

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Haiti 2022

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



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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

Cooperation Framework Guidance (2019)

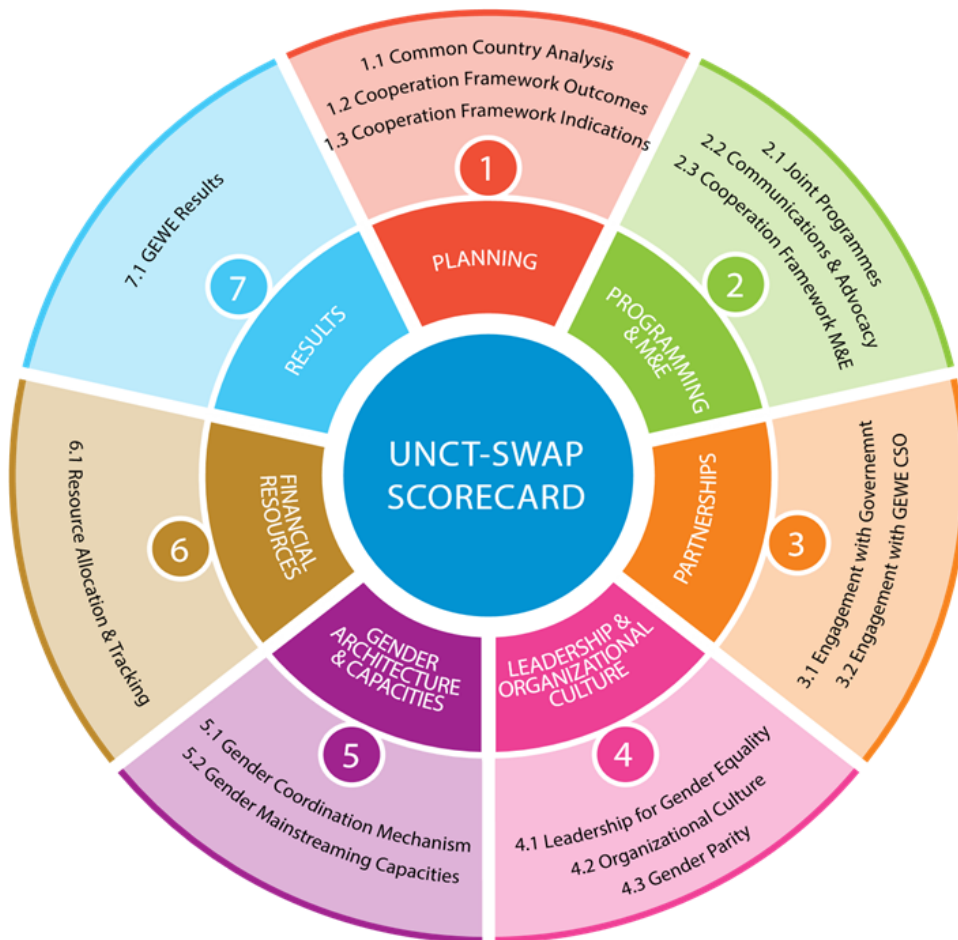
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).

2. 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.



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 Haiti

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

Pour 2022, l'UNCT a décidé de présenter une mise à jour annuelle en adoptant un mécanisme allégé visant à renseigner les indicateurs dont les exigences étaient manquantes (rouge) ou approchaient des exigences minimales (jaune). De ce lot, six (6) indicateurs sur quinze (15) ont été retenus.

Cette mise à jour annuelle réalisée par le Groupe Thématique Genre sous le leadership de ONU FEMMES et de la Coordinatrice Résidente, s'est réalisée dans un contexte marqué, au niveau institutionnel par la formulation du nouveau Cadre de Coopération des Nations unies pour le développement durable (UNSDCF) pour 2023-2027 et au niveau externe par un environnement socio-politique des plus instables caractérisé par un climat d'insécurité de niveau très élevé et la crise de carburant limitant ainsi les déplacements internes. Le pays a enregistré près de trois mois avec un fonctionnement au ralenti (blocages des rues, faible niveau de circulation). Pour donner suite à cette situation, l'UNCT a décidé d'actualiser l'évaluation de la criticité des programmes, portant ainsi les équipes à prioriser les activités en PC1 entraînant ainsi l'évacuation du personnel non essentiel.

Pour la mise à jour annuelle 2022, le GTG a constitué une équipe restreinte pour renseigner les 6 indicateurs retenus. L'équipe restreinte a travaillé en collaboration pour fournir des justifications et des preuves à l'appui de chaque indicateur de performance. Les recommandations de la revue annuelle de l'UNCT-SWAP ont facilité l'actualisation du plan d'action 2023 de l'UNCT-SWAP conçu pour améliorer la performance. Le rapport 2022 de l'UNCT-SWAP et le plan d'action 2023 sont partagés avec les chefs d'agence de l'UNCT pour approbation. L'équipe de pays des Nations Unies est responsable du suivi de la mise en œuvre du plan d'action UNCT-SWAP afin de s'assurer que toutes les actions sont réalisées.

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

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

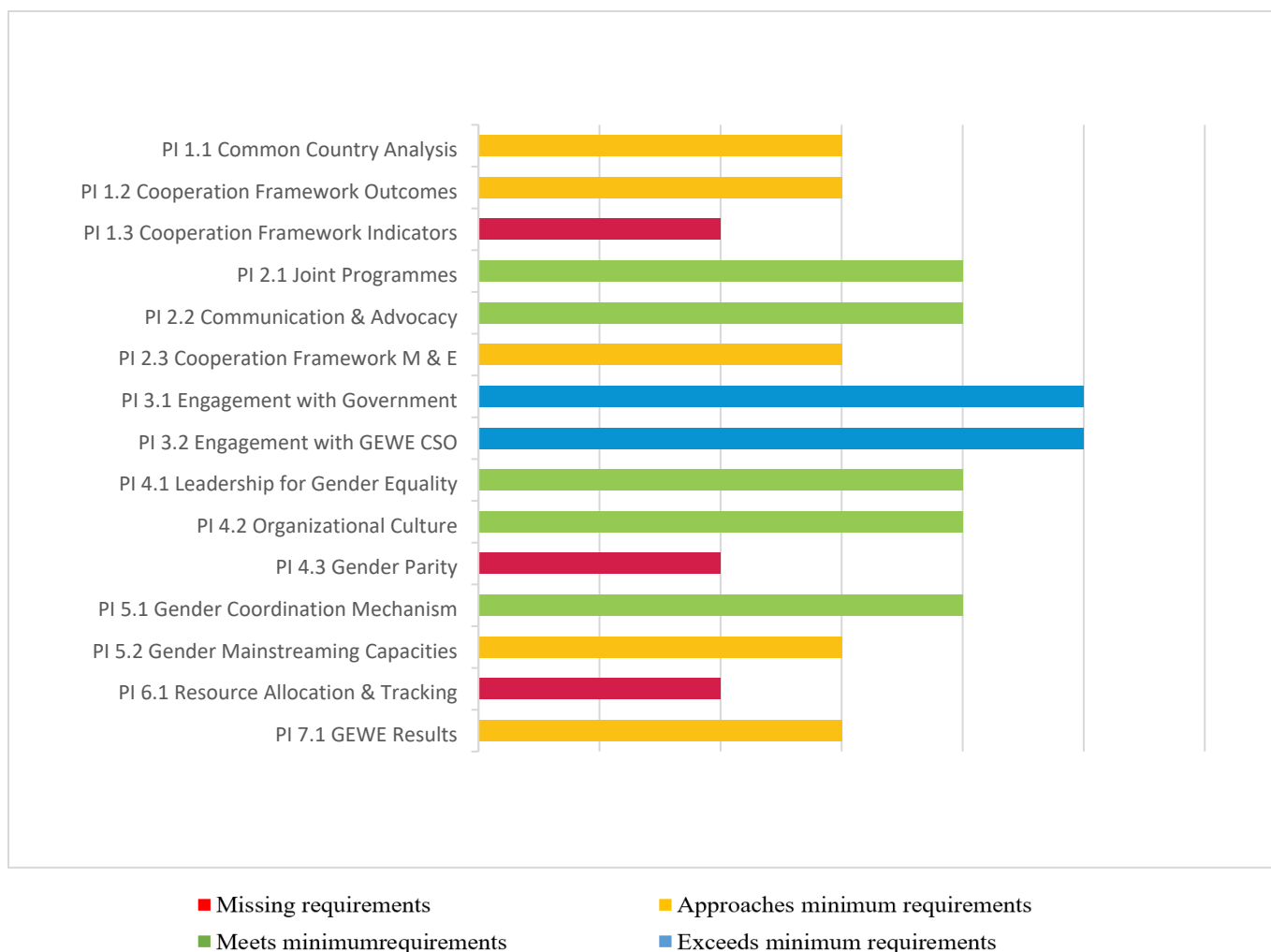
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

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



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
APPROACHES MINIMUM REQUIREMENTS

Planning

CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.

Critère A. Atteint partiellement : Le genre est présente dans cette analyse commune de pays, qui est organisée autour de 5 secteurs clés, avec un focus sur le domaine de l'égalité des genres. Bien qu'un effort soit fait pour mettre en exergue les différences et les inégalités entre les sexes, le constat fait est que l'analyse genre n'est pas présenté de manière uniforme dans tout le document et les causes profondes sur l'égalité de genre pour certains secteurs ne sont pas visibles.

Critère B. Atteint partiellement : Quelques données ventilées par sexe et sensibles à la dimension de genre sont disponibles et ont été utilisées dans l'Analyse. Toutefois, la ventilation par sexe est presque inexistante pour les secteurs de l'éducation, la

santé, l'accès aux services de bases, l'insécurité alimentaire. Il existe très peu d'enquêtes centrées sur le niveau d'éducation de la main d'œuvre et la situation de l'emploi en Haïti.

Critère C. Atteint partiellement : l'ACP comprend une analyse de genre ciblée sur les personnes les plus en difficulté soit les groupes en besoin d'assistance humanitaire ; les personnes vivant avec un handicap ; les personnes vivant avec le VIH et les populations à haut risque d'exposition au VIH ; les rapatriés ;

Les femmes victimes de violence basée sur le genre. Les écarts de genre ont été identifiés lorsqu'il s'est agi des questions d'inégalités structurelles, la sous-représentation des femmes dans la vie politique et publique et dans les postes de prise de décision.

En dépit de ces efforts, l'analyse de genre a été limitée par la non-disponibilité de données désagrégées par sexe pour plusieurs groupes importants telle la population rurale ; les enfants, les personnes âgées et en général les données sur la pauvreté. Il est à déplorer la faiblesse de l'analyse pour certains secteurs alors les données sont disponibles par exemple, les filles sont majoritairement en situation de domesticité ; l'ACP n'a pas fait mention d'une limitation en termes de données en la matière. Une analyse intersectionnelle (analyse croisée) plus solide aurait permis d'atteindre le critère totalement.

Did you reassess the Performance Indicator in this reporting year

- Yes

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

Analyse Commune de Pays actualisée en 2021 et publiée en juillet 2022 (Haïti juillet 2022)

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

APPROACHES MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

Résultats et explication

L'UNCT a adopté un cadre stratégique intégré (integrated strategic framework) à partir de 2020, puis prolongé pour 31 décembre 2022. Le CSI/ISF est organisé autour de 5 benchmarks (objectifs stratégiques) et de 27 indicateurs.

A l'analyse, l'EFAF est visiblement intégrée dans 3 des 6 benchmarks et aucun ne cible l'EFAF spécifiquement.

De ce fait, les benchmarks du ISF s'approche des exigences minimales.

A. L'Egalité des sexes et l'autonomisation des femmes (EFAF) sont visiblement intégrée dans certains domaines de résultat du UNSCDF conformément aux priorités des ODD y compris l'ODD 5

Atteint : L'EFAF est visiblement intégrée dans 3 des 6 benchmarks.

B. L'Egalité des sexes et l'autonomisation des femmes sont visiblement intégrée dans tous domaines de résultat du UNSCDF conformément aux priorités des ODD y compris l'ODD 5 ou Un résultat du cadre de coopération cible l'égalité des sexes et l'autonomisation des femmes conformément à la théorie de changement du Cadre de coopération et les priorités des ODD y compris l'ODD 5

Non atteint : L'ESAF n'est pas intégré dans tous les domaines de résultats. Les benchmarks 1, 3 et 6 2 sont aveugles par rapport au genre. Aucun des 6 effets ne cible spécifiquement l'ESAF

B. L'Egalité des sexes et l'autonomisation des femmes sont visiblement intégrée dans tous domaines de résultat du UNSCDF conformément aux priorités des ODD y compris l'ODD 5 et Un résultat du cadre de coopération cible spécifiquement l'égalité des sexes et l'autonomisation des femmes conformément à la théorie de changement du Cadre de coopération et les priorités des ODD y compris l'ODD 5

Non atteint. Aucun des 6 benchmarks ne cible spécifiquement l'ESAF et l'ESAF n'est pas intégré dans tous les domaines de résultats. Les effets 1, 3 et 6 sont aveugles par rapport au genre.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Cadre Stratégique Intégré (ISF) 2020-2022, update March 2022

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

MISSING REQUIREMENTS

Did you reassess the Performance Indicator in this reporting year

- Yes

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria. Include relevant details and analysis

Résultats et explication

L'UNCT a adopté un cadre stratégique intégré (integrated strategic framework) à partir de 2020, puis prolongé pour 31 décembre 2022. Le CSI/ISF est organisé autour de 5 benchmarks (objectifs stratégiques) et de 27 indicateurs. Seulement 4 des 27 indicateurs soit moins de 20 % mesurent des changements dans l'égalité des sexes et l'autonomisation des femmes conformément aux objectifs des ODDs y compris le ODD 5

Entre un cinquième et un tiers (20-33 pour cent) des indicateurs de résultat du PNUAD mesurent les changements dans l'égalité des sexes et l'autonomisation des femmes conformément aux objectifs des ODDs y compris le ODD 5.

Non atteint. Sur les 27 indicateurs seuls 4 ont mesurent les changements dans l'EFAF:

- 3.3. Improved access to security and justice services, with a focus on vulnerable women and children and at-risk groups.
- 5.2. Existence and implementation of policies that support creation of gender responsive employment opportunities, entrepreneurship and the growth of small and medium-sized enterprises.
- 5.3. Existence and implementation of fiscal policies for inclusive growth, including pro poor and gender-responsive, budgeting, progressive taxation and effective measures against tax evasion.
- 6.4. Percentage of maternal and under five mortality rates per 100,000.

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

Data collection for Haiti benchmarks 2021-2022, update March 2022

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1:

Joint programmes contribute to reducing gender inequalities

Programming and

M&E

MEETS MINIMUM REQUIREMENTS

(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

There are currently about 9-10 joint operational programs in Haiti, of which 5 were reviewed. Of a sample of five, three are gender-focused with sex-disaggregated and gender-sensitive indicators and data; and two joint programs visibly integrate gender equality. The Spotlight Initiative (1); the Integrated Health Services for Adolescents and Women - IHSSW Project (2); and Project 3 "Improving the Provision of Sexual and Reproductive Health Services to 500 Pregnant Women Workers in the Textile and Informal Sectors" have a gender equality focus

In particular, as far as the joint project "Strengthening access to justice for the most vulnerable populations, especially women and children, with a view to improving social cohesion" (4) is concerned, the integration of gender equality is both transversal and specific. It aims to promote gender equality in access to justice and dedicates 20% of funds to gender-related programming. The "Peacebuilding and Reduction of Sexual Gender-Based Violence against Women and Girls on the Haitian-Dominican Border" projects (5) aim to reduce the vulnerable position of women and girls because of their gender and their status as potential migrants.

Three joint programs focus on gender equality: The Spotlight Initiative (1); the Integrated Health Services for Adolescent Girls and Women Project - SSIAF (2); and the project "Improving the provision of sexual and reproductive health services for 500 pregnant women workers in the textile and informal sector" (3).

For the first, a system of milestones is in place to ensure gender mainstreaming and monitoring across the 6 pillars of this initiative which contributes directly to gender equality by specifically targeting the prevention and response to sexual gender-based violence against women and girls.

The second FP focuses on gender equality with sex-disaggregated and gender-sensitive indicators and data integrating institutional and community capacity building at all levels through gender equality mitigation measures for the transformation and adoption of nutritional, sexual and reproductive health habits and behaviors

The third is in the context of the COVID 19 pandemic and targets women (PC 3 in particular pregnant workers) to ensure their protection and to address their needs and improve their skills.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

The UN Country Team has issued several joint press releases during 2020: (i) International Day of Peace (Inter-agency - September 21) (iii) International Women's Day (Inter-agency - March 8, 2020 and 2021) which focuses on GEWE: the 2020 theme focused on "Generation Equality" which has as one of its goals to accelerate the implementation of the gender equality agenda; the 2021 theme focuses on Women's Leadership for an Equal Future in the context of Covid-19 UNFPA/UNICEF/UN Women/UNDP agencies jointly contributed to the launch of the Spotlight Initiative aimed at protecting women and girls from domestic violence and thus contributing to the goal of eliminating all forms of violence against women and girls by 2030. The joint Spotlight program includes joint activities or campaigns for example during the 16 Days of Activism in 2020 with technical and financial contributions from the agencies involved. Activities were carried out in partnership with state actors, such as the Ministry of Women's Affairs and Women's Rights, and civil society actors and organizations.

International women's rights days were used to mobilize support from several agencies through the WGG to support the awareness campaigns conducted by the Ministry of Women's Affairs and Women's Rights.

The UN country team worked jointly on the national communication strategy in response to COVID-19 (in support of the MSPP), which had taken gender equality into account in a cross-cutting manner; but did not have a GEWE-specific awareness campaign.

The UNCG's annual work plan still exists in draft form for the 2020-2021 period. It includes broader or joint advocacy activities, particularly on the SDGs and related outcomes.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
APPROACHES MINIMUM REQUIREMENTS

Programming and M&E

Meets one of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperative Framework reviews/evaluations assess progress against gender-specific results.

According to indicator 1.3, 33% of the UNDAF outcome indicators measure changes in gender equality. These indicators have been populated with quantitative data, including sex-disaggregated data, through the results tracking sheet (narrative and financial) for the five groups. However, the collection process was not regular throughout the implementation period. This left gaps. Also, data were collected for gender-sensitive and sex-disaggregated indicators at a level that is consistent with overall data collection, but UN INFO was fed irregularly and was not widely used either.

More attention needs to be paid in the future to systematically monitoring data collection, making the database fully operational and, most importantly, using it.

An effort has been made to assess progress against gender-specific outcomes in UNDAF reviews. Indeed, the annual review held on April 19, 2018 and the follow-up report prepared in early 2021 analyzed the progress made in achieving gender-specific outputs including major changes observed. However, no UNDAF evaluation was held before the Scorecard developed within the framework of UN-SWAP. As a result, progress on gender-specific outcomes cannot be analyzed. In addition, too few reviews were held during the UNDAF implementation period. These shortcomings are explained by the socio-political and health situation prevailing during the period.

During the current UNDAF cycle, a training session (March 13, 2018) was conducted for the members of the M&E Working Group on Planning, Monitoring and Evaluation in a comprehensive manner with a specific focus on Gender Sensitive Monitoring and Evaluation during the workshop organized by the then Resident Coordinator's Office on March 12 and 13, 2018. This session aimed to reduce the disparity found in knowledge about RBM and gender-responsive M&E among the group. Also, the RBM working group is supporting the results groups in the process of collecting data in a general way put especially for gender sensitive and sex disaggregated indicators.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender
equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

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

The country team has collaborated with more than two government agencies during this UNDAF/ISF cycle to implement a joint initiative, examples include the spotlight initiative and a Peace Building Fund project. These programs are carried out jointly with the Haitian government and include civil society organizations in their development and implementation (core of spotlight).

The national women's machinery participated in consultations during the development of the UNDAF and during the evaluation of the work plans in 2018. Since then, no further workshops have been held due to political instability. The Beijing Declaration defines national mechanisms for the advancement of women as "the primary entity for national policy coordination" whose main task is "to support gender mainstreaming in all sectors and entities of the State" (Art 201 of the Beijing Declaration). In Haiti, the main entity coordinating national policies in this area is the Ministry for the Status of Women and Women's Rights. Other governmental entities have a structure to support the integration of the issue, for example, the Gender Unit of the Haitian National Police (PNH), the Gender Unit of the Parliament, the Unit for the Fight against Sexual Crimes (ULCS), the National Committee for the Fight against Trafficking in Persons, the Directorate for the Promotion of Human Rights attached to the Office of Citizen's Protection (OPC), and the Minors' Protection Brigade (BPM). The UNDP, in collaboration with the MPCE, has conducted regional workshops on awareness raising and the territorialization of priority SDGs, including SDG 5. This prioritization was carried out following work by the RCO with the MPCE using a strict methodology. On the other hand, the joint INFF program touches the heart of the implementation and financing of the SDGs, including SDG 5, since it is one of the priority SDGs.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

The joint program Spotlight funded by the European Union aims to eradicate domestic violence and is carried by 4 UN agencies : UNW, UNFPA, UNICEF, UNDP. The participation of civil society organizations advocating for gender equality and women's rights is at the heart of the program, as the UN team collaborate with more than 40 CSOs, some of which are directly part of the program's steering committee. CSOs are at the heart of Spotlight's governance as their participation is required from the design to the implementation of activities.

Project financed by the Peace Bulding Fund to strengthen access to justice for the most vulnerable, particularly women and children, with a view to improving social cohesion, carried out by UNDP, UNICEF and UNW in collaboration with the Ministry of Justice and Public Security, the National Center for Legal Assistance, the Superior Council of the Judiciary, the PNH and the OPC, as well as certain civil society organizations. These CSOs provide prisoners with better access to legal assistance. Advocacy for an electoral law that encourages women's representation, particularly the application of the 30% minimum quota and for a law against violence against women

During the consultation workshops and also during the work on the UNDAF, CSOs defending gender equality and women's rights were invited to these workshops, as evidenced by the UNDAF workplans . On the other hand, during the review of the UNDAF work plans in April 2018, some CSOs were present and active in the discussion groups.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

**Leadership and
organizational culture**

Meets three 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.

Gender equality and gender issues in general have been topics of discussion in 50% (9 out of 18) of UNCT meetings in the past 12 months. Gender equality was not addressed as a stand-alone issue in the agenda of the meetings (except when the Gender SWAP Scorecard exercise was presented to the UNCT and approved in 2020), but the topic was discussed under other agenda items or in the AOB (miscellaneous). The quality of the discussions is an important issue to consider; most mentions of gender issues were superficial, i.e., information was shared about an activity or product, without a real discussion of gender issues.

Fifteen (15) speeches and press releases out of a total of twenty-three (23) made reference to women from different angles (social, economic, access to services during COVID-19, violence, etc.). Thus, 71.42% of the CR's public communications take into account gender equality. On March 8, 2020, at the launch of the Generation Equality campaign in Haiti, he pleaded for a collective work to achieve an egalitarian society by 2030 before an audience composed of government members, civil society organizations, technical and financial partners. In October 2020, in the speech launching the Spotlight program against domestic violence in Haiti, the Resident Coordinator called on all actors to contribute to the uprooting of gender-based violence in Haiti.

Out of 194 respondents, 81.62% stated that they strongly agreed with the statement presented: The heads of agencies in this UN country team demonstrate leadership and commitment to gender equality in the workplace.

Gender equality is reflected in the UNCT's "Results and Indicators 2020" document. The expected result under domain 4 is: "In line with the Secretary-General's call to action for human rights, gender equality and the commitment to leave no one behind are integrated into plans and programs and contribute to the advancement of the 2030 Agenda." 4 of the 6 indicators make specific reference to gender equality.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

**Leadership and
organizational culture**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The survey was sent to all agencies by RCO. Out of a total of 639 staff - according to the gender parity table - the responses were 172 (the minimum number required being 135).

The results of the survey on the staff's perception of the organizational environment for promoting gender equality obtained an overall positive score of 72.4% (10.3% negative and 17.3% neutral).

The minimum requirement (65%) is met in 8 out of the 10 questions that deal with gender equality, discrimination and work-life balance issues, with 1 result (question 11) scoring at 63.44% just below the 65% threshold and question 13 scoring at

60.22%.

Question 11 only 63% of staff think that the package of rights and benefits meets the requirements of work-life balance. 13 only 60% of staff think that branch managers encourage staff to establish an appropriate work-life balance. Nearly 20% of people are unsatisfied with the way agency heads encourage staff.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

Performance Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS

Leadership and
organizational culture

Did you reassess the Performance Indicator in this reporting year

- Yes

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

Résultats et explication

a) L'UNCT a mis en place un mécanisme de suivi de la parité des sexes dans le personnel qui est régulièrement utilisé pour contrôler les niveaux de parité pour les agents des services généraux et tous les niveaux professionnels.

Non atteint : L'équipe pays des Nations Unies, n'a pas encore pu mettre en place un mécanisme lui permettant de faire un suivi régulier ou périodique de la tendance vers la parité au sein de son personnel, que ce soit au niveau du personnel local (niveau des services généraux ou professionnel) ou international. Cette année, avec l'appui d'un sous-groupe des ressources humaines de l'OMT, l'UNCT a accéléré le processus pour renseigner le tableau de parité.

b) L'équipe de pays des Nations unies peut démontrer des tendances positives vers la réalisation des engagements de parité. Non atteint : Au total, l'ensemble du personnel représente 314 femmes soit 40,2 % contre 467 hommes soit 50,8 % d'hommes. Se basant sur la seule référence de 2021 qui indiquait 40,50 % de femmes, la tendance est restée presque la même, éloignée donc de la fourchette prescrite pour la parité est de 47% à 53%.

Le tableau actuel décrit clairement les informations suivantes :

- -Au niveau du personnel national GS, on note 166 femmes et 268 hommes, soit un taux de 38,2% et 61,8% respectivement de femmes et d'hommes
- Pour la catégorie de national officer, on enregistre 70 femmes sur un total de 151 personnes, soit un taux de 46,4 % de femme : ici la parité est presque atteinte
- -Au niveau du staff international, on enregistre 78 femmes sur un total de 196 internationaux, soit un taux de 39,8 % de femmes

Il importe de souligner les écarts importants au niveau du senior management avec 40% de femmes au niveau des NO2, 43% de femmes au niveau P3 ; 34,5% de femmes au niveau P4), 39,3% de femmes P5, 12% de femmes D1 et 33% de femmes au niveau D2. On observe néanmoins une tendance vers la parité à certains niveaux et selon les types de contrat avec 47,2% ; 47,4% et 50% de femmes, respectivement pour les NOA, NOC et P2. Il convient de noter le renversement de la tendance au niveau de la catégorie G6 où on a 59,6% de femmes au moment où on remarque que la catégorie G2 est presque exclusivement masculine avec 85,6% d'hommes.

-Considérant le groupe genre, il est fait d'un total de 32 membres dont 20 femmes et 12 hommes. 17 membres sont permanents dont 12 femmes et 5 hommes. Sur les 12 remplaçants au premier degrés, 7 sont des femmes et 5 sont des hommes. Le groupe des 3 remplaçants au deuxième est fait d'une femme et 2 hommes.

c) La stratégie des opérations commerciales (BOS) comprend des actions et des indicateurs sexospécifiques dans au moins un domaine des opérations commerciales afin de favoriser l'égalité des sexes et l'autonomisation des femmes.

Atteint : La stratégie des opérations commerciales (BOS) 2020-2026, comprend des actions et des indicateurs sexospécifiques dans un domaine soit le Common Procurement services afin de favoriser l'égalité des sexes et l'autonomisation des femmes. Il s'agit du Gender Responsive Procurement Sourcing.

Cette année 2021, le projet de roster commun a été pris en compte dans le plan de travail RH mais d'une manière concrète la mise en place n'a pas eu lieu.

Concernant les formations conjointes du BOS, la notion de Genre est prise en compte dans le pool de chaque session psychosociale animée par la conseillère en Gestion de stress. Cette année, on devrait organiser une formation sur l'inclusion des personnes à mobilité réduite, suivant la communication avec la présidente du groupe RH et la facilitatrice, la formation est reportée pour le Q1-2023.

Please select minimum requirement(s) met:

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	6	14
G2	16	95
G3	4	37
G4	22	25
G5	42	37
G6	59	40
G7	17	20
NOA	17	19
NOB	26	39
NOC	18	20
NOD	0	0
P1	0	0
P2	8	8
P3	26	30
P4	20	38
P5	11	17
P6	0	0
D1	1	7
D2	2	4

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

Stratégie des opérations commerciales (BOS) 2020-2026 (OMT)
Tableau parité genre actualisé octobre 2022

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.

The Gender Thematic Group (GTG) is chaired by the head of UN Women and has met at least every two months. UNFPA has assumed the co-chairmanship starting in November 2020 for a 2020-2021 term. There are generic TORs for the WGG that were revised during the period and there was no work plan in 2020 due to the context of covid-19 having changed all plans and budgets for the year to prioritize the new crisis dynamics and related urgent needs that arose.

The WGG is composed of all resident UN agencies. Members of the WGG include UN representatives, deputy representatives and program specialists/managers, with a total of 32 members including 20 Focal Points and 12 Alternates. More than half of the members are senior managers and 50% of the Focal Points are at the P4+ and NOC levels.

The WGG has made substantial contributions to the development of the 2020-2021 FSI and the CCL review. WGG members have participated in the various strategic priority meetings related to these documents. The WGG is participating in the implementation of the GSI and has coordinated initiatives during the March 2020-March 2021 period that target gender inequality and violence against women and girls in line with the priorities of the SDGs, including SDG 5, including reaching thousands of people through awareness campaigns (such as the Generation Equality campaign) and addressing the dimension of covid-19 and its adverse effects on women and their lives, during the 16 Days of Activism (November 25, 2020) and International Women's Day (March 8, 2020 and March 8, 2021).

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

Gender architecture and capacities

APPROACHES MINIMUM REQUIREMENTS

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

Résultats et explication

Le processus de formulation du UNSDCF a été l'occasion pour l'UNCT de renforcer les capacités sur la prise en compte du genre dans la planification et aussi pour le GTG de mener des plaidoyers sur le UNCT SWAP GE lors des rencontres de l'UNCT. Des efforts restent à faire sur le développement de plan de capacités et aussi les matériels d'induction.

A) Au moins une importante activité interinstitutionnelle de renforcement des capacités en matière de genre pour le personnel des Nations unies a été menée au cours de l'année écoulée.

Atteint : Dans le cadre de la préparation du UNSDCF pour fournir un travail de qualité, une session de formation interagence sur l'intégration du genre a été réalisée et un fort plaidoyer mené au niveau des membres de l'équipe, particulièrement ceux impliqués dans la formulation du nouveau UNSDCF.

Le GTG a aussi eu plusieurs séances de travail interne et aussi avec le Groupe suivi-évaluation sur les résultats et les indicateurs afin de répondre aux exigences minimales et les dépasser si possible.

B) Un plan de développement des capacités basé sur une évaluation des capacités inter-agences est établi ou mis à jour au moins une fois par cycle du PNUAD et les objectifs sont en bonne voie.

Non atteint : le lancement du processus pour l'élaboration du plan a été lancé avec l'actualisation de la liste des membres qui compléteront un Survey en cours de finalisation, afin d'évaluer les capacités du GTG en matière de genre.

C) Le matériel d'induction de l'UNCT comprend des engagements en matière d'égalité des sexes et d'autonomisation des femmes ainsi que les défis de développement connexes du pays.

Non atteint : Pas de changement depuis l'année dernière. Il n'y a pas un matériel d'induction de l'UNCT commun qui permet

de prendre en compte des engagements communs en matière d'égalité des sexes et d'autonomisation des femmes ainsi que les défis de développement connexes du pays. L'induction est traitée par chaque Agence.

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)

- Stratégie des opérations commerciales (BOS) 2020-2026 (OMT)
- Agenda et liste de participants-es formation integration genre dans l'UNSCDF 2021
- Liste membres GTG actualisée

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
MISSING REQUIREMENTS

Resources

Did you reassess the Performance Indicator in this reporting year

- Yes

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

Résultats et explication

A) L'équipe de pays des Nations unies a organisé au moins un événement de renforcement des capacités sur le marqueur "genre" au cours du cycle actuel du PNUAD.

N'est pas atteint : L'équipe de pays des Nations unies n'a pas procédé à un renforcement des capacités en matière de marqueur de genre (Gender Markers) dans les 12 derniers mois.

B) L'équipe de pays des Nations unies a établi et atteint un objectif financier pour l'allocation de programmes en faveur de l'égalité des sexes et de l'autonomisation des femmes.

Non atteint : Aucun objectif financier n'a été établi par l'équipe pays des Nations Unies afin d'allouer des programmes en faveur de l'égalité des sexes et de l'autonomisation des femmes.

Cependant, les différentes agences allouent des fonds pour l'égalité des sexes et l'autonomisation des femmes. Par exemple, l'initiative Spotlight (depuis 2020), un programme conjoint qui entend agir sur des normes, attitudes et comportements favorables à l'égalité de genre, dans le but d'éliminer la violence faite aux femmes et aux filles en Haïti.

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)

Mapping UNCT Projects and programs _ update Feb 2022

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.

The UNCT has achieved or is in the process of achieving a number of outcomes related to gender equality and women's empowerment planned in the UNDAF, in line with the priorities of the SDGs including SDG 5. In general, the results associated with gender interventions and protection of women and girls from violence are weak. Based on a document assessing some UNDAF outcomes between 2017 and 2019, UN programs are making a weak contribution to gender equality in the country. According to the document, by 2019 for Outcome 3 - Gender and Protection, out of 16 targets reported, there were:

- 31% of the targets for which there has been no progress
- 19% of the targets for which progress has been weak
- 25% of the targets were partially achieved.
- 12.5% of the targets for which progress was significant
- 12.5% of the targets were achieved

It appears that at the end of 2019, progress towards the achievement of product targets has been very limited.

In the general context, we can note: i) the level of implementation of the national plan for gender equality 2014 - 2020 and the national plan for the elimination of violence against women and girls is very weak (funding constraints and institutional weaknesses); ii) in 2019, Haiti ranked 144th out of 189 countries according to the Gender Inequality Index (GII), a ranking that reflects the inequalities and challenges faced by women ; iii) only 2.5% of the seats (30% quota) in Parliament were held by women, they were only four in total out of 148 (ranking the country 186th out of 190 in terms of women's political participation; iv) The EMMUS 2017 showed that nationally 29% of women and girls were victims of physical violence, 12.5% of sexual violence and 34% of domestic violence against women and girls. In 2018 and 2019, violence against women and girls has increased significantly due to the deteriorating security situation.

There is a Gender Working Group (WGG). In 2020 and, this group did not have an action plan, and not in 2021. Difficulties in the Haitian context have prevented the development of this planning document. The WGG is technically coordinated by UN-Women with the participation of various UN agencies, especially the technical officers on gender. Its main activities have been ad hoc and have provided support to governmental and non-governmental institutions over time.

According to the UNDAF 2017-2019 report, the level of achievement of UNDAF Outcome 3 (Gender) has been minimal, although agencies such as UNFPA and UN-Women have a signed work plan with the Ministry of Women's Affairs and Rights (MCFDF).

At the agency level, there are dedicated staff and budget for gender interventions, but no inter-agency coordination and integrated programmatic results. The current EWB has several products dedicated to gender, but lacks indicators to monitor it. At the inter-agency level there is a Joint Program: Spotlight.

The Spotlight initiative to eliminate violence against women and girls is a joint effort between the European Union (EU) and the United Nations (UN). They are embarking on a new multi-year global initiative to eliminate all forms of violence against women and girls. In Haiti, \$9.9 million is dedicated to an inter-agency effort (UNDP, UNFPA, UNICEF and UN Women) led by UNRC. It was signed in 2019 and is now in the implementation phase and is a good example of a UN inter-agency effort on gender. It lacks other inter-agency projects, plus human and financial efforts and monitoring and evaluation work related to gender, as well as a harmonized approach to our efforts to advance the agenda on gender equality and women's empowerment and in combating violence against women and girls. The literature on UN gender efforts in Haiti is limited.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Haiti Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1
Dimension 1 - Planning		
1.1 Common Country Analysis	Mener une analyse genre sur les domaines du CCA pour renforcer l'analyse notamment une analyse intersectionnelle sur les groupes vulnérables (annexe au CCA pour combler le déficit de données)	
1.2 Cooperation Framework Outcomes	La mise à jour est effectuée à partir de ISF mais une analyse des 5 effets du UNSDCF a montré qu'il y a encore des efforts pour dépasser les exigences minimales notamment en identifiant un effet qui cible spécifiquement le GEWE.	La mise à jour est effectuée à partir de ISF mais une analyse des 5 effets du UNSDCF a montré qu'il y a encore des efforts pour dépasser les exigences minimales notamment en identifiant un effet qui cible spécifiquement le GEWE.
1.3 Cooperation Framework Indicators	même observation que pour les résultats du UNSDCF; faire l'effort de dépasser les exigences minimales (60% des indicateurs intégrant le GEWE niveau effets et produits)	même observation que pour les résultats du UNSDCF; faire l'effort de dépasser les exigences minimales (60% des indicateurs intégrant le GEWE niveau effets et produits)
Dimension 2 – Programming and M&E		
2.1 Joint Programs	3	
2.2 Communication and Advocacy	2	
2.3 Cooperation Framework M&E	1	
Dimension 3 - Partnerships		
3.1 Government Engagement	4	

3.2 GEWE CSO Engagement	3	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	3	
4.2 Organizational Culture	3	
4.3 Gender Parity	Montrer des tendances en termes de progrès vers la parité : s’approcher de la fourchette prescrite pour la parité est de 47% à 53% pour 2023 -2024. Accompagner la mise en œuvre des objectifs fixer dans la stratégie BOS en termes de parité	
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	3	
5.2 Gender Capacities	Renforcer les capacités sur le marqueur Genre et sur le genre en général. Un soutien politique et financier est requis de la part de l’UNCT sur ce processus déjà en cours sous e leadership de ONU FEMMES.	enforcer les capacités sur le marqueur Genre et sur le genre en général. Un soutien politique et financier est requis de la part de l’UNCT sur ce processus déjà en cours sous e leadership de ONU FEMMES.
Dimension 6 - Resources		
6.1 Financial Resources	Au niveau de la stratégie conjointe de partenariats et de mobilisation de ressources (23-27) établir et chercher à atteindre un objectif financier pour l'allocation de programmes en faveur de l'égalité des sexes et de l'autonomisation des femmes	Au niveau de la stratégie conjointe de partenariats et de mobilisation de ressources (23-27) établir et chercher à atteindre un objectif financier pour l'allocation de programmes en faveur de l'égalité des sexes et de l'autonomisation des femmes
Dimension 7 - Results		
7.1 GEWE Results	2	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	Haiti-Analyse Commune de Pays juillet 2022	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Version finale - Priorites par domaine cible - 13 janvier 2021	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MISSING REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	220324 Data collection matrix for Haiti benchmarks (003)	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	05 ProDoc 210609 GW. processus electoral	
Joint Program documents	05 ProDoc 210609 GW. processus electoral	
Joint Program documents	05 ProDoc 210609 GW. processus electoral	
Joint Program documents	05. ProDoc 210210 GW Semans lapè	
Joint Program documents	05. ProDoc 210210 GW Semans lapè	
Joint Program documents	05. ProDoc 210210 GW Semans lapè	
Joint Program documents	200130 Haiti DDR Prodoc GW acces a la justice	
Joint Program documents	200130 Haiti DDR Prodoc GW acces a la justice	
Joint Program documents	200130 Haiti DDR Prodoc GW acces a la justice	
Joint Program documents	200130 Haiti DDR Prodoc GW.	
Joint Program documents	200130 Haiti DDR Prodoc GW.	
Joint Program documents	200130 Haiti DDR Prodoc GW.	
Joint Program documents	Haiti Spotlight Country Programme-FINAL-signedDSG-Fr Redacted	
Joint Program documents	Haiti Spotlight Country Programme-FINAL-signedDSG-Fr Redacted	

Joint Program documents	Haiti Spotlight Country Programme-FINAL-signedDSG-Fr_Redacted

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Draft 2 Fiche de contribution campagne des 16 jours d'activisme 17.11dede	
Communication/Advocacy	Draft 2 Fiche de contribution campagne des 16 jours d'activisme 17.11dede	
Communication/Advocacy	Plan annuel 2021- UNCG - VV 3 juin	
Communication/Advocacy	Plan annuel 2021- UNCG - VV 3 juin	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	Pan de travail du Groupe suivi et évaluation 2021_Haiti	
Cooperation Framework reviews/monitoring data	Pan de travail du Groupe suivi et évaluation 2021_Haiti	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

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	Addendum au Bilan commun de pays (BCP) 2016 Haiti	
Organizational culture survey results	Addendum au Bilan commun de pays (BCP) 2016 Haiti	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	Initial Haiti BOS Document	
Human Resource documents	Gender score 2022 november	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Liste GTG Pt focal & alternate a jour au 25.02.21 HAITI	
GTG TOR/AWP	Liste GTG Pt focal & alternate a jour au 25.02.21 HAITI	
GTG TOR/AWP	TOR GTG HAITI final	
GTG TOR/AWP	TOR GTG HAITI final	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Initial Haiti BOS Document	
Capacity development	UNSDCF Formation personnel UN Genre 16.12.21 VF (en ligne)	
Capacity development	Agenda Formation UNCT GTG 16122021 Final	

Capacity development	Liste GTG- Pt focal alternate Niveau des Cadres 19.10.2022

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	Mapping Portefeuille projets UNCT Suivi BCR fevrier 2022	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	One UN PPlan Priorites par domaine cible VF Haiti	
Cooperation Framework reviews/monitoring data	One UN PPlan Priorites par domaine cible VF Haiti	

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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