

Name of Organization	Equity-definition	Determinants of Inequity	Manifestations of Inequity	Characteristics of Equity Approach	Target Demographic	Justification for Equity Approach
UNICEF	Prioritization of the most disadvantaged children	Gender, ethnicity, religion, disabilities, geographical location, “structural poverty”, weak governance, overlapping deprivations	Barriers to social services (health, nutrition, education, housing, access to water and sanitation, exploitation, child protective issues, decreased chances of being registered at birth, child survival	Monitoring Results for Equity System (MoRES)-tool to make sure policies are reaching the most marginalized, holistic approach, demand-based, equitable budgetary allocations, adequate social expenditures, elimination of user fees, cash transfers and other social assistance mechanisms	Early childhood, especially girls, women, families	CRC, human rights, more cost-effective, advance MDGs
World Bank	Equal opportunities, pre-determined circumstances should not impede a person’s path in life, avoidance of absolute deprivations	Horizontal inequalities- race, gender, social or family background, nationality, access to capital, market failures with respect to credit, insurance, land and human capital,	Infant mortality, shorter length of life, low quality and lower rates of access to schooling, income poverty, lower access to clean water	Correct market failures, redistribution mechanisms which impact access to social services, more equal access to public services and information, property rights, greater fairness in markets, give political voice,	Those left out of policy interventions, with the least resources and most disadvantaged and marginalized without voice, early childhood,	Intrinsically important and as a vehicle for prosperity and sustainability

		“inequality traps”- overlapping deprivations		demand-based approach tailored to local needs		
MDGs Post 2015	Stresses outcomes over inputs for the most marginalized	Horizontal deprivations- race, ethnicity, caste, religion, language, gender, location, vulnerability to environmental phenomenon,	Low self esteem, crime, addiction, impeded access to social services	Holistic approach, demand-based, promotes social protection for the most disadvantaged, redistributive fiscal policies, land reform, disaggregate poverty measures	The most disadvantaged suffering from multidimensional deprivations, children and adolescents, people with disabilities, ethnic minorities	Human rights, good for economic growth, the most marginalized do not benefit from development at the same rates as the rest
Save the Children	Prioritization of interventions for the most disadvantaged, fairness	Income, age, caste, religion, place of residence, gender and other forms of group identity	Child mortality, access to health care, nutrition and adequate diet, education, gender discrimination, maternal health, impaired childhood development, vulnerability to violence and abuse	Holistic, demand-based, utilizing “effective available income per child” measurement, consistent budget allocations, focus on nutrition, sanitation, empowerment of women, social protection, universal service model, disaggregate data in measuring poverty data	children	CRC, more effective than prior development strategies

Oxfam International	Fairness, justice, breaking the cycle of poverty, “active citizenship”- paying taxes and obeying laws while exercising political, social, and civil rights	Selfish economic interests over collective values, group identities- gender, race, caste, location	Crime, violence, impeded access to social services, security, social and political citizenship, migration, environmental degradation, social instability, limits economic growth	Empower the disadvantaged, holistic, shift public opinion, promote quality health and education services, access to capital markets for “the poor”, regulate FDI, gender equity, redistribution through advocacy of just financing	Implicitly-those people without have access to basic social services, security, social and political citizenship, women, minorities, focus on effective states is explicit	MDG approach falls short. Achievement of rights
UN Women	not equity, per se. human rights as they pertain to women (WEAK)	Gender discrimination in economic, political and social realms	Women face disproportionate chances for access to food, water, energy, health, employment, sexual victimization and education	Increase women’s leadership and participation, economic empowerment, end violence against women and girls, promote safe water, sanitation, food security, sustainable agriculture, energy, health and education, social protection programs and cash transfers to the “poorest” women	Women and girls, least developed countries	Human rights framework and equality is better for growth and productivity (not connected to equity per se)
ILO	Equal	Education level,	Employment and	Sectoral	Demand-based	Create

	remuneration for work of equal value, not in greater context of international development	field of study, work experience, seniority in organization, size of organization, stereotypes, traditional evaluation methods,	balanced income manifest in social cohesion and good economic growth	approach to employment and labor, recommends flexible working hours, increased participation in labor market of vulnerable groups, economic support to labor intensive sectors, social protection through cash transfers for infrastructure and investment, simplify tax regimes (?)	approach/concern for needs with respect to targeting the needs of the disadvantaged, reintegrate long term unemployed youth	employment for economic growth
UNFPA	Prioritize the most disadvantaged groups first for equal opportunities	Deficit of opportunities due to rural location, gender, ethnicity minority languages, HIV, disabilities, barriers to services such as user fees, distance, transportation costs, and loss of income due to time loss	Deprivation of access to services, markets, opportunities, increased chances of being in conflict areas, increased vulnerability to environmental disasters, higher unemployment, hunger, nutrition, underweight children, women receive	holistic approach through universal access and social protection, demand-based, Universal access to sexual and reproductive health, meet unmet family planning needs, emphasis on the most vulnerable communities, social protection floor to ensure	Young people, especially girls, maternal health care	Rights based approach

			inadequate maternal and reproductive health and wages	access to basic social services and allocation of budgets to the most vulnerable		
UNDP	Human rights for the most vulnerable groups of people not currently being reached	Overlapping deprivations, horizontal inequalities of certain groups-gender, race, birthplace, vulnerability to physical environment, environmental degradation and pollution, historical discrimination	Access to clean water, sanitation, land degradation, illness, death, deficits in education, criminality, social cohesion, living standards generally	Demand-based, promote stronger accountability and democratic process, budget allocations for the most marginalized, cash transfers and social protection schemas.	The most disadvantaged children, especially girls, women, the elderly	Concern for distributive justice, wealth disparities threaten the advancements that have already been made in development, inequity is unjust
WHO	Disparities that are avoidable and can be remedied with social policy, reaching the most disadvantaged first	Distribution of power, income, access to goods and services, overlapping deprivations from gender, age, circumstances under which people work, physical nature of the places people live, impeded access to information and services, including barriers of cost,	Impeded access to health care resulting in sickness, education, material conditions poor conditions of work and leisure, security, chance of leading a flourishing life, shortened life expectancy and increased vulnerability to illness	Holistic view involving the whole government, not just in health sector-improve daily living conditions, tackle inequitable distributions of power, money, and resources, measure and assess impact of action, programs and policies to address quality	Early childhood, expectant mothers, indigenous and marginalized groups, rural communities, women, most disadvantaged first	Daily conditions people live in have strong impact on health equity. These circumstances are unfair and unavoidable

		involvement of marginalized groups in decision-making		housing, shelter, clean water and sanitation		
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