UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Indonesia

2022

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

Contents

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.

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).

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.

UNCT-SWAP SCORECARD

PLANNING
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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 Indonesia

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

The process was initiated by interagency team (UN Women and UNFPA as co-chairs of UN Gender Theme Group) and RC Office to assess all indicators and identify as many as 6 indicators for assessment based on the progress/regress as per the action plan. The assessment was then presented to UNCT to get feedback. This year's feedback was around setting an ambitious annual target for gender transformative GEM and assessing more than 6 indicators to ensure as many aspects as possible to be covered to identify progress/regression. Monitoring matrix was developed with comprehensive report as baseline to monitor progress per year. Discussion on the assessment of the report was also conducted several times since September. UN RCO, UNFPA, and UN Women has collaborated in this process, engaging other UN Working Group such as UN Communication Group.

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

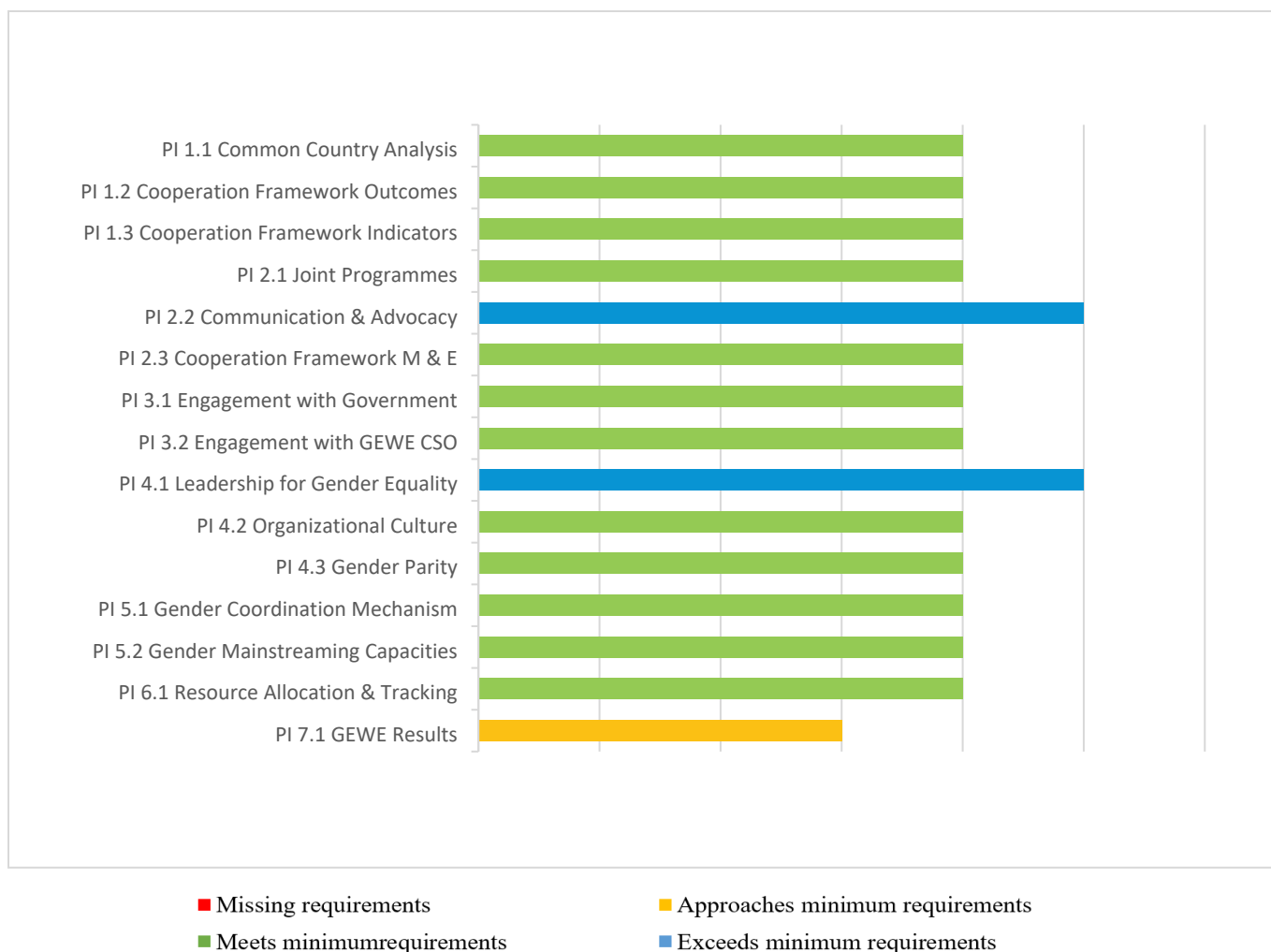*Enter any additional comments, including on country context in the field below:*

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

Table 1:

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

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

PI 1.1 Common Country Analysis	
PI 1.2 Cooperation Framework Outcomes	
PI 1.3 Cooperation Framework Indicators	
PI 2.1 Joint Programmes	
PI 2.2 Communication & Advocacy	
PI 2.3 Cooperation Framework M & E	
PI 3.1 Engagement with Government	
PI 3.2 Engagement with GEWE CSO	
PI 4.1 Leadership for Gender Equality	
PI 4.2 Organizational Culture	
PI 4.3 Gender Parity	
PI 5.1 Gender Coordination Mechanism	
PI 5.2 Gender Mainstreaming Capacities	
PI 6.1 Resource Allocation & Tracking	
PI 7.1 GEWE Results	

■ Missing requirements   ■ Approaches minimum requirements

■ Meets minimumrequirements   ■ 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.

The gender scorecard report was finalized in October 2019, and the CCA development for the new UNSDCF was concluded in November 2019, there was a considerable progress during full CCA development, and the analysis has shown that gender inequality has been identified as one out of five key inhibiters for development and achievement of SDGs; analysis based on gaps in access among men and women as well as intersectionality of HIV status, rural/geographical and other socio-economic indicators have also been consistently used throughout the document.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

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.

here are two outcomes (outcome 1: human development and outcome 3: climate change and disaster resilience), out of 4 outcomes in UNSDCF has gender equality mainstreamed into the outcome statement. In addition to that, there are 2 outputs in 2 outcomes (outcome 2 and outcome 4: transformative economy and innovative financing) with specific focus on gender equality and women's economic empowerment.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

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

Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Based on the latest review in early Q4 2022, 44% of UNSCDF Indonesia 2021-2025 outcome and output indicators contribute to tracking and measuring changes towards gender equality and women's empowerment (GEWE), both quantitatively and qualitatively. Although the UNSDCF Indonesia 2021-2025 still has very limited gender-specific and gender-sensitive indicators both at the outcome and output level, some of these indicators still contributes to measuring changes in gender equality and the empowerment of women quantitatively through the available disaggregated data (such as number of women/girls and men/boys) benefits from the activity interventions. Meanwhile, specific indicators both at the outcome and output level also contributes quantitatively to measuring GEWE by looking at numerical change of the activity product (such as number of policy or laws to support GEWE).

1. UNSCDF Outcome 1: 31 indicators out of 50 outcome and output indicators can be defined to track and measure changes towards GEWE.
2. UNSDCF Outcome 2: 13 indicators out of 26 outcome and output indicators can be defined to track and measure changes towards GEWE.
3. UNSDCF Outcome 3: 0 indicators out of 20 outcome and output indicators can be defined to track and measure changes towards GEWE.
4. UNSDCF Outcome 4: 4 indicators out of 13 outcome and output indicators can be defined to track and measure changes towards GEWE.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

UNSDCF 2021-2025 M&E Framework

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

(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.

Throughout the UNSCDF 2021-2025, gender equality is mainstreamed in all JPs. JPs with strong gender component are also being implemented (GUYUB, Safe and Fair and BERANI) in 2022. Besides, in 2022, at least 2 JPs with gender transformative approach are developed (BERANI phase 2, GBV Prevention in Papua) and 1 JP on Global Compact on Migration is being implemented. These projects are niche/focused on traditional gender-specific challenges. These JPs on promoting GEWE also shows the operational level over the UNSDCF 2021-2025 period, which is in line with SDG priorities including SDG 5.

In addition, a gender-mainstreaming tool for JPs is currently being developed or drafted to strengthen the JPs review process in promoting targets towards GEWE. Currently, the status of the gender-mainstreaming tool is still at the initial draft and being reviewed. It is expected that the final version of the gender-mainstreaming tool for JPs is available and utilized early next year (Q1 in 2023).

Did you reassess the Performance Indicator in this reporting year

- Yes

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

GUYUB, Safe and Fair, BERANI, Employment and Livelihood, Migration Governance MMPTF, UN Joint Team on HIV/Aids, Global Compact Migration, ASSIST

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

Draft of screening tool

PI 2.2 Communication & Advocacy

Performance Indicator 2.2: Communication and advocacy address areas of gender inequality **EXCEEDS MINIMUM REQUIREMENTS**	Programming and M&E

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

UNIC Jakarta led the coordination of a joint campaign on commemorating International Women's Day 2022 "Gender equality today for a sustainable tomorrow" in March 2022. The joint campaign was participated by 10 UN Agencies, making it the biggest thematic joint campaign this year. The joint campaign has also featured 14 speakers, influencers, celebrities, nominated by the agencies from different backgrounds, such as artists, government workers, comics, climate activists, among others. Besides, the joint campaign also to commemorate the 16 Days of Activism in November and December this year.

On the non-traditional thematic area joint campaigns, the UNCT has collaboratively works on: a) UN Bercerita YouTube series on the issue of inequalities for the girl child incl. child marriage, lack of ICT accessibility for girl child etc., as part of the International Day of the Girl Child. Featuring UN Women, UNFPA and UNICEF; b) Social media amplification on FGM with UNFPA, UN Women and UNICEF; c) Digital push on the International Day of Women and Girls in Science; and d) Social media amplification on the International Day of Girls in ICT.

The GEWE element is embedded/reflected in the UNCG communications endeavour in many forms, such as UNCG communications plan through monthly meetings and UNCG forum/correspondence to plan, coordinate and synergise in building joint outreaches including on GEWE. A joint work plan for RCO-UNIC on communications has also been established as a basis of internal planning, including GEWE mainstreaming in communications.

Did you reassess the Performance Indicator in this reporting year
- Yes

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

UNCT current annual work plan; knowledge products; media coverage; advocacy materials and background evidence of joint planning or funding (e.g. meeting minutes, evidence of joint funding commitments in meeting minutes or accounting files); Joint Work Plan; Monthly Meeting in April 2022.

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 Annual UNSDCF Report 2021 presented analysis and results towards gender equality and women's empowerment results since some of the UNSDCF indicators are able to track progress against gender equality and women's empowerment. Besides, M&E focal points in the UNCT were also trained on gender-sensitive M&E mid of August 2022.

The gender-specific results in the assessment explicitly mentioned around the area of:
o Outcome 1 – Inclusive Human Development; with focus area of the assessment on:
- Advancing Human Rights, Improving Access to Justice, and Enhancing Gender Equality
- Building Community Resilience and Ensuring a Gender-Responsive Approach to Preventing Violent Extremism
- Ending Violence against Women, Children, and Other Harmful Practices
o Outcome 2 – Economic Transformation; with focus area of the assessment on:
- Building Gender Equal, Child-Friendly Workplaces and Protecting Worker's Rights
- Boosting Women in STEM
In addition, as part of the assessment, the UN Reform was also part of the analysis contributing to the changes towards GEWE, such as:
o The No Manel Pledge; a consensus to not participate in all-male panels and raise the awareness of a more equal gender-balance panels for partners
o Business Operation Strategy (BOS); to present gender-responsive procurement presentations

However, UNSDCF results matrix data for gender-specific results is not yet effectively utilized. Nevertheless, to enhance the gender equality and women's empowerment mainstreaming across the Joint Work Plan, an M&E Results-Based Management (RBM) training was conducted in August 31st until September 1st, 2022. The training aims to enhance the M&E focal points knowledge and capacity in the formulation and in the improvement of UNSDCF M&E Framework, which includes clarity to measure changes against gender equality and women's empowerment results.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

Logistics Note and Agenda of the RBM Training, PPT Slides of the GEM Refresher Training, Survey Results of the GEM Refresher Training.

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

On the joint initiative to foster GEWE:
• UNFPA and UN WOMEN has supported Bappenas in developing the long-term national development plan (RPJMN) background study on GEWE and the protection of women's rights as part of the implementation of UNSDCF;
• UNFPA and UNICEF, through BERANI project, were in collaboration with Bappenas to conduct analysis study and development of policy brief on the services for child marriage;
• UNFPA and UN Women were also in collaboration with NCVAW to work on synergizing VAW reporting data from 3 data resources from NCVAW data, MOWECP-SIMFONI data and FPL (network of CSO).

In 2022, the UNCT is in collaboration with the National Development Planning Agency (Bappenas), National SDG Secretariat, and National Statistics Office (BPS), to have a joint initiative to foster GEWE by providing support to achieve SDGs targets, including SDG Goal 5. Supports provided are for data collection and data availability on SDG indicator 5.2.1, 5.2.2, 5.3.1, 5.4.1, 5.5.2, 5.6.1, 5.a.1, 5.b.1, and 5.c.1. Particularly on achieving the SDG indicator 5.4.1, UN Women collaborated with Bappenas, National SDG Secretariat, and BPs to conduct National Gender Statistics Training and Time-Use Statistics Dialogue to increase the capacity of government partners to monitor the achievement of SDG indicator 5.4.1 The events were conducted on November 2-4, 2022.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

TOR of National Statistics Training and Time-Use Statistics Dialogue.

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

Partnerships

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

A PSEAH Network has been established, which involves CSOs, including GEEW CSO, as the Network Members. A regular meeting (in July and October) has also been conducted to discuss various topics related to PSEAH. CSOs are actively engaged in the discussion, both during the meeting and utilizing the PSEAH Network WhatsApp Group.

Besides, UNFPA and UNICEF, through BERANI project (with the support from the Government of Canada) have been working towards the implementation of the national strategy on the prevention of child marriage. UNFPA, UN Women, and FAO have also been involved in the SDGs implementation, including capacity building training with CSOs. Furthermore, UN Women, UNDP, and IOM were in collaboration on Compact Migration programme, involving CSO to prepare the national strategy for regular migration.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

PSEAH Network Meetings Agenda, Concept Note on Compact Migration, TOR PSEAH Network

Dimension Area 4: Leadership & Organizational Culture

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

Leadership and organizational culture

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

UNCT Meetings discussed thematic issues on gender parity, including how UN should be camphioning gender equality through no manel pledge, as a result, no manel pledge and FAQs are developed, shared to UNCT, and uploaded in the UN in Indonesia Website. RC demonstrates public championing of gender equality during the last 12 months, with speech in UN events, social media and in publication (op-ed), HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months, the commitment shown not only on putting gender mainstreaming into induction training for all UN Staff as part of cultivate gender equality in the workplace but also sharing about UN commitment to gender

equality, one of them materialized in the session about gender responsive procurement in the UN in an event attended by UN vendors in Indonesia and organized by UN OMT.

Did you reassess the Performance Indicator in this reporting year
- No

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.

UNCT has disseminated a gender and organizational culture survey in October 2022. The survey was sent by the Resident Coordinator to all personnel and was opened for 3 weeks. The overall average of the positive rating results is 75% (5% negative and 20% neutral). The minimum requirements (65%-80%) were met individually for 9/10 questions with one result on work-life balance rated as 62%, which is below the threshold.

The highest perception is 81% for the HoA's commitment on gender equality. The second highest perception is 80% for UN personnel' and equal participation of both women and men in the organization.

Meanwhile, work-life balance scores were the lowest. Only 66% satisfied with the package of flexible working arrangement to support work-life balance and only 62% agreed that HoA is supportive towards work-life balance.

Did you reassess the Performance Indicator in this reporting year
- Yes

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

Performance Indicator 4.3: Gender parity in staffing is achieved **MEETS MINIMUM REQUIREMENTS**	Leadership and organizational culture

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.
The UNCT in Indonesia has been monitoring and tracking the gender parity in staffing at the level of modality, demography, and staff member level since December 2020. The monitoring mechanism is conducted in a quarterly basis utilizing an excel matrix. Ever since, the parity has been maintained at around 50%, which shows positive trends in the UNCT Indonesia towards achieving parity commitments. In this quarter, the parity remains at 55% within the overall UN staff members.

Did you reassess the Performance Indicator in this reporting year
- Yes

Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.
- The UNCT can demonstrate positive trends towards achieving parity commitments.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	3	2
G2	0	18
G3	17	24
G4	52	32
G5	95	56
G6	59	27
G7	15	8
NOA	54	33
NOB	55	46
NOC	40	35
NOD	3	4
P1	0	0
P2	11	9
P3	11	12
P4	12	20
P5	13	13
P6	0	0
D1	1	2
D2	3	2

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

Gender parity monitoring matrix

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.

- Coordination mechanism is in place and chaired at senior level; evidence of decision of UNCT to have GTG chaired by HOA
- No AWP for 2018 available, but the TORs were available
- Participation in meetings includes senior staff as evidenced by minutes of meetings.
- GTG has been engaged in SDG mapping and localisation, including for Goal 5, and M&E

This outcome meets minimum requirements. There is a coordination mechanism is in place and chaired at senior level; evidence of decision of UNCT to have GTG chaired by HOA. While there is TOR of the GTG, no Annual Work Plan (AWO) for 2018 is available. Participation in the GTG meetings include senior staff as evidenced by minutes of meetings. The GTG has been engaged in SDG mapping and localisation, including for Goal 5, and M&E.

Did you reassess the Performance Indicator in this reporting year
- No

PI 5.2 Gender Mainstreaming Capacities

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

UNCT has organized a UN staff briefing on the issue of VAW and GBV attended by female UN Staff with strong support from UNDSS. This briefing is part of induction briefing for newly-recruited UN Personnel.

In February 2022, the UNCT has conducted a refresher training on UNCT GEM Application and practical exercises on gender-mainstreaming with Joint Programmes. The refresher training on GEM was conducted in February 17th, following the previous Training of Trainers on UNCT GEM Application on February 3rd. On February 21st until 23rd, a practical exercise on GEM in JPs were conducted as well.

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)
GEM Training Agenda.

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Approaches minimum requirements AND (b) The UNCT has established and met a financial target for programme allocation for gender equality and empowerment of women.

In February 2022, the UNCT has conducted a refresher training on UNCT GEM Application and practical exercises on gender-mainstreaming with Joint Programmes. The refresher training on GEM was conducted in February 17th, following the previous Training of Trainers on UNCT GEM Application on February 3rd. On February 21st until 23rd, a practical exercise on GEM in JPs were conducted as well.

The UNCT has also currently established a financial allocation threshold towards GEWE, which is set to be 60%. Based on the recent financial allocation tracking, the contribution towards GEWE (both at the GEM 2 and GEM 3 level) has reached 64%, meeting the UNCT financial target for GEWE.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Graphic of GEM funding tracking, GEM funding monitoring matrix

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 APPROACHES MINIMUM REQUIREMENTS	Results

(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.

This outcome approaches minimum requirements.
• Under Outcome 1: Poverty Reduction, Equitable Sustainable Development, Livelihoods and Decent Work, 4 out 10 indicators have GEE
• Under Outcome 2: Equitable Access to Social Services and Social Protection, 7 out of 10 indicators have GEE
• Under Outcome 3: Environmental Sustainability and Enhanced Resilience to Shocks shows no indicator have GEE
• Under Outcome 4: Improved Governance and Equitable Access to Justice for All shows Outcome Four shows indicators have GEE
Overall, there are 16 out of 31 indicators have GEE indicators the UNCT is reporting on and on track to meet some gender results.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Indonesia Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3
Dimension 1 - Planning				

1.1 Common Country Analysis	- Carry out gender analyses for the CCA and identify appropriate gender integration into the UNDAF 2020-2024 • Identify strategically joint programming efforts on GEWE , particularly on emerging gender issues and harmful practices in Indonesia • Carry out, with the support of the GTG, an in-depth assessment of those furthest behind, taking into consideration multiple forms of discrimination, to inform new joint programmes and programming initiatives. -It will be important to ensure that the analysis reflects the gendered dimensions of the issues and where data may be missing to support this, to indicate that this presented a challenge to fully mainstreaming GEWE across all sectors of the CCA. The GTG chairs discussed how best to do this including through provision of technical support and review by the co-chairs. • to ensure analysis of the new UNSDCF will reflect gendered dimensions of the issues- and where data may be missing to support this, to indicate that this presented a challenge to fully mainstreaming GEWE across all sectors of the CCA. The GTG chairs discussed how best to do this including through provision of technical support and review • to lead and fully endorse process, which ensures an inclusive consultative process, as well as effective stakeholder engagement; • to share the finalized CCA with consulted stakeholders, who raised concerns that they did not see	Gender analysis included in the new CCA (2021 - 2025)	Monitor the implementation of UNSDCF, particularly on targeting LNOB group of women.	Monitor the existing progress by strengthening CCA to the targeted gender analysis of those furthest behind (LNOB).

	the last CCA after the consultations			
1.2 Cooperation Framework Outcomes	• Develop a gender mainstreaming strategy for UNDAF 2020-2024 • There is need to ensure clear and systematic gender mainstreaming in the next UNSDCF development process including in strategic prioritization, and in development of the results/indicator framework. This might include efforts for the GTG to facilitate the UNSDCF development promoting gender mainstreaming strategy as a system-wide plan. The UNCT needs to systematically set strategic prioritization and in development of the results indicator framework. This calls for a systematic way of reflecting GEWE issues and also of quality assurance. • Determine how the root causes of inequality (as analyzed in the CCA) will be worked into UNDAF recommendations. • The next UNDAF should include a specific outcome on gender inequality.	Gender analysis included in the new UNSDCF (2021 - 2025)	Observe and monitor the implementation of UNSDCF	Ensure the UNSDCF indicators improvement.
1.3 Cooperation Framework Indicators	• Mark UNDAF Outcome indicators, for which gender disaggregated data will be collected. • As the new guidance on the UNSCDF calls for the development of outputs, to support this effort it may be strategic to have a mini-training on HRBA and GEWE responsive approaches to RBM before the development of the Results Framework. • Through the majority of UNDAF indicators can be disaggregated and can track progress towards GEWE, the required level of	Gender analysis included in the new UNSDCF results scorecard (2021 - 2025)	Monitor the implementation of the framework, ensure that gender targets are on track.	Ensure the UNSDCF indicators improvement.

	data disaggregation has not been sufficiently articulated in the UNDAF results matrix.			
Dimension 2 – Programming and M&E				
2.1 Joint Programs	• Establish a system of review of JPs to ensure gender mainstreaming - under the PMT, with support from the GTG • Depository of JPs which can be accessed with ease • establish a quality assurance system of review of JPs to ensure gender mainstreaming - under the PMT, with technical support from the and an M&E Group to ensure that initiatives that are proposed for implementation, systematically address GEWE-but also that there is a clear understanding of the inter-linkages of these and other UN efforts; • to be systematic, institute a depository of JPs which can be accessed with ease; and • form an inter-agency needs assessment on gender equality and gender mainstreaming capacities, which can be undertaken with the support of the GTG – and any UN agency (in-house) gender experts), to inform a capacity development plan that could take into account entity-specific training packages/resources, the goal being to ensure the UN collectively has this capacity built.	action pending	action pending - with plan to initiate joint programmes after the GEM exercise in Q3 of 2022	1) Finalize the gender-mainstreaming tool by Q1 2023; 2) Gender-mainstreaming tool in JPs is endorsed by the GTG; 3) Gender-mainstreaming tool is utilized for JPs in 2023
2.2 Communication and Advocacy	• As per the recommendation, the UNCT ensures GEEW is integrated into the Communication and Advocacy Strategic Planning document to reflect the above minimum standards in	action pending	Activity Plan of UN Communication Groups include joint campaign and advocacy on GEWE	1) Maintaining the indicator performance; 2) Continuing joint activities and joint-campaign between UN Agencies

	the implementation of the Strategic Planning.			
2.3 Cooperation Framework M&E	•Need for consistency in the tracking of all gender-specific and sex-disaggregated indicators. GTG can support the review of the annual report to ensure disaggregation. Revise GTG TOR to reflect this responsibility. Clear methodology for reporting is required, to be developed by the M&E WG. • Promote the development of sex disaggregated data and consistence tracking of all gender-specific and sex-disaggregated indicators. • Reconfirm GTG can support the review of the annual report to ensure disaggregation. For this, revise GTG TOR to reflect this responsibility and to facilitate the development of guidance on promoting social norms change in the programme cycle. • Introduce clear methodology for promoting collective approach of building collection of sex disaggregated data for reporting to be developed by the M&E WG	Gender analysis included in the new UNSDCF results scorecard (2021 - 2025)	Needs assessment on gender responsive M&E has not been conducted	1) Ensure the results matrix is available and utilized to gather data regularly; 2) Possibility to have a follow-up M&E training for DMEL Group
Dimension 3 - Partnerships				
3.1 Government Engagement	• Suggest the need to have more coordinated approach to engaging partners- across all sectors as it will ease the burden on both government and UN. Also, if the documentation of processes were to be enhanced, it would help better visibilize the efforts of the UNCT.		Collaboration with at least two government agencies have ben conducted.	1) Keep the support on SDGs data collection in line with the national target on SDGs in 2024; 2) To engage the National Women's Machinery in UNSDCF assessment during annual reporting period

3.2 GEWE CSO Engagement	• It is important to prepare stakeholders appropriately to enable their effective engagement in stakeholder consultations on the CCA and UNSDCF development. Additionally, there is need to improve the documentation of the participation of stakeholders in CCA and UNDAF processes.	action pending	More than 5 joint initiatives conducted with clear plan to focus on CEDAW implementation	Have more collaboration with CSOs on GEWE capacity building or project implementation
Dimension 4 – Leadership and Organizational Culture				
4.1 Leadership	• Follow up action to fill the gap of on the exceed minimum requirement. To ensure gender equality: 1. is a regular topic of discussion in UNCT/HOA meeting. 2. is reflected inthe Assessment of Results and Competencies (ARC) of UNCTs	both actions followed through	Strong commitment on GE has been made public, as well as internally with strong leadership of the RC	1) Maintain the current indicator performance with UNCT involvement. 2) More periodical agencies participation on joint exercise for 2023 review on the scoring progress
4.2 Organizational Culture	• The GTG may facilitate a women only focused group discussion to explore in greater detail on the perception of female staffs on the UN's policies and practices to promote gender equality internally. • Follow up analyses on the internal survey responses in the organizational culture survey carried out as part of the gender scorecard and assess the need for facilitating women only focused group discussion on sexual harassment and gender-based discrimination within the UN system in Indonesia. 4.2 • Consider having a series of discussions/dialogues with personnel regarding gender discriminatory social norms and practices. Consider including family members in discussions.	action pending	Joint activity on GEWE shows UN commitment (such as UN vendor)	1) Have a more positive survey results; 2) More UN Staff participate in the training

4.3 Gender Parity	• Schedule a series of discussion in the UNCT on the Secretary General's Gender Parity Strategy, including UN agencies sharing best practices on recruitment and retention policies, which promote gender parity and staff diversity and inclusion • UNCT's OMT review the data annually and share the status of gender parity with the UNCT, and identify ways in which the HR leads in the agencies can share best practices on ways of enhancing (and sustaining) gender parity • The UNCT 's OMT to develop a more comprehensive gender parity table (by contract modality and professional level category) to be integrated/consolidated as one piece of information to enable them to review the data annually and share the status of gender parity with the UNCT and to identify ways in which the HR leads in the agencies can share best practices on ways of enhancing (and sustaining) gender parity. • The UNCT's OMT to further discuss with HR and ICT working group on the details of the BOS and to invite the gender working group.	action pending	Gender parity is regularly monitored and tracked, parity has been achieved in NO level.	Explore the possibility for specific actions under BOS to increase gender equality and women's empowerment that is beyond achieving gender parity but for retaining and promotion of female staff.
Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	• Optimize the work of the UN system coordination on gender equality o Develop Work Plan of Gender Theme Group (GTG) Strategy 2020-2024 based on the recommendations of the UNCT-SWAP Scorecard Exercise to support the UN System in Indonesia on gender responsive	action pending	New TOR developed with strong emphasis on supporting UNCT in monitoring UNSDCF	1) Based on the UNCT plan to merge GTG and HRG, to have a solid TOR on coordination mechanism as well as work plan; 2) To actively giving input to the UNSDCF review, including analysis of the M&E

	implementation of the UNDAF in line with Agenda 2030. 5.1 o Identify and establish pooled funds for the GTG in line with its AWP for each year 5.1			framework and strategic prioritization on GEWE
5.2 Gender Capacities	• Conduct capacity/training needs assessment on gender to inform development of joint UN capacity development plan (and an inter-agency team that can develop an induction package on HRBA and GEWE which can be rolled out annually).	capacity building on GEM has taken place. Other capacity building will take place in 2021	Capacity building conducted as part of induction to staff	Refresher training or session for UN Staff in GEWE

Dimension 6 - Resources				
6.1 Financial Resources	• Identify and establish pooled funds for the GTG in line with its AWP for each year • Run the gender marker exercise once the UNSDCF draft is available, and set a target for expenditure. • For the new UNSDCF, recommend UNCT run the gender marker exercise once the UNSDCF draft is available, and set a target for expenditure.	Gender marker established and implemented with exception of the financial tracker	Build capacity of Staff on GEM, monitor and track gaps in financial resources	Identify areas of collaboration between UN Agencies for JP development to promote achievement towards GEWE, particularly GEM 3

Dimension 7 - Results				
7.1 GEWE Results	• Suggest that UNCT and M&E staff are more deliberate about ensuring disaggregation and availability of data including in annual reporting	this action item has progressed but still more work is to be done in 2021	Action pending, but results tracking will be monitored in Q4 2022	1) Review national data referencing UNSDCF; 2) Data collection is gathered as planned to review the achievement of UNSCDF

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS	**Planning**

Category	Documents
	No documents uploaded

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

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
Other	Indonesia_Indicators towards GEWE	
Cooperation Framework results framework	Indonsia_UNSDCF 2021-2025 M&E Framework	
Cooperation Framework results framework	Indonesia_GEWE indicators_Oct2022	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
JP screening tool/process	Indonesia_JP Gender Screening Tool_draft_Sep22	
Joint Program documents	Indonesia_UNINFO List of Joint Programmes	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
Communication/Advocacy	GWG_IWD_0902	
Other	Indonesia_Comms Scorecard Indicator 2022	
Communication/Advocacy	Indonesia_social media link of joint campaign	
Other	Indonesia_RCO-UNIC Joint Workplan	
Other	Indonesia_20220401-UN in Indonesia Comms Updates - UNCG Meeting	

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
Other	Indonesia_Result Based Management - Capacity Building (agenda and logistics)
Other	Indonesia_Survey Results_Refresher Learning Session_UNCT GEM_20 Dec 2021
Other	Indonesia_UNCT GEM_refresher learning session_20 Dec 2021_for participants

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	English_CN_GenStats_Dialogue_Indonesia_RevOct27
Government engagement	English_CN_GenStats_Training_Indonesia_RevOct26

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations
MEETS MINIMUM REQUIREMENTS

Partnerships

Category	Documents
GEWE CSO engagement	Indonesia_Draft Agenda PSEAH Network Meeting 19.07.2022
GEWE CSO engagement	Indonesia_Agenda Indonesia PSEAH Network Meeting (Zoom) 03.10.2022_
Other	Rep of Indonesia MFA - Indonesia Migration MPTF Proposal Narrative
GEWE CSO engagement	Indonesia PSEAH Network Focal Point TOR_v2
GEWE CSO engagement	Indonesia PSEAH Network TOR_v2

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality
EXCEEDS MINIMUM REQUIREMENTS

Leadership and Organizational Culture

Category	Documents
RC communications	UNCTIndonesia Ind 4.1 Guidance_No Manel
RC communications	UNCTIndonesia Ind 4.1 RC Oped on Generation Equality
RC communications	UNCTIndonesia Ind 4.1 RC Speech WEPs Awards
RC communications	UNCTIndonesia Ind 4.1 ToR UN Procurement Day

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	Indonesia_Gender and Organizational Culture Survey

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Human Resource documents	Gender Parity UN Indonesia_07112022

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**
	No documents uploaded

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	Indonesia_Agenda_Practical exercise_UNCT GEM_18-23 Feb 2022
Capacity development	Indonesia_Agenda_Refresher_UNCT GEM_17 Feb 2022.docx
Capacity development	Indonesia_Agenda_ToT_UNCT GEM_3 Feb 22.docx

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MEETS MINIMUM REQUIREMENTS	Financial Resources
Category	**Documents**
Financial resources	Indonesia_GEM_Funding_Ind_6.1_Oct22
Financial resources	Indonesia_GEM Funding Allocation 2022

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

APPROACHES MINIMUM REQUIREMENTS	
Category	**Documents**
	No documents uploaded

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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