

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Mozambique 2022

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

2. The UNCT-SWAP Framework

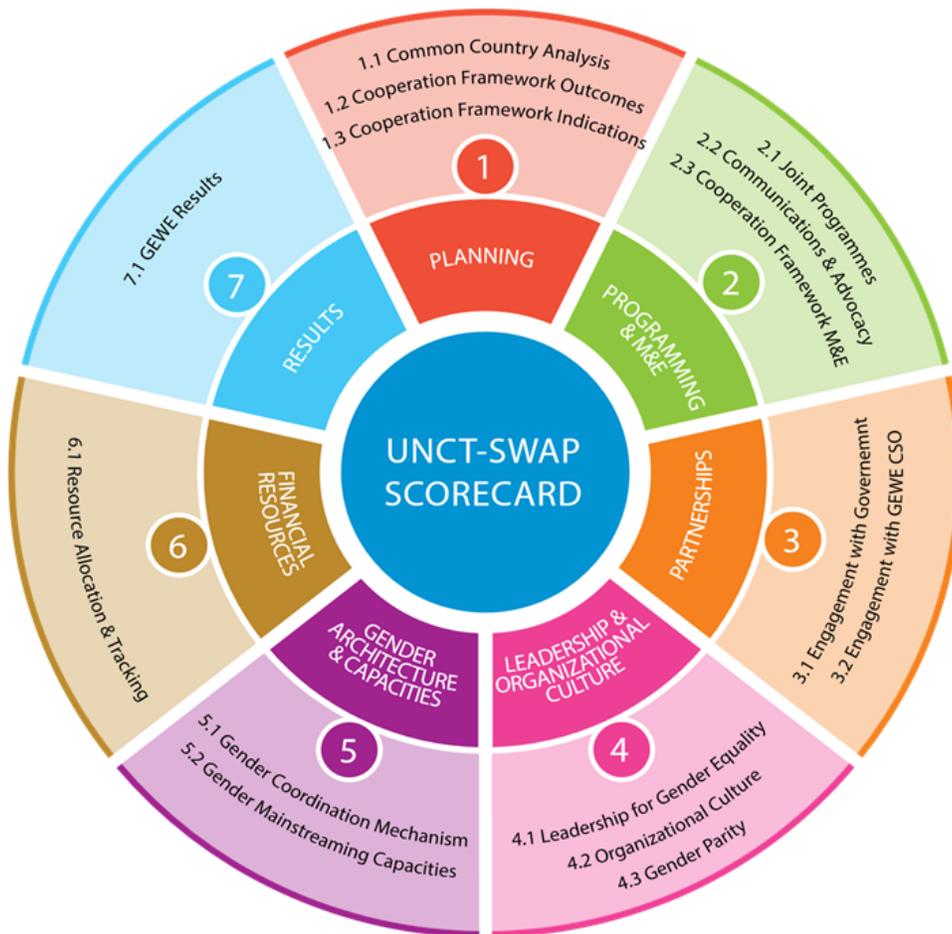
2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

5. The UNCT-SWAP Process in Mozambique

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The 2022 UNCT-SWAP GE annual assessment was conducted with the endorsement of the UNCT. The process began in late September 2022 and was completed within a month and a half with an internally agreed deadline of 14th of November. The first activity was the drafting of a proposed roadmap and reading materials by the exercise coordinators, to be used during the process. This preparation was followed by a presentation to UNCT Heads of Agencies (HoA) for endorsement of the exercise and nomination of focal points to compose the Inter-Agency Team (IAT) to conduct the assessment.

After the exercise endorsement, a presentation was done to the Gender Theme Group (GTG) and was followed by a half day meeting with the IAT members. The initial IAT meeting was held with the objectives of briefing participants on the exercise, selection of indicators to be assessed, distribution of tasks and definition of the deadlines for completion of the exercise. The group agreed on meeting the deadline of 14th of November for submission of the report validated by the GTG co-chairs, GTG members and the UNCT.

A total of 8 indicators were selected by the IAT and 7 were approved by the UNCT for the 2022 assessment. The selected indicators assess 5 dimensions namely Programming and M&E, Partnerships, Leadership and Organizational Culture and Gender Architecture and Capacities. The rationale behind the selection of the indicators was the feedback received with recommendation of indicators to be assessed, the availability of updated data taking into consideration that it was the first year of implementation of the Cooperation Framework (UNSDCF 2022-2026).

The second IAT half day meeting was held two weeks after the first one to discuss the information gathered, jointly draft the justification, score the indicators and draft the proposed actions for performance improvement. The output of this meeting was the first draft of the report that was presented to the GTG for feedback and later to the UNCT HoAs who provided additional inputs and endorsed the final draft for submission.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting

The exercise was coordinated by RCO, UN WOMEN and UNFPA with the active participation of focal points from the following 8 UN Entities: FAO, RCO, UN HABITAT, UN WOMEN, UNESCO, UNFPA, UNICEF and WFP. In addition to the indicated IAT focal points, it is worth acknowledging the active engagement of colleagues from the UNCG and OMT in the data collection process.

Enter any additional comments, including on country context in the field below:

6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

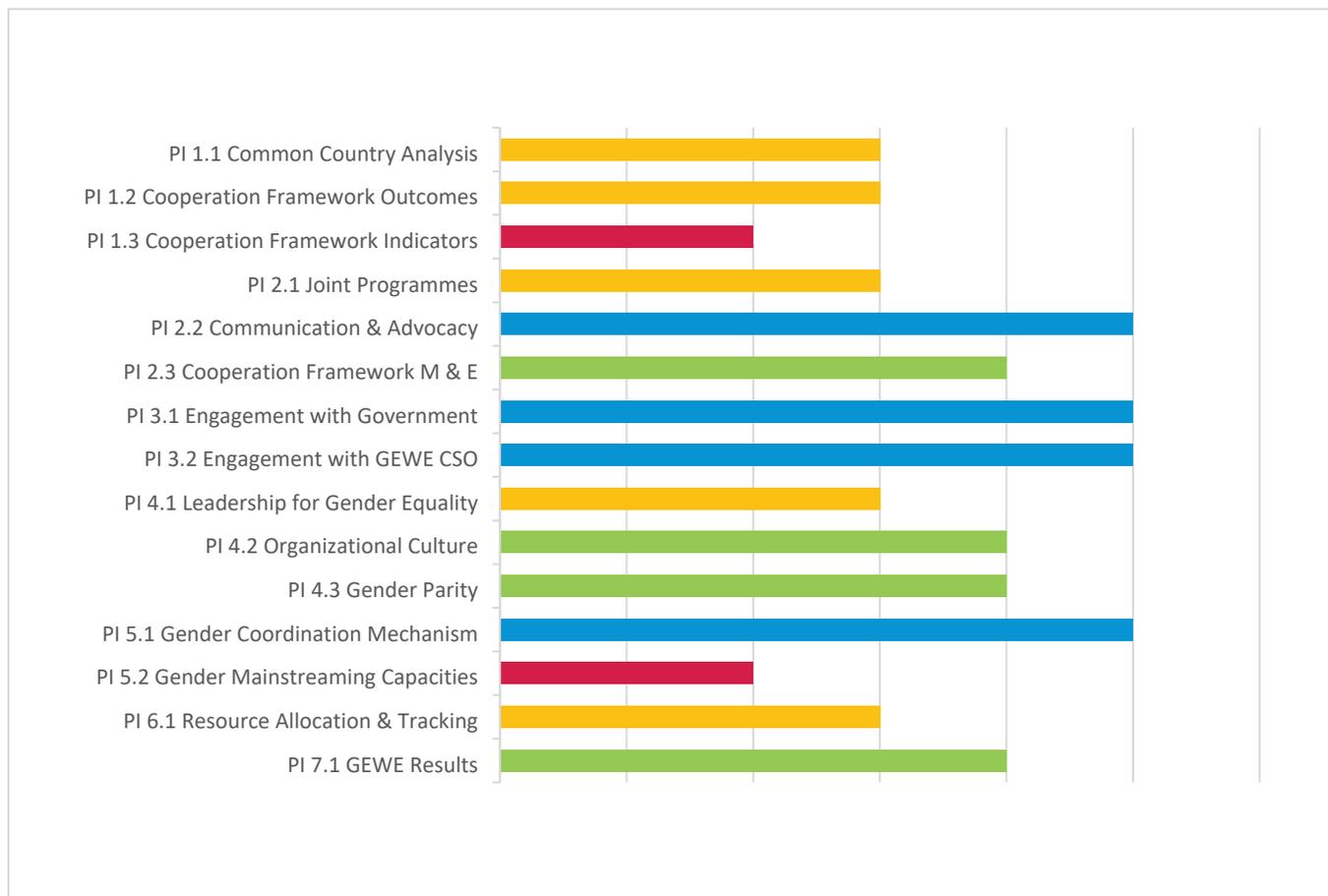
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	APPROACHING	Yes
PI 1.2 Cooperation Framework Outcomes	APPROACHING	No
PI 1.3 Cooperation Framework Indicators	MISSING	No
PI 2.1 Joint Programmes	APPROACHING	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	Yes
PI 4.1 Leadership for Gender Equality	APPROACHING	Yes
PI 4.2 Organizational Culture	MEETS	Yes
PI 4.3 Gender Parity	MEETS	Yes
PI 5.1 Gender Coordination Mechanism	EXCEEDS	Yes
PI 5.2 Gender Mainstreaming Capacities	MISSING	No

PI 6.1 Resource Allocation & Tracking	APPROACHING	No
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Mozambique for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



- Missing requirements
- Approaches minimum requirements
- Meets minimum requirements
- Exceeds minimum requirements

7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

**Performance Indicator 1.1:
Common Country Analysis integrates gender analysis
APPROACHES MINIMUM REQUIREMENTS**

Planning

CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.

Findings and Explanation

List findings by criteria (a, b, c....), including relevant details and analysis

a) Gender analysis across majority/all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5

In 2020 the UNCT conducted the Common Country Analysis (CCA) to inform the next UNSDCF (2022-2026) and it includes a standalone section on Gender Equality and Empowerment of Women (pg. 37) and the analysis of Mozambique's progress towards the SDG has a gender component. The CCA also has gender mainstreamed in different sections and it is considered as a key element to contribute to inclusive development. It also brings the underlying causes of gender inequality and discrimination mentioning patriarchal sociocultural norms, weak law enforcement and limited finance to public investment to advance GEWE. However, it is worth noting that most of the mentions of gender aspects make reference to women's vulnerability and the disproportional impact they bear of development challenges. In contrast, gender analysis is relatively absent in the analysis of sectors that are not traditionally coded as 'male', such as the business environment, the industrial sector, the economy, and natural resources management. Furthermore, while there is analysis of the causes of gender inequality and discrimination, the CCA fails to explicitly discuss the consequences of gender inequality for the national progress towards reaching SDG priorities.

b) Some/consistent sex-disaggregated and gender sensitive data.

The availability of updated sex-disaggregated data is still a challenge in the country. In the CCA, only 50% (21 of 42) of the indicators in the National SDG Indicator Framework have sex-disaggregated data. However, wherever it was not possible to provide quantitative data, a qualitative assessment of women and girls vulnerability is made. E.g. is missing sex disaggregated data on people that lost their jobs as a result of COVID-19; people in manufacturing sector (owners or employed);

c) Targeted gender analysis of those furthest behind.

Rural women (especially women and girls heads of households and other vulnerabilities) are amongst the groups that are considered to have been systemically left behind in the CCA.

Did you reassess the Performance Indicator in this reporting year

- Yes

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

CCA Mozambique 2021

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

APPROACHES MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

While seven out of ten outcome areas mention gender in their descriptions only one outcome (4) explicitly refers to gender: Disadvantaged women and girls benefit from comprehensive policies, norms and practices that guarantee their human rights. Outcome 3 refers to inclusive and equitable quality education without two indicators under outcome 9 refer specifically to inclusion and gender sensitivity in sustainable management of natural resources and environment. Other outcome areas do not mention gender specifically in the expected results rather referring to "all people", "vulnerable populations" and "children, youth and adults".

As such the UNDAF only just approaches the minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

**Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender equality
MISSING REQUIREMENTS** **Planning**

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

**Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
APPROACHES MINIMUM REQUIREMENTS** **Programming and
M&E**

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.

Based on information available at UNINFO and information provided by UN entities for this assessment, for the new CF cycle, 10 Joint Programmes were identified being implemented by UNDP, UN WOMEN, UNFPA, FAO, UN HABITAT, IOM, UNICEF, WFP, ILO, UNESCO, ILO, UNODC and UNIDO. Of this number, 2 are identified as contributing to SDG5 and 9 have gender markers, 1 JP is marked as 3 “Gender equality/women’s empowerment is the principal objective”, and 8 are marked as 2 “Gender equality/women’s empowerment is a significant objective”.

b) A Joint Program on promoting gender equality and the empowerment of women is operational overcurrent UNSDCF period in line with SDG priorities including SDG 5.

Yes there are 5 JP in implementation that are focused on promoting gender equality and empowerment of women in different components (preventing and eliminating GBV and child marriage, displacement.

c) A system is in place to ensure gender mainstreaming in JPs.

No system is in place to ensure gender mainstreaming.

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:

• UN HABITAT and IOM are implementing a joint program called “ Sustainable and gender sensitive integration of Internally Displaced People in Pemba, Northern Mozambique”, through the implementation of Urban Durable Solutions, where its intended to improve the engagement of communities in participatory and gender-inclusive planning and management at municipal and neighbourhood scale and awareness rising with specific social services provision in order to Increase living conditions for vulnerable

women and girls within host communities and IDPs at the neighbourhood scale with assisted self-construction of prioritized community infrastructure “including on the job” training and employment / entrepreneurship opportunities.

- UNFPA, UNICEF, UN Women and UNDP are implementing Spotlight Initiative, a joint program that aims to Accelerating Prevention and Response to GBV and Early Marriage of Adolescent Girls and Young Women in Mozambique. It is a 4-years program implemented in Manica, Gaza, Nampula and Cabo Delgado.
- UNFPA and UNICEF are implementing the Global Program to Ending Child Marriage (GPECM). The Programme aims to support governments and civil society partners, including women’s groups and youth-led groups, to accelerate action to end child marriage.
- UN Women, UNFPA, UNICEF and UNESCO are implementing a joint programme called Action for Girls and Young Women’s Sexual and Reproductive Health and Rights in Mozambique – Rapariga Biz UN Joint Programme Mozambique covering the Provinces of Zambezia and Nampula. This programme aims at promotion and protection of the sexual and reproductive health and rights (SRHR) of girls and young women in Mozambique.
- ILO, UN WOMEN, UNESCO, UNFPA and UNODC are implementing UNIFIED BUDGET, RESULTS AND ACCOUNTABILITY FRAMEWORK (UBRAF) PROGRAM aiming to promote the leadership of AGYW living with HIV and prevention of HIV/ AIDS transmission and focusing on making services available for AGYW which address harmful practices.

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).

- Spotlight Initiative PRODOC : Spotlight CPD Mozambique_PORTUGUESPRODOC SPOTLIGHT 2019.pdf
- Build Back Better PRODOC
- UNFPA-UNICEF GPECM PRODOC: GPECM-2020-Phase-II-Programmeument-ENG.pdf
- Rapariga Biz ProDOC
- UBRAF and PPHRH 2021 Annual Report
- JOINT PROGRAMME REPORTING IN JPM

PI 2.2 Communication & Advocacy

<p>Performance Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS</p>	<p>Programming and M&E</p>
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Meets minimum requirements AND (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year

The UNCT members have participated in the following joint communication activities on GEEW:

- Organization and participation at the International Women's Day celebration;
- Organization and participation in the Official Ceremony to celebrate Mozambican Women;
- Organization and participation in the Official Ceremony to celebrate African Women;
- Commemoration of the 7th Youth Conference;
- Opening ceremony of the World Day against Trafficking in Persons;
- Consultation on the Transformation Education Summit focusing on girls’ access to education;
- 2 Interactive session between young social activists and feminists;
- Review of the Multisectoral Action Plan on Albinism
- Participation at ceremony of equipment hand-over and other donations to fight GBV;
- Participation at ceremony with the First Lady of Mozambique to deliver a health center and maternity at the remote community of Cupo, Inhambane Province;
- Provincial conferences to disseminate the Law on Prevention and Combat of Child Marriage.

In its website, the UNCT in Mozambique has published the following metrics by 26 October 2021:

- 32 out of 146 stories published were specifically addressed GEEW topics;
- 34 out of 115 videos published were specifically addressed GEEW topics;
- 12 out 122 press releases published were on specific GEEW topics;

- 122 out of 660 tweets specifically addressed GEEW topics; and
- 87 out of 396 Facebook posts specifically addressed GEEW topics.

Human centered stories on GEEW produced as a result of the joint UNCT work have been featured at the Spotlight Initiative, UNSDG and UN News (in different languages) institutional websites as well as by national and international media at large.

Through the Spotlight Initiative (SLI) and under the UN Resident Coordinator's leadership, the following activities addressed gender equality and the empowerment of women:

- 2 interviews (RC + EU Ambassador) on GBV and Positive Masculinities on National Radio;
- More than 200 programme brochures were distributed at the Europe Day celebration event;
- 2 videos on the impact of the SI Women's Economic Empowerment initiatives (launched during the Global CSOs Forum in Dakar, Senegal) and on the access to quality Sexual and Reproductive Health services – SI mobile clinics and supported CAIs, launched during the IWD, were produced;
- 5 Stories of Human Interest disseminated at the national and international level, also distributed by national and international media;
- 2 articles about the impact of Climate change on women's lives were published on the SI global website and disseminated to national media;
- More than 150 social media posts disseminated on RUNOs platforms, including HoAs and RC statements about the prevention and EVAW;

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.

Through its website and social media channels until 26 October 2022, the UNCT Mozambique has participated in 40 different online communications and advocacy campaigns addressing GEEW and GBV topics.

One of the communications and advocacy campaign in which UNCT worked collaboratively, under the SLI, was the "Sisters' Bus", started in 2021 and still running in 2022. It consists of an awareness campaign on sexual and gender-based violence in public transport ("chapas") and transport terminals. In Mozambique, these spaces are notorious for the prevalence of incidents of sexual harassment. The chapas used for these activities are privately owned. Its owners and drivers have been trained by the Spotlight Initiative on preventing and responding to gender-based violence, having pledged to advocate for the prevention of sexual harassment and harmful practices in public transport spaces. During each "Sisters' Bus" session, activists from the Consortium Against Sexual Violence hop on public transport and talk to passengers about domestic violence, child marriage and the support services available to survivors of violence at the community level.

Another communications and advocacy campaigns on GEEW implemented by UNCT were:

- Communications campaign using buses (9 buses) with SI branding and messages on GBV and with information on reporting and referral of cases in Manica, Gaza and Nampula provinces
- "Fala minha irmã" sessions – Implementing partners created clubs and safe spaces for women and girls, promoting sharing and debate related to gender-based violence, including sexual and reproductive health and early unions.
- "A Quinta da Malta" sessions – Implementing partners created clubs and safe spaces for men and boys to deconstruct and debate toxic masculinity and GBV. Open discussions were held about men's understanding of how women and girls should live free of violence.
- "À volta da Fogueira" sessions – Implementing partners facilitated intergenerational meetings and discussions with girls, women, boys and men. The intergenerational knowledge exchange and analysis of changing social norms contributed to the debate on new behaviors towards GBV.

Additionally, the UNCT, UN Women and UNFPA, also worked collaboratively in the advocacy during the International Women's Day 2022.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy:

In 2022, the UN Communications Group (UNCG) annual work plan has created a workplan approved by the UNCT. The document mainstreams GEEW and protection against GBV in all activities. UNCG members are tasked to share their own UN Entities' activities with the group for amplification as well as exchange information on the organization of events, including specifically related to GEEW. Furthermore, under the Spotlight Initiative, the annual communications and visibility work plan specifically addressed GEEW and GBV topics.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year

Through partnership and collaboration with the UN Free and Equal initiative for LGBTIQ+ equality, UN Globe and the Office of the UN Independent Expert on sexual orientation and gender identity (IESOGI), the UNCT has contributed to 16 non-traditional thematic area communications and advocacy campaigns until 26 October 2022.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

- UNCG annual work plan.
- Spotlight Initiative work plan
- Facebook page
- Twitter page
- UN Mozambique website
- Stories
- Press Releases and Statements
- Videos
- Speeches

PI 2.3 Cooperation Framework M & E

**Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
MEETS MINIMUM REQUIREMENTS** Programming and M&E

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

The UNDAF Results Matrix includes gender responsive indicators and sex disaggregated indicators. UNDAF (2017-2020) was informed by a comprehensive Country Analysis developed by the UNCT in Mozambique based on 18 cross-sectorial and thematic Issue Papers, most of them reflecting gender analysis at different levels. One of the Issue Papers is specifically about gender and women empowerment.

UNDAF Outcome 4 particularly addresses gender equality and women's empowerment (GEWE): 'Disadvantaged women and girls benefit from comprehensive policies, norms and practices that guarantee their human rights'. This outcome has 3 gender responsive indicators and/or sex disaggregated indicators. At output level, there are other 11 gender responsive indicators and/or sex disaggregated. Other outputs combined have 20 gender responsive indicators and/or sex disaggregated indicators clearly stated.

The latest 2017 UNDAF Progress Report shows that progress against gender-specific results have been monitored and assessed not only for the targeted-gender outcome but also quite consistently reflected in other outcomes reporting narratives. The Progress Report also presents the gender-responsive and sex-disaggregated indicators with baseline, actual and targets data as planned in the UNDAF Results Matrix. The report, however, does not comprise a deep gender analysis on progress of such GEWE-related indicators.

Besides the M&E Group which is responsible for the overall monitoring of UNDAF progress, the UNCT also counts on the support from the Gender Outcome Results Group to monitor GEWE results. Among other tasks, the group is responsible for proposing common and coherent approaches for the UN agencies to mainstream gender within the UNDAF, tracking progress and results through specific tools and conduct analysis to assess the gender sensitiveness and responsiveness of UN joint planning, budgeting, monitoring and evaluation. During the current UNDAF, the group has leveraged the use of gender markers and gender mainstreaming across UNCT programmes.

The M&E Group did not have a targeted gender training during the current UNDAF although group members have participated in capacity- building activities in different subjects including GEWE that informed the current UNDAF. In 2018, the M&E Group also organized a Results-Based Management training which included GEWE in several sessions.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

Meets all of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women’s Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

A) The UNCT has collaborated with at least one/ two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.

UN Agencies collaborate with at least 3 government institutions in the following joint programmes to advance SDG 5:

- Action for girls and young women’s sexual and reproductive health and rights in Mozambique. Agencies involved: UNICEF, UNFPA, UN WOMEN, UNESCO and UNRCO. Government Institution: Ministry of Youth and Sports.
- Global Programme to accelerate action to end child marriage. Agencies involved: UNICEF, UNFPA, UNDP, UN WOMEN and IOM. Government Institutions: Ministry of Education and Ministry of Gender, Children and Social Affairs.
- Spotlight Initiative to end violence against children and women. Agencies involved: UNRCO, UNICEF, UNFPA, UNDP and UN WOMEN. Government Institution: Ministry of Gender, Children and Social Affairs.
- Support technical assistance to Coalition to End Child Marriage (CECAP) to coordinate CSO activities with government. Agencies involved: UNICEF and UNFPA.
- Unified Budget Results and Accountability Framework (UBRAF) to maximize coherence, coordination and impact of the UN response to AIDS. Agencies involved: UN Women, UNAIDS, UNDP, UNFPA, WFP, ILO, IOM, UNODC, UNOPS and UNESCO.
- Education Plus Initiative (2021-2025)
- Empowerment of Adolescent Girls and Young Women in sub-Saharan Africa. Agencies involved: co-led by the heads of UNAIDS, UNESCO, UNICEF, UNFPA and UN Women.
-

The two Ministries mentioned include multiple sectors (Youth, Sports, Gender, Children, Social Affairs) and include other institutions under them (e.g. National Directorate of Gender).

B) The National Women's Machinery participates in UNDAF/UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.

During the consultations for the upcoming Cooperation Framework (2022-2026), joint retreats and meetings were held in July and August with the participation of the Ministry of Gender, Children and Social Affairs (MCGAS) as well as civil society organizations such as Gender and Sustainable Development Association and Forum Mulher.

C) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

The UNCT successfully advocated for prioritization and inclusion of SDG5 related indicators and the involvement of the most marginalized groups of women in a consultation process held in 2020 led by the Ministry of Economy and Finance, related to SDG volunteer reporting, in line with the principle of LNOB and recommended some particularly at the provincial level (in the previous report SDG5 was not prioritized). Support to the SDG process was provided through participation in the meetings convened by the Ministry of Economy and Finance where key documents related to the process were shared for inputs. As part of the SDG National Reference and Thematic Groups, the UNCT also participated in related meetings providing contributions and advice.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:
UNCT collaborates and engages with women's/gender equality
civil society organizations
EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

Meets all of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

Findings and Explanation

List findings by criteria (a, b, c....), including relevant details and analysis

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

GEWE CSOs are collaborating with UNCT on the implementation of the joint programmes aiming at promoting gender equality, women empowerment and the eradication of harmful practices and gender- based violence (Spotlight Initiative, GPECM and Rapariga Biz). As part of the SI, there is a CSO Reference Group which provides advice. The Gender and Humanitarian Working group is also a platform that provides for collaboration between the UN and Gender Equality CSOs.

b)GEEW CSO participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E. Yes, GEEW CSOs participate in the implementation of the CF. For instance, a consortium of 5 GEWE feminist CSOs are implementing social mobilization activities in all 10 districts covered by the SI. The consortium is composed by the following CSOs: Women and Law in Law in Southern Africa (WLSA), Socio Cultural Association Horizonte Azul (ASCHA), Ophenta, Lemusica and FORUM Mulher. Another network of feminist women's organizations (NAFEZA), is implementing activities under the UN joint Programme Rapariga Biz.

c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.

As part of the EU Spotlight Africa Programme, UNICEF and Girls Not Brides are supporting Gender Transformative CSO capacity in Africa initiative, which sees Mozambique and Nigeria as pilot countries; CECAP through AMODEFA is leading on the development of a CSO-led Gender Transformative Approach.

UN agencies are expanding work with CSOs active on positive masculinity and the engagement of men and boys for gender equality; a series of trainings is being supported by UNICEF and UNFPA in Q4 of 2022 and a national workshop on this area is planned for December 2022

UNESCO and UN AIDS in partnership with AMODEFA held in November 2021 the National Consultation of Adolescents and Youth for the new Ministerial Commitment ESA 2021 -2030 aiming to analyze the views of CSOs on the implementation of Comprehensive Sexuality Education (CSE) under the ESA Commitment and propose recommendations for the next commitment with a focus on prevention of unintended pregnancy, early pregnancy and HIV prevention among adolescents and young people.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)

- GNB concept note and programme document
- SLI, GPECM and Rapariga Biz Programme Documents (available under 2.1)
- 2021 National Consultation of Adolescents and Youth for the new Ministerial Commitment ESA 2021 -2030 report
- Minutes of 2022 Regular Meetings of the SI CSO Reference Group
- SLI First Consultation workshop with CSO

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:
UNCT leadership is committed to championing gender equality
APPROACHES MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Meets two of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

Findings and Explanation

List findings by criteria (a, b, c....), including relevant details and analysis

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;

During the last 12 months, UN Heads of Agencies (HoA) met in different forums. For this criterion, meetings in 4 forums were reviewed, namely (i) the monthly UN HoAs meeting (UNCT meeting), (ii) the Development Coordination Platform Meetings

between UN, Diplomatic Missions and Development Institutions (DCP meetings), (iii) the Humanitarian Country Team (HCT) meetings.

The UNCT held 13 meetings in the past 12 months (11 regular meetings, and 2 ad-hoc meetings). Gender Equality, GBV, PSEA were discussed in 5 meetings on February 15th, April 12th, June 21st, September 21st, October 18th, meaning in 38.5% of the meetings.

Gender equality and the empowerment of women is a recurrent topic of discussions in DCP meetings. The DCP is a high-level forum where Heads of UN Entities and Development Partners' Heads of Cooperation meet regularly on a tri-weekly basis to discuss pertinent topics and it is currently co-chaired by the UN Resident Coordinator and the Head of Cooperation of the Embassy of Sweden. Working groups have been formed at a technical level and one of them is the Gender Coalition of the Willing comprised by members from the UN, Diplomatic Missions and Development Institutions. Out of 15 DCP meeting minutes reviewed, 33% of them mention gender equality and the empowerment of women.

In the past 12 months, the HoA met 24 times in context of the Humanitarian Country Team and Humanitarian Country Team + meetings. Gender equality, GBV and women empowerment was discussed in 14 meetings (November 10th, December 1st, January 12th, April 13th, April 27th, May 18th, June 29th, July 13th, July 27th, August 24th, September 8th, October 7th, October 19th, November 1st), meaning 59% of the meeting,

b) RC demonstrates public championing of gender equality during the last 12 months;

The UNRC has given 31 public speeches until 25 October of 2022, of which 4 were specific on GEEW and GBV. The UNRC has published 9 public statements, of which 2 was specific on gender equality including one on the International Day Against Homophobia, Transphobia and Biphobia and commending the Government of Mozambique for achieving Gender Parity in the Council of Ministers. All of her 31 public speeches and 9 statements championed GEEW and contextualized the topic in question to address how the UN, Government, Civil Society and international community could work together to make gender equality a reality. Language used in the UNRC's public communications use gender-inclusive language advised by the UN Secretariat Guidelines.

The UNRC has also given a series of interviews for national and international media outlets and participated in several press conferences championing gender equality. On the International Women Day, the UNRC gave an interview at the Radio Mozambique to talk about the UN work on GEEW and GBV, especially the Spotlight Initiative.

During the UNRC meetings with key-line Ministers, Governors, State Secretaries, Prosecutors, development partners and civil society, in regard to the UN development or humanitarian work, she has raised the topic if GEEW and GBV. As examples we have the Development Cooperation Platform (DCP) meetings of 15th September, 14th April, 17th March, 24th Feb, and 2nd February in which the UNRC championed gender equality and embedded the issue in the discussions to address climate action, education, budget support, energy transition, agriculture development and humanitarian response. The meeting on 24th February was specifically on how partners could further support the government in its plan for the Women's month.

The UNRC has also championed gender equality in the following fora: International Crisis Task Force and High-Level Forum (between development partners and the government).

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;

76.9% of the respondents to the Organizational Culture Survey agree that HoA demonstrate leadership and commitment to gender equality in the workplace (27,17% strongly agree; 49,73% agree).

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

The Assessment of Results and Competencies (ARC) was discontinued. The last ARC was conducted in 2021. The latest assessment of the UNCT available is the UNDAF (2017-21) Results Report on which gender is mentioned in the assessment of effectiveness and coherence of the UNCT work. In this report, gender is mentioned as an imperative issue for the development of Mozambique and for which the UNDAF was able to provide effective assistance. In terms of coherence, it is mentioned that UN entities participated in gender equality thematic working groups with multiple national and international partners.

Did you reassess the Performance Indicator in this reporting year

- Yes

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

- UNCT meeting minutes for the whole year
- DCP meeting minutes for the whole year
- HCT and HCT + meeting minutes for the whole year
- 2021 UNCT Results Report
- 2022 UNDAF (2017-2021) Results Report
- UN Mozambique website
 - Speeches
 - Statements
- Statement on the International Day Against Homophobia, Transphobia and Biphobia
- Joint Statement commending the Government of Mozambique for achieving Gender Parity in the Council of Ministers
 - 2022 Humanitarian Response Plan for Mozambique
 - Gombe Emergency Response Plan.
 - 2022-2026 UN Sustainable Development Cooperation Framework for Mozambique

PI 4.2 Organizational Culture

**Performance Indicator 4.2:
Organizational culture fully supports promotion of gender
equality and empowerment of women
MEETS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The Organizational Culture Survey received 394 responses and 70.26% of respondents agree that organizational culture fully supports promotion of gender equality and the empowerment of women (30.35% strongly agree, 49.32% agree). However, while 75.45% of male respondents agree and strongly agree that organizational culture fully promotes GEEW, only 64.49% of women agree and strongly agree. The sole responses received by female survey participants would not approach minimum requirements. The most significant difference in responses received by male and female respondents is in relation to Question 11 where 17.64% of female respondents disagree that the package entitlement supports staff to achieve adequate work-life, against 8.67% of male respondents. Out of 13 questions, Question 4 on whether the UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels, received the highest share of positive responses (30.35% strongly agree and 49.32% agree), whilst Q3 on whether Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life, received the lowest number of positive responses (17.39% strongly agree and 38.86% agree).

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. results from organizational culture and gender equality survey)

Results of the organizational culture survey

PI 4.3 Gender Parity

**Performance Indicator 4.3:
Gender parity in staffing is achieved
MEETS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

The OMT tracks gender parity across the UNCT. This information can help monitor staffing equality across agencies. In addition, some UN entities have their own measures in place aiming at promoting gender equality in staffing. For instance, certain agencies use dashboards for monthly checking and during the recruitment process whilst others monitor gender parity in staffing through staff listing.

b) The UNCT can demonstrate positive trends towards achieving parity Commitments.

The disaggregation of the number of UN staff by gender in the past three years shows an increase of 3.2% of female staff compared to 2021, being currently at 40.4%.

c) The Business Operations Strategy (BOS) includes gender-specific actions

and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

Gender Responsive Operations are a social impact focus area of high impact common services, and its implementation is highly recommended to be included in the BOS document. Although Mozambique's BOS document does not include any gender-specific action or indicator, this aspect will be taken into consideration for discussion within the OMT for the upcoming BOS review.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	0
G3	0	0
G4	0	0
G5	0	0
G6	0	0
G7	0	0
NOA	0	0
NOB	0	0
NOC	0	0
NOD	0	0
P1	0	0
P2	0	0
P3	0	0
P4	0	0
P5	0	0
P6	0	0
D1	0	0
D2	0	0

List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

Business Operation Strategy- Mozambique –2021-2025 Review No. 1
Gender Parity in Staffing report

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:

Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women

Gender architecture and capacities

EXCEEDS MINIMUM REQUIREMENTS

Meets all four of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

a) A coordination mechanism for gender equality is chaired by a HOA

A coordination mechanism for gender equality, namely the UN Gender Team Group is co-chaired by UN Women and UNFPA HOAs.

b) The group has a TOR and an approved annual work plan

The group has a TOR and a bi-annual work plan developed during a dedicated retreat approved by the members and endorsed by the UNCT. The work plan is monitored and updated in a quarterly basis.

c) Members include at least 50% senior staff (P4 and above; NOC and above)

Based on the sample of 75% of total group members, 61% are senior staff. The GTG group is co-chaired by two Heads of Agencies (UN WOMEN and UNFPA) and has 28 members from 14 UN Entities (UN WOMEN, UNFPA, UNICEF, WHO, UNESCO, UNAIDS, UNIDO, IOM, FAO, UN HABITAT, ILO, WFP, UNDP and RCO). Following up on recommendation from previous gender scorecard reports, the GTG workplan clearly states that 50% of the members should be senior staff and that they are designated by individual HoAs and must be official and formalized in their Terms of Reference and their performance appraisals and reports. To verify this criterion, 21 group members provided their post level information and 13 confirmed that they are senior staff (NOC/P4 and above).

d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E

In preparation for the CF development, GTG members were briefed on how to mainstream gender equality in the CF and the members participated in the strategic priorities' group discussions and contributed to the outcomes' formulation, output narratives as well as to the development of the results framework and M&E plan. This contribution is visible throughout the CF document.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- A coordination mechanism for gender equality is chaired by a HOA.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- The group has a TOR and an approved annual work plan.
- Members include at least 50% senior staff (P4 and above; NOC and above).

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

- TOR of the GTG
- Workplan of the GTG
- List of GTG members

PI 5.2 Gender Mainstreaming Capacities

**Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
MISSING REQUIREMENTS**

Gender architecture and capacities

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
APPROACHES MINIMUM REQUIREMENTS**

Resources

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

The Gender Joint Team (currently the Gender Outcome Results Group), with leadership of UN Women and UNFPA, proposed a gender marker training during the UNDAF formulation process. Nineteen representatives of UNHCR, FAO, WFP, RCO, UNICEF, WHO, UNFPA and UN Women participated in the training. The participants were expected to share the knowledge acquired within their organizations and among partners during the current UNDAF cycle.

According to UN INFO database, the UNCT has established a financial target of USD 23,782,481.00 for the specific gender outcome 4 for the current UNDAF cycle. Dedicated fundraising and resources allocation are rolling since then. According to the 2017 UNDAF Progress Report, although lagging behind in terms of fundraising, the gender outcome had the highest disbursement rate (96.6%) among all UNDAF outcomes.

Resources allocation for GEWE cannot be assessed by its targeted gender outcome alone. Data collected through UN INFO suggest that substantial resources have been allocated in projects that addressed GEWE consistently in the framework of other outcomes during the current UNDAF (2017-2020). Out of 208 key activities developed by the UNCT, 153 (or 74% of them) were marked as GEN 3 (principal contribution) or GEN 2 (significant contribution). These activities represent a total expenditure of USD 170,576,170.79 since 2017. The 2017 UNDAF Progress Report corroborates that the UNCT has been regularly addressing GEWE and delivering results through cross-cutting and intersectoral activities.

If assessed alone, the UNCT has not exceeded the financial target for the UNDAF gender-targeted outcome 4. However, financial resources allocated in more than two thirds of UNDAF activities have had principal or significant contribution for GEWE according to UN INFO Gender Marker.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1: UN programmes make a significant contribution to gender equality in the country **MEETS MINIMUM REQUIREMENTS**

Results

(b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

UNDAF indicator 4.1 Capacity of Ministries of Gender, Children and Social Action, Economy and Finance and Parliament strengthened to coordinate, monitor and oversee the implementation of commitments on gender equality.

Under the coordination of UN Women, through the National Council for the Advancement of Women, all 22 government sectors were supported in the development of gender-responsive social and economic plans. With UN contributions, seven additional sectors now have specific strategies for gender mainstreaming (Education, Health, Agriculture, Fisheries, Public Function, Environment and Gender). At the request of the Ministry of Economy and Finance, and in collaboration with the Ministry of Gender, Children and Social Affairs, the UN is supporting the development of the National Women's Economic Empowerment Programme.

The UN, in partnership with University Eduardo Mondlane has supported the Ministry of Gender, Child and Social Affairs on instilling good practices and procedures for gender mainstreaming at central and provincial government levels. Over 100 gender focal have been trained and good results have been realized – in the targeted districts, the percentage of women having representation in local decision-making structures as grown substantially. Another good example is that of Gaza Province Strategic Development Plan 2017-2022 where gender mainstreaming has been incorporated, including gender sensitive budgeting.

UNDAF indicator 4.2 Key actors at local level able to contribute to the transformation of discriminatory socio-cultural norms and harmful practices against women and girls

The UN has continued its communications and advocacy work to promote gender-responsive social norms, attitudes and behaviours. Activities have brought together central and local government officials, member of Parliament, civil society, traditional and local leaders, religious leaders, media, academia, celebrities, students, teachers and communities in awareness raising activities. Through social mobilization and dissemination of communication material (including radio and TV spots, and an album of personal stories), over 13,000 people have been involved in awareness raising initiatives on ending violence against women and girls. Aligned to the broader framework of GEWE promotion and social mobilization, and with the common objective of shifting public perception, the advocacy campaigns targeted specific audiences such as community and religious leaders, and military personnel. Other examples include the HeForShe campaign, focused on changing behaviour of boys and men towards gender-based violence in all its forms; a sensitization campaign targeted media professional from community radio on gender-sensitive reporting.

4.3 Multi-sectoral integrated assistance to women and girls affected by Gender Based Violence

The UN has supported the Ministry of Health in developing a National Action Plan for assistance in GBV. Two clinical guidelines addressing sexual violence in children and PEP were developed, and nearly 60 new health facilities were expanded to include GBV care. Now there are 781 health facilities in the country with front line clinical care and support including HIV services.

4.4 Gender disaggregated data is systematically collected, analyzed and disseminated for policy formulation, planning, monitoring and evaluation

The UN is working in conjunction with the Ministry of Gender, Child and Social Affairs and with the Government to promote production and use of gender disaggregated data.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Mozambique Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	<ul style="list-style-type: none"> - Ensure the next CF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment (CCA). - Establish a repository of gender related data accessible to all UNCT members for planning and programming and designate an entity to update it regularly. 		
1.2 Cooperation Framework Outcomes	<ul style="list-style-type: none"> - Ensure the next CF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment (CF outcomes). - Sensitize and train all UN staff to understand principles of gender mainstreaming in UNSDCF formulation and programming principles (results & indicators). 		
1.3 Cooperation Framework Indicators	<ul style="list-style-type: none"> - Ensure the next UNSDCF planning 		

	phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment (CF indicators).		
Dimension 2 – Programming and M&E			
2.1 Joint Programs	- Map all joint programmes and analyze to what extent GEEW has been prioritized. Advocate for prioritization of gender in future joint programming; Setting up a harmonized system to ensure gender mainstreaming in JPs across UN agencies; Training of GTG on the UN Gender Marker to ensure that every JP promotes Gender Equality; GTG to systematically review JP drafts to provide guidance and ensure gender mainstreaming;	In 2022, 5 joint Programmes in implementation were mainly focused on gender.	
2.2 Communication and Advocacy	- Expand GEEW comms and advocacy activities into less-traditional areas. Ensure at least one non-traditional thematic area (e.g. LGBTQ+) addressing gender inequality is part of communication and advocacy plans; GTG and UNCG chairs to have a designated FP to the other group and having these persons in the mailing lists of both groups;	GEEW comms and advocacy activities were expanded into less-traditional areas.	

2.3 Cooperation Framework M&E	<ul style="list-style-type: none"> - M&E group receives technical training on gender sensitive M&E. - To have a timely evaluation of the all gender related results as part of the UNDAF evaluation. 		
Dimension 3 - Partnerships			
3.1 Government Engagement	N/A		
3.2 GEWE CSO Engagement	<ul style="list-style-type: none"> - Establish a platform to have an institutional engagement with CSO beyond programme engagement; 		
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	To have a standing point on Gender in the UNCT meeting's agenda;		
4.2 Organizational Culture	<ul style="list-style-type: none"> - Hold a dedicated UNCT meeting to review the data obtained from the survey on organizational culture and ensure that gender parity issues are discussed. Review the package of flexible work arrangements (e.g., telecommuting, staggered hours, compressed work schedule) to support staff to achieve adequate work-life balance; 	ad-Hoc UNCT meeting was held to review the Gender Scorecard Report.	
4.3 Gender Parity	<ul style="list-style-type: none"> - UNCT to establish a mechanism for monitoring gender parity in staffing on a yearly basis. OMT to improve the 	Mechanism to monitor gender parity in staffing was established.	

	<p>harmonized mechanism for monitoring gender parity in staffing and provide twice a year reports to the UNCT of parity levels disaggregated by professional levels and recommendations for improvement; Review of the Business Operations Strategy (BOS) to include gender-specific actions and indicators in at least one Business Operation Area;</p>		
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	<ul style="list-style-type: none"> - GTG to have their annual work plan approved by UNCT. - UNCT to appoint senior staff to GTG membership. 	<p>UNCT has approved GTG Bi-annual workplan and ToR.</p>	
5.2 Gender Capacities	<ul style="list-style-type: none"> - Make gender sensitive training as mandatory course and establish a system to regularly monitor and follow up at the HR and OMT level. - UN Induction training package to include information on UNCT commitment and activities on GEEW, and country's gender context. - UNCT to allocate adequate resources to for interagency gender capacity development activity for UN personnel. 		
Dimension 6 - Resources			

6.1 Financial Resources	- UNCT to allocate adequate resources to for interagency gender capacity development: basic training on gender marker.		
Dimension 7 - Results			
7.1 GEWE Results	- Review the score card report annually and regularly update UN info as a real time database to track progress against results (with focus on gender specific results).	Gender Scorecard Report was reviewed and Reassessed in 2022 and UNINFO is updated regularly.	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis		Planning
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	
CCA or equivalent	Final CCA Mozambique - August 2021	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes		Planning
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	
	No documents uploaded	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality		Planning
MISSING REQUIREMENTS		
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities		Programming and M&E
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	

Joint Program documents	2.1. GPECM-2020-Phase-II-Programmeument-ENG
Joint Program documents	2.1. RAPARIGA BIZ - UN MOZ SRHR PROGRAM DOCUMENT
Joint Program documents	2.1. Spotlight CPD Mozambique PORTUGUESPRODOC SPOTLIGHT 2019
Joint Program documents	PRODOC-JP-IOM-Pemba-IPMR Template (RevMG)
Joint Program documents	Un Habitat PD Final

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	16 Days of Activism report 2021	
Communication/Advocacy	2.2. UNCG Mozambique COMMS WORK PLAN 2022 UNCG Observances 2022	
Communication/Advocacy	Agenda- Mesa Redonda 8 de Março- 7_03	
Communication/Advocacy	Nota Conceptual - Mesa Redonda- 17 de Março - Juventude Ambiente e Mudancas Climaticas (003)[2]	
Communication/Advocacy	Supporting evidence for indicator 2-2	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	19072022 Consulta Estratégia Nacional de Desenvolvimento GNRSC ASCHA LAMBDA	
Other	25012022 Primeira reunião do GNRSC em 2022	
Other	30032022 Segunda reunião do GNRSC em 2022	

Other	CS-NRG Contact List-SLI Mozambique 2019
GEWE CSO engagement	01.07.2022 Reunião dos membros do GNRSC Presença da LAMBDA

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality		Leadership and Organizational Culture
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	
RC communications	4.1 RC Statements and Speeches	
RC communications	4.1 UNCT Meeting 15 February 2022 Agenda	
RC communications	4.1 UNCT Meeting Agenda 21 June	
RC communications	4.1 UNCT Meeting Agenda 18 October-Final v2	
RC communications	4.1 UNCT Meeting Agenda 20 September Final	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women		Leadership and Organizational Culture
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
Organizational culture survey results	4.2 - Survey Results	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved		Leadership and Organizational Culture
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
UNCT BOS	4.3. Mozambique BOS Document	
Human Resource documents	11112022 Gender Basede Staff Numbers Mozambique	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women		Gender Architecture and Capacities
EXCEEDS MINIMUM REQUIREMENTS		
Category	Documents	
GTG TOR/AWP	5.1 TOR Gender Theme Group Endorsed GTG Meeting 03 June 2022	
GTG TOR/AWP	BWP GTG Workplan 2022-23 Endorsed Updated-11th Auguts.xlsx	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD
PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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