

United Nations University

GENDER ATLAS

An overview of UNU's scholarship, research activities, and achievements that materially contribute to progress toward gender equality within the framework of the Sustainable Development Goals

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Cover: Khovd Province, Mongolia - A family clinic provides immunization and childcare supported by UN agencies. UN Photo / Eskinder Debebe

Pgs. 6-11, 14 (background): Kuala Lumpur, Malaysia - The "What Works in Gender and Health: Setting the Agenda" meeting among UN agencies, civil society representatives, and academics, convened by UNU-IIGH. UNU-IIGH / Will Lim

Pg. 32 (background): Kuala Lumpur, Malaysia - Researchers participate in a "Reach and Turn" science reporting workshop on evidence-based storytelling, in a session organized by UNU-MERIT and UNU-IIGH. UNU / Daniel Powell

Pg. 38 (background): Pexels.com

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INTRODUCTION



THE GLOBAL GOALS
For Sustainable Development

The 2030 Agenda for Sustainable Development is a global effort that recognises the pervasiveness of inequities across all societies and the need for concerted, collective global action to address poverty and inequalities while promoting inclusive prosperity and protecting the planet.

Gender inequality has been a particularly ‘wicked problem,’ and the elimination of discrimination against women has been an aspiration of sustainable development and human rights for decades. Adopted by the United Nations General Assembly in 1979, and built on the foundational principles of non-discrimination, state obligations and substantive equality, 189 of the 193 UN member states ratified the Convention on the Elimination of Discrimination Against All Women (CEDAW). The global commitment, in principle, is further reinforced by Sustainable

Development Goal (SDG) 5, dedicated to “Achieve gender equality and empower all women and girls”. In addition, all 17 of the SDGs recognise the central role of gender in society.

However, progress has been slow and fragile. The achievement of gender equality requires a shift in centuries of norms, attitudes, and practices – beyond interventions that focus primarily on indicators and neglect the values and principles that need to drive change. The reversal of many gender equality gains with the COVID-19 pandemic demonstrates the precariousness of societal and cultural transformation.

COVID-19 has differentially and disproportionately impacted women and girls and threatens progress across all SDG 5 targets. The evidence highlights increases in unpaid care work; rises in sexual- and

INTRODUCTION



THE GLOBAL GOALS
For Sustainable Development

gender-based violence (SGBV), persistent practices like child marriage and adolescent pregnancy; decreased access to health services, and a widening of gender gaps in access to economic resources and technology (United Nations 2020a; Madgavkar et al., 2020).

The intersections of gender across all areas of sustainable development necessitate consolidated efforts to address gender equality both as a standalone goal (SDG 5) and a mainstreamed perspective throughout research and policymaking. Thus, a critical opportunity is presented for interdisciplinary and interinstitutional engagement to collectively leverage the plethora of available approaches to ensure optimal translation of evidence into transformational practice.

Over the last five years, the United Nations University (UNU), with its 14 multidisciplinary institutes, has

undertaken a range of programs to explore, generate, and disseminate evidence to inform policy and best practice with the aim of improving gender equality across the 17 SDGs.

The UNU Gender Atlas is a compendium of the institutes' work on gender equality, highlighting the thematic and geographic scope across the 2030 Agenda and demonstrating the importance of mainstreaming gender within the interlinkages of the SDGs. The Atlas denotes the differential outcomes and impacts when projects explicitly and purposefully integrate gender at the levels of planning, implementation, and evaluation. This distinction highlights the need to monitor the effectiveness of intentionality in mainstreaming gender- both within institutions and programs.

UNU'S EVOLVING GENDER JOURNEY

UNU adopted its first gender policy in 2011, the *UNU Policy on Gender Mainstreaming*, and created a network of gender focal points to promote gender mainstreaming at headquarters and the institute level.

A more refined policy was adopted in 2017, the [*UNU Policy on Gender Equality and Gender Action Plan \(2016-2019\)*](#), the result of a consultative process across the university that aimed to promote gender parity at all levels of employment in UNU and enhance gender mainstreaming in research, teaching, capacity development, and dissemination activities.

Throughout this period, the most significant achievements were made in improving gender balance in employment, particularly at senior levels. From just one woman (out

of 14 leaders) at the Director/Head level in 2015, by 2021 UNU had 50% representation of women in academic leadership positions, including one at the Vice-Rector level.

A new [*UNU Gender Action Plan and Accountability Framework 2020-2024*](#) was adopted in December 2019, with seven priority areas, one of which is to mainstream gender in UNU research to generate new solutions to complex policy challenges. The UNU Gender Atlas directly meets the objectives to improve the understanding for researchers on how to mainstream gender in the design and implementation of their research (obj. 2.1) and improve outcomes and policy impact of gender mainstreaming in research which contribute to SDG 5 (obj. 2.2).

OUTLINE OF THE REPORT

The UNU Gender Atlas describes the United Nations University's scholarship, research activities and achievements over the past five years that materially contribute to progress toward gender equality within the framework of the Sustainable Development Goals.

The report provides:



An overview and analysis of the thematic and geographic scope of gender equality research across the 2030 Agenda



An analysis of the rigour with which gender integration in research is approached across three gradients: gender-transformative, gender-responsive, or gender-sensitive



Based on these analyses, a new measure that UNU could take to strengthen its commitment to global gender research

RESEARCH HIGHLIGHTS

The following projects are exemplary based on:

- Potential for real-world impact (i.e., research that explicitly informs action)
- Highly collaborative approaches
- Commitment to feminist principles
- Success in filling a gap in gender equality research and practice

Creating systematic and coordinated approaches to global gender research:

Research Agenda-Setting for Gender and COVID-19 (SDG 5) identifies an agenda for evidence-informed policy to address gender and intersectionality in global health and an intersectoral COVID-19 response, aiming to facilitate feminist solidarity and elicit action from stakeholders.

Creating unified approaches to improve “gender mainstreaming”:

Gender-Responsiveness of HIV, Malaria, TB Programmes (SDG 3) identified key gaps in the design and implementation of programs, developing strategies to support country offices in implementing gender-responsive interventions.

Fast-Tracking the Realisation of the Human Rights to Water and Sanitation (SDG 6) will assess the integration of a

gender perspective into WASH-related legislation, policies, and budgetary allocations, and analyse the extent to which WASH services are available, accessible, acceptable, and affordable for women, children, and the elderly.

Managing Exits from Armed Conflict (MEAC) (SDG 16) is a collaboration to understand how the MEAC programs may reinforce or disrupt gender norms. The data collected by MEAC on the gender dynamics of conflict exits will enable UN partners to develop gender-transformative support for war-affected populations, and thus improve the long-term trajectories of women and girls.

Sustainable development solutions for Tanzania - strengthening research to achieve SDGs (SDG 8) draws on cutting-edge research, providing local stakeholders a platform for research and policy discussions and brings them to the regional and international development debate. Among several key questions, the project

RESEARCH HIGHLIGHTS

analyses how gender can be mainstreamed in the extractive sector and identifies enabling conditions for woman-owned businesses to grow.

Contributing to capacity development:

Gender Mainstreaming in Access and Delivery Partnership (SDG 17) supported countries to strengthen the policies, human capacities, systems, and regulations needed to ensure that medicines, vaccines, and diagnostics ultimately reach the people who need them.

Mobilising diverse stakeholders to maximise impact:

EQUALS Research (SDG 5) generates evidence on the effectiveness of gender equality initiatives in the Information and Communications Technology sector and provides actionable recommendations to

industry leaders. It leverages its expansive partnership network to foster collaboration.

Focusing on finance:

Costing and Financing: Ending Gender-Based Violence (GBV) and Achieving the SDGs (SDG 5) informs multi-sectoral GBV responses through explicating the need to address the integration of intersectional feminist principles into policymaking, the discrimination in patriarchal institutions, and the exclusion of the voices of marginalised women in setting funding priorities, among others.

Creating knowledge hubs and networks:

Gender and Digital Health (SDG 5) aims to establish an open-innovation cluster to generate evidence for gender-transformative policymaking on gender, health, and digital technologies.

Gender and Climate Change Resilience Network (SDG 13) is an action-oriented problem-solving network for women smallholder farmers to source a wide range of adaptation practices that can lead to climate resilience and scale up climate-smart agricultural practices.

Gender and Health Hub (SDG 17) is a platform to bring together global experts, practitioners, and thought leaders to advance gender equality in health. This vibrant network collaborates to analyse policy-relevant evidence on interventions and the integration of gender in health programming.

RESEARCH HIGHLIGHTS

Bridging the gap between research and policy action on gender and the economy:

Women's Work - Routes to Economic and Social Empowerment (SDG 5) aims to identify clear policy paths to increase decent jobs for women, reduce barriers to opportunities and labour market segregation, and address the burden of unpaid care work.

Maximising SDG interlinkages:

Gibika Research to Action Project: Livelihood Resilience in Bangladesh (SDG 3) focuses on increasing the understanding of how gender roles influence health and wellbeing, particularly as it relates to mental health, environmental risks, rural-urban migration, mobility, and climate disasters.

Focusing on the LGBTQ+ population:

Kanazawa Forum on Education and LGBT (SDG 4) facilitated information-sharing surrounding LGBTQ issues with the aim of creating a local model for realising the SDGs. It stands out as it was the *only* Gender Atlas initiative exclusively focused on sexual and gender minorities.

METHODOLOGY

The UNU Gender Atlas includes 68 projects from the 14 UNU institutes. The Gender Focal Points provided the list of projects featured in the Gender Atlas, with a direct or indirect interlinkage with SDG 5 being the principal criterion for inclusion. In addition, the UNU in-house project management system (Pelikan), which requires Institutes to report upon contributions to the SDGs and gender mainstreaming activities, was reviewed to identify:

- Fidelity of the project with the identified main SDG and targets;
- Interlinkages with other SDGs that exist;
- The SDG 5 targets the project addresses; and
- The country/region in which the research took place.

The inputs and analyses were verified through consultations with the Gender Focal Points, and researchers where possible.

A Gender Integration Scale was developed to examine both the rigour and intentionality of the gender perspective applied in research and the stated contribution to gender equality¹. The gradients of the Scale indicate how intentionally and thoroughly gender was integrated into the research process. They are not, however, evaluative measures of a project's impact.

The projects outlined and discussed in the UNU Gender Atlas met the criteria for gender-sensitive, gender-responsive, and gender-transformative projects. Gender-blind and gender-aware projects did not meet the minimum threshold for gender integration and were therefore excluded.



Kuala Lumpur, Malaysia - Pascale Allotey, Director of UNU-IIGH, speaks at a "Global Health Think Tanks" roundtable to explore the role that global health think tanks can play in low- and middle-income settings. UNU-IIGH / Will Lim

¹The UNU Gender Integration Scale was developed based on the [IDRC Gender Scale Rating](#), the [Essential Metrics for Assessing Sex & Gender Integration in Health Research Proposals Involving Human Participants](#), the [IGWG Gender Integration Continuum](#),

UN Women and IEO's [Gender-Responsive Evaluation Methods](#), the [UNDP Gender Results Effectiveness Scale](#), and the [UNICEF Gender Continuum](#).



Haiti - Elvire Constant, Director of Organisation Femmes en Action - Petit Rivière de L'Artibonite (OFAPRA), a women-run organization, goes tent by tent at the Delmas 33 internally displaced people camp to offer vaccination by doctors for diphtheria and tetanus. UN Photo / Sophia Paris

GENDER INTEGRATION SCALE

1. Gender-blind

The research does not explicitly consider gender as a determinant and monolithically considers populations and/or issues areas. Gender blindness carries the risk of perpetuating the status quo or even worsening inequalities.

2. Gender-aware

Gender is considered in the project's rationale but is not an operational concept in the design and methodology for implementation.

3. Gender-sensitive

The research considers gender in the project's rationale and addresses it in the project design and methodology but does not (yet) extend to analysis and action to address gender inequalities.

4. Gender-responsive

The research considers gender in the project's rationale, design, and methodology, and it is rigorously analysed to inform implementation and communication and influence short-term strategies.

5. Gender-transformative

The research examines, analyses, and builds an evidence base to inform long-term institutional and societal changes in structural power relations, norms, roles, and inequalities that define the differentiated experiences of **people of all genders**. Gender-transformative research informs strategies for *sustained* change through action, such as participatory data collection and priority-setting, partnerships, outreach, and interventions.

SDG MAPPING OF UNU GENDER ATLAS PROJECTS

The projects featured in the UNU Gender Atlas directly address 12 of the 17 SDGs. The SDG Mapping illustrates projects' alignment with various targets of the SDGs and indicates the degree of gender integration in research. It also highlights how existing challenges may be exacerbated by the COVID-19 pandemic.

SDG 3: GOOD HEALTH AND WELL-BEING



Health is intrinsically linked to all the SDGs, and there are sex and gender dimensions of all areas of health and well-being - from biological differences to socially-determined differences in systems, rights, roles, and responsibilities. Despite this reality, research, policies, and programs are often gender-blind, failing to consider gender as a key determinant of health and fundamental to successful implementation.

UNU has contributed to shedding light on and redressing blind spots targets with projects such as **Gender-Responsiveness of HIV, Malaria, TB programs** (UNU-IIGH), commissioned by UNDP to analyze its Global Fund portfolio. It identified key gaps in the design and implementation of programs and developed strategies to support country offices in implementing gender-responsive interventions that consider gender equity and power dynamics.

Examining and responding to gender in the context of health and well-being must, of course, be central to pandemic response and recovery efforts, including in the development and deployment of a COVID-19 vaccine. Similarly, **Gender-Gaps in Schooling/Educational Attainment of Children, Adolescents and Youth Affected by HIV/AIDS** (UNU-MERIT), illustrated the importance of applying a gender lens to combatting communicable diseases while simultaneously advancing progress in other areas of sustainable development, such as education.

The **Gibika Research to Action Project: Livelihood Resilience in Bangladesh** (UNU-EHS), and its resultant publications, including **'I Do Not Like Her Going to the Shelter': Stories on Gendered Disaster (Im)mobility and Wellbeing Loss in Coastal Bangladesh** (UNU-EHS), also

focused on increasing the understanding of how gender roles influence health and well-being - specifically, non-communicable diseases (NCDs), mental health, and environmental risks (target 3.4) - as well as livelihood resilience in relation to rural-urban migration, mobility, and climate disasters. Three thematic areas linked to existing power and gender systems were identified:

- a) safe and unsafe spaces for women and men;
- b) gender-specific knowledge; and
- c) differential gendered experiences of physical health, trauma, and mental ill-health.

SDG 3: **GOOD HEALTH AND WELL-BEING**



Sexual and Reproductive Health Services (SRHR) and its footing in Universal Health Coverage (UHC) (targets 3.7 and 3.8, respectively), are more important now than ever before. **Analysis of the Design and Implementation of Sexual and Reproductive Health Services under Universal Health Coverage** (UNU-IIGH), a collaboration with the WHO Department of SRHR, examined services in Malaysia and entry points of integrating these in the context of UHC. A detailed case study was developed to inform a WHO handbook for national plans and processes. UNU-IIGH also contributed guidance on the potential of self-care interventions to address gender-related barriers to accessing care, transform gender norms, and increase women's agency.

Health financing and capacity-building (targets 3.C and 3.D) are particularly important, given the pandemic. There is a lack of gender data and the capacity to collect it, as well as competing interests for sparse funding. **Gender Equality for Health and Well-Being: Evaluative Evidence of Interlinkages with Other SDGs** (UNU-IIGH), a collaboration with the UN Women Independent Evaluation Service, aims to develop a conceptual model for the interlinkages of SDGs 3 and 5.

Promoting Gender Equity in Frontline/Community Health Workforce: A Gender Analysis of Policies and Practices (UNU-IIGH), an analysis commissioned by UNICEF, is also focused on the enabling environment

and aims to develop recommendations to countries for improving work conditions, as well as to UNICEF for generally promoting gender equity in health systems.

Finally, UNU is developing a Gender and Intersectionality Module for a Massive Open Online Course (MOOC) on **Implementation Research on Infectious Disease** (UNU-IIGH). This will provide a rationale for understanding the intersectional gender dimensions of health in implementation research, as well as identify potential solutions and questions to translate evidence into real-life settings.

SDG 3: GOOD HEALTH AND WELL-BEING



GENDER INTEGRATION

SDG 3 PROJECTS (10 TOTAL):

Gender-transformative	The Gibika Research to Action Project: Livelihood Resilience in Bangladesh (UNU-EHS)
	Publication: 'I Do Not Like Her Going to the Shelter': Stories on Gendered Disaster (Im)mobility and Wellbeing Loss in Coastal Bangladesh (UNU-EHS)
	Gender Responsiveness of HIV, Malaria, TB programmes managed by UNDP and funded by the Global Fund (UNU-IIGH)
	Self-Care Interventions for SRHR (UNU-IIGH)
Gender-responsive	Analysis of the Design and Implementation of Sexual and Reproductive Health Services Under Universal Health Coverage (UHC)- A Malaysian Case study (UNU-IIGH)
	Developing a gender and intersectionality module for the massive open online course (MOOC) on implementation research on infectious disease (UNU-IIGH)
	Gender equality for health and wellbeing: Evaluative evidence of interlinkages with other SDGs (UNU-IIGH)
Gender-sensitive	Promoting Gender Equity in Frontline/Community Health Workforce: A Gender Analysis of Policies and Practices (UNU-IIGH)
	Systems Thinking Analysis for Health System Development (UNU-IIGH)
	Gender-gaps in schooling/educational attainment of children, adolescents and youths affected by HIV/AIDS (UNU-MERIT)

SDG 4: QUALITY EDUCATION



Great strides have been made to improve gender equity in education. However, with schools closed, girls face increased domestic and care work at home. The closure of schools could lead to more than 11 million girls from pre-primary school to tertiary education age dropping out of school permanently in 2020 alone, with long-term impacts on their educational, economic, and health outcomes (UN Women and UN DESA, 2020). Out-of-school girls are at a higher risk for child marriage, adolescent pregnancy, and SGBV, including trafficking and exploitation (Azcona et al., 2020; Affoum and Recavarren, 2020).

To help promote SDG 4’s commitment to ensure inclusive and equitable quality education, UNU has introduced projects such as ***Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production***, which highlights the barriers to achieving gender equality and recommends policy actions for all SDG targets. The report highlights the importance of developing context-specific interventions that consider the impact of gender roles and power relationships to foster systemic and transformative change.

Achieving SDG 4 necessitates ensuring equal access to education for all children, particularly those in marginalised populations such as sexual and gender minorities. In 2017, UNU launched the **Kanazawa Forum on Education and LGBT**, a project aiming to facilitate information-sharing surrounding LGBTQ issues to create a local model for realising the SDGs. It stands out as it was the *only* Gender Atlas initiative exclusively focused on sexual and gender minorities.

GENDER INTEGRATION | **SDG 4 PROJECTS (2 TOTAL):**

Gender-transformative	Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production (UNU-IAS)
Gender-responsive	Event Series: Kanazawa Forum on Education and LGBT (UNU-IAS)

SDG 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



Discrimination limits women's equal access to opportunities in political and public life, as well as education, health, employment, and all areas of sustainable development. Sexual and gender-based violence (SGBV) had been a significant global problem before COVID-19 (UN Women and UN DESA, 2020), and it has been exacerbated in all its forms - including intimate partner violence, rape, exploitation, and others - by the current crisis (Human Rights Watch 2020).

For SDG 5, UNU has contributed to evidence-based policymaking for SGBV through projects such as **Costing and Financing: Ending Gender-Based Violence (GBV) and Achieving the SDGs**, an

initiative that helped inform GBV responses through explicating the integration of intersectional² feminist principles into policymaking, the interconnectedness of GBV and socioeconomic inequities, and the exclusion of marginalised women in setting funding priorities. UNU also has ongoing projects focused on addressing the gender digital divide such as **EQUALS Research**, an expansive collaboration of institutions generating evidence on the effectiveness of gender equality initiatives in the Information and Communications Technology sector, and **Gender and Digital Health**, a project aiming to generate evidence for gender-transformative policymaking on gender, health, and access to digital technologies.

Most recently, **Research Agenda-Setting for Gender and COVID-19** was launched to identify a shared research agenda and framework for evidence-informed policy and programming to address gender and intersectionality in global health and intersectoral COVID-19 response. UNU contributions to promote policy action has also been interlinked with work opportunities and economic growth through projects such as **Women's Work - Routes to Economic and Social Empowerment**, which aims to identify policies that reduce barriers to economic opportunity and labour market segregation for women and address the burden of unpaid work.

² Intersectionality (or an intersectional approach) is an analytical framework with origins in feminist theory that allows for the examination of how individual identity is comprised of numerous determinants that intersect and may magnify one's experience of

oppression or relative disadvantage. Such determinants include, but are not limited to, gender, age, ethnicity, race, nationality, indigenous or minority status, socio-economic status, caste, language, religion or belief, marital and/or maternal status, urban/

rural location, health status, disability, immigration status, property ownership, sexual orientation, and gender identity.

SDG 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



GENDER INTEGRATION

SUMMARY OF SDG 5 PROJECTS (19 TOTAL):

Gender-transformative	Gender Mainstreaming and Health in Water Management Module (UNU-FLORES)
	What Works in Gender and Health - Learning from practice (UNU-IIGH)
	Costing and Financing: Ending GBV and Achieving the SDGs (UNU-IIGH)
	Research Agenda-Setting for Gender and COVID-19 (UNU-IIGH)
	Gender and Digital Health (UNU-IIGH)
	EQUALS Research Project (UNU Macau)
	Access to Justice and Legal Empowerment of Victims of Domestic Violence through Legal Organisations in the City of Buenos Aires (UNU-MERIT)
	Key Drivers of Changing Prevalence of Child Marriage in South Asia (UNU-MERIT)
	Women and Sustainable Human Development: Empowering Women in Africa (UNU-MERIT)
	Women's Work - Routes to Economic and Social Empowerment (UNU-WIDER)
Gender-responsive	Full Steam Ahead: Women in the Geothermal Industry (UNU-GEST)
	Gender, Employment and Universal Health (UNU-IIGH)
	Women, Health and Gender Inequalities: Emerging Priorities 25 Years After the Beijing Platform for Action on Women (UNU-IIGH)
	Financing for Gender Equality in the HIV Response (UNU-IIGH)
	Gender and Health Seminar Series (UNU-IIGH)
	Girls' Digital Inclusion: The Narratives of Evaluation (UNU Macau)
	Gender and Bargaining: Evidence from an Artefactual Field Experiment in Rural Uganda (UNU-MERIT)
	Impact of Family Characteristics on the Gender Publication Gap (UNU-MERIT)
	Gender Equality in the Future of Work (UNU-MERIT)

SDG 6: CLEAN WATER AND SANITATION



Women comprise most people who lack access to water, sanitation, and hygiene (WASH) globally - particularly those LMICs, emergency settings, and marginalised populations. The WASH gender gap is especially salient now as it may expose women and girls to greater COVID-19 infection, as well as exacerbate the secondary gendered impacts of the pandemic (Azcona et al., 2020).

For SDG 6, to ensure availability and

sustainable management of water and sanitation for all, UNU created **Fast-Tracking the Realisation of the Human Rights to Water and Sanitation**, a program that will assess the integration of a gender perspective into WASH-related legislation, legal frameworks, policies, and budgetary allocations within eight countries.

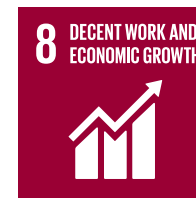
Achieving SDG 6 will require international cooperation and capacity-building support to developing countries and tackling gender-

based inequities, requiring the participation of local communities in problem-solving. **FORMAS: Revitalising Community-Managed Irrigation System Management in Contexts of Rural Out-Migration in Nepal** seeks to identify pathways for greater engagement of marginalised groups in revitalising natural resource management. It highlights how male out-migration presents challenges for maintaining irrigation systems, and identifies new opportunities for women's participation in local governance of resources.

GENDER INTEGRATION | **SDG 6 PROJECTS (9 TOTAL):**

Gender-transformative	FORMAS: Revitalising community-managed irrigation system management in contexts of rural out-migration in Nepal (UNU-EHS)
Gender-responsive	Water for Sustainable Development Project (UNU-IAS)
	Fast tracking the realisation of the human rights to water and sanitation, especially sanitation and hygiene, including menstrual hygiene and health, prioritising those furthest behind (UNU-INRA)
Gender-sensitive	SDG 6 Policy Support System (UNU-INWEH)
	Water and Gender SDG Accelerators: An evidence scoping review (UNU-INWEH)
	A Systematic Review of Water and Gender Interlinkages (UNU-INWEH)
	A Synthesis Report Analysing Menstrual Hygiene Management Within a Humanitarian Crisis (UNU-INWEH)
	Gender and Community Mainstreaming in Fog Water Collection Systems (UNU-INWEH)
	Addressing Climate and Water Driven Migration and Conflict Interlinkages to Build Community Resilience in the Congo Basin (UNU-INWEH)

SDG 8: **DECENT WORK AND ECONOMIC GROWTH**

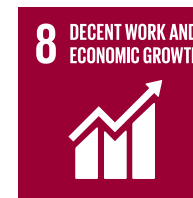


Globally, many issues that drive women's relative disadvantages related to work and the economy persist, including gender-related barriers to entering the labour market; the gender wage gap; occupational segregation; and sexual harassment and other forms of SGBV (UN Women, 2020d; ILO, 2019). Now, the COVID-19 pandemic is not only intensifying these existing challenges, but is also hitting feminised sectors, such as tourism, food services, and informal workers the hardest, resulting in a disproportionate loss of income and/or employment for women (UN Women, 2020e).

Policies that support productive activities, decent job creation, entrepreneurship, and innovation will only be effective if they generate gender-equitable outcomes. To support SDG 8, UNU launched the workshop **Women Entrepreneurs and Sustainable Energy in Africa**, calling upon African Governments to implement environmentally sustainable and gender-responsive energy policies and to provide access to finance, markets, and capacity-building to women entrepreneurs.

Similarly, to ensure gender equity in employment, decent work, and equal pay for people of all genders, UNU has implemented projects such as **Social Welfare Benefits and Their Impacts on Labour Market Participation Among Men and Women in Mongolia** and **Sustainable development solutions for Tanzania** to explore the relationship between gender and work, and to investigate the reasons behind the low labour force participation of women compared to men. Achieving SDG 8 will necessitate ending forced labour, modern slavery, human trafficking, and child labour, all of which disproportionately impact women and girls.

SDG 8: DECENT WORK AND ECONOMIC GROWTH



GENDER INTEGRATION | **SDG 8 PROJECTS (8 TOTAL):**

Gender-transformative	Sustainable development solutions for Tanzania (UNU-WIDER)
Gender-responsive	Delta 8.7 (UNU-CPR)
	Gender, Work and Migration: Agency in Gendered Labour Settings (UNU-GCM)
	Women Entrepreneurs and Sustainable Energy in Africa (UNU-GEST)
	Ghana Climate Innovation Center (UNU-INRA)
Gender-sensitive	Social welfare benefits and their impacts on labour market participation among men and women in Mongolia (UNU-MERIT)
	Caring for Strangers: Filipino Medical Workers in Asia (UNU-GCM)
	Transforming informal work and livelihoods (UNU-WIDER)

SDG 10: **REDUCED INEQUALITIES**



Countries where women lack equal rights - including social, economic, and political rights and opportunities - also tend to be those with large gaps between their richest and poorest citizens (Equal Measures 2030, 2020). Up to 30% of income inequality is due to household-level inequality, including gender inequality driven by gender gaps in labour force participation rates, access to education, health care, and other basic needs (Klugman and Tyson, 2016). As such, an intersectional gender lens and collection of sex-disaggregated data are necessary to tackle inequality in varying contexts, including through fiscal, wage, and social protection policies.

Gender gaps in education and academia, especially those among marginalised and racialised sub-groups, also contribute to inequality, limiting the potential of women and girls globally. To tackle SDG 10 and reduce inequality within and among countries, UNU launched the ***Doctoral Supervision and Student Productivity with a Race and Gender Perspective*** to investigate the compounding effects of gender and race on publication productivity of PhD students in science, technology, engineering, and math (STEM) in South Africa. The project found that female students - particularly black female students - had lower productivity than males, but only whilst working under the supervision of a male advisor.

Migrant women face heightened inequality driven by discrimination, marginalisation, and a lack of legal rights (UN Women, 2020e). As such, UNU's ***Female Migration: A Way Out of Discrimination?*** Project unpacked the dynamic and reciprocal relationship between gender relations and migration. It found that individual experiences of gender discrimination can act both as an incentive and an obstacle for women to move abroad. Conclusions from these projects urge that further efforts to reduce the gendered barriers and consequences of migration are needed to facilitate women to safely pursue opportunities for economic and personal empowerment.

SDG 10: REDUCED INEQUALITIES



GENDER INTEGRATION | **SDG 10 PROJECTS (8 TOTAL):**

Gender-responsive	Publication: Gender, environment and migration in Bangladesh (UNU-EHS)
	Female Agency, Mobility and Socio-Cultural Change (UNU-GCM)
	Doctoral supervision and student productivity with a race and gender perspective (UNU-MERIT)
Gender-sensitive	Female migration: A way out of discrimination? (UNU-CRIS)
	The Impact of Gender on Return and Reintegration Processes - 2 publications (UNU-CRIS)
	Measuring the margins: Improving global digital inclusion metrics (UNU-EGOV)
	The changing nature of work and inequality (UNU-WIDER)
	Social mobility in the Global South - concepts, measures, and determinants (UNU-WIDER)

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



Gender inequality is a determining factor influencing consumption and production practices worldwide. To help meet SDG 12 and ensure sustainable consumption and production patterns, UNU launched **Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production**. This project examines the challenges across SDGs 4 and 12 to achieving gender equality and provides guidance on a path forward. The

publication describes how production structured towards profit maximisation has resulted in occupational segregation and exploitation of women’s labour and illustrates how women’s inequitable access to household resources limits economic opportunities.

Gender-equitable capacity-building and education can directly contribute to sustainability, including in the management

of resources. For example, UNU’s **Chair for Sustainability and Innovation Management** will develop curricula focusing on corporate responsibility, environmental sustainability, and technical innovation in the textile sector. The project will have multiplier effects for gender equality in Bangladesh, including gender parity in staffing and consultations, and improve the working conditions of millions of women employed in production plants across the country.

GENDER INTEGRATION | **SDG 12 PROJECTS (2 TOTAL):**

Gender-transformative	Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production (UNU-IAS)
Gender-sensitive	Chair for Sustainability and Innovation Management (UNU-FLORES)

SDG 13: CLIMATE ACTION



Women and girls are disproportionately affected by climate change, the impacts of which are now being compounded by the COVID-19 crisis. The livelihoods, health, and safety of women who are reliant upon natural resources are highly vulnerable; however, they are the least able to mitigate risks or recover due to higher rates of poverty and food insecurity, institutional discrimination, and gender disparities (UN Women, 2018).

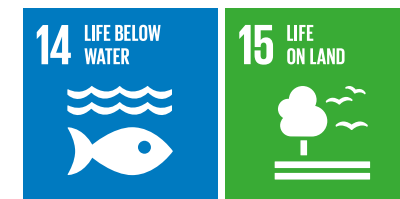
To tackle SDG 13 and take urgent action to combat climate change and its impacts, UNU is purposefully working to increase women’s participation and leadership through projects such as **UNFCCC - UNU Early Career Climate Fellowship Programme**, a partnership with the United Nations Framework Convention on Climate Change (UNFCCC) which bridges the capacity-building gaps that early-career professionals face in climate policy development and research.

UNU is also implementing capacity-building and awareness-raising projects that directly seek to redress climate-related gender inequalities. The **Gender and Climate Change Resilience Network**, perhaps the first of its kind in Africa, is an action-oriented problem-solving network for women smallholder farmers to source a wide range of adaptation practices that can lead to climate resilience and scale up climate-smart agricultural practices.

GENDER INTEGRATION | **SDG 13 PROJECTS (3 TOTAL):**

Gender-transformative	Gender and climate change resilience network (UNU-INRA)
Gender-responsive	UNFCCC - UNU Early Career Climate Fellowship Programme (UNU-EHS)
Gender-sensitive	World Risk and Adaptation Future (UNU-EHS)

SDG 14 & SDG 15: LIFE BELOW WATER & LIFE ON LAND



SDG 14: Women in the fishing and aquaculture sectors lack access to resources and are disproportionately represented in processing and marketing roles, which are often low-paying and precarious. Similarly, decision-making positions in the maritime industry are largely dominated by men, which limits the status of women, their role in coastal and marine conservation, and the inclusion of their critical perspectives as the world charts a path for sustainable recovery from the pandemic.

SDG 15: Due to their traditional roles in food preparation, household management, and cattle care, women and girls rely upon forests as resources for firewood, food, and other subsistence-oriented products. Only 13.8% of landholders are women globally, which reduces their ability to make critical decisions about how resources are used and adapt to losses (UN Women and UN DESA, 2019). However, their unique knowledge of and dependence on land enables them to be key contributors to environmental sustainability.

In partnership with the [Ministry of the Environment of Japan \(MOE\)](#), UNU hosted the **Expert Thematic Workshop on Landscape Approaches** of the **International Satoyama Initiative** in 2019 to develop the Post-2020 Global Biodiversity Framework. The discussion resulted in recommendations to encourage policy-makers to ensure equitable representation of women in all phases of landscape project development and implementation, promote recognition of women's rights and access to resources, and ensure that women receive the benefits equitably.

GENDER INTEGRATION | **SDGS 14 AND 15 PROJECT** (1 TOTAL):

Gender-responsive

Expert Thematic Workshop on Landscape Approaches, International Satoyama Initiative (UNU-IAS)

SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



Violent conflicts have not come to a halt during the current global pandemic but are instead being further complicated by it. People living in emergency settings are currently enduring a crisis within a crisis. While women’s active participation in peace processes at all levels has been proven to be integral to the durability of peace agreements, they comprised only 6% of mediators, 6% of signatories, and 13% of negotiators in major peace processes between 1992 and 2019 (UN Women and UN DESA, 2020).

To tackle SDG 16 and promote peaceful and inclusive societies for sustainable development, UNU has contributed to increasing women’s participation in all facets of peacekeeping through initiatives such as **Promoting Women’s and Girls’ Effective Participation in Peace, Security and Recovery in Mozambique**, a project which will contribute to the implementation of the Mozambique National Action Plan, an agenda which recognises that sustainable peace can only be achieved with the full participation and engagement of women at all levels.

Also focused on gender mainstreaming in peace and security is **Managing Exits from Armed Conflict (MEAC)**, a collaboration to develop a unified approach to examining how and why individuals exit armed conflict and evaluating the efficacy of interventions to support transition to civilian life. The data collected by MEAC on the gender dynamics of conflict exits can enable UN partners to develop gender-transformative support for war-affected populations and thus improve the long-term trajectories of women and girls.

GENDER INTEGRATION | **SDG 16 PROJECTS** (5 TOTAL):

Gender-responsive	Managing Exits from Armed Conflict (MEAC) (UNU-CPR)
	Promoting Women’s and Girls’ Effective Participation in Peace, Security and Recovery in Mozambique (UNU-GEST)
Gender-sensitive	The Limits of Punishment: Transitional Justice and Violent Extremism (UNU-CPR)
	Lessons Learned Study on UN Engagement in Nepal 2000-2018 (UNU-CPR)
	Media and Information Literacy (MIL) MOOC for Government Officials and Policy-makers (UNU-EGOV)

SDG 17: PARTNERSHIPS FOR THE GOALS



International cooperation and harmonised collaboration are essential now in the wake of the COVID-19 crisis to mitigate the exacerbation of existing gender and other inequities. Increasing access to science, technology, innovation, and knowledge-sharing to advance gender equality across all areas of sustainable development necessitate the facilitation of global consolidated multi-sectoral action.

For SDG 17, to strengthen the means of implementation and revitalise the global partnership for sustainable development, UNU has launched the

Gender Mainstreaming in Access and Delivery Partnership (ADP) to enhance gender mainstreaming in the activities of the ADP. The project supports countries in strengthening the policies, human capacities, systems, and regulations needed to ensure that medicines, vaccines, and diagnostics ultimately reach those who need them.

Many countries in the Global South require support to mainstream gender into national plans to implement the SDGs. Deficits also exist in the Global North, including a glaring lack of political will.

SDG 17 calls for international support to increase access to data disaggregated by income, sex, age, race, ethnicity, migratory status, disability, geographic location, and other characteristics relevant in national contexts. UNU's ***Gender and Health Hub*** is a platform to bring together global experts, practitioners, and thought leaders in gender to advance gender equality in health. This vibrant network collaborates to consolidate, generate, and analyse policy-relevant evidence on effective interventions and best practices for integrating gender in health programming.

GENDER INTEGRATION | **SDG 17 PROJECTS** (2 TOTAL):

Gender-transformative	Gender Mainstreaming in Access and Delivery Partnership (ADP) (UNU-IIGH)
	Gender and Health Hub (UNU-IIGH)



Kuala Lumpur, Malaysia - Emma Rhule, Executive Research Officer of UNU-IIGH, participates in a discussion among global health and policy experts on the growing social movement to "decolonise global health" and the role that global health think tanks can play in low- and middle-income settings. UNU-IIGH / Will Lim

SDG MAPPING SUMMARY

AND GAP ANALYSIS

MAIN SDGs AND TARGETS

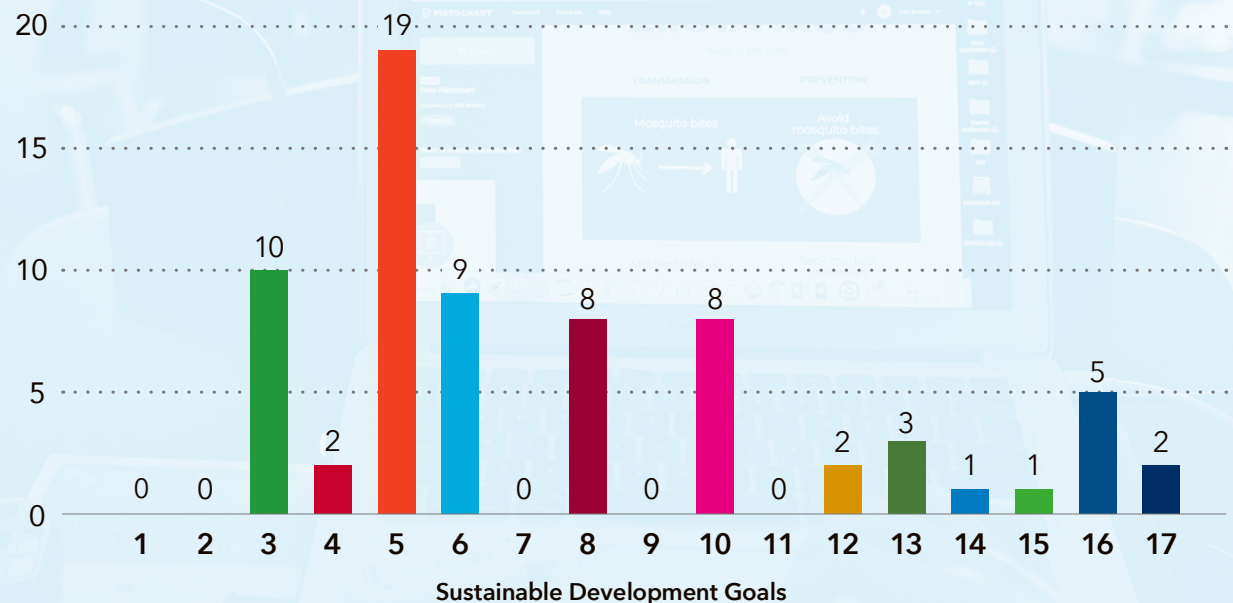
Overall, the UNU Gender Atlas spans 12 of the 17 SDGs, with approximately one-quarter of the projects concentrated on SDG 5 (Gender Equality). Many of the projects also have links to other SDGs as secondary areas of focus (as shown on pg. 33). While achieving gender equality as a standalone SDG 5 is critical in and of itself, addressing gender as a determinant in the outcomes of the other 16 SDGs, and an accelerator of progress, is equally important.

Notable is the absence of direct engagement (i.e., projects with a main SDG) on gender with poverty (SDG 1), hunger (SDG2), Affordable and Clean Energy (SDG 7), Industry, Innovation, and Infrastructure (SDG 9), and Sustainable Cities and Communities (SDG 11). Additionally, analysis of the SDG targets addressed by each project within their respective main goal reveals that many of

the gaps mirror global trends where gender research is needed but lacking, particularly in context of COVID-19. The gender dimensions

of these areas of sustainable development are significant and present new engagement opportunities for UNU.

NUMBER OF PROJECTS, BY MAIN SDG



SDG MAPPING SUMMARY

AND GAP ANALYSIS

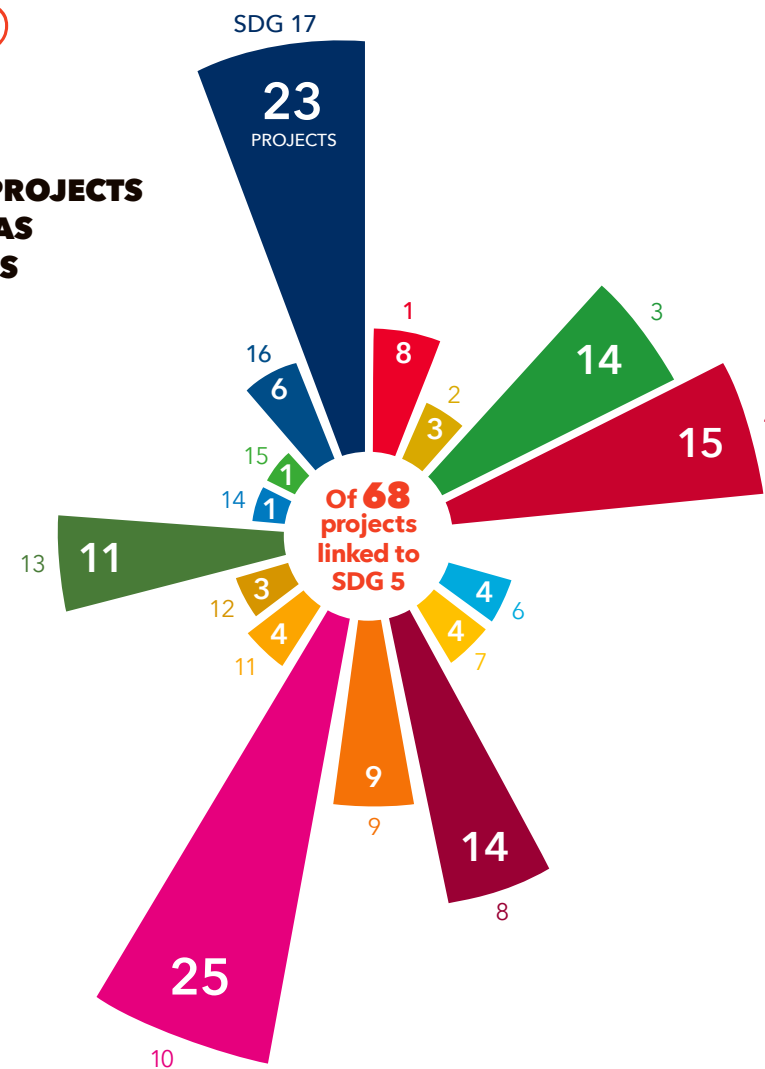
INTERLINKAGES

An analysis of the interlinkages between the main SDGs of each of the projects and secondary goals was performed to strengthen UNU's understanding of how the institutes' work is interconnected, where different synergies exist, and what connections can be developed or expanded to enrich the overall gender equality work of UNU³.

Excluding SDG 5 (Gender Equality), which was a prerequisite for inclusion in the Gender Atlas, the most prevalent interlinkages across all projects are SDG 10 (Reduced Inequality) and SDG 17 (Partnerships for the Goals). SDG 3 (Good Health and Well-Being), SDG 8 (Decent Work and Economic Growth), SDG 4 (Quality Education), and SDG 13 (Climate Action) also prove to be relatively strong connecting forces across UNU's gender work.

NUMBER OF GENDER ATLAS PROJECTS WITH LINKS TO OTHER SDGs AS SECONDARY AREAS OF FOCUS

See Annex I for further details.



³ See Annex I.

SDG MAPPING SUMMARY

AND GAP ANALYSIS

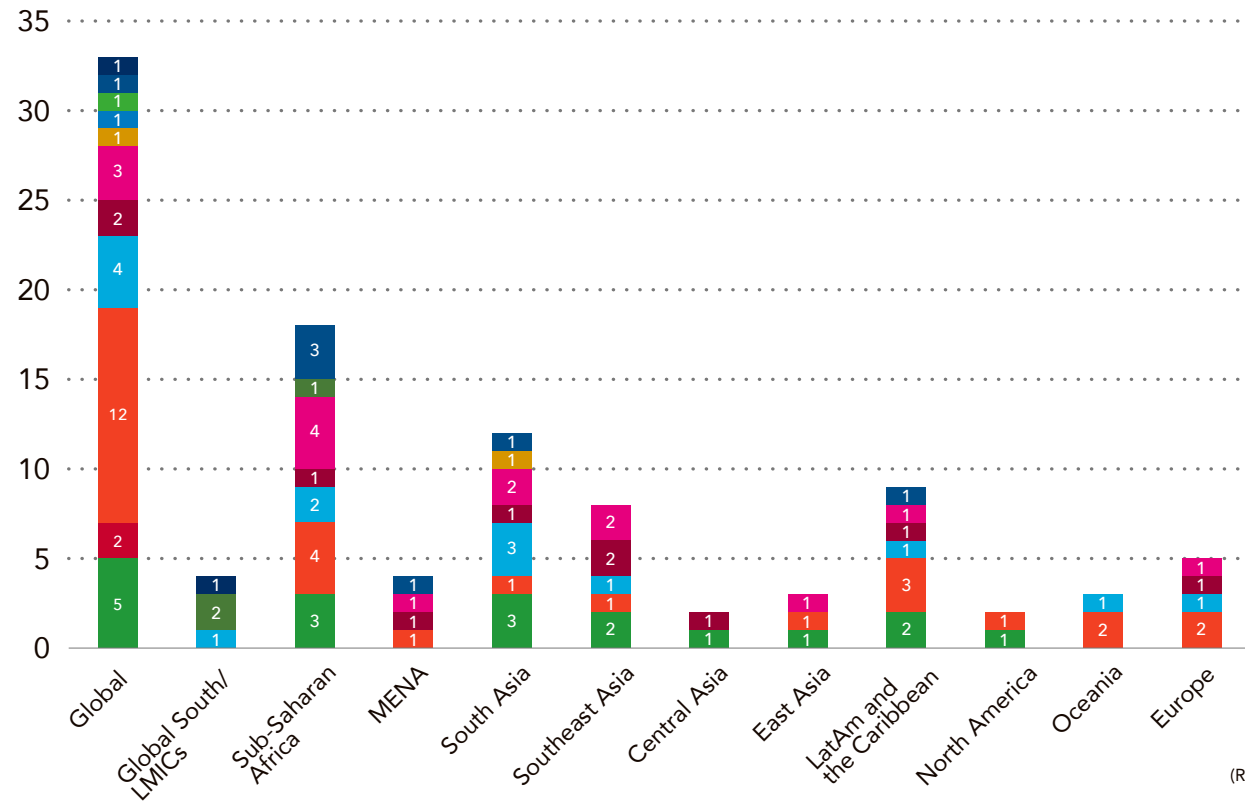
REGIONAL SCOPE

Nearly one-third of projects contain research at the global level, spanning 11 of the 12 SDGs addressed in the Gender Atlas. 17% of projects focus on Sub-Saharan Africa, and just under one-fourth include research in Asia, with significant variation among sub-regions. 9% of initiatives contain research in Latin America and the Caribbean, while the remaining regions are minimally represented. SDG 5 exhibits the greatest regional diversity and the most significant concentration of global analysis.



REGIONAL SCOPE, BY SDG (ALL PROJECTS)

(Number of Projects)



(Region)

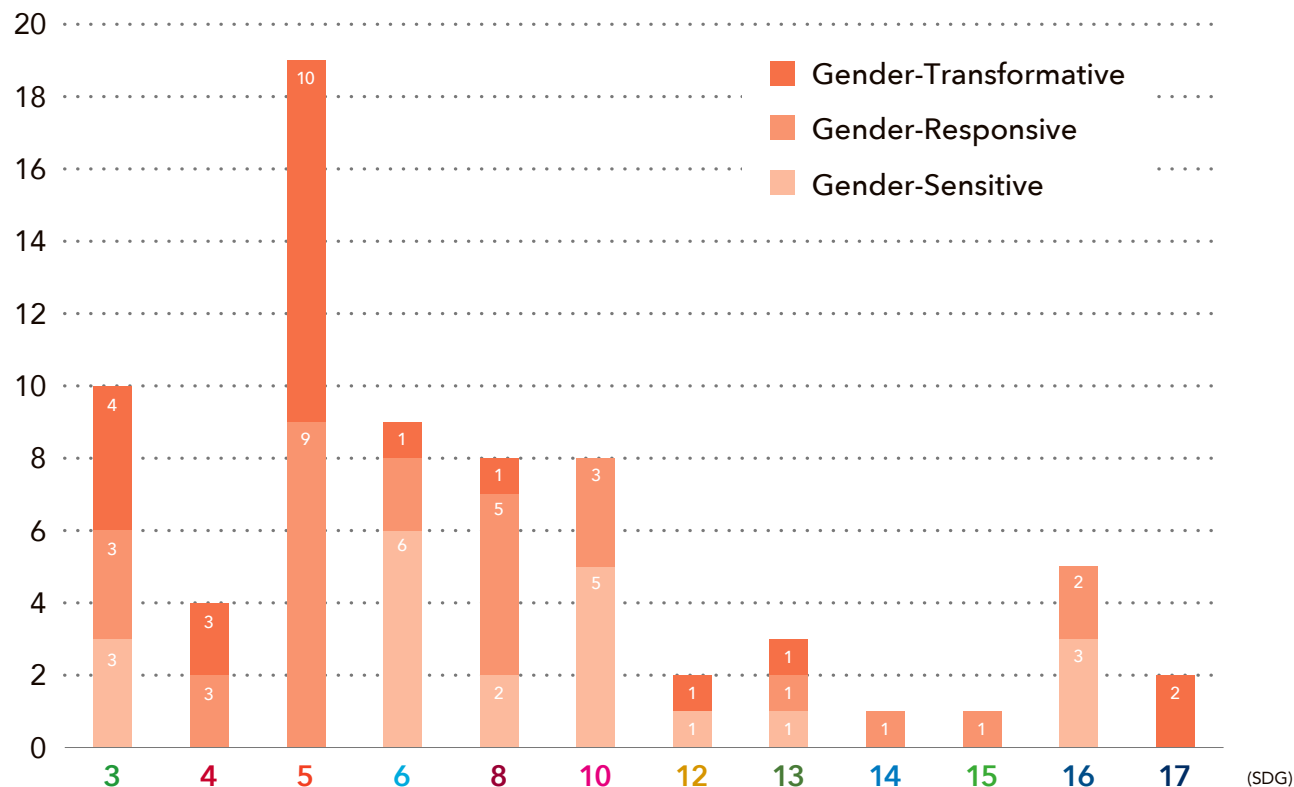
GENDER INTEGRATION ANALYSIS

The Gender Integration scale was applied to each of the 68 Gender Atlas projects. A strong commitment to gender in the work of UNU is evident; however, the vast majority of the Institutes' transformative work is concentrated within SDG 5 (Gender Equality). This silo represents missed opportunities to undertake research that builds an evidence base to inform long-term changes in structural power relations and gender norms, roles, and inequalities across *all* the SDGs.

Overall, 29% of the Gender Atlas projects are gender-transformative, 40% are gender-responsive, and 31% are gender-sensitive.

GENDER INTEGRATION IN PROJECTS, BY SDG

(Number of Projects)



ANALYSIS OF **SDG 5 INTERLINKAGES**

Across all of the projects featured in the Gender Atlas, *'adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels'* (target 5.C) accounts for nearly one-fourth of all SDG 5 interlinkages. This speaks to the strength of UNU's role as a think tank to broadly inform evidence-based policymaking for gender equality.

A significant number of projects have also been undertaken with the aims of *'ending all forms of discrimination against all women and girls everywhere'* (target 5.1) and *'ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life'* (target 5.5). This is reflective of UNU's explicit focus on and institutional support for gender parity internally through its Gender Action Plan and related accountability mechanisms.

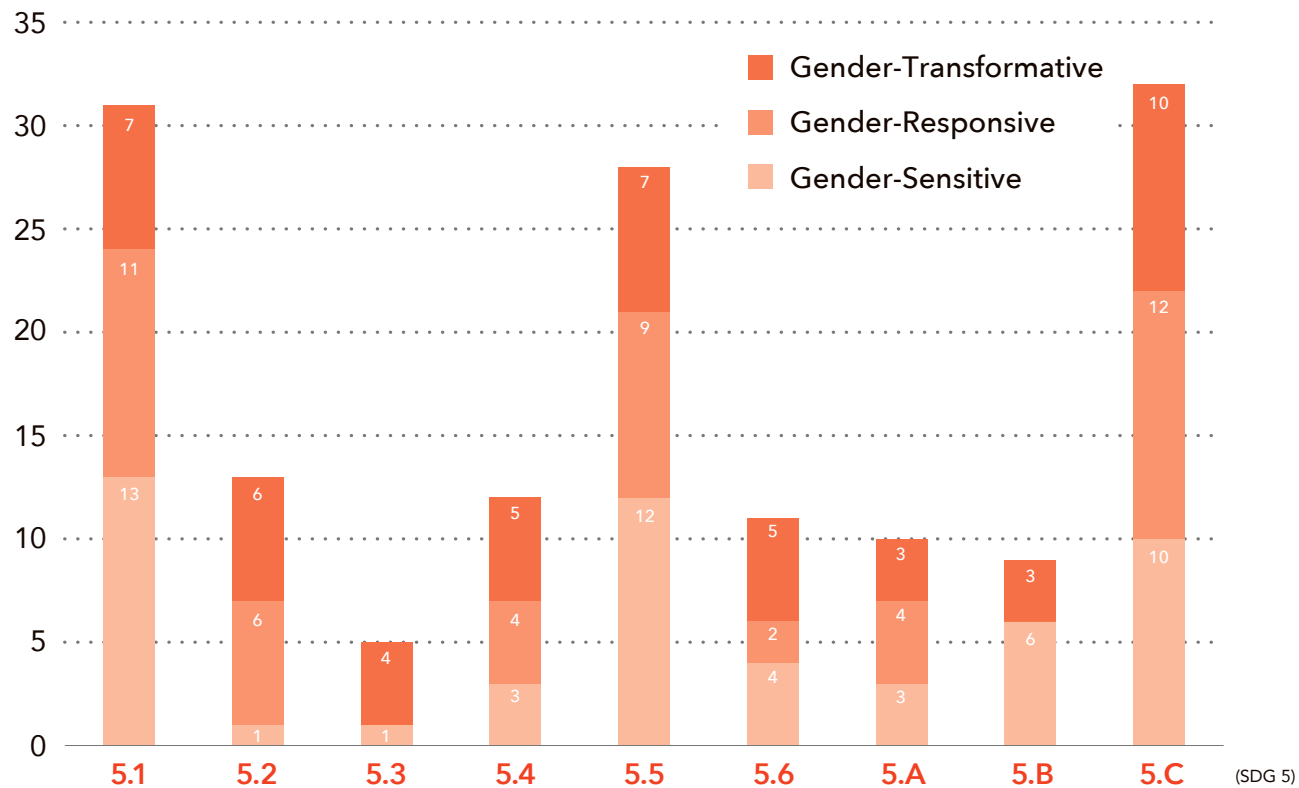
Targets 5.C, 5.1, and 5.5 are the only targets that span all 12 of the SDGs represented in the Gender Atlas. The gender integration analysis reveals that they also represent the issue areas that have been most rigorously analyzed with the intention of effecting long-term change. Overall, the SDG 5 interlinkage analysis suggests the need to deepen the understanding of the other six SDG 5 targets as they relate to, and influence the outcomes of, all areas of sustainable development and to address them more proactively in research, programming, and policy action.

See chart on pg. 37.

ANALYSIS OF SDG 5 INTERLINKAGES

GENDER INTEGRATION IN SDG 5 TARGETS (ALL PROJECTS)

(Number of Interlinkages)



LOOKING FORWARD: **NEW COMMITMENT**

Looking forward, UNU aspires to build on the success of the Gender Atlas project; leverage its expertise, network, and influence to make meaningful contributions to the SDGs; and expand its global footprint in the advancement of gender equality. The following commitment is linked to and will be utilised to accelerate progress toward meeting the objectives of the [UNU Strategic Plan](#), including pursuing policy-relevant programming; investing in a dynamic, innovative, and diverse institutional culture; strengthening collaboration, communications, and visibility; and striving for financial sustainability across UNU's architecture.

UNU Institutes each have a specific mandate to generate policy-relevant analyses within different issue areas and unique partners and target audiences, the sum of which comprise a powerful wellspring of expertise and sphere of influence.

To leverage the combined strengths of the Institutes in accelerating progress toward gender equality, UNU will establish the Gender Equality Network. Similar to the [UNU Migration Network](#), this collaborative initiative will increase synergies between research and knowledge centres, consolidate research on gender equality across all areas of sustainable development, and leverage collective expertise and insights on issues of growing policy importance.



Kuala Lumpur, Malaysia - Anjana Bhushan, Coordinator (Equity and Social Determinants), South-East Asia Regional Office, WHO at a consultation among UNU and WHO experts to discuss what works in gender and health. The outputs formed the basis for a joint programme of work consolidating evidence on how to promote gender equality in health policies, programmes, practices, workplaces, and people's lives. UNU-IIGH / Will Lim

ANNEX I:

UNU GENDER ATLAS PROJECTS - MAIN SDGS AND INTERLINKAGES

- Main SDG
- Interlinked SDG(s)
- GI:** Gender Integration Scale
- T** Gender-transformative
- R** Gender-responsive
- S** Gender-sensitive

SDG	INST.	PROJECT NAME	1	2	3	4	5.1	5.2	5.3	5.4	5.5	5.6	5.A	5.B	5.C	6	7	8	9	10	11	12	13	14	15	16	17	GI	
3.4	UNU-EHS	The Gibika Research to Action Project: Livelihood Resilience in Bangladesh			○										●					●			●						T
3.4	UNU-EHS	'I Do Not Like Her Going to the Shelter': Stories on Gendered Disaster (Im)mobility and Wellbeing Loss in Coastal Bangladesh			○		●	●							●					●			●						T
3.3	UNU-IIGH	Gender Responsiveness of HIV, Malaria, TB Programmes			○		●	●	●	●	●	●			●												●		T
3.7, 3.8	UNU-IIGH	Analysis of the Design and Implementation of Sexual and Reproductive Health Services Under Universal Health Coverage (UHC)			○							●			●					●									R
3.7	UNU-IIGH	Self-Care interventions for SRHR			○							●			●					●									T
3.C, 3.D	UNU-IIGH	Promoting Gender Equity in Frontline/Community Health Workforce: A Gender Analysis of Policies and Practices			○		●				●			●	●				●	●									S
3.D	UNU-IIGH	Systems Thinking Analysis for Health System Development			○										●					●		●					●		S
3.D	UNU-IIGH	Developing a Gender and Intersectionality Module for the Massive Open Online Course (MOOC) on Implementation Research on Infectious Disease			○										●														R
3.D	UNU-IIGH	Gender Equality for Health and Well-Being: Evaluative Evidence of Interlinkages with Other SDGs			○		●	●				●			●					●							●		R
3.3	UNU-MERIT	Gender-Gaps in Schooling/Educational Attainment of Children, Adolescents and Youth Affected by HIV/AIDS			○	●					●																		S
4.5	UNU-IAS	Event Series: Kanazawa Forum on Education and LGBT				○	●				●				●														R
SDG 4 (all targets) + SDG 12	UNU-IAS	Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production				○	●	●	●	●	●	●	●	●	●								●						T
5.1, 5.5, 5.B	UNU-FLORES	Gender Mainstreaming & Health in Water Management Module				●	○				○				○	●				●									T
5.5	UNU-GEST	Full Steam Ahead: Women in the Geothermal Industry									○						●	●		●							●		R

ANNEX I:
UNU GENDER ATLAS PROJECTS - MAIN SDGS AND INTERLINKAGES

SDG	INST.	PROJECT NAME	1	2	3	4	5.1	5.2	5.3	5.4	5.5	5.6	5.A	5.B	5.C	6	7	8	9	10	11	12	13	14	15	16	17	GI
10.2	UNU-MERIT	Doctoral Supervision and Student Productivity with a Race and Gender Perspective									●									○								R
10.1, 10.2, 10.3, 10.4	UNU-WIDER	The Changing Nature of Work and Inequality					●											●		○						●		S
10.1, 10.2, 10.3, 10.4	UNU-WIDER	Social Mobility in the Global South - Concepts, Measures, and Determinants	●			●	●			●	●	●	●							○								S
12.2, 12.A	UNU-FLORES	Chair for Sustainability and Innovation Management				●	●				●		●	●	●	●			●	●	●	●	●				●	S
SDG 12 (all targets) + SDG 4	UNU-IAS	Gender Mainstreaming in the 2030 Agenda: A Focus on Education and Responsible Consumption & Production				●	●	●	●	●	●	●	●	●	●							○						T
SDG 13 (all targets)	UNU-EHS	UNFCCC - UNU Early Career Climate Fellowship Programme									●												○			●	R	
13.3	UNU-EHS	World Risk and Adaptation Future				●					●												○					S
13.3	UNU-INRA	Gender and Climate Change Resilience Network				●	●				●				●								○					T
SDG 14 + 15 (all targets)	UNU-IAS	Expert Thematic Workshop on Landscape Approaches (International Satoyama Initiative)	●	●		●	●			●	●		●			●	●		●			●	●	○	●	●	●	R
SDG 14 + 15 (all targets)	UNU-IAS	Expert Thematic Workshop on Landscape Approaches (International Satoyama Initiative)	●	●		●	●			●	●		●			●	●		●			●	●	○	●	●	●	R
SDG 16 (all targets)	UNU-CPR	Managing Exits from Armed Conflict (MEAC)	●	●	●	●	●	●							●			●			●					○	●	R
16.3	UNU-CPR	The Limits of Punishment: Transitional Justice and Violent Extremism					●	●										●		●						○		S
16.A	UNU-CPR	Lessons Learned Study on UN Engagement in Nepal 2000-2018					●				●							●		●						○		S
16.10	UNU-EGOV	Media and Information Literacy (MIL) MOOC for Government Officials and Policy-makers											●	●						●						○	●	S
SDG 16 (all targets)	UNU-GEST	Promoting Women's and Girls' Effective Participation in Peace, Security and Recovery in Mozambique					●	●			●				●											○	●	R
17.6	UNU-IIGH	Gender Mainstreaming in Access and Delivery Partnership (ADP)			●										●											○		T

ANNEX II:

UNU GENDER INTEGRATION SCALE

RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
Definition	An approach to research that ignores gender as a determinant and monolithically considers populations and/or issues areas, which can perpetuate the status quo or even worsen inequalities.	An approach to research wherein gender (i.e., the differentiated and intersectional experiences of women, men, boys, girls, and gender-diverse persons) is considered in the research project's rationale, but is not an operative concept in the design and methodology for implementation.	An approach to research that considers gender in the research project's rationale and addresses it in the project design and methodology, but does not (yet) extend to analysis and action to address gender inequalities.	An approach to research that considers gender in the project's rationale, design, and methodology, and it is rigorously analysed to inform implementation and communication and to influence strategies.	An approach to research that examines, analyses, and builds an evidence base to inform long-term practical changes in structural power relations and norms, roles, and inequalities that define the differentiated experiences of people of all genders. Gender-transformative research should lead to <i>sustained</i> change through action such as participatory data collection and priority-setting, partnerships, outreach, and interventions.
Rationale Are gender (i.e., the differentiated and intersectional experiences of women, men, boys, girls, and gender-diverse persons) and the need for gender analysis considered in the rationale?	Gender is not considered in the rationale.	Minimal consideration of gender in the rationale.	Some consideration of gender in the rationale.	Gender and the need for gender analysis are explicit in and underpin the rationale.	Gender and the need for gender analysis - including concerning the root causes of inequality - are explicit in and underpin the rationale.

ANNEX II:
UNU GENDER INTEGRATION SCALE
 RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
<p>Research Objectives</p> <p>Do the research objectives include exploration of gender? (i.e., are gaps or questions about gender addressed in the research objectives?)</p>	Gender not considered in research objectives.	Minimal consideration of gender in research objectives, numerous gaps remain.	Some consideration of gender in research objectives, but with potential to be expanded.	Explicit and thorough exploration of gender identified in research objectives. Advancing gender equality is an objective of the research in and of itself.	Explicit and thorough exploration of gender identified in research objectives. Advancing gender equality is an objective of the research in and of itself. It explicitly seeks to redress gender inequalities and empower the disadvantaged population.
<p>Literature Review</p> <p>Does the literature review include consideration of gender? (i.e., are knowledge, gaps, or questions about gender raised in the literature review?)</p>	Gender not considered in the literature review.	Minimal consideration of gender in the literature review, numerous gaps remain.	Some consideration of gender in the literature review, but with potential to be expanded.	Substantial consideration of gender throughout the literature review.	Substantial consideration of gender throughout the literature review explores the root causes of inequality and structural power relations.
<p>Overarching Methodology</p> <p>Is gender an operative concept in the research design and methodology for implementation?</p>	Gender is not operative in the methodology.	Gender is not operative in the methodology. Gender fade: the inability to incorporate gender analysis in the research methodology or implementation itself despite awareness and intentions, having included gender in the rationale.	Gender is somewhat operative in the methodology.	Gender is operative in and central to the methodology.	Gender is operative in and central to the methodology.

**ANNEX II:
UNU GENDER INTEGRATION SCALE**

RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
<p>Participant Recruitment/Retention (For participatory research. Maybe N/A for some projects)</p> <p>Has gender been considered in the recruitment and retention strategies to ensure equitable study participation?</p> <p>Are there potential gender-related barriers to participation for some populations who should be included? Are these barriers being addressed?</p>	<p>Gender not considered in recruitment and retention strategies.</p>	<p>Minimal inclusion of gender in the recruitment and retention strategies, which may result in populations being inappropriately excluded/inequitably represented.</p>	<p>Some consideration is given to gender in the recruitment and retention strategies, but there remains potential to further broaden participation.</p>	<p>Consideration of gender in recruitment and retention strategies to ensure gender-equitable and intersectional representation and participation of subgroups (e.g., socioeconomic status, location/context, ethnicity, nationality, ability, gender identity, sexual orientation, Indigenous status, immigration status, occupation, marital status, etc.).</p>	<p>Consideration of gender in recruitment and retention strategies to ensure gender-equitable and intersectional representation and participation of subgroups (e.g., socioeconomic status, location/context, ethnicity, nationality, ability, gender identity, sexual orientation, Indigenous status, immigration status, occupation, marital status, etc.).</p>

**ANNEX II:
UNU GENDER INTEGRATION SCALE**

RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
<p>Data Collection Tools</p> <p>Do the data collection tools capture gender-specific insights? (i.e., will the tools include variables to sufficiently conduct analyses of the influence of gender?)</p> <p>Do questionnaires, interview guides, and other tools capture specific gender identities (e.g., man, woman, transgender, two-spirit, etc.)?</p>	<p>No gender data collected.</p>	<p>Tools reflect minimal data collection on gender identities, and numerous gaps remain in the collection of gender-relevant data.</p>	<p>Tools capture a range of gender identities and collect some disaggregated data, but with the potential to be expanded.</p>	<p>Tools capture a wide range of gender identities and collect extensive disaggregated data relevant to conducting gender analyses.</p> <p>Tools include methods that facilitate participation and inclusion from the outset of and throughout the project (i.e. those that allow all the defined users and stakeholders to not only submit data and information but also actively participate in the definition of what data should be collected) (e.g. gender-separated focus groups that happen at the time best suited for each group; questions tailored to surface gender-differentiated experiences).</p>	<p>Tools capture a wide range of gender identities and collect extensive disaggregated data relevant to conducting gender analyses. Tools include methods that facilitate participation and inclusion from the outset of and throughout the project (i.e. those that allow all the defined users and stakeholders to not only submit data and information but also actively participate in the definition of what data should be collected) (e.g. gender-separated focus groups that happen at the time best suited for each group; questions tailored to surface gender-differentiated experiences). Meaningful multi-stakeholder engagement in data collection - i.e. researchers working alongside local actors from diverse constituencies to strengthen capacity and strengthen their work rather than displace it - purposefully contributes to changes in norms, cultural values, power structures, and the root causes of inequality and discrimination.</p>

ANNEX II:
UNU GENDER INTEGRATION SCALE
 RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
<p>Data Analysis</p> <p>Does the research methodology include a plan to analyse the impact of gender? To what extent?</p> <p>Will key variables be analysed and reported disaggregated by gender?</p> <p>In single-gender studies, is there a plan to investigate differences within this population?</p>	<p>No gender analysis.</p>	<p>No <i>rigorous</i> gender analysis. Minimal data will be analysed and contextualised concerning gender, numerous critical gaps remain.</p>	<p>No <i>rigorous</i> gender analysis. Some data will be analysed and contextualised in relation to gender, but there is potential to expand further.</p>	<p>Rigorous analysis of gender relations and how gender intersects with other relevant aspects of identities.</p>	<p>Rigorous analysis of gender relations and how gender intersects with other relevant aspects of identities.</p> <p>Explicit analysis of root causes of inequality and other interlinked issues; analysis is highly situated, intersectional, and contextual.</p> <p>Analysis aims to inform structural changes in power relations, norms, policies.</p>

**ANNEX II:
UNU GENDER INTEGRATION SCALE**

RUBRIC

	Gender-blind	Gender-aware	Gender-sensitive	Gender-responsive	Gender-transformative
<p>Dissemination and Knowledge Sharing Plan/Strategy</p> <p>Have the gender-related data, insights, and findings been considered in the dissemination and knowledge sharing plan/strategy?</p> <p>Are dissemination and knowledge sharing plans/strategies customised for relevance to a range of populations?</p> <p>Will research outputs be made available in forms and on platforms accessible to people of all genders? (i.e., are the target audiences gender-inclusive?)</p> <p>Do the target audiences include research participants and local collaborators, including women and other marginalised populations?</p>	<p>No consideration of gender in the dissemination and knowledge sharing plan/strategy.</p>	<p>Numerous gaps remain in the dissemination and knowledge sharing plan/strategy concerning the inclusion of gender-related content/findings and dissemination to a range of populations.</p>	<p>The dissemination and knowledge sharing plan/strategy reflects some considerations about the inclusion of gender-related content/findings and dissemination to a range of populations. There is potential to expand.</p>	<p>The dissemination and knowledge sharing plan/strategy explicitly notes considerations about the inclusion of gender-related content/findings and dissemination to a wide range of populations.</p> <p>Influencing decision-making to accelerate gender equality is an explicit goal of the dissemination and knowledge sharing plan/strategy; however, it cannot demonstrate and assert influence than gender-transformative research.</p>	<p>The dissemination and knowledge sharing plan/strategy explicitly notes considerations about the inclusion of gender-related content/findings and dissemination to a wide range of populations.</p> <p>Influencing decision-making at all levels and disrupting patriarchal power structures and norms to accelerate gender equality are explicit goals of the dissemination and knowledge sharing plan/strategy.</p> <p>The plan/strategy purposefully creates and nurtures space for local leadership and voices, and aims to strengthen the capacities of local researchers and organisations.</p>

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