

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Niger 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

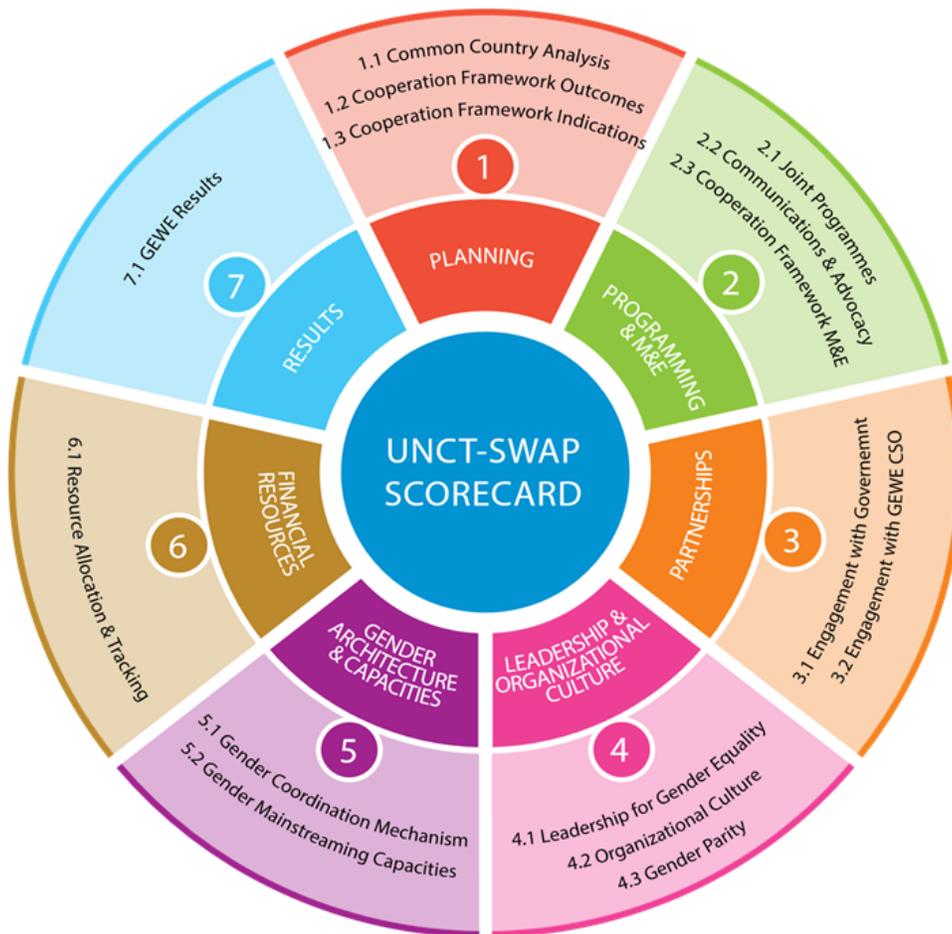
2.1 Performance Dimensions and Indicators

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 Niger

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

After a successful elaboration and implementation of the 2021 UNCT comprehensive report and action plan in 2021, this year's progress has been made thanks to the revitalization of the Gender and Human rights thematic group (GTGDH) under the leadership of the Resident Coordinator's Office. The revitalization of the group was a vital priority from the 2021 action plan, therefore, with the support of the regional office there were able to facilitate the sessions of the elaboration of a term of reference and action plan for the year 2023.

In addition to that, significant progress has also been made regarding UNCT's engagement with the government and the cooperation framework outcomes and indicators due to the signing and validation of the Cooperation Framework 2023- 2027 by the government in the month of October 2022. This has been a key highlight for UNCT Niger; aligning with the government key priorities. Other key highlights include a RCO chairing a Flagship programme which focuses on gender and women empowerment in Niger.

This year, based on the Common Country Analysis (CCA) and the UNSDCF process undertaken and the changes in the indicators, the Regional Office recommendations some indicators that would be key to report on therefore UNCT Niger selected 5 indicators from the recommendations, which the RCO is updating for 2022, the following indicators are:

☑ INDICATOR 1.1 | COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

☑ INDICATOR 1.2 | UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

☑ INDICATOR 1.3 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

☑ INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

☑ INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

The following indicators were selected based on UNCT's priority and the progress that was made from the previous year; the only indicator that met the requirement from the list is the indicator: 1.2, although the requirements has been met, during the past year there has been significant progress on this specific indicator, making this indicator exceed the minimum requirements. therefore, it is crucial to select it as part of the indicator that should be reported for this current reporting year as it has exceeded the minimum requirements. Key progress is seen mainly on the two of the stated indicators: 1.2 and 1.3- for the year 2022 whereby UNCT has exceed the minimum requirements.

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

The UN entities that participated in the Inter-Agency Assessment Team were: RCO, UN WOMEN, UNDP, UNFPA, UNICEF, WFP, ILO, FAO, UNHCR, OIM, OHCHR, UNAIDS

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

The Gender scorecard exercise was led by UN Women Niger, the Resident Coordinator Office, members of the CCA group leads, Gender Theme Group members, Communication Group members and Monitoring Evaluation group members with the support of an international consultant.

The regional office staff on coordination guided the in-country self- assessment by providing support to the IAT and facilitated the working sessions. The Coordination at the CO UN Women Niger supported and facilitated the coordination during the process. During the consultancy, several meetings was held, meetings started with the RCO who played a key role in this process, the IAT group and finally with the GTG.

The Gender Score Card exercise was supported by the Coordination Specialist at the Regional Office of UN Women which worked closely with the UN Women Niger Coordination and Gender Focal point, this exercise was highly supported by the RCO as the Coordinator was working closely with the RCO. The UN entities that participated in the Inter-Agency Assessment Team were: RCO, UN WOMEN, UNDP, UNFPA, UNICEF, WFP, ILO, FAO, UNHCR, OIM, OHCHR, UNAIDS.

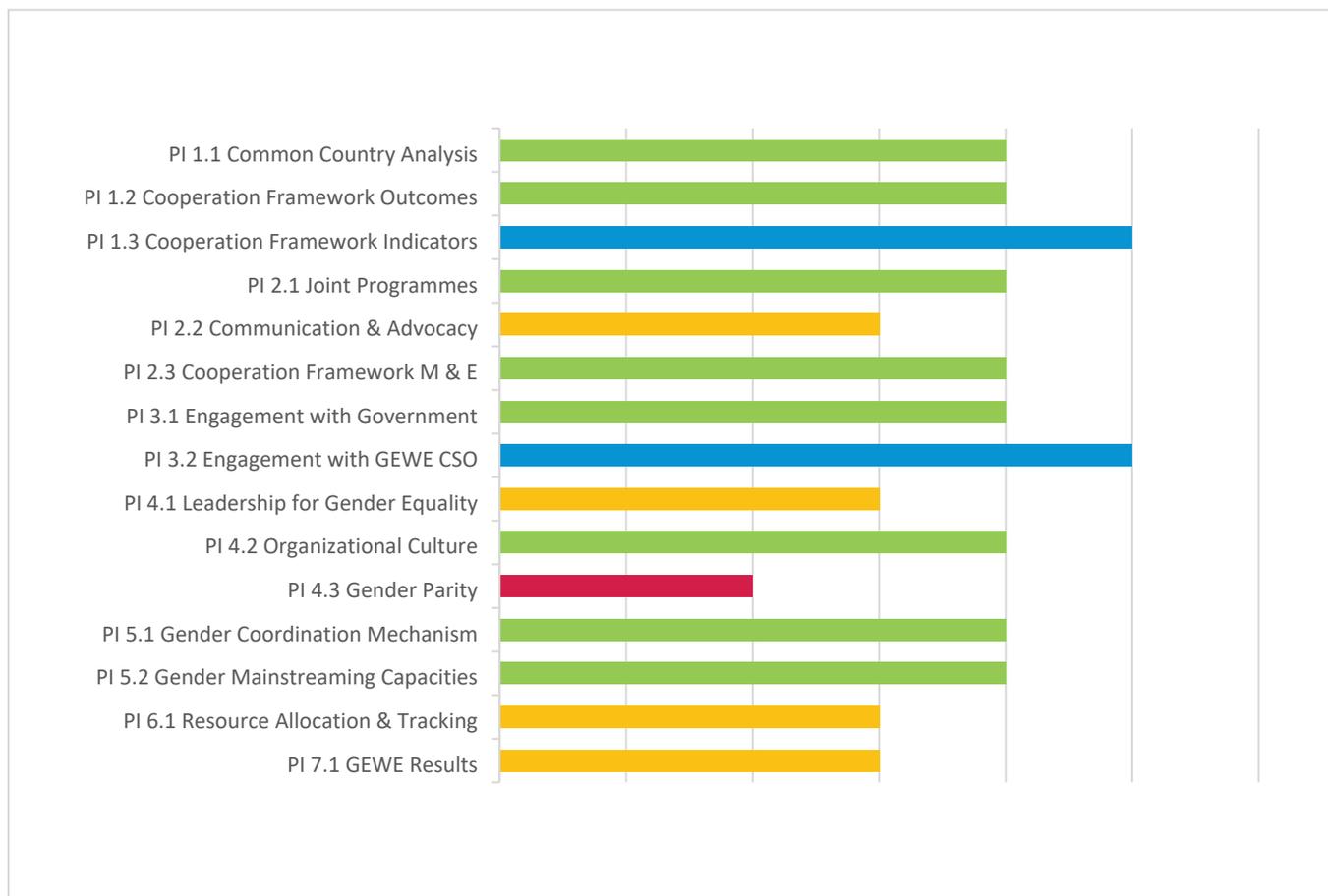
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	MEETS	Yes
PI 1.2 Cooperation Framework Outcomes	MEETS	Yes
PI 1.3 Cooperation Framework Indicators	EXCEEDS	Yes
PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	APPROACHING	No
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	MEETS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	APPROACHING	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MISSING	No
PI 5.1 Gender Coordination Mechanism	MEETS	Yes
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	No
PI 7.1 GEWE Results	APPROACHING	No

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

UNCT meets minimum requirements, as the 2022 CCA demonstrates it was guided by the United Nations programmatic principles including Leaving No One Behind; Human Rights, Gender Equality and Women's Empowerment; Sustainability and Resilience (Accountability).

With regards to the first criteria, the current CCA has a gender analysis in all sectors which visibly underlines the causes of gender inequality in line with SDG priorities, specifically SDG 5. The current CCA for the UNSDCF 2023-2027 features gender analysis section reflecting on the situation per thematic supported by sex-disaggregated data where available. Clear examples of this is demonstrated in areas discussing on Migrants- here there is visible sex-disaggregated data (specifically on women and girls). Among other examples, the CCA also shows a table of the percentage of women employed by sector, in comparison to men. It should also be noted that these data/statistics are the most recent.

During the CCA 2022, various discussions were held with key entities working on women empowerment and girls right which created a strong commitment across government entities and UN agencies to integrate gender data and sex-disaggregated statistics at all levels, this was a major achievement for UNCT. Therefore, with regard to the second criteria, . It is worth noting that using recent studies, the 2022 CCA analyses the section using a gender lenses, for example sections on social development, inflation, and financial inclusions, demonstrates percentage of women and men employed by sector from a recent study year 2015-2019.

Furthermore, there are visible specific sections for example on human capital that explains in detail the challenges of women and girls with key statistics using the 'Politique Nationale Genre'. This following section describes the challenges and causes of gender equality in the country. In summary, Niger's political will to take gender issues into account is clear. It is perceptible through the implementation of the National Gender Policy and the development of community initiatives (Illimin Initiative and SWEDD project) for the empowerment of women and girls. Despite all these efforts, the road to women's empowerment, gender equity and equality is still long. Indeed, the CCA demonstrates this gender disparities between men and women, girls and boys persist in several areas (education, training, health, employment etc.)

Therefore, UNCT has met the minimum requirements by actively engaging in data mining and providing gender analysis throughout 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 2022

**Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes
MEETS MINIMUM REQUIREMENTS**

Planning

(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.

UNCT has exceeded this specific indicator as gender equality and women empowerment is visibly mainstreamed across all outcome areas in line with country priorities and SDG priorities. The Cooperation Framework results matrix visibly demonstrate this. The results of the UNSDCF 2023-2027 demonstrates good evidence of gender mainstreaming in the UNSDCF 2023-2027. Indeed, all three of the CCP's overarching outcomes - Outcome 1, Outcome 2, and Outcome 3 - fully address gender equality in line with the CCP's vision and theory of change and the priorities of the SDGs, including SDG 5. The UNSDCF also contains disaggregated and gender-sensitive data at the output level, which strengthens gender mainstreaming in a cross-cutting and horizontal manner.

Outcome 1 focuses on national and local institutions that improve the application of legal and regulatory frameworks, efficiency, accountability, inclusiveness, and equity in the implementation of public policies to promote the provision of quality public services to communities and families in target areas, including in humanitarian emergencies. OUTCOME 2 refers to populations including women, children, adolescents, youth, and vulnerable groups having inclusive, equitable and enhanced access to quality basic social services, decent employment, social protection, and protection from harmful practices. Outcome 3 focuses on the most vulnerable populations, particularly women, girls, boys and people with special needs, improve their food and nutrition security, natural resource management and living environment, and strengthen their resilience to climate change, including in areas affected by conflicts and disasters.

In relation to outcome one, narrative does not mention gender but vulnerable population but TOC of outcome 1 as well as indicators are gender mainstreamed: explicative narrative of indicator 1 states that the support of the UN country team will focus on the integration of gender in the planning - programming - budgeting - monitoring - evaluation chain, and risk management to ensure that the specific needs of women and men, girls and boys are taken into account, including in the humanitarian response, etc. The implementation of national provisions on the participation of women in political and elective positions as well as the development of female leadership and young girls are priority actions for an inclusive and affirmative governance. The development of specialized training for notaries in the regions on the handling of actions by non-state armed groups in order to reduce the long delays in trials; the development of training for traditional chiefs in the mediation of local conflicts leading to a legally recognized judicial settlement under Nigerien law.

Furthermore, the elaboration of the PDES coincided this year with the formulation of the 2023 - 2027 Cooperation Framework Plan (5UNSCDF), which favored fruitful exchanges with the government and a synergy of the two exercises and, thanks to the United Nations, the strategic alignment of the 2023 - 2027 UNSDCF with the global, sectoral, and immediate effects as well as the strategic axes has been successful especially in mainstreaming gender across all sectors.

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

but TOC of outcome 1 as well as indicators are gender mainstreamed: explicative narrative of indicator 1 states that the support of the UN country team will focus on the integration of gender in the planning - programming - budgeting - monitoring - evaluation chain, and risk management to ensure that the specific needs of women and men, girls and boys are taken into account, including in the humanitarian response, etc. The implementation of national provisions on the participation of women in political and elective positions as well as the development of female leadership and young girls are priority actions for an inclusive and affirmative governance. The development of specialized training for notaries in the regions on the handling of actions by non-state armed groups in order to reduce the long delays in trials; the development of training for traditional chiefs in the mediation of local conflicts leading to a legally recognized judicial settlement under Nigerien law.

List the Means of Verification. (E.g. Cooperation Framework document)

UNSDCF 20223-2027

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

EXCEEDS MINIMUM REQUIREMENTS

More than half 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.

The Cooperation Framework outcome indicators exceed the criteria as there is more than 50% of UNSDCF indicators that measure change in gender equality. Indeed, of the 144 indicators, 79 (54.86%) track progress on gender equality. These indicators measure changes/progress in gender equality and women's empowerment.

A detailed analysis of the indicators by outcome shows good levels of gender sensitivity. Specifically, the analysis revealed the following trends: For Outcome 1, 49 of 74 indicators or 62.02% can measure changes in gender equality; For Outcome 2, 19 of 29 indicators or 65.51% can measure changes in gender equality; and For Outcome 3 only 11 of 41 indicators or 26.82% can measure changes in gender equality.

As a result of this analysis, while the 2023-2027 Cooperation Framework meets the minimum requirements for gender mainstreaming, the UNCT in Niger should require disaggregation by sex of all indicators (where possible) and reflect this in the baseline and target values of the indicators in the next Niger 2023-2027 UNSDCF Joint Work Plan.

The outcomes of Cooperation Framework 2023-2027 exceed the minimum requirements for gender integration. There is good evidence of gender mainstreaming in Cooperation Framework 2023-2027. Indeed, all three of the Cooperation Framework's overall outcomes - Outcome 1, Outcome 2, and Outcome 3 - fully address gender equality in line with the Cooperation Framework's vision and theory of change and the priorities of the SDGs, including SDG 5.

The Cooperation Framework also contains disaggregated and gender-sensitive data at the output level, which strengthens gender mainstreaming in a cross-cutting and horizontal manner. Outcome 1 focuses on national and local institutions that improve the application of legal and regulatory frameworks, efficiency, accountability, inclusiveness, and equity in the implementation of public policies to promote the provision of quality public services to communities and families in target areas, including in humanitarian emergencies. OUTCOME 2 refers to populations including women, children, adolescents, youth and vulnerable groups having inclusive, equitable and enhanced access to quality basic social services, decent employment, social protection and protection from harmful practices. Outcome 3 focuses on the most vulnerable populations, particularly women, girls, boys and people with special needs, improve their food and nutrition security, natural resource management and living environment, and strengthen their resilience to climate change, including in areas affected by conflicts and disasters.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework results framework)

UNSDCF 2023-2027

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1:

Joint programmes contribute to reducing gender inequalities

Programming and
M&E

MEETS MINIMUM REQUIREMENTS

(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (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.

The UNCT meets the requirements for this indicator. Gender equality is visibly mainstreamed into all JPs operational at the time of the assessment and 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. The 20 joint programs reviewed are implemented by more than two (2) agencies exist and visibly mainstream gender throughout. Out of the documents reviewed PBF joint programmes uses a gender mainstreaming tool to integrate gender in the programmes . During the PCC year 2022, UNCT developed a flagship programme “SARAOUNIA” through the programme women, peace and security dedicated to gender equality and women’s right in collaboration with the government, this programme is chaired by the Resident Coordinator.

At least five (5) of them fully promote gender equality and are fully implemented which have been operational during the time of the assessments. These include, among others:

- 1) The Joint FAO - ADF - UNWOMEN - WFP Program, entitled "Accelerating Progress towards Rural Women's Economic Empowerment" / JP RWEE. Designed to contribute to the improvement of food and nutritional security of rural women and their households, the strengthening of rural women's leadership, the increase of rural women's income to enable them to support themselves and the promotion of a more gender-sensitive environment.
- 2) The Joint UNDP-UNICEF-UNFPA-UNWOMEN Spotlight Program, designed to help eliminate violence, harmful practices and obstacles to access to sexual and reproductive health rights for women and girls in Niger. As part of the implementation of the Spotlight program in Niger from August 27 to December 31, 2020, which includes UNCT, the ministries of health, justice, defense and women's promotion in the regions of Maradi, Zinder, Tahoua and Tillabéry, it provides a strong M and E framework with indicators such as 1. 1.4: Number of actors in the fight for women's rights with strengthened capacities to draft laws and/or policies on violence against women, including GBV/NP, gender equality and non-discrimination, Indicator 2.1. 3: Niger has internal and external accountability mechanisms within the relevant governmental institutions in place to monitor the fight against GBV/NP and/or gender inequalities and discriminations, especially those affecting groups exposed to multiple and intersecting forms of discrimination; Indicator 4.1. Indicator 4.2.1: Number of women and girls who survived VAWG, including SGBV/NP, whose knowledge and access to quality essential services have increased. Indicator 1.1.5 Number of parliamentarians and staff of human rights institutions with strengthened capacity to advocate, draft new and/or strengthen existing laws and/or policies to end VAWG and/or gender equality and non-discrimination and implement them, in the past year.
- 3) The UNICEF-UNFPA-WFP Joint Program, entitled "Breaking Down the Barriers to Girls Education in Niger"/BBGE. Designed to help break down the barriers to girls’ education in Niger.
- 4) The UNICEF-UNFPA Joint Program, entitled "Global Program" designed to contribute to the elimination of child marriage in Niger.
- 5) The PREGECON project "Prevention and peaceful management of conflicts related to access to and management of natural resources in the northern communes of the Zinder region" is a gender responsive project with a strong result framework, Output 2.1: The entrepreneurial capacities of women and youth (men and women) are strengthened. A particular feature is that even joint programs in the humanitarian field are gender responsive. The Gem CAP mechanism allows for engendering. Indeed, it should also be noted that all joint projects funded by the Peace Building Fund / PBF over the duration of the UNDAF, especially those funded under the "Gender and youth promoting initiatives" window, have gender issues as their main objective. We can cite at least three below: Which goes to conclude that more than 50% of joint programmes visibly include or have made it a priority to integrate gender.
 - The joint UNHCR-UNICEF-UNFPA project "Involvement of youth and women in the peaceful resolution of community conflicts
 - The joint FAO-UN Women project "Promotion of social cohesion between farmers and herders (men and women) in the region of Dosso and Maradi through an approach based on gender and diversity.
 - The joint UNDP-UNWOMEN project entitled "Women and Natural Resource Conflict Management - An approach based on women's involvement and resilience to the effects of climate change for the reduction of community and cross-border conflicts related to natural resources.

Despite this, it was recommended by the group that there needs to be a mapping of all the joint programmes within UNCT to better capture the quality of gender integration across all the joint programmes; in order to exceed minimum requirements, it is crucial to have a system put in place to ensure gender mainstreaming across joint programmes.

The UNCG group can use this as a way to create visibility across these joint programmes in order to develop more synergy between the programmes.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

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

The UNCT meets the minimum approach requirements on this indicator, since the UNCT has collaboratively contributed to at least one GEEW advocacy activity in the past year. The UNCG group developed a communication strategy for UNCT in 2021 and an annual workplan which allowed the group to follow up with the activities and its respective timeline however due to the fact that GEEW is not visibly integrated in the communication strategy or Annual Workplan – in order for UNCT to meet minimum requirements it needed to meet criteria c) The Communication Group's Annual Work Plan or equivalent visibly integrates communication and advocacy on GEEW.

The UNCG Communications Team has contributed to at least one GEEW-related activity; during the election period, the UNCG was able to conduct a 'DIALOGUE UN75' activity that involved key actors which consisted of women and girls. 'Les Nations Unies au Niger organisent un dialogue sur le rôle des femmes et des jeunes dans la promotion de la paix en période électorale'.

The documentations demonstrate that these activities contribute to the question of gender issues. Other activities that are not necessarily related to the GEEW are a press conference with journalists and media personalities on the theme of: "Press conference with journalists from private and public media on the SDGs". 'La contribution du Niger a été déterminante dans l'élaboration et l'adoption des ODD'.

It was noted that the communication group will need to re-strategize in order to strengthen the coherence of GEEW activities and contribute to gender mainstreaming within UNCT as an existing key coordination mechanism.

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 UNDAF meets the criteria of a) and b) the UNDAF has a section on gender specific indicators and each result per effects, which is then evaluated in the final UNDAF document; The evaluation for the new UNDAF was conducted June 2021 analyses the advancements in terms of gender equality outcome by outcome for each result group. It contains also a matrix which tracks progress made in relation to the gender equality and each indicator in line with the UNDAF outcomes.

For example, regarding outcome 3, and in particular indicator 3.1.1 'Nombre de femmes vulnérables formées à l'exercice d'activité économique durable dans les zones cibles' in 2020 was 267,764 and in 2021 320, 632 this indicator specifically shows the increase of number of women involved in the activities, which demonstrates a positive impact. In order for UNCT to exceed the minimum requirements, it should meet all three requirements which includes a gender sensitive training on gender sensitive M&E during the 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

MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two 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.

The UNCT has collaborated with at least two government agencies on a joint initiative that promotes gender equality under the current UNDAF cycle: Under the project "Prevention and Peaceful Management of Conflicts Related to Access to and Management of Natural Resources in the Northern Communes of the Zinder Region" (PREGECON (1 in 3 gender-sensitive outcomes)

Program for the implementation of the Spotlight program in Niger from August 27 - December 31, 2020, which brings together the UNS, the ministries of health, justice, defense and the promotion of women in the regions of Maradi, Zinder, Tahoua and Tillabéry (4 out of 4 indicators are gender sensitive).

These partnerships include a focus on economic empowerment, access to justice, health, and violence against women.

The indicators are 1.1.4, 2.1.3, 4.15, 4.2.1. There is visible evidence of how UN supports SDGs in the alignment of the UNDAF with the government priorities. The Ministry of Plan and the Ministry of Women's Promotion have worked closely with UNCT during the Common Country Analysis Consultations this year; The UN and government have conducted joint communication and advocacy campaigns for example 16Days of activism; fully involving the Ministry of the Promotion of Women on various activities. This year, A UN agency (UN Women), implemented the project "Rebuilding for Economic Well-Being and Socio-Economic Strengthening of Women Affected by Covid-19 in Niger," for a rapid response to the effects of COVID19 on vulnerable women. This activity was joint initiative (with Cellule d'Analyse des Politiques Publiques et d'Évaluation de l'Action Gouvernementale CAPEG) and the Ministry of Women's Promotion and Child Protection.

In addition to that, the UN Country Team has made at least one contribution to substantially strengthening the government's participation and engagement in localizing and/or implementing the gender-related SDGs. As part of the spotlight program from October 28, 2020 - March 31, 2021 (1 out of 1 gender-sensitive indicator) Indicator 1.1.5.

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.

The UNCT exceed the minimum requirements; the CSO's have participated in a dialogue during the current UNDAF cycle, and the UN system has made efforts on a collaboration and engagement with CSO's regarding the SDGs and UNCT has collaborated with GEEW CSO and women rights advocates on at least two joint activities that foster gender equality and empowerment of women within the UNDAF cycle. UNCT has shown its active partnership with CSO's during the process of the Common Country Analysis; whereby several CSO's participated in an interactive dialogue on the 3 thematic areas related to the PDES National priorities, this dialogue promoted the role of Gender Equality issues as CSO's expressed their views on this. This is a clear demonstration of how UNCT collaborates effectively with CSO's in order to better integrate gender into UNSDCF process. In line with the SPOTLIGHT PROGRAMME pages 125-127, UN Agencies have collaborated effectively with CSOs on various areas. UN Women collaborated with CSO on Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG and gender equality and women's empowerment more broadly; UNFPA on Output 6.1: Women's rights groups and relevant CSOs have increased opportunities and support to share knowledge, network, partner and jointly advocate for gender equity and women's empowerment, and ending VAWG, more specifically, with relevant stakeholders at sub-national, national, regional and global levels, this was precisely with Women led NGOs and CSOs. Furthermore, there are 9 new CSO partners that UNCT have established and over 50% of the CSOs are women rights organizations: women led or feminist CSOs.

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
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.

The UNCT approaches the minimum requirements for this criterion for leadership: It meets 2 criteria's:
b) The RC demonstrates a public commitment to gender equality over the past 12 months c) HOAs are perceived by staff to be committed to gender equality in the workplace over the past 12 months.

For the criteria on RC demonstrating public commitment to gender equality over the past 12months;

The RC speaks out on gender equality to different audiences within the past 12 months, the RC has promoted and advocated for gender equality at various RC meetings with key actors and UNCT meetings; (Although this has not been monitored so there are no details on the numbers) for example raising issues of women's participation and representation in Gender issues, gender mainstreaming, and the promotion of gender equality are visible in UNCT meetings; Individual agencies in their respective mandates have been able to Individual agencies have been able to advocate for gender during these meetings, which has increased the discussion around this subject; However there is no quantifiable information on this.

The RC has also been able to advocate and promote GEEW; This year, UN Women Regional Director and the Resident Coordinator took on a gender approach to the President in subject of women's role in peace process, participation and social cohesion; this was a very good highlight that demonstrated the RCO leadership in advocating for women empowerment at a higher level. This can be demonstrated as public championing for GEEW.

HOAs are perceived by staff to be committed to gender equality in the workplace over the past 12months:

It is also clear that over the past 12 months, heads of agencies have been advocating for gender equality within their respective agencies (as demonstrated by the survey results) The survey results prove that 83% of UNCT staff strongly agree/agree that HOA agencies demonstrate leadership and commitment to gender equality in the workplace.

However, it should it does not meet the criteria a) Gender equality is a regular topic of discussion in HOA meetings during the last 12months- In all the UNCT meetings there is no clear evidence of gender related discussions, and hence the reason why the group suggested to include a 'Gender Lens' section that will be clearly visible in these reports and will be a topic of discussion. One of the UNCT meeting report shows how topic discussions and initiatives could be focused on gender however this is something that needs to be strengthened.

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.

For this indicator, UNCT meets the requirements. The survey on cultural organizational was sent to all UNCT which was used as an exercise to measure the perceptions of UNCT staffs in relation to gender equality in the workplace.; after the closure of the survey online, a total of 382 responded participated in the survey of which 121 of respondents were female and 261 male. The criteria is met if -The survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent, UNCT Niger was able to score 78%.

All the respondents agree/strongly agree that UN personnel in the country team are treated equally irrespective of sex, gender identity or sexual orientation.

There is a positive approach towards gender accountability processes within agencies however these will need to be further developed and strengthened.

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

- No

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.

During the period of reporting (2021-2022), UNCT has been able to meet 3 of the following criteria in order to meet the requirements, this is a key priority for UNCT as the GTGDH plays a crucial role in ensuring gender is mainstreamed in key country processes. It should also be highlighted that the group gender focals have made substantive inputs towards the UNDAF theme groups (EFFETS) attending at least 5 meetings during the Common country analysis since last year. Also, in 2022 the reporting year, the GTGDH was revitalized following the standards and procedures 2021 under the leadership of the chair and co-chair of the group, with gender focal points from UN agencies, gender thematic group members were trained on gender coordination and elaborated a term of reference and action plan for the year 2023. A new leadership and clarification of mandate and roles and responsibilities were made to facilitate the role of the group within the UNCT.

In addition to that, it should also be noted that the coordination mechanism is chaired by UN Women's Head of Agency and co-chaired by the representative of United Nations entity of Human Rights (The Office of the High Commissioner for Human Rights) under the leadership of the Resident Coordinator. Both agencies are fully engaged and aware of the importance of this coordination mechanism. The group has discussed the various challenges faced and have integrated the different recommendations in the GTGDH action plan of 2023. Gender Theme Group has a clear term of reference with membership of staff at decision making levels and clear accountability as a group. It should be noted that there is no pooled funding to support the work of the GEEW within the UNCT; the GTGDH needs to be an active coordination mechanism to support the UNCT in various processes such as the CCA, UNDAF and the Gender Scorecard.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- A coordination mechanism for gender equality is chaired by a HOA.
- The group has a TOR and an approved annual work plan.

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)

PI 5.2 Gender Mainstreaming Capacities

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

**Gender architecture and
capacities**

Meets two of the following three: (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.

For this indicator UNCT meets the approach the minimum requirements.

UNCT meets the minimum requirements for this indicator as it meets two of the following criteria, at least one substantive inter-agency gender capacity development for UN personnel on staff and implementing partners led by the RCO who's role consists of ensuring a PSEA free work environment and assuring every staff in the UN agencies abides to the trainings every year. A capacity development activity has been carried out during the past year and a UNCT encourages capacity training at all levels and on different thematic area. There is a regular review of the capacity of UNCT to undertake gender mainstreaming (e.g. once every one or two years). This year, gender focals were trained on gender and coordination under the leadership of the RCO; gender training is an important process for UNCT especially whilst implementing the UNSDCF outcomes. The PSEA group continues to significantly contribute to raising awareness and training staffs on PSEA has a mandatory field. There continues to be capacity training on gender and human rights to government actors and the civil society across various UN agencies, for example, this year UN women and other key entities took part in gender responsive budgeting training with key ministries

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)

GTGDH REPORT 2022 - Inter agency gender training on Gender and Coordination

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.

UNCT in Niger does meets the approach minimum requirements criteria the UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle. Niger participated in the regional training organized by WCARO and UNW HQ, but it has not possible for the IAT to compile the information or report. This was an inter-agency event involving gender focal points within UNCT;

Although budget allocations have been monitored for each indicator as showed in the UNDAF excel tracking table for

allocations on gender related activities. However, there are no final analysis that can be presented demonstrating that UNCT in Niger has met the financial target for program allocation for Gender Equality and the Empowerment of Women, in order to meet these criteria at RCO level.

It is therefore necessary to undertake future trainings on Gender Equality Marker as well as an urgent need to count with a global data mechanism that will track GEWE allocations. The Resource Mobilization Working Group with the support of UNCT can take the lead in providing and assuring the monitoring of allocations. At a started phase, the UNCT will need to build this database with the support of ALL agencies in order to identify whether the financial target has been met or has been exceed.

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	Results
APPROACHES MINIMUM REQUIREMENTS	

(a) The UNCT has achieved or is on track to achieve some 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 approaches the minimum requirements for this criterion, a) 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.

UNCT Niger is in the evaluation phase and finalization of the UNDAF 2019-2021; Whilst the UNCT has not achieved all the gender results it has however achieved significant results that are highlighted in the UNDAF mid-term review and in the reports by result groups. UN agencies with the support of the RCO have established partnership with government that provide statistical data, for example INS/CAPEG; Meetings between these actors and the RCO have taken place to better identify common areas and potential collaboration for a more effective utilization of data within the UN System. There has also been significant progress in strengthening gender mainstreaming at coordination level; this has been visible during the Common Country Analysis whereas it was a mandatory exercise to integrate gender and disaggregated data into the CCA.

UNCT will need to continue its efforts to exceed the minimum requirement in order for at least one outcome level UNDAF result to contribute to transformative change in relation to gender equality and the empowerment of women.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Niger 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	<p>1) Integrate gender analysis into ALL areas of analysis in the next CCA and not just a sub-section of the gender programming principle; it is especially the sub-sector analysis that needs to be expanded with the underlying causes. 2) Should not dilute the gender analysis in the analysis of capacities and vulnerabilities. 3) Gender should not be referred to as a vulnerable group. 4) Strengthen human rights analysis. 5) Strengthen the Human Rights Based Approach to identify the most vulnerable groups and its relationship to LNOB and gender.</p>	<p>A new CCA has been elaborated for Niger; The new CCA has taken into account the CCA 2018 and GTG group recommendation on the integration of gender, ensuring a gender analysis for all the sections, integrating the gaps and recommendation to moving forward.</p>
1.2 Cooperation Framework Outcomes	<p>The IAT suggests that all outcomes take into account gender equality in their formulation according to the Theory Of Change in the next UNSDCF 2022-2026.</p>	<p>UNCT has met the requirements but will need to ensure that the gender mainstreaming continues to take place during the UNSDCF implementation. UNCT should develop an online community of practice for UNCT gender experts and focal points to develop their learning and to facilitate information sharing and networking.</p>
1.3 Cooperation Framework Indicators	<p>1) Disaggregate monitoring indicators for the next CoP/UNDAF by gender, age, education level, rural/urban, etc. 2) Reflect gender sensitivity in the baseline and target values of monitoring indicators. 3) Provide Gender Analysis and Data</p>	<p>UNDAF indicators are gender sensitive. UNCT Support the inclusion of gender-specific indicators across all 17 SDGs. – Support regular collection of data for gender-specific indicators, ensuring quality and comparability. – Strengthen high-level political commitment to an open, inclusive, transparent and gender sensitive SDG monitoring process.</p>

	trainings to key groups such as M&E and GTG.	
Dimension 2 – Programming and M&E		
2.1 Joint Programs	Creation of a 'Joint programs UNCT' database at the RCO level to better identify joint programs for a more coherent integration of gender equality.	Elaboration on joint programme with gender perspective will be developed in the framework of the new UNSDCF.
2.2 Communication and Advocacy	1)Continue to promote the inclusion of the gender dimension in UNCG's communication and advocacy activities in order to achieve meaningful results by 2030. 2)Encourage the Country Team to make adequate financial resources available to facilitate the implementation of the work plan for a sustainable operation of the group 3)Reflect gender sensitivity in the baseline and target values of monitoring indicators 4)Regularly assess the indicators of progress related to the gender dimension 5)Organize capacity building training for UNCG members or leads on the Gender Score Card.	
2.3 Cooperation Framework M&E	The M&E group will need to be provided with technical trainings on M+E in order to support the UNDAF and evaluations reviews on gender sensitive indicators.	
Dimension 3 - Partnerships		

3.1 Government Engagement	<p>1)UN agencies to collaborate with different sectors of government especially as the new CCA been developed on at least one joint activity.</p> <p>2)UN agencies should re-strategize on how to involve government in programs and synergize on common priorities for a higher level of participation such as the CCA.</p>	<p>Although the RCO took the lead this year on the development on the development of a flagship programme, involving UN agencies and government entities it will need to involve government engagement in various initiatives and stakeholder initiatives. UNCT should focus on economic transformation and women’s employment in the industrial sector to complement the JP on Rural Women’s Economic Empowerment. Many UN agencies could engage in a gender and industrial development joint programme as per their special mandates.</p>
3.2 GEWE CSO Engagement	<p>1)UN agencies will need to establish civil society advisory mechanisms for the reinforcement of partnership.</p> <p>2)Involve CSO’s in consultations and implementation of joint programmes.</p>	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	<p>1)Ensure that gender/GEEW is a topic of discussion at UNCT meetings and document this.</p> <p>2)RCO should regularly highlight and use data of addressing gender issues in speeches, presentation an intervention with the government, civil society and development partners.</p> <p>3)Conduct a ‘good practice’ exercise within UNCT to identify the tools and gender equality accountability processes used.</p>	<p>RCO has taken account the key role that Gender plays therefore RCO has taken leadership however there is still progress to be done;UNCT has met the requirements however in order to esnre a strong leadership and organizational culture it will need to Conduct a gender mapping exercise to determine who does what and how much is invested in GEWE.</p>
4.2 Organizational Culture	<p>A women only survey of similar questions would allow more detailed responses, of female staff perceptions towards the</p>	

	gender organization within UNCT.	culture within	
4.3 Gender Parity	1)UNCT to put in place a mechanism for monitoring gender parity in staff that is available as a global document. 2)Develop a Business Operations Strategy that includes gender specific actions and indicators to foster gender equality and women empowerment.		
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	1)UNCT should take a stronger role in supporting the coordination mechanism GTG; official communication to the UNCT about the existence of the group and a formal handover to the agency that will become the chair of the group. 4)Strengthening of GTG’s capacity as gender experts within UNCT 3)Establish a pool funding to support the work of the GTGs within the UN system.		GTGDH developed a TOR and action plan; GTGDH has been progress this year however it is crucial to focus on strengthening GTG support regular meetings and reinforce its members. Invest in capacity-building of gender focal points in UN Women and other UN agencies. Recruit a team of dedicated gender experts for the RCO to ensure effective information and resource sharing, coordination, and M&E within the UN and with the Government and CSOs.
5.2 Gender Capacities	1)Conduct a capacity assessment at all levels within UNCT to identify capacity needs within agencies in relation to GEEW. 2)A mechanism put in place to follow up on the recommendations of the Gender Scorecard. 3)UNCT to develop induction materials on gender equality and women empowerment		GTGDH and inter agency gender focals have been trained on gender and coordination;1)Strengthening of GTG’s capacity as gender experts within UNCT 2) Establish a pool funding to support the work of the GTGs within the UN system.

	related to development challenges in the country.	
Dimension 6 - Resources		
6.1 Financial Resources	<p>1) Establish a pool fund to support a data and budget tracking mechanism on GEEW allocations at UNCT level</p> <p>2) Conduct a training on Gender Marker as part of capacity building and then ensure all agencies have undertaken the gender budget analysis.</p>	
Dimension 7 - Results		
7.1 GEWE Results	<p>1) Ensure that development activities in line with SDGs are complimented with a gender approach.</p> <p>2) Develop an inter-agency team to do the follow up and develop a guidance on social change through programming.</p>	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis		Planning
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
CCA or equivalent	NIGER CCA 2022	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes		Planning
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
Cooperation Framework	PCC Niger-V2-3 (1)	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	PCC Niger-V2-3	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	20201013 Exercice Evaluatif Niger 2020 Draft final du rapport final clean (4)	
Joint Program documents	Child-marriage-annual-report-2019	
Joint Program documents	GPECM 2020 Phase II Theory of Change - French	
Joint Program documents	IFAD-RLO-SD3C-G5 Sahel+1- Dcp-Niger-VFD-18Sept20 with final PIM	
Joint Program documents	Joint Proposal - Niger	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Fiche Dialogue DRAFT vu AH (2)	
Communication/Advocacy	Fiche Dialogue DRAFT vu AH (2)	
Communication/Advocacy	Stratégie de communication ONE UN NIGER	
Communication/Advocacy	Stratégie de communication ONE UN NIGER	

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	UNDAF 2019-2021 Cadre de Suivi de Performance version finale	
Cooperation Framework reviews/monitoring data	UNDAF 2019-2021 Cadre de Suivi de Performance version finale	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Exercice Evaluatif Niger 2020 rapport final	
Government engagement	Exercice Evaluatif Niger 2020 rapport final	
Government engagement	FINAL DRAFT Spotlight Narrative 2019 Report UNFPA Niger 28.01.2020 ctnbis (1)	
Government engagement	FINAL DRAFT Spotlight Narrative 2019 Report UNFPA Niger 28.01.2020 ctnbis (1)	
Government engagement	Spotlight - Rapport narratif de progres annuel Low-Res Draft 1 (1)	
Government engagement	Spotlight - Rapport narratif de progres annuel Low-Res Draft 1 (1)	
Government engagement	Spotlight Rapport Semi-annuel 2021 29.07.2021	
Government engagement	Spotlight Rapport Semi-annuel 2021 29.07.2021	

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	Discussion Changement Climatique avec la Société Civil (2) (1)	
Other	Discussion Changement Climatique avec la Société Civil (2) (1)	
Other	Spotlight - Rapport narratif de progres annuel Low-Res Draft 1 (1)	
Other	Spotlight - Rapport narratif de progres annuel Low-Res Draft 1 (1)	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Le Président de la République et RCO (1)	
RC communications	Le Président de la République et RCO (1)	
RC communications	NIGER UNCT MEETING MINUTES	
RC communications	NIGER UNCT MEETING MINUTES	

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	

Organizational culture survey results	Niger Survey ALL (1)
Organizational culture survey results	Niger Survey ALL (1)

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	unct niger parity missing	
UNCT BOS	unct niger parity missing	
UNCT BOS	unct niger parity missing	

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	Termes de référence du Groupe thématique sur le genre et droits humains (GTGDH) Niger	
Other GTG documents	PROGRAMME DE TRAVAIL ANNUEL DES GTGDH NIGER	
Other GTG documents	RAPPORT GTGDH NIGER final 22	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	RAPPORT GTGDH NIGER final 22	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	UNCT-SWAP Scorecard e-training concept note WCA region 2020 (1)	
Financial resources	UNCT-SWAP Scorecard e-training concept note WCA region 2020 (1)	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country
APPROACHES MINIMUM REQUIREMENTS

Results

Category	Documents
Cooperation Framework reviews/monitoring data	Niger UNDAF 2019-2021
Cooperation Framework reviews/monitoring data	Niger UNDAF 2019-2021

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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