

Age, Gender and Diversity Approach

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UNHCR's AGD approach is first a **question of Equity**

Through its systematic application, we ensure that all persons of concern to UNHCR enjoy their rights on an equal footing, and are able to participate fully in the decisions that affect their lives and the lives of their family members and communities.

Each person is unique. We value differences between persons, whether these differences are real or perceived, as they are defining characteristics that determine a person's capacities and needs.

Gender equality has been the cornerstone of UNHCR's purpose of improving protection for all persons under its care. Gender equality is about equal enjoyment of rights, responsibilities and opportunities for women, men, girls and boys.

AGD ensures Responsible and accountable programming for protection

UNHCR's AGD approach ensures that a protection lens is used in designing assistance and service programmes. Targeted actions to advance gender equality and support individual and community capacities to address protection risks and gaps need to be visible, appropriately resourced and measurable in all Country Operation Plans. UNHCR's results-based management tool, *Focus*, provides timely information to senior managers in respect of the AGD-sensitivity of operations enabling them to make strategic decisions. This ensures that the emphasis remains on results as opposed to processes alone.

AGD is about inclusivity

Each person is unique. The differences between people, whether actual or perceived, can be defining characteristics that play a central role in determining an individual's opportunities, capacities, needs and vulnerability.

By promoting respect for differences as an enriching element of any community, we promote progress toward a situation of full equality. Equality means respect for all. It includes the promotion of equal opportunities for people with different needs and abilities and direct, measurable actions to combat inequality and discrimination.

AGD and a focus on communities

community development

AGD is also Federative

- An agreed comprehensive protection approach for a multiplicity of protection actors
- A protection lens understood by various sectoral response actors, which allows for effective mainstreaming
- GPC's strategic framework incorporates an AGD approach.

AGD needs to be Evidence-based

UNHCR is working on a set of disaggregated indicators in the course of 2012, which will be sourced from FOCUS once the functionality of the tool allows. In the meantime, country offices will be collecting sex disaggregated data offline.

Collecting and analysing data on women and girls will allow the organization to conduct the same exercise with data on men and boys and complete a gender analysis for all operations.