

2022 UNCT-SWAP GENDER EQUALITY SCORECARD

Country: Venezuela
Assessment year: 2022
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Agencies participating in assessment team:
Task Force Leave No One Behind (LNOB): ACNUR, FAO, UNAIDS, WHO, PAHO, UNDP; UNFPA, UNICEF, WFP, UN Women, RCO.

1. Planning

INDICATOR	Approaches Minimum Requirements
1.1. Common Country analysis integrates gender analysis	Approaches Minimum Requirements
<p>Finding and Explanation</p> <p>a) Gender analysis is across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. The CCA clearly mentions the disadvantage faced by women in different areas of their development: the higher incidence of poverty among female-headed (single-parent) households, which make up 46% of households. The CCA indicates in each area of deprivation, the particular situation of women. However, gender analysis (gendered causes underlying the behavior of some indicators) is available for some indicators.</p> <p>b) Some sex-disaggregated and gender sensitive data. The availability of information is very limited in the country. That is why there is some sex- disaggregated and gender sensitive data (such as the data regarding the incidence of poverty in female-headed households), whereas in some other areas there is no disaggregation by sex of the main indicators (for instance, Education)</p>	
<p>Means of Verification</p> <ul style="list-style-type: none"> Common Country Assessment (CCA) 	
INDICATOR	Approaches Minimum Requirements
1.2. UNDAF Outcomes	Approaches Minimum Requirements
<p>Finding and Explanation</p> <p>a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5. The new UNSDF recently approved includes the gender dimension as one of its guiding principles. There is no outcome specifically dedicated to achieving gender equality. But in most of the outcomes, gender equality is visible mainstreamed.</p> <p>b) One outcome in the UNSDF (social and economic dimension) clearly mentions gender equality and women's well-being and how gender equality explain most of the inequalities in the economic dimension. In strategic priority 1, the goal (strengthening resilience) the gender approach is explicitly mentioned. And in the direct effects (outcome) the gender dimension is mentioned in 1.2 and 1.3. referring to inclusive social protection systems, with a gender approach. ED 2.1. mentions</p>	

women's economic empowerment. ED 3.1. mentions gender-equal participation. ED 3.3. mentions gender-based violence in line with SDG 5, Outcome 2.4.	
Means of Verification	
<ul style="list-style-type: none"> UNSDF Document 2023-2026 	
INDICADOR 1.3 UNDAF Indicators	Meets Minimum Requirements
Finding and Explanation	
<p>2022, year of reporting, is in the middle of two programmatic cycles. However, the reporting is based on the most recent programmatic document (United Nation Sustainable Development Framework. UNSDF 2023-2026). The new UNSDF uses the SDG indicators as indicators of the results framework. In this version there is a higher number of indicators (30). The number of those that refer directly or indirectly to situations that directly affect women or gender equality is 9, the same than in the former document, but the proportion is 30% given that the overall number has increased.</p>	
Means of Verification	
<ul style="list-style-type: none"> UNSDF Document 2023-2026 	

2. Programming & M&E	
INDICADOR 2.1 Joint Programs contribute to reducing gender inequalities	Exceeds Minimum Requirements
Finding and Explanation	
<p>a. Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. Currently, the UNCT carries out three JPs: the JP on HIV/AIDS; the JP on development and peace focused on women and adolescents; and the UN Women-UNDP joint program aimed at advising the government. All of them specifically target women and teenagers, offering a sex-disaggregated data monitoring mechanism. Their theoretical frameworks are embedded with a gender-sensitive approach in line with global guidelines sponsored by UN Agencies.</p> <p>b. The JP on development and peace focused on women and adolescents is operational over the current UNDAF at the period of assessment, and it is in line with SDG priorities including SDG 5. One of the main goals of the JP is “to promote leadership and effective participation of women in the process of peace-building”, which is in line with SDG 5, Target 5.</p> <p>c. A system is in place to ensure gender-mainstreaming in JPs. The UNCT has recently created a gender-equality and non-discrimination taskforce, making it responsible, among other things, of pointing out opportunities to include a gender-sensitive analysis in the diagnosis and activities-design of joint programs carried out by UN Agencies in Venezuela.</p>	
Means of Verification	
<ul style="list-style-type: none"> HIV/AIDS Joint Program Document Promotion and implementation of initiatives at the nexus of humanitarian action, development and peace building in Venezuela, focusing on women and adolescents (UNFPA, UN Women) 	

<ul style="list-style-type: none"> • UNCT Annual Report 2021 • LNOB taskforce minutes 	
2.2 Communication and advocacy address areas of gender inequality	Exceeds Minimum Requirements
<p>Finding and Explanation</p> <ul style="list-style-type: none"> b. UN Women and UN Global Compact have organized an advocacy campaign called "Women Moving Forward: Stories of Empowerment". The objective of the campaign was to make visible the stories of women entrepreneurs who overcame gender-related obstacles to carry out their ventures. It sought to account for the differential obstacles that women face when starting a business, such as financing, the burden of care, and discrimination. The activities of the campaign included two webinars in which representatives from the private and public sectors participated, as well as representatives of the United Nations System. In addition, a communication activity was carried out on social networks, and the results of the activities were presented in meetings with public officials. The campaign took place between March 2022 and October 2022 c. Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. The UNCT Communication Strategy explicitly includes advocacy and media strategies related to GEEW on specific dates, such as Women’s Day. These strategies include special events (such as the artistic exhibition <i>Mujeres Rurales Venezolanas</i>) and numerous graphic pieces posted on official social media accounts. d. The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. In March, the UNCT organized an artistic exhibition called “<i>Mujeres Rurales Venezolanas: Creadoras de Resiliencia Climática</i>”. The exhibition addressed the impact of rural women organization and activist on climate change mitigation and adaptation through photographs and testimonials. 	
<p>Means of Verification</p> <ul style="list-style-type: none"> • Agenda and invitation to <i>Mujeres que Avanzan</i> webinar series • UNCT Communication Strategy outline focused on strategies related to GEEW Document • Agenda and Invitation to the exhibition <i>Mujeres Rurales Venezolanas</i> 	
2.3 UNDAF Monitoring and Evaluation measures progress against planned gender equality results	Meets Minimum Requirements
<p>Finding and Explanation</p> <ul style="list-style-type: none"> a) The available annual reports from 2016 to 2021 (2016, 2017, 2020 and 2021, latest available) account, in their narrative, of the activities implemented by the UNCT in its gender objectives. Results linked to sexual and reproductive health, economic empowerment, and the fight against gender-based violence are highlighted. However, data collection process has not been regular, given that most of the UN cooperation is focus on humanitarian since 2018, and the UNDAF indicators and targets agreed in 2015 are not strictly measurable. 	

- c) The Interagency Programme Management Team (unit responsible of the UNDAF M&E) received a training focus on gender during the formulation process of the current UNDAF. The PMT includes in its TOR responsibility for providing to the UNCT technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality.

Means of Verification:

- UNCT Annual Report 2016, 2017, 2019, 2020 and 2021
- Results Matrix to be used in the reports of new UNSDF 2023-2026
- Programme Management Team- Terms of Reference Document

3. Partnerships

INDICATOR

3.1 Engagement of Government

Meets Minimum requirements

Finding and Explanation

The UNCT has engaged with many government counterparts during 2022. There are many Joint Programs and unilateral links with different government counterparts. Besides, there is an Initiative between Un Women and the government's gender entity.

- The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.** The UNCT has partnerships with several governmental entities. There are many initiatives on going between the United Nations System and the Government: i) Three initiatives that address economic empowerment of women, ii) two initiatives regarding education, b) 10 Initiatives concerning sexual and reproductive health, the prevention of teenage pregnancy, obstetric care, iii) initiatives that prevent and address Gender Based Violence, among others. Many initiatives have been developed together with the Ministry of the People's Power for Health and the Ministry of the People's Power for Education, among others governmental entities.
- The National Women's Machinery participates in UNDAF consultations:** country analysis, strategic prioritization, implementation, M&E. **A Joint Planning Workshop between UN System and the Government to define strategic areas to be prioritized in the new UNSDF (2023-2026) was held in November 2021. The Women's Machinery: the Ministry of Popular Power for Women and Gender Equality participated in the meeting.** Besides that, UNDP supported the Ministry of Women to prepare the documents and background papers for the Regional Conference on Women held in Buenos Aires, November 2022. Lastly, there is a JP for the promotion and implementation of initiatives at the nexus of humanitarian action, development and peace building in Venezuela with the Ministry of Women and Gender Equality.

Means of Verification

- Taller SNU Gobierno
- UN initiatives on going (excel).
- UNFPA and UN Women Joint Program Document
- UNDP and UN Women Joint Program Document
- Position paper for the XV Regional Conference on Women

INDICATOR 3.2. Engagement with GEEW CSO	Meets Minimum requirements
<p>Finding and Explanation</p> <p>a. In 2022, initiatives were developed with at least 3 CSOs, with are part of the Humanitarian Response Plan that promotes gender equality, the empowerment of women, girls and LGBTI people. The topics addressed were sexual and reproductive health training and prevention at the community level; Empowerment of adolescents in sexual and reproductive rights and GBV prevention; capacity building of NGOs and communities for the prevention of violence, abuse, neglect and exploitation of children and adolescents. Initiatives with the private sector have been important in Venezuela. The country adopted the Women's Empowerment Principles (WEPs) in private sector partnerships. Established by the United Nations Global Compact and UN Women, the WEPs are based on international labor and human rights standards and are based on the recognition that companies have an interest and responsibility in gender equality and women's empowerment. In the framework of this initiative, many training activities were developed, such as i) Webinar “Women moving forward, stories of empowerment in the WEP’s enterprise community.”</p> <p>b. As part of the dialogues organized by the United Nations with Civil Society and the Private Sector on development priorities for the next 4-5 years to advance towards the achievement of the SDGs, a meeting was held exclusively with organizations working in favor of GEEW. The meeting was attended by representatives and agency heads, technical teams from UN entities. Even though the consultations were carried out in 2021, the purpose of the dialogues was to gathering their perspectives to accelerate the achievement of the Sustainable Development Goals in Venezuela, which were taken into account in the elaboration of the new Cooperation Framework of the United Nations in Venezuela (UNSDF) .</p>	
<p>Means of Verification</p> <ul style="list-style-type: none"> • WEPs means of verification: Links to the events carried out in the framework of WEPs initiative Event “<u>Mujeres que avanzan</u>”, (<u>FeminismoINC, KPMG en Venezuela</u>), Event “<u>Igualdad de Género y aceleración de ODS</u>” , Event “<u>Hablemos e Igualdad de Género</u>” • Link to toolkit for WEPs in Venezuela: Caja de Herramientas para los WEPs en Venezuela • Document: Sustainable Development Goals Dialogues, 2021. • Humanitarian Response Plan 	

4. Leadership and Organizational Culture	
4.1 UNCT Leadership is committed to champion gender equality	Exceeds Minimum Requirements
<p>Finding and Explanation</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. Its relevance is reflected by the fact that gender equality is mainstreamed into the discussion agenda, not being treated as a different topic but as a constitutive part of UNCT efforts to fulfill its objectives. In 55% (5 of 09 meetings) of</p>	

<p>the HOA meetings, issues related to gender inequality and the empowerment of women were discussed. The recorded discussions were substantive to the extent that specific courses of action were defined to address the situations discussed. For confidentiality and security reasons, the minutes of the HoAs' meetings are not shared. However, a note analyzing the information is included as a means of verification.</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months. RC has published an op-ed about the need to integrate stakeholders' efforts to address violence based on gender in the end of 2021. The op-ed, titled "<i>Sumemos voluntades para poner fin a la violencia contra las mujeres</i>" was published in one of the most circulated media outlets in the country. Moreover, the RC's Twitter Account is effusive about the relevance of gender equality in any development strategy, focusing particularly on sexual and reproductive rights, on fighting violence based on gender, on economic empowerment, and on effective participation in civic and political spheres. UN Day Commemoration Video explicitly includes gender equality as one of the priority goals for the UNCT. There is no record of all the speeches of the RC, so it is not possible to calculate the proportion in which it expresses itself in issues related to the gender perspective. This, however, does not imply that RC does not demonstrate public championing of gender equality during the last 12 months.</p> <p>c) Personnel perspectives on HOAs' commitment to gender equality in the last 12 months. According to a survey carried out at beginnings of 2022, 78% of survey respondents stated that they either "agree strongly" or "agree" on the fact that HoAs are committed to gender equality.</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. Gender equality is addressed as a top priority during the 2021 appraisal. The deposition also includes a description of UNCT actions to fight violence based on gender and its efforts to guarantee health access to pregnant women.</p>	
<p>Means of Verification</p> <ul style="list-style-type: none"> • HoAs' meetings minutes análisis (confidential) • Agenda Retreat UNCT HoA • OP-ED Sumemos Voluntades para poner fin a la violencia machista • RC Twitter Handle • 2021 Appraisal transcription • UN Day Commemoration Video • Survey on Organizational Culture and Gender Equality 	
<p>4.2 Organizational Culture Fully Supports Promotion of Gender Equality and the Empowerment of Women</p>	<p>Meets Minimum Requirements</p>
<p>Finding and Explanation</p> <p>In a survey conducted in early 2022, an average of 76,13% of respondents stated that they either "agree strongly" or "agree" on the fact that UNCT is committed to gender equality (Q4-Q13 Average).</p>	
<p>Means of Verification</p> <ul style="list-style-type: none"> • Survey on Organizational Culture and Gender Equality 	
<p>4.3 Gender Parity</p>	<p>Approaches Minimum Requirements</p>
<p>Finding and Explanation</p>	

<p>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. This mechanism was initiated by the LNOB Task Force and is being coordinated by the Human Resources working group. In 2022, a survey on organizational culture was launched. In September, UNCT published the results of a survey on social and cultural identification of UN Personnel. However, it was the first time that the survey was conducted, so it is not possible to assess through the data the actual inter-annual progress. Parity at the HOAs level remains a big challenge, with only 2 out of 11 HoAs being women. However, the appointment of an UN Women Programme Coordinator at the end of 2021 meant an opportunity to strengthen the UNCT mechanism to advance parity at all levels of management</p>
<p>Means of Verification:</p> <ul style="list-style-type: none"> • UNDSS headcount • Survey on social and cultural identification of UN Personnel • UN Women Programme Coordinator ToRs.

5. Gender Architecture and Capacities

INDICATOR

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

Approaches minimum requirements

Finding and explanation

- a) The group has a TOR and an approved annual work plan. There is a coordination mechanism for gender equality that works within the LNOB task force. The designation of a new Program Coordinator in UN Women fostered the dynamic of that group which, at the moment is chaired by UNFPA and the Resident Coordinator's Office (RCO). Group's TOR and Annual workplan are uploaded in the means of verification.
- b) The group has made substantive input into programmatic analysis, including the recently approved UNSDF for the period 2023-2026. The Group participated in the planning workshop to prioritize areas for the recently approved UNSDF carried out at the end of 2021. It also participated in the CCA, and HNO regarding criteria to prioritize vulnerable groups. The group is committed to advancing a gender equality agenda. At the January 2022 meeting, for example, it committed to move forward with the Gender Scorecard, through completing programmatic analysis tools and scorecard surveys.

Means of verification

- ToR LNOB Task Force and Annual Work Plan.
- LNOB Task Force in the UNCT Structure (ppt)
- Programmatic Analysis by the LNOB Task force.
- PPT LNOB Task Force Meeting
- Agreements II Meeting LNOB Taskforce 01.22

INDICATOR

5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum requirements

Finding and explanation

- a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. As part of the humanitarian action, Inter-agency gender capacity development activities for UN personnel have been carried out during 2022: i) Capsule series for gender equality in humanitarian action, ii) Practical Workshop “ Gender approach in the humanitarian action”; Good practices of humanitarian action in the prevention of human trafficking.”

Means of verification

- Capacities development 2022. Report
- List of UN Women Gender Training in Humanitarian Action 2022

6. Resources

6.1 Adequate Resources for Gender Mainstreaming are Allocated and Tracked

Approaches Minimum Requirements

Finding and Explanation

- a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle. During the sessions conducted to design the Joint Work Plan, a seminar was held to develop capacities in tracking gender-sensitive resources allocations, following the guidelines outlined in the Gender Equality Marker- Guidance Note Document.

The UNCT has not pre-established a financial target for program allocation for Gender Equality and the Empowerment of Women. An ex-post calculation was carried out. Currently, there are 50 projects than include a gender-sensitive approach being implemented, ascending to US 10,731,258, in line with the goals defined in the UNDAF.

Means of Verification

- UNDAF
- UN System Gender Related Initiatives Spreadsheet and Budget (2016-2023).
- UN Joint Work Plan Preparation Sessions Agenda and Invitation Documents

7. Results

INDICATOR

7.1 UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Score

Approaches minimum requirements

Finding and explanation

The findings regarding this indicator are done considering the 2021 Annual Report, which is the last one available, as the 2022 annual report is due in March 2023. Besides, the evaluation of results is carried out taking into account the previous UNDAF, for the period 2015-2022.

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. The UNCT results report for 2021 mentions the achievement of results with a gender focus, or in areas of development that are sensitive to girls' and women's issues, in 4 of the 6 UNDAF outcomes:

- Education: the UNS provided support for the incorporation of Comprehensive Sexuality Education in basic education programmes and the training of more than 2000 teachers and health personnel, in line with support for the implementation of the National Plan for the Prevention and Reduction of Early and Adolescent Pregnancy (PRETA).
- Food security and sovereignty: women community leaders were involved in programmes and policies aimed at increasing food production, with a gender focus.
- Health: the SNU provided technical support to line 2 of the National Plan for the Prevention and Reduction of Early and Adolescent Pregnancy (PRETA) through training, campaigns, contraceptive donations and for the opening of two new differentiated consultations for adolescent care, benefiting around 11,500 people, mostly women.
- Citizen security and culture of peace: activities aimed at capacity building, prevention, mitigation and response to GBV were developed within the framework of SDG 5 Gender Equality.

Means of verification

UNCT Annual results report 2021

SCORE SUMMARY	
Indicador	Score 2022
1. PLANNING	
1.1. Common Country Assessment	Approaches Minimum Requirements
1.2 UNDAF Outcomes	Approaches Minimum requirements
1.3 UNDAF Indicators	Meets Minimum Requirements
2. PROGRAMMING AND M&E	
2.1 Joint Programs contribute to gender equality	Exceeds Minimum Requirements
2.2 Comm and Advocacy address gender inequalities	Exceeds Minimum Requirements
2.3 UNDAF M&E measures progress against GE results	Meets Minimum Requirements
3. PARTNERSHIPS	
3.1 Engagement of government	Meets Minimum Requirements
3.2 Engagement with CSO	Meets Minimum Requirements
4. LEADERSHIP AND ORGANIZATIONAL CULTURE	
4.1 UNCT Leadership Committed	Exceeds Minimum Requirements
4.2 Organizational Cultures promotes Gender Equality	Meets Minimum Requirements

4.3 Gender Parity	Approaches Minimum Requirements
5. GENDER ARCHITECTURE AND CAPACITIES	
5.1. Gender coordination mechanism empowered	Approaches Minimum Requirements
5.2 Capacities developed for gender mainstreaming	Approaches Minimum Requirements
6. RESOURCES	
6.1 Adequate resources for gender mainstreaming	Approaches Minimum Requirements
7. RESULTS	
7.1 UNCT Programmes make significant contributon	Approaches Minimum requirements

Plan de Acción 2022

Action	Breve descripción o justificación	Responsibility	Required resources and source	Timing	Explanations and links to SWAP Scorecard Assessment
Update the CCA to strengthen gender mainstreaming	N/A	OCR and UN Women	No financial resources are involved	2023	Indicator 1.1.
The Framework Outcomes is ready for the recently approved UNSDF 2023/26. However, in the annual report an effort will be made to deepen the gender analysis of the outcomes.	N/A	UNCT and OCR	No financial resources are involved	2023	Indicator 1.2.
The Framework Indicators is ready for the recently approved UNSDF 2023/26. However, in the annual report an effort will be made to include gender indicators.	N/A	UNCT and OCR	No financial resources are involved	2023	Indicator 1.3.
No planned action	N/A	N/A	N/A	N/A	Indicator 2.1.
At least three instances of joint communication and advocacy linked to GEEW are planned, at least one of	Identify three strategic instances to communicate actions related to gender equality and the	Grupo Interagencial de	Communication actions specifically related to gender equality are included into the	Between February and November, 2022	Indicador 2.2.

them on a non-traditional thematic area.	empowerment of women. Make visible the role of the United Nations in advancing women's rights. Get at least one of the instances to address a non-traditional thematic area.	Comunicación (GIC)	general communication budget. In the case of the non-traditional thematic area, FAO will invest USD 3.100 in organizing a specific event related to rural women as change-agents in the fight against climate change.		
The Framework Outcomes is ready for the recently approved UNSDF 2023/26. However, in the next annual report an effort will be made to deepen the gender analysis of the outcomes	Self explanatory	OCR	No financial resources are involved	March, 2023	Indicador 2.3.
Strengthen the UNCT's joint support to the Ministry of Women, led by UN Women.	Un Women will get additional financing to support the participation of Venezuela's Government un the XV Regional Conference on Women in LatinAmerica and the Caribbean to be held in Buenos Aires, in November 2022. The Conference is the main regional intergovernmental forum on women's rights and gender equality within the United Nations system .	UN Women	Around USD 30.000 Joint Program Around 30.000 (UN Women funds) for the preparation of Venezuela's participation in the Regional Conference for Women held in Buenos Aires, from 7 to 11, November.	From January to december, 2022	Indicador 3.1.

Increasing the number of companies adhering to the WEPs principles	Self-explanatory	OCR	Proportion of National Officer's fees at RCO	Between march and november, 2022	Indicador 3.2.
Strengthen the UNCT's leadership in the strategy to promote the WEPs principles.	Self-explanatory	OCR y WFP	No financial resources are involved	July, 2022	Indicador 3.2
Capitalize on RC leadership to introduce a gender approach in the messages and the communication strategy.	The RC is the most visible figure of the UNCT. Create instances of communication led by him in which the commitment of the United Nations to gender equality and the empowerment of women is addressed. Mainstream the gender approach in their speeches and interventions, particularly in key instances.	OCR	No financial resources are involved	Between february and october, 2022	Indicador 4.1.
Applying the UN Staff Survey	Carry out a survey on organizational culture and gender equality in which the staff's perceptions of relevant dimensions for addressing gender inequality are identified. Use the information obtained as a baseline for the strategic planning of activities that improve the indicators collected.	Management Team y Task Force LNOB	No financial resources are involved	Between march and october 2022	Indicador 4.2.

Incorporation of a Programme Coordinator in UN Women, agency that did not have presence in the country before.	Incorporate a United Nations program coordinator to enhance the quality of activities related to the planning, implementation, and monitoring of UNCT projects, so that they incorporate the gender perspective.	Un Women	P3 position: Programme Coordinator	June, 2022	Indicador 4.3. Indicador 5.1.
Consultancy for carrying out the UNCT SWAP Gender Equality Score Card	Following the commitments of UNCT meeting held in January 2022, UN Women will get financing to support the carrying out of the Score Card for 2022.	Un Women	USD 10.000 (UN Women)	From May to November, 2022	Indicador 5.1.
Preparatory activities for the creation of a gender-specific group within the UNCT (consultations and TORs)	Even though LNOB Task Force has been leading gender agenda with good results, the establishment of a specific mechanism would help to give greater visibility and specificity to the gender agenda.	UN Women	No financial resources are involved	Between September and November, 2022	Indicador 5.1.
Strengthen mechanisms to improve UNCT competencies for gender mainstreaming in humanitarian contexts through an external consultancy (roadmap and	Given the importance of acquiring tools to facilitate the integration of gender mainstreaming in programming, a training plan designed ad hoc for this purpose will be developed.	OCHA y UN Women	USD 37.000 (UN Women) P5 Position (Gencap/OCHA) USD 50.00 (Flacso/UN Women)	May, 2022	Indicador 5.2

gender analysis / capacity development building). Training courses carried out by FLACSO/Un Women					
Label projects implemented by UN agencies with an impact on gender inequalities and identify the amount of resources assigned.	Self-explanatory	OCR	No financial resources are involved	June, 2022	Indicador 6.1.