UNCT SWAP Gender and Race Equality Scorecard

United Nations Country Team Brazil

Facilitators: Ana Landa Ugarte and Bruna Cristina Jaquetto Pereira

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Acronyms

AMNB	Articulação Nacional de Mulheres Negras Brasileiras [National Articulation of Black Brazilian Women]
ARC	Assessment of Results and Competencies
BOS	Business Operations Strategy
CCA	Common Country Analysis
CEB	UN Chief Executives Board for Coordination
CEDAW	Convention on Elimination of Discrimination Against Women
CERD	Convention on the Elimination of Racial Discrimination
CLT	Consolidação das Leis do Trabalho [Consolidation of Labor Laws]
CNJ	Conselho Nacional de Justiça [Justice's National Council]
CNM	Confederação Nacional dos Municípios [National Confederation of Municipalities]
CCIHP	Center for Creative Initiatives in Health and Population
CSO	Civil Society Organisation
CSAGA	Center for Studies and Applied Sciences in Gender, Family, Women and Adolescents
ECLAC	Economic Commission for Latin America and the Caribbean
ECW	Education Cannot Wait
FAO	Food and Agriculture Organisation of the United Nations
FNP	Frente Nacional de Prefeitos [National Front of Mayors]
GEWE	Gender Equality and Women's Empowerment
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HoA	Head of UN Agency
IAT Scorecard	Interagency Assessment Team for the Gender and Race Scorecard
IATG-GRE	Interagency Thematic Group on Gender, Race and Ethnicity
IBGE	Instituto Brasileiro de Geografia e Estatística [Brazilian Institute of Geography and Statistics]
IFAD	International Fund for Agricultural Development
ILO	International Labour Organisation
Ipea	Instituto de Pesquisa Econômica Aplicada [Institute of Applied Economic Research]
IOM	International Organisation for Migration
JP	Joint Programme
LEAP	Leadership, Empowerment, Access and Protection for Migrant, Asylum Seeker and Refugee Women and Girls in Brazil
LNOB	"Leaving no one behind" - Overarching objective of the 2030 Agenda
LGBTI	Lesbian, gay, bisexual, transgender, bisexual and intersexual
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding

NGO	Non-Governmental Organisation
OHCHR	Office of the High Commissioner on Human Rights
OMT	Operations Management Team
PAHO	Pan American Health Organization
PPA	Brazilian's Government Pluriannual Plan
PSEA	Protection against Sexual Exploitation and Abuse
RC	Resident Coordinator
RCO	Resident Coordinator's Office
SDGs	Sustainable Development Goals
SEPPIR	Secretaria de Políticas de Promoção da Igualdade Racial [Special Secretariat of Policies to Promote Racial Equality]
SNPM	Secretaria Nacional de Políticas para as Mulheres [National Secretariat of Policies for Women]
SNPPIR	Secretaria Nacional de Políticas de Promoção da Igualdade Racial [National Secretariat of Policies to Promote Racial Equality]
SPM	Secretaria de Políticas para Mulheres [Secretariat of Policies for Women]
ToR	Terms of Reference
TSE	Tribunal Superior Eleitoral [Superior Electoral Court]
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNDSS	United Nations Department of Safety and Security
UNEP	United Nations Environment Programme
UNESCO	United Nations, Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNODC	United Nations Office on Drugs and Crime
UNOPS	United Nations Office for Project Services
UNSDPF	United Nations Sustainable Development Partnership Framework
UNV	UN Volunteers
UPR	Universal Periodic Review
WFP	World Food Programme
WHO	World Health Organization
WIPO	World Intellectual Property Organization
UN Women	UN Entity for Gender Equality and the Empowerment of Women

ACKNOWLEDGEMENTS

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I. THE UNCT SWAP SCORECARD ASSESSMENT

The UNCT SWAP-Scorecard is a corporate and standardised rapid assessment of UN agencies' gender mainstreaming practices and performance at country level. It focuses on the performance of the UN system, highlighting the growing importance of interagency collaboration and coordination to achieve gender equality and women's empowerment results at country level.

The UNCT Gender Equality SWAP Scorecard methodology was designed in response to the UN Chief Executives Board for Coordination (CEB) system-wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and aligned with the UN System-wide Action Plan (UN-SWAP), to ensure a coherent accountability framework at country, regional and HQ levels. The most recent version of the methodology, launched in 2018, which was adapted and implemented in Brazil, is also aligned with the Sustainable Development Goals (SDGs), recognising the importance of gender equality and women's empowerment to human rights attainment and SDGs achievement.

Social inequality in Brazil is structured by the axis of sexism and racism. Brazilian women, afro descendants and indigenous population consist of the hard core of citizenship deficit in terms of social, economic, civil, and political rights fulfilment. Therefore, the UN Country Team in Brazil, through the Interagency Thematic Group on Gender, Race and Ethnicity (IATG-GRE), considering the imperative to incorporate the 2030 Agenda core principle of "Leaving No One Behind (LNOB)", is oriented to capture and incorporate the intersectional perspective of gender and race in the Cooperation Framework programming in the country.

With this purpose, the consultant team, integrated by a national and an international consultant, reviewed the Scorecard methodology to mainstream the intersection of gender and race in the scorecard assessment process. Through the development of this reviewed methodology, it is expected to encourage a constructive dialogue within the UNCT about the current status of support for gender and race equality and women's empowerment with a racial perspective, and how it can be improved.

This Brazil UNCT SWAP Gender and Race Scorecard assessment was conducted from September to November 2020, during the fourth year of UNSDPF 2017-2021 implementation. The exercise is part of the UNSDCF roadmap process, and its recommendations and action plan will inform the subsequent steps of the process.

The report presented here starts with some introductory chapters including the context of the UNCT in Brazil, the objective of the assessment and the methodology applied. The results of the assessment for each of the dimensions and their respective indicators follow, with a last chapter including the proposed plan for improvement. The report includes four annexes that present the results of the UN staff survey on the working environment (Annex 1); the data tables of UN staff composition (Annex 2); the results of the UN staff self-assessment of gender and antiracism capacities (Annex 3); and the list of participants in the IAT Scorecard (Annex 4).

II. UNCT BRAZIL'S CONTEXT

The UN System in Brazil is formed by 26 organizations, comprising around 1,200 UN personnel: ECLAC, FAO, IFAD, ILO, IMF, IOM, ITU, OHCHR (non-resident), PAHO/WHO, UNAIDS, UNDP, UNDRR (non-resident), UNDSS, UNEP, UNESCO, UNFPA, UN-Habitat, UNHCR, UNIC, UNICEF, UNIDO,

UNODC, UNOPS, UN Women, WFP and WIPO, from which 23 UN entities are signatories of the UN Sustainable Development Partnership Framework 2017-2021 (UNSDPF). The size of each agency and scope of work varies significantly, with some having a large number of staff and financial resources and others having a more limited presence.

UNCT Brazil coordination mechanism comprises:

- Four corporate interagency structures:
    - o Programme Management Team (PMT), which aggregates the previous Results Groups on People, Planet, Peace and Prosperity.
    - o Operation Management Team (OMT), which integrates five working groups (Human Resources Network; ICT; Procurement, Finance, Common Premises).
    - o Communications Group (UNCG)
    - o Monitoring and Evaluation Group (M&E)
- Five Interagency Thematic/Advisory Groups: Gender, Race and Ethnicity; Youth; JT HIV/AIDS; GT UNAIDS; R4V.

Current UNSDPF 2017-2021 guides UN entities work in Brazil at the country level. The UNSDPF has five priority areas/outcomes, organized around the 5 Ps of the 2030 Agenda:

1. **People**: *an inclusive, equitable society with full rights for all.*
2. **Planet:** *sustainable management of natural resources for current and future generations.*
3. **Prosperity:** *prosperity and quality of life to all people.*
4. **Peace:** *peaceful, just and inclusive society.*
5. **Partnerships:** *multiple partnerships to implement the sustainable development agenda.*

A brief note on the political context in Brazil by the facilitators

The political context in Brazil has been shifting significantly since 2013 with concrete developments in 2015, the year the current UNSDPF was outlined. The political and institutional crises intensified in 2015 resulted in the impeachment of President Dilma Rousseff in May 2016, when Vice-President Michel Temer took office. In January 2019, after national elections, Jair Bolsonaro became president.

The changes in the federal government have resulted in less support for Human Rights or even in backlashes, thus presenting UNCT with meaningful challenges. While Rousseff's government continued and developed new initiatives regarding Gender Equality and Women's Empowerment as well as Racial Equality, in her second term the Women's and the Racial Equality Mechanisms lost their ministerial status they had held since their creation in 2003 and were aggregated as Secretariats under the newly created Ministry for Women, Racial Equality and Human Rights.

Temer's and Bolsonaro's governments have weakened or extinguished gender and race equality mechanisms. In 2016, Temer abolished the Ministry for Women, Racial Equality and Human Rights and allocated the Women's and Racial Equality Mechanisms under the Ministry of Human Rights. Under Bolsonaro, the latter became the Ministry of Women, Family and Human Rights. In his

administration, discussions and policies on gender and racial equality, when at all taking place, tend to assume ultraconservative perspectives.

The circumstances have impacted UNCT's partnerships with the federal government to promote GEWE and Racial Equality, also reducing funding opportunities and weakening CSOs who had previously worked with the federal government. Additionally, political polarisation and the spread of extremist far-right discourses have translated into a degree of hostility towards the UN and aversion to initiatives promoting GEEW and Racial Equality in some segments of the society.

The results of this Gender and Race Scorecard exercise reflect these two very distinct moments in the implementation of the current UNSDPF.

III. METHODOLOGY

a) A gender analysis with a racial perspective

A comprehensive gender analysis with a racial perspective in the CCA provides the basis for better planning, programming, and better results. The gender analysis with a racial perspective is critical to accurately reviewing the national situation, identifying systemic causes of combined gender and race inequalities, and ensuring that interventions address the principle of "leaving no one behind". In Brazil, gender inequalities and discrimination are inseparable from racial inequalities and discrimination. Without a racial perspective, gender analysis can distort conclusions and even lead to undesired results, such as the accentuation of racial inequalities. Therefore, it is crucial that the gender analysis incorporates a racial perspective.

A gender approach that adequately incorporates the racial perspective is one that:

(i) Acknowledgement of how a particular gender-based inequality, discrimination or violence distinctly affects women of different racial groups. For example, in Brazil, domestic violence against black women encompasses racial assault and violent dynamics that are implicitly racialized (and racist). Also, homicide victimization rates are higher for black women than for white women - including femicide. In the past years, homicide rates for white women have declined, but have been increasing for black women. Thus, in addressing violence against women, it is crucial to acknowledge that racism enhances the vulnerability of African descent to gender-based violence.

(ii) Recognition of issues that are a priority for women from discriminated racial groups, but not necessarily for all women, as gender issues. For example, in Brazil, black women living in poor communities are daily confronted with police violence, both directly and indirectly, as they are also touched by the victimization of their family members and other community members. Nonetheless, police violence is not a problem faced by most women. Recognizing police violence against black women as a gender issue means that a gender approach to human rights will strive to protect also the human rights of black women living in poor communities.

The gender analysis with a racial perspective is the process of assessing the implications for women, men, girls, and boys of any planned action and, at the same time, while taking into account the differences between different racial groups. It should highlight inequalities to reveal how gender equality with a racial perspective can be promoted within an area or focus area.

An adequate gender analysis with a racial perspective reveals differences in the rights, roles, and responsibilities of women, men, girls, and boys from different racial backgrounds in a particular context and promotes alternative courses of action, for example, the examination of:

- **Country and local level inequalities between women and men of different racial groups,** and gender and race differentials in activities surrounding access to control over resources such as income, time, technologies and services; and/or access to opportunities such as land, livestock, financial services, health and education, employment, information and communication, and benefits from development programming.

- **Power and Decision Making** such as (black, indigenous, and white) women's and (black, indigenous, and white) men's opportunities to input into and influence decision making. It requires examining the capacities of existing institutions and the mechanisms in place to promote gender equality with a racial perspective among target groups. It also refers to one's capacity to make decisions freely, and to exercise power over one's body, whether in one's household, community, municipality, or state.

- **Legal rights and status**, for assessing how the country meets international human rights requirements/frameworks such as CEDAW and CERD. It also includes assessing how (black, indigenous, and white) women and (black, indigenous, and white) men are regarded and treated by customary and formal legal codes, and the judicial system. This includes an assessment of state issued documentation such as identification cards, voter registration, and property titles. Substantive analysis will also include the right to inheritance, employment, atonement of wrongs, and legal representation.

- **Women's priorities, restraints and motivations**, for reviewing of the different, but equally significant, needs and interests of (black, indigenous, and white) women and (black, indigenous, and white) men; depictions of the barriers faced by (black, indigenous, and white) women in seeking to meet their practical and strategic gender interests; and an identification of opportunities for greater gender equality and empowerment for women from different racial backgrounds.

- **Customary and traditional beliefs, for** examining the role these have in shaping and reinforcing gendered and racialized realities at community or societal level.

- **Strategies to mobilize women's agency and address gender inequalities with a racial perspective** for reviewing of the proposals included in the Way Forward section of the CCA.

b) The UNCT-SWAP Gender and Race Methodology

The starting point: the UNCT SWAP Gender Equality Scorecard

The UNCT SWAP Gender Equality Scorecard measures gender mainstreaming within the UN System coordinated work. It assesses gender mainstreaming across seven dimensions, measured by 15 indicators, to present a comprehensive and holistic overview. The seven dimensions are: 1) Planning; 2) Programming and M&E; 3) Partnerships; 4) Leadership and Organisational Culture; 5) Gender Architecture and Capacities; 6) Resources; and 7) Results. The methodology relies on cross-sectorial consultation, collection of relevant documentation, and collective analysis to score the country team for each indicator against minimum standards.

Table 1 UNCT SWAP Gender Scorecard Indicators

DIMENSIONS	INDICATORS
Planning	Indicator 1.1 Common country analysis integrates gender analysis
	Indicator 1.2 Gender equality mainstreamed in UNDAF outcomes
	Indicator 1.3 UNDAF indicators measure changes on gender equality
Programming and M&E	Indicator 2.1 Joint programs contribute to reducing gender inequalities
	Indicator 2.2 Communication and advocacy address areas of gender inequality
	Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results
Partnerships	Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women
	Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs
Leadership and Organizational Culture	Indicator 4.1 UNCT leadership is committed to championing gender equality
	Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women
	Indicator 4.3 Gender parity in staffing is achieved
Gender Architecture and Capacities	Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE
	Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming
Resources	Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked
Results	Indicator 7.1 UN programmes make a significant contribution to gender equality in the country

Transitioning to a Gender and Race Scorecard

To equally reach all groups of women, action to advance gender equality and empower women and girls needs to incorporate the racial equality perspective. Race-blind activities, policies, and programs may result in the unintended maintenance of, or even raise in, racial and ethnic inequality.

The lack of a racial perspective means that improvements in inclusion, living conditions, and human rights of women are not likely to be equally shared by those who face racial discrimination - especially black and indigenous women-. An approach to gender equality that encompasses attention to racism, racial and ethnic discrimination ensures that even the most disadvantaged groups of women benefit from the desired transformations. Therefore, the indicators of the Gender Scorecard methodology were reviewed aiming to incorporate an intersectional approach that takes both gender and ethnic and race inequalities and hierarchies into consideration.

In Brazil, discriminated groups have distinct characteristics, problems and needs. While Afro descendant constitute more than half of the Brazilian population and are dispersed throughout the country and found in all social strata, indigenous form a minority and are mostly located in specific territories, and their cultures and ways of living needing special protection. Therefore, while the first intention was to use a methodology that could take into consideration both factors of discrimination and inequality, it was finally decided to center the analysis on gender and race as the approach to ethnicity requires a specific and diverse approach and integrating it would have mean to move to far from the original methodology and affect the coherence of the instrument and the its comparability with the Gender Scorecard exercises carried out in other countries.

In adapting the indicators, the goal was to keep this version of the Gender Scorecard as close as possible to the original, preserving both the comparability to other scorecards and the schematic design that makes its operation relatively simple and straightforward. Therefore:

a) While the indicators and the general assessment model were maintained, the criteria to fulfil each requirement have been changed to incorporate the racial perspective.

b) The Scorecard technical guidance was reviewed to provide adequate instructions on the gender and race intersectional approach.

c) The examples presented in the document UNCT SWAP Gender Equality Scorecard, originally real cases were modified to incorporate the racial perspective.

d) The discussions on GEEW, on the one hand, and on racism and racial discrimination, on the other, advance at different pace in the global arena, with the commitment to GEEW being much more visible than to racial equality. Therefore, attention was given not to disregard UNCT's efforts to promote GEEW and mainstream gender. Therefore, the original criteria to "approach the minimum requirement" of each indicator were kept and takes into consideration only gender aspects. The modifications regarding the integration of the gender perspective with a racial intersectionality were done for the UNCT to be able to "meet or exceed the minimum requirements" for any given indicator.

e) Indicator 4.2. is the exception, as it considers positive responses to a staff survey that simultaneously addresses gender and race. Thus, the racial perspective is taken into account even for the UNCT to approach the minimum requirement.

f) The criteria (a, b...) for each indicator were split in two (a1, a2; b1, b2...), with (a1, b1...) in the "approaches minimum requirements" column considering gender exclusively, and (a2; b2...) in the "meets minimum requirements" column incorporating both gender and race. Thus, for example, (a2) corresponds to (a1), as it adds to it the attention to racial equality.

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g) As different people will be assessing different indicators, the guidelines for each indicator include repeated explanations and examples of what an adequate intersectional approach of gender and race is.

Finally, according to the results obtained, two matrices of results are provided: one reflecting the original methodology taking only gender into consideration and another one with the gender and race intersectional approach. This will allow us to compare all indicators in terms of identifying in which areas an intersectional approach to the gender perspective is most needed.

Table 2 UNCT SWAP Gender and Race Scorecard Indicators

DIMENSIONS	INDICATORS
Planning	Indicator 1.1 Common country analysis integrates gender analysis with a racial perspective
	Indicator 1.2 Gender equality with a racial perspective mainstreamed in the UNDAF outcomes
	Indicator 1.3 UNDAF indicators measure changes on gender equality with a racial perspective
Programming and M&E	Indicator 2.1 Joint programs contribute to reducing gender inequalities with a racial perspective
	Indicator 2.2 Communication and advocacy address areas of gender inequality with a racial perspective
	Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results with a racial perspective
Partnerships	Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women, with a racial perspective
	Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs, with a racial perspective
Leadership and Organizational Culture	Indicator 4.1 UNCT leadership is committed to championing gender equality with a racial perspective
	Indicator 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women with a racial perspective
	Indicator 4.3 Gender parity and racial proportionality in staffing is achieved
Gender Architecture and Capacities	Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE with a racial perspective
	Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming with a racial perspective
Resources	Indicator 6.1 Adequate resources for gender mainstreaming with a racial perspective are allocated and tracked

Results	Indicator 7.1 UN programs make a significant contribution to gender equality with a racial perspective in the country

c) The self- assessment process

The Gender and Race Scorecard methodology is based on a self-assessment exercise. For this reason, the UNCT Brazil integrated an Interagency Assessment Team (IAT) responsible to undertake the exercise. The IAT members were already appointed by the HoA to act as UN entities focal points in the Task Force for the UNSDCF and IATG on Gender, Race and Ethnicity. In this regard, the IAT for the UNCT SWAP was integrated by 24 UN personnel from 11 UN entities (IFAD, OHCHR, UN Women, PAHO/WHO, UNDP, UNAIDS, UNESCO, UNFPA, UN-Habitat, UNICEF and UNOPS) and the RCO, led by UN Women.

The consultant team worked with the IAT to guide the process, providing support, as needed, for the collection and review of relevant documentation, performing interviews and facilitating discussion meetings.

The IAT was actively involved in the process, collecting the necessary means of verification, analysing them and providing the rationale for the scoring of each indicator.

The assessment process included four stages:

1. Background Preparation:

   o Introduction of the Gender and Race Scorecard to the UNCT, which validated the methodological proposal and expressed its full support.

   o Introduction of the Gender and Race Scorecard to the IATG-GRE and to the UNSDCF Task Force, to present the methodology and identify synergies between the processes.

   o The IAT Scorecard was integrated, and members distributed the Scorecard indicators among themselves.

   o Technical orientation meetings were also held to present the methodology (IAT Gender Race and Ethnicity Group; IAT in charge of the design of the upcoming UNSDCF 2022-2026; OMT, UNCG), for ensuring a common understanding of the methodology, and agreeing on the organisation of the activities during the mission.

   o A google drive folder was prepared and shared with the IAT so each member could review the specific guide for the indicator and upload the required evidence.

   o The online anonymous staff survey, already adapted for looking at the gender and race intersectionality, was sent to the agencies to be distributed among their personnel. It was completed by 447 respondents, nearly 40% of UN staff in Brazil.

   A table for the compilation of sex and race disaggregated data of UN entities personnel was sent to the UNCT team for them to request the data from their respective Human Resources offices. At the end of the mission, a total of 24 of the 26 agencies of the UNCT shared their sex-disaggregated personnel data. It is important to mention that it was not possible to obtain the race-disaggregated data, as the AFPs did not have it readily available at the time of the exercise as a result of a self-identification exercise.

UN Women fully coordinated and supported all the preparation and also the implementation of the exercise, which allowed the Scorecard assessment to flow smoothly. By the time the field mission started, most of the indicators had been distributed among the IAT Scorecard members and the majority of the evidence had already been collected.

2.   Online assessment mission:

Due to the COVID-19 restrictions, the mission was held online, from October 19 to 29, 2020.

The mission started with a kick-off meeting with the IAT to review the preparatory work done and the mission's agenda.

 Each member of the IAT Scorecard took responsibility for one or more indicators, analysed the corresponding means of verification and discussed the scoring to be proposed to the IAT, with the support of the external facilitators.

As part of the mission's agenda, the facilitators performed interviews with the HoAs of the following UN entities: UN Women, UNICEF, OHCHR (focal point), PAHO/WHO, UNDP, UNESCO, UNFPA, and also with the chair of the OMT and the Resident Coordinator.

The debriefing was done during two separate meetings, the first one to collectively discuss the results and agree on the scorings; the second was focused on discussing and agreeing on the potential actions to be included in the Action Plan. Individual and team discussions and consensus building over the assessment process helped to minimise subjectivity and to ensure the reliability of the findings.

3.   Reporting: From the field work the consultant team prepared the UNCT SWAP Gender and Race Scorecard Report and Action Plan, which are presented in this document.

IV. FINDINGS

1.   Summary results

The indicator rating system is structured according to the following four levels:

⇒   Exceeds Minimum Requirements

⇒   Meets Minimum Requirements

⇒   Approaches Minimum Requirements

⇒   Missing (does not approach Minimum Requirements)
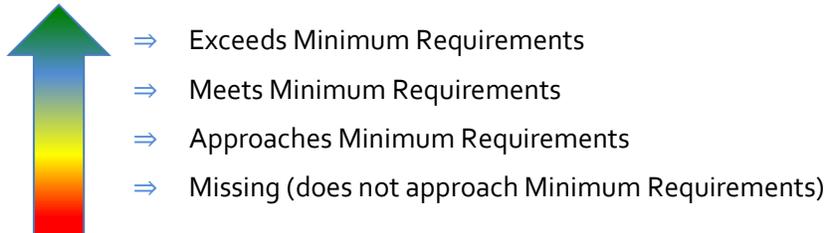
UNCTs achieve a score of "Exceeds Minimum Standards", "Meets Minimum Requirements" or "Approaches Minimum Requirements" depending upon which criteria they meet, as established by the UNCT SWAP-Gender and Race Scorecard Guidance.

The UNCTs should aim to achieve "Meets Minimum Requirements" in all indicators. However, the present exercise should be considered a baseline as well as a starting point, from which the UNCT should work to strengthen its efforts for mainstreaming gender with a racial perspective, and towards achieving better results and exceeding minimum standards.

If the UNCT fails to meet the criteria under "Approaches Minimum Requirements", the indicator is scored as "Missing". An indicator may score as "Missing" if it does not reach the minimum criteria established for a given indicator, even in cases where additional criteria are fulfilled within the same indicator.

It is important to mention that the scoring has been done based on the availability of documentary evidence.

The findings presented here indicate the scoring obtained by the UNCT Brazil for each indicator across the seven dimensions of analysis.

a)   UNCT Gender Equality Scorecard Results

When only gender equality and women's empowerment is taken into consideration, UNCT Brazil meets or exceeds Minimum Requirements for a total of 4 indicators (26%). Seven indicators (47%) approach Minimum Requirements, and four (27%) are Missing, as the minimum requirements were not achieved.

Table 3 UNCT Brazil Gender Scorecard Results 2020

INDICATORS	Missing	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
PLANNING				
Indicator 1.1 Common country analysis integrates gender analysis				

Indicator	1	2	3	4
Indicator 1.2 Gender equality mainstreamed in UNDAF outcomes		(yellow)		
Indicator 1.3 UNDAF indicators measure changes on gender equality		(yellow)		
PROGRAMMING				
Indicator 2.1 Joint programs contribute to reducing gender inequalities			(blue)	
Indicator 2.2 Communication and advocacy address areas of gender inequality			(blue)	
Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results	(red)			
PARTNERSHIPS				
Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women				(green)
Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs				(green)
LEADERSHIP				
Indicator 4.1 UNCT leadership is committed to championing gender equality		(yellow)		
Indicator 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women		(yellow)		
Indicator 4.3 Gender parity in staffing is achieved	(red)			
GENDER ARCHITECTURE AND CAPACITIES				
Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE			(blue)	
Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming	(red)			
RESOURCES				
Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked	(red)			
RESULTS				

Indicator 7.1 UN programmes make a significant contribution to gender equality in the country				
TOTAL	**4**	**6**	**3**	**2**
PERCENTAGE	**27%**	**40%**	**20%**	**13%**

The dimensions where the UNCT performs better are, in descending order, were Partnership (100%), Gender Architecture and Capacities (50%), followed by Programming (33%). Planning, Leadership, Resources and Results dimensions did not meet minimum requirements.

Fig.1 UNCT Brazil Gender Equality Scorecard Assessment Results
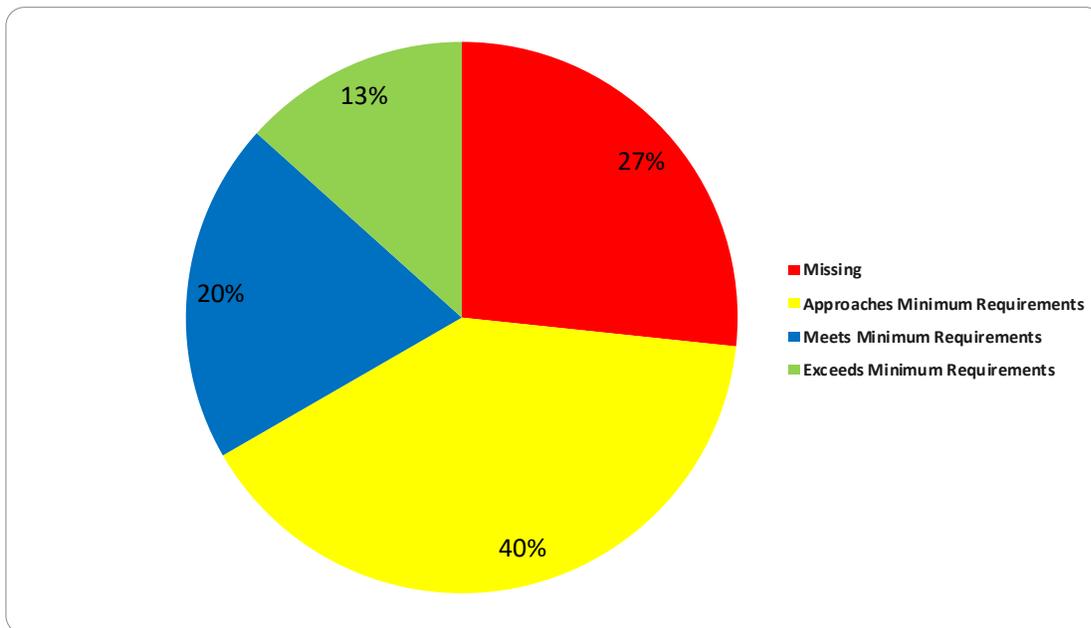
b) **UNCT SWAP Gender and Race Scorecard Results**

As for gender equality with a racial perspective, the results are slightly different, as indicator 1.3 is Missing while in the previous case it scored Approaches minimum Requirements. Thus, UNCT Brazil has met or exceeded Minimum Requirements for a total of four indicators (26%). Six indicators (40%) approached Minimum Requirements, and five (33%) were Missing, as they did not achieve the minimum requirements.

Table 4 UNCT Brazil Gender and Race Scorecard Results 2020 – Gender and race results

INDICATORS	Missing	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
PLANNING				

Indicator				
Indicator 1.1 Common country analysis integrates gender analysis with a racial perspective		🟨		
Indicator 1.2 Gender equality with a racial perspective mainstreamed in the UNDAF outcomes		🟨		
Indicator 1.3 UNDAF indicators measure changes on gender equality with a racial perspective	🟥			
PROGRAMMING				
Indicator 2.1 Joint programs contribute to reducing gender inequalities with a racial perspective			🟦	
Indicator 2.2 Communication and advocacy address areas of gender inequality with a racial perspective			🟦	
Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results with a racial perspective	🟥			
PARTNERSHIPS				
Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women, with a racial perspective				🟩
Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs, with a racial perspective				🟩
LEADERSHIP				
Indicator 4.1 UNCT leadership is committed to championing gender equality with a racial perspective		🟨		
Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women with a racial perspective		🟨		
Indicator 4.3 Gender parity and racial proportionality in staffing is achieved	🟥			
GENDER ARCHITECTURE AND CAPACITIES				
Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE with a racial perspective			🟦	

Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming with a racial perspective	🔴			
RESOURCES				
Indicator 6.1 Adequate resources for gender mainstreaming with a racial perspective are allocated and tracked	🔴			
RESULTS				
Indicator 7.1 UN programmes make a significant contribution to gender equality with a racial perspective in the country		🟡		
TOTAL	5	5	3	2
PERCENTAGE	33%	33%	20%	13%

The dimensions where the UNCT performed better were, in descending order, were Partnership (100%) and Gender Architecture and Capacities (50%), followed by Programming (33%). Leadership, Planning, Resources and Results dimensions did not meet minimum requirements.

Fig.2 UNCT Brazil Gender and Race Equality Scorecard Assessment Results
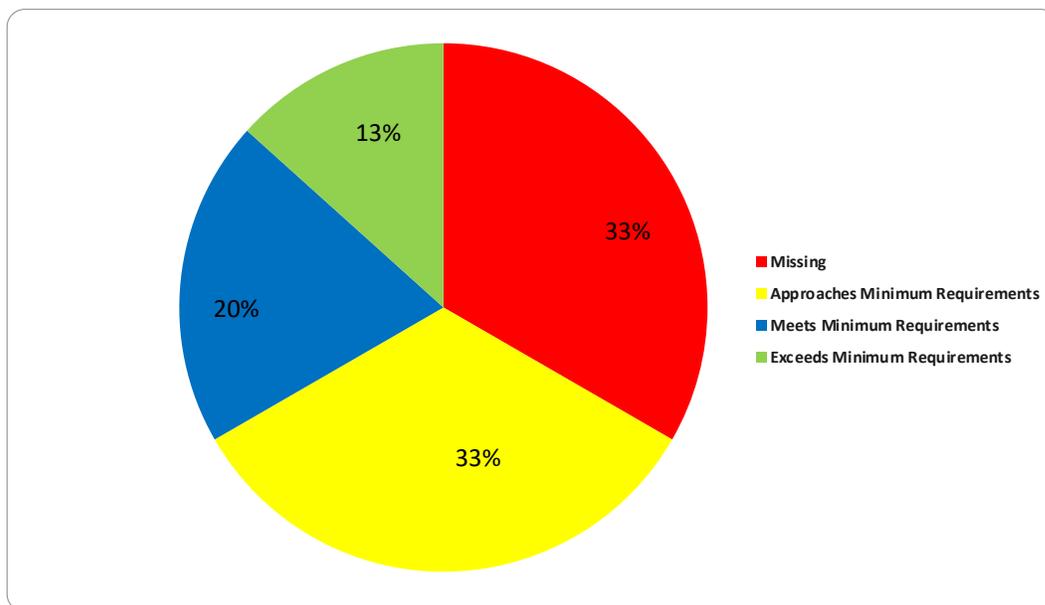
The results suggest that the advancement of GEWE in the UNCT Brazil has been mostly combined with an intersectional perspective that includes the promotion of racial equality.

A summary of the main findings for each dimension and indicator is presented in the next chapter.

For each indicator, the scoring results are presented in the right top corner of the table, indicating the specific scoring when looking only at both: (i) gender equality or when looking at (ii) gender equality with a racial perspective.

2.   Findings by dimension

Dimension 1. Planning

This dimension looks at the integration of a gender perspective with an intersectional approach in the Common Country Assessment, the UNSDPF Outcomes and UNSDPF indicators. When looking at gender integration, the three indicators in this dimension achieve the level of "approaching". The situation changes a bit when looking at gender with an intersectional approach, as the indicator regarding UNDAF indicators is missing.

INDICATOR 1.1. Common country analysis integrates gender analysis with a racial perspective	**Gender:** Approaches Minimum Requirements **Gender and Race:** Approaches Minimum Requirements

Scoring: The UNCT Brazil approaches the minimum requirements, as the CCA only meets criteria (a1). Sex-disaggregated and gender-sensitive data and gender analysis are evidenced in some of the sectors analysed but are missing in most of the other areas. While the CCA recognize in different sectors that race determine more discrimination, there is little sex and race disaggregation or intersectional analysis. There are no gender and race inequality issues identified when looking at specific marginalized groups such as indigenous populations or migrants.

Explanation:
a1) The CCA includes gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. The CCA provides for limited and not systematic gender analysis across sections. The specific mentions are indicated here:

Chapter 2. Strategic Analysis: No gender and/or race integration in the *Development Model* (2.1) or the *Economic Context* (2.2). *The social context and evolution of MDGs 1 to* 8 *(2.3)* somewhat incorporates a gender analysis, employing the parameters of the Millennium Development Goals to evaluate the national situation. The analysis points to gender as one of the underlying causes of inequality, such as the exploitation of women's unpaid work. Nevertheless, gender is absent in the approach to HIV/AIDS. Brazil's performance on security and citizenship (2.4) employs a gender analysis when addressing violence against women.

Chapter 3. Priorities in cooperation mentions gender as one of the main areas for intensifying international cooperation. It argues that gender-based violence (both against women and the LGBTI population) are hindrances for the country in the context of social advances. The chapter additionally recognizes the importance of implementing public policies aimed at gender equality.

Overall, the underlying causes of gender inequality and discrimination are not systematically described. The gender analysis is limited to the topics of work, violence against women and

maternal mortality. Even so, there are important gaps. For instance, the role played by gender discrimination in income inequality and unemployment rates, as well as the role of a sexist culture in reinforcing gender inequalities and gender-based violence are not addressed.

a2) ***The CCA includes gender analysis with a racial perspective across all sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.*** The CCA does not provide systematic gender analysis with a racial perspective across all sections. Rather, when race or gender is addressed, most times they are considered separately. A gender analysis with a racial perspective is only present in domestic work and maternal health.

b1) ***Presence of some sex-disaggregated and gender-sensitive data.*** Sex-disaggregated data exists for economic participation and poverty (self-employment, average income, occupation rate, domestic workers, access to social protection, access to childcare), education (enrolment rate), political participation (positions of trust in public service, elected representatives in Congress), health (prenatal care and mortality by breast and cervical cancer), violence against women (homicide rate), public safety and citizenship (incarceration). None or insufficient disaggregation is available for topics like economic development (macroeconomics, poverty rate, entrepreneurship), education (performance in education), infrastructure (sanitation), health (child mortality, sanitation, HIV, malaria, tuberculosis and leprosy infection, treatment and mortality rates), environment, justice (access to justice, communication and digital inclusion).

b2) ***Consistent sex-and-race-disaggregated and gender-and-race-sensitive data****.* Sex-and-race-disaggregated data is available only for domestic work, homicide and maternal health.

c) ***Targeted gender analysis with racial perspective of those furthest behind****.* The analysis of those furthest behind is limited. Violence against LGBTI people is only briefly mentioned and receives no gender or gender and race analysis. Indigenous people are only mentioned in the discussion about poverty and maternal health. Other marginalized groups such as people with disabilities, migrants and refugees are not referenced in the document.

Means of verification: Common Country Assessment Brazil – 2015.

INDICATOR 1.2 Gender equality with a racial perspective mainstreamed in the UNDAF outcomes	**Gender:** Approaches Minimum Requirements **Gender and Race:** Approaches Minimum Requirements

Scoring: UNCT Brazil approaches minimum standards. Gender equality and the empowerment of women with a racial perspective is considered in five out of the seven outcomes, while lacking in Outcomes 2 and 3 regarding the *Planet* area*.*

Explanation:

a1) ***Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5****.* This requirement is met. The gender perspective with a racial approach is mainstreamed in the UNSDPF in the introduction, in the Executive Summary and in some of the outcomes. The Executive Summary clearly states that the outcomes of the UNSDPF "embody the commitment to promote gender and race equality and to tackle racism, thus responding to commitments to

SDG 5 (...); with the Pluriannual Plan 2016-2019 (the document defining spending priorities at the federal level) strategic guideline aimed at "promoting gender and ethnic-racial equality and overcoming racism, respecting the diversity of human relations"; and the implementation of the Internacional Decade of People of African Descent.

⇒ Outcome 1 expresses the objective of social development with an emphasis on gender and race equality.

⇒ Outcomes 2 and 3 are gender and race blind. They refer to the impact on vulnerable and traditional populations and the increase in socio-spatial inequality with the worsening of environmental problems.

⇒ Outcome 4 states that "women, especially black women, must have higher access to training and professional qualification policies to achieve economic autonomy", in addition to bringing up the theme of unpaid care work.

⇒ Outcome 5 presents indicators disaggregated by gender and race, pointing out the importance of working with women and black population, and cites the need to reduce the gender gap in education in order to reduce socioeconomic inequalities.

⇒ Outcome 6 mentions violence against women and girls and the homicide and incarceration of young black people, especially highlighting the consequences for the lives of black women.

⇒ Outcome 7 raises the need for partnerships for "the promotion of gender and race equality and the fight against racism", highlighting the importance of monitoring such actions.

a2) *Gender equality and the empowerment of women with an intersectional racial approach are visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.* This requirement is not met. Although the UNSDPF is sensitive to gender with a racial perspective, it does not translate to all outcome areas. As well as for gender, the two outcomes aligned with the axis Planet do not discuss the topic.

b) *One UNDAF outcome specifically targets gender equality with racial equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.* This requirement is not met. Outcome 1 directly mentions gender and race equality, but it is not exclusively targeted.

Means of verification: UNSDPF Brazil 2017-2021

INDICATOR 1.3 UNDAF indicators measure changes on gender equality with a racial perspective	**Gender:** Approaches Minimum Requirements
	Gender and Race: Missing

Scoring: UNCT Brazil approaches the minimum requirements, as 20% of the UNSDPF indicators are gender-sensitive. The scoring differs when adopting a gender and race perspective, as only 7% of the UNSDPF indicators are gender-sensitive and integrate a racial perspective.

Explanation:

UNSDPF 2017-2021 has 56 outcome indicators and 65 output indicators, with a total of 121,

distributed in its seven outcomes. Of those, 15 (20%) are gender-sensitive, and therefore allow for tracking progress towards gender equality; out of those, 9 (7% of the total), measure gender equality with a racial perspective.

Outcome *Partnership* presents the highest proportion of gender-sensitive indicators (40%), followed by *People* (33%), *Prosperity* and *Peace* (8% each). Outcome *Planet* is gender-blind with no gender-sensitive indicators.

Again, outcome *Partnership* presents the highest proportion of gender-and-race sensitive indicators (40%), followed by *Prosperity* (8%) and *Peace* (5%). Outcome 1 on *People* does present gender-sensitive indicators, but not gender-and-race-sensitive indicators. Outcome *Planet* does not include gender or gender-and-race-sensitive indicators.

Table 5. Distribution of gender-sensitive and gender-and-race-sensitive UNSDPF outcome and output indicators

	Outcome Indicators	Output Indicators	Total Indicators
Total Nº	56	65	121
Nº Gender-sensitive	7	8	15
Nº Gender-and-race-sensitive	3	6	9
Nº Total Gender + Gender-and-race-sensitive	10	14	24
% Gender-sensitive	13%	12%	12%
% Gender-and-race-sensitive	5%	9%	7%
% Total Gender + Gender-and-race-sensitive	18%	22%	20%

Means of verification: Results Matrix of UNSDPF Brazil 2017-2021 and the Joint Work Plans of the Result Groups (Matriz de Resultados – Indicadores e Atividades)

Dimension 2. Programming, Monitoring and Evaluation

Within this dimension, UNCT Brazil meets two out of three indicators, regarding on joint programmes and joint communication, while the third on UNSDPF monitoring and evaluation rated missing.

INDICATOR 2.1 Joint programs contribute to reducing gender inequalities with a racial perspective	**Gender:** Meets Minimum Requirements **Gender and Race:** Meets Minimum Requirements

Scoring: UN Brazil fully meets this indicator as all of the six JPs currently in action are either gender-equality-specific or visibly consider the promotion of gender equality and women's empowerment with a racial perspective, within its objectives/strategies or/and activities. The indicator is not exceeded, as there is no specific system in place to ensure gender mainstreaming in all JPs in general terms.

Explanation:

Six JPs [1] were considered in the assessment: *Scaling up the Happy Child Programme* (UNDP, UNESCO, UNFPA, UNICEF, UN Women); *Protection of Children on the Move in Roraima, Amazonas and Pará* (UNICEF, UNHCR); *Leadership, Empowerment, Access and Protection (LEAP) for Migrant, Asylum Seeker and Refugee Women and Girls in Brazil* (UNFPA, UNHCR and UN Women); *Win Win: Gender Equality Means Good Business* (UN Women and ILO); *Education Cannot Wait – ECW* (IOM, UNICEF); and *UNAIDS Country Envelope.*

a1) *Gender equality is visibly mainstreamed into at least 50 percent of JPs that are operational at the time of assessment.* Out of the six Joint Programmes (JPs) currently in implementation two are GEEW-targeted – LEAP and Win Win – while four have visibly mainstreamed gender in their indicators and results.

a2) *Gender equality with a racial perspective is visibly mainstreamed into all of JPs that are operational at the time of assessment.* One of the JPs on GEEW – LEAP – explicitly tackles the intersectionality of gender and ethnicity of the target group. The remaining JPs – 1, 2, 4 and 5 – intersect gender, race and ethnicity across priority areas or results. UNAIDS mainstreams gender and race, which a specific focus on women and girls and LGBTI.

b1) *A Joint Program on promoting gender equality and the empowerment of women is operational over the current UNDAF period in line with SDG priorities including SDG 5.* Two JPs are gender-targeted: Win Win takes on women's economic empowerment and LEAP provides support for the provision of services to women and girls under migration, asylum or refuge seeking during crisis response, regarding leadership, empowerment, access and protection areas.

b2) *A Joint Program on promoting gender equality and the empowerment of women with a racial perspective is operational over the current UNDAF period in line with SDG priorities including SDG 5.* The JP on GEEW that consistently integrates race and ethnicity – LEAP – considers the diversity of the groups of women and their needs.

c) *A system is in place to ensure gender mainstreaming with a racial perspective in JPs.* There is no systematic process to ensure that the intersectionality of gender and race is cross-cutting throughout the JPs.

Means of verification: PRODOCs of Scaling up the Happy Child Programme; Protection of Children on the Move in Roraima, Amazonas and Pará; Leadership, Empowerment, Access and Protection for Migrant, Asylum Seeker and Refugee Women and Girls in Brazil (LEAP); Win Win; Education Cannot Wait; UNAIDS Country Envelope.

INDICATOR 2.2 Communication and advocacy address areas of gender inequality with a racial perspective	**Gender:** Meets Minimum Requirements
	Gender and Race: Meets Minimum Requirements
Scoring: UNCT Brazil meets minimum requirements as it complies with 3 out 4 criteria required. The UNCT has contributed collaboratively to several communication activities	

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[1] In this assessment, Joint Programmes are understood as ongoing programmes implemented by two or more UN agencies. UN to UN are not included. The six JPs analysed were shared by the HoA, in response to a request made to the UNCT.

and campaigns, including in non-traditional areas, addressing areas of gender equality and women's empowerment (*Free & Equal*, *Women in Infra[structure], UNITE*) and public notes on cases of rights violation based on generation, gender and race/ethnicity. The 2019 Interagency Communication Group Annual Work Plan does not visibly include communication and advocacy concerning GEEW with a racial perspective.

Explanation:

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. In 2019-2020 UNOPS and UN Women carried out the digital campaign *Women in Infra[structure], Infra[structure] for Women* with activities on Facebook, Twitter, LinkedIn and Instagram. The requirement was met. The objective was to draw attention to the work of women professionals in the area of infrastructure and to informing how investments in the area can contribute to promoting gender equality. Twenty-one women were depicted, 15 white and 6 black. In the same period (2019-2020) the institutions were actively involved in the production of public notes on cases of rights violations based on generation, gender and race/ethnicity.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW with a racial perspective during the past year. This requirement was met. The UNCT develops jointly in an annual basis the campaign UNITE to prevent violence against women, which integrates a racial perspective. From November 2017 to May 2019, the UN System carried out the *Vidas Negras* campaign, which seeks to expand the visibility of violence against black youth in civil society, public managers, the justice system, the private sector and social movements, drawing attention and raising awareness of the impacts of racism on the restriction of citizenship of black people, and influencing strategic actors in the production and support of action to combat racial discrimination and violence. Though it is very relevant, however, it is not primarily related to GEEW, and activities during 2019 were limited.

c) The Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW with a racial perspective in communication and advocacy. The requirement was not met. The 2019 Interagency Communication Group Annual Work Plan does not visibly include communication and advocacy aiming at GEEW with a racial perspective. It does plan the dissemination of the SDGs, therefore, addressing the issues of gender and race, but only indirectly.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. The requirement is met as two campaigns: *Free & Equal* (UNCT) and *Women in Infra[structure]* (UNOPS; UNW) addressed non-traditional areas: the first one discusses the rights of LGBTI people (that is, gender equality beyond cis, heterosexual men and women and women); the second is about gender equality and infrastructure.

Means of verification:
- 2019 Interagency Communication Group Annual Work Plan
- Joint notes (*ONU manifesta solidariedade à menina violentada no ES; pede apuração e devido processo legal* – UN Brazil; *Por ocasião do assassinato de Elitânia de Souza Hora, o Fundo de População das Nações Unidas no Brasil e a ONU Mulheres fazem um apelo pelo fim da violência contra as mulheres e por respeito às vidas da juventude negra*)
- Strategic summary of Coordination Results – 2019.

- Annual Progress Report for the UNSDPF – 2019.

INDICATOR 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality with a racial perspective results	**Gender:** Missing **Gender and Race:** Missing

Scoring: This indicator is absent as none of the three criteria proposed are met by UN Brazil. The implementation of UNSDPF 2017-2021 evaluation is currently being assessed.

Explanation:

a) The UNDAF Results Matrix data for gender-(a1) -and-race (a2) sensitive indicators gathered as planned. This requirement is not met. Quantitative data for the results matrix were collected to some extent, but the collection process was not regular, leaving gaps. Data were collected for gender-sensitive indicators and disaggregated by sex at a level consistent with general data collection; however, the monitoring database was not widely used.

b) UNDAF review evaluations assess progress against gender specific (b1) with a racial perspective (b2) results. The final evaluation of the UNSDPF 2017-2021 will be starting soon, and it is expected that it measures progress against gender and race results.

c) The M&E Group or equivalent has received technical training on gender-and-race sensitive M&E at least once during the current UNDAF cycle. No training on gender-and-race sensitive M&E has been provided during the current UNSDPF cycle. The M&E group, though formally in place, has not been recently active.

Means of verification: M&E Working Group – TOR; Joint Annual UNSDPF Review – 2019; Results Matrix of UNSDPF Brazil 2017-2021 and the Joint Work Plans of the Result Groups (Matriz de Resultados – Indicadores e Atividades)

Dimension 3. Partnerships

This is the best performing dimension as both indicators exceeded the requirements.

INDICATOR 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women with a racial perspective	**Gender:** Exceeds the Minimum Requirements **Gender and Race:** Exceeds the Minimum Requirements

Scoring: UN Brazil exceeds the minimum requirements as it meets all the three requirements for this indicator.

Explanation:

a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality (a1) with a racial perspective (a2) within the current UNDAF cycle. The UNCT collaborated with more than two government agencies in the current Partnership Framework cycle on a joint initiative for gender equality and women's

empowerment, incorporating a racial perspective. Examples include: the *Unite to End Violence Against Women* campaign (2017 and 2018); the pilot project to measure the effectiveness of health care services for women victims of sexual violence (UN Women, PAHO/WHO and UNFPA) implemented in partnership with the Ministry of Health and the State Health Departments of Bahia, Maranhão and Tocantins; and a seminar jointly organized with Recife's local government. The UNCT also facilitated the signature of the "Pact for the Implementation of Public Policies to Prevent and Combat Violence against Women" by the Ministry of Justice and Public Security, the Ministry of Women, Family and Human Rights, the Ministry of Citizenship, the Justice's National Council, the Senate, the Chamber of Deputies, the Public Prosecution's National Council, the Ministry of Foreign Affairs, the Public Defenders of the Union, the National Council of Civil Police Chiefs and the National College of General Public Defenders, in August 2019.

b) *The National Women's Machinery (b1) and the National Machinery to Promote Racial Equality (b2) participate in UNDAF consultations: country analysis, strategic prioritization, implementation, and M&E.* Both the Secretariat of Policies for Women (SPM) and the Special Secretariat for Policies to Promote Racial (SEPPIR) actively participated in the process of drafting the current Partnership Framework. There did not participate in its monitoring, as no activities with externals were done in this sense.

It is important to mention that, on September 29, 2016, the Ministry of Women, Racial Equality and Human Rights was extinguished, and the Women's Machinery and the Racial Equality Machinery were downgraded to Secretariats. They were further weakened under Temer's and Bolsonaro's administrations.

c) *The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender equality with a racial perspective related to SDGs localization and/or implementation.* Through the Advisory Group on the 2030 Agenda for Sustainable Development co-led by the UN System in Brazil and the Brazilian Government, the UNCT made several contributions to the implementation, monitoring and production of inputs for the SDGs National Reports presented by the government. Glossaries were elaborated explaining the terms of each of the SDGs bringing up the theme of gender and race equality; the UNCT provided support for the location of indicators through documents and technical support to IBGE and Ipea, in the implementation of MAPs Mission, highlighting gender and racial equality. MoUs were signed to provide technical support to the National Commission on the SDGs, CNM, FNP, CNJ and the Municipality of Sao Paulo.

Means of verification:
- IATG - GRE reports (2017-2019), including indicator 5.1 of the SDGs
- Table of contents of UNCT reports 2017-2019
- International Decade for People of African Descent and racial equality planning workshop for the UNDAF Task Force – report
- Gender Equality Report
- Sexual violence project report
- Thematic documents SDGs 1, 2, 3, 5, 9 e 14
- Glossaries ODS 5
- Roadmap to the localization of SDGs: implementation and monitoring at the subnational level. MAPS Mission – Final Report (July 2018)

INDICATOR 3.2 UNCT collaborates and engages with women's/gender equality CSOs, with a racial perspective	**Gender:** Exceeds Minimum Requirements **Gender and Race:** Exceeds Minimum Requirements

Scoring: UNCT Brazil exceeds minimum requirements as it has engaged with GEWE CSOs in diverse joint initiatives promoting gender equality, with a racial perspective. CSOs promoting GEEW and GEEW with a racial perspective participated in the UNSDPF consultation. Additionally, the UNCT has substantially strengthened participation and engagement of CSOs promoting GEEW with a racial perspective in gender-related SDGs localization and/or implementation.

Explanation:

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women (a1) with a racial perspective (a2) within the current UNSDPF cycle. This requirement is met. Campaigns *Vidas Negras*, *Unite to end of Violence against Women* and *Free & Equal* are some the workshops on racial profiling; support for civil society, especially black women, to participate in intergovernmental forums, such as CSW and the Inter-American Commission on Human Rights, are some of the examples.

The 2019 RC assessment addresses gender equality and gender equality with a racial perspective on three of its five sections. The section "Leave no one behind and human rights for the 2030 Agenda" reports that the UN Brazil worked with the National Articulation of Black Brazilian Women (AMNB).

It is important to mention that from 2019, when Bolsonaro's government took office, the federal government's dialogue with civil society, especially black and indigenous women, has clearly weakened, and that has clearly impacted UN's work with civil society.

b) CSO promoting GEEW (b1) with a racial perspective (b2) participate in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E. Several feminist and black women's organizations were invited to the current UNSDPF strategic prioritization retreat (SPR). Examples are: the Center for Studies and Applied Sciences in Gender, Family, Women and Adolescents (CSAGA), the Center for Creative Initiatives in Health and Population (CCIHP), AMNB and Criola. These organizations also participate in the organization of the Planning Workshop for the International Decade for People of African Descent, with the aim to strengthen the capacities of the UNDAF Task Force in terms of addressing racism.

c) The UNCT has made at least one contribution to substantively strengthen participation and engagement of CSOs promoting GEEW with a racial perspective in gender-related SDGs localization and/or implementation. In alliance with the Black Women Committee towards a 50-50-Planet, the UNCT organized the Black Women Training Day towards a 50-50 Planet, in which black experts were invited to speak on how to make gender equality with racial perspective visible in each SDG. UNCT actively participated in the Week of Black Women Training Day towards a 50-50 Planet. In the occasion, the following topics were covered: presentation of the 2030 Agenda from the perspective of Human Rights, the Partnership Framework and several UN agencies and members of the IAT-GRE shared their actions and respective alignment with the SDGs; members of SNPM, SNPPIR, IBGE and Ipea shared their actions in relation to the SDGs and their target gender- and race-sensitive indicators.

Means of verification:
- Reports – IATG-GRE (2017 a 2019)
- Summary reports UNCT 2017 to 2019
- Synthesis Reports of the Planning Workshop for the Decade and Racial Equality for UNDAF Task Force
- Synthesis of good practices from Black Women Training Day towards a 50-50 Planet
- Report Black Women towards a 50-50 Planet
- Report Black Women's Week

Dimension 4. Leadership and Organizational Culture

Two out of three indicators in this dimension – organizational culture and UNCT leadership – approach minimum requirements, while the last one on gender parity and racial proportionality in the UN staff scored missing.

Indicator 4.1 UNCT leadership is committed to championing gender equality with a racial perspective	**Gender:** Approaches Minimum Requirements **Gender and Race:** Approaches Minimum Requirements

Scoring: UNCT Brazil approaches minimum standards as it complies with two of the criteria required when looking at gender integration with a racial perspective: the RC has demonstrated public championing of gender equality with a racial perspective during the last 12 months and gender equality with a racial perspective is reflected in RC/UNCT 2019 Annual Report.

Explanation:

a) *Gender equality (a1) with a racial perspective (a2) has been a regular topic of discussion in HOA meetings during the last 12 months.* These criteria are not met. Gender equality was not regularly addressed at UNCT meetings. During 2019 and 2020, references to gender and racial equality appear in the minutes only to inform about the SWAP Gender and Race Equality Scorecard exercise, in the announcement of the PSEA exercise, and in mentioning the preparation of a confidential report from UNCT Brazil to the CEDAW Committee. The topics were not addressed substantively.

b) *RC demonstrates public championing of gender equality (b1) with a racial perspective (b2) during the last 12 months.* Between January 2019 and October 2020, the Resident Coordinator made 32 public interventions (13 in 2019 and 19 in 2020). Slightly less than half of them (14, 44%) mention gender or gender equality, thus exceeding the minimum requirement of one third. Of those 14 speeches four mention gender and race, amounting a total of 12% of all the speeches. Therefore, while requirement (b1) is met regarding gender equality, (b2) regarding gender with a racial perspective is not met.

Some examples for requirement (b1) include a speech in the launch of the project "Connecting Women, Defending Rights" promoted by the EU and UN Women (5/2/2020). opening speech at the "Lesbian Visibility" event to colleagues in the UN system, partners of the diplomatic corps, activists and members of civil society (29/8/2019); speech at the opening table of honour at a seminar on health, work, rights and social inclusion of the trans

population and the launch of the web-series of videos of the UN *Free & Equal* campaign (*//*).

Examples for requirement (b2) include a speech at the event *Racial equality: gender, race and the labour market (6/6/2019)*, co-organized by UNESCO, ILO, UNFPA and UN Women.

c) *HOAs are seen by personnel as committed to gender (c1) and racial (c2) equality in the workplace during the last 12 months.* The results of the staff survey on gender and organizational culture found that 59% of UN personnel considered that "UNCT agencies and representatives are committed to gender equality at work", while 50% of personnel consider that "UNCT agency representatives and representatives are committed to gender and race equality, simultaneously, at work". Therefore neither (c1) or (c2) were met, as at least 65% of the UN personnel should answer positively.

d) *Gender (d1) equality with a racial perspective (d2) is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.* UNCT last used ARC in 2018; e-PAS is currently being stablished. Meanwhile, the RC/UNCT reports are presented offline. The 2019 RC assessment addresses gender equality and gender equality with a racial perspective on three of its five sections. The section "Leave no one behind and human rights for the 2030 Agenda" reports that the UN Brazil worked with the National Articulation of Black Women's Organizations and for the empowerment of women in the private sector. ODS Implementation section mentions the *Happy Child* Joint Program, which focuses on gender and race, although they are not explicitly mentioned. Thus, gender equality and women's empowerment with a racial perspective is visibly mainstreamed across most categories and both criteria (d1) and (d2) are met.

- UNCT Meeting minutes 2019 e 2020
- ARC 2019 and 2020
- RC speeches in https://unicrio.org.br/onu-lembra-lutas-antirracistas-e-feministas-no-dia-da-mulher-negra-latino-americana-e-caribenha/

INDICATOR 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women with a racial perspective	**Gender:** Approaches Minimum Requirements **Gender and Race:** Approaches Minimum Requirements

Scoring: UNCT Brazil approaches the minimum standard as the results of the anonymous staff survey on staff's perception of organizational environment for promotion of gender equality scored a positive rating of 59%.

Explanation:

In addition to the survey questions proposed in the UNCT Gender Equality Scorecard Guidance, further questions were added to assess perceptions on racial equality (see Annex 1 for detailed staff survey results).

A total of 447 staff responded to the survey – 68% women, 30% men and 1,5% others (both do not want to declare or non-binary) – which represent around 37% of the total UN personnel in Brazil (considering 1,200 UN personnel), and met the sample required for a

confidence level of 95% and a confidence interval of 7,5% (around 150 responses required[2]). Although 60% of UN Brazil personnel are women, they were 69% of the survey respondents. The results of the survey were sex-disaggregated and analysed.

When looking at all statements, overall opinions of the UN staff in Brazil are moderately positive (59% of the respondents agreed or strongly agreed with the statements). The higher agreements were regarding "The UNCT in this country has adequate procedures in place to protect my personal safety and security" with a 73%, and "UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sexual orientation and gender identity" with a 67%. On the opposite, the lowest agreements regard "The package of entitlements are adequate and sufficient to facilitate work-life balance" with less than half of respondents agreeing (47%), and "Heads of Agencies in this UNCT are committed to gender and race equality in the workplace, simultaneously" with just half of UN personnel respondents agreeing with the sentence.

All through the survey there is a clear gender gap as values for women were much lower than those for men (55% vs. 68% agreement). The biggest gender gaps were evidenced around adequacy of package of entitlement to work-life balance (21 percentage points difference) and facilitation for women and men and racially discriminate groups participate in all levels of the organization (19 percentage points difference). Overall results did not vary significantly by racial groups.

When looking separately at staff perceptions regarding the statements on gender equality and those on racial equality, the worst scoring is given by the staff to the second set of statements, with only a 53% of the staff that agrees with them, compared with a 65% agreement on those related to the UNCT commitment and work on gender equality.

Table 5. Percentage of agreement according to the subject of the statements, disaggregated by sex.

ALL QUESTIONS				
GENDER AND RACIAL EQUALITY	Total	Women	Men	Gender gap
Media	57%	54%	66%	-12%
NON DISCRIMINATION	Total	Women	Men	Gender gap
Media	62%	57%	71%	-14%
WORK AND LIFE BALANCE	Total	Women	Men	Gender gap
Media	41%	38%	48%	-10%
OVERAL AGREEMENT	**59%**	**55%**	**68%**	**-13%**
ONLY GENDER EQUALITY QUESTIONS				
GENDER EQUALITY	Total	Women	Men	Gender gap
Media	64%	60%	72%	-13%
NON DISCRIMINATION	Total	Women	Men	Gender gap
Media	66%	62%	75%	-13%
OVERAL AGREEMENT	**65%**	**61%**	**74%**	**-13%**
ONLY RACIAL EQUALITY				
RACIAL EQUALITY	Total	Women	Men	Gender gap
Media	51%	48%	59%	-12%
NON DISCRIMINATION	Total	Women	Men	Gender gap
Media	55%	50%	65%	-16%
OVERAL AGREEMENT	**53%**	**49%**	**62%**	**-14%**

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[2] As per sample calculation done through https://www.surveysystem.com/sscalc.htm. Confidence interval of 7.5 and total population of 1,200 staff members.

Means of verification: Results of the staff survey (Survey Monkey Platform).

INDICATOR 4.3 Gender parity and racial proportionality in staffing is achieved	**Gender**: Missing
	Gender and Race: Missing

Scoring: This indicator is missing as the UNCT has not put in place a mechanism for monitoring gender parity in UN staff and therefore the baseline criteria is not met.

Explanation:

a) The UNCT has in place a mechanism for monitoring gender parity (a1) and racial proportionality (a2) in staffing that is regularly used to monitor parity levels for General Service Staff and all professional levels. This requirement is not met as there is no system in place to track gender or racial distribution of staff in the UN agencies.

b) The UNCT can demonstrate positive trends towards achieving gender parity and racial proportionality commitments. According to the data gathered from 25 UN entities, UNCT Brazil meets the criteria only regarding sex distribution, as both at the international level and national level gender parity in the staff is achieved – see Annex 2 for detail according type of contract. The international staff is comprised of 52% women and 48% men (P1-P4 and D1-D2), while at the national level, staff is comprised of 60% women and 40% men (GI-G7 and NOA-NOD). Nonetheless, UN agencies in Brazil do not have data on the racial distribution of their staff and thus they cannot demonstrate positive trends in racial proportionality.

Table 2. Sex distribution of UN staff (23 agencies)

LEVEL	TOTAL				
	WOMEN	MEN	TOTAL	% WOMEN	% MEN
INTERNATIONAL D1-D2; P1-P5	40	36	76	53%	47%
NATIONAL NOA-NOD; GS1-GS7	216	138	354	61%	39%
TOTAL	256	174	430	60%	40%

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators with a racial perspective in at least one Business Operation Area to foster gender equality and women's empowerment. In the current Business Operations Strategy document (2019-2020), there is no evidence of specific actions related to gender parity and racial proportionality in the workforce.

Means of verification: UN agencies staff data (see results in Annex 3); BOS 2019-2020.

Dimension 5. Gender Architecture and Capacities

Out of two indicators in this dimension, UNCT meets the indicator regarding the capacity of the Gender, Race and Ethnicity Interagency Group (IAT-GRE) to influence the UNCT for advancing gender equality with a racial perspective. In contrast, none of the criteria of the second indicator on UN staff-related capacities are met.

INDICATOR 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEEW with a racial perspective	**Gender:** Meets Minimum Requirements
	Gender and Race: Meets Minimum

	Requirements

Scoring: The UN Brazil meets the minimum requirement in this indicator as it complies with three of the four criteria required: there is a gender equality mechanism chaired by a HoA, it has an annual work plan, and it has made substantial contributions to UNSDPF design and implementation. The only requirement not met regards its composition, as less than 50% of its members are senior staff.

Explanation:

a) *A coordination mechanism for gender equality (a1) with a racial perspective (a2) is chaired by a HOA.* The IATG-GRE is one of the most active interagency groups and its scope is not only advancing gender equality but also working on racial and ethnicity equality. It is chaired by the UN Women's HoA.

b) *The group has a TOR and an approved annual work plan stating a commitment to GEWE with a racial perspective.* The available documents inform the existence of the Group's Term of Reference (TOR), in which an approach to GEEW with a racial perspective is explicit. The annual plans, developed from 2017, as well as the group reports, present indicators for the monitoring and evaluation of the IAT-GRE results.

c) *Members include at least 50% senior staff (P3, P4 and above; NOB, NOC and above).* Only 8 of the 33 IATG-GRE members are senior staff according to the criteria required, so this requirement is not met.

d) *The group has made substantive inputs into the UNDAF including the country analysis, strategic prioritisation, results framework and M&E.* The IAT-GRE substantially contributed to the elaboration of the UNSDPF, including the country analysis, strategic prioritization, results structure and M&E. In addition to the evidence on plans, strategies and reports, there are documents related to specific activities, such as the concept note of the Interagency Planning Workshop of the Decade of Afro-descendants (2015) for the United Nations System in Brazil.

Means of verification:
- COP on Inter-Agency Coordination – *Vidas Negras* campaign
- IMS Report 2018 – Good Practice Form, discussing the course "Black Women Toward Planet 50-50" for UN Brazil staff, referring to gender and race mainstreamed in the UN Sustainable Development Partnership Framework for Brazil (UNSDPF 2017-2021)
- Inputs for IMS Report 2018 - Gender Mainstream
- IATG-GRE list of participants
- Concept note of the Interagency Planning Workshop of the Decade of Afro-descendants (2015) for the United Nations System in Brazil
- UNSDPF *2017-2021* Matrix of Results
- IATG-GRE ToRs

INDICATOR 5.2 UNCT has adequate capacities developed for gender mainstreaming with a racial perspective	**Gender:** Missing **Gender and Race:** Missing

Scoring: UNCT approaches minimum requirements in this indicator as only the first of the

three criteria considered is met.

Explanation:

a) *At least one substantive inter-agency gender capacity (a1) with a racial perspective (a2) development activity for UN personnel has been carried out during the past year.* No substantive interagency gender capacity building activities for UN personnel were carried out in 2019-2020. Several activities organized by the IATG-GRE with possible training components were analysed. However, they were very specific, lacking the substantive aspect required. Such activities consist, for example, to 15-minute presentations at the beginning of meetings, such as a planning meeting on May 15 and 16, 2019 or the Human Resource – IATG-GRE meeting.

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.* No capacity development plan on gender with a racial perspective was identified. During the Scorecard assessment, a set of self-assessment questions on gender and anti-racism capacities were included. Though it cannot be considered a specific inter-agency capacity assessment, it provided some very relevant results, which indicate a strong need to support and increase UN capacities on gender equality and anti-racism. As so, 228 or 51% of the respondents reported having completed at least one UN online course on GEWE; on the other hand, only 76 or 17% of the respondents informed having completed a course on racism and racial discrimination provided by the UN. 63% of respondents indicated to have a good or very good level of capacities on gender equality integration in their work, with similar results for self-assessment on anti-racism capacities. The highest levels of self-assessment relate to staff capacities to identify and address potential threats to gender or racial equality and anti-racism in the workplace (from 92% to 88% agreement). On the opposite, less than half of the respondents consider themselves positively able in terms of "*being able to explain the United Nations framework for the mainstreaming of the gender perspective and empowerment of women*, and to *influence to promote the mainstreaming of the gender perspective with my counterparts in the government*" (49% positive responses in both cases). Similarly, when asked about capacities for addressing racial discrimination in their work, less than half of the respondents indicated that they "*can influence to promote the mainstreaming of racial equality and anti-racism with my counterparts in the government, are able to discuss and promote relevant issues of racial equality and anti-racism at conferences, forums, workshops, press events and official functions*" or being "*able to explain the United Nations framework on the promotion of racial equality and the fight against racism*". Paradoxically, men self-assess themselves better than women (67% men rated themselves capable vs. 62% of women). Complete results can be seen in Annex 3.

c) *UNCT induction material includes commitments to gender equality and the empowerment of women with a racial perspective and related development challenges of the country.* So far, the UNCT has not produced and delivered common induction materials of any kind.

Means of verification:
- Training material - UNDSS induction
- Agenda of the IATG-GRE Planning Workshop on May 15 and 16, 2019; list of participants and presentations
- Webinar invitation and agenda for May 05, 2019
- Self-assessment on gender and antiracism capacities

Dimension 6. Resources

The only indicator in this dimension is absent, as there have not been any joint actions in terms of budgeting allocation and monitoring on gender and racial equality for the current cooperation framework.

INDICATOR 6.1 Adequate resources for gender mainstreaming with a racial perspective are allocated and tracked	**Gender:** Missing **Gender and Race:** Missing

Scoring: the UNCT scored missing in this indicator as no evidence was found for the compliance of any of the three requirements.

Explanation:

a) *The UNCT has carried out at least one capacity building event on the gender marker (a1) with a racial perspective (a2) over the current UNDAF cycle.* No events have been carried out by the UNCT on the gender-sensitive or gender-sensitive with an intersectional approach budgeting over the current *UNSDPF* cycle.

b) *The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women with a racial perspective.* UNCT did not set a specific target for allocating resources to GEEW or GEEW with a racial perspective during the present UNSDPF, so the requirement is not met.

c) *The UNCT has established and exceeded (exceeds) a financial target for program allocation for Gender Equality and the Empowerment of Women with a racial perspective.* As it was indicated in (b), this requirement was not met.

Means of verification:
- UNSDPF 2017- 2021
- UNSDPF Annual Reports 2017, 2018 and 2019
- UNCT Strategic Summary Reports 2017, 2018, 2019
- Matrix of results and indicators of activities 2017, 2018 and 2019.

Dimension 7. Results

The indicator in this dimension approaches minimum requirements, as the gender and racial equality results targeted in the UNSDPF were only partially achieved.

Indicator 7.1 UN Programs make a significant contribution to gender equality in the country	**Gender:** Approaches Minimum Requirements **Gender and Race:** Approaches Minimum Requirements

Scoring: UNCT Brazil approaches minimum standards as some of the expected UNSDPF's objectives and results are on track to be met. Opportunities for implementing transformative change related to gender equality and women's empowerment with a racial perspective have

clearly diminished since the adoption of the first fiscal adjustment measures adopted by Dilma, further decreased with President Temer (2016), and worsened when President Bolsonaro (2019) took office. Since then, the results on the indicators adopted in the UN Partnership Framework in Brazil has been low, as shown in the annual and six-months reports prepared by the UNCT in relation to joint work plans, in line with UNSDPF outcomes.

Explanation:

a) *The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNSDPF outcomes in line with SDG priorities including SDG 5.* Over the past four years, given the changes in national politics, UNCT has gone through a series of setbacks in achieving results related to gender equality, sexual and reproductive rights, and the empowerment of women, especially Afro-descendant and indigenous women.

In terms of outcomes, UN Brazil has contributed to the achievement of some key legal milestones such as: i) Establishment of the Federal Government Program of Protection for Human Rights Defenders, currently focusing on indigenous defenders and defenders of other traditional peoples; ii) Resolution no. 23,568 of the TSE, of May 22, 2018, which determined that political parties must invest at least 30% of the Special Campaign Financing Fund in women's candidacies and allocate at least 30% of the free electoral propaganda time on the radio and TV to women candidates; iii) Law no. 13,467 / 2017, which amended the CLT (labour laws), guaranteeing the right to equal pay for the same job and employer, without discrimination based on sex, ethnicity, nationality or age; iv) The Creation of the National System of Policy for Women and the National Plan to End Domestic Violence, by Decree no. 9,386, 2018; v) Decree 10,112 of 2019, which created the program "Woman Safe and Protected"; vi) Signature of the "Pact for the Implementation of Public Policies to Prevent and Combat Violence against Women" by the Ministry of Justice and Public Security, Ministry of Women, Family and Human Rights and various judicial bodies and women's institutions, in August 2019. Given the current government context, it is important to mention that national gender-sensitive legislation has not been negatively impacted.

b) *The UNCT has achieved or is on track to achieve all results related to gender equality and the empowerment of women with a racial perspective as planned in the UNSDPF outcomes in line with SDG priorities including SDG 5.* While some of the mentioned achievements incorporate a racial perspective, not all results related to GEWE with a racial perspective have been achieved or are on track to be achieved.

c) *At least one outcome level UNSDPF result has contributed to transformative change in relation to gender equality and the empowerment of women with a racial perspective.* No transformative changes in this sense have been identified.

Means of verification:
- UN OHCHR/CEDAW DB
- UNSDPF joint work-plans' annual and six-months reports

V. PROPOSED ACTION PLAN

Note: The plan proposed here is intended to be the base for further internal discussion between the IAT Gender and Race Scorecard, the IATG-GRE and the UNCT, for the final design of the UNCT-SWAP Gender and Race Equality Scorecard Action Plan.

ACTION	RESPONSIBLE	RESOURCES		EXPECTED IMPACT ON SCORECARD RESULTS
1. Ensure the **UNSDPF 2017-2021 final evaluation integrates a gender perspective with an intersectional approach**. Therefore, it is recommended: 1.1 The ToRs request specific intersectional gender and race expertise within the evaluation team, and includes specific intersectional gender and race outputs as part of the evaluation. 1.2 Ensure GRE CSOs – particularly black women's meaningful participation in UNSDPF 2017-2021 final evaluation in 2020.	UNCT UNSDCF Task Force	Not required	Dec 2020 – March 2021	Indicator 3.2: Maintain "Exceeds Minimum Standards" Indicator 2.3: Together with Nº 7, move from "Missing" to "Meets Minimum Requirements"
2. The **new CCA** to be finalized in 2021 should ensure: 2.1 A **more systematic, comprehensive and deeper gender analysis with an intersectional racial approach**, from its theoretical framework to the country analysis across all sectors, ensuring all population-related data is sex-disaggregated and as much as possible simultaneously disaggregated by race. 2.2 The **inclusion of a targeted gender analysis with racial perspective** of one or several specific groups of those furthest behind (for example, migrant population, LGTBI, domestic workers or others groups according to national	UNCT UNSDCF Task Force	No required, it can be done as part of the CCA updating already decided by the UNCT.	Nov 2020 to March 2021	Indicator 1.1: this action will allow the indicator to move from "Approaches" to "Exceeds Minimum Requirements"

priorities and context).				
3. **Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period,** in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on "hot topics".	RC and UNCT IAT-GRE as technical support	No required	Second semester 2021	It will help to improve scoring through all dimensions and indicators
Notes: Having this strategy would allow the UNCT to work in a more coordinated manner and would also allow for a quicker and shared position when joint statements are needed. Additionally, it would facilitate the UNCT to better strategize and prioritize its "fights" in the current context of backlash against gender equality, racial equality and human rights in general.				
4. For advancing gender equality with a racial perspective in the **UNSDCF 2022-2026 results framework** the UNCT should: 4.1 Include **specific gender & race objectives, Outcomes, Outputs, Indicators and targets** across all areas of work and particularly in the ones related to economic development and environment and climate change. 4.2 **Include a specific gender & race related outcome as part of the new UNSDCF 2022-2026 outcomes,** focused on areas where there seems to be more convergence with national priorities , such as violence against women with the Justice sector, or economic empowerment. 4.3 Ensure that **people-related indicators are sex-and-race-disaggregated** (simultaneously), identifying specific gender gaps indicators and targets per outcome. 4.4 Ensure there is **at least one specific gender & race indicator in the non-gender & race** specific outcomes.	UNCT UNSDCF Task Force IAT-GRE M&E Group	Not required	Apr-Oct 2021	Indicators 1.2 and 1.3: From "Approaches" to "Exceeds Minimum Requirements"
5. UNSDCF 2022-2026 development process should: 5.1 Ensure the **meaningful participation of women's – particular black women's – and gender equality CSOs** in the consultation process.	RC and UNCT UNSDCF Task Force	Not required	Second semester 2021.	Indicator 3.1 and 3.2: maintain "Exceeds

5.2 **Identify key government organizations** (at the federal and state level) where there are collaboration opportunities for advancing GEWE with a racial perspective and ensure their participation in the UNSDCF 2022-2026 consultation process.	IAT-GRE			Minimum Requirements".
Note: though the context is challenging, the Scorecard Assessment has indicated that the government is not monolithic and there are still opportunities for the UN to work with the government, both at the federal and state level, and also with the Judiciary and the Legislative branches. Involving these actors in the UNSDCF development would be important to identify key entry points for keeping and advancing the gender and racial equality work.				
6. UNSDCF 2022-2026 budget: 6.1 Develop a **targeted training on gender & race sensitive budgeting and gender and race marker to the UNSDCF TF**. This training should involve specific staff in each agency in charge of UNSDCF budget. 6.2 Identify and estimate a specific **budget allocation by outcome targeting gender equality with a racial perspective.**	UNCT RCO UNSDCF Task Force M&E Group IAT-GRE	Budget for the training	Second semester 2021.	Indicator 6.1: from "Missing" to "Meets Minimum Requirements".
Note: Many agencies already have their own gender markers. One of these markers or an alternative joint methodology could be put in place so each agency is not only able to establish its economic contribution to each specific UNSDCF outcomes, but to indicate their specific budget contribution to the outcomes, outputs and activities directly targeting gender equality with a racial perspective. The dedicated training could be not only the moment to train the related staff, but also to agree on the methodology to be used.				
7. **UNSDCF 2022-2026 monitoring and evaluation strategy** should include: 7.1 Provide at least **one training on gender-sensitive with a racial perspective M&E** to the M&E Group. 7.2 Should make **explicit the role and the participation of the civil society** in the monitoring and evaluation of the UNSDCF. 7.3 Should state that **annual country results report and UNSDCF final evaluation** ensure gender-and-race (simultaneously) specific indicators are collected and	UNSDCF Task Force IAT-GRE M&E Group	Budget for the training	Second semester 2021.	Indicator 2.3: from "Missing" to "Meets Minimum Requirements". Indicator 3.2: Maintain "Exceeds Minimum Requirements".

updated.				
7.4 Specify that the **teams and ToRs for external UNSDCF final evaluation** should have specific gender equality with a racial perspective expertise, and specific related outputs.				
7.5 Include in **M&E UN Group's TORs** reference to accountability for gender equality with a racial perspective.				
Note: The UNSDPF 2017-2021 monitoring and evaluation has not corresponded to what was initially planned. In this case, the recommendation is not only that the points indicated are included in the monitoring and evaluation strategy of the new UNDSCF, but that the UNCT puts in place the necessary mechanisms to ensure a proper and continuous monitoring and evaluation of the upcoming cooperation framework, that also ensures monitoring and evaluation of actions and results on gender equality with a racial perspective.				
8. Put in place a **mechanism to ensure gender and race screening for any new UN joint program proposals**. The recommendation is that the IAT GRE acts as the screening mechanism, and therefore any draft JP proposal should be sent to the group for screening, and its feedback integrated in the JP proposal.	UNCT IAT GRE	Not required	By the end of 2021	**Indicator 2.1:** From "Meets" to "Exceeds Minimum Requirements"
9. For improving UNCT Communications for advancing gender equality with a racial perspective: 9.1 Develop a **systematic and practical coordination mechanism between the UNCG and the IAT-GRE**. This coordination mechanism should be included in both groups' ToRs. 9.2 In the context of the UNSDCF 2022-2026**, review the Communications Strategy and Plan** for including specific actions and targets on GE with a racial perspective, including the reactivation of the *Vidas Negras* campaign, strengthening its gender perspective and allocating sufficient resources for its full development.	UNCT UNCG IAT-GRE	Not required	2nd Semester 2021	**Indicator 2.2:** From "Approaches" to "Meets Minimum Requirements".

10. Put in place a **Gender, Race and Ethnicity CSOs Advisory Group to the UNCT** to potentiate the participation of the civil society in the design, implementation, monitoring and evaluation of the next UNSDCF 2022-2026. This will help not only the UNCT to improve its Scorecard scoring, but also to improve the impact of its work while supporting the civil society movement which is currently very much weakened due to the political context.	UNCT RC RCO IAT-GRE	Resources to facilitate their participation	June 2021	**Indicator 3.2:** Keep "Exceeds Minimum Requirements".
11. Improving **UNCT's leadership role on advancing GRE.** 11.1 Ensure **GRE is a standing point in UNCT meetings' agenda,** and that at least one/two meetings per year allow for meaningful discussion. 11.2 The **UNCT and the RC should develop periodic external communications** (joint positions, speeches, external communications) for advocating for gender equality with a racial perspective. 11.3 Ensure the **RC and UNCT Annual Work Plan have specific gender equality with a racial perspective objectives and activities**, and that they are visibly reported annually through the RC and UNCT performance appraisal system.	UNCT RCO	Not required	January 2021	**Indicator 4.1:** From "Approaches" to "Meets Minimum Requirements".
12. Leverage **IAT-GRE capacities to influence** UNCT work for advancing gender and race equality: 12.1 The IAT-GRE ToRs should also specify the role of the IAT-GRE in the UNSDCF development, implementation and monitoring process. 12.2 Update the IAT-GRE ToR to clearly define the profile of its members, requesting all UN agencies to formally re-nominate their IAT GRE focal points, integrate this responsibility in the IAT-GRE members performance evaluation documents. 12.3 IAT-GRE should have an annual plan formally approved by the UNCT, with a **specific joint budget.** The plan should	UNCT IAT-GRE	Not required	2021-2022	**Indicator 5.1:** From "Meets" to "Exceeds Minimum Requirements"

include: ○ At least **one joint policy paper** for strategic discussion in the UNCT. ○ At least one **UN joint gender-and-race knowledge product** focusing on UNSDCF priority areas. ○ The **participation of the IAT-GRE in the UNCT meetings** at least 3 times a year. ○ The development of an **extended IAT-GRE** with CSOs at least twice a year for discussion and UN accountability.				
13. Common **UN operations:** **13.1 Put in place a mechanism to periodically monitor UN agencies sex, gender, and race/colour HR disaggregated data** based on self-identification of staff according to national regulations. **13.2** It is strongly recommended that the **UNCT agrees on specific targets for each agency** to increase the participation of black people among staff. **13.3** From the gender and race capacities self-assessment developed for the Scorecard, **elaborate and implement a plan to build/strength capacities for all UN staff focusing on improving understanding of gender equality with a racial perspective**. This plan should include specific actions targeting HOAs. **13.4** Produce a **common induction package for UN newcomers** that provides key information about gender and race equality challenges in Brazil and UN priorities. **13.5 Implement and offer periodic induction sessions** for new UN staff on the UN strategy on gender, race and ethnicity in Brazil.	UNCT OMT/HR Network IAT-GRE OMT-Procurement	Not required	2021-2022	**Indicator 4.2:** From "Approaches" to "Meets". **Indicator 4.3:** From "Missing" to "Exceeds Minimum Requirements". **Indicator 5.2:** From "Missing" to "Meets Minimum Requirements"

13.6 Include, as part of the BOS, the analysis **of mechanisms to improve women (particularly black women) owned business access to UN procurement.**				

Annex 1- Expected results of the Gender and Race Scorecard Assessment once the Action Plan is implemented

INDICATORS	Missing	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
PLANNING				
Indicator 1.1 Common country analysis integrates gender analysis with a racial perspective				🟩
Indicator 1.2 Gender equality with a racial perspective mainstreamed in the UNSDPF outcomes			🟦	
Indicator 1.3 UNDAF indicators measure changes on gender equality with a racial perspective			🟦	
PROGRAMMING				
Indicator 2.1 Joint programs contribute to reducing gender inequalities with a racial perspective			🟦	
Indicator 2.2 Communication and advocacy address areas of gender inequality with a racial perspective				🟩
Indicator 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results with a racial perspective			🟦	
PARTNERSHIPS				
Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women, with a racial perspective				🟩
Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs, with a racial perspective				🟩
LEADERSHIP				
Indicator 4.1 UNCT leadership is committed to championing gender equality with a racial perspective				🟩
Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women with a racial perspective			🟦	
Indicator 4.3 Gender parity and racial proportionality in staffing is achieved			🟦	

GENDER ARCHITECTURE AND CAPACITIES				
Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE with a racial perspective			(blue)	
Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming with a racial perspective			(blue)	
RESOURCES				
Indicator 6.1 Adequate resources for gender mainstreaming with a racial perspective are allocated and tracked		(yellow)		
RESULTS				
Indicator 7.1 UN programmes make a significant contribution to gender equality with a racial perspective in the country		(yellow)		
TOTAL	0	2	8	5
PERCENTAGE	0%	13%	53%	33%

Annex 2- Staff survey results

1.1 All statements. Percentage of respondents that strongly agree or agree with the statements

GENDER AND RACIAL EQUALITY	Total	Women	Men	Gender gap
I believe the UNCT in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels.	69%	64%	80%	-16 p.p.
I believe the UNCT in this country makes adequate efforts to achieve an equal representation of women and men at all levels and, at the same time, proportional representation of racially discriminated groups.	49%	45%	59%	-13 p.p.
Heads of Agencies in this UNCT are committed to gender equality in the workplace.	59%	57%	65%	-9 p.p.
Heads of Agencies in this UNCT are committed to gender and race equality in the workplace, simultaneously.	50%	46%	58%	-12 p.p.
UN personnel in Brazil demonstrate commitment to gender equality in the workplace.	64%	59%	72%	-13 p.p.
UN personnel in Brazil demonstrate commitment to gender and race equality in the workplace.	55%	51%	62%	-10 p.p.
Mean	**57%**	**54%**	**66%**	**-12** p.p.
NON-DISCRIMINATION	Total	Women	Men	Gender gap
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sex.	64%	59%	74%	-15%
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sexual orientation and gender identity.	67%	63%	77%	-14%
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of race/colour/ethnicity.	64%	59%	74%	-15%
The UNCT in Brazil has adequate procedures in place to prevent and address sexual harassment and abuse in the workplace.	60%	58%	65%	-7%
The UNCT in Brazil has adequate procedures in place to prevent and address racial discrimination in the workplace.	53%	49%	62%	-14%
The UNCT in this country has adequate procedures in place to protect my personal safety and security.	73%	70%	79%	-9%
The UNCT in this country adequately facilitates the participation of both women and men in all levels of the organization.	65%	59%	78%	-19%
The UNCT in this country adequately facilitates the participation of black people and persons of other racially discriminated groups in all levels of the organization.	47%	41%	60%	-19%
Mean	**62%**	**57%**	**71%**	**-14%**
WORK AND LIFE BALANCE	Total	Women	Men	Gender gap

The package of entitlements (e.g., maternity, paternity, breastfeeding, dependent minors care etc.) are adequate and sufficient to facilitate work-life balance.	47%	41%	62%	-21%
The existing mechanisms for the flexibilization of work (schedule, telework etc.) are adequate and sufficient to facilitate work-life balance	58%	54%	64%	-10%
Heads of Agencies are supportive and facilitate the existence and the functioning of measures for the personnel to establish an adequate relationship between work and home life.	59%	55%	65%	-10%
Mean	**41%**	**38%**	**48%**	**-10%**
OVERAL AGREEMENT	**59%**	**55%**	**68%**	**-13%**

1.2 Only gender- Percentage of respondents that strongly agree or agree with the statements

GENDER AND RACIAL EQUALITY	Total	Women	Men	Gender gap
I believe the UNCT in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels.	69%	64%	80%	-16%
Heads of Agencies in this UNCT are committed to gender equality in the workplace.	59%	57%	65%	-9%
UN personnel in Brazil demonstrate commitment to gender equality in the workplace.	64%	59%	72%	-13%
Mean	64%	60%	72%	-13%
NON-DISCRIMINATION	Total	Women	Men	Gender gap
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sex.	64%	59%	74%	-15%
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sexual orientation and gender identity.	67%	63%	77%	-14%
The UNCT in Brazil has adequate procedures in place to prevent and address sexual harassment and abuse in the workplace.	60%	58%	65%	-7%
The UNCT in this country has adequate procedures in place to protect my personal safety and security.	73%	70%	79%	-9%
The UNCT in this country adequately facilitates the participation of both women and men in all levels of the organization.	65%	59%	78%	-19%
Mean	66%	62%	75%	-13%
OVERAL AGREEMENT	**65%**	**61%**	**74%**	**-13%**

1.3 Racial equality - Percentage of respondents that strongly agree or agree with the statements

GENDER AND RACIAL EQUALITY	Total	Women	Men	Gender gap
I believe the UNCT in this country makes adequate efforts to achieve an equal representation of women and men at all levels and, at the same time, proportional representation of racially discriminated groups.	49%	45%	59%	-13%
Heads of Agencies in this UNCT are committed to gender and race equality in the workplace, simultaneously.	50%	46%	58%	-12%
UN personnel in Brazil demonstrate commitment to gender and race equality in the workplace.	55%	51%	62%	-10%
Mean	51%	48%	59%	-12%
NON-DISCRIMINATION	Total	Women	Men	Gender gap
UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of race/colour/ethnicity.	64%	59%	74%	-15%
The UNCT in Brazil has adequate procedures in place to prevent and address racial discrimination in the workplace.	53%	49%	62%	-14%
The UNCT in this country adequately facilitates the participation of black people and persons of other racially discriminated groups in all levels of the organization.	47%	41%	60%	-19%
Mean	55%	50%	65%	-16%
OVERAL AGREEMENT	**53%**	**49%**	**62%**	**-14%**

Annex 3- UN Staff composition

The table summarizes sex-disaggregated data on staff at November 6, 2020, comprising a total of 25 agencies: FAO, UNAIDS, UNESCO, UNODOC, IOM, UNICEF, UNFPA, WFP, UNOPS, UNHCR, UNDP, UN-Habitat, UN Women, IFAD, UNIDO, ILO, OHCHR, IMF, UNEP, ITU, ECLAC, RCO, UNV, PAHO/OMS, UNDSS.

2.1 Summary of sex-disaggregated UN staff composition

Group of contracts	Nº WOMEN	Nº MEN	Nº TOTAL	% WOMEN	% MEN
INTERNATIONAL D1-D2; P1-P5	40	36	76	53%	47%
Other internationals	42	40	82	51%	49%
NATIONAL NOA-NOD; GS1-GS7	216	138	354	61%	39%
Other nationals	570	267	837	68%	32%
TOTAL	868	481	1.349	64%	36%

2.2 Detail by type of contract

Type of contract	Nº WOMEN	Nº MEN	Nº TOTAL	% WOMEN	% MEN
D2	1	2	3	33%	67%
D1	5	3	8	63%	38%
P5	4	14	18	22%	78%
P4	9	11	20	45%	55%
P3	17	5	22	77%	23%
P2	5	3	8	63%	38%
P1	0	0	0		
Subtotal international	40	36	76	53%	47%
P6	0	1	1	0%	100%
IUNV	2	1	3	67%	33%
Consultants	0	2	2	0%	100%
Other internationals	2	4	6	33%	67%
Total internationals	42	40	82	51%	49%
NOD	7	2	9	78%	22%
NOC	20	16	36	56%	44%
NOB	27	24	51	53%	47%
NOA	28	17	45	62%	38%
LICA 8/NOA	6	1	7	86%	14%
GS7	10	6	16	63%	38%
LICA 7/G7	5	3	8	63%	38%

GS6	31	14	45	69%	31%
LICA 6/G6	15	2	17	88%	12%
GS5	46	15	61	75%	25%
LICA 5/5I	21	8	29	72%	28%
GS4	11	14	25	44%	56%
LICA 4/G4	30	36	66	45%	55%
GS3	2	5	7	29%	71%
LICA 3/G3	4	3	7	57%	43%
GS2	2	9	11	18%	82%
LICA 2/G2	0	2	2	0%	100%
LICA1 B	4	3	7	57%	43%
GS1	0	0	0		
LICA1 A/GI	1	0	1	100%	0%
Sub total nationals	**216**	**138**	**354**	**61%**	**39%**
LICA 11	1	0	1	100%	0%
LICA 10	0	0	0		
LICA 9	2	2	4	50%	50%
UNV	20	8	28	71%	29%
Consultants	252	130	382	66%	34%
INTERN	16	9	25	64%	36%
Fifth range: SC10-11	0	0	0		
Fourth range: SC8-9	0	0	0		
Third range: SC5-7	9	2	11	82%	18%
Second range: SC3-4	250	102	352	71%	29%
First range: SC1-2	20	14	34	59%	41%
Other nationals	570	267	837	68%	32%
Total nationals	**786**	**405**	**1.191**	**66%**	**34%**
TOTAL	**828**	**445**	**1.273**	**65%**	**35%**

Annex 4- Results of self-assessment of gender and anti-racism capacities

3.1 Percentage of respondents that consider they have either excellent of adequate capacities

SELF-ASSESSMENT OF GENDER CAPACITIES	Total	Women	Men	Gender gap
1. I know and am able to explain the United Nations framework for the mainstreaming of the gender perspective and empowerment of women	49%	48%	51%	-3 p.p.
2. I know and can explain key aspects of gender equality related to my area of work.	76%	76%	76%	0
3. I can contribute substantially and monitor the mainstreaming of the gender perspective in my work area	62%	63%	61%	2 p.p.
4. I can influence to promote the mainstreaming of the gender perspective with my counterparts in the government.	49%	47%	55%	-8 p.p.
5. I am able to discuss and promote relevant gender equality issues at conferences, forums, workshops, press events and official functions.	51%	50%	51%	-1 p.p.
6. I am able to identify and address potential threats to gender equality in my work area (example: discriminatory behaviour).	92%	93%	90%	3 p.p.
ONLY GENDER	63%	63%	64%	-1 p.p.
SELF-ASSESSMENT OF ANTI RACISM CAPACITIES	Total	Women	Men	Gender gap
7. I know and am able to explain the United Nations framework on the promotion of racial equality and the fight against racism.	49%	48%	53%	-5 p.p.
8. I know and can explain key aspects of the promotion of racial equality and anti-racism related to my area of work.	67%	64%	73%	-9 p.p.
9. I can contribute substantially and monitor the mainstreaming of racial equality and anti-racism in my area of work.	61%	57%	68%	-11 p.p.
10. I can influence to promote the mainstreaming of racial equality and anti-racism with my counterparts in the government.	47%	44%	55%	-11 p.p.
11. I am able to discuss and promote relevant issues of racial equality and anti-racism at conferences, forums, workshops, press events and official functions.	46%	42%	53%	-11 p.p.
12. I am able to contribute to ensuring a racism-free environment in my work area	88%	88%	90%	-2 p.p.
13. I am able to identify and address potential threats to racial equality and anti-racism in my work area (example: discriminatory behaviour).	90%	90%	90%	0
ANTIRACISM CAPACITIES	64%	62%	69%	-7 p.p.
RESPONSES GENDER AND ANTIRACISM CAPACITIES	64%	62%	67%	-4 p.p.

Annex 5- Inter-agency Scorecard Assessment Team

IAT MEMBERS	AGENCY
Rachel Silva	IFAD
Leonardo Bichara	IFAD
Ângela Pires	OHCHR
Ana Carolina Querino	UN Women
Maria Carolina Ferracini	UN Women
Raissa Pereira	UN Women
Michele Lobo	UN Women
Ana Sena	PAHO/OMS
Akemi Kamimura	PAHO/OMS
Andréa Fernandes	PAHO
Tatiana Santos	PAHO/OMS
Ismália Afonso	UNDP
Samantha Salve	RCO
Lorena Camarena	RCO
Ariadne Ribeiro	UNAIDS
Cleiton Euzébio	UNAIDS
Roberta Guaragna	UNESCO
Luana Silva	UNFPA
Rachel Quintiliano	UNFPA
Lívia Alen	UNOPS
Pedro Tarrisse	UNOPS