

UNCT - SWAP Gender Equality Scorecard

Assessment Report and Action Plan

UNCT Maldives

I. BACKGROUND

The UNCT SWAP- Gender Equality Scorecard is a standardized rapid assessment of UN country-level gender mainstreaming practices and performance aimed at ensuring accountability and improving UNCT performance. The scorecard promotes improved planning, coordination, programming and results for gender equality and women's empowerment at the country level, tied to support to Member States to achieve the SDGs. It is further designed to ensure the UN system globally adheres to the minimum standard for gender equality set by the UNDG and enables UNCTs to reach those most in need, while strengthening coordination, transparency and collaboration across the UN system as a whole rather than the achievements of any single agency.

The UNDG endorsed the scorecard in 2008 in response to the UN Chief Executive Board for Coordination 2006 Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and was revised in 2016-17 to reflect new guidance on common country processes as well as alignment to the 2030 Agenda for Sustainable Development.

The Gender Scorecard is organized around 7 dimensions: 1. planning; 2. programming and M&E; 3. partnerships; 4. leadership and organizational culture; 5. gender architecture and capacities; 6. resources; and 7. results composing of 15 indicators drawn from intergovernmental mandates.

The exercise in Maldives was initiated in September and the findings and the assessment completed in November

II. MALDIVES UNCT CONTEXT

For the period considered in the Gender Scorecard exercise, UNDAF 2016-2020 was the main planning framework for the UNCT and partners. Eleven UN agencies (four Ex-Com and seven specialized agencies) were signatory to the UNDAF. There are currently four resident UN agencies operating in the Maldives; UNDP, UNICEF, WHO and UNFPA with programme presences of IOM, UNODC, UN Women and WB. Other UN entities undertaking programming in Maldives include FAO, ILO, UNEP, UNESCO, and UNOPS, operating from Colombo, New Delhi, Bangkok, etc.

The UNDAF 2016-2020 embodies four strategic outcome areas (Youth and Children, Gender, Governance and Environment and Climate Change). The UNDAF is implemented through biennial Joint Work Plans, with annual monitoring of progress, and a mid-term review. The Joint Work Plans draws from the priorities of the Government including the current administration's Strategic Action Plan 2019-2023, the election manifesto-based operational plan of the current Government that is effectively the 5-year planning document of the country.

In December 2018, the UNCT articulated the roll-out process for the new United Nations Sustainable Development Cooperation Framework (UNSDCF) for Maldives with agreement of the roll-out plan and timeline with the Government of Maldives. The final evaluation of the UNDAF 2016-2020 was completed in 2019 for the first three years of UNDAF implementation. This evaluation generated evidence and lessons learnt to strengthen the formulation of the new UNSDCF.

The Common Country Analysis (CCA), published on 6 March 2020, was completed in a participatory manner with stakeholders from the Government and civil society. The analysis benefited from strategic

multi-stakeholder dialogue and identification of vulnerable groups. While the original UNSDCF timeline earmarked the formulation of new UNSDCF in May 2020 the process was delayed due to COVID-19.

The sudden halt of international tourism brought an unprecedented economic shock, with an estimated contraction of economic growth by 18.6 %, severely weakening the fiscal and external position, threatening the economic and developmental gains in the Maldives, increasing food insecurity due to disruptions in the supply chain. In the words of the Government of Maldives, the COVID-19 pandemic has made the Middle Income Country effectively a no-income country. Social and livelihoods costs to people are immense: children's learning are being severely affected, and people have lost incomes and require urgent protection. Increased unemployment, violence against children, gender based violence and extremist ideologies is weakening the social fabric of the society.

Focusing on the economic and social response to the COVID-19 Government of Maldives requested for extension of the current UNDAF for an additional year, ending in December 2021. Meanwhile, the UN's plans for 2020 are being reprioritized in line with the Government's response. The UN's Socioeconomic Response and Recovery Framework, benefited by two virtual UNCT strategic retreats to brainstorm on the new priorities of country including those expressed through the National Taskforce on Relief and Recovery led by the President. Relevant UN entities participated in the discussions of the subgroups of the National Taskforce.

While the Joint Work Plans extracted from UN's Socioeconomic Response and Recovery Framework will represent the UN's and Government's Joint Work Plans from July 2020 through December 2021, the latter will reflect on the reprioritization of the policies and strategies of Government's Strategic Action Plan, which is envisaged to be published in November 2020. In the absence of a national development plan, the current cycle of the UNSDCF is aligned the electoral cycle. In line with the 2030 Agenda, the UN Maldives has reinvigorated advocacy with the Government for a long-term national development plan.

An SDG Mainstreaming, Acceleration and Policy Support (MAPS) exercise will take place in the last quarter of 2020 to support the development of the new UNSDCF, and national development planning in line with the 2030 Agenda. The MAPS support will identify critical pathways and levers for the country to build back better from the pandemic while bringing the transformation for achieving the broader SDGs. Along with the new Business Operations Strategy (BOS 2.0) being developed by the UNCT by end of 2020, the UNCT Gender Scorecard exercise will feed into the new UNSDCF process.

The implementation structure for the UNDAF for the Maldives consisted of several inter-agency coordination bodies, some to meet on a regular basis and some to be convened when required.

A high-level Joint Steering Committee (SC) provide formal oversight and management direction throughout the UNDAF cycle. The Steering Committee's mandate includes ensuring the smooth coordination of all outcome groups, to make substantive decisions for optimal implementation of UNDAF and to organise UNDAF reviews and evaluations. The SC is co-chaired by the UNRC and the Foreign Secretary from Ministry of Foreign Affairs. The SC is scheduled to meet once a year in January. However, the steering committee met only once during the first 3 years.

Working groups are established for each of the four priority/outcome areas, known as Outcome Groups. These four outcome groups were responsible for formulating the annual/biennial work plans and

implementation. Each Outcome group had a chair from a UN agency and a co-chair selected from the Government.

In addition, seven additional working groups were set up to oversee specific functions of implementation. These groups are depicted in the chart below.

III. METHODOLOGY

a) The UNCT-SWAP Gender Equality Scorecard Methodology

The 2018 framework and technical guidance provided the backdrop of the scoring methodology based on four scores as below:

- Exceeds Minimum Requirements when all the criteria are met
- Meets Minimum Requirements when most of the requirements are met
- Approaches Minimum Requirements when some of the scores are met
- Missing Minimum Requirements when none of the minimum requirements are met

This exercise measures scores on UNCT collective processes engaged for achieving joint results on gender equality.

DIMENSIONS	INDICATORS
Planning	Indicator 1.1 Common country analysis integrates gender analysis
	Indicator 1.2 Gender equality mainstreamed in UNDAF outcomes
	Indicator 1.3 UNDAF indicators measure changes on gender equality
Programming and M&E	Indicator 2.1 Joint programs contribute to reducing gender inequalities
	Indicator 2.2 Communication and advocacy address areas of gender inequality
	Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results
Partnerships	Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women
	Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs
Leadership and Organizational Culture	Indicator 4.1 UNCT leadership is committed to championing gender equality
	Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women
	Indicator 4.3 Gender parity in staffing is achieved
Gender Architecture and Capacities	Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE
	Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming
Resources	Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked
Results	Indicator 7.1 UN programmes make a significant contribution to gender equality in the country

b) The UNCT SWAP Gender Equality Scorecard Process in Maldives

The 2018 framework and technical guidance was strictly adhered to undertaking the exercise as endorsed by the UNCT on 18 August 2020. An Inter-Agency Taskteam with representation from UNFPA, UNICEF, UNDP, WHO, IOM, UNODC and RCO composed of members from Gender Outcome Group, UN Communication Group and the Human Resources were formed to carry out the scoring. The orientation was held on 17 September 2020.

A google folder was created to compile all the documents to be reviewed. Each team is assigned to score two to three indicators. The team scores were compiled into the report and discussed with the IAT for providing feedback on the scores.

Feedback sessions to go through the scores and drafting action planning were held on 24 November. The presentation of the findings and action plan to UNCT was held on 1 December 2020.

IV. FINDINGS

a) Summary

The ratings as per the UNCT-SWAP methodology was adhered to with the following colour coding.

Exceeds Minimum Requirements

Meets Minimum Requirements

Approaches Minimum Requirements

Missing Minimum Requirements (does not approach Minimum Requirements)



DIMENSIONS	INDICATORS	SCORE
Planning	Indicator 1.1 Common country analysis integrates gender analysis	Approaches Minimum Requirements
	Indicator 1.2 Gender equality mainstreamed in UNDAF outcomes	Meets Minimum Requirements
	Indicator 1.3 UNDAF indicators measure changes on gender equality	Meets Minimum Requirements
Programming and M&E	Indicator 2.1 Joint programs contribute to reducing gender inequalities	Approaches Minimum Requirements
	Indicator 2.2 Communication and advocacy address areas of gender inequality	Approaches Minimum Requirements

	Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results	
Partnerships	Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women	
	Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs	
Leadership and Organizational Culture	Indicator 4.1 UNCT leadership is committed to championing gender equality	
	Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women	
	Indicator 4.3 Gender parity in staffing is achieved	
Gender Architecture and Capacities	Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE	
	Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming	
Resources	Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked	
Results	Indicator 7.1 UN programmes make a significant contribution to gender equality in the country	

b) Findings by dimension

Out of the 15 indicators, two scores of exceeding minimum requirements, three scores of meeting minimum requirements, five scores of approaching minimum requirements and five scores of missing minimum requirements. This means that only a third of the indicators either meet or exceed the minimum requirement in implementing

Dimension 1. Planning

Indicator	Score
Indicator 1.1 Common country analysis integrates gender analysis	Approaches Minimum Requirements
<p>Findings and Explanation</p> <p>The Common Country Analysis highlights 13 development sectors, including but not limited to; population, poverty, education, health, drugs, social protection, climate change and so forth.</p> <p>a) Out of 13 key national development issues in the Country Analysis, general analysis across all sectors was identified but very limited gender analysis across the sectors, including underlying (although not to equal extent) gender inequality and discrimination in line with SDG priorities including SDG5. However, there was no gender analysis identified in sectors such as (climate, environment). Gender dimensions are largely absent in these sectors.</p> <p>b) The country analysis contains some sex-disaggregated and gender-sensitive data. However, the use of the data is not consistent. For instance, the climate change sector does not contain any data that could demonstrate difference in the situation of women and men with regard to impacts felt by climate induced development concerns such as climate-induced displacement, livelihoods, loss of housing.</p>	
<p>Evidence or Means of Verification</p> <p>CCA Documents October 2014 and March 2020</p>	

Indicator	Score
Indicator 1.2 Gender equality mainstreamed in UNDAF outcomes	Meets Minimum Requirements
<p>Findings and Explanation</p> <p>The UNDAF (2016 - 2020) has 4 Outcomes/ Strategic Priority Areas: 1) Youth and Children, 2) Gender, 3) Governance, 4) Environment and Climate Change</p> <p>a) Gender is not visibly mainstreamed across all outcomes, for instance in the outcomes on Youth and Children, Governance and Environment & Climate Change, the outcome statement does not visibly mainstream gender equality, the statements refer to "children and youth" or "vulnerable groups" without specifying gender.</p> <p>b) The UNDAF has an outcome specifically targeting gender equality in line with SDG priorities including SDG5. Outcome 2: By 2020, gender equality is advanced and women are empowered to</p>	

enjoy equal rights and opportunities in access to social, economic and political opportunities. Outcome 2 has three supporting outputs.

Outcome 4 statement in UNDAF has no visible gender reference but is reflected in Output 4.3, thus, substantive reference to gender equality appears to be absent.

Evidence or Means of Verification

UNDAF Document (2016-2020)

Indicator	Score
Indicator 1.3 UNDAF indicators measure changes on gender equality	Meets minimum requirements
<p>Findings and Explanation</p> <p>Over 41% of the outcome and output indicators track progress towards gender equality. Since the SDGs were in force after the design of the current UNDAF, it is not fully aligned with the SDG indicators including SDG 5.</p> <p>UNDAF (2016-2020) has a total of 22 outcome and 77 output indicators in all the 4 UNDAF outcome areas. Out of these 58 indicators are considered as gender blind as these indicators measure non gender related things such as number of facilities, no of reports etc. Out of the total number of indicators, 41 tracks progress towards gender equality results.</p> <p>Below is the information on each separate outcome area Outcome 1- Youth and children: Total number of outcome and output indicators is 25 out of which 48% is gender sensitive. Outcome 2 - Gender: Total number of outcome and output indicators is 17 out of which 88% is gender sensitive. Outcome 3 - Governance: Total number of outcome and output indicators is 31 out of which 23% is gender sensitive. Outcome 4 – Environment and Climate Change: Total number of outcome and output indicators is 26 out of which 23% is gender sensitive.</p>	
<p>Evidence or Means of Verification</p> <p>UNDAF (2016-2020)</p>	

<p>Indicator</p> <p>Indicator 2.1 Joint programs contribute to reducing gender inequalities</p>	<p>Score</p> <p>Approaches minimum requirements</p>
<p>Findings and Explanation</p> <p>In the current UNDAF period, the UNCT has had 3 Joint Programmes - 1 completed and 2 newly signed and not fully operational at the time of the scoring. Hence, this exercise is limited to the Joint Programme: Low Emission Climate Resilient Development (LECRd) implemented and completed (2014 - 2019) during the current UNDAF period.</p> <p>At present there are no fully operational Joint programmes, however 2 new programmes have been established; 1) Operationalizing Integrated National Financing Framework (INFF) in the Maldives and 2) Protecting women & children: digitizing & streamlining social services, and creating a unified platform for national care.</p> <p>a) Gender is visibly mainstreamed at some of the activity level of the JP LECReD, however, it is not visibly mainstreamed at Output level (the JP has 4 Outputs)</p> <p>b) A Joint Programme, Protecting women & children: digitalizing & streamlining social services, and creating a unified platform for national care, promoting gender equality and the empowerment of women has newly been signed and will become fully operational by the end of the year.</p> <p>c) The country does not have a system in place to ensure gender mainstreaming in the JPs. However, the Gender Outcome Group has recently taken a broader role in providing technical input and bringing a gender lens to newly developed funding proposals and programmes.</p>	
<p>Evidence or Means of Verification</p> <p>Low Emission Climate Resilient Development (LECRd) 2014-2019 Protecting women & children: digitalizing & streamlining social services, and creating a unified platform for national care, 2020 – 2021 Operationalizing Integrated National Financing Framework (INFF) in the Maldives, 2020-2021</p>	

<p>Indicator</p> <p>Indicator 2.2 Communication and advocacy address areas of gender inequality</p>	<p>Score</p> <p>Approaching minimum requirement</p>
<p>Findings and Explanation</p> <p>a) The UN Gender Outcome Group and the UN Communications Groups has worked collaboratively to successfully implement advocacy activities during the 16 Days of Activism</p>	

2020. For example, a video message involving stakeholders from the UN, Government and partners was developed and posted on social media platforms. Information and key messages on GEEW issues were disseminated through these videos.

- b) There has been no advocacy campaigns on GEEW undertaken during the reporting period. Joint advocacy and communications have not been integrated in any of the joint programmes. However, one off activities have been undertaken in the reporting period by different agencies. This is not consistent and is not part of a sustained or long-term campaign.
- c) The UNCT does not have a consolidated communications plan that includes GEEW activities. Communication and Advocacy addressing areas Of Gender Inequality is not satisfactorily embedded into the workings of the United National Communications Group (UNCG), as planning/implementation of key days and events to be marked as part of the joint advocacy did not take addressing gender inequality into account specifically. However, in the planning and implementation of key days and events, the UNCG members were aware of the importance of highlighting the issues of gender that persist in the society when jointly celebrating key days such as the International Day of the Girl Child and International Day for the Elimination of Violence Against Women / 16 Days of Activism.
- d) There has been no joint collaboration or communications on non-traditional gender themes during the past year.

Evidence or Means of Verification

Draft ToR of the UNCG

Meeting minutes of the UNCG from 2016 - 2018

Indicator	Score
Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results	Approaches Minimum Requirement
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) Updated indicator matrix as of 31 December 2018 was reviewed including where possible sex disaggregated data collected through the tool. There are a total of 99 outcome and output indicators in all the 4 UNDAF outcome areas of which 1 outcome is directly on Gender. All monitoring activities collected progress on that outcome indicator as planned. However, quality of data collection remains weak and has not been consistent in reporting the disaggregated indicators. More careful attention must be given in future to collect indicators to measure the required disaggregation. b) UNDAF reviews on gender specific results tend to focus only on the gender specific outcome area and hence, monitoring gender mainstreamed indicators in the other 3 outcome areas remain inconsistent. c) There has been no Gender training conducted specifically for the UN Technical Group, which is 	

tasked for monitoring the framework, however, the monitoring role has remained fragmented and what was monitored are by the outcome groups. In future the TOR of the equivalent M & E role holder must ensure data collection for monitoring the UNSDCF practice the function assigned to them.

Evidence or Means of Verification

UNDAF Results Matrix with Indicator Status, Annual Reviews 2018

Dimension 3. Partnerships

Indicator	Score
Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women	Meets Minimum Requirements
<p>Findings and Explanation</p> <p>a) UNCTs have had more than two joint initiatives with the government agencies within the current UNDAF cycle targeting gender equality as follows:</p> <ol style="list-style-type: none"> 1. UNFPA and UNDP supported the Ministry of Gender, Family and Social Services to the development of the 6th CEDAW State Report submitted in April 2019. 2. UNFPA and UN Women compiled research papers on gender equality and women’s empowerment for the Knowledge Exchange Forum with the Ministry of Gender and Family in 2018. Four papers were developed and published with a focus on the thematic areas of women’s economic empowerment with emphasis on unpaid care work, adolescent sexual and reproductive health, women’s rights in Islam as well as access to justice. 3. UNCT led a communication campaign for the 2020 16 Days of Activism in 2020. High level government offices and key stakeholders were engaged to spread messages and advocate for the elimination of violence against women and girls. 	

- b) The Ministry of Gender and Family led the discussion on gender outcome in the formulation of the UNDAF. With the request from the Ministry of Gender, UNDAF includes a section on financing costs of gender mainstreaming in other outcome areas.
 Women's machinery in Maldives is defined as the Ministry of Gender, Family and Social Services. Monitoring exercises for the UNDAF activities was a two-step process whereby stock taking was done both internally as well as with key partners including on validating progress.

Evidence or Means of Verification

6th periodic State report to CEDAW, Maldives, 2019
 Research papers on the Situation of Women in Maldives, 2018
 16 Days Activism videos 2020
 UNDAF 2016 - 2020 Document

Indicator	Score
Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs	Approaches minimum requirement
Findings and Explanation	
<p>a) UNCT has had ad hoc activities with different CSOs working on gender equality. UN agencies supported in contributing to the reporting on the CEDAW implementation to which CSOs also contributed to the 6th reporting cycle. Starting from 2019, the RCO has initiated a series of CSO consultations on topics including gender equality where different UN Agencies have presented papers where most of the topics covered were from a gender lens. For example, UNFPA impact of Covid-19 on women and girls;</p> <p>b) and c) Engagement of GEEW CSO's have been limited in the UNDAF cycle including UNCT coordinated initiatives aimed at situation the GEEW agenda within the local context.</p>	
Evidence or Means of Verification	
<p>Presentation slides</p> <ol style="list-style-type: none"> 1. Date: June 11th Agenda - Two topics: 1) Reaching the most vulnerable, 2) Countering Hate Speech/Stereotyping 2. Date: 8 July 2020 Agenda: The role of civic space in the 2030 Agenda – Context of Maldives 3. Topic: A post-COVID-19 sustainable development vision: the future of economic growth and the 2030 Agenda in Maldives Date: 26th August 2020 4. Topic: Ending migrant workers exploitation in Maldives – guaranteeing rights under the 2030 Agenda 	

Date: 2nd September 2020

5. Title: COVID-19 impact on women and girls – building back better in Maldives to challenge harmful practices and attitudes through the 2030 Agenda.

Date: 7th October 2020,

6. Title: Responding to underlying causes/threats to children’s wellbeing in society: using the 2030 Agenda to build back better through information, education etc.

Dimension 4. Leadership and organization

Indicator	Score
Indicator 4.1 UNCT leadership is committed to championing gender equality	Exceeds Minimum Requirements
Findings and Explanation a) Gender equality is meaningfully addressed in the UNCT HOA meetings in the last 12 months. Gender equality is frequently a separate agenda item and also discussed in the context of the UNCT meetings. Updates on from the Gender Outcome Group or UNCT discussions gender in the context of the various interventions has been discussed more than 70% of the meetings. b) The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. More than 82% of RC talking points examined between March 2020 and Oct 2020 made reference to gender issues. On IWD 2020 RC published an Op-Ed in local newspapers. Issues highlighted include bridging the gender gap to meet the SDGs, GBV economic empowerment of women/girls. The RC has championed having a gender specialist at the RCO upon ceasing of the UN Women presence in the country. c) Results from the survey on gender and organizational culture found that 86.6 percent of staff felt that HOAs are committed to gender equality in the workplace. d) The UNCT has included gender as part of the goals for the ARC between 2018-2020.	
Evidence or Means of Verification UNCT Meeting minutes Aug 2019-Sep 2020 Assessment of Results and Competencies (ARC) – 2018-2020 RC talking points available March 2020-Oct 2020 Results UN Gender and Organizational Culture Survey (2020)	

Indicator	Score
Indicator 4.2 Organisational culture fully	Meets minimum requirement

supports promotion of gender equality and the empowerment of women

Findings and Explanation

The survey was sent to all HOAs with instructions to distribute to all personnel. Results scored an overall positive rating of 79% (6% negative and 15% neutral). The minimum requirement (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for all the questions.

The score for heads of agencies and UN personnel commitment to gender equality was the highest at 86%. All the questions in the categories of gender equality and discrimination scored above 80%, indicating a exceeding minimum requirements in the two sections. However, all the questions in the category of work-life balance scored an average of 66%, which is just enough to meet the minimum requirement. The highest percentage of dissatisfaction is also observed in the category of work life balance with 15%, while 19% percent were neutral.

Evidence or Means of Verification

Results of the survey of staff perception of organizational environment for gender equality (total 71 responses of 92 personnel; confidence interval of 5.6)

Indicator

Score

Indicator 4.3 Gender parity in staffing is achieved

Missing Minimum Requirement

Findings and Explanation

a) The UN Country Team does not have in place the architecture for monitoring representation of women and men. Perhaps the consolidated data collected for this exercise may help the country team to establish such a mechanism in the future.

b) The assessment found that women comprise 61 percent of General Service Staff (25 of 41) and 67 percent of professional staff (34 of 51). Defining gender parity as within the range of 47-53 percent, there is no parity for GS staff and professional staff. The data received includes 13 individuals who are on individual consultancies, and has been omitted while calculating the total number of staff. Similarly, data received from 2 other agencies includes 1 UNV, 1 ungraded General Service staff and 1 ungraded professional staff, which has been excluded in the analysis.

c) The country team does not have a BOS. However, the OMT is in the process of establishing a BOS.

Evidence or Means of Verification

Consolidated, sex-disaggregated staffing data for UNFPA, WHO, UNDP, IOM, UNICEF, UNODC, RCO

Dimension 5. Gender Architecture and Capacities

Indicator	Score
Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE	Exceeds Minimum Requirements
<p>Findings and Explanation</p> <p>Finding: The gender coordination mechanism exceeds minimum requirements with all four criteria fulfilled.</p> <p>a) The Gender Outcome Group (GOG) was formed as part of the mechanism to coordinate UNDAF. Since inception in 2016, the HOO from UNFPA has been chairing the Gender Outcome group.</p> <p>b) Even though the GOG reflects an outcome group , a TOR is in place and the Joint Workplan for the results group on gender has been developed and implemented. The TOR envisages one meeting annually, despite that GOG has met several times a year in the past 4 years. In addition, annual reviews and joint work is carried out virtually through Google documents and or email collaboration.</p> <p>c) Currently 7 out of 13 members (53%) of the GOG are above P4/NOC. Members from UNFPA, UNDP, WHO, UNICEF, UNODC, IOM and RCO are represented in the GOG where bigger organizations have an alternate focal point identified</p> <p>d) GOG has been actively involved in supporting the development of the UN Confidential CEDAW report as well as undertaking the Gender Scorecard exercise. More recently GOG has been engaged in mainstreaming gender in the partnerships and resource mobilization initiatives.</p>	
<p>Evidence or Means of Verification</p> <p>TOR for UNDAF Outcome Groups with the main purpose to guide the implementation of the Joint Workplan</p> <p>Matrix indicating the composition of the GOG with their current gradings</p> <p>GOG meeting minutes 10 May 2017, 13 June 2018, 21 January 2019, 18 February 2019, 21 August 2019</p>	
Indicator	Score
Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming	Missing Minimum Requirement

Findings and Explanation

There have been no inter-agency capacity development activities for UN personnel during the past one year on gender mainstreaming.

1. During the current reporting cycle, there has been no UNCT capacity assessment on gender-related knowledge. In order to progress on this indicator, an inter-agency capacity needs assessment should be undertaken.
2. The proposed Prevention of Sexual Exploitation and Abuse (PSEA) Action Plan for UN Maldives has been submitted to the UNHQ for 2020 which offers some opportunities to implement the basic minimum actions before the end of the year, which were outlined by UNHQ.
3. As the RCO is now fully recruited working to develop a Roadmap for 2021 to propose to the UNCT for how the RCO will be set up to serve the UN family and partners in the most effective and impactful manner, this is the time that capacity building on gender mainstreaming in the Maldives get the required attention and have clear work plan on relevant areas including PSEA.
4. There is no induction package available currently for new UNCT members.

Evidence or Means of Verification

PSEA Action Plan (2020)

Dimension 6. Resources

Indicator	Score
Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked	Missing Minimum Requirements
Findings and Explanation <p>a) The UNCT has not carried out a capacity building event on the gender marker.</p> <p>b) The UNCT has not set a target for resource allocations to GEEW. However, the UNCT has in place a system to track and utilize some country-level gender budgetary data.</p> <p>UNCT monitoring and reporting processes for the One UN Reports (2017-2018) have tracked financial resources by outcome Area, including one for Gender specifically.</p> <p>The data does not reveal resources were dedicated to gender mainstreamed activities across all outcomes although qualitative information is provided. Nevertheless, it offers a partial picture of tracking in the absence of a marker.</p>	
Evidence or Means of Verification	

2017-2018 One UN Annual Report
 2018-2019 RC Annual Report
 2017-2018 Assessment of Results and Competencies (ARC) for UNCTs and RCs

Dimension 7. Results

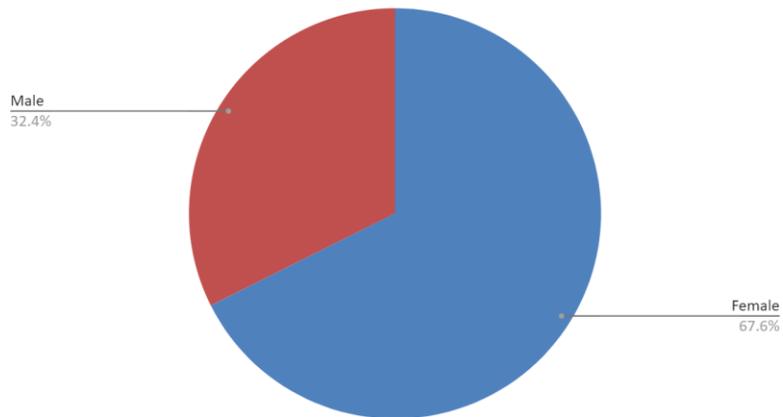
Indicator	Score
Indicator 7.1 UN programmes make a significant contribution to gender equality in the country	Approaches Minimum Requirement
<p>Findings and Explanation</p> <p>Drawing from Indicators 1.2 UNDAF Outcomes and 1.3 UNDAF Indicators, there is little transformative change visible from gender results in 2.1 Joint Programme, 2.2 Communication and Advocacy and 2.3. UNDAF M & E. Except for women in appointed cabinet portfolios, none of the other indicators included in the Gender Outcome are on track. These include women in labourforce, gender pay gap and perception on violence. Hence this indicator got the score approaches minimum requirement.</p> <p>As UNCT is embarking on the formulation of the UNSDCF, it is important to demonstrate progress on gender equality and women’s empowerment in support of the national government and the SDGs including SDG 5.</p>	
<p>Evidence or Means of Verification</p> <p>UNDAF Results Matrix with Indicator Status, Annual Reviews 2018</p>	

V. ACTION PLAN

Annex 1- Staff survey results

Organization culture survey was opened to staff on October 13 to complete by October 19. The survey was closed on 3 November with a total of 71 respondents indicating a 71% response rate.

Respondents by gender



Annex 2- UN Staff composition

General Service and National Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1		1
G2		1
G3		3
G4	1	
G5	14	
G6	7	4
G7		1
NOA	2	
NOB	8	2
NOC	3	2
NOD	2	
Total	37	14

General Service and International Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
P1		
P2		1
P3		1
P4	1	2

P5		3
P6		
D1	2	
D2		
Total	3	7

Annex 3- Inter-agency Scorecard Assessment Team

The Inter Agency Taskteams (IAT) consisted of the following members. In addition, Jeremie Delarge, the Senior xxx from RCO provided overall advice to the scoring

IAT Members	Organization
Shadiya Ibrahim	UNFPA
Fathimath Zuhana	UNFPA
Mohamed Naeem	UNICEF
Mohamed Yasir	UNICEF
Fathimath Huda	WHO
Mariyam Hafeeza	WHO
Zeenath Shakir	UNDP
Zeeniya Ahmed	UNDP
Huda Adam	RCO
Fathimath Didi	RCO
Mokhdhuma Tabassum	IOM
Aishath Afaaf	IOM
Thoiba Saeed	UNODC