**SOFF and Gender**

The SOFF Steering Committee adopted the [SOFF Gender Action Plan](https://www.un-soff.org/document/decision-3-3-adoption-of-the-soff-gender-action-plan-targets-for-the-first-implementation-period/) (Decision 2.2) as part of the SOFF Operational Manual. It includes the gender-related priority actions, indicators and target for the First Implementation Period.

According to the Gender Action Plan, **all the GBON National Contribution Plans must include gender considerations[[1]](#footnote-2).**

In the **Investment Phase,** countries are expected to demonstrate **50% of women participating in the capacity building activities** and **50% of women participating in consultations with civil society organizations.**

As indicated in the [Operational Guidance Handbook](https://www.un-soff.org/document/soff-operational-guidance-handbook/), SOFF supported countries are expected to provide recommendations on activities, consultations, and areas of collaboration for the implementation of the National Contribution Plan to ensure active participation of the civil society organizations and promotion of gender balance and gender opportunities.

An example of activities to include in the National Contribution Plan is provided below.

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| **Activity** | **Indicator** |
| Deliver capacity building activities on gender-sensitive topics in the context of SOFF operations  | * Technical capacity building activities including gender sensitive topics recommended in the National Contribution Plan
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| Conduct a gender assessment[[2]](#footnote-3) as part of the human capacity assessment (including areas as gender discrimination, harassment, gender balance etc.) and provide recommendations accordingly. | * Outline of the gender assessment included in the National Contribution Plan
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| Organize stakeholder engagement workshops/consultations including, where possible, civil society organizations (CSOs) focused on women’s empowerment | * Stakeholders’ engagement activities that involve CSOs focused on women’ empowerment recommended in the National Contribution Plan
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| Promote gender equality by establishing minimum thresholds for female participation in SOFF-related activities  | Recommendations to be included in the National Contribution Plan:* Women should represent at least 50 %[[3]](#footnote-4) of all participants in SOFF-related and supported trainings
* Women should represent at least 50 % of all participants in SOFF consultations, planning workshops, etc.
* Women should represent at least 50 % of staff for operating and maintaining GBON stations
* Women should represent at least 50 % of decision-making and project management positions where applicable
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1. Gender considerations are expected to focus on gender equality and empowerment. [↑](#footnote-ref-2)
2. An outline of the assessment (e.g. key questions) to be provided in the National Contribution Plan. [↑](#footnote-ref-3)
3. In cases where it is not possible to meet this threshold a strong justification should be provided. [↑](#footnote-ref-4)