

## 2022 UNCT SWAP Gender Equality Scorecard Assessment

### UNCT SWAP-Scorecard Cover Page, Annual reporting 2022

Country: <b>Moldova</b>
Assessment year: <b>2022</b>
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Entities participating in the assessment team: <b>UNAIDS, UN Women, UNICEF, UNDP, UNFPA, IOM, OHCHR, ILO, FAO, IFAD, UNDRR, WFP, RCO</b>

Indicator	Missing Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1.1 Common Country Assessment				✓
4.3 Gender Parity		✓		
5.2 Gender Capacities			✓	
6.1 Resources			✓	
7.1 Gender Results		✓		
<b>Total</b>				

### UNCT-SWAP SCORECARD Indicator Reporting

## 1. PLANNING

### Indicator 1.1: Common Country Analysis

#### **INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS**

**Score: Exceeds Minimum Requirements**

#### **Findings and Explanation**

This indicator exceeds minimum requirements, as 1) gender analysis is included across the CCA, including the CCA dashboard and complementary assessments such as the Comprehensive Gender Assessment, 2) sex-disaggregated data is consistently used and data gaps highlighted, and 3) there is a separate analysis done on those furthest left behind (mainly complemented by the Comprehensive Gender Assessment, which is a part of the CCA and informed the development of the upcoming Cooperation Framework 2023-2027).

#### **1. Gender analysis across all of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5 (met)**

The 2021 CCA shows substantive improvements regarding gender mainstreaming, which is the result of a concerted effort and commitment of the UNCT towards gender equality. This is also underscored by the separate comprehensive Gender Assessment, finalized in 2022, undertaken by the UNCT and the World Bank. The 2021 CCA starts with a chapter on LNOB, where gender is clearly identified as a key source of inequality in Moldova, as well as identifying women victims/survivors of violence and LGBTQI+ persons as population groups especially at risk of being left behind. While the chapter on LNOB in the 2021 CCA report could have included more sex-disaggregated data across all groups, this is exactly where the Gender Assessment comes in and compliments, providing analysis and evidence for the identified LNOB groups across the assessment. This shows the continuing commitment by the UNCT to improve gender analysis further and to close data and evidence gaps. All 3 major sectors in the CCA (human development, climate change, and governance and rule of law) include gender analysis and data – although to varying depth. The sectors of human development and governance and rule of law include a deeper and more consistent gender analysis, also complemented by the comprehensive Gender Assessment, which mainly comes down to data availability. The sub-chapter on “Knowledge and data gaps” highlights especially the lack of disaggregated data for certain SDG indicators and how this limited the analysis in the CCA. The area of climate change and environment is highlighted as one area with particularly scarce data and thus one area where gendered impacts are insufficiently covered in the CCA. The UNCT has committed to strengthen disaggregation of data in the upcoming Cooperation Framework (Output 2.2) and there is a commitment to support women’s participation and leadership in climate change mitigation and adaptation planning (with several indicators under Outputs 4.1 (official strategies and coordination mechanisms), 4.2 (women-led green businesses), and 4.4 (civil society and grassroots participation)).

#### **2. Consistent sex-disaggregated and gender sensitive data (met)**

All CCA key population-based data is consistently disaggregated by sex, where such disaggregation is available, and gender-sensitive data is used (such as on gender-based violence). In 2022, the UNCT launched its [CCA dashboard](#) (updated periodically whenever new data is available), which complements the report and already makes additional disaggregated data available compared to the 2021 CCA report. In the report, the sub-chapter on data gaps highlights the issue of lack of disaggregated data especially and how this limited the analysis of the CCA. The comprehensive Gender Assessment, finalized in 2022, was a concerted effort to fill some of the evidence gap and highlight further areas to focus on in terms of closing data gaps.

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### 3. Targeted gender analysis of those furthest behind (met)

The CCA provides targeted analysis of groups of people who are left behind in Moldova, and the 2021-2022 comprehensive Gender Assessment complements this. About 13 vulnerable groups as suffering significant deprivations were identified as a result of the LNOB analysis. One of the groups for which data remains weak is the lesbian, gay, bisexual, transgender and intersex (LGBTI) community. The document recognizes scarcity in data and limited sample sizes in existing datasets, which pose significant challenges for identifying and monitoring the status of those furthest behinds. It is to be highlighted that the CCA e-dashboard, which is periodically updated with newest data, has a distinct chapter on several groups of people left behind, as Roma, older persons, women victims/survivors of violence, children and persons with disabilities. There are a lack of gender disaggregation for persons with disabilities (due to lack of data), while all the other groups include some disaggregated data.

#### Evidence or Means of Verification

1. <https://moldova.un.org/en/122198-un-common-country-analysis-republic-moldova-2020>
2. CCA 2021- Febr2022 (not yet published)
3. [Microsoft Power BI](#)
4. Moldova UNSDCF 2023-2027 (not yet published)

## 4. LEADERSHIP AND ORGANIZATIONAL CULTURE

### Indicator 4.3: Gender Parity

#### INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

Score: Approaches Minimum Requirements

#### Findings and Explanation

- 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 (met)**

Data on gender parity has been collected since 2019 as part of the annual UNCT-SWAP Gender Equality Scorecard reporting. In October 2022 the UNCT agreed to formalize a mechanism to monitor gender parity as part of the annual UNCT-SWAP Gender Equality Scorecard reporting exercise. Data from all UNCT agencies will be collected annually in September through the OMT HR network and reported to the UNCT-SWAP coordinators. Data will then be presented and endorsed by the UNCT.

- b. The UNCT can demonstrate positive trends towards achieving parity commitments (not met)**

The data collected shows an underrepresentation of men across general services and professional categories. Overall, in 2022, due to mobilization of additional human resources for refugees and humanitarian crisis response, the staff included in the assessment increased by 67%, from 130 in 2021, to 207 in 2022. Out of the total number, 134 are women (64.7%) and 73 (35.3%) are men. Women prevail in number both in international and national categories: in the case of GS positions – 61 women (63%) out of 97 persons; for NO positions – 46 women (73%) out of 63 persons employed as national officers, and P and D level positions list 27 women (57%) out of 47 employees. The worst imbalance can be found in the NO category and the best in the international category. Data shows an overall increase in the share of women in 2022 (by 4.7 percentage points), however,

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trends are mixed. While for the GS, NO and D categories the share of women increased by 10.3, 6.9, and 16.7% percentage points respectively, compared to 2021, in the P categories the share of women decreased by 13.2 percentage points reaching 57% women. In the international categories overall, the share of men increased by 9.2 percentage points in 2022. The latter demonstrates a “positive” trend towards increased parity

**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 (met)**

The BOS 2018-2022 has been adjusted to include gender-specific actions and indicators (e.g., in procurement and HR training sessions on GEEW)

### Evidence or Means of Verification

1. UNCT meeting minutes 25 October 2022
2. Consolidated, sex-disaggregated staffing data for FAO, ILO, OHCHR, RCO, UN WOMEN, UNHCR, UNICEF, WHO, UNDP, UNAIDS, UNFPA
3. BOS 2018-2022

## 5. GENDER ARCHITECTURE AND CAPACITIES

### Indicator 5.2: UNCT Capacities

#### INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Score: Meets Minimum Requirements

#### Findings and Explanation

**a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year (met).**

In the frame of developing the new Cooperation Framework, a training for the SDG M&E group and UNSDCF Focal Points was conducted during the Results Matrix Kick-Off meeting to ensure that UN Staff involved in the process is equipped to formulate high quality indicators in line with the latest UNSDCF guidance and ensuring mainstreaming of the guiding principles (LNOB/HRBA/GEWE).

**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 (not met)**

The UNCT has not developed and approved a capacity development plan.

**c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country (met)**

The UNCT, during the meeting of October 2022, endorsed the list of gender related induction materials to be shared with all new incoming staff as part of the onboarding. In this regard, a dedicated folder on the GTG Microsoft Teams folder was created and populated with relevant documents (CCA, Comprehensive Gender Assessment, UNCT SWAP GE Scorecard reports) and will be updated upon development of new relevant documents.

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### Evidence or Means of Verification

1. RM Kick-Off Meeting agenda and ppt

## 6. RESOURCES

### Indicator 6.1: Resources

#### INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Score: Meets Minimum Requirements

#### Findings and Explanation

- a. **The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle (met)**

In September 2021 a tailored and comprehensive training on gender mainstreaming in UN programming was undertaken for the members of the Gender Theme Group and Results Groups, with the support on UN Women and UN Women Training Centre. One of the sessions of the training was focused on UNCT Gender Equality Marker (GEM).

- b. **The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women (met)**

The UNCT continues to apply the GEM in the development of its JWPs, which allows for tracking budgetary allocations towards activities depending on their contribution to gender equality and the empowerment of women, including making this public through the UNCT Moldova [JWP dashboard](#). In October 2022, the UNCT formally decided to set a target of 60% GEM2 and GEM3 for available funding in Joint Work Plans (JWP), applicable starting in 2022 and for subsequent JWPs with the commitment to review this target annually based on progress made. Analysis of JWP allocations show a positive trend, with 54% of GEM2 and GEM3 in the 2021 JWP and 61% in the 2022. Thus, the UNCT currently meets the financial target set for programme allocations for Gender Equality and the Empowerment of Women.

- c. **The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women (not met)**

The UNCT is currently meeting the established target.

#### Evidence or Means of Verification

1. Agenda of the training
2. List of participants
3. Final UN PFSD 2018-2022 Evaluation
4. UNCT meeting minutes 25 October 2022
5. [JWP Dashboard](#)

### 7. RESULTS

#### Indicator 7.1: Gender Results

##### **INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY**

**Score: Approaching Minimum Requirements**

##### **Findings and Explanation**

**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.**

Based on the results of the first four years of the current UNDAF implementation, the UNCT is on track to achieve most but not all of the established gender equality and empowerment targets. Progress is particularly obvious in the field of policy development and the representation of women in politics and gender-based violence. Central public authorities are better prepared to mainstream gender equality within public policies. A National Strategy on Prevention and Combating Violence Against Women and Domestic Violence 2018-2023 and a new National Action Plan on Women, Peace and Security 2018-2021 were developed and implemented with UN support under the current UNDAF cycle. In 2021, Moldova ratified the Istanbul Convention and in 2022 a roadmap for its implementation is being drafted. Furthermore, the Economic Council to the Prime Minister launched a roadmap to improve women's economic empowerment, and work progressed on childcare solutions.

In 2021, out of all MPs elected to Parliament, 39% were women, a Women's Caucus was established in Parliament, and Moldovan civil society has increased capacity to monitor and report gender-based discrimination and violence in politics. Other noteworthy results include public servants with increased capacity on gender-responsive budgeting, a civil society that has increased capacity to participate in CEDAW reporting processes and has enhanced knowledge and understanding of how to analyze government budget priorities and processes from a gender equality perspective, more accessible referral and assistance services for victims of gender-based violence through the establishment of additional service location, improved skills among women to participate effectively in political and public decision-making processes, and increased access for women, particularly from vulnerable groups, to income-generating opportunities. All these results are reflected in the annual JWP progress reporting in UN INFO and the annual UN Country Results Reports under the current UNDAF cycle 2018-2022

However, further progress is required in several areas, as revealed by an analysis of outcome indicators. Out of the twelve gender-sensitive indicators/indicators with sex disaggregated data for which data is available, none met the target in 2021, but seven made progress and could meet their targets until the end of the UNDAF cycle. For example, the target was reached for women elected to the national parliament, however, not on regional and local levels; adolescent birth rates are declining (if very slowly); the gender pay gap is closing slowly after an increase in 2018 and 2019; and there are slightly fewer young women not in education, employment or training. For five indicators, progress has been slow or even regressed in 2021, including on trust in government, employment rate, tobacco use (which still shows a massive gender gap), violence against women and girls, and number of people in rural areas benefiting from sustainable land, pasture and management practices.

Regarding the new CF: gender mainstreaming was ensured throughout all 4 pillars of new CF with available gender disaggregated data ([link to new CF and RM](#)). Thus, the assessment of progress against UNDAF results was considered when planning for the new CF.

##### **Evidence or Means of Verification**

1. [2018](#), [2019](#), [2020](#) and [2021](#) Country Results Reports

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2. [Final UN PFSD 2018-2022 Evaluation](#)

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### UNCT SWAP Gender Equality Scorecard ACTION PLAN (revised following 2022 reporting)

<b>1: UN System wide accountability for gender equality is increased through implementation of gender scorecard and gender mainstreaming in UNSDCF</b>					
<b>#</b>	<b>Action</b>	<b>Responsible entity</b>	<b>Required resources</b>	<b>Timeframe</b>	<b>Explanation and links to SWAP Scorecard Assessment</b>
1.	Ensure the CCA dashboard includes gender disaggregation for Poverty and inequality, healthcare, economic development, environment related indicators and so for the persons with disabilities under the LNOB	UNTC	In-house	1/23 - 12/2023	To meet minimum requirements under Indicator 1.1, the UNCT has to apply gender analysis across all sectors of the CCA.
2.	Support the government to increase capacities of producing, sharing and utilizing quality disaggregated data, including by sex, in accordance with national priorities and international standards and methodologies.	UNCT	TBD	1/23 – 12/27	To meet the requirements under Indicator 1.1, the UNCT will support the Government to increase capacities to produce, share and utilize quality disaggregated, as per the new CF Output 2.2
3.	Develop and distribute a checklist for gender mainstreaming to be used in the elaboration of joint programmes	UNCT, with the support of UN GTG	In-house	2023	Although gender is well mainstreamed across JPs, and the UNCT is meeting minimum requirements under indicator 2.1, it does not have a system in place to ensure gender mainstreaming in JPs. Developing a checklist for gender mainstreaming to be used in the elaboration of joint programmes could ensure that gender is well mainstreamed across JPs also in the future. Albanian UNCT's example in this regard will be considered
4.	Organize a training on gender-sensitive M&E for the SDG M&E Group (or equivalent) during the first year of implementation of the next cooperation framework (linked to the actions to be undertaken regarding compiling a list of gender-sensitive indicators)	UNCT, SDG M&E Group, RCO	\$3,000	1/23 – 12/23	Although the UNCT exceeds the requirements under indicator 2.3 due to the participation of M&E members in other relevant training sessions, a dedicated training for the M&E Group on gender sensitive M&E has not been organized during the current planning cycle. The action will allow for the implementation of at least one such training during the next CF.

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5.	Engage continuously Government institutions, women's/gender equality CSOs, Platforms and umbrella organizations in UNSDCF implementation, monitoring and evaluation (including through periodic participation at UN GTG/RGs meetings)	UNCT, GTG	In-house	1/23 – 12/27	Although the UNCT is exceeding minimum requirements under indicators 3.1, 3.2, the action comes to ensure that support to the government and CSOs on GEEW through joint initiatives, the participation of the national women's machinery in CF consultations and the government's participation and engagement in gender related SDGs localization/implementation are monitored and corrective actions are undertaken as needed to maintain the high score.
6.	Scale-up and strengthen partnerships with the private sector on GEEW, in line with the Outcome 3 of the new CF	UNCT, GTG	In-house	1/23 – 12/27	Although the scorecard does not strictly assess partnerships on GEEW with the private sector, strengthening such partnerships within the context of other partnerships maintained by the UNCT could strengthen initiatives on GEEW implemented by the UNCT.
7.	Keep gender equality as a regular topic of discussion in HOA meetings during the year	UNCT	In-house	1/23 – 12/27	Although the UNCT exceeds minimum requirements under indicator 4.1, the action comes to ensure that the frequency with which GEEW issues are discussed during UNCT meetings is monitored and corrective actions are applied if needed to maintain the high score.
8.	Continue demonstrating public championing of gender equality during the implementation of the new CF	RC	In-house	1/23 – 12/27	Same as for action 12 in relation to the public championing of gender equality.
9.	Undertake the UN Gender and Organizational Culture Survey conducted among UN staff every other year	UNCT, with the support of OMT	In-house	1/23 – 12/23 1/25 – 12/25	Although the UNCT exceeds minimum requirements under indicator 4.2, the survey is necessary to monitor staff perceptions to ensure that corrective actions are undertaken as soon as possible if negative trends are identified.
10.	UNCT to institutionalize a mechanism to monitor gender parity levels as part of the annual UNCT-SWAP reporting	OMT	In-house	Q4 2022 (decision) Q4 of subsequent years for implementation	The UNCT is missing minimum requirements under indicator 4.3. Developing and implementing a mechanism for monitoring gender parity would ensure that the UNCT is on track to meeting requirements under this indicator.
11.	Amend the Business Operations Strategy to include	OMT	In-house	12/2023	Ind.4.3

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	gender-specific actions and indicators in at least one area.				
12.	Identify and implement a set of actions aimed at attaining gender parity in staffing	OMT, UNCT	In-house	1/2023 – 12/2027	The analysis under indicator 4.3 showed that men are underrepresented among UN staff. Identifying and taking corrective actions to improve gender parity would allow the UNCT to move closer towards meeting the minimum requirements under this indicator.
13.	Establish a gender capacity development plan based on an inter-agency capacity assessment	UNCT, OMT, GTG	In-house and/or national consultancy	12/23	The UNCT has not developed and approved a gender capacity development plan. The development of a capacity development plan based on an inter-agency capacity assessment is required for the UNCT to meet minimum requirements under indicator 5.1.
14.	Determine a list of gender-related materials to be included as part of the induction materials for newly employed staff	GTG, UNCT/HOA	In house	By the end of 2022	Ind. 5.2 List can be access <a href="#">here</a>
15.	Conduct GEEW/Gender Marker capacity development- training (as part of the developing the JWP)	GTG	In house, Regional expertise	3/2023	Ind. 5.2 and 6.1
16.	Develop a financial tracking system to monitor UN commitments made for GEEW	UNCT (IBC gender)	In-house	1/1/22-31/12/22	To meet requirements under indicator 6.1, a financial target for program allocation for GEEW needs to be established and met. A financial tracking system would allow the UNCT to monitor budgets and expenditures for GEEW-related activities.
17.	UNCT to establish a financial target for program allocation for GEEW in the Joint Work Plans (GEM2 and 3)	UNCT	In-house	Decision: end of 2022 implementation: 1/2023-12/2027	To meet requirements under indicator 6.1, a financial target for program allocation for GEEW needs to be established and met.
18.	As part of annual review meetings of RGs, groups will consider progress against list of gender-sensitive indicators, discuss the identified issues in meeting the planned GEEW results and develop	RGs	In-house	1/23-12/27	The UNCT has achieved or is on track to achieve only some gender equality and the empowerment of women results as planned in the UNDAF outcomes. To meet minimum requirements under

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	corrective measures.				indicator 7.1, all planned results need to be achieved or on track. The action would allow the relevant RGs to identify the causes that prevented the achievement of planned results and develop corrective actions.
19.	Review all and compile list of gender-sensitive indicators for new CF results matrix (which will be used for annual UNCT-SWAP reporting and monitoring GEWE progress).	GTG and SDG M&E Working Group	In-house	3/2023	Ind. 7.1
20.	Establish missing baseline and data sources for all indicators in the new CF results matrix that have sex disaggregated data. Identify if more indicators could be disaggregated.	SDG M&E Working Group	In-house	6/2023	Ind. 7.1