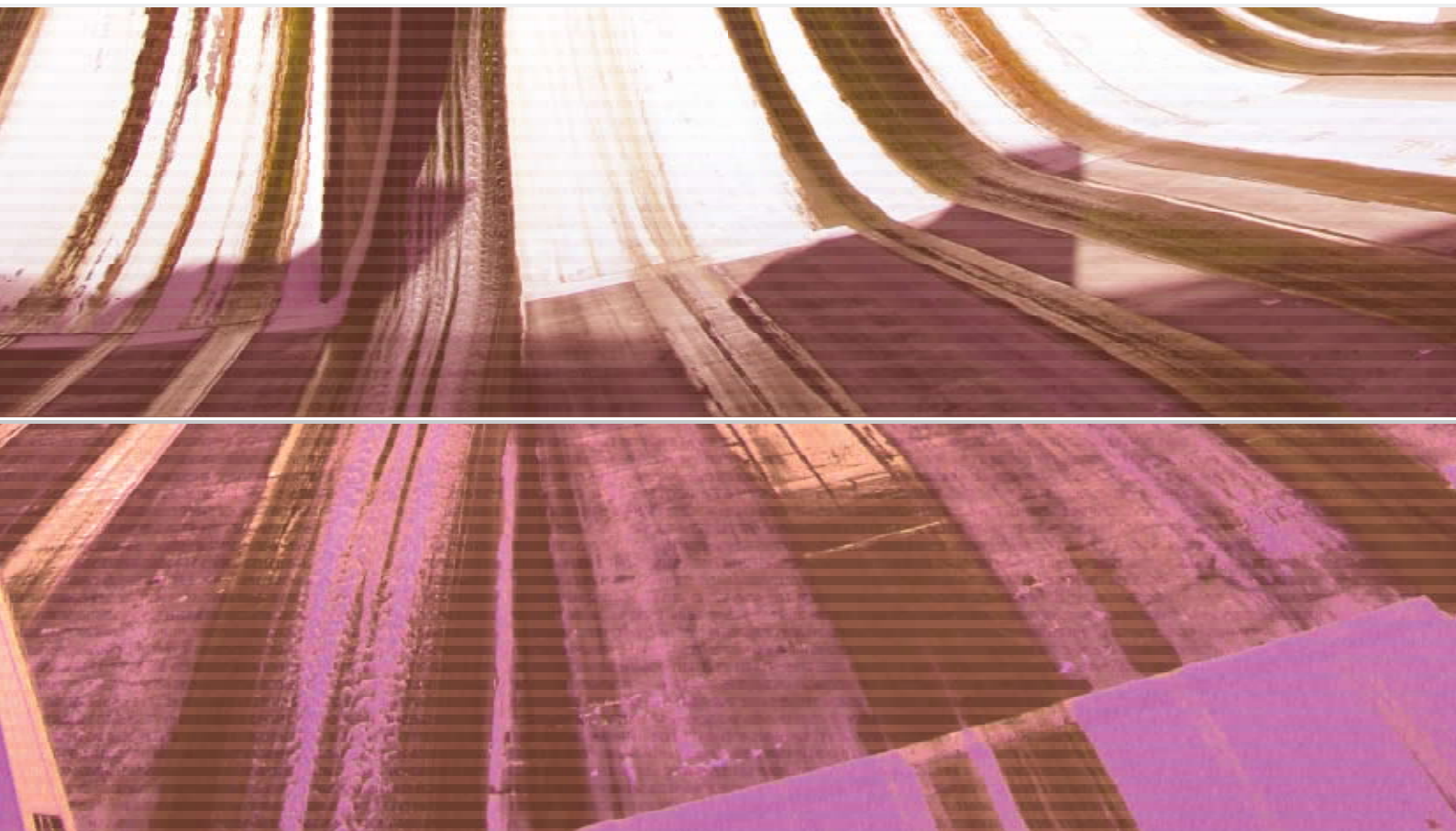


THE GLOBAL FUND TO FIGHT AIDS, TUBERCULOSIS AND MALARIA
THIRD REPLENISHMENT (2011-2013)

IMPLEMENTATION OF THE GLOBAL FUND GENDER EQUALITY STRATEGY



Investing in our future

The Global Fund

To Fight AIDS, Tuberculosis and Malaria

LIST OF ABBREVIATIONS

GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit
SOGI	sexual orientation and gender identity
TB	tuberculosis
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
WHO	World Health Organization

INTRODUCTION

1. Gender inequalities are a strong driver of the HIV/AIDS, tuberculosis (TB) and malaria epidemics and close attention needs to be paid to how such inequalities fuel the spread of disease and affect the ability of women and girls, men and boys to access health care and other services equitably. The Global Fund to Fight AIDS, Tuberculosis and Malaria is committed to ensuring that its grants support equal and equitable access to prevention, treatment, care and support for all those who need it.

2. As a financing institution, the Global Fund does not provide normative guidance or technical assistance, and is not an implementing agency. The strength of the Global Fund is its ability to be a catalyst, supporting countries' efforts to take the gender dimensions of the three epidemics into account in their proposals and subsequent program implementation, while recognizing the need for a broad network of partners to support countries to do this.

3. The Framework Document of the Global Fund states that the Global Fund will support proposals that "address social and gender inequalities, as well as behavior practices, that fuel the spread of the three diseases"¹. The Gender Equality Strategy - endorsed by the Global Fund Board in 2008 - elaborates on this aspect of the Framework Document and reaffirms the Global Fund's commitment to addressing gender issues. The strategy explores how the Global Fund can encourage a positive bias in funding towards programs and activities that address gender inequalities and strengthen the response for women and girls.

4. A complementary strategy on Sexual Orientation and Gender Identities (SOGI) was approved by the Board in May 2009, recognizing that the most vulnerable and high-risk groups in society also include men who have sex with men, transgender people, and female, male, and transgender sex workers.

5. This paper outlines progress on the implementation of the Gender Equality Strategy (implementation of the SOGI Strategy is discussed in a separate background paper for the replenishment.) Following the approval of the Gender Equality Strategy, a four-year Plan of Action (2009-2012) was developed. Its overall objective is to "ensure that the Global Fund is financing grants that address gender inequalities as an integral part of the fight against the three diseases". The plan recognizes that, although programs supported by the Global Fund are country-driven, they should ensure that the responses provided to combat the diseases consider specific needs from a gender perspective analysis and provide solutions adapted to the context of countries. The four strategic objectives of the Plan of Action correspond to the key areas of intervention identified in the Gender Equality Strategy. These are:

- ensure Global Fund's policies, procedures and structures effectively support programs that address gender inequalities;
- establish and strengthen partnerships that effectively support the development and implementation of programs that address gender inequalities and reduce women's and girls' vulnerabilities through the provision of quality technical assistance, and building capacity of groups working on these issues;
- develop a robust communications and advocacy strategy that promotes the gender equality strategy;
- provide leadership, internally and externally, by supporting, advancing and giving voice to the Gender Equality Strategy.

¹ The Global Fund to Fight AIDS, Tuberculosis and Malaria, The Framework Document of the Global Fund to Fight AIDS, Tuberculosis and Malaria. Geneva, Switzerland. p.4.

(See Annex 1 for detailed information about the strategic objectives, core components and key outcomes of the Plan of Action).

STRATEGY IMPLEMENTATION

6. The implementation of the Gender Equality Strategy is the collective responsibility of the entire Global Fund Secretariat, the Board and Global Fund partners. Within the Secretariat, different structures are responsible for the implementation of specific activities.

7. To measure progress towards the achievement of objectives set out in the Plan of Action, a rigorous monitoring and evaluation framework has been developed. Review of progress in implementing the strategy has been a regular item on the agenda of Global Fund Board meetings. Progress has also been incorporated into the reports of the Executive Director to the Board. To ensure there is a transparent, professional and independent evaluation of the Secretariat's performance in implementing the Gender Equality Strategy, the Plan of Action will be subject to an external evaluation in the third year of implementation.

8. Progress has been achieved in all four key areas of intervention identified in the strategy and Plan of Action, as follows.

1. Ensure Global Fund's policies, procedures and structures effectively support programs that address gender inequalities

A. Strengthening Country Coordinating Mechanisms

9. The Plan of Action recognizes Country Coordinating Mechanisms, which develop and submit proposals for funding to the Global Fund and the Principal Recipients, as the key entry point for ensuring that proposals that take gender into account are prioritized at the country level. There is a recognition that building the capacity of Country Coordinating Mechanisms is crucial to ensuring that proposals to the Global Fund address gender inequalities. Therefore, proposed revisions to the Country Coordinating Mechanism Guidelines - the key reference document for Country Coordinating Mechanisms worldwide - include strategies to strengthen gender expertise and achieve balanced gender representation in Country Coordinating Mechanisms. This includes enhanced gender-related indicators within a new Country Coordinating Mechanism funding policy which will allow the Global Fund to monitor the number of Country Coordinating Mechanism members trained on gender-related issues and/or representing organizations with a documented gender-related mandate. The revised Country Coordinating Mechanism Guidelines will be submitted to the Global Fund Board in September 2010.

B. Strengthening the proposal application process

10. In order to strengthen applications for funding, Round 9 proposal forms have been analyzed. Based on the findings, a number of changes to the proposal guidelines and forms have been recommended for introduction in Round 10, including: (1) clearer explanations on the nature of gender expertise and skills needed in the Country Coordinating Mechanism; (2) a request to applicants to provide in-depth situational analyses of gender-harmful norms, current interventions, if any, and proposed activities to address harmful norms; and (3) a request for sex-disaggregation of relevant data as part of the monitoring and evaluation plans.

11. Information sessions about the gender equality and SOGI strategies have been integrated into Global Fund regional conferences in Middle East and North Africa (June 2009), South and West Asia (October 2009), Eastern Europe and Central Asia (November 2009), Latin America and Caribbean (December 2009) and West and Central Africa (February 2010). The goal of these sessions was to ensure that country partners were aware of the strategies and were able to incorporate gender and SOGI-related activities and indicators into existing Global Fund programs and/or to submit strong new proposals that include such activities.

12. To support the process, a gender toolbox² has been developed, comprising a collection of technical resources to assist in the planning of gender programs. This tool will be disseminated widely to complement the existing technical guidance on Global Fund proposals for countries.

13. During a workshop for the National Strategy Applications First Learning Wave, support was provided to countries to ensure that their National Strategy Applications to the Global Fund had strong gender components.

C. Strengthening gender expertise of the Technical Review Panel

14. Recognizing that the independent Technical Review Panel is instrumental in assessing proposals for funding and recommending what gets funded, the Global Fund has undertaken activities to strengthen gender expertise within the Technical Review Panel. This has included substantive briefings of the Technical Review Panel on gender issues and focusing on gender expertise in the recruitment of panel members, to help ensure that proposals are appropriately reviewed.

D. Strengthening monitoring, evaluation and reporting

15. Efforts to strengthen the monitoring, evaluation and reporting of programs that address gender inequalities are being scaled up within the Secretariat. This includes the development of a key performance indicator on gender and key affected groups and the integration of gender issues in the Grant Performance Scorecard.

16. Since October 2009, a higher priority has been placed on monitoring issues of equity - including gender equality - and access to services across the Global Fund portfolio. A framework to assess the scope of activities that promote gender equality in the overall Global Fund portfolio has been developed and will be finalized in collaboration with partners during the first half of 2010. A gender analysis of HIV proposals approved in 2008 and 2009 is underway. The findings will be available in the second quarter of 2010.

17. The Global Fund is also working closely with partners to strengthen gender monitoring and evaluation across organizations. Global Fund staff are part of a group initiated by UNIFEM in collaboration with the Joint United Nations Programme on HIV/AIDS (UNAIDS) that is working to harmonize gender-sensitive indicators for monitoring progress of HIV and AIDS interventions at country level.

² Available from: http://www.who.int/hiv/pub/toolkits/2-1a_Gender_Oct08EN.pdf

2. *Establishing and strengthening partnerships that effectively support the development and implementation of programs that address gender inequalities and reduce women's and girls' vulnerabilities through the provision of quality technical assistance, and building capacity of groups working on these issues*

18. Partnerships are a critical success factor in implementing the Gender Equality Strategy. In accordance with its principle of country ownership, the Global Fund does not engage in proposal preparation or the implementation of Global Fund-funded programs.

A. Links to partners' initiatives on gender equality

19. The Global Fund has worked closely with partner initiatives such as the UNAIDS-hosted Global Task Force on Women, Girls, Gender Equality and HIV in an effort to ensure that the implementation of the Gender Equality Strategy is closely aligned with the gender activities of partners.

20. This includes establishing links with initiatives led by the World Health Organization (WHO), such as work to improve a tool on the integration of gender in health-sector HIV programs. Work with WHO has also included a focus on improving the integration of maternal and child health as well as sexual and reproductive health into HIV programs. A joint analysis of Rounds 1 to 7 undertaken by WHO and the Global Fund in 2008 showed that, with a few exceptions, all HIV grants included a sexual and reproductive health component³.

B. Building partnerships and consultation with partners on gender-related issues

21. A regional stakeholder consultation organized by the Global Fund and the UNAIDS Western and Central Africa regional office was held in January 2010 in Dakar, Senegal. The consultation gathered 80 participants from over 15 countries. Meeting participants stressed the need to further strengthen the capacity of Country Coordinating Mechanisms and other country-level stakeholders to include gender analysis and interventions in their Global Fund proposals, as well as the need to identify and make available technical support in a timely and responsive manner. Participating countries developed roadmaps outlining their context-specific gaps and needs. Following the meeting, the Global Fund and technical partners outlined practical steps needed to strengthen support to countries for the development of Round 10 proposals. Partners such as UNAIDS, WHO, the United Nations Development Programme (UNDP), Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), the United Nations Children's Fund (UNICEF), and the Open Society Institute are engaged in efforts to better support countries to include strong gender components in their proposals. Simultaneously, discussions with technical partners have started in support of ongoing grant implementation at the country level.

C. The Global Fund Partnership Strategy

22. The guiding principles of the recently adopted Global Fund Partnership Strategy emphasize that "the Global Fund stands by the principle of best practice, human rights and proven, evidence-based interventions that are in accordance with the Gender Equality and the Sexual Orientation and Gender Identities Strategies and other relevant documents ..."

³ Lusti-Narasimhan M, Collin C, Mbizvo M. Sexual and reproductive health in HIV-related proposals supported by the Global Fund to Fight AIDS, Tuberculosis and Malaria. *Bull WHO* 2009; 87:816-23.

3. Developing a robust communications and advocacy strategy that promotes the Gender Equality Strategy and encourages programming for women and girls and men and boys

23. The Global Fund Secretariat used a number of high-profile events in 2009 - including the G8 parliamentary summit in Rome, a young leaders' summit in Oslo, and an event focused on global HIV funding for women and girls in Washington D.C. - to promote the Gender Equality Strategy and encourage programming addressing gender equality issues. A more comprehensive communications and advocacy strategy will be developed in 2010.

4. Provide leadership, internally and externally, by supporting, advancing and giving voice to the Gender Equality Strategy

A. Strengthening the capacity of the Secretariat in order to ensure that the Global Fund Secretariat has the skills, expertise and capacity required in relation to gender equality

24. Three technical seminars and two induction courses on gender and SOGI have been conducted, reaching more than 250 staff. In addition, an effort is made to regularly make gender-related information accessible to staff. The internal gender task team has helped identify skilled and experienced staff to help drive implementation of the strategy.

B. Strengthening Global Fund leadership governance and culture

25. The Secretariat has agreed on key performance indicators related to staff diversity that include three diversity targets: sex, ethnicity and people living with the diseases or from affected communities.

26. The Executive Director and senior management team have used opportunities such as public speeches, opinion articles and other fora to draw attention to and promote the Gender Equality Strategy. The Executive Director's initiative on strengthening the quality and coverage of programming to prevent transmission of HIV from mother to child is one example of leadership from the Secretariat to improve the lives and health of women in developing countries.

RISKS TO IMPLEMENTATION AND RISK MANAGEMENT

27. In addition to the Secretariat's efforts, the successful implementation of the Gender Equality Strategy depends on the commitment of countries - particularly Country Coordinating Mechanisms - and the engagement of partners in providing appropriate technical support as needed at the country level. The Global Fund is committed to further strengthening its partnerships with country stakeholders and technical partners and to continue to increase its advocacy on gender-related issues and interventions.

28. The success of implementation also depends on accurate and regular monitoring and reporting of gender-related indicators in the context of well-functioning health information systems. The Global Fund is currently improving the proposal forms and guidelines as well as the reporting of sex-disaggregated data and grant performance.

CONCLUSION

29. Since the approval of the Gender Equality Strategy in November 2008, followed by the completion of the Plan of Action in July 2009, work has focused on:

- a) improvement of policies, structures and processes to create a better environment for implementation;
- b) establishing and strengthening partnerships that effectively support the development and implementation of programs that address gender inequalities;
- c) advocacy and communication on the Gender Equality Strategy; and
- d) strengthening internal leadership, including improvement of knowledge on gender within the Global Fund secretariat and working on improvement of internal governance.

30. Many activities have been undertaken in all of these areas, with some initial good results. However, the Global Fund recognizes that more remains to be done and is committed to further increasing its efforts and strengthening partnerships so that programs and activities address gender inequalities and meet the health needs of women and girls.

ANNEX 1 - GENDER STRATEGY IMPLEMENTATION PLAN 2009-2012

Summary of Strategic Objectives, Core Components and Key Outcomes

STRATEGIC OBJECTIVE 1: ENSURE GLOBAL FUND POLICIES, PROCEDURES AND STRUCTURES EFFECTIVELY SUPPORT PROGRAMS THAT ADDRESS GENDER INEQUALITIES		
CORE COMPONENT	KEY OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS
1.1 Ensure proposals are based on the principle of "know your epidemic", therefore include sex- and age-disaggregated data and a sound, evidence-based gender analysis in relation to the specific disease. Subsequently address the gender inequalities that exist.	<p>Proposals include sex- and age-disaggregated data and an evidence-based gender analysis. If gender inequalities exist in the country's context, the proposal demonstrates evidence-based program approaches to address these inequalities in relation to the specific disease.</p> <p>Proposal road shows communicate gender issues to stakeholders.</p> <p>Revised fact sheets and proposal guidelines on gender are available to countries.</p> <p>New and/or adapted proposal questions include a clear, direct link to gender.</p>	<p>1. Number and percentage of Technical Review Panel-recommended proposals which include relevant sex and age disaggregated data. This can be at different levels (prevalence, awareness, behavior, coverage of services, etc)</p> <p>2. Number and percentage of Technical Review Panel-recommended proposals that include a sound and evidence-based gender analysis.</p> <p>3. Number and percentage of Technical Review Panel-recommended proposals that include gender-sensitive or transformative activities.</p>
1.2 Strengthen gender expertise of Country Coordinating Mechanisms to ensure proposals address gender inequalities	Country Coordinating Mechanism capacity and experience relating to gender is strengthened	<p>1. Number of Country Coordinating Mechanisms that include members with gender expertise</p> <p>2. Number of Country Coordinating Mechanism with an adopted Gender Equality and Equity Statement</p> <p>3. Number of Country Coordinating Mechanisms that have increased the percentage of women in their composition</p>
1.3 Strengthen gender expertise of the Technical Review Panel to increase the number of recommended proposals that address gender inequalities	<p>Technical Review Panel demonstrates gender expertise</p> <p>Technical Review Panel-recommended proposals include a sound gender analysis and response</p>	1. Number and percentage of Technical Review Panel members recognized as gender experts

STRATEGIC OBJECTIVE 1 (cont): ENSURE GLOBAL FUND POLICIES, PROCEDURES AND STRUCTURES EFFECTIVELY SUPPORT PROGRAMS THAT ADDRESS GENDER INEQUALITIES

CORE COMPONENT	KEY OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS
<p>1.4 Strengthen reporting disaggregated by sex and age and of gender-sensitive or transformative activities</p>	<p>Performance frameworks encourage incorporation of sex- and age-disaggregated impact/outcome indicators (prevalence, awareness, behavior, coverage, etc.) and indicators that monitor gender-related activities</p> <p>Global Fund is able to systematically track and report on programs that address gender inequalities.</p>	<ol style="list-style-type: none"> 1. Number and percentage of new performance frameworks that include sex- and age-disaggregated impact or outcome indicators 2. Number and percentage of new performance frameworks that include indicators that monitor gender-sensitive or transformative activities 3. At least one gender indicator is included among the key performance indicators of the Secretariat

STRATEGIC OBJECTIVE 2: ESTABLISH AND STRENGTHEN PARTNERSHIPS THAT EFFECTIVELY SUPPORT THE DEVELOPMENT AND IMPLEMENTATION OF COUNTRY PROGRAMS THAT ADDRESS GENDER INEQUALITIES, REDUCE WOMEN'S AND GIRLS' VULNERABILITIES AND INVOLVEMENT OF MEN AND BOYS IN FIGHTING THE THREE DISEASES.		
CORE COMPONENT	KEY OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS
<p>2.1. The Global Fund and partners agree on specific areas of collaboration to support countries in “knowing their epidemic”, including support in the use of sex- and age-disaggregated data, developing data and reporting systems and developing national diseases strategies and plans based on a sound gender analysis.</p> <p>2.2. Global Fund and partners work together to ensure gender expertise is provided to countries through technical support and capacity building in the development of resource mobilization plans, including proposals, Rolling Continuation Channel and National Strategy Applications.</p> <p>2.3. Global Fund and partners build countries’ capacity to address gender inequalities in implementation, particularly through community systems strengthening</p>	<p>The Global Fund partnerships framework includes “gender” in the key areas of partnerships and has a related gender indicator in the Partnership Performance Framework.</p> <p>Partnership operational plans include support to countries on data and reporting systems and national strategic planning that addresses gender inequalities (the use of sex0 and age-disaggregated data, conducting a sound and evidence-based gender analysis, developing gender-sensitive or transformative interventions where relevant, the use of sex- and age-disaggregated indicators and indicators monitoring and evaluating gender-related activities)</p> <p>Partners provide technical support to countries in the area of gender in the process of proposal development, Rolling Continuation Channel and National Strategy Applications.</p>	<p>1. Percentage of global memoranda of understanding or partnership agreements with gender built into work plans</p> <p>2. Number of countries with partnership operational plan that include gender</p> <p>3. Number of applying countries that are getting support from partners with gender expertise to include gender-sensitive or transformative intervention based on sound gender analysis during their process of resource mobilization through the Global Fund mechanisms (proposal development, Rolling Continuation Channel, National Strategy Application)</p>

STRATEGIC OBJECTIVE 3: DEVELOP A ROBUST COMMUNICATIONS AND ADVOCACY STRATEGY THAT PROMOTES THE GENDER EQUALITY STRATEGY AND ENCOURAGES PROGRAMMING FOR WOMEN AND GIRLS AND MEN AND BOYS.		
CORE COMPONENT	KEY OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS
3.1 Develop a corporate communications package that identifies critical entry points for the Global Fund's gender equality messaging. These entry points should take into account the communication needs in-country and include strategies to ensure that information is easily accessible to Global Fund staff and all stakeholders.	<p>The Gender Equality Strategy and relevant tools supporting its implementation are reinforced and communicated broadly and effectively to staff and partners at global and country level;</p> <p>Pocket edition containing definitions and explanations of key gender terms, concepts and messages produced for internal staff and partners</p> <p>The section of gender in the Knowledge Hub is regularly updated and contains useful information</p>	<p>1. Kit of gender analysis tools available on the Knowledge Hub</p> <p>2. Pocket edition with key definitions and explanations of gender terms and concepts is available</p> <p>3. Relevant statement on gender equality included in Global Fund communication</p>

STRATEGIC OBJECTIVE 4: PROVIDE LEADERSHIP, INTERNALLY AND EXTERNALLY, BY SUPPORTING, ADVANCING AND GIVING VOICE TO THE GENDER EQUALITY STRATEGY		
CORE COMPONENT	KEY OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS
4.1. Strengthen the technical capacity of the Global Fund Secretariat to address gender inequalities (human resources, training of staff, etc)	Gender expertise within the Secretariat is strengthened and easily accessible to the Secretariat, the Board and partners	<ol style="list-style-type: none"> 1. Number of staff posts with recognized gender expertise 2. Number of sessions (induction courses/technical seminars) organized on gender issues 3. Number of staff who beneficated from such sessions 4. A formal internal gender task team nominated
4.2. Integrate principles and actions to achieve gender equality into all aspects of staff management and culture	Global Fund is committed to gender equality and equity, equal employment opportunities for all, equal pay for equal work, and family-friendly policies.	<ol style="list-style-type: none"> 1. Number and percentage of female staff at post of Grade 6 (equivalent to P.5) and above 2. Human resources policy revised in the aim of being more family-friendly (parental leave, physical presence at the office, space for breastfeeding, flexible working hours, etc)
4.3. Global Fund governance bodies provide oversight and advocacy and give greater attention to gender equality principles in Global Fund governance structures and operations	<p>Effective high-level monitoring of Gender Equality Strategy implementation</p> <p>Strong commitment and leadership from all members of the Global Fund Board in advocating for gender equality</p>	<ol style="list-style-type: none"> 1. Review of progress in implementing the Gender Equality Strategy regularly included on the agendas of relevant Board committees.

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