

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Belarus 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).

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. 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.



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 Belarus

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

Updated UNCT-SWAP Gender Equality Scorecard Annual Progress Reporting Guidance were presented on 31st of October 2022 at UNCT by UNFPA and UN Women. To ensure the greatest utility of the annual reporting exercise to the UNCT, the performance indicators for which the UNCT was missing or approaching minimum requirements were proposed for the reassessment. RCO shared a request to the HoAs informing them about the upcoming UNCT SWAP annual progress report preparation and requesting nomination of the respective staff members into the Interagency Assessment Team. Designated focal point from UNDP, UNFPA, WHO, UN Women and RCO worked on analyses of the progress against 5 selected indicators and UNCT-SWAP Scorecard action plan update.

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

UNCT-SWAP annual progress report was conducted by Inter-Agency Assessment Team as a participatory and transparent self-assessment exercise. Focal points from UNFPA, UN Women and RCO coordinated the work on preparing UNCT-SWAP annual progress report with active participation of dedicated staff from UNDP and WHO.

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Interagency Assessment Team:

1. Hanna Taliaronak, Rights and Development Specialist, UN Office in Belarus, coordinator
2. Volha Lukashkova, Programme Analyst on Gender, UNFPA in Belarus, coordinator
3. Marina Ananenko, UN Women Project Coordinator in Belarus, coordinator
4. Kiryl Stsezhkin, Programme Analyst, UNDP in Belarus
5. Valiantsin Rusovich, Public Health Officer, WHO Country Office in Belarus

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

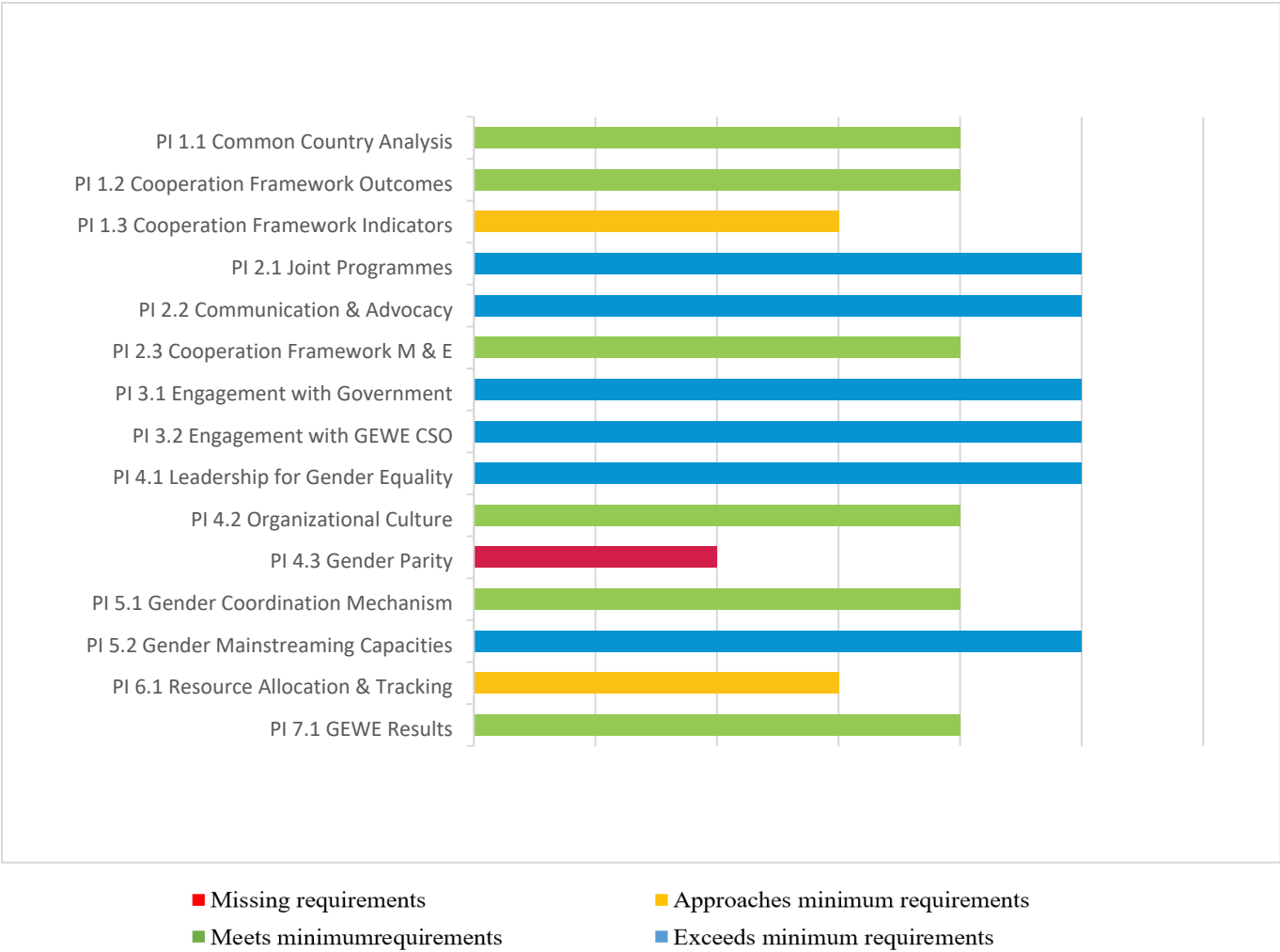
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	MEETS	Yes
PI 1.2 Cooperation Framework Outcomes	MEETS	No
PI 1.3 Cooperation Framework Indicators	APPROACHING	No
PI 2.1 Joint Programmes	EXCEEDS	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	No
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	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MISSING	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	No
PI 5.2 Gender Mainstreaming Capacities	EXCEEDS	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Belarus 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



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
MEETS MINIMUM REQUIREMENTS

Planning

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

The Common Country Analysis (CCA) report corresponding to the 2021-2025 program cycle was produced by the UNCT in Belarus at the end of 2019 and became the foundation of the United Nations Sustainable Development Cooperation Framework (UNSDCF) program cycle for the 2021-2025.

The gender analysis is present in all chapters of the CCA to provide the foundation for improved planning, programming and results through presenting sex disaggregation of the available data, analyzing implications for men and women, and identifying systemic causes of gender inequalities in various sectors.

CCA is annually updated to reflect a deep analysis of the development situation in the country and cover specific issues that may have a significant impact on the development trajectory of the country and the work of the UN in the current complex and challenging context.

CCA update 2022 consists of seven chapters: 1) political context and economic outlook; 2) human rights and gender equality; 3) climate change and environment; 4) SDG dashboard; 5) SDG funding and financing landscape and partnerships; 6) regional dimension; 7) multidimensional risk analysis and implications for the UN.

Issues of gender equality are crosscutting and specially highlighted in a separate section with a special focus on impact on the developments of 2021-2022 on vulnerable groups. The results show that the situation in relation to gender inequalities overall remains challenging, while offering some opportunities.

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 update 2022

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

MEETS MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; OR (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

The 2016-2020 UNDAF has 8 outcomes under four areas of strategic priorities. Gender is visibly mainstreamed across some outcome areas (Outcomes 1.2, 4.1, 4.2, 4.3, 4.4). Though the UNDAF strategic priorities and outcome statements contain gender sensitive language, the content in most of the outcomes do not include substantive references to gender equality. The UNSDCF 2021-2025 has 5 outcomes under four areas of strategic priorities. Gender equitable society represents one of the priority areas. Gender is visibly mainstreamed across all outcome areas in line with the Theory of Change (ToC) and SDG priorities, including SDG 5. Notably, the UNSDCF has a specific component on alignment with SDGs with full alignment to SDG 5. One outcome in the UNSDCF clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5: Outcome 5 “By 2025, improvements in data collection, gender equality policies, and child and gender budgeting have created conditions for men and women of all ages, including those aged 65 years and older, as well as girls and boys, to better realise their rights and increase the quality of their lives, including through increased opportunities for employment and better protection from gender-based and domestic violence”.

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
APPROACHES MINIMUM REQUIREMENTS

Planning

Between one-fifth and one-third (20-32 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. Out of 60 UNDAF outcome indicators only 10 (or 17%) are gender-sensitive, as they are either relevant for women only (Indicators 4.1.7, 4.1.8, 4.3.4) or require gender disaggregation (Indicators 4.2.1, 4.2.2, 4.3.2, 4.3.3, 4.4.2, 4.4.4, 4.4.5). The new UNSDCF 2021-2025 has a specific priority on achievement of gender equality and a corresponding outcome 5: "By 2025, improvements in data collection, gender equality policies, and child and gender budgeting have created conditions for men and women of all ages, including those aged 65 years and older, as well as girls and boys, to better realise their rights and increase the quality of their lives, including through increased opportunities for employment and better protection from gender-based and domestic violence". The UNSDCF includes 77 outcome indicators which are the SDG indicators. 24 outcome indicators (31%) measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. Only one outcome of the UNSDCF (Outcome 2: A significant contribution to climate action is made by 2025 through the introduction of key measures of climate change adaptation and mitigation) does not include gender indicators.

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
EXCEEDS MINIMUM REQUIREMENTS

Programming and
M&E

Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

Currently, there are 3 ongoing JPs, including Regional for 6 countries (Armenia, Azerbaijan, Belarus, Ukraine, Georgia, Moldova). Joint Programmes are operational and consistent with SDG priorities, including SDG 5. JPs have been developed, donor funding successfully received, program implementation is expected to start in 2023.

All current and planned programmatic initiatives listed below contain transformative results that contribute to changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination.

1. Joint (UNDP, UNICEF, UNFPA) Project "Support for the functioning of the National Institutional Mechanism for the Achievement of the Sustainable Development Goals of the Republic of Belarus" has a focus on promoting gender equality as it increases capacity for gathering of gender-related statistics. The strategy of gender/age/disability mainstreaming is applied throughout the whole period of project implementation.
2. Joint (UNDP, UNICEF, UNFPA, UN WOMEN) Project on "Promoting new tools of sustainable development budgeting that prioritize vulnerable populations in Belarus" includes introduction of gender-sensitive and child-focused normative budgeting methodology.
3. Joint (UN Women and UNFPA) Programme "EU 4 Gender Equality: Together Against Gender Stereotypes and Gender-Based Violence" provides a unique opportunity to strengthen equal rights and opportunities for women and men by shifting social perceptions around gender roles, tackling gender stereotypes and increasing men's participation in childcare and other domestic responsibilities. The programme specifically focuses on SDG 5.
4. Joint (UNDP, UNICEF, UNFPA, WHO) Project "Support to the Efforts of the Republic of Belarus in Nationalization and Localization of the Sustainable Development Goals" ensures mainstreaming of gender/age/disability throughout the whole project document,

contains specific activities to advance gender equality, social inclusion and solidarity, accelerate SDGs interlinkages.

5. Joint (UNDP, UNICEF, UNFPA, WHO) Project "Belarus COVID-19 Action Programme (BeCAP): a Joint Action for Recovering Better through Strengthening Health, Social Services and Community Resilience in Belarus" ensures mainstreaming of gender/age/disability throughout the whole project document. It foresees piloting of gender-sensitive health and social care services, focuses on needs of the most vulnerable population groups, including older women, women with disabilities, women living with HIV and women released from prisons.

The Gender Thematic Group (GTG) has internal capacity to provide gender expertise and provides it to ensure the quality of gender mainstreaming across JPs. A checklist for project (programme) development, including organization and conducting of gender/age/disability-responsive events, developed and shared with the programme staff of the Agencies, the Agencies' Gender FP is responsible for ensuring the utilization of the checklist based on UNCT endorsement. The GTG members obviously participate in development of new JPs to ensure GEWE 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:

1. Joint (UNDP, UNICEF, UNFPA) Project "Support for the functioning of the National Institutional Mechanism for the Achievement of the Sustainable Development Goals of the Republic of Belarus" - ongoing ; 2) Joint (UNDP, UNICEF, UNFPA, UN WOMEN) Project on "Promoting new tools of sustainable development budgeting that prioritize vulnerable populations in Belarus" - ongoing; 3) Joint (UN Women and UNFPA) Programme "EU 4 Gender Equality: Together Against Gender Stereotypes and Gender-Based Violence" - ongoing ; 4) Joint (UNDP, UNICEF, UNFPA, WHO) Project "Support to the Efforts of the Republic of Belarus in Nationalization and Localization of the Sustainable Development Goals"- expected to start in 2023 ;5) Joint (UNDP, UNICEF, UNFPA, WHO) Project "Belarus COVID-19 Action Programme (BeCAP): a Joint Action for Recovering Better through Strengthening Health, Social Services and Community Resilience in Belarus" - expected to start in 2023

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

Programme Documents, UN in Belarus checklist for gender mainstreaming in joint projects

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
EXCEEDS MINIMUM REQUIREMENTS

Programming and
M&E

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.

The UNCG has a consolidated Communication Strategy and an action plan that includes GEWE advocacy and communication activities. The team ensures that GEWE issues are communicated in a structured and comprehensive way to the population in Belarus through UN public activities and events. The UN system has contributed collaboratively to 3 joint communication activities /campaigns with a gender mainstreaming component in 2019. 6 in 2020.

UNCT in Belarus contributed to gender mainstreaming in communication and advocacy campaigns not only in traditional thematic areas but also in non-traditional events, such as:

- #ZeroDiscriminationDay information campaign where among other things we highlighted a problem of gender discrimination at the workplace in Belarus and women leadership;
- COVID19 response information campaign where we raised the visibility of gender discrimination, domestic violence during the pandemic.
- Learn.Act.Share summer camp where we conducted separate sessions about women's rights, gender identities, masculinities and sexual orientation;
- Launch of Decade of Action presentation event where we had a separate discussion about gender discrimination in Belarus and problem of domestic violence;
- UN75 campaign where we had a separate online discussion with students from Belarusian universities about women's rights and gender discrimination in Belarus.

The UNCG have common UN gender sensitive messages on domestic violence. The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. Whenever relevant, the RC includes gender-related issues into

his public speeches During the COVID-19 pandemic outbreak the team addressed the topic of influence of pandemic on women: conducted public online lectures about COVID-19 & vulnerable groups, communicated about influence of the pandemic on domestic violence.

Did you reassess the Performance Indicator in this reporting year

- No

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 Evaluation of the United Nations Development Assistance Framework for Belarus 2016-2020 (UNDAF) was conducted between July and September 2019. UNDAF was assessed via 5 programme principles, including Gender Equality. As a result of the evaluation the UNCT was advised to address the identified areas of weakness that included:

- Ensure the collection of appropriate data in order to monitor gender sensitive UNDAF indicators and ensure that at least 33-50% of UNDAF indicators measure changes in gender equality.
- Establish gender expertise/scanning for all new UN projects and programmes in the country to ensure better gender mainstreaming.
- Develop a common checklist to screen all joint programmes to ensure stronger Gender Equality and Women Empowerment results.
- Prepare a gender capacity development plan for key interagency groups based on a capacity assessment, expanding this plan to other groups and UN staff over the UNDAF cycle.

UNDAF Results Matrix was elaborated and monitored, data for gender sensitive indicators gathered as planned. Training on gender-sensitive M&E was not conducted for M&E Thematic Group during the current UNDAF cycle.

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 TWO government agencies 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 UN system has collaborated with at least two government inter-ministerial bodies within the current UNDAF cycle. The UN system representatives regularly participate in the meetings of the National Council on gender policy under the Council of Ministers of Belarus (GP National Council). In 2020 the UN system collaborated with the GP National Council on development of a new National Action Plan for ensuring Gender Equality in Belarus for 2021-2025, the approved plan contains the activities in the area of GEWE, which will be jointly implemented by national counterparts and UN agencies. GP National Council is responsible for development & implementation of state policy on gender equality and women empowerment. The National Council is the platform for discussions on GEWE between governmental bodies (ministries and local executive authorities), CSOs and the UN system in Belarus. In the 2019-2020 UN system collaborated with the national counterparts on development of the National Sustainable Development Strategy until 2035 to ensure mainstreaming of 4 SDGs Accelerators, including Gender Equitable Society, into the strategic document.

b. Representatives of the GP National Council (both state bodies and CSOs) participated in a series of UNSDCF consultations on strategic prioritization, development of areas for collaboration for the next programme cycle.

c. The UN system in Belarus collaborates and regularly meets with the National SDG Coordinator, key representatives of the Council for Sustainable Development, the Parliamentary Group on Sustainable Development in the area of SDGs localization as well as Partnership Group for Sustainable Development.

2035 Strategy on Sustainable development mentions the goal of reaching equality of men and women. Although the Strategy provides a long-term vision, it is implemented through the national plans and programmes, which also localize the SDGs and provide gender-specific localization. The new National Action Plan for ensuring Gender Equality in Belarus for 2021-2025 was developed with extensive UN support, contains the activities in the area of GEWE, which will be jointly implemented by national counterparts and UN agencies. The UN agencies are also aimed to work with the Ministry of Labour on introduction of the gender-budgeting approaches into the state programmes, what will help to ensure better gender localization across all sectors.

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.

a. CSOs, government agencies and the UN system are engaged in the national Council on gender policy under the Council of Ministers and Interagency. The UN system has been cooperating with many of GEWE CSOs under the joint UN actions/projects (like BELMED project, SDG related project). Belarusian CSOs like the Belarusian Young Women Christian Association (BYWCA), "Gender perspectives", Radislava, Borisov city organization "Province", Kobrin city organisation "Bona", Pinsk city organisation "South-West", Pro women and others cooperate with UN agencies on a range of gender related issues", identifying and addressing domestic violence (DV), Sexual and Gender-Based Violence (both among Belarusians and refugees/migrants), and women trafficking, networking and capacity building of the profile CSOs. Various Government agencies, CSOs and international development organizations are actively involved in the campaign "16 Active Days against violence towards women and girls" that is held every year in Belarus and is coordinated by the UN GTG and RCO.

b. GEWE CSOs participated in UNSDCF consultations, development of the priorities for the new programme cycle, preparation of CCA.

c. GEWE CSOs participated in meetings of the UN Gender Thematic Group and shared their updates on priorities for

programme interventions, provide information on studies and reviews conducted, participated in identification and formulation of the priorities for work in the areas of GEWE to ensure coherence of efforts at local and country level. GEWE CSOs are also members of Partnership Group for Sustainable Development, which is an integral part of the SDGs national architecture. The Partnership Group promotes GEWE agenda as one of the four SDGs Accelerators to localize/implement SDGs in Belarus. At least several round tables (discussions) were jointly prepared and conducted by the UN, government and CSOs to generate dialogue on added value and benefits of advancing gender equality for the society.

Did you reassess the Performance Indicator in this reporting year

- No

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
EXCEEDS MINIMUM REQUIREMENTS

Leadership and organizational culture

Meets all 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.

a. The topic of gender equality is raised during the most important UNCT activities throughout the year (UNCT meetings, UNCT joint activities, UNCT retreat). Around 60% of the UNCT meetings address GEEW topics for the last 12 months.

b. RC clearly demonstrated public championing of gender equality in 2020. In numerous interviews and speeches to state authorities, business and civil society she stressed the importance of GE and empowerment of women, especially in the context of UNSDCF 2021-2025. Gender equality in the economic sphere remained one of the most often raised aspects (UNCT SWAP 2017). Job-shadowing initiative supported by RC and heads of some other UN agencies in 2020 is one more example of promotion of GE publicly.

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

d. All HoAs take UN Mandatory courses, where gender issues are also in the programme (UN Mandatory accountability dashboard). Although, GE as a cross-cutting issue is raised by HoAs of all agencies, GE is closely connected to the agency's mandate (for example, WHO's main message on GE is the need to reduce the gap in the average life expectancy for men and women, UNDP focuses on equality in economic sector/ employment/ inequality in accessing loans and financial services, etc.).

e. Results from the survey on gender and organizational culture found that 86% of staff felt that HoAs are committed to gender equality in the workplace.

The UN Results Report for 2020 provides a comprehensive overview of gender mainstreaming by the UN entities in the SDG implementation and COVID-19 response. The UNCT capacities related to GEWE were assessed in the UNCT Capacity Configuration concept note, prepared in framework of the new UNSDCF 2021-2025.

Did you reassess the Performance Indicator in this reporting year

- No

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 total number of responses was 128 [94 female, 34 men, 0 other], allowing for results with a 7.5 percent confidence interval and 95% confidence level.

Results scored an overall positive rating of 75% as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. The minimum requirement (65%) is met as an average across ten questions that dealt with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 9/10 questions with only one result on package of entitlements falling below the 65% threshold. The UNCT might want to tackle the issue of entitlements' package as a tool to successfully promote gender equality in the organization. Refer to annexed charts for detailed information.

Highest scores: ● I believe the UN in Belarus make adequate efforts to fulfill the UN's mandate to achieve equal representation of women, men and other genders at all levels [53.98% Agree, 25.66% Strongly agree, 17.70% Neutral, 2.65% Disagree, 0.00% Strongly disagree]. ● Heads of Agencies in the UN Country Team are committed to gender equality in the workplace [55.75% Agree, 30.09% Strongly agree, 12.39% Neutral, 1.77% Disagree, 0.00% Strongly disagree].

Lowest scores: ● The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance [36.13% Agree, 35.29% Neutral, 14.29% Strongly agree, 14.29% Strongly disagree].

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

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

**Leadership and
organizational culture**

Did you reassess the Performance Indicator in this reporting year

- Yes

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

The rating was given as per UNCT-SWAP criteria.

Please select minimum requirement(s) met:

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	4
G3	1	3
G4	3	2
G5	7	2
G6	11	3
G7	5	4
NOA	7	1
NOB	3	3

NOC	5	2
NOD	1	1
P1	0	0
P2	1	0
P3	1	0
P4	3	3
P5	0	2
P6	0	0
D1	2	0
D2	0	0

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

UN Belarus staffing table (sex-disaggregated data based) is attached.

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
MEETS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets three 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.

The Gender Theme Group in Belarus met the minimum standards for gender coordination. The group is led by the UNFPA Acting Head of Office and UN RC, and has in place good processes for operational effectiveness, including a TOR, regular meetings, and an annual work plan. GTG membership includes all resident UN agencies (except IMF, IFC, FAO) with programme staff representation. The GTG group consists of 1 Head of the agency (NOC), 4 Programme Officers (NOA&NOB), 2 Programme Associates (GS6) and Programme Specialists (SB5). Members of GTG participated in preparation of the United Nations Sustainable Development Cooperation Framework (2021-2025) for the Republic of Belarus results framework, formulated and provided substantive input to programme vision in terms of advancing GEWE as well as mainstreaming gender into all programmatic areas.

In UNCT Belarus there are only 4 senior staff of P4 level and 11 NOC level in all UN agencies working in the country. Nonetheless, UN RC and UNFPA Assistant Representative for Belarus are chairing the Gender Thematic Group enabling the group to pursue agreed objectives and deliver results.

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
EXCEEDS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets all of the following: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

In 2021 a training session for UN staff on human rights-based approach, gender equality and women's empowerment and leave no one behind was conducted.

In 2022 series of dedicated focused capacity building online sessions were conducted by UN Women for the members of GTG, M&E group and representatives from UN Agencies on Gender Mainstreaming in Programming and Budgeting and Gender-Sensitive M&E.

The trainings were aimed at improving knowledge and skills of UN staff in gender responsive planning, practicing gender mainstreaming tools for program design and budgeting as well as applying gender sensitive monitoring to track UNCT progress towards gender equality results and integrating gender responsive lens in the evaluation practice.

In addition, as 2021 was not covered within the previous report, in current version we include OHCHR training on Human rights based approach in programming conducted in May 2021. The 4 weeks training included the whole one half-day session on gender-mainstreaming in programming.

b) Interagency assessment was conducted by UNFPA in 2021 with the aim of identification of UN staff's beliefs and understanding of the topic of gender equality to be further used for development of the capacity development plan.

A capacity development is also an integral part of the UNCT-SWAP Scorecard action plan for strengthened UN system gender coordination.

c) The induction package for UN staff consists of the training by UNDSS, which includ/es gender specific /training, and informs staff about the key gender-related cultural and security-related issues in the country and UN strategies to address. Several agencies also have gender orientation training for staff, including UNDP, UNFPA, UNICEF, UNHCR, WHO, IOM.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)

Agendas of the inter-agency capacity-building activities

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.

UN Women conducted a training on Gender mainstreaming in programming and budgeting in September 2022 to advance understanding of gender mainstreaming tools for program design and budgeting. Additional training sessions on Gender Equality Marker is planned for 2022. Dedicated online training session on Gender Marker will be organized on 20th of December 2022 by UN Women Europe and Central Asia Regional Office for representatives of Result Groups, M&E group and other relevant staff members.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

Agenda of the training programme

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.

The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5. Some core measurable UN system contributions in Outcome 1 on Inclusive, Responsive and Accountable Governance include: development of the State Border Committee's Standard Operating Procedures for the management of human trafficking and sexual and gender-based violence cases. Some core measurable UN system contributions in Outcome 4 on Sustainable Development of Human Capital include: capacity building of key service providers to respond to domestic and gender-based violence by advancing multi-sectoral responses to domestic violence at the local, regional and national levels and piloting correctional social work with domestic violence offenders.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Belarus 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
Dimension 1 - Planning		
1.1 Common Country Analysis	Ensure consistent sex-disaggregated and gender sensitive data is used in the CCA review. This will improve the quality of gender analysis and help to target those furthest behind.	CCA update 2022 consists of seven chapters: 1) political context and economic outlook; 2) human rights and gender equality; 3) climate change and environment; 4) SDG dashboard; 5) SDG funding and financing landscape and partnerships; 6) regional

		dimension; 7) multidimensional risk analysis and implications for the UN. Issues of gender equality are highlighted in a separate section with a special focus on impact of the developments of 2021-2022 on vulnerable groups. However, consistent sex-disaggregated and gender sensitive data is not always available on all vulnerable groups
1.2 Cooperation Framework Outcomes	Activities to be included into the UNSDCF JWPs should have high gender markers and ensure GEWE results. This should help to mainstream gender equality and the empowerment of women across all UNSDCF outcome areas.	Representatives of the GRG/GTG are included in all 4 UN Results Groups to ensure stronger gender responsiveness focus in activities included.
1.3 Cooperation Framework Indicators	Generate analysis, based on the gender sensitive data collected, for CCA and programming. Proper analysis, notably on marginalized groups, will help UN entities to better identify activities in relation to gender equality, notably for Joint Programs; and enable to achieve a new target of the Gender Scorecard.	Planned for year 2023
Dimension 2 – Programming and M&E		
2.1 Joint Programs	<ul style="list-style-type: none"> - Ensure gender expertise of joint programmes, particularly in the planning phase, including through training. The UN system lacks a formal process to ensure high quality of gender integration across all Joint Programmes. It is important to provide gender expertise on the planning stage of all projects and programmes. - Develop a common 	Agencies' GFPs are included into working programme groups, engaged in development of project documents (concepts). Specialised training on gender mainstreaming for GTG and programme staff is under discussion to be carried out by the end of 2022/beginning 2023. Checklist is developed, endorsed by UNCT and used for joint programmes development to ensure GEWE results.

	<p>checklist to screen all joint programmes to ensure GEWE results. The GTG can support gender sensitivity within a larger accountability framework for Joint Programmes. This would hold Joint Programmes to the highest standards for gender mainstreaming, and move toward 'exceeding minimum standards' for Indicator 2.1 Joint Programmes</p>	
2.2 Communication and Advocacy	<p>Elaborate common UN gender sensitive messages and communicate more on GEWE impact of the UNCT involvement in the country. It will help to ensure that GEWE issues are communicated in a structured and comprehensive way to the population in Belarus through UN public activities and events.</p>	<p>UN gender sensitive messages developed by UNCG in collaboration with UN GTG, it is considered as a living document and updated if needed according to the changing country context.</p>
2.3 Cooperation Framework M&E	<p>Organize a technical training for the M&E Group on gender sensitive M&E. Developing capacities within the M&E Group to ensure gender sensitive M&E will positively impact on Indicators 2.3 UNDAF monitoring and evaluation measures and 5.2 Gender Capacities</p>	<p>In November 2022 UN Women conducted a training session on Gender Sensitive M&E for GTG and Mi&E Group. It covers such aspects as selection and development of gender-sensitive Output and Outcome Indicators to track UNCT progress towards gender equality results; the approach towards GEEW responsive evaluation processes, importance of integrating gender responsive lens in the evaluation practice; the framework of UN SWAP Evaluation Performance Indicators and United Nations Evaluation Group gender related Norms and Standards for evaluation processes in the UN System.</p>
Dimension 3 - Partnerships		

3.1 Government Engagement	<p>Strengthen engagement with the National Council of Gender Equality and Ministry of Labor and Social Protection on gender equality and the empowerment of women. It will help to take forward policy advocacy on gender equality and further support the National Council with technical expertise and capacity buildings to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation and pursue joint initiatives that foster gender equality.</p>	<p>UNCT used every opportunity to participate in the meetings of National Council of Gender Equality and Ministry of Labour and Social protection depending on the topics of the agenda.</p>
3.2 GEWE CSO Engagement	<p>- Improve collaboration with women's/gender equality CSOs. Finding ways to develop joint initiatives that foster gender equality and help CSOs contribute to gender related SDGs. - Strengthen engagement with other state and non-state partners, including private sector, local authorities and actors at the local level, who are receptive to the UN messages on GEWE. This will help promote an enabling environment for gender equality among a wide range of government, civil society and private sector actors</p>	<p>As of September 2022, more than 1000 CSOs had been closed down and deregistered or were in the process of liquidation. Most independent CSOs working on gender equality and women's empowerment issues have closed, which negatively impacts the advocacy for gender equality and services for women including victims of discrimination and violence, strengthening men engagement in child care and unpaid domestic work . UNCT should ensure gender mainstreaming in cooperation with CSOs that are not primarily specialized on gender equality, women empowerment and rights, considering capacitating partners on the topic. State and non-state partners, and local authorities and private sector are regularly invited for planning and implementation of crisis responses to migrant crisis and addressing needs of Ukrainians coming to Belarus.</p>
Dimension 4 – Leadership and Organizational Culture		

4.1 Leadership	No action points are identified.	n/a
4.2 Organizational Culture	<p>- Conduct online survey to assess gender sensitivity and gender equality competence of UN staff in Belarus. The elaborated methodology and questions of the survey will allow to focus and assess the existing attitudes and beliefs towards social roles of men and women (family and public domains, labor market), understanding and support of gender equality values among UN staff in Belarus. The results will serve as a basis for development of training options on gender equality for UN staff in Belarus.</p>	<p>Online survey to assess gender sensitivity and gender equality competence of UN staff in Belarus “Survey on gender equality and gender roles” conducted in June-July 2021. The responses’ analysis prepared, recommendations for training solutions formulated and considered.</p>
4.3 Gender Parity	<p>- Discuss flexible working arrangements after the phase of post-COVID-19 return to office. The COVID-19 pandemic resulted in many changes in the way we conduct our business. Having had remote working arrangements for a long time we worked out mechanisms and remain focused and accountable on the delivery. When coming back to normal it is critical to remain open and committed to maintaining a more diverse, inclusive and respectful work environment, positioning the UN system agencies as employers with a strategic approach to workplace flexibility and support for caring and family responsibilities, leader in sustaining gender parity.</p>	Work in progress
Dimension 5 – Gender Coordination and Capacities		

5.1 Gender Coordination Mechanism	No action points are identified.	n/a
5.2 Gender Capacities	Organize learning sessions for all UN staff and a separate training for programme/M&E/Communication specialists. Topics for learning sessions will be recommended based on the assessment process.	1) In 2021 a training session for UN staff on human rights-based approach, gender equality and women's empowerment and leave no one behind was conducted. 2) In November 2022 UN Women conducted a training session on Gender Sensitive M&E for GTG and Mi&E Group. It covers such aspects as selection and development of gender-sensitive Output and Outcome Indicators to track UNCT progress towards gender equality results; the approach towards GEEW responsive evaluation processes, importance of integrating gender responsive lens in the evaluation practice; the framework of UN SWAP Evaluation Performance Indicators and United Nations Evaluation Group gender related Norms and Standards for evaluation processes in the UN System.
Dimension 6 - Resources		
6.1 Financial Resources	Review best practices and experiences within UNCT and agencies' mechanisms on tracking country-level budgetary data to ensure adequate allocation of resources for GEWE. Reach out to country teams in the region for best practices and methodological approach sharing. Identify solutions that could be adjusted to UNCT in Belarus. One of the ways to track the budgets - disaggregate the JWP activities by the gender marker and calculate the spendings for each marker	Work in progress
Dimension 7 - Results		

7.1 GEWE Results	<p>- Actions identified under other dimension areas will lead to better tracking of results and assessment thereof for achieving gender transformative results.</p> <p>- Annual UN Country Results Report includes high-level UNCT results related to GEWE. This will help to track if the UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5. This will also help to underline any transformative change if happened</p>	<p>Gender is mainstreamed in the Annual UN Country Results Report for year 2021, including a dedicated chapter on Gender Equitable Society. The Report was awarded a certificate as the best Annual Report 2021 in the ECA region in the category “Challenging circumstances”.</p>
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9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Belarus UNSDCF BELARUS 2021-2025	
Cooperation Framework	Belarus UNSDCF BELARUS 2021-2025	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Belarus UNDAF 2016-2020	

Cooperation Framework results framework	Belarus UNDAF 2016-2020
Cooperation Framework results framework	Belarus UNSDCF BELARUS 2021-2025
Cooperation Framework results framework	Belarus UNSDCF BELARUS 2021-2025

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
JP screening tool/process	UN IN BELARUS CHECKLIST FOR GENDER MAINSTREAMING	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

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	
Cooperation Framework reviews/monitoring data	Belarus UNDAF evaluation report 2020	
Cooperation Framework reviews/monitoring data	Belarus UNDAF evaluation report 2020	

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	
	No documents uploaded	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	Overall Belarus GENDER PARITY template 2022 fin	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Belarus UN GTG members list	
GTG TOR/AWP	Belarus UN GTG members list	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Capacity Development Agendas Belarus	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	29_09_2022 Agenda GM UN	

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PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	Belarus UNDAF evaluation report 2020	
Cooperation Framework reviews/monitoring data	Belarus UNDAF evaluation report 2020	

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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