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Namibia Final Report

UNCT-SWAP GENDER SCORECARD

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List of acronyms and abbreviations

AfriYan	-	African Youth and Adolescents Network
AIDS	-	Acquired Immuno-Deficiency Syndrome
ANC	-	Ante Natal Care
ARC	-	Assessment of Results and Competencies
AWP	-	Annual Work Plan
BOS	-	Business Operations Strategy
CCA	-	Common Country Assessment
CEB	-	Chief Executive Board
ECD	-	Early Childhood Development
FAO	-	Food and Agriculture Organization
FNB	-	First National Bank
FSW	-	Female Sex Workers
GEWE	-	Gender Equality and Women Empowerment
GRN	-	Government of the Republic of Namibia
GRB	-	Gender Responsive Budgeting
GTG	-	Gender Thematic Group
HIV	-	Human Immuno-Deficiency Virus
HoA	-	Head of Agency
HPP	-	Harambe Prosperity Plan
IOM	-	International Organization for Migration
IWD	-	International Women's Day
JPS	-	Joint Programme Support
JUTA	-	Joint United Nations Team on AIDS
MGECW	-	Ministry of Gender Equality and Child Welfare
MHM	-	Menstrual Health Management
MTR	-	Medium Term Review
MoHSS	-	Ministries of Health and Social Services
MoEAC	-	Ministry of Education, Arts and Culture
MSM	-	Men who have Sex with Men (MSM)
NDP5	-	Fifth National Development Plan
NRA	-	Non-Resident Agencies
OMT	-	Operations Management Team
OP	-	Operational Paragraph
PMTCT	-	Prevention of Mother to Child Transmission
PMT	-	Programme Management Team
QCPR	-	Quadrennial Comprehensive Policy Review
RBMG	-	Results Based Management Group
RC	-	Resident Coordinator
RCO	-	Resident Coordinator's Office
SDGs	-	Sustainable Development Goals
SMT	-	Security Management Team
SPR	-	Strategic Prioritization Retreat
SRH	-	Sexual Reproductive Health

ToC	-	Theory of Change
TORs	-	Terms of References
UN	-	United Nations Development Group
UNAIDS	-	United Nations Joint Programme on AIDS
UNCT	-	United Nations Country Team
UNCT-SWAP	-	United Nations Country Team System-Wide Action Plan
UNDAF	-	United Nations Development Assistance Framework
UNDP	-	United Nations Development Programme
UNICEF	-	United Nations Children’s Fund
UNFPA	-	United Nations Population Fund
UNPAF	-	United Nations Partnership Agreement Framework
UNSDG	-	United Nations Sustainable Development Group
WFP	-	World Food Programme
WHO	-	World Health Organizations

1. Introduction

The UNCT-SWAP (United Nations Country Team System-Wide Action Plan) Scorecard is a standardized self-assessment of UN country-level gender mainstreaming practices and performance that is aimed at ensuring accountability of senior managers and improving UNCT performance on GEWE Results. Amongst others, the UNCT-SWAP Scorecard, aims to strengthen coordination; transparency; accountability; encourages UNCTs to collaborate; empowers managers & teams to improve GEWE performance; and broadens areas of work that support implementation of the Secretary-General's commitment to gender parity.

The Gender Scorecard was endorsed by the UNSDG in 2008 in response to the UN Chief Executive Board for Coordination 2006 Policy on gender equality and the empowerment of women (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The UN SWAP formed another part of the accountability framework, focusing on the implementation of the policy at the entity level. The Quadrennial Comprehensive Policy Review (QCPR) calls for the United Nations Sustainable Development System to expand and strengthen the use of the Gender Scorecard as a planning and reporting tool for assessing the effectiveness of gender mainstreaming in the context of the UNDAF (OP 83). In this vein and in line with internal assessments, the UNCT SWAP-Scorecard methodology has been revised in tandem with the United Nations System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) to ensure greater alignment with the UN-SWAP and the SDGs, drawing on good global practices with motivating, managing and measuring institutional change processes.

The UNCT-SWAP Gender Scorecard structure consists of 7 dimensions and 15 indicators against which UNCT's performance on Gender Equality and women's Empowerment Results are measured¹.

2. Country Context - UNCT and the UNPAF 2019-2023

The United Nation Country Team (UNCT) is the highest inter-agency decision making body of the United Nations in Namibia, comprising Heads/Representatives of UN Agencies resident and non-resident in the Republic of Namibia and is led by the UN Resident Coordinator (RC). The UNCT plan and work together to ensure effective implementation of the United Nations Partnership Framework (UNPAF) in support of the national development priorities of the Government of the Republic of Namibia, embracing the principles of Delivering as One and Leaving No One Behind. UNCT also facilitates the work of the Non-Resident Agencies (NRAs) to effectively contribute to the implementation of the UNPAF as it ensures coordination and regular communications with all active NRAs.

The UNCT provides overall guidance to the Programme Management Team (PMT), Results Based Management Group (RBMG) and other functional thematic working groups such as the Operations Management Team (OMT), the Gender Theme Group (GTG), UN Communications Group (UNCG), etc. in its roles and responsibilities of, amongst others:

- ✓ overseeing development and implementation of the UNPAF;
- ✓ endorsing the annual coordination framework;
- ✓ overseeing work of Theme Groups and of functional groups;

¹ Introduction adapted from the UNCT-SWAP Gender Equality Scorecard: 2018 Framework & Technical Guidance.

- ✓ developing proposals to pool country level fundraising and joint financing, based on the agreed needs and priorities of the country, as expressed in the UNPAF.

As a cross-cutting issue, gender has an impact on all UNPAF pillars and is mainstreamed across all sectors, in line with the principles of human rights and leaving none behind. The Gender Thematic Group Membership is strategic and focuses on Agencies that are supporting and can deliver on gender work although it is open to all Agencies who wish to participate with current agency participation of FAO, IOM, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNODC, WHO and UN Women.

The GTG provides a coordinating mechanism for joint UN action and coordination on Gender Equality and Women Empowerment; to ensure that gender is integrated in in the National Development Plans (NDP) and UN Partnership Frameworks (UNPAF) for the achievement of gender equality and equity, and the empowerment of women, including young women and adolescent girls. The GTG strengthens UNCT performance on gender equality; and provides a forum for systematic sharing of information, experiences and tools on implementing the GEWE.

The Namibia’s UNPAF 2019-2023 was developed in full alignment with the 2017 UNDG UNDAF guidance and in an inclusive and participatory manner with the Government of the Republic of Namibia, development partners and civil society organizations.

Table 1 UNPAF 2019-2023 pillars and outcomes:

Pillars	Outcomes
Economic Progression	<ul style="list-style-type: none"> • By 2023, Institutions implement policies for inclusive development and Poverty reduction for vulnerable groups.
Social Transformation	<ul style="list-style-type: none"> • By 2023, vulnerable women, children, adolescents and young people in Namibia have access to and utilize quality integrated health care and nutrition services – Universal Health Coverage (UHC). • By 2023, vulnerable children and young people in Namibia have equitable access to inclusive quality education and life-long learning. • By 2023, vulnerable women and children are empowered and protected against violence, abuse, neglect and exploitation. • By 2023, the most vulnerable children, persons living with disabilities, marginalized communities, and poor utilize quality, integrated social protection services.
Environmental Sustainability	<ul style="list-style-type: none"> • By 2023, vulnerable populations in disaster prone areas and biodiversity sensitive areas are resilient to shocks and climate change effects and benefit from natural resources management.
Good Governance	<ul style="list-style-type: none"> • By 2023, government institutions at national and regional level are accountable and transparent, engaging citizens in participatory decision-making processes.

3. Methodology and process of assessment

To support the development of the gender responsive UNPAF and ensure better accountability of UNCT towards gender equality and women's empowerment in line with UN corporative policy in this area, the UN Country Team used the UNCT SWAP Gender Equality Scorecard to assess status and identify gaps and corrective actions.

The UN Namibia Gender Scorecard exercise commenced after its approval by the UNCT at their meeting held in February 2019. The approval was followed by the appointment of the Inter Agency Team, by their respective Heads of Agencies who were then oriented on the scoring methodology and provided with the relevant reference materials for scoring. Agencies that participated in the Interagency Assessment team consisted of UNDP, UNICEF, UNFPA, UN-Women, UNIC, WFP, WHO and RCO. The UN Gender Thematic Group; and an appointed Internal Coordinator led this process along with the Inter-Agency Team to complete the scorecard process in a participatory and timely manner. The internal coordinator, in collaboration with the Inter- Agency Assessment Team, facilitated the scoring of the indicators.

The Inter-agency team held two meetings during the process, first was an orientation meeting to familiarize the team with the technical guide and agree on a division of labor and tasks teams to carry out the scoring. A second meeting was convened to review the scores, reach an agreement on the scores and identify the action required to address the existing gaps. The final report was compiled by the Coordinator inclusive of the Action Plan, submitted to the GTG for their comments/inputs, clearance and endorsement before its finalization and presentation to the UNCT for approval.

The next step was the online staff survey of personnel perception of organizational environment for promotion of gender equality and women's empowerment. Prior to the survey, the OMT played a significant role in the collection and submission of sex disaggregated data of all UN staff in Namibia, as reported by all resident and non-resident agencies.

The main objective of this exercise was to assess the effectiveness of the Namibia UN Country Team in gender mainstreaming, promotion of gender equality and women's empowerment as well as to provide a set of actions for improvements, where necessary. The UNCT-SWAP Gender Equality Scorecard measures gender mainstreaming in UN common programming processes across 15 indicators that fall within seven (7) dimension areas as per table 1 below:

Table 2 Seven dimensions of the Gender Scorecard and related 15 Indicators

Dimensions	Indicators 1	Indicators 2	Indicators 3
Planning	<i>CCA</i>	<i>UNPAF Outcomes</i>	<i>UNPAF Indicators</i>
Programming, Monitoring & Evaluation	<i>Joint Programs</i>	<i>Comm/Advocacy</i>	<i>UNPAF M&E</i>
Partnerships	<i>Engagement Govt</i>	<i>Engagement GEWE CSOs</i>	
Leadership & Organizational Culture	<i>Leadership</i>	<i>Organizational Culture</i>	<i>Gender Parity</i>
Gender Architecture and Capacities	<i>Gender Coordination</i>	<i>Capacity Development</i>	
Financial Resources	<i>Resource Tracking</i>		
Results	<i>Gender Results</i>		

The participatory methodology relies on evidence-based analysis and consultation to rate the country team for each indicator based on a standardized criterion. The rating system consists of four levels as follows:

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

4. Findings overview

The Namibia Gender Score Card was facilitated by an internal coordinator from the RCO with an Inter-Agency Team comprising members from the different UN Agencies i.e. UNDP, UNICEF, UNFPA; UNIC, WFP, WHO, UN Women.

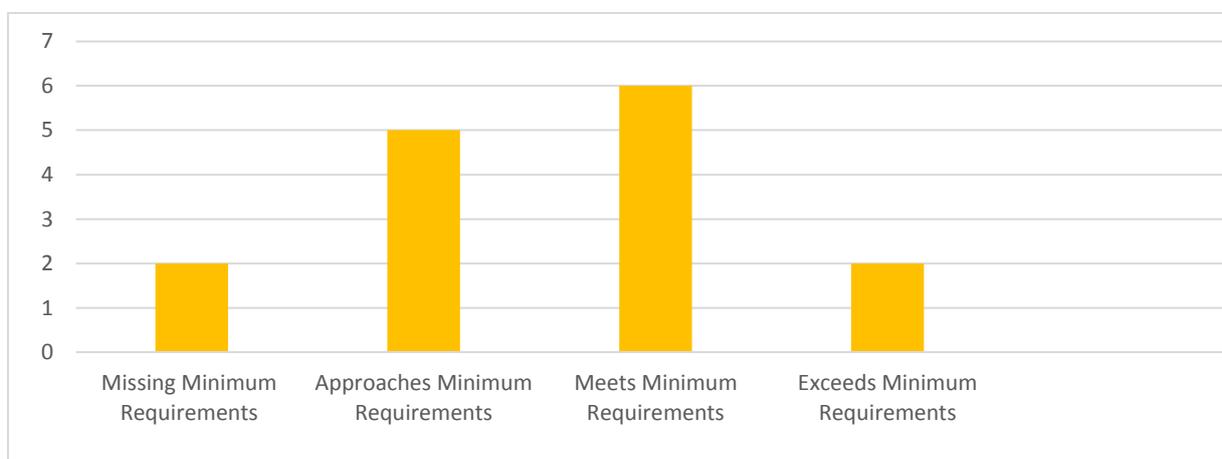
4.1 Overview of the scores per indicator

This chapter summarizes results/scoring of the Gender Scorecard in each of 15 indicators, presented through the table and the graph below. An overall conclusion is that there is a space for improvement in a number of areas.

Table 3 Overview of scores per indicator

Indicator	Missing Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirement	Exceeds Minimum Requirements
1.1 CCA		•		
1.2 UNPAF Outcomes		•		
1.3 UNPAF Indicators			•	
2.1 Joint Programmes			•	
2.2 Communications & Advocacy			•	
2.3 UNPAF M&E			•	
3.1 Government Engagement				•
3.2 Gender CSOs Engagement			•	
4.1 UNCT Leadership				•
4.2 Organizational Culture		•		
4.3 Gender Parity among staff	•			
5.1 Gender Coordination Mechanism			•	
5.2 Gender Capacities		•		
6.1 Financial Resources	•			
7.1 Results		•		

Figure 1 Overview of the scores per indicator



4.2 Findings overview by dimension area

In the area of **planning**, the assessment reveals that the CCA integrates gender and makes use of some sex disaggregated and gender sensitive data in sectors such as health, gender-based violence and education, although gender analysis has not been integrated in some sectors. The CCA scoring is “approaches minimum requirements”. In terms of GEWE in the UNPAF Outcomes and Indicators, the scoring is “approaches minimum requirements” and “meets minimum requirements” respectively. Out of the 7 outcomes of the UNPAF, GEWE is visibly integrated in the 4 Social Transformation Outcomes but not so explicitly mainstreamed in the Economic Progression, Environmental Sustainability and Good Governance outcomes. About 34% of the Indicators are gender sensitive, which puts the scoring in the range of between 30 to 50% which according to the assessment criteria “meets the minimum requirement”.

With regard to **programming and monitoring and evaluation**, there were only two operational JPS during the time of the assessment i.e. the UN Joint Programme of Support (JPS) implemented by the Joint UN Team on HIV/AIDS (JUTA) as well as the “Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia, which is a Joint programme by UNDP, UNFPA and UNICEF. Regarding the JPS by JUTA, gender has been visibly mainstreamed in the Programme recognizing gender as one of the key enablers. The JPS constitutes the commitments of JUTA to the National HIV response in Namibia and refers to gender equality in its outputs. The target population are cleared stipulated i.e. adolescent girls and young women (AGYW); men who have sex with men (MSM); female sex workers; transgendered people; and vulnerable sectors of the population prioritized such as prisoners; people who use drugs; migrants and the disabled people.

The disability project recognizes that women and girls with disabilities have a higher risk of abuse and sexual violence and are less likely to receive an education. They often face triple discrimination due to their disability, sex and previously disadvantaged status in society. The project document highlights that sex and age disaggregated data will assist in highlighting the challenges faced by women and children with disabilities, especially in terms of access to services and that one of the partners is the Namibian Association of Differently Abled Women (NADAWO).

The communication and advocacy indicator scored “approaches minimum requirements” as UNCT has collaborated on several gender related joint communication activities such as the commemoration of IWD, the World Menstrual Hygiene Day; 16 Days of Activism against Gender Based Violence and National workshop on disability where joint statements were delivered by the UNCT. However, the UNCG needs to incorporate GEWE activities with their Joint annual work plan for effective gender responsive communication and advocacy. The scoring for the JPS are rated as “meeting the minimum requirements”

The UNPAF 2019-2023 has 7 Outcomes with 44 outcome indicators out of which only 15 indicators (34%) are gender sensitive as they are sex disaggregated and can measure the changes in gender equality and the empowerment of women in the respective sectors, in line with SDG targets. The UNPAF M&E of gender sensitive indicators, was rated to “meeting the minimum requirements”.

UNCT’s scoring on the indicators on **Partnerships** “exceed minimum requirements” as it was demonstrated that UNCT is collaborating with different government agencies and CSO’s partners in the implementation of the UNPAF. For example: UNCT partners with National Planning Commission and the Kavango East and West on initiatives such as the Area Based Programming, which amongst others, provides targeted interventions in the poorest regions in the country with a deliberate attempt to reach those furthest behind, especially AGYW. UNCT Namibia has also partnered with the Office of the First Lady on the implementation of a national GBV campaign, known as #BreakFree 2#BeFree.

The campaign aims to reach 100,000 citizens who will sign a pledge to end violence against women and girls. Furthermore, UNCT Namibia has significantly contributed to strengthening Government participation and engagement in gender related SDGs localization and/or implementation such as the development of the National Gender Action Plan and the Gender Responsive Budgeting (GRB) guidelines and GRB roadmap and capacity building for all government Offices/Ministries and /Agencies. Partnerships with CSOs/FBOs have also been instrumental in shaping the UNPAF formulation, particularly the country analysis, strategic prioritization, implementation, M&E and in the development of key UNCT programming documents.

Leadership was scored as “exceeds minimum requirements” as evidence has demonstrated that the RC publicly championed gender equality; and makes a deliberate effort to articulate the issues around GEWE in all speeches, presentations and public engagements; furthermore, GEWE is also reflected in the commitment of the RC Assessment Report (ARC). Gender equality is a regular topic at the UNCT meetings as it’s a standing agenda item that the GTG reports back to the UNCT. The results of the online staff survey revealed also that HoAs are seen by personnel as committed to gender equality in the workplace.

On the promotion of GEWE by the **Organizational culture**, the score was “approaches minimum requirement” as the staff online survey revealed an overall positive rating of 60.7% (26.3% neutral and 14% negative), which is below the minimum requirement (65%) set as an average across the 10 questions of the online staff survey. The two questions with high responses of being neutral and disagreeing were Question 5. regarding adequate procedures in place to prevent and address sexual harassment; and Question 6. on adequate procedures in place to protect staff personal safety and security; which both scored 40.8% respectively as reflected in Annex 2.

On **Gender Architecture and Capacities**, the UNCT is “meeting the minimum requirements” with regards to coordination mechanisms, as the GTG, led by a HoA, provides a forum for a joint UN response to promote gender equality and equity (with its approved ToRs as well as its Annual Work Plan). The GTG, like all the other thematic and results groups, was involved and gave substantive inputs into the UNPAF. Furthermore, prior to the development of the UNPAF a group of regional gender experts trained the GTG on how to ensure that the UNPAF was firmly anchored on the principles of gender equality. However, in relation to staff capacities, the rating is “approaches minimum requirements” thus the need for UNCT to conduct an Inter-agency capacity needs assessment and develop a mandatory GEWE induction package for all UN agencies.

Regarding **Financial Resources**, the indicator is scored as “missing minimum requirements” since UNCT has not carried out at least one capacity building event on the gender marker over the current UNPAF cycle, which only commenced implementation in 2019. Equally, UNCT has not established a financial target for programme allocation for Gender Equality and the Empowerment of Women.

Finally, on **Results**, implementation of the current UNPAF started this year, and all pillars are on track to achieve some GEWE results as planned in the UNPAF and operationalized in the Joint Annual Workplan. Results on the implementation of the UNPAF will be reported towards the end of 2019, although this could be impacted by factors such as the current economic stagnation and the drought emergency that the country is experiencing which may warrant reallocation of funds. The indicator has been rated as “approaches minimum requirements”.

4.3 Detailed results of the assessment by indicators

INDICATOR 1.1 Common Country Analysis integrates gender analysis

Aim: The aim is to assess whether gender has been visibly mainstreamed in the CCA; and identify whether there is an outcome that targets gender equality and the empowerment of women in line with the theory of change and see if each outcome is aligned with SDGs, or if there is a specific focus on SDG 5.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5; and b) Some sex-disaggregated and gender sensitive data.	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.	CCA or equivalent meets minimum requirements and includes c) Targeted gender analysis of those furthest behind.

Assessment Results:

INDICATOR 1.1 Common Country Analysis integrates gender analysis	Score: Approaches minimum requirements
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Findings and Explanation:

The Common Country Analysis integrates gender analysis and makes use of sex disaggregated data in the documents especially in the areas of health, such as HIV and AIDS, as well as Gender Based Violence. Dissemination of data with a gender lens is also evident in areas such as food insecurity through referencing that women are prone to higher levels of food insecurity than men. Issue of access to land is also disaggregated and analyzed. Effective gender related disaggregation of data is also evident in areas such as education and WASH, especially in the area of Menstrual Hygiene Management and school attendance. Gender analysis is however not explicitly and consistently used throughout the CCA. For example, data on poverty and inequality are not sex desegregated but mainly by race; residential i.e. urban/rural; age; multiple deprivations, etc. Although data on unemployment is sex disaggregated (unemployment high among women, among others), other data sets are not disaggregated such as in social protection.

Thus, this indicator is scored as “approach minimum requirements”.

Evidence/ Means of Verification:

- ✓ United Nations in Namibia, Common Country Analysis, Final CCA, November 2017.

Action Points:

- ✓ There is need for consistent use of sex and gender disaggregated data in the reviews (CCA and UNPAF).

INDICATOR 1.2 Gender Equality mainstreamed in UNPAF Outcomes

Aim: To assess whether gender has been visibly mainstreamed in the UNPAF Outcomes and identify whether there is an outcome that targets gender equality and the empowerment of women in line with the ToC and also to assess each outcome’s alignment with SDGs, and if there is a specific focus on SDG 5.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.	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 UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.

Assessment Results:

Indicator 1.2: Gender equality mainstreamed in UNDAF Outcomes	Score: Approach minimum requirements
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Findings and Explanation:

Outcomes 2.1 and 2.3 under the UNPAF Social Transformation Pillar are gender mainstreamed and make a deliberate attempt to clearly differentiate the vulnerable groups citing for example; vulnerable women, children, young people, marginalized, the poor etc. For example: Outcome 2.1 states that “By 2023, vulnerable women, children, adolescents and young people in Namibia have access to and utilize quality integrated health care and nutrition services – universal health coverage (UHC)”; Outcome 2.3 states that “By 2023, vulnerable women and children are empowered and protected against violence, abuse, neglect and exploitation and specifically targets gender equality in line with SDG priority. The other two outcomes of the Social Transformation pillar, i.e. 2.2 and 2.4 also make some attempts to qualify the interventions with a gender lens, but it is not explicit. In conclusion, the review reveals that the social transformation pillar of the UNPAF seems the most gender mainstreamed, which is also the pillar with the largest budgetary allocation. However, Outcomes of Economic Progression; Environmental Sustainability and Good Governance are not so gender responsive and could be improved to be more gender specific in the outcomes. Thus, gender equality and the empowerment of women are visibly mainstreamed only in some of UNPAF Outcomes, giving the indicator an overall scoring of “approaches minimum requirements”.

Evidence/ Means of Verification:

- ✓ UNPAF 2019-2023
- ✓ (<https://www.un.org.na/home.htm/files/UNPAF%202019-2023,%20Digital.pdf>)

Action Points:

- ✓ Gender Equality to be mainstreamed in the UNPAF Outcomes on Economic Progression; Environmental Sustainability and Good Governance.
- ✓ Use of gender-neutral terms such as vulnerable groups; vulnerable populations, marginalized groups and citizens could be further disaggregated by sex to highlight the specific target groups i.e. women, men, boys and girls, etc. and to show the changes amongst the different groups in those specific Outcome Indicators.

INDICATOR 1.3 UNPAF indicators measure changes on gender equality

Aim: To assess whether the indicators can track progress toward GEWE. Counting the number of indicators that are gender sensitive and able to track progress towards GEWE. Indicators track progress towards GEWE when they measure gender-related changes in relation to the results statement.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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.	Between one-third and one-half (33-50 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.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Assessment Results:

Indicator 1.3: UNPAF indicators measure changes on gender equality	Score: Meets Minimum requirements
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Findings and Explanation:

The UNPAF 2019-2023 has 7 Outcomes with 44 outcome indicators out of which only 15 indicators (34%) are gender sensitive as they are sex disaggregated and can measure the changes in gender equality and the empowerment of women in the respective sectors, in line with SDG targets. The rest of the indicators have not been disaggregated by sex, so one cannot easily measure the impact and or effects of changes in such indicators to the different groups. Examples of indicators that are not disaggregated by sex include the completion rate for the TVET (Technical Vocation Education and Training); number of identified victims of trafficking; number of vulnerable refugees resettled, etc.

In line with the above assessment criteria, this indicator only Meets Minimum Requirements as the indicators that measure gender equality accounts for 34% which is between (33% -50%) one third and half as per the assessment criteria.

Evidence/ Means of Verification:

- ✓ UNPAF 2019-2023
- ✓ (https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf)
- ✓ UNPAF 2019-2023 Joint Annual Workplan (2019)

Action Points:

- ✓ The UNPAF 2019-2023 is generally gender sensitive as gender has been largely mainstreamed in most (4 out of the 7 as per Table 1 above) of the outcomes and indicators, although there is room for improvement.
- ✓ The Medium-Term Review of the UNPAF 2019-2023 should consider engendering all the outcomes, outputs and their respective Indicators to ensure that they measure changes in the status of women and men; boys and girls in line with SDG 5.

INDICATOR 2.1 Joint programmes contribute to reducing gender inequalities

Aim: To review each project document to assess whether gender has been mainstreamed and if there are JPs that are dedicated to GEWE.

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality is visibly main streamed into at least 50 percent of JPs operational at the time of assessment. or b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. and b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	Meets minimum requirements; and c) A system is in place to ensure gender mainstreaming in JPs.

Assessment Results:

Indicator 2.1 Joint programmes contribute to reducing gender inequalities	Score: Meets Minimum Requirements
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Findings and Explanation:

The two operational JPs at the time of the assessment is the “the United Nations Joint Programme Support for HIV/AIDS in Namibia 2019-2023”, five-year strategic document intended to guide

planning of the Joint UN Team on AIDS (JUTA); and the “Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia (2018-2022), which is a Joint programme by UNDP, UNFPA and UNICEF. The JUTA JPS constitutes the commitments to the national HIV response in Namibia and it is aligned with the 2019-2023 UNPAF, in which HIV/AIDS is addressed as a cross cutting issue. The current JPS is a follow up of the UN Joint Programme of Support on AIDS (JPS) 2014-2018, which revealed significant contributions in areas of combination prevention, young people and adolescents, PMTCT, SRH/HIV integration, treatment, key population, system strengthening, M&E, and CSO engagement.

In this document, gender equality has been fully mainstreamed, thanks to a continuous reference to gender as one of the key enablers to ensure the smooth implementation of the basic interventions. The project document refers to gender equality in its outputs, in line with the social transformation outcomes provided in UNPAF (2.1, 2.2 and 2.4). Target populations are clearly identified (young people and adolescents, Men who have Sex with Men (MSM), Female Sex Workers (FSW), transgender people) and vulnerable sectors of the population are prioritized (prisoners, people who use drugs, migrants, disabled). The country and epidemiological context are analyzed through gender lenses and gender disaggregated indicators.

The “Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia, which is a Joint programme by UNDP, UNFPA and UNICEF recognizes the fact that women and girls with disabilities have a higher risk of abuse and sexual violence and are less likely to receive an education. They often face triple discrimination due to their disability, sex and previously disadvantaged status in society. The project document highlights that sex and age disaggregated data will assist in highlighting the challenges faced by women and children with disabilities, especially in terms of access to services. The project also identified the Namibian Association of Differently Abled Women (NADAWO) as one of the partners they will work closely with.

In view of the above, this indicator has been rated as “meets minimum requirements”.

In addition to JUTA, UNPAF recognizes other cross cutting issues that need to be addressed through JPS (Youth, Disaster Risk Management, and Area-based Programme) which are currently under development.

Evidence/ Means of Verification:

- ✓ “The United Nations Joint Programme Support for HIV/AIDS in Namibia 2019-2023”
- ✓ UN Joint Programme of Support on AIDS (JPS) 2014-2018
- ✓ UNPAF 2019-2023.

Action Points:

- ✓ A system needs to be put in place to ensure that gender is mainstreamed in all Joint Programmes of Support.
- ✓ All JPS under development needs to be assessed for gender sensitivity and responsiveness.

INDICATOR 2.2 Communication and Advocacy

Aim: To ensure that communication and advocacy promotes and embodies GEWE.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.	<p>a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; and</p> <p>b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE Communication and Advocacy.</p>	d) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year.

Assessment results:

Indicator 2.2: Communication and Advocacy	Score: Meets Minimum Requirement
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Findings and Explanation

The UN Communications Team (UNCG) is composed of communication officers or focal points from all resident UN agencies. Significant outreach initiatives have been organized on gender equality and women's empowerment in 2018/19. Activities included:

- ✓ International Women's Day: The RC delivered a joint statement on behalf of the UN System in Namibia. The theme was "Investment in women and girls in Science for Inclusive Green Growth." Institutional Partners were Ministry of Gender Equality and Child Welfare (MGECW) and the Khomas Regional Council (2019).
- ✓ World Menstruation Hygiene Day (MH Day) Campaign - #ItsTimeForAction #MenstruationMatters: During the campaign period (April – May) UNCG and stakeholders collected 3,000 sanitary pads and 3,000 bars of soaps which were donated to disadvantaged adolescent girls and young women. The observance took place in Rundu, Kavango East Region. The Institutional Partners were the Ministries of Health and Social Services (MoHSS), Ministry of Education, Arts and Culture (MoEAC) and the African Youth and Adolescents Network (AfriYan)
- ✓ 16 Days of Activism against Gender-Based Violence: UN System in Namibia hosted a Town Hall Women Leadership series in collaboration with First National Bank of Namibia. UNCT members shared their journey about "women's empowerment and toxic masculinity."

The UNCG, in charge of One UN Voice in Namibia, is guided by the UNPAF 2019-2023 Joint UN Communications Strategy. The UNCT joint Annual Work Plan provides a clear framework of Gender Equality and Women's Empowerment advocacy and communication activities, such as:

the observance of a) International Women’s Day b) 16 Days of Activism against GBV and/or key thematic areas. There is no evidence for gender related communications activities or campaigns in non-traditional areas. Therefore, the indicator has been scored as “approaches minimum requirements”.

Evidence or Means of Verification

- ✓ UNCG Communication’s Work Plan 2019,
- ✓ UNPAF 2019-2023 Communication Strategy,
- ✓ International Women’s Day 2019: @UNNamibia;
- ✓ The World Menstruation Hygiene Day Campaign: @UNNamibia;
- ✓ The 16 Days campaign 2018: @UNNamibia

Action points:

- ✓ The UNCG to develop GEWE component in its annual work plans, in close coordination with Gender Theme Group.
- ✓ Gender Theme Group together with UNCT to pursue ways to place GEWE in non-traditional thematic areas.

INDICATOR 2.3 UNDAF Monitoring and Evaluation measures progress against planned gender equality results

Aim: To assess that the UNPAF implementation monitoring is gender responsive/ sensitive by amongst others, ensuring that the result groups have the required expertise to support gender sensitive M&E.

Assessment Criteria:

Approaches Requirements	Minimum	Meets Requirements	Minimum	Exceeds Requirements	Minimum
Meets one of the following: a) UNDAF Results Matrix data for gen-der sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results.		Meets two of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.		Meets all of the following: a) UNDAF Results Matrix data for gen-der sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	

Assessment Results:

Indicator 2.3 UNDAF Monitoring and Evaluation measures progress against planned gender equality results	Score: Meets Minimum Requirements
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Findings and Explanation

2019 is the first year of implementation of UNPAF 2019-2023. As part of the Common Country Analysis (CCA) in 2017, the UN conducted training on mainstreaming gender in the Common Country Analysis process. The training included members of the UN Monitoring and Evaluation group and the Gender theme group. As a result, most of the indicators in UNPAF 2019-2023 are gender sensitive and have gender desegregated data for both baseline and targets. Members of the UN M&E group were encouraged to complete the mandatory online gender training offered by their respective agencies, of which the majority of the members have completed. In view of the above and considering that the RBM group has not received technical training on gender sensitive M&E during the current UNPAF cycle, this indicator has been rated as “meets minimum requirements”.

Evidence or Means of Verification

- ✓ UNPAF 2019-2023
https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf

Action Point:

- ✓ Capacity building of the RBM Group on gender sensitive M&E provided at least once during the current UNPAF cycle.

INDICATOR 3.1 UNCT collaborates and engages with Government on gender equality and the empowerment of women

Aim: To assess the extent to which UN collaborates and engages with Government on GEWE.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	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 UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic	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 UNDAF cycle. b) The National Women’s Machinery participates in UNDAF 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.	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.
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Assessment Results:

Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women	Score: Exceeds Minimum Requirements
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Findings and Explanation

The National Planning Commission (NPC) and other Government Offices/Ministries/Agencies inclusive of the Ministry of Gender Equality and Child Welfare were actively engaged in the development of the UN strategic framework. The coordination mechanisms for the implementation of the UNPAF are jointly spearheaded by both Government and UNCT such that meetings of the Joint Steering Committee, Outcome Pillars and sub pillars are co-chaired by the Government and a respective UN agency including the Violence sub-pillar which is co-chaired by the Ministry of Gender Equality and Child Welfare.

UNCT Namibia has also established a strong partnership with the Office of the First Lady on the implementation of a national GBV campaign, known as #BreakFree 2#BeFree. The campaign aims to reach 100,000 citizens who will sign a pledge to end violence against women and girls.

UNCT is also collaborating with National Planning Commission and the Kavango East and West Regions on an Area Based Programming initiative, which amongst others, targets the poorest and those left behind, especially AGYW.

UNCT Namibia has significantly contributed to strengthening Government participation and engagement in gender related SDGs localization and/or implementation such as the development of the National Gender Action Plan, the Gender Responsive Budgeting guidelines and GRB roadmap and capacity building for all government Offices/Ministries and /Agencies. Based on the above, the indicator is scored as “exceeds minimum requirements”.

Evidence or Means of Verification

- ✓ UNPAF 2019-2023 (https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf),
- ✓ Common Country Assessment (CCA);,
- ✓ GRB Guidelines, checklists and roadmap.
- ✓ Minutes of the Meeting of the Outcome Pillars and sub-pillars.

INDICATOR 3.2 UNCT collaborates and engages with women's/gender equality CSOs.

Aim: To ensure that the UN collaborates with partners, both government and non-governmental in the implementation of the UNPAF for an efficient and effective UN response, based on the principles of equality, transparency, a results-oriented approach, responsibility and complementarity, in line with SDG 17.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with GEWE CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	a) The UNCT has collaborated with GEWE CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. b) GEWE CSO participates in UNDAF 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.	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 foster gender equality and empowerment of women within the current UNDAF cycle. b) GEWE CSO participates in UNDAF 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.

Assessment Results:

INDICATOR 3.2 UNCT collaborates and engages with women's/gender equality CSOs	Score: Meets Minimum Requirements
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Findings and Explanation:

The UNCT regularly collaborates with CSOs and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women. Examples of this cooperation include the joint Commemoration on 16 days of Activism Against Gender-Based Violence; the International Women's Day commemoration with the Khomas Regional Council and the support to CSO's participation in the Commission on the Status of Women.

JUTA collaboration with CSOs' representatives of key populations, with the particular focus on gender related issues.

GEWE focused CSOs participate in UNPAF consultations: country analysis, strategic prioritization, implementation, M&E, the development of key UNCT programming documents. UNCT in collaboration with CSOs' such as the Be Free and Break Free Initiatives, AfriYan Menstrual Hygiene Campaign and other interventions related to gender-based violence, Adolescents Sexual and Reproductive Health issues.

Based on findings, the indicator s been rated as “meets minimum requirements”.

Evidence or Means of Verification

- ✓ UNPAF 2019-2023, CCA. Sixteen days of Activism against GBV, International Women’s Day commemoration reports
- ✓ 2018 UN Namibia Annual Results Report

INDICATOR 4.1 UNCT leadership is committed to championing gender equality

Aim: To ensure that HoAs play a critical role within the UNCT for the promotion of GEWE, at the country level, where the Resident Coordinator and Heads of Agencies need to focus on both internal (organizational) and external (programming) levels to champion gender equality and the empowerment of women in practice and programs.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets 2 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.	Meets 3 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.	Meets all 4 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.

Assessment Results:

INDICATOR 4.1: UNCT leadership is committed to championing gender equality	Score: Exceeds Minimum Requirements
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Findings and Explanation:

UNCT in Namibia is committed to gender equality and promotion of gender equality in the workplace. Inter alia, this is evident through the commitment they took in 2018 to employ the capacity of a Gender Specialist within the RC Office. During the 2019 UNCT retreat a commitment was also made to undertake the SWAP Gender Score Card.

The commitment is also reflected in the RC Assessment Report in which it is states that UN will provide support to the government on GBV and gender equality as well as championing gender equality and the empowerment of women in public statements/speeches.

From the UNCT meetings, it is evident that GTG reports on GEWE issues on support provided to the government and in line with UNPAF. GTG reports are provided at each UNCT meeting. Topics that are brought to the attention of UNCT, exclusively depend on what was discussed in that period of time by the GTG. Hence, gender related matters are discussed at each UNCT meeting.

Based on the online survey in which 66% of female and 34% male participated, altogether 65.3% (24.5% strongly agree and 40.8% agree) of personnel believes that Heads of Agencies in the UNCT are committed to gender equality in the workplace; while 26% being neutral and 14% disagreeing.

Based on the findings above, UNCT meets all the four assessment criteria above; thus, the indicator is scored as “exceeds minimum requirements”.

Evidence or Means of Verification

- ✓ Gender Specialist recruited since December 2018.
- ✓ 2018 ARC Self-Assessment Report
- ✓ Minutes of UNCT for the past 12 months (provided 2019-Jan, April, May & June and 2018-Jul, Aug, Sep & Oct);
- ✓ RC Statements delivered at different events.
- ✓ UNCT Retreat Report, 18-19 March 2019

INDICATOR 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women

Aim: To assess the gender responsiveness of the UNCT organizational culture.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Assessment Results:

INDICATOR 4.2: Organizational culture fully supports promotion of gender equality and the empowerment of women	Score: Approaches Minimum Requirement
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Findings and Explanation

The Gender Scorecard Online Survey was distributed to all UN personnel in Namibia. The overall result shows a positive rating of 60.7% (26.3% neutral and 14% negative). This score however is below the minimum requirement (65%) set as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance to meet the requirement. Subsequently, the minimum requirements of 65% were only met individually in 4 of the 10 questions with 6 of the 10 questions scoring below the 65% threshold.

The score for the package of entitlements (e.g. maternity, paternity, breastfeeding) to support personnel to achieve adequate work-life balance was the highest at 66.4%. Perceptions of Heads of Agencies and UN personnel commitment to gender equality in the workplace; as well as equal treatment of UN personnel irrespective of sex, gender identity or sexual orientation scored second highest at 65.3% each.

Staff perception on the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) to support personnel to achieve adequate work-life balance and HoAs supportiveness of personnel to establish an adequate relationship between work life and home life scored the lowest both at 53% respectively; while 24% of personnel were neutral and 23% of personnel being negative.

Based on these findings the indicator is scored as “approaches minimum requirement”.

Evidence or Means of Verification

- ✓ *Annex 1: Results of the survey of staff perception of organizational environment for gender equality (total 98 responses of 128 personnel; confidence interval of 7.5)*

Action Points:

- ✓ More awareness to be created for issues on organizational culture, gender equality, discrimination and work-life balance as staff members scored neutral which shows lack of information or understanding of the issues highlighted;
- ✓ Specifically, UNCT take action to address areas where staff scored below the 65% threshold
- ✓ Regular information sharing/ awareness raising sessions on how to prevent and address sexual harassment;
- ✓ Sensitize staff on the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) to support personnel to achieve adequate work-life balance;

INDICATOR 4.3 Gender parity in staffing is achieved

Aim: Measure current status when it comes to gender distribution among staff in UN Namibia.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.	Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirements and c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

Assessment Results:

INDICATOR 4.3 Gender parity in staffing is achieved	Score: Missing Minimum Requirement
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Findings and Explanation:

Mechanisms for monitoring of gender parity in staffing are available at individual agency levels but they are not commonly monitored at UNCT level. Although UNCT does not have a mechanism in place for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels, the current overall positive trends towards achieving gender parity in staffing, demonstrates UNCT's commitments towards GEWE. Females make up 58% of staff at the GS level; 62.5% at the NO level; 40% at the P level and 100% at the D level (which represents only one staff). Parity has been achieved at all levels, with the exception for the P level where females are at 40% compared to their male counterparts at 60%.

The BOS however does not include gender-specific actions and indicators to foster gender equality and women's empowerment, and this need to be addressed. Based on the above findings, this indicator can be scored as: "missing minimum requirement".

Evidence or Means of Verification

- ✓ Annex 3: Consolidated UNCT – SWAP SCORECARD Gender Parity Template.

Action points:

- ✓ BOS to include an indicator under HR to foster gender equality.

INDICATOR 5.1 Gender coordination mechanisms

Aim: To assess the existence of an effective gender coordination mechanism.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets 2 of the following: a) A coordination mechanism for gender equality is chaired by a HOA. b) Approved ToR and annual work plan, exist. c) Members include at least 50% senior staff (P4 and above; NOC and above); d) The group has made substantive input into the UNPAF including the country analysis, strategic prioritization, results framework and M&E.	Meets 3 of the following: a) A coordination mechanism for gender equality is chaired by a HOA. b) Approved ToR and annual work plan, exist. c) Members include at least 50% senior staff (P4 and above; NOC and above); d) The group has made substantive input into the UNPAF including the country analysis, strategic prioritization, results framework and M&E.	Meets 4 of the following: a) A coordination mechanism for gender equality is chaired by a HOA. b) Approved ToR and annual work plan, exist. c) Members include at least 50% senior staff (P4 and above; NOC and above); d) The group has made substantive input into the UNPAF including the country analysis, strategic prioritization, results framework and M&E.

Assessment results:

Indicator: 5.1 Gender Coordination Mechanism	Score: Meets Minimum Requirement
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Findings and Explanation

The Gender Theme Group (GTG) as a coordination mechanism for GEWE is led by a HoA and provides a forum for a joint UN strategic response to promote gender equality and equity. The GTG has an approved ToRs and Annual Work Plan. The GTG like all the other thematic and results groups have been involved and have given substantive inputs into the UNPAF including the country analysis, strategic prioritization, results framework and M&E. The indicator has been scored as “meets minimum requirement”, due to insufficient representation of senior staff in the forum.

Evidence or Means of Verification:

- ✓ UNPAF 2019 -2023, GTG ToRs and Annual Work Plan.

Action points:

- ✓ Gender Theme Group takes active part in UNPAF implementation, and mid-term review to give substantial, group-level inputs to engender the results framework and M&E etc.

INDICATOR 5.2 Gender capacities

Aim: To ensure that UN system has adequate capacities developed for gender mainstreaming to sustain progress and commitment to gender equality and women’s empowerment.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) UN induction package includes orientation on UNCT gender equality commitments and related development challenges of the country.	<p>Meets 2 of the following 3:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>

Assessment results:

Indicator: 5.2 Gender Capacities	Score: Approaches Minimum Requirements
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Findings and Explanation

The UN capacity assessment and a capacity development plan have not been conducted.

The induction package for UN staff exists merely at agencies level. Mandatory UNDAF training includes a gender component which is for all staff. Considering that only one criterion is met, the indicator scores as “approaches minimum requirements.”

Action points:

- ✓ Conduct an inter-agency gender capacity assessment. Based on the results, develop the capacity development plan on Gender Equality and Women’s Empowerment aimed for UN staff.
- ✓ Develop a mandatory Gender Equality and Women’s Empowerment inductions package for all UN Agencies.

INDICATOR 6.1: Adequate resources for gender mainstreaming are allocated and tracked

Aim: To monitor UN investments against commitments made for GEWE. Resource tracking at the country level helps to ensure adequate financial resources are dedicated to gender responsive programming. This aims to ascertain whether the UNCT has carried out any capacity development related to the gender marker and identify whether there is a target for budget allocations for gender equality at the country level.

Assessment criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches Minimum Requirements; and b) The UNCT has established and met a financial target for program allocation for Gender Equality and Women Empowerment.	Meets Minimum Requirements; and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and Women Empowerment.

Assessment Results:

INDICATOR 6.1 Adequate resources for gender mainstreaming are allocated and tracked	Score: Missing Minimum Requirements
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Findings and Explanation

The UNCT has not carried out capacity building event on the gender marker over the current UNDAF cycle, which only commenced implementation this year - 2019. Equally, UNCT has not established a financial target for programme allocation for Gender Equality and the Empowerment of Women.

In view of the above, this indicator has been rated as “missing minimum requirements”.

Evidence or Means of Verification

- ✓ UNPAF 2019-2023 page 63: Common Budgetary Framework
https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf

Action points:

- ✓ UNCT to carry out at least one capacity building event on the gender marker over the current UNDAF cycle;
- ✓ UNCT to establish a financial target for program allocation for Gender Equality and the Empowerment of Women.

INDICATOR 7.1 UN programmes make a significant contribution to gender equality in the country

Aim: To assess if UN Programmes make significant contribution to Gender Equality in the county.

Assessment Criteria:

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds 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 UNDAF outcomes in line with SDG priorities including SDG 5.	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.	Meets minimum requirements and b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

Assessment Results:

INDICATOR 7.1 UN programmes make a significant contribution to gender equality in the country	Score: Approaches Minimum Requirements
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Findings and Explanation

The implementation of the 2019-2023 UNPAF commenced in 2019 and so far, all coordination mechanisms for the implementation of UNPAF have been set up and the 2019 Joint Annual work Plan have been developed, validated by all stakeholders i.e. Government and the UN and implementation has commenced. Progress is being monitored and all pillars are on track with the implementation of their Joint Annual Work-plan. Thus, considering that 2019 is the first year of implementation of UNPAF 2019-2023, results on the implementation of the UNPAF will be reported towards the end of 2019.

In view of the above, this indicator has been rated as “approaches minimum requirements”.

Evidence or Means of Verification:

- ✓ UNPAF 2019-2023 (https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf)

5. Action Plan – Implementation and Monitoring

Action	Responsibility	Required Resources and Source	Timing	Explanation and links to swap-scorecard assessment
Dimension Area 1: Planning				
1.1 Consistent use of sex and gender disaggregated data in the reviews of the Common Country Assessment and the UNPAF.	RBM Group; GTG; RCO	None	2021	UNPAF Midterm Review and the CCA development need to have a gender analysis conducted to ensure that all UNPAF Outcomes are gender sensitive for example outcomes 1.1 on Economic Progression; 3.1 on Environmental Sustainability and 4.1 on Good Governance. This is also because out of all the indicators, only 34% measures changes in gender equality and there is need for improvement.
1.2 The Medium-Term Review of the UNPAF 2019-2023 should consider: <ul style="list-style-type: none"> ✓ engendering all the Outcomes, Outputs and their respective Indicators to ensure that they measure changes in the status of women and men; boys and girls in line with SDG 5. ✓ the use of terms such as vulnerable groups/communities/people are gender neutral and needs to be explicit to specifically mention who these people are for example women and the youth as the case maybe. 	RBM Group; GTG; RCO	None	2021	
Dimension Area 2: Programming, Monitoring & Evaluation				
2.1 The Joint UN Communications Group to develop GEWE component in its annual work plans, in close coordination with Gender Theme Group.	UNCG	None	2020 ongoing	All Joint Programmes will be coordinated by the Resident Coordinator's Office and the Gender Specialist to ensure mainstreaming of Gender within the Joint Programmes. Capacity building of the RBM group on gender sensitive planning and reporting will improve the integration of gender analysis and use of gender and sex disaggregated data in the next UNPAF cycle.
2.2 Establish procedure that each Joint Programme goes through the review of GTG for gender sensitivity.	GTG, RCO	None	2020 ongoing	
2.3 Capacity building of the RBM Group on gender sensitive M&E provided at least once during the current UNPAF cycle i.e. in 2021 during the midterm review and in planning the next UNPAF.	GTG, RCO	2,000	2021 Ongoing	
Dimension Area 3: Partnerships				
Continue the good collaboration, with partners both government and CSOs to provide support to the Government in the implementation of NDP priorities related to GEWE.	UNCT	n/a	Ongoing	Continue the good practice of good collaboration with Government OMAS and civil society organizations on GEWE.
Dimension Area 4: Leadership & Organizational Culture				
4.1 Put in place mechanisms for monitoring gender parity overview annually for all levels	OMT UNCT	None	2020	Ensure that UNCT has a mechanism in place for

in the country team using the Gender Score card methodology.				monitoring gender parity; and for reporting of any incidences of SEA as raised by staff in the survey that they feel there's no adequate measures put in place to protect them from sexual harassment in the workplace.
4.2 BOS to include an indicator under HR to foster gender equality.	OMT	None	2020 continuousl y	
4.3 More sensitization and awareness be raised for staff on issues of Gender Mainstreaming, organizational culture, gender equality, discrimination, work-life balance, sexual harassment in the workplace. 4.4. UNCT to develop and adopt a standard mechanism for reporting of any incidences of sexual harassment, exploitation and abuse in the workplace.	UNCT GTG	1,000	2019 Ongoing	
Dimension Area 5: Gender Architecture and Capacities				
5.1 Gender Theme Group takes active part in UNPAF implementation and midterm review to give substantial, group-level input to engender the results framework and M&E etc.	GTG	None	2020 Ongoing	The Gender Thematic Group should play a strategic role to mainstream GEWE in UNPAF processes, including providing inputs into the key steps of the UNPAF (country analysis, prioritization, results framework and M&E) to improve on the current status of GEWE in the current UNPAF.
5.2 Conduct an inter-agency gender capacity assessment. Based on the results, develop the capacity development plan on Gender Equality and Women's Empowerment aimed for all staff.	GTG UNCT	None	2020	A Gender capacity need assessment will be conducted that looks at existing capacities against desired capacities of the relevant groups within the UNCT to integrate GEWE in their respective work, that will inform the development of the capacity development plan.
5.3 Develop a mandatory Gender Equality and Women's Empowerment inductions package for all UN Agencies.	GTG UNCT	2,000	2020	
Dimension area 6: Financial Resources				
6.1 UNCT to carry out at least one capacity building event on the gender marker over the current UNDAF cycle;	GTG UNCT	None	2020	UNCT to demonstrate its commitment to GEWE through setting a target for support GEWE and popularize the gender marker through capacity building.
6.2 UNCT to establish a financial target for program allocation for Gender Equality and the Empowerment of Women.	UNCT	None	2020	

Annex 1: Gender Scorecard Survey Results

Who took the survey?

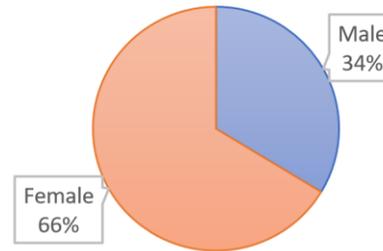
Gender	
Male	33
Female	65

UN Organisation	
FAO	8
IOM	1
UNAIDS	3
UNDP	22
UNESCO	9
UNFPA	12
UNHCR	1
UNIC	2
UNICEF	19
UN Women	1
WFP	8
WHO	10
Other	2

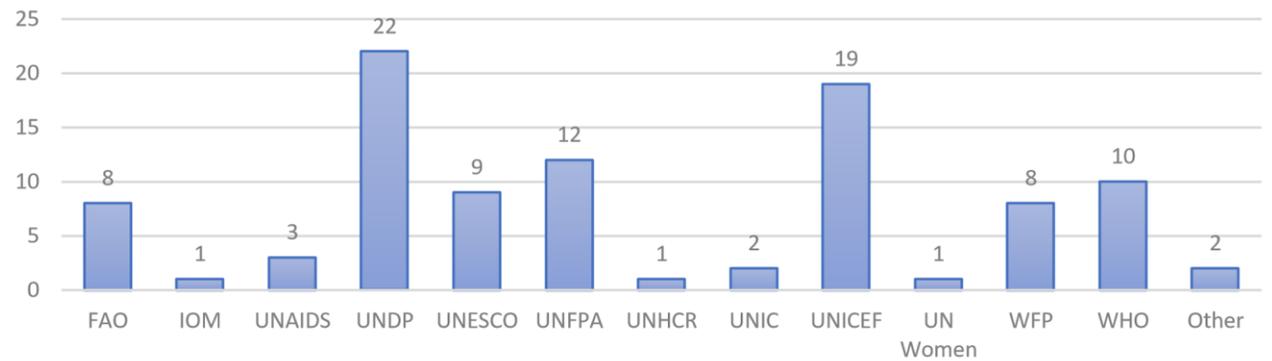
National/International staff	
National personnel	80
International personnel	18

Supervisor/Supervisee	
Supervisor	41
Supervisee	57

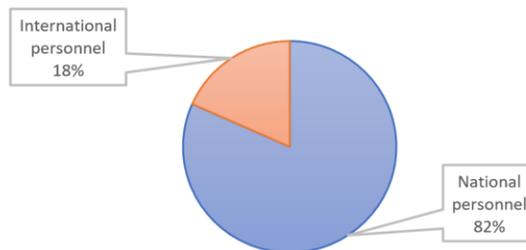
Gender distribution of interviewees



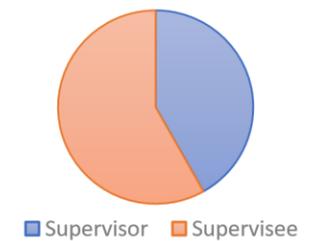
Agency distribution, in numbers



National vs. International staff



People management role vs. no management role



		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. I believe the UNCT in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels.	no	18	45	27	7	1
	%	18.4%	45.9%	27.6%	7.1%	1.0%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
2. Heads of Agencies in this UNCT are committed to gender equality in the workplace.	no	24	40	29	6	1
	%	24.5%	40.8%	29.6%	6.1%	1.0%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
3. UN personnel in this country are committed to gender equality in the workplace.	no	19	45	29	6	1
	%	19.4%	45.9%	29.6%	6.1%	1.0%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
4. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.	no	20	44	21	14	1
	%	20.4%	44.9%	21.4%	14.3%	1.0%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
5. The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.	no	11	46	21	19	3
	%	11.2%	46.9%	21.4%	19.4%	3.1%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
6. The UNCT in this country has adequate procedures in place to protect my personal safety and security.	no	12	43	31	9	5
	%	12.2%	43.9%	31.6%	9.2%	5.1%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
7. The UNCT in this country adequately facilitates the equal participation of both women and men at all levels of the organization.	no	18	41	32	2	5
	%	18.4%	41.8%	32.7%	2.0%	5.1%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
8. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance .	no	13	52	21	11	1
	%	13.3%	53.1%	21.4%	11.2%	1.0%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
9. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance .	no	13	39	26	17	3
	%	13.3%	39.8%	26.5%	17.3%	3.1%

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
10. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life .	no	13	39	21	19	6
	%	13.3%	39.8%	21.4%	19.4%	6.1%

Annex 2: Average responses and scores per the 10 Questions

Questions	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree	
	No.	%	No.	%	No.	%	No.	%	No.	%
1. I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.	18	18.4	45	45.9	27	27.6	7	7.1	1	1.0
2. Heads of Agencies in this UNCT are committed to gender equality in the workplace.	24	24.5	40	40.8	29	29.6	6	6.1	1	1.0
3. UN personnel in this country are committed to gender equality in the workplace.	19	19.4	45	45.9	29	29.6	6	6.1	1	1.0
4. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.	20	20.4	44	44.9	21	21.4	14	14.3	1	1.0
5. The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.	11	11.2	46	46.9	21	21.4	19	19.4	3	3.1
6. The UNCT in this country has adequate procedures in place to protect my personal safety and security.	12	12.2	43	43.9	31	31.6	9	9.2	5	5.1
7. The UNCT in this country adequately facilitates the equal participation of both women and men at all levels of the organization.	18	18.4	41	41.8	32	32.7	2	2.0	5	5.1
8. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.	13	13.3	52	53.1	21	21.4	11	11.2	1	1.0
9. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.	13	13.3	39	39.8	26	26.5	17	17.3	3	3.1
10. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.	13	13.3	39	39.8	21	21.4	19	19.4	6	6.1
Average Score	16	16.4	43	44.3	26	26.3	11	11.2	3	2.8

Annex 3: Consolidated UNCT – SWAP SCORECARD Gender Parity Template

Agency	GS		NO		P		D		Total	Female	Male
	Female	Male	Female	Male	Female	Male	Female	Male			
RCO	3	1	2	1	0	0	0	0	7	5	2
UNFPA	2	2	5	0	1	0	0	0	10	8	2
UNAIDS	1	1	0	0	1	2	0	0	5	2	3
UNESCO	2	2	1	1	0	2	0	0	8	3	5
FAO	6	2	0	3	1	0	0	0	12	7	5
UNDP	7	5	2	1	1	0	1	0	23	17	6
UNICEF	9	4	4	4	3	3	0	0	27	16	11
WFP	2	5	2	1	0	2	0	0	12	4	8
WHO	6	4	3	1	1	2	0	0	17	10	7
UNODC	0	0	1	0	0	0	0	0	1	1	0
IOM	2	3	0	0	0	1	0	0	6	2	4
Total	40	29	20	12	8	12	1	0	128	75	53
%	58%	42%	62.5%	37.5%	40%	60%	100	0	100	58.5%	41.5%



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