

UN Women's Strategic Plan (2011-2013)

I. Introductory Remarks

The GEAR Campaign welcomes the UN Women Strategic Plan (2011-2013) as the foundational document that cohesively spells out the work plan and programmatic activities for the new entity globally. On behalf of our members, composed of women's human rights, health, development, and human rights organizations working at the local, national, regional and global levels, the GEAR Campaign has highlighted themes based on feedback we have received from our constituency for the Strategic Plan 2011-2013. We hope our perspectives on various fundamental elements of the Plan will contribute to laying a solid foundation for both the operational and normative work of UN Women in the future.

II. GEAR Comments on the UN Women Strategic Plan 2011-2013

The GEAR Campaign urges UN Women to consider the following elements that are of special importance to civil society in its Strategic Plan 2011-2013:

Incorporate a Human Rights-Based Approach

- Integrate a meaningful human-rights based approach throughout the Strategic Plan, providing the strategic tools to counter gender inequality and make the necessary investments in programming that establish mutually reinforcing linkages between economic, social and cultural rights, including sexual and reproductive health and rights, and civil and political rights, through a common human rights perspective in all of UN Women's work.
- Integrate the human rights framework throughout planning, budgeting, implementation, monitoring and evaluation of UN Women's work at the global and local levels.
- Refer to the *Universal Declaration of Human Rights*, the UN Human Rights Treaties, the Cairo Program of Action (1994) and the Beijing Platform for Action (1995) as the normative basis and foundation for achieving gender equality and women's empowerment in all policies and programs supported and advocated for by UN Women.
- Include programming that stresses coherence – between economic policies at national, regional and international level - and policies promoted by different actors (government, IFIs, G20 etc.) and ensuring these policies are in line with human rights obligations, and in particular substantive equality, non-discrimination and economic, social and cultural rights.

Ensure that Policy and Practice Advance Implementation of International Norms

- Reinforce essential guiding documents in the Strategic Plan including the *Convention on all Forms of Discrimination Against Women*, the *Beijing Platform for Action and its reviews*, the *Cairo Program of Action*, *Security Council Resolution 1325 on Women, Peace and Security* and other international agreements relating to women's human rights as the normative framework for the entity's policies and practices regarding gender equality.
- Support and spread knowledge about the women, peace and security agenda, especially SCR1325 as a tool for enhancing women's participation and decision-making in conflict prevention and post-conflict situations.
- Advance the UN's efforts to end Violence against Women, especially through implementation of the recommendations from the Secretary General's Study on Violence Against Women, and in cooperation with the Special Rapporteur on Violence Against

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gender/equality/architecture/reform

Women, its Causes and Consequences, as well as the Special Representative on Sexual Violence in Conflict.

- Affirm UN Women's essential role in helping the UN system achieve the UN Millennium Development Goals, and assert the centrality of including a woman's rights perspective and necessary investment in this regard for their achievement.

Develop Formal Partnerships and Engage with Civil Society

- Establish formal mechanisms (such as the advisory and thematic bodies proposed by GEAR) for meaningful collaboration with non-governmental and civil society organizations and specifically women's rights groups and grassroots organizations.
- Utilize the existing expertise and strengthen the capacity of women's NGOs and CSOs in the field (including through funding assistance and support for women's leadership development).
- Involve civil society in decision making at all levels – in the country and regional offices- as well as at the global level.
- Consult and partner with civil society in planning, implementing, monitoring and evaluating new projects and programs, and especially in pioneering new concerns.

Incorporate Grassroots and Marginalized Women

- Partner with grassroots women's organizations and networks to promote gender equality and development efforts at the field level.
- Involve grassroots women's organizations and networks in decision making at the local, national, regional and headquarter levels.
- Ensure that women who are often marginalized whether on the basis of race, class, ethnicity, culture, sexuality, age or other factors are incorporated into the design, programming, and development of UN Women's plans and operations at all levels.

Strengthen System-wide Coherence and Gender Mainstreaming

- Emphasize UN Women's partnering role with others in the UN system to promote gender equality and women's empowerment, especially with regard to gender mainstreaming and establishing concrete reporting mechanisms to ensure that the entire UN system adequately addresses issues pertaining to women's rights and needs.
- Mainstream a human rights framework in UN Women's partnerships to ensure normative standards of human rights are maintained and their implementation expanded.
- Provide leadership to hold all other agencies accountable for including gender perspectives into their programming and policy work and begin to design an accountability framework for this in the next two years.

Improve UN Women's Data Collection Analysis and Dissemination

- Build UN Women's internal capacity for gender disaggregated data collection including other factors where appropriate for deciding meaningful goals. This will aid the development of concrete actions to achieve substantive equality, and to promote and protect the human rights of women through making visible the extent of human rights violations that women face and that governments have an obligation to respond to and end.