, signing compact for stronger gender equality goals/results<sup>37</sup>.
- Organize periodic high-level seminars on gender thematic issues for UN Somalia leadership.
- Organise Open Days and periodic gender advocacy and networking events with Somali gender activists and practitioners and discuss concerns and priorities effected in UNSF.
- Organise bi-annual coordination meetings with MoWHRD and donors' gender community to disseminate the results and consult on gender issues pertinent to on-going and forthcoming processes and for a of national importance.
- Periodic monitoring and reporting on gender parity progress across the system<sup>38</sup> and the impact of gender mainstreaming work



## 5. IMPLEMENTATION ARRANGEMENTS

The overall oversight of the implementation of this Gender Strategy rests with the SRSR and DSRSG/RC/HC. The members of SMG, which comprises the Heads of Agencies--Funds and Programmes (AFP) and UNSOM senior leaders, will provide leadership and ultimately be accountable for the delivery of gender equality results stipulated in the Strategy.

Under the Chairpersonship of the DSRSG/RC/HC, the GTG will act as the primary mechanism to facilitate the implementation, bringing all stakeholders together, ensuring effective coordination and reporting on the progress. The DSRSG/RC/HC will convene two bi-annual meetings to review the progress and address any major obstacles needing intervention from the highest level. SMG will also ensure that adequate resources are committed and available for smooth implementation of the Gender Equality strategy.

The integrated PMT, comprising senior programme staff, deputy heads of agencies, and UNSOM sections, being the main mechanism for the coordination of the substantive programming issues, will be responsible for advising and facilitating generation of status reports and periodic analytical progress reports on the implementation of the strategy per the Implementation Plan. PMT will also be the primary mechanism to ensure the decisions of mandatory use of gender analysis and sex/age-disaggregated data in all new initiatives—short, medium and longer-term—adhered to and continued improvement on gender responsiveness for the implementation and results analysis of all approved and on-going initiatives. The IO, UNSOM Joint Planning Unit, Integrated Analysis Team and the Gender Theme Group will provide the necessary technical and coordination support to the PMT in fulfilling its role.

The GTG will be the main hub of the gender technical resources for the implementation of this Strategy. GTG will ensure technical tools, knowledge, capacity and guidance are provided in a timely manner to the PMT, IO and will also serve as an early warning mechanism for any deviation and or any major obstacles encountered and/or anticipated in the process. GTG in its monthly meeting will track latest developments and progress.

The GTG will provide coordination and leadership, for keeping all stakeholders abreast of latest developments and progress at all times; seeking information and offering advice and guidance to both internal and external stakeholders in a timely and constructive manner. The GTG will also be responsible for offering information on new body of knowledge analysis, studies and establishing a database of national and international resources on gender specialists per the outputs of the Strategy and make it available to the PMT and all other international and external stakeholders.

Through the PMT and IO, the GTG will offer forecast to various stakeholders and mechanisms well ahead of deadlines and on key deliverables.

The GTG will operate in close cooperation with various gender focal points' networks (internal and external, including the donors), government ministries, the UN Information Group and M&E Group to ensure effective and optimal coordination, visibility of the work of the UN and supporting resource mobilization efforts based on gender equality results and the work of the UN as a champion of gender equality.

The GTG will establish three Task-Teams per the objectives, in order to ensure an intra-accountability within the GTG. Each Task team will have two Co-leads and two alternate Co-leads based on the comparative advantage per objective and outputs under the objectives and technical resource available on the ground. The Task Teams will be the front runners driving the coordination for effective results delivery at the objective level and keeping the entire GTG engaged to support the process.

UN Women, Integrated Gender Office (IGO) and IO will ensure that the coordination is optimal, resources—technical and financial—are available, senior leaders are engaged and reports are generated and disseminated as per the plan. While UN Women and IGO as co-chairs of the GTG will continue to support the GTG and its ordinary business being accountable to the DSRSG/RC/HC.

UN Women, as the Secretariat of the GTG, will

provide secretarial support to the overall process. The Co-leads of Task Teams will ensure they keep the Secretariat fully abreast of their engagement and alert GTG and PMT within appropriate time in addressing any unforeseen challenges.

## 6. MONITORING AND REPORTING ON AND EVALUATING THE GENDER STRATEGY

This Gender Equality strategy provides a framework for planned, systematic and collective attention to and action by the different UN entities on gender equality and women's empowerment, in line with global commitments and commitments in the diverse assistance and cooperation frameworks to Somalia. The gender component of the UN Strategic Assessment (2016-2017), drawing on the draft accountability framework of the UNCT, recognized the need for improved UN leadership's accountability on gender, to allow for the development of joint and harmonised messages and improved advocacy, improved gender mainstreaming in programming, joint reporting and M&E.

Effective monitoring and evaluation will require the presence of data and improved capacity at all levels to collect and analyse it in a sex-disaggregated manner. However, the lack of sex and age-disaggregated data in Somalia remains a challenge. Furthermore, what specific indicators for gender interventions and results which exist in the various assistance frameworks all lack a specific M&E plans, clearly defined indicators, benchmarks, milestones against which their achievements or otherwise will be measured.

The GTG will lead in the development of capacity and tools for identifying, collating, organizing and disseminating what data exists on gender equality and women's empowerment as articulated in the implementation plan attached to this strategy. The aim will be to secure tangible and measurable gender results in the NDP via the UNSF and the UN's commitment to HRP as well as effectively measure the success of this strategy towards achieving its underlying aim of strengthening UN Somalia's response on gender. Baselines will be developed

for the relevant gender issues; especially relating to objective 3 of this strategy.

To realise the objectives of this strategy, the GTG will approach M&E from two perspectives:

1. A Gender M&E plan(s) for the UNSF and HRP, which will help update baselines, identify key commitments, set targets for achieving them, with complimentary indicators aligned with global WPS indicators, Secretary General's Seven Point Action Plan, Gender Scorecard principles, and IASC Gender Policy Statement and Centrality of Protection Strategy. The M&E plan(s) will incorporate gender mainstreaming tools such as gender analysis, use of sex disaggregated data and the Gender Marker to track and measure investments and results on gender through the various assistance frameworks. The plan will be made available to AFPs through the UNCT and HCT and the UNSOM Sections, for adoption and adaptation to their individual work, based on mandates and responsibilities in the assistance frameworks. The plan(s) will further be integrated into the reporting mechanisms for the assistance frameworks, so that the information emerging from them drives programming decisions.
2. M&E for the present Gender Strategy, will help measure achievements of the outputs and objectives of the strategy through the implementation plan attached. Ongoing monitoring of the strategy will provide insights to help with continuous adaptation and improvement of the strategy's relevance, effectiveness and approaches. Various information sharing and reporting mechanisms (highlighted in the strategic actions categorized by output) across the UN will provide the review and feedback required. Vital role will be played by the GTG, PMT and IO in instituting the M&E plan for gender equality results. It will also highlight the extent of availability and use of sex-disaggregated data and gender analysis in the ongoing processes, new interventions and progress monitoring and reporting purposes.

A final evaluation of the strategy will be conducted in 2020 by an independent Gender and M&E expert.

## Annex A: Relevant international and regional conventions and instruments on gender equality and the empowerment of women

***The Convention On the Elimination of All Forms of Discrimination Against Women.*** The 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) provides a comprehensive framework to guide all rights-based action for gender equality. Under this treaty, gender inequality is understood to be the result of discrimination against women. CEDAW defines discrimination and the range of steps that states must take to eliminate it, affirms women's rights in specific areas, and makes provisions for ratification, monitoring, reporting and other procedural matters.

***The Beijing Platform for Action.*** The 1995 Beijing Platform for Action is "an agenda for women's empowerment", signed by all governments that is seen as a "necessary and fundamental prerequisite for equality, development and peace." The Platform includes gender analysis of problems and opportunities in 12 critical areas of concern, and clear and specific standards for actions to be implemented by governments, the UN system and civil society, including, where appropriate, the private sector. The Platform provides the first global commitment to gender mainstreaming as the methodology by which women's empowerment will be achieved.

***The Millennium Development Goals (MDGs).*** The MDGs, in effect, consolidated previous agreements, including those on women's rights, women's empowerment and gender equality, into a single set of core goals, targets and benchmarks for the development community. The Millennium Declaration, from which they were drawn, took a clear position that gender equality is both a right in itself and a driver of development. The development community is in the process of reviewing lessons learned and progress toward the achievement of the MDGs with a view of accelerating progress before the 2015 MDG deadline and elaborating on a post 2015 development agenda.

***UN Declaration On the Elimination of Violence Against Women.*** The 1993 Declaration on the Elimination of Violence against Women, the first international human rights instrument to exclusively and explicitly address violence against women, affirms that the phenomenon violates, impairs or nullifies women's human rights and their exercise of fundamental freedoms. The Declaration states that

gender-based violence takes many different forms and is experienced in a range of crisis and non-crisis settings. It is deeply rooted in structural relationships of inequality between women and men.

***The International Conference On Population and Development.*** The 1994 International Conference on Population and Development (ICPD) in Cairo was a milestone in the history of population and development, as well as in the history of women's rights. ICPD delegates reached a consensus that the equality and empowerment of women is a global priority. This issue was approached from the perspective of universal human rights, and as an essential step towards eradicating poverty and stabilizing population growth. A woman's ability to access reproductive health and rights is a cornerstone of her empowerment and is critical to sustainable development.

***UN Security Council Resolutions on Women, Peace and Security commonly known as Women, Peace and Security Agenda.*** The UN's guiding frameworks for women, peace and security (WPS) are Security Council Resolutions 1325 (2000) and 1889 (2009) on women, peace and security and 1820 (2008), 1888 (2009), 2106 (2013) and 2122 (2013) on sexual violence in armed conflict. These resolutions have laid the foundation for the efforts of the UN community to expand the role of women in leadership positions in every aspect of prevention and resolution of conflicts, including peacekeeping and peacebuilding efforts, and to improve protection of women and girls within a framework of rule of law and respect for human rights.

***Aid Effectiveness Commitments.*** Through the 2008 Accra Agenda for Action, which built on the 2005 Paris Declaration on Aid Effectiveness, developing countries and donors commit to ensure that their respective development policies and programs are designed and implemented in ways consistent with their agreed international commitments on gender equality, human rights, disability and environmental sustainability. The Busan Partnership for Effective Development Cooperation endorsed in 2011 agreed to accelerate and deepen efforts to address gender equality and women's empowerment in all aspects of development efforts, from accountability mechanisms to peacebuilding and state building.

the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003).

***Sustainable Development Goals (2015-2030).***

The Sustainable Development Goals (SDGs), otherwise known as the Global Goals, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. The goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

***Other Regional Instruments, Protocols.***

Numerous regional commitments also underscore the importance of and uphold gender equality, including ***the Protocol on the Rights of Women in Africa, adopted in 2003 by the African Union***; the 1994 ***Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women*** (the Convention of Belem Do Para), the 2011 ***European Convention on Preventing Violence against Women and Domestic Violence***; and ***the Pacific Islands Forum Gender Equality Declaration of 2012***.

## Annex B: Gender Glossaries

**Gender** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity).

Gender roles and expectations are learned. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age. The concept of gender is vital because, applied to social analysis, it reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. It is not biologically predetermined nor is it fixed forever.

**Sex** describes the biological differences between men and women, which are universal and determined at birth.

**Gender Analysis** is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience, knowledge, talents and needs. Gender analysis explores these differences so policies, programmes and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

Gender analysis is not about comparing men/boys and women/girls as different biological beings; it is about recognising relations of power that structure social, political and economic systems, benefiting some while marginalising others. A gender analysis is a social analysis to distinguish the resources, activities, potentials and constraints of women/girls relative

to men/boys in a given socio-economic group and context. Gender analysis broadly answers a number of key questions, including *who does what? Who has what? Who decides? How? Who wins? Who loses?*

**Sex-Disaggregated Data** is data that is collected and presented separately on men and women.

**Gender Equality** (equality between women and men) refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female; it means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration – recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

**Gender Equity** is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality is the result.

**Gender Parity** refers to "equal numbers of men and women at all levels of the organization. It must include significant participation of both men and women, particularly at senior levels. Gender parity is one of several integrated mechanisms for improving organizational effectiveness."

*“Gender parity at the United Nations is an urgent need – and a personal priority. It is a moral duty and an operational necessity. The meaningful inclusion of women in decision-making increases effectiveness and productivity, brings new perspectives and solutions to the table, unlocks greater resources and strengthens efforts across all the three pillars of our work. “*

*- Secretary-General of the United Nations, António Guterres*

**Empowerment** is about people -women, men and otherwise- taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems and developing self-reliance. No one can empower another: only the individual can empower herself or himself to make choices or to speak out. However, institutions including international cooperation agencies can support processes that can nurture self-empowerment of individuals or groups.

Empowerment is process of awareness and capacity building leading to greater participation, to greater decision-making power and control, and to transformative action. At the core of empowerment is **POWER**.

**Empowerment of women** concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. The process of empowerment is as important as the goal. Empowerment comes from within; women empower themselves. Inputs to promote the empowerment of women should facilitate women’s articulation of their needs and priorities and a more active role in promoting these interests and needs. Empowerment of women cannot be achieved in a vacuum; men must be brought along in the process of change. Empowerment should not be seen as a zero-sum game where gains for women automatically imply losses for men. Increasing women’s power in empowerment strategies does not refer to power over, or controlling forms of power, but rather to alternative forms of power: power to; power with and power from within which focus on utilizing individual and collective strengths to work towards common goals without coercion or domination.

*“Women’s empowerment and their full participation*

*on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace (Beijing Declaration, para 13, 1995).”*

**Gender-based Violence** is a form of discrimination that seriously inhibits women’s ability to enjoy rights and freedoms on a basis of equality with men. Gender- based violence, which impairs or nullifies the enjoyment by women of human rights and fundamental freedoms under general international law or under human rights conventions, is discrimination within the meaning of Article 1 of (CEDAW).”

- a. “...any act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”
- b. “...any harmful act that is perpetrated against a person’s will and that is based on socially associated differences between males and females. As such violence is based on socially ascribed differences. (G)ender-based violence includes, but it is not limited to sexual violence.
- c. While women and girls of all ages make up the majority of the victims, men and boys are also both direct and indirect victims. It is clear that the effects of such violence are both physical and psychological, and have long term detrimental consequences for both the survivors and their communities.”

**Conflict-related sexual violence** refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage, and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. This link may be evident in the profile of the perpetrator (often affiliated with a State or non-State armed group, including a terrorist entity or network), the profile of the victim (who is frequently an actual or perceived member of a persecuted political, ethnic or religious minority, or is targeted on the basis of actual or perceived sexual orientation and gender identity), the climate of impunity (which is generally associated with State collapse), cross-border consequences (such as displacement or trafficking in persons) and/ or violations of the provisions of a ceasefire agreement.

The term also encompasses trafficking in persons when committed in situations of conflict for the purpose of sexual violence/exploitation.

*“Sexual violence is a brutal form of physical and psychological warfare rooted in the gender inequality extant not only in zones of conflict, but in our everyday personal lives. the persistence of such forms of violence undermines peace and security and shatters community and family ties. the prevention of sexual violence must remain one of our highest priorities.”*

- Secretary-General of the United Nations, António Guterres

**Women’s Rights** are the human rights of women and of the girl child which are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community.

**Discrimination against women.** As defined in Article 1 (of CEDAW), *“discrimination against women’ shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”*

**Gender-mainstreaming** is a process rather than a goal. Efforts to integrate gender into existing institutions of the mainstream have little value for their own sake. We mainstream gender concerns to achieve gender equality and improve the relevance of development agendas. Such an approach shows that the costs of women’s marginalization and gender inequalities are born by all.

UN ECOSOC describes 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 perpetuated. The ultimate goal is to achieve gender equality”.* (ECOSOC Agreed Conclusions 1997/2)

**Gender-responsive objectives** are programme and project objectives that are non-discriminatory, equally benefit women and men and aim at correcting gender imbalances.

**Gender Perspectives:** Examining each issue from the point of view of women and men to identify differences in their needs and priorities, as well as in their abilities or potential to promote peace and development.

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- Office of the Special Adviser on Gender Issues and the Advancement of Women, *United Nations (CH rev. August 2001)*
- UNESCO, *Gender Mainstreaming Implementation Framework, 2003.*
- UN Security Council Resolutions on Women, Peace and Security (2000-2015)

## Annex C: UNSF Gender Commitments

<b>UN GENDER COMMITMENTS AS ENSHRINED IN THE STRATEGIC FRAMEWORK</b>			
<b>Section</b>	<b>No.</b>	<b>Commitments</b>	<b>Page</b>
<b>GENERAL COMMITMENTS</b>			
Crosscutting Issues	1.	Gender equality – one of three cross-cutting issues underpinning all 5 UNSF strategic priorities	11, 34
Situation Analysis	2.	Mainstream gender and WPS agenda in CAS and NPS <sup>1</sup> with concrete milestones and deliverables (commitment form the London Conference)	13
Situation Analysis	3.	Systematic approach to including women in peace and political processes and recovery efforts	16
Results Matrix (Annex 1)	4.	Gender indicators – need to <ul style="list-style-type: none"> <li>• ensure coordination and division of responsibilities for data collection on gender indicators across the UN;</li> <li>• identify and/or develop tools to allow for data collection (for example, benchmark for gender-responsive services (1.1.3) or councils (1.1.5));</li> <li>• coordinate/monitor efforts to achieve targets (for example, 100% of states have conflict resolution mechanisms with 30% women representation – 1.2.1)</li> </ul>	48-75
<b>SPECIFIC COMMITMENTS</b>			
UNSF Strategic Priorities	5.	Ensure gender sensitivity and parity in the implementation of the new policing model (Priority 2)	25
	6.	Ensure gender sensitive hiring and capacity development to strengthen public sector management in cooperation with civil service commissions (Priority 3)	28
	7.	Humanitarian response based on understanding gender dynamics of stressors & shocks, vulnerabilities and drivers of instability (Priority 4)	28-29
Crosscutting Issues (Gender Equality & Women's Empowerment)	8.	Enhance representation of women across all levels of government and development priorities (security sector, policy, legislative and public sector reforms, and humanitarian interventions)	35
	9.	Unambiguous constitutional provision on women's rights	35
	10.	Increase safety, security and access to services for women and girls	35
	11.	Improve sex-disaggregated data and national M&E framework	35
	12.	Support gender-sensitive macroeconomic planning and fiscal exercises	35
	13.	Support capacity building for gender mainstreaming across public institutions at all levels (including existing institutions advancing gender equality)	35
	14.	Support review of the National Gender Policy and drafting of strategic plan	35
Partnership Principles & Approaches	15.	Enhance internal UN accountability and coordination on gender issues through adoption and implementation of Gender Accountability Framework and improving gender balance in staffing (links also to gender indicators in Annex III – UN Alignment with Partnership Principles & Approaches, p. 82)	42
Implementation Arrangements	16.	GTG is called to provide technical guidance to ensure gender mainstreaming across UNSF	45

<sup>1</sup> Comprehensive Approach to Security and New Partnership Agreement for Somalia



## END NOTES

1. FGS - NDP 2017 - 2019. For the first time in over 30 years, in December 2016, the Federal government presented a 'national owned – nationally led' national development plan. Federal Government as well as the state level plans recognize—to varying degrees—the imperative of addressing gender inequalities and empowering women.
2. Referred to as Maputo Protocol.
3. SDG 5, specifically, aims at gender equality and the empowerment of women and girls, including in representation and decision-making at all levels and in access to economic and other resources and opportunities. A complete list of targets is available at <https://sustainabledevelopment.un.org/sdg5>.
4. 'The New Way of Working' approach takes in to account collective outcomes to be delivered over a multi-year time frame (3 to 5 years generally) by leveraging comparative advantage of actors—development, humanitarian—involved. For further details refer to the OCHA Booklet at: [https://www.unocha.org/sites/unocha/files/NWOW%20Booklet%20low%20res.002\\_0.pdf](https://www.unocha.org/sites/unocha/files/NWOW%20Booklet%20low%20res.002_0.pdf)  
A comprehensive list of international and regional conventions and instruments and UN resolutions relevant to gender equality and the empowerment of women and this Gender Strategy is aligned with is provided in Annex A.
5. Protection of girls as well as boys is a central element of the Convention of the Rights of the Child (CRC). CRC was ratified by the Federal Government of Somalia in 2015, which was a major step forward in recognising the protection of girl child as a critical need to advance their full potential and protect their human rights.
6. 2018 Humanitarian Needs Overview, UNOCHA, Available from: [https://reliefweb.int/sites/reliefweb.int/files/resources/20172911\\_somalia\\_humanitarian\\_needs\\_overview\\_2018.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/20172911_somalia_humanitarian_needs_overview_2018.pdf)
7. MoWHRD inter alia, is mandated to strengthen women's participation in political and public decision-making processes; in particular, to advance the role of Somali Women as peace-builders, as economic actors and as figures central to the promotion of community stability and social cohesion.
8. There was "no dedicated 'gender markers' to measure real progress", weak monitoring or evaluation and no gender disaggregated data. Overseas Development Institute (ODI) 2016, Independent Review of Somali New Deal Compact
9. "The institutionalization of gender mainstreaming and women's empowerment is yet to become a truly non-negotiable agenda and fully integrated in the work of the United Nations (UN) in Somalia". UNSA, 2017.
10. "Implement a two-pronged strategy combining broad-based gender specific interventions, including a focus on women's leadership and decision-making role and prevention of SGBV, with an approach to institutionalization of gender mainstreaming in its political, humanitarian and development assistance", UN Strategic Framework, pp.31-32.
11. This has further reference to the UN Gender Scorecard exercise undertaken in 2014 which highlighted inadequacy in the way the UN Somalia promotes GEWE. The exercise recommended the adoption of an accountability framework on gender for the integrated UN Mission in Somalia, encompassing the different arms of the mission: political, development and humanitarian.
12. UN Somalia senior management refers to the senior leadership of the Mission and Agencies, Funds and Programmes.
13. Representation in regional parliaments vary from 3% in Puntland (lowest) to 21% in Southwest (highest).
14. UNSF page 16
15. This refers to the UN's Senior Management Group, UN Country Team, Programme Management Team, Integrated Coordination Office (IO), Security Management Team, Operations Management Team and the aid-coordination mechanisms SDRF and Pillar Working Groups.
16. MoWHRD and the GTG will act as resource to support the process. The GTG will provide tools, offer guidance and methods and MoWHRD will ensure political support and commitment from the end of the government.
17. Particularly the Ministries of Federalization and Reconciliation, Constitutional Affairs, Parliamentary Committee on Constitutional Review, the National Independent Electoral Commission.
18. This relates to all national conferences and dialogues on political and reconciliation processes, security related forum and conventions such as National Security Forum held in 2017, bi-annual partnership Forum involving FGS, FMS, donors, partners and the UN. The UN shall leverage its convening authority, coordination mandate and advisory and advocacy roles.
19. This will be particularly significant in channeling efforts to improving women's access to justice, enhancing women's role in traditional dispute resolution mechanisms as well as formal justice sectors institutions, including prosecutors, judges.
20. PMT and cluster leads have been identified as the lead for several action points under this objective. While they provide leadership and

oversight, the GTG shall provide technical guidance, tools and ensure quality assurance.

21. Gender marker is particularly relevant to monitor investment in gender equality as applied by UN development entities and set out in the IASC policy on Gender Equality and the Empowerment of Women in Humanitarian Action.
22. An inventory of gender substantive capacity and the UN staff training information desegregated by sex shall be developed to establish benchmark and periodically updated and disseminated.
23. For UN's humanitarian work, the Interagency Standing Committee Guidelines for gender mainstreaming shall be regarded as the minimum standard. Application of 3W framework while approaching gender mainstreaming shall be ensured.
24. Who does, What, Where humanitarian framework of analysis.
25. For district level interventions, only in those districts where the UN currently has access and through CRESTA, JPLG and humanitarian actors.
26. This includes meeting a minimum set standard of gender sensitivity in their internal policies, presence of minimum gender capacity, policies for the prevention of and response to sexual exploitation and abuse, including sexual harassment and a reporting system.
27. The GTG will provide analysis, tools and data to the PMT and will take lead to demonstrate commitment and accountability.
28. See Annex 2: UN Key Mandates Promoting Gender Equality and Women's Empowerment and the United Nations Security Council's Women Peace and Security Framework and commitments.
29. UN actors of HCT PSEA Task Force shall be engaged as well to ensure compliance across the system.
30. Besides contributing to a positive environment, this will greatly assist the Organisation—Mission and AFPs—to attain its gender parity targets by 2030.
31. This action will involve various coordination mechanisms across the system, in particular Operations Management Team, Conduct and Discipline Working Group, the Office of UNSOM Chief of Staff and the Office of Director of Mission Support of UNSOS.
32. UN Somalia Senior Leadership in this context refers to the senior leadership of UNSOM, UNSOS, UN Agencies, Funds and Programmes working in Somalia.
33. PMT will be primarily responsible for this, UNCT will have an assurance responsibility
34. Bi-annual state of Gender Equality Results by SMG will be one such intervention. Besides, PMT, UNCT, SMG will address/report on GEWE issues on a periodical basis (could be quarterly).
35. PMT will undertake and GTG provides tools and guidance.
36. MPTF, SDRF shall be the forum to do so; GTG will provide technical guidance; PMT will ensure its application; PMT, UNCT and SMG will report on it. Investment in gender equality will be an indicator. Meeting agenda PMT, UNCT and SMG will be indicators.
37. In his Compact with the Secretary General, the Special Representative of the Secretary General commits to deliver gender results, and promoting the WPS agenda. The compact provides benchmarks, targets and measures of performance, the outcome of which is assessed annually. Similar initiatives and/or new initiatives such as setting annual gender equality goals by Heads of Agencies and UNSOM Sections Chiefs.
38. This is in line with the SG's priority to achieve gender parity and it would be more of periodical update at UNCT and SMG.



