



UNCT-SWAP Scorecard

Comprehensive Assessment Results and Action Plan
United Nations Country Team Pacific

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I. Background

The UNCT SWAP-Scorecard is a globally standardized rapid assessment of UN country level gender mainstreaming practices. The framework is designed to foster adherence to minimum requirements for gender equality processes across the UN system set by the United Nations Sustainable Development Group (UNSDG). The UNCT-SWAP Scorecard focuses on the performance of the UN system as a whole, rather than the achievements of any single agency. By focusing on gender mainstreaming processes at the country level, the tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and the empowerment of women (GEEW) results at the country level.

The United Nations Development Group (UNDG, now UNSDG) endorsed the Scorecard in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) provided an accountability framework supporting entity-level policy implementation. The UNCT-SWAP Scorecard and the UN-SWAP were revised in 2018 for greater alignment, and to reflect new guidance on common country processes within the repositioning of the United Nations Development System. The tools are further aligned to the Sustainable Development Goals (SDGs), recognizing the importance of gender equality to SDG achievement and human rights attainment.

II. Methodology

The UNCT-SWAP Scorecard measures gender mainstreaming in UN common processes across 15 indicators within seven dimension areas: 1) planning; 2) programming and monitoring & evaluation; 3) partnerships; 4) leadership and organizational culture; 5) gender architecture and capacities; 6) financial resources; and 7) results. The methodology relies on evidence-based analysis and consultation to score the country team for each indicator based on standardized criteria.¹

The Scorecard exercise was conducted in the Pacific as a guided self-assessment with internal coordination support provided by UN Women, UNFPA and RCO Fiji. Heads of Agencies (HOA) nominated members of the Interagency Assessment Team (IAT). The assessment team was comprised of 23 members from 15 agencies based in Fiji and Samoa (ILO, IOM, OHCHR, UNAIDS, UNCDF, UNDP, UNDRR, UNESCAP, UNESCO, UNFPA, UN-Habitat, UNICEF, UN Women, WFP, WHO) and RCOs in Fiji and Samoa. Representation across fields and functions helped to ensure a sound knowledge base on joint UN actions.²

¹ Refer to Annex A for details on indicators and scoring requirements.

² Team members included members of cross-cutting groups OG2, OMT, UNCG, and the M&E group.

Assessment team members worked collaboratively in six clusters to provide a rationale and supporting evidence for indicator ratings. Working closely with the three internal coordinators, an external gender specialist provided coordination and technical support throughout the process to facilitate and ensure validity of findings and rigor of analysis. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings.

The 15 Performance Indicators were scored collectively for the Pacific UNCT, with each indicator garnering a single score. IAT cluster configurations included representatives from both regional hubs to facilitate inputs from across the UN system. Scores for Indicator 4.1 Leadership reflect the combined results for the region based on distinct analysis of each hub for specific criteria.³

Due to the COVID-19 pandemic, the Pacific MCO assessment worked with new forms of remote facilitation including on-line group consultations and reporting techniques. After working in clusters, IAT members presented draft findings to the full IAT in an online workshop, providing an opportunity for validation and/or alternative views to emerge before finalizing findings. Voting functions were used to ensure consensus was reached for each indicator before proceeding to the next indication. The online interactive methodology helped to foster participation and deepen understanding across the system of the indicator results.

III. Multi-Country Office Context

The UNCT-SWAP Scorecard assessment was conducted in the Pacific in August-September 2020, near the middle of the 2018-2022 United Nations Pacific Strategy (UNPS). The UNPS 2018-2022 is a multi-country, outcome level, strategic framework that presents a coordinated approach to support the 14 Pacific Island Countries and Territories (PICTs), namely Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Nauru, Niue, Palau, Republic of Marshall Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, and Vanuatu. The UNPS aims to support the region to advance a localized response to the global 2030 Agenda for Sustainable Development tailored to each country's national priorities.

The UN system in the Pacific works on the basis of multi-country engagement led by two RCs and a Joint UNCT linked across two regional hubs, with agencies operating regionally out of Fiji and Samoa. The comprehensive gender assessment was the first time the exercise had been conducted in the Pacific using the UNCT-SWAP Scorecard methodology launched in 2018, providing key baseline data for all indicators against minimum requirements established by the UNSDG. The 'Gender Scorecard' (predecessor to the UNCT-SWAP) was conducted in the Pacific in 2015.

³ Indicator 4.1 Leadership criteria b) looks at the RC Samoa and RC Fiji; criteria d) looks at the Fiji and Samoa Performance Results Reviews.

The Scorecard exercise in the Pacific was situated within the on-going process of UN reform that calls for a new generation of UN country teams, and puts forth strategic direction and enhanced accountability frameworks for system-wide results. The commitment of the team in the Pacific to proceed with the exercise amidst significant upheaval and work strains caused by the global pandemic speaks well for the team's commitment to understand and improve joint operations for gender equality and women's empowerment results. Dedicated support to the exercise provided by key stakeholders across the system provides a good foundation from which to move forward for more coordinated programming for gender equality in the future.

IV. Findings

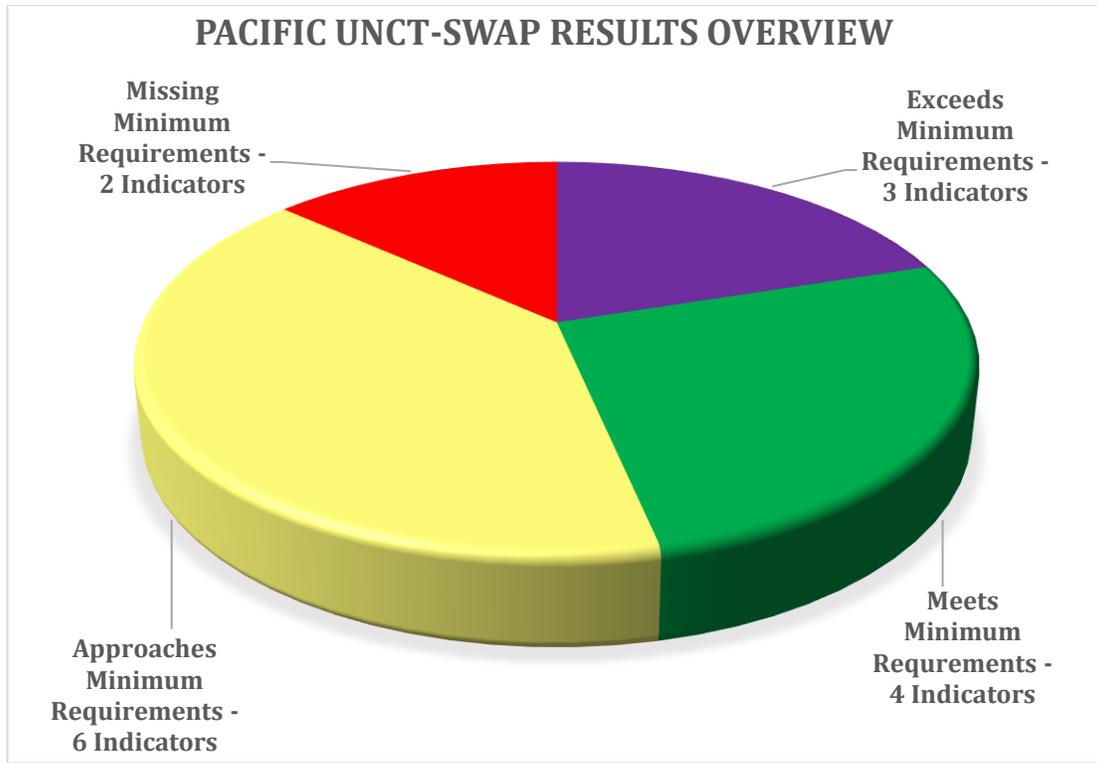
The findings presented below show the overall scores for the Pacific for each indicator across the seven dimension areas. The rating system consists of four levels as follows:

- Exceeds minimum requirements
- Meets minimum requirements
- Approaches minimum requirements
- Missing minimum requirements

UNCTs score as 'exceeds', 'meets', 'approaches' or 'missing' minimum requirements depending upon which criteria they meet for each indicator.⁴ If UNCTs fail to meet the criteria under 'approaches', the indicator is scored as 'missing'. An indicator may score as 'missing' in some cases where achievements have been made, but progress falls short of the criteria set forth in 'approaches minimum requirements'.

UNCTs should aim to meet minimum requirements across indicator areas. However, meeting requirements should be seen as a starting point from which UNCTs may work toward deepening their efforts to exceed standards, thereby achieving better results and serving as leaders globally.

⁴ Refer to Annex A for details on rating criteria.



The results for 2020, as presented in the above chart, show that the country team in the Pacific has exceeded or met minimum requirements for seven of the indicators (three exceed and four meet the requirements). Six indicators score as approaching minimum requirements, and two are missing the requirements. Details on findings by indicator are included below and further elaborated in Annex A.

UNCT Pacific UNCT-SWAP Scorecard Scores by Performance Indicator

Indicator	Missing Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1- Planning				
1.1 CCA				
1.2 UNSDCF Outcomes				
1.3 UNSDCF Indicators				
2- Programming and M&E				
2.1 Joint Programs				
2.2 Comm/Advocacy				
2.3 UNSDCF M&E				
3- Partnerships				
3.1 Engagement Govt				
3.2 Engagement CSO				
4 - Leadership				
4.1 Leadership				
4.2 Org Culture				
4.3 Gender Parity				
5- Gender Architecture and Capacities				
5.1 Gender Coord				
5.2 Capacities				
6 - Financial Resources				
6.1 Resource Tracking				
7 - Results				
7.1 Gender Results				

Findings Highlights by Dimension Area

1. Planning. The findings in this dimension area point to a lack of rigor in integrating gender analysis consistently throughout Cooperative Framework planning. The analysis revealed that the 2016 CCA fell short of the minimum requirements for gender mainstreaming due to insufficient consistency of gender analysis across thematic areas (see Annex B for details). On the plus side, the 2018-2022 UNPS exceeded the UNSDG requirements, with one gender-targeted outcome and gender mainstreaming across all other outcome narratives. The UNPS results framework, however, only approached the minimum requirements for gender sensitivity, with 27.5 percent (11 out of 40) of outcome indicators able to track progress toward

gender equality. The analysis identified challenges specific to the MCO context whereby the results framework focuses largely on monitoring the number of countries that have progressed toward outcome-level targets, thereby obscuring sex-disaggregated tracking for most indicators at the UNPS level.

2. Programming and Monitoring and Evaluation. The UN Pacific met the minimum requirements for joint programs due to the presence of both gender-targeted and mainstreamed JPs. Results were supported by donor-specific mechanisms to mainstream gender within JPs, rather than a UN system-level quality assurance procedure to ensure that gender mainstreaming in the JP design process. The assessment found evidence of numerous joint UN actions for GEWE communication and advocacy, however weaknesses were found in the UNCG planning stages due to a lack of gender articulation in the 2019-2022 Communications Strategy and Implementation Plan and weak focus in the Samoa MCO Communications and Advocacy Workplan (2019-2020). The UN missed the minimum requirements for gender sensitive monitoring and evaluation, reflecting broader challenges with M&E that are further complicated by the MCO context and COVID-19, whereby narrative results and outcome indicators have not been adequately tracked.

3. Partnerships. The partnerships dimension measures UN system engagement with the government and women's/gender CSO. The team in the Pacific displayed strong results in this dimension, exceeding minimum requirements for gender partnerships based on evidence of joint engagement with government agencies and civil society on GEWE issues. An opportunity was identified to facilitate more consistent engagement with National Women's Machineries and GEWE CSO across 14 PICTs during UNPS processes with stronger linkages between the RCO and OG2 to ensure inclusion of GEWE representatives in all consultations.

4. Leadership and Organizational Culture. The UNCT Pacific met the minimum requirements for gender-focused leadership despite a lack of evidence of sufficient engagement on gender issues at high level meetings. Leadership strengths included the RC Fiji and RC Samoa attending key gender events in the region and including gender equality messaging in speeches and communications. The staff survey found that 69 percent of staff felt that HOAs demonstrated leadership and commitment to gender equality in the workplace, and the Performance of Results Reviews for the UNCT Fiji and UNCT Samoa each integrated gender in two of the five dimensions.

The personnel survey on organizational culture measures perceptions of gender equality in the working environment across three rubrics: workplace gender equality; discrimination and personal safety; and work-life balance. Results revealed an overall positive response rate of 63 percent, falling short of the minimum requirement of at least 65 percent positive responses. Men displayed higher rates of satisfaction than women with a male average positive response rate of 72 percent compared to 58 percent for females. Analysis of results disaggregated by sex revealed that male staff members were more positive than females in their perceptions across each of the 10 questions, raising a need to look deeper into understanding differences

in staff experiences by gender. More detailed information is included in Annex C.

Findings on gender parity showed that the Pacific team was missing the minimum requirements. The Scorecard exercise was the first time that staff data had been assessed collectively at the system level, and the team had not yet put into place a system for monitoring parity levels. The assessment found that women comprise 64 percent of UN staff in the region: General Service (73% female); Mid-level Professionals (56% female); Senior Level (62% female).⁵ Refer to Annex D for further details.

5. Gender Architecture and Capacities. The gender coordination mechanism (OG2) provided a strong model for gender coordination in a complex environment, meeting the minimum requirements with respect to its leadership (led by two HOAs), operational framework (TOR and AWP) as well as yielding influence into key UNPS processes. Inadequate representation of active senior members in the group was identified as a shortcoming. The Pacific team met the minimum requirements for gender capacity development based on the provision of interagency gender training opportunities as well as the inclusion of gender-related cultural and security issues in the UNDSS travel advisories.

6. Budgeting. The UN Pacific approached the minimum requirement for this dimension on the basis of having built interagency capacities on the use of the UNCT gender marker with a regional training in August 2020 attended by representatives from six agencies. Financial targets for UNPS Outcome 2 offer some means of financial tracking for gender-targeted programmes, but mainstreamed gender expenditures are currently not visible. Examples of good practice with gender budgeting in relation to requirements of specific JPs and funds lay a good foundation for developing common targets and tracking systems for GEWE expenditures across the UN system.

7. Results. The assessment found evidence of good progress for UN contributions to gender equality and women's empowerment in the region on the basis of available data, revealing progress toward both targeted and mainstreamed gender results. However, the score of 'approaches minimum requirements' reflects weaknesses in M&E systems that make it hard to assess with any level of certainty the overall UNCT performance at this stage of the UNPS cycle.

V. Action Plan

The action plan was generated in an iterative process throughout the Scorecard exercise based on analysis and findings. The IAT put forth initial ideas during the cluster scoring exercises, which were then further developed during the consolidation workshop. Group feedback and prioritization was conducted via online survey format to gather more inputs into feasibility and strategic importance of

⁵ Gender parity is defined as 47-53% male/female. Data is based on figures provided by ILO, UNDP, UNICEF, WHO, UN Women, RCO, UNAIDS and UNFPA.

proposed ideas. All action points include details of responsibilities with a strong focus on interagency mechanisms. All actions are directed at the UNCT Pacific as a collective unless otherwise specified. Proposed action points were presented as part of the online debriefing to the UNCT Heads of Agencies for feedback and endorsement.

The action plan was recognized by the IAT as comprehensive, but also ambitious, especially in light of the complications and uncertainties the COVID 19 pandemic has wrought on planning and programming. While all actions were deemed important, the following six action points were highlighted by the IAT collectively as most critical and strategic:

Meet GEWE requirements in planning for the new UNPS

1. Ensure that the new CCA meets the UNSDG minimum requirements for GEWE;
2. Ensure next Cooperative Framework maintains gender mainstreaming across all outcomes and at least one gender-targeted outcome;
3. Improve gender sensitivity of the next UNPS Results Framework to meet minimum requirements;

Strengthen gender sensitive M&E systems and build gender capacities

4. Strengthen the DMEG and build capacities for gender mainstreaming in results frameworks;
5. Design a gender capacity development strategy targeting key interagency groups;
6. Ensure outcome level tracking and reporting captures GEWE contributions for targeted and mainstreamed progress across all UNPS outcomes.

The action plan (see Annex E) includes details on responsibility, resources and timing. It also outlines the logic and linkages to the UNCT-SWAP Scorecard assessment to inform annual tracking.⁶ The plan takes into consideration the assessment findings as well as the regional context, bearing in mind that the UNCT has an obligation to coordinate efforts to deliver collectively on gender equality and women's empowerment.

⁶ Online annual tracking system is planned for launch in 2020. UNCT Pacific will be expected to update 2020 baseline indicator scores at end of 2021.

Annex A – UNCT-SWAP Scorecard Findings by Indicator Pacific 2020

Dimension 1 - Planning

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1.1 Common Country Assessment		
CCA or equivalent includes: a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5; and b) <u>Some</u> sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b) <u>Consistent</u> sex-disaggregated and gender sensitive data.	CCA or equivalent meets minimum requirements and includes: c) Targeted gender analysis of those furthest behind.

Indicator: 1.1 CCA	Score: <i>Approaches minimum requirements</i>
Findings and Explanation	
<p><i>Although the CCA includes many elements as required under ‘meets requirements’, it does not fully meet the minimum requirements, as some sectors lack gender analysis or sex-disaggregated data.</i></p> <p>a) <i>Gender analysis is evidenced across the <u>majority</u> of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5. <u>Met.</u> The Pacific CCA uses ‘themes’ to cluster sectors and issues under five larger headings. This assessment takes each theme as the unit of analysis, and refers to a deeper breakdown analysis by sub-issues within each theme. Refer to Annex B for further details of analysis.</i></p> <p><i>Gender analysis is sufficiently evidenced in 3 of the 5 themes (18 of the 32 sub-issues). Gender analysis is strongly present in <u>Theme A Inclusive Economic Growth</u>, particularly related to income, employment and livelihoods (8 of the 12 sub-issues include substantive gender analysis). Gender Analysis is furthermore present in <u>Theme C Environment and Climate Change</u> (2 of the 3 sub-issues include gender specific information) and <u>Theme D Education, Equality and Institutions</u> (4 of the 5 sub-issues include substantive gender analysis) with explicit linkage to SDG 5. Gender analysis is weakly present in <u>Theme B Water, Nutrition, Health and Consumption</u> (gender analysis present in only 3 of the 9 sub-issues) and <u>Goal 17 Partnerships</u> (gender analysis is present in 1 of the 3 sub-issues).</i></p>	

On several occasions, the CCA includes in-depth gender-specific targeted analysis of marginalized groups. It furthermore identifies gender inequality as a root cause of broader development issues (page 56). The CCA includes reference to international conventions, including CEDAW. No analysis of UNCT comparative advantage to address gender inequality.

- b) **Some sex-disaggregated and gender sensitive data.** *Met.* Some use of sex-disaggregated data where data was deemed to be available. Disaggregated data was provided mainly in education, income and employment. However, no or very little disaggregation for sectors like economic growth and development, nutrition, health and consumption, and governance.

Evidence or Means of Verification

Pacific Common Country Analysis 2016

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1.2 UNDAF Outcomes		
a) Gender equality and the empowerment of women is visibly mainstreamed across <u>some</u> outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <u>all</u> outcome areas in line with SDG priorities including SDG 5. <u>or</u> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <u>all</u> outcome areas in line with SDG priorities including SDG 5. <u>and</u> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5.

Indicator: 1.2 Strategic Framework Outcomes	Score: Exceeds Minimum Requirements
Findings and Explanation	
<p>The 2018-2022 UNPS has six outcomes, one of which focuses on women's empowerment.</p> <p>a) Gender is visibly mainstreamed across <u>all</u> outcome areas in line with SDG priorities. <i>Met.</i> Gender mainstreaming across the different outcomes was evident. While gender was not always visible in the outcome statement, gender was visibly mainstreamed in all outcome narratives.</p> <ul style="list-style-type: none"> o <u>Outcome 1 Climate Change, Disaster Resilience and Environmental Protection - Gender sensitive development, preparedness and contingency plans (SRHR and</u> 	

<p>VAWG), gender sensitive recovery support to restore infrastructure, livelihoods and community and incorporating gender into evidence-based decision making.</p> <ul style="list-style-type: none"> ○ <u>Outcome 2 Gender Equality</u> - is specific to Gender Equality with specific targets for SDG 5. See criteria b) below. ○ <u>Outcome 3 Sustainable and Inclusive Economic Empowerment</u> - mention of gender and the benefits for a focus on poverty to increase the benefits of gender responsive development, special focus on women entrepreneur skills development and informal economy. Could be mainstreamed further. ○ <u>Outcome 4 Equitable Basic Services</u> - reference to basic services for women and girls especially in regard to access to affordable sanitary products and the realising of maternal health and reproductive rights for women and girls. ○ <u>Outcome 5 Governance and Community Engagement</u> – includes focus on increased governance interaction with women, specifically has an SDG 5 target for seats held in parliament by women. ○ <u>Outcome 6 Human Rights</u> - works on a human rights-based approach for access to services and support for women experiencing violence and gender-based violence. <p>b) One outcome in the CF clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5. <u>Met.</u> Outcome 2 Gender Equality (pg. 31) states that by 2022, gender equality is advanced in the Pacific, where more women and girls are empowered and enjoy equal opportunities and rights in social, economic, and political spheres, contribute to and benefit from national development, and live a life free from violence and discrimination. This supports SDG5 target 5.1 end all forms of discrimination against all women and girls and SDG 5.5.</p>
<p>Evidence or Means of Verification</p> <p>UNPS 2018-2022</p>

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1.3 UNDAF Indicators		
Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.

Indicator: 1.3 UNPS Indicators	Score: Approaches Minimum Requirements
Findings and Explanation	
<i>Between one-fifth and one-third (20-33 percent) of UNPS outcome indicators are able to track gender progress and/or are gender segregated. <u>Met.</u></i>	

Total of 40 indicators at outcome level. 11 out of 40 indicators either track progress toward gender equality results and/or are sex disaggregated, which is equivalent to 27.5%.

Gender sensitive indicators are more apparent under the two outcomes of Gender Equality and Basic Services, whereas they are largely absent from the other four outcomes so that quantitative tracking at the outcome level is largely gender blind for most of the UNPS.

Outcome 1 – Climate, Disaster and Environment – 0/5 gender sensitive indicators (0%)

Outcome 2 – Gender Equality – 5/6 gender sensitive indicators (83%)

Outcome 3 – Economic Empowerment – 0/6 gender sensitive indicators (0%)

Outcome 4 – Equitable Basic Services – 5/11 gender sensitive indicators (46%)

Outcome 5 – Governance and Community – 1/6 gender sensitive indicators (17%)

Outcome 6 – Human Rights – 0/6 gender sensitive indicators (0%)

The UNPS 2018-2022 Results Framework is unique in that it aims to monitor regional outcomes while indicating country level disaggregation. More than one-fourth of the 40 indicators were written in a gender sensitive manner, noting that data would be disaggregated by sex (Indicators 1.1, 2.6, 3.1, 3.2, 3.3, 3.4, 3.5, 4.3, 6.1, 6.2, and 6.3). However, targets and baselines for these indicators are measured by number of PICTs, so that the tracking at the outcome level does not actually reveal gender patterns – these were therefore not counted as gender sensitive in reality as Results Framework tracking does not reveal gender changes. Furthermore, a review of country level reports showed that indicators that promised disaggregation by sex and other variables was generally reported at the country level in aggregate form.

Out of the 11 indicators that reveal gender trends, only two measure gender disaggregated data: literacy/numeracy and out of school rates of boys and girls (Outcome 4). Nine other indicators track gender sensitive trends at the country level: birth rates, VAWG, child marriage, women in parliament, maternal mortality, family planning, birth attendants (Outcomes 2 and 4).

As this Pacific Strategy is written for ten countries, indicators are largely formulated at country level. Agencies responsible for collecting data for the individual indicators do aim to collect data at gender disaggregated level, but this is not required at the UNPS level.

Therefore, the UNPS indicators overall do not adequately measure changes on gender equality.

Evidence or Means of Verification

- *Review of United Nations Pacific Strategy indicators (2018-2022)*
- *UNPS Annual One UN Country Monitoring Reports (2018)*
- *Interview with RCO Monitoring and Evaluation Specialist Jale Rokoika*

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
2.1 Joint Programs		
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting GEEW is operational over the current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment, and a system is in place to ensure gender mainstreaming in JPs.</p> <p>and</p> <p>b) A Joint Program on promoting GEEW is operational over the current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>

Indicator: 2.1 Joint Programmes	Score: Meets Minimum Requirements
Findings and Explanation	
<p>a) Gender equality is visibly mainstreamed into <u>all</u> JPs operational at the time of the assessment. <u>Not Met.</u> There are over 20 Joint Programme operational at the time of the assessment, and in total seven (7) are gender-targeted. See criteria b. A sample of six (6) other JPs that addressed different countries and sectors were assessed for this exercise, revealing that only <u>some</u> had visibly mainstreamed gender.</p> <p><u>4 of the 6 JPs had visibly mainstreamed gender:</u></p> <p><i>“Strengthening Resilience of Pacific Islands States through Universal Social Protection” implemented by UNDP, UNESCO, UNICEF, and ESCAP has a Joint SDG Fund gender marker of 2.3.⁷</i></p> <p><i>“Sustainable Financing for the 2030 Agenda through viable INFF in Cook Islands, Niue and Samoa” (2020-2022) implemented by UNDP, UNWOMEN, ESCAP has a Joint SDG Fund gender marker of 2 (see previous footnote) with links to SDG5.</i></p> <p><i>“Inclusive Governance of Natural Resources for greater social cohesion in the Solomon Islands” implemented by UN Women and UNDP has a gender marker of 2 which denotes GEWE is a significant objective.</i></p> <p><i>“The UN COVID-19 Response and Recovery MPTF” (2020) implemented in Tokelau by UNDP and UNFPA has a gender marker b designated that the project makes a significant contribution to GEWE. Gender analysis is included in the context,</i></p>	

⁷ The 2.3 gender marker is an average score across six tracking criteria, where a score of 2 meets the minimum requirements established by the Joint SDG Fund: gender analysis in context analysis; GEWE mainstreamed across outputs; output indicators measure changes to gender equality; collaboration with government on GEWE; collaboration with CSO on GEWE; gender responsive budget.

solutions, problem identification, theory of change. Results framework outcome and output targets are gender sensitive and sex disaggregated.

2 of the 6 JPs had not sufficiently mainstreamed gender:

“Samoa Knowledge Society Initiative” implemented by UNDP and UNESCO with FAO mentions that specific efforts will be made to include GEWE, but lacks any indication of GEWE issues in the background context, design and results. Outcomes are gender blind. While a few indicators in the results framework note that tracking should be disaggregated by sex and other variables, neither targets nor means of reaching women and other disadvantaged groups are clear.

“Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region” (2018-2021) implemented by IOM, ESCAP, ILO and OHCHR includes good analysis of gender issues in the situation analysis and summary of challenges and opportunities. However, the three objectives and 17 outputs do not well articulate how gender equality will be supported with the exception of Output 2.2 that aims to ensure organizations representing women, persons with disabilities and other marginalized groups have increased information and opportunities to promote safe labour migration and increased inclusion of marginalized groups. The results framework does not mainstream gender sufficiently (though some indicators note that tracking will be disaggregated by sex, almost all lack disaggregated baselines and targets).

b) Seven (7) JPs promoting gender equality and empowerment of women are operational over the current CF period in line with SDG priorities including SDG5. Met

Three Spotlight Initiatives focus on supporting transformative change in addressing DV/IPV. More specifically:

- Spotlight Initiative Pacific Regional Programme implemented by UN Women, UNFPA, UNICEF, UNDP and IOM*
- Spotlight Initiative Samoa implemented by UNDP, UNESCO, UNFPA, UNWomen, and UNICEF*
- Spotlight Initiative Vanuatu implemented by UNFPA, UNDP, UNICEF and IOM*

In addition,

“Gender Inequality of Risk” implemented by UN Women and UNDRR aims to accelerate national efforts to promote community resilience and deliver the commitments to gender and disability-responsive disaster risk reduction.

“Women in Leadership Samoa” implemented by UN Women and UNDP.

“Addressing the Gender Inequality of Disaster Risk” in the Solomons implemented by UNDRR and UN Women.

“Markets for Change” in Vanuatu implemented by UNDP and UN Women.

c) A system is in place to ensure gender mainstreaming in JPs. Not met. There is no system in place within the UNCT Pacific JP processes to ensure gender mainstreaming in JPs. However, the Pacific UNCT has well applied required gender markers to joint programs as per requirements within certain funding streams (e.g. Joint SDG Fund, COVID-19 MPTF), and the possibility of Outcome Group 2 supporting gender mainstreaming in JPs more broadly has been raised at times over past years.

<p>Evidence or Means of Verification</p> <p>Joint Programme Document: Gender Inequality of Risk (GIR) – UN Women and UNDRR</p> <p>Joint Programme Document: Women in Leadership Samoa (WILS) – UN Women and UNDP</p> <p>Joint Programme Document: Inclusive Governance of Natural Resources for greater social cohesion in the Solomon Islands (IGNR) – UN Women and UNDP</p> <p>Joint Programme Document: Spotlight Initiative Pacific Regional Programme - UN Women, UNFPA, UNICEF, UNDP and IOM</p> <p>Joint Programme Document: Spotlight Initiative Vanuatu – UNFPA, UNDP, UNICEF and IOM</p> <p>Joint Programme Document: Spotlight Initiative Samoa – UNDP, UNESCO, UNFPA, UNWomen, and UNICEF</p> <p>Joint Programme Document: Strengthening Resilience of Pacific Islands States through Universal Social Protection – UNDP, UNESCO, UNICEF, ESCAP</p> <p>Joint Programme Document: Samoa Knowledge Society Initiative – FAO, UNDP and UNESCO</p> <p>“The UN COVID-19 Response and Recovery MPTF” Signed prodoc (2020).</p> <p>“Sustainable Financing for the 2030 Agenda through viable INFF in Cook Islands, Niue and Samoa” Signed prodoc (2020).</p> <p>“Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region” prodoc (2018).</p>
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Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
2.2 Communication and Advocacy		
<p>a) The UN system has contributed collaboratively to at least one joint <u>communication activity</u> on GEEW during the past year.</p>	<p>a) The UN system has contributed collaboratively to at least one joint <u>advocacy campaign</u> on GEEW during the past year. and</p> <p>b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.</p>	<p>Meets minimum standards and</p> <p>c) The UN system has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.</p>

Indicator: 2.2 Communications and Advocacy	Score: Approaches Minimum Requirements
Findings and Explanation	
<p>a) The UNCT has contributed collaboratively to at least one <u>joint communication activity</u> on GEEW during the past year. <u>Met</u>. There are many examples of joint GEEW communications activities.</p>	

- *UN agencies worked together to profile humanitarians for World Humanitarian Day – there was a focused/deliberate attempt to profile women (UNOCHA, WHO, UNDP, UNICEF, UNRCO) – August 2020*
- *Communications around the Pacific Partnership, and newly launched initiative targeting basic services, governance, and gender equality in the Pacific in line with the SDGs, across 14 Pacific Island countries (UNICEF, UNFPA, UN Women, UNDP and UNRCO). July 2020*
- *Communications (social media and other) around Markets for Change (UN Women and UNDP). August 2019*
- *Half-day capacity strengthening event for UN staff to focus on the Resource Book about Domestic Violence for UN Staff in the Pacific (UN Staff DV Resource). (UN Women, UNFPA, UNICEF and WHO). November 2019*
- *Media for SDGs Workshop series, one workshop dedicated to SDG5 (all UNCG agencies)*
- *International Women’s Day (joint UNCG campaign, led by UN Women) – March 2020*
- *UNFPA Pacific virtual launch of the UNFPA State of the World Population Report 2020 highlighting gender inequality issues and initiating conversations in the Pacific and around the world. August 2020*
- *UNCT hosted a media conference (tv, radio, online media) on the launching of the Samoa Spotlight Initiative programme (UNDP, UN Women, UNICEF, UNESCO, UNFPA) – March 2020*
- *Ongoing communications (social media, newspaper coverage) on training workshops to build the capacity of women to become leaders under the UNDP-UN Women joint Women in Leadership Project.*

b) The UNCT has contributed to at least one joint advocacy campaign on GEEW during the past year. Met. Here are four examples of joint GEEW advocacy:

- *UN agencies contributed individually and jointly to the “16 Days of Activism for GBV” campaign Oct-Nov 2019 – e.g. Talk-back radio show with FBC (UN Women and UNFPA) and media training for the local media agencies (UNCG)*
- *Joint UN Women and UNFPA training to support implementation of the GBV service delivery protocols across Fiji. August 2019.*
- *UN Women, UNFPA, UNICEF, WHO and UNDP contributed to the national community campaign on measles vaccinations with the emphasis on women and child health. October 2019 onwards.*
- *UN Women and UNFPA jointly supported the Ministry of Health on social media and tv messages on health implications of measles on pregnant and non-pregnant women. October 2019 onwards.*

c) Interagency Communication Group AWP visibly includes GEEW communication and advocacy. Not Met. The UNCG’s communication implementation plan does not specifically identify GEEW as an area for dedicated joint communication and advocacy.

- *The UN in the Pacific has a “Communication Strategy and Implementation Plan 2019-2022” that was developed in 2019. The implementation plan sets out objectives for each year but does not define the areas/topics the UNCG will focus its*

efforts on. Therefore, it does not visibly include GEEW nor serve as a guiding document in this regard, even if the work that the UNCG does prioritizes GEEW and joint activities on this and other areas (see criteria a and b above).

- The UN MCO Samoa developed a Communications and Advocacy Work Plan 2019 – 2020 based on the Communication Strategy and Implementation Plan 2019-2022, and it has identified specific activities on GEEW such as the short video on UNPS Thematic Outcome 2; Gender Equality and social media awareness and advocacy on the International Women’s Day.

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

- Through the Pacific Joint Incident Management for COVID-19 preparedness and response, health sector partners worked in coordination to support PICs to release advocacy messages and information on how to access crisis services responding to increased rates of GBV as a result of the COVID-19 pandemic. In addition, targeted practical health guidance was provided to women of child-bearing age and lactating mothers on how to prevent and protect themselves during COVID-19 pandemic. Targeted information in the form of community tip sheets have been developed on how to identify, manage and support victims of GBV during the COVID-19. (WHO, UNFPA, UNICEF and UN Women). (January 2020 onwards)
- Pacific Humanitarian Protection Cluster work on response for the complex emergency of Tropical Cyclone Harold and #COVID19, with planning for recovery phase and the next cyclone season. (Cluster Agencies – joint corporate communications) (April 2020 onwards)

Evidence or Means of Verification

- Media and social media coverage of joint GEEW communication and advocacy activities (agency Facebook pages, twitter accounts etc.)
- COVID-19 advocacy materials that consider GEEW – produced by the JIMT risk communications cell
- UNCG meeting minutes/recordings
- 16 Days of Activism for the Elimination of Violence against Women 2019 Communications Plan
- UN in the Pacific’s Communication Strategy and Implementation Plan 2019-2022
- United Nations Samoa Communications and Advocacy Work Plan 2020

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
2.3 UNDAF M&E		
Meets one of the following:	Meets two of the following:	Meets all of the following
a) UNDAF Results Matrix data for gender sensitive indicators is gathered as planned	a) UNDAF Results Matrix data for gender sensitive indicators is gathered as planned	a) UNDAF Results Matrix data for gender sensitive indicators is gathered as planned

b) UNDAF reviews/evaluations assess progress against gender-specific results.	b) UNDAF reviews/evaluations assess progress against gender-specific results.	b) UNDAF reviews/evaluations assess progress against gender-specific results.
		c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Indicator 2.3 UNPS M&E	Score: Missing Minimum Requirements
Findings and Explanation	
<p>a) The UNPA Results Matrix data for gender sensitive indicators is gathered as planned. <u>Not met.</u> The UNPS Monitoring, Supporting and Evaluation Plan (p. 63) commits to annual monitoring of UNPS indicators against baselines and targets updated into UNInfo, with a One UN Pacific Results Report in 2020 and 2022 that incorporates the monitoring. An annual review was conducted in 2018, but outcome indicator data was only partially updated for a minority of indicators. Tracking data that was gathered was presented in 15 separate reports (one for each of 14 PICTs and one for regional programmes) and was not consolidated for the Pacific as a whole. The UNPS 2018 country reports do show some tracking data for some outcome indicators, but a review of country level reports showed that indicators that promised disaggregation by sex and other variables was largely reported in aggregate form.</p> <p>2019 indicator updates did not occur in 2020. Challenges include the demands of COVID 19 responses as well as other issues around data collection:</p> <ul style="list-style-type: none"> - Poor in-country capacity of data collection; - Limited availability of in-country data; - Resource needs to aggregate the available country level data to the regional, multi-country level; - Complexities around collaborating with over 20 agencies programming in ten countries further hampers adequate reporting against UNPS indicators. - Limited prioritization of the UNPS reporting. <p>b) UNPS reviews assess progress against gender-focused results. <u>Not Met.</u> Monitoring is especially challenging in the MCO context. An annual review was undertaken in 2018, the first year of the UNPS. A 2019 annual review was not undertaken. Reporting on progress toward results in 2018 is presented by outcome area in 15 separate reports but is not presented collectively for the UN Pacific so it is difficult to see the big picture. The data presented in the 2018 reports does include progress against gender-targeted and mainstreamed results by country and regional programme. For example, the regional programme report includes:</p> <ul style="list-style-type: none"> • Outcome 1 – support to Fiji to include a gendered response in National Adaptation plan; capacity development for gender inclusive humanitarian response in Vanuatu, Tonga, Samoa, Solomon Islands, Fiji; 	

- Outcome 2 – Pacific partnership to end violence against women and girls; transformative agenda to women, adolescents and youth toward zero unmet need for family planning; gender equality and social inclusion toolbox for coastal resource management;
- Outcome 3 – empowerment and capacity development of women market vendors;
- Outcome 4 – focus on maternal, sexual and reproductive health;
- Outcome 6 – support to CEDAW legislative compliance, Gender Equality Bill.

However, the lack of assessing UNPS progress toward results since 2018, together with the difficulties in seeing the bigger picture of UNPS progress led the IAT to conclude that the criteria had not been sufficiently met, the particular challenges of the MCO context notwithstanding.

c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNSDCF cycle. Not met. Unfortunately, the UNPS data, monitoring and evaluation working group, the DMEG, has not been very active and has not met in 2020. To enhance reporting of progress against the UNPS, the UNCT has recently decided that the Resident’s Coordinators Office will be chairing the DMEG. Group roles and responsibilities as well as capacities for gender responsive monitoring require attention.

Evidence or Means of Verification

- Review of United Nations Pacific Strategy indicators (refer to Scorecard Indicator 1.3)
- Interview with RCO Monitoring and Evaluation Specialist Jale Rokoika
- 14 PICT UNPS Annual Monitoring Reports 2018
- UNPS Annual One UN Regional Programmes Outcomes Monitoring Report 2018
- UNPS Database Indicator Tracking (internal excel doc updated 4 Dec 18)

Dimension 3 - Partnerships

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
3.1 Government Engagement		
a) The UN System has collaborated with at least <u>one</u> government agency for a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following:	Meets all of the following:
	a) The UN System has collaborated with at least <u>two</u> government agencies for a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations:	a) The UN System has collaborated with at least <u>two</u> government agencies for a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations:

country analysis, strategic prioritization, implementation, M&E.

country analysis, strategic prioritization, implementation, M&E.

c) The UN System has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

c) The UN System has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

Indicator: 3.1 Government Engagement	Score: Exceeds Minimum Requirements
Findings and Explanation	
<p>a) <i>The UNCT has collaborated with the government on at least two joint initiatives that foster gender equality and empowerment of women within the current UNPS cycle. Met.</i> <i>The UNCT collaborated with several government partners on joint gender initiatives. Some examples include:</i></p> <ul style="list-style-type: none"> ● <i>The Rights, Empowerment and Cohesion (REACH, 2015-2018) for Rural and Urban Fijians Project, administered by UNDP in collaboration with UN Women, works with the Ministry of Women, Children and Poverty Alleviation, Ministry of Health, Ministry of i-Taukei Affairs, Legal Aid Commission, Human Rights and Anti-Discrimination Commission, Medical Services Pacific and Empower Pacific to extend basic government services, and carry out community outreach and education on legal and human rights services targeting women in remote communities.</i> ● <i>The REACH initiative piloted its government-led mobile service delivery approach in Tonga, with financial and technical support from UN Women and UNDP. In Tonga, the REACH team included officers from the Ministries of Trade and Economic Development, the Palace Office, Ministry for Internal Affairs including the Women's Affairs Division, the Office of the Ombudsman and the Ministry of Justice including its affiliate – the Tonga Family Protection Legal Aid Center. The team travelled to villages in remote areas to explain the people's social, economic and legal rights as citizens and provided personalized services. In total, 2,715 services were provided individually (1,683 women, 1,005 men, 23 children and four persons with disabilities) in 17 communities in Tongatapu and 'Eua Islands.</i> ● <i>The REACH pilot in Samoa in 2019 was led by the Law & justice Sector and included Ministry of Justice & Courts Administrator, Samoa Law Reform Commission, Attorney General's Office, Ministry of Police, Samoa Prisons & Corrections Services, Samoa Umbrella for NGOs, as well as Officers from the Fiji Ministry of Women, Children and Poverty Alleviation. The sector visited 10 communities across two main islands and benefitted 853 people (375 women, 463 men, 15 children).</i> 	

- OHCHR and UNDP have provided a series of trainings to the Fiji Police Force on human rights and treatment, resources and recourse for vulnerable victims, particularly SGBV survivors in 2020. The workshop follows OHCHR's interactive and practical training methodology from *Human Rights Training – A Manual on Human Rights Training for Law Enforcement Officers (2018)*, supported by UNDP's sessions on handling vulnerable victims and witnesses, service provision as frontliners for SGBV survivors, and the rights and responsibilities associated with the early access to justice approach to investigative interviewing.

b) **The National Women's Machinery participates in UNPS consultations: country analysis, strategic prioritization, implementation, M&E.** *Met.* The UNPS covers 14 countries in the Pacific and each has its own National Women's Machinery, and these institutional mechanisms vary greatly from country to country in terms of where they sit in government structures, their financial and human resources, and their influence across government. Thus, of the 14 PICTs, the analysis looked at available evidence, scoring as positive on the basis of meeting criteria in some countries. The examples below are from countries with stronger NWMs. There is evidence in the UNPS roadmap documents (TOR and roadmap) that governments and NGOs will be part of all country consultations (country analysis and strategic prioritization). However, complete data across all countries was not available. Specifically, National Women's Machineries took part in the below three UNPS country consultations in 2016:

- The Ministry of Women, Community and Social Development participated in the UNPS National Consultation with the Government of Samoa on 23.6.16.
- The Department of Women participated in the UNPS National Consultation with the Government of Vanuatu on 5.8.2016.
- The Ministry for Women, Youth, Children and Family Affairs participated in the UNPS National Consultation with the Government of Solomon Islands on 22.8.2016.

Although national women's machineries in the Pacific have been engaged in some UNPS consultations and are annual reviews and are key to the implementation of numerous projects and programmes focusing on gender equality and women's empowerment, they have had limited involvement in UNPS M&E and reporting due in part to the limited monitoring that has taken place to date. There is an opportunity for the RCO to liaise more with the OG2 to identify National Women's Machinery representatives in each country to be invited to UNPS consultations, workshops and reviews.

c) **The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.** *Met.* The UNCT has made a collective contribution within the current UNPS cycle to strengthen the Government engagement in gender SDG localization:

- During the VNR consultations that took place in Samoa from 5-12 May, 2020, UNFPA, UN Women, and ILO supported consultations around SDG 5. Participation in this VNR consultation included the Ministry of Women, Community, and Social Development.

In the current UNPS cycle, VNRs have only taken place in Fiji, FSM, Nauru, Palau, Samoa, Tonga, and Vanuatu. In some countries, the VNR consultation processes were government-

led, and thus the participation was not determined by the UN. There is an opportunity for the RCO and lead UN agencies (UNDP, UNESCAP) to liaise more with the OG2 to identify National Women’s Machinery representatives in each country to be invited to SDG-related workshops.

Evidence or Means of Verification

- REACH docs Fiji including brochure and FastFacts (Jan 2018)
- Other REACH docs (see electronic links)
<https://www.pacific.undp.org/content/pacific/en/home/presscenter/pressreleases/2019/communities-gain-information-and-access-to-services-through-REACH-pilot-programme.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/pressreleases/2019/outreach-services-reach-haapai-and-vavau-remote-communities.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/articles/2019/reaching-out-for-rights-and-services.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/pressreleases/2019/reach-mobile-service-delivery-taking-stock-for-future.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/articles/2019/communities-able-to-access-services-under-reach-project.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/pressreleases/2019/more-access-to-social-services-through-the-reach-mobile-service-delivery.html>
- <https://www.pacific.undp.org/content/pacific/en/home/presscenter/pressreleases/2019/mobile-service-delivery-to-reach-people-in-remote-communities-in-samoa.html>
- Human Rights and Law Enforcement Training Concept Note and Agenda (Sep 2020)
- Agenda for Basic Recruits Human Rights Training (Aug 2020)
- The Pacific UNSFP Roadmap 2 pager (TOR)
- Final Detailed UNPS Roadmap
- Final List Samoa Gov UNPS Consultation 23.6.16
- Consultation meeting notes Solomon Islands 22.8.16
- Final Vanuatu UNPS Consultation report 5.8.16
- VNR Data Validation Consultation Programme Samoa (2020)

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
3.2 Engagement GEEW CSO		
a) The UN System has collaborated with GEEW CSO and women’s rights advocates for at least <u>one</u> joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following: a) The UN System has collaborated with GEEW CSO and women’s rights advocates for at least <u>two</u> joint initiatives that foster gender equality within the current UNDAF cycle.	Meets all of the following: a) The UN System has collaborated with GEEW CSO and women’s rights advocates for at least <u>two</u> joint initiatives that foster gender equality within the current UNDAF cycle.

- | | |
|---|---|
| <p>b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UN System has made at least <u>one</u> contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p> | <p>b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UN System has made at least <u>one</u> contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p> |
|---|---|

Indicator: 3.2 GEEW CSO Engagement	Score: Exceeds Minimum Requirements
Findings and Explanation	
<p><i>Meets all of the criteria for this indicator.</i></p> <p>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 within the current UNPS cycle. <u>Met.</u> The UNCT collaborated with several government partners on joint gender initiatives. Examples:</p> <ul style="list-style-type: none"> • <i>The Pacific Preparatory Workshop for the Beijing +25 Review in 2019 was co-hosted by UN Women, Fiji’s Ministry for Women, Children and Poverty Alleviation, the Pacific Islands Forum Secretariat (PIFS), and the Pacific Community (SPC) and targeted senior government representatives from the Pacific national women’s machinery and gender equality and women’s empowerment civil society organizations. Technical support was provided by the Gender Technical Working Group (UN Women, UNFPA, SPC, PIFS, Fiji Women’s Rights Movement, and DIVA for Equality Fiji). Women’s CSOs that participated included Vanuatu’s Widows Association, Tonga Leitis Association, Samoa Faafafine Association, Fiji Disabled Peoples Federation, Soqosoqo Vakamarama, and femLINKPACIFIC.</i> • <i>In Fiji, UN Women partnered with UNFPA and the Fiji Women’s Crisis Centre to deliver the Gender-based Violence in Emergencies (GBViE) component of the Service Delivery Protocols (SDP) national workshops, supporting the Fiji Government to rollout the protocols to all service providers (2019).</i> <p>b) GEEW CSO participates in UNPS consultations: country analysis, strategic prioritization, implementation, M&E. <u>Met.</u> There is evidence in the UNPS roadmap documents (TOR and roadmap) that governments and NGOs will be part of all country consultations (country analysis and strategic prioritization). Specifically, for gender equality and women’s organizations, there is evidence of the following:</p>	

- **Vanuatu Women's Centre** participated in the UNPS National Consultation with the Government of Vanuatu on 5.8.2016.
- **Vois Blong Mere** participated in the UNPS National Consultation with the Government of Solomon Islands on 22.8.2016

Although women's organizations in the Pacific have been engaged in some UNPS consultations and are key to the implementation of numerous projects and programmes focusing on gender equality and women's empowerment, their involvement in UNPS M&E has been unclear and somewhat limited due in part to the limited monitoring that has taken place to date. There is an opportunity for the RCO to liaise more with the OG2 to identify gender equality and women's empowerment organizations representatives in each country to be invited to UNPS consultations, workshops and reviews as well as to be part of the UNPS M&E.

c) **The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation. Met.** The UNCT has made a collective contribution within the current UNPS cycle to strengthen the engagement of gender equality and women's empowerment CSOs in gender SDG localization:

- During the VNR consultations that took place in Samoa from 5-12 May, 2020, UNFPA, UN Women, and ILO supported consultations around SDG 5. Participation in this VNR consultation included the **Samoa Victim Support Group**.
- For the SDG Workshop in Fiji on 5 June 2019, **Fiji Women's Rights Movement** and **DIVA for Equality Fiji** participated. This was supported by the UN RCO, WHO, ILO, and UNDRR.

The strength and number of GEEW civil society organizations varies greatly across the Pacific, with some countries, such as Fiji, Solomon Islands, and Vanuatu having stronger feminist movements than some other PICTs, such as Nauru or FSM, where women's organizations are more or less non-existent. Thus, participation of GEEW CSOs under these criteria will not be possible to assess on a country by country basis, and this indicator was therefore assessed across the region. There is opportunity for the RCO to liaise more with the OG2 to identify women's organizations in each country to be invited to SDG-related workshops.

Evidence or Means of Verification

- Pacific Preparatory Workshop for the B+25 Review agenda and participation list (Oct 2019)
- Pacific Partnership annual report 2019
- The UN Pacific UNSFP Roadmap 2-pager (TOR)
- The Final Detailed Roadmap
- The Final Vanuatu UNPS Consultation report 5.8.16
- Consultation meeting notes Solomon Islands 22.8.16
- VNR Data Validation Consultation Programme Samoa
- Fiji SDG Taskforce VNR Workshop attendance

Dimension 4 – Leadership and Organizational Culture

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
4.1 Leadership		
Meets 2 of the following:	Meets 3 of the following:	Meets 4 of the following:
<p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>

Indicator: 4.1 Leadership	Score: Meets Minimum Requirements
Findings and Explanation	
<p>Meets three of the four criteria. This indicator views the UN Pacific Leadership collectively. Criteria b and d assesses the RC Fiji and the RC Samoa individually to inform a collective score.</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. <u>Not Met.</u> UNCT Pacific meetings are held each month. Gender was an item for only three of the meetings held in the last twelve months. The UNCT meetings are not discussing gender regularly within the meetings. It is recommended that gender be a permanent agenda item on the UNCT meetings.</p> <p>b) The RC demonstrates public championing of gender equality during the last 12 months. <u>Met</u> There are two RCs in the UNCT Pacific: RC Fiji and RC Samoa. The criteria has been met for both RCs as detailed below.</p> <p>RC Samoa - A total of 23 written documents- uploaded onto UN Samoa & UN Women website, access through files maintained by the RCO Samoa communication focal point</p>	

and online Samoa media outlets were reviewed. These consists of 7 speeches, 16 press releases and articles from August 2019 to August 2020. Review of RC speeches, press release and articles reflect. gender equality messaging over 75 percent of the speeches, press release and articles reviewed. Out of the 7 public speeches analyzed, 5 were found to be gender sensitive and 2 not gender specific. RC (or Acting RC) was actively present and engaging during key gender public events that specifically targeted GEWE in the last 12 months, such as Extraordinary 84th session on the CRC in Samoa, EU UN Spotlight Initiative Launch in Samoa, Celebration of UN Day in Samoa, Launch – Role of Parliament for promoting SDS & SDGs and Responding to the Measles epidemic in Samoa. RC actively championed key gender issues such as violence against women and children and maternal health through public media press release quotations, articles as well as being present during national launch events. While the criteria for the indicator was met, it was noted that there were greatly missed opportunities in some of the key speeches, press release to advocate for gender equality in, for example, linking gender equality to knowledge societies and digital solutions.

RC Fiji - A total of 45 written documents maintained by the RCO Fiji communication and coordination focal points, and online media outlets were reviewed. These consists of 27 speeches and talking points for public events, and 18 press releases and articles from August 2019 to August 2020. Review of the written documents reflects gender equality messaging and/or key positioning in estimated 72 percent of the speeches, press release and articles reviewed. The RC was actively present and engaged during key gender public events that specifically targeted GEWE, including also Gender Based Violence, in the last 12 months. Through the UN Reform, as well, the Spotlight Initiative Programme is championed by the RC, not only in the current coordination role, but also in the day-to-day engagements that happen with grassroot, civil society and government partners with the ultimate aim of addressing aspects of Domestic Violence and Intimate Partner Violence. There is a standing agenda point on Human Rights for each UNCT meeting. Past meetings also included agenda points on gender and PSEA.

- c) **HOAs are seen by personnel as committed to gender equality in the workplace.** Met. Results from the survey on gender and organizational culture found that 69 percent of staff feel that HOAs demonstrate workplace leadership and commitment to gender equality, surpassing the minimum requirement of 65 percent. Sex disaggregation showed that 67 percent of women responded positively to the statement, compared to 72 percent of men. Reasons for differences in male and female perceptions would require more exploration.
- d) **Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.** Met. This analysis is based on the RC and UNCT Performance Results Reviews and Plans for the Fiji and Samoa UNCTs. This criteria has been met for both UNCTs that comprise the larger Pacific UNCT.

Samoa - Gender equality is reflected in the dimension on “Strategic Financing and Partnerships” with reference to the Spotlight Initiative to eliminate VAWG, and in the dimension heading “Leaving No One Behind, Human Rights and Gender Equality in the 2030 Agenda” (though referenced only through inference in the dimension review itself) in the 2019 Review.

Fiji - Gender equality is reflected in two of the five dimensions: “Operationalizing the

SG's Prevention Vision" with reference to strengthening women's political participation and women's traditional land rights as well as the Spotlight Initiative; and "Leaving No One Behind and Human Rights for the 2030 Agenda" with reference to support for Beijing +25 reporting in the 2019 Review. Gender equality is similarly reflected in the 2020 Performance Results Plan for Fiji.

Evidence or Means of Verification

*10 Pacific UNCT meeting minutes from October 2019 to July 2020.
 2019 RC and UNCT Performance Results (UNCT Samoa)
 2019 RC and UNCT Performance Results (UNCT Fiji)
 2020 RC and UNCT Performance Results Plan (UNCT Fiji)
 Copies of Samoa RC speeches, press releases, articles from August 2019 – August 2020
 Copies of Fiji RC speeches, press releases, articles from August 2019 – August 2020
 Results from staff survey on organizational culture (August 2020)*

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
4.2 Organizational Culture		
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Indicator: 4.2 Organizational Culture	Score: Approaches Minimum Requirements
Findings and Explanation	
<p><i>The survey link was shared by the RC of Fiji to all Pacific UN staff. The total number of responses was 271 (172 women; 97 men; 2 other). Based on the population size of 1684, responses yielded a confidence interval of 5.5. Therefore, we can be confident that responses are representative of the larger population plus or minus 5.5 percentage points. Refer to Annex C for full details.</i></p> <p>Survey results with a positive rating between 50-64%. <u>Met.</u> Results scored an overall positive rating of 63% (14% negative and 23% neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. A positive average rating of 65-80% is required to meet minimum requirements. Refer to annexed charts for detailed information.</p> <p><i>The three questions that scored the highest:</i></p> <ul style="list-style-type: none"> • UN system makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels (67% positive) • Heads of Agency in this UNCT demonstrate leadership and commitment to gender equality in the workplace (69% positive). 	

- UN personnel in this UNCT demonstrate commitment to gender equality in the workplace (69% positive).

The three questions that scored the lowest:

- The package of entitlements (example maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance (55% positive).
- The package of flexible work arrangements (example telecommuting, staggered hours, compressed work scheduled) support staff to achieve adequate work-life balance (60% positive).
- Heads of Agency are supportive of staff to establish an adequate relationship between work-life and home-life (60% positive).

On average, male respondents were more positive than females in all areas, with males as a group providing an overall positive rating of 72% in contrast to a female positive rating of 58%. The widest disparity between males and females related to perceptions of the UN adequately facilitating the equal participation and representation of both women and men at all levels of the organization, and around HOA support to personnel to establish an adequate work/home life balance. Reasons for differences in male and female perceptions will require qualitative assessments.

Evidence or Means of Verification

Results of survey on gender and organizational culture (total 271 respondents).

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
4.3 Gender Parity		
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels in General Service and all Professional staff.	Approaches minimum requirements and a) The UNCT can demonstrate positive trends toward achieving gender parity commitments.	Meets minimum requirements and b) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

Indicator: 4.3 Gender Parity	Score: Missing Minimum Requirements
Findings and Explanation	
a) <i>The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels. <u>Not met.</u> The UNCT does not have a system in place for monitoring gender parity at the system level. There is an opportunity for the Gender Scorecard data collected to serve as a baseline for regular monitoring at UNCT level.</i>	

b) The UNCT can demonstrate positive trends toward achieving gender parity. Not met. Data from this exercise serves as baseline for further monitoring. The assessment found that women comprise 64 per cent of staff overall (183 out of 284) for those agencies that provided data.

- 73 per cent (76 out of 104) of General Service Staff (G1-G7)
- 56 per cent (46 out of 82) of mid-level staff (NOA, NOB, P1-P3)
- 62 per cent (61 out of 98) of senior level staff (NOC/P4 and above).

With gender parity defined as +or- three percentage points (47-53 per cent), there is an absence of gender parity across the three categories. Refer to attached spreadsheet for details.

a) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women’s empowerment. Not met. The Pacific BOS (2019-2022) is the unit of analysis for this assessment as it represents the collective for the UN Pacific. The hard copy (signed BOS) does not contain any provision on gender or any specific gender action. (The OMT is currently finalizing transfer of the UN Pacific BOS to the online platform.) While transferring the current BOS to the online platform, OMT members agreed to add a specific service line on gender responsive procurement sourcing, which is tentatively planned from now onward. This is an opportunity for the OMT to ensure gender-responsive measures in the Pacific BOS (as well as the Samoa MCO BOS that is in draft at this point in time).

Evidence or Means of Verification

- HR data submitted by UN Women, UNFPA, UNICEF, UNDP, RCO, UNAIDS, ILO, and WHO
- UN Pacific Business Operations Strategy (2019-2022)

Dimension 5 – Gender Coordination and Capacities

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
5.1 Gender Coordination Mechanism		
Meets 2 of the following	Meets 3 of the following	Meets all 4 of the following
a) A coordination mechanism for gender equality is chaired by a HOA b) The group has a TOR and an approved annual work plan c) Members include at least 50% senior staff	a) A coordination mechanism for gender equality is chaired by a HOA b) The group has a TOR and an approved annual work plan c) Members include at least 50% senior staff	a) A coordination mechanism for gender equality is chaired by a HOA b) The group has a TOR and an approved annual work plan

(P4 and above; NOC and above)	(P4 and above; NOC and above)	c) Members include at least 50% senior staff (P4 and above; NOC and above)
d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.

Indicator: 5.1 Gender Coordination	Score: Meets Minimum Requirements
Findings and Explanation	
<p><i>Meets three of the four criteria.</i></p> <p>a) A coordination mechanism for gender equality is chaired by a HOA. <u>Met.</u> The Outcome Group 2: Gender Equality (OG2) is Co-Chaired by UN Women (Representative, Fiji Multi-Country Office) and UNFPA (Director, Pacific Sub-Regional Office).</p> <p>b) The group has a TOR and an approved annual work plan. <u>Met.</u> The OG2 has a terms of reference that was endorsed in early 2018 for the duration of the UN Pacific Strategy, and an approved work plan that outlines key areas of joint work. The OG2 group serves as a model for strong and proactive actions and coordination, including coordination with external partners and stakeholders.</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above). <u>Not met.</u> Based on available information, out of 18 active OG2 members based in Fiji, only 8 are senior staff defined as NOC/P4 or above, and out of 11 active OG2 members based in Samoa, only 2 are senior staff defined as NOC/P4 or above.</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. <u>Met.</u> The planning of the current UN Pacific Strategy (UNPS) 2018-2022 took place primarily in 2016, with approval of the UNPS in early 2017. The UNPS planning roadmap was developed by what was then called the Programme, Monitoring and Evaluation Group (PMEG), which included representation of the OG2 (OG2 Coordinator, UN programme staff representative). The roadmap indicates multiple stages where the established Gender Task Force influenced the UNPS planning process: establishment of Gender Task Force from OG2 members (UNFPA Gender Adviser, OG2 Coordinator, UN programme staff member); dissemination of Gender Scorecard report (2015) and Gender Checklists for UNDAF planning; review of Gender Scorecard report; advocacy of participatory approach in country consultations; engendering the results matrix; identification of key priorities. In addition to the support provided during the UNPS planning to the development of the results matrices, there has been consistent gender expertise in the Data, Monitoring and Evaluation Group (UN Women, UNFPA) and efforts to ensure gender mainstreaming in UNPS reviews and reporting. The OG2 monitors its own</p>	

annual workplan activities and makes substantial inputs to UNPS annual reporting. However, currently the DMEG is not active. Thus, there is a need to clarify the roles and responsibilities of the group, build capacity of members around gender-responsive M&E, and ensure OG2 representation in membership.

Evidence or Means of Verification

- *OG2 Terms of Reference 2018-2022*
- *Meeting Minutes (Jan 2020, March 2020, May 2020, July 2020)*
- *OG2 Annual Workplan 2018-2022*
- *Online responses to queries of OG2 member levels sent electronically (20/8/20)*
- *UNPS planning roadmap (2016-2017)*
- *OG2 minutes from 2016 Strategic Planning meeting*
- *Gender Mainstreaming in the UNDAF PPT (2016)*
- *Gender mainstreaming checklists (2011)*
- *PPT - Advancing GE in the UNDAF for UNCT retreat May 2016*
- *OG2 membership list 2020*

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
5.2 Gender Capacities		
<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets 2 of the following:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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.</p> <p>c) UNCT induction materials include gender equality and empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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.</p> <p>c) UNCT induction materials include gender equality and empowerment of women commitments and related development challenges of the country.</p>

Indicator: 5.2 Gender Capacities	Score: Meets Minimum Requirements
Findings and Explanation	
<p>Meets two of the following three criteria.</p>	
<p>a) At least one inter-agency substantive gender capacity development activity in the past year. <u>Met.</u> There are regularly offered inter-agency capacity development activities for UN personnel on gender. Two examples from the past year are:</p> <ul style="list-style-type: none"> • Gender Learning Session on GBV for UN Staff, led by UN Women and UNFPA (5 Dec 2019). The workshop provided a forum for UN staff to familiarize themselves with the 'Resource Book about Domestic Violence for UN Staff in the Pacific' and increase their understanding of the causes and contributing factors of DV and knowledge of available services. 45 UN Staff from 13 agencies attended. This Gender Learning Session is the fifth session that has been offered to UN staff since 2014. • Regional UNCT Gender Equality Marker and UN Info Training (11-13 August 2020). The training offered an introduction to the UNCT Gender Equality Marker and UN Info Platform. 9 UN Staff from 7 agencies participated. <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. <u>Not met.</u> There has been no UN system-wide capacity assessment on gender during the current cycle, however, the OG2 has included in the 2018-2022 workplan to hold at least one Gender Learning session each year (5 sessions held to date between 2014 and 2019) on relevant GEWE topics, and this target is on-track.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. <u>Met.</u> The induction package for UN staff includes an in-country briefing by UN Department of Safety and Security and travel advisories for UN staff travelling internationally. The travel advisories for each of the 14 countries in the region were updated in January 2020 and inform staff about gender-related cultural and security issues in each country. In 2020, UNDSS with the technical support of UN Women, UNFPA and UNICEF drafted and approved the first national Aide Memoire for the region (Fiji), which provides detailed information about GBV and gender-related security issues for UN staff. The Aide Memoire is set to be included in the UNDSS in-country briefing for Fiji, and will soon be adapted and included in induction materials for other countries in the region. Several agencies also have gender-specific orientations for new staff including UN Women, UNFPA, UNICEF, UNDP, UNV, etc.</p> <p>The inter-agency operations team has recently (July-August 2020) been discussing a more comprehensive UNCT induction for new staff to the Pacific. This may offer an opportunity for the IAT and OG2 seek to support the development of a gender-sensitive induction that includes materials on GEWE specific to each country.</p>	
Evidence or Means of Verification	

Learning Workshop on GBV agenda and list of participants 5 Dec 2019
 Gender Equality Marker training agenda and list of participants Aug 2020
 UNDSS travel advisories for 14 Pacific countries
 Fiji GBV Aide Memoire (2020)

Dimension 6 - Resources

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
6.1 Financial Resources		
a) UNCT has carried out at least one capacity development event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements and b) The UNCT has established and met a financial target for program allocations for gender equality and the empowerment of women.	Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocations for gender equality and the empowerment of women.

Indicator: 6.1 Resources	Score: Approaches Minimum Requirements
Findings and Explanation	
<p>a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle. <u>Met.</u> UN Women Asia and Pacific organized a three-day e-training on Gender Equality Marker from 11 to 13 August 2020. Around 90 UN staff from Asia Pacific participated, including nine representatives from UNCT in Fiji, from the following six agencies and one office: UN Women, UNFPA, UNICEF, OHCHR, UNDRR, UNDP, and RCO. The topics cover from general to specific: Introduction to UNCT Gender Equality Marker, Gender Equality Marker Coding in Asia Pacific UNCT Joint Work Plans, and Gender Marker in Proposals to the UN COVID-19 Multi-Partner Trust Fund (MPTF). While invitations were sent across the system, there were no participants from the MCO in Samoa, revealing a knowledge gap. Although some participants from within the UN system based in Fiji cover the entire region, more comprehensive training coverage to ensure learning across the UN system (and particularly within the MCO Samoa) will need to be prioritized in the future to ensure accurate application of the mandatory marker in the future.</p>	
<p>b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women. <u>Not Met</u> No evidence has been found to suggest the existence of a reporting mechanism under the UNCT to track specific GEEW targets. Under OG2, there are financial targets</p>	

established at 6% in the UNPS 2018-2022, which hopefully can assist in the future with tracking program and budget targets although there is currently no means of tracking gender allocations across outcomes for mainstreamed gender expenditures.

Nevertheless, there is evidence of joint UN programs coordinated under the office of the RC with management oversight from relevant heads of UN agencies (operating under the lens of a Project Steering Committee) that have set GEEW targets and monitored throughout, examples: (1) Women In Leadership in Samoa managed by UN Women and UNDP with a total budget allocation for 2018 – 2022 of AUD 3million. (2) EU& UN Spotlight Initiative to end violence against women; UN Women, UNDP, UNFPA, UNESCO, UNICEF with a total budget allocation of USD 4.3million for 2 years (2020 – 2022). (3) Joint UN Social Protection for Resilience under joint SDG fund covering Samoa, Cook Islands, Niue & Tokelau with total budget allocation of USD3,386,176 with a GE financial target of 55% (2.3 marker⁸). (4) One UN Joint COVID 19 Response to Samoa USD 2.8 million with 21% of resource allocation earmarked for community response with GE targets. While these examples do suggest some good practice of gender budgeting in some instances, there remains no common targets or monitoring mechanisms across the UN system.

Evidence or Means of Verification

- *List of participants of Gender Equality Marker E-Training for Asia and Pacific from 11 to 13 August 2020 by UN Women Asia Pacific Regional Office*
- *Agenda of the above-mentioned training*
- *PowerPoints of the above-mentioned training*
- *Program Documents for Joint UN programs in Samoa CO; Joint Program Document RCO Samoa, Niue, Cook Islands, Tokelau*
- *Country Program Document, Spotlight Initiative Samoa 2019*
- *Project Document for Women in Leadership in Samoa 2018*
- *One UN Joint COVID Response Budget support Samoa 2020*

Dimension 7 - Results

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
7.1 Results		
a) The UNCT has achieved or is on track to achieve <u>some</u> gender equality and the empowerment of	a) The UNCT has achieved or is on track to achieve <u>all</u> gender equality and the	Meets minimum standards <u>and</u> b) At least one outcome level UNDAF result has

⁸ The 2.3 gender marker is an average score across six tracking criteria, where a score of 2 meets the minimum requirements established by the Joint SDG Fund: gender analysis in context analysis; GEWE mainstreamed across outputs; output indicators measure changes to gender equality; collaboration with government on GEWE; collaboration with CSO on GEWE; gender responsive budget.

women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5	contributed to transformative change in relation to gender equality and the empowerment of women.
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Indicator: 7.1 Results	Score: Approaches Minimum Requirements
Findings and Explanation	
<p><i>The UNCT has achieved or is on track to achieve <u>some</u> gender equality and the empowerment of women results as planned in the UNPS outcomes in line with SDG priorities including SDG 5. <u>Met.</u> Limited progress reporting on UNPS outcomes and indicators makes it hard to assess with any level of certainty the overall UNCT performance at this stage of the UNPS cycle. However, the available data provided in the 2018 UNPS monitoring reports shows that the UN is making contributions to gender-targeted and mainstreamed results (refer to Indicator 2.3 M&E for further elaboration). Outcome 2 explicitly focuses on gender equality and demonstrates on-going contributions toward planned gender results. Individual agencies working solely or jointly with other agencies, and further guided by donor priorities, prioritize gender equality to an extent (see Indicator 2.1 JP and 2.2 Communications and Advocacy), although more emphasis can be put on GEWE targeting and monitoring, especially for programmes that are not specifically designed to impact gender equality.</i></p> <p><i>Application of the UNCT Gender Equality Marker in Joint Work Plans should help to support stronger focus and more comprehensive monitoring of gender mainstreaming across outcomes in future years.</i></p>	
Evidence or Means of Verification	
<ul style="list-style-type: none"> • <i>Review of United Nations Pacific Strategy indicators (see specification below)</i> • <i>Interview with RCO Monitoring and Evaluation Specialist Jale Rokoika</i> • <i>14 PICT UNPS Annual Monitoring Reports 2018</i> • <i>UNPS Annual One UN Regional Programmes Outcomes Monitoring Report 2018</i> • <i>Outcome Group 2 AWP 2018 and 2019</i> • <i>UNPS Database Indicator Tracking (internal excel doc updated 4 Dec 18)</i> 	

Annex B – Analysis of Gender Mainstreaming in 2016 Pacific CCA

	no gender disaggregated data/ analysis	no gender disaggregation but gender specific information	Includes gender disaggregated data/ analysis	gender analysis goes beyond the sector/ links with other sectors	PLUS: includes in-depth gender-specific targeted analysis of marginalized groups
Group A - Inclusive economic growth					
POVERTY STATUS OF PICTS	1				
INCIDENCE OF FOOD POVERTY			1		
ECONOMIC DIVERSITY AND PERFORMANCE		1			
ECONOMIC GROWTH AND DEVELOPMENT	1				
INCOME AND EMPLOYMENT DISPARITIES			1		1
ACCESS TO FINANCE AND FOREIGN INVESTMENT	1				
LAND TENURE			1		
POLITICS AND BUSINESS			1		
EMPLOYMENT AND LIVELIHOODS			1		1
YOUTH AND UNEMPLOYMENT			1		
HUMAN MOBILITY			1		
CITIES AND COMMUNITIES RESILIENT TO DISASTERS	1				
Subtotal A	4	1	7	0	2
Group B – Water, Nutrition, Health and Consumption					
ELIMINATION OF HUNGER IN ALL PICTS	1				
NUTRITION IMPROVEMENT	1				
FERTILITY AND MORTALITY		1			
OLDER PERSONS	1				
CHILDREN: POVERTY, NUTRITION AND HEALTH, AND SEXUAL ABUSE			1		
HEALTH AND ACCESS TO BASIC SERVICES	1				
NON-COMMUNICABLE DISEASES – THE NCDS	1				
COMMUNICABLE DISEASES			1		1
CLEAN WATER AND SANITATION	1				
Subtotal B	6	1	2	0	1
Group C – Environment and Climate Change					
PICTS' VULNERABILITY TO CLIMATE CHANGE IMPACTS		1			
RENEWABLE ENERGY AND ENERGY EFFICIENCY	1				
RESPONDING TO CLIMATE CHANGE AND PROMOTING GREEN GROWTH		1			
Subtotal C	1	2	0	0	0
Group D – Education, equality and institutions					
ACCESS TO EDUCATION			1		1
GENDER INEQUALITY AND GENDER RELATIONS				1	1
GENDER-BASED VIOLENCE / VIOLENCE AGAINST WOMEN (VAW)				1	1
ACCESS TO RIGHTS FOR PEOPLE LIVING WITH DISABILITIES: CARE AND EQUAL OPPORTUNITIES			1		1
GOVERNANCE: PEACE, JUSTICE AND STRONG INSTITUTIONS	1				
Subtotal C	1	0	2	2	4
Goal 17 - PARTNERSHIP - Solidarity and Collaboration					
NATIONAL AND REGIONAL GOVERNANCE STRUCTURES	1				
ENVIRONMENT FOR CIVIL SOCIETY PARTICIPATION	1				
NATIONAL AND REGIONAL PLANNING FRAMEWORKS			1		
Subtotal	2	0	1	0	0
TOTAL	14	4	12	2	7
IDENTIFICATION OF ROOT CAUSES OF THE DEVELOPMENT GAPS	1				
ANALYSIS OF SELECTED PROBLEMS AND CHALLENGES				1	
GENERAL CONSIDERATIONS EMERGING FROM THE ANALYSIS	1				

Annex C – Organizational Culture Staff Survey Results Pacific – August 2020

Total responses: 271. All responses were online, anonymous.⁹

Female = 172 (63%)

Male = 97 (36%)

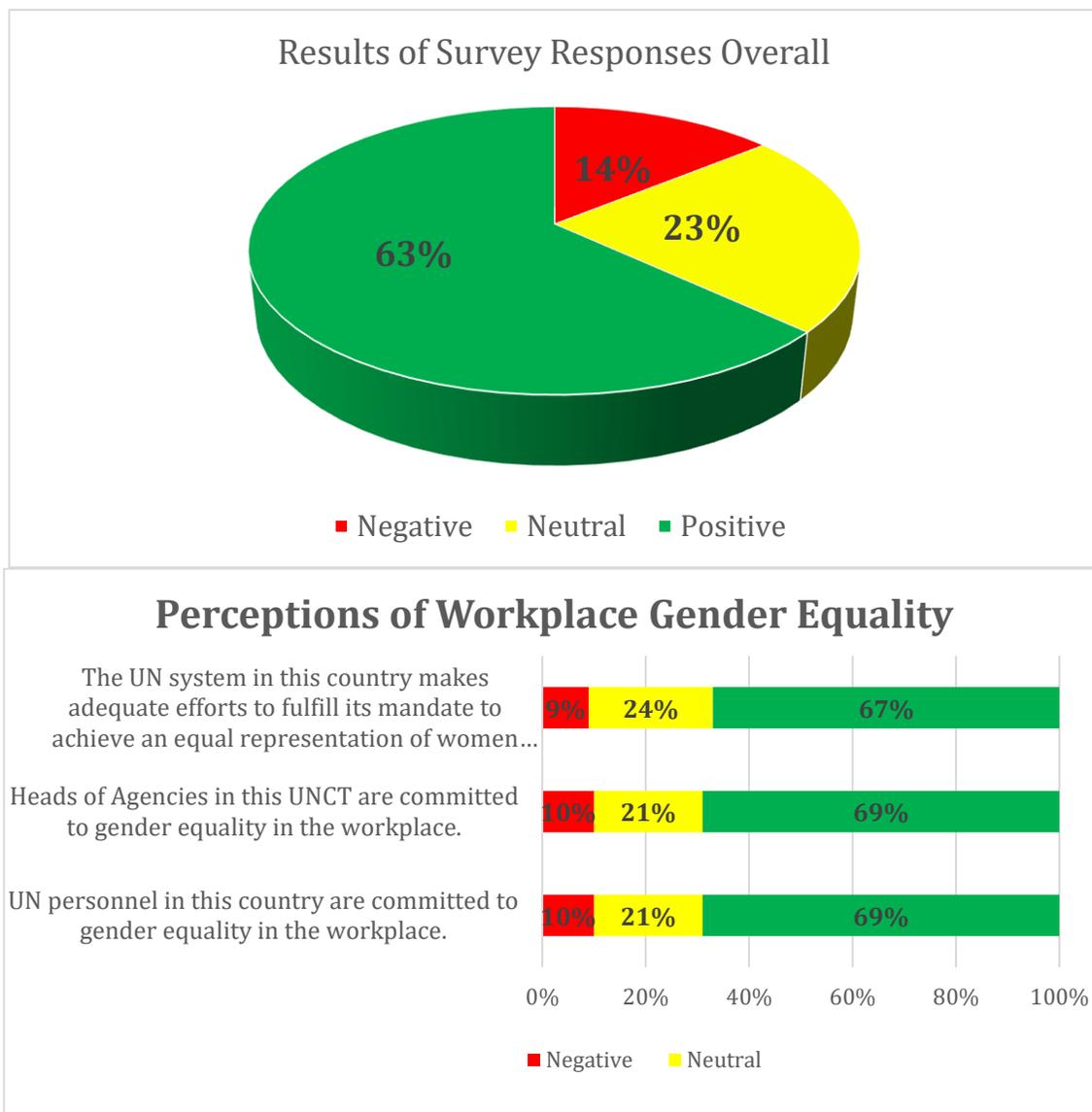
Other = 2 (1%)

National = 153 (56%)

International = 118 (44%)

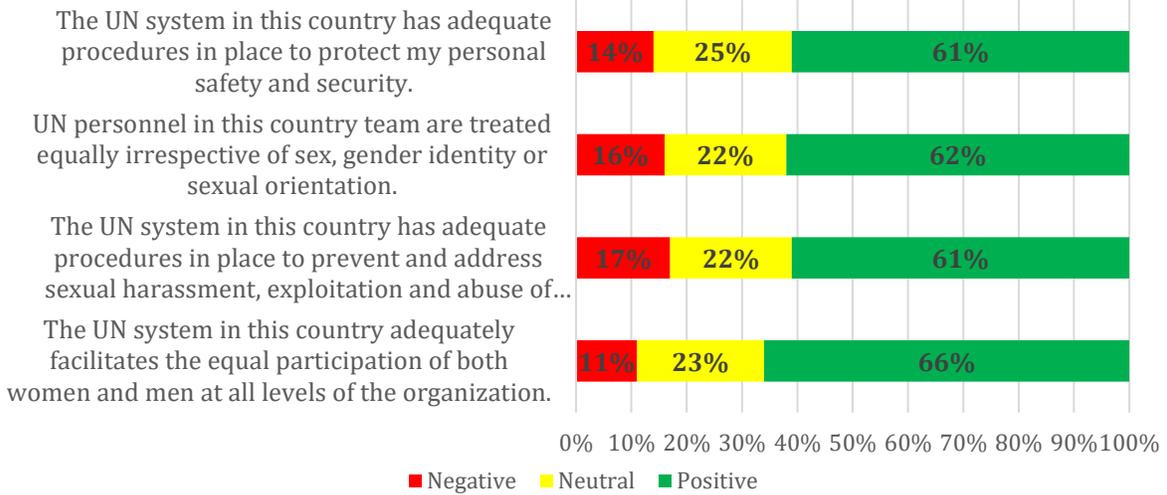
Supervisory role = 110 (41%)

Non-supervisory role = 161 (59%)

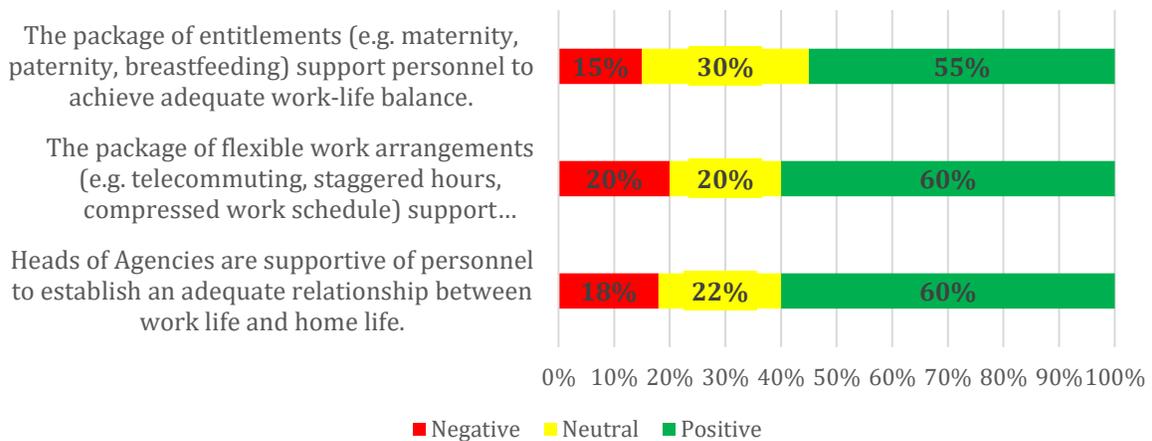


⁹ Percentages are rounded to the nearest whole number.

Discrimination and Personal Security



Work Life Balance



Differences in Male/Female/Other Perceptions of Gender and Organizational Culture

Survey Questions	Percent Positive Responses		
	Male	Female	Other ¹⁰
1. I believe the UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.	79	60	50
2. Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.	72	67	100
3. UN personnel in this country demonstrate commitment to gender equality in the workplace.	80	62	100
4. The UN system in this country has adequate procedures in place to protect my personal safety and security.	70	56	50
5. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.	69	59	50
6. The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.	72	55	50
7. The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.	79	58	50
8. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.	60	52	50
9. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed schedule) support personnel to achieve adequate work-life balance.	64	58	50
10. HOAs are supportive of personnel to establish an adequate relationship between work and home life.	74	53	50

¹⁰ With only two respondents selecting 'other' as their gender, the data for these questions relies on a very small sample group that may not be representative.

Annex D – Gender Parity Data UN System

Pacific 2020

Based on Data Provided by ILO, UNDP, UNAIDS, UNICEF, WHO,
UN Women, RCO, UNFPA

Category	Total number of Staff	Female staff	Male staff	Female staff (%)	Male staff (%)
G 1 -7	104	76	28	73%	27%
NOA-NOB, P1-P3	82	46	36	56%	44%
NOC-NOD, P4-P5, D1	98	61	37	62%	38%
Total	284	183	101	64%	36%

Female Staff by Agency

Category	ILO	UNDP	UNAIDS	UNICEF	WHO	UNW	RCO	UNFPA	Total
G1	0	0	0	0	0	0	0	0	0
G2	0	0	0	0	0	0	0	0	0
G3	0	2		0	2	0	0	0	4
G4	1	0	1	0	7	0	0	0	9
G5	2	5	0	1	5	2	0	3	18
G6	3	8	0	11	1	2	0	6	31
G7		5	0	1	1	3	1	3	14
NOA	1	0	0	3	0	0	0	0	4
NOB	0	9	0	6	3	1	1	1	21
NOC	0	4	1	4	1	8	4	1	23
NOD	0	0	0	0	0	0	0	2	2
P1	0	0	0	0	0	0	0	0	0
P2	0	1	0	0	0	0	0	0	1
P3	0	4	0	8	6	1	0	1	20
P4	1	8	0	6	1	3	2	2	23
P5	0	1	0	1	2	2	0	5	11
D1	0	0	0	0	1	0	0	1	2
D2	0	0	0	0	0	0	0	0	0
Total	8	47	2	41	30	22	8	25	183

Male Staff by Agency

Category	ILO	UNDP	UNAIDS	UNICEF	WHO	UNW	RCO	UNFPA	Total
G1	0	0	0	0	0	0	0	0	0
G2	0	0	0	1	0	0	0	0	1
G3	1	1	0	1	2	1	1	1	8
G4	0	0	1	0	0	0	0	0	1
G5	1	3	0	1	0	0	0	0	5
G6	0	2	0	1	0	0	0	4	7
G7	2	2	0	0	0	2	0	0	6
NOA	1	1	0	1	0	0	0	0	3
NOB	2	7	0	4	2	0	0	2	17
NOC	0	2	0	1	0	0	4	2	9
NOD	0	0	0	0	0	0	0	0	0
P1	0	0	0	0	0	0	0	0	0
P2	0	0	0	0	0	0	0	1	1
P3	0	6	0	6	2	1	0	0	15
P4	1	8	0	5	3	0	1	1	19
P5	1	2	0	0	2	0	1	0	6
D1	0	1	0	1	1	0	0	0	3
D2	0	0	0	0	0	0	0	0	0
Total	9	35	1	22	12	4	7	11	101

**Annex E - Action Plan for Strengthened UN System Gender Coordination
Pacific UNCT-SWAP Scorecard – September 2020**

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
1. Planning				
<p>1.1 Ensure next CCA meets UNSDG minimum requirements in line with the DCO guidance: gender analysis across all sectors/sections including underlying causes using sex disaggregated, gender sensitive data and assessing women’s empowerment.</p>	<p>Outcome Groups with technical oversight by OG2 and RCO.</p>	<p>No financial costs</p>	<p>2020+ integrated into planning stage for next UNSDCF</p>	<p>Strategic priority. Improves gender planning and targeting across all sectors by providing a critical foundation to support meeting requirements across all dimensions.¹¹</p> <p>Action meets UNSDG minimum requirements for Indicator 1.1 CCA.</p>
<p>1.2 Ensure next Cooperation Framework maintains visible gender mainstreaming across all outcomes and includes at least one gender-targeted outcome.</p>	<p>Outcome Groups and others involved in consultative process with technical oversight by OG2 and RCO.</p>	<p>No financial costs</p>	<p>2021+ integrated into planning stage for next UNSDCF</p>	<p>Strategic priority. Ensures comprehensive gender planning and targeting across all sectors.</p> <p>Action exceeds UNSDG minimum requirements for Indicator 1.2 UNSDCF Outcomes and provides critical foundation for further meeting standards across other dimensions: programming and M&E, resources, results.</p>

¹¹ See resource: [Theory of Change: UN SWAP Reporting of System-wide Strategic Gender-related Results to support the 2030 Agenda](#)

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
<p>1.3 Improve the gender sensitivity of the next UNSDCF results framework to ensure the inclusion of indicators that measure GEWE changes across all outcomes.</p>	<p>Outcome Groups with DMEG or UN Coordination Group oversight</p>	<p>No financial costs</p>	<p>2021+ integrated into planning stage for next UNSDCF</p>	<p>Strategic priority. Critical to facilitate all Outcome Groups to ensure gender inclusion in a meaningful and measurable way.</p> <p>Action supports meeting of minimum requirements for Indicator 1.3 UNSDCF Indicators.</p>
<p>2. Programming and M&E</p>				
<p>2.1 Advocate for gender mainstreaming in line with UNSDG requirements in all future JPs. Facilitate stronger use of technical support for quality assurance for all JPs by developing a simple checklist (drawing on global models) supported by a gender learning session.</p>	<p>OG2 as technical lead with oversight by UN Coordination Group. Agencies involved in development of each JP to use checklist.</p>	<p>No financial costs</p>	<p>2021/2</p>	<p>Improved quality control systems for comprehensive gender mainstreaming in JPs will ensure that all future JPs serve as models for collaborative gender sensitive programming and move Indicator 2.1 to exceed the minimum requirements.</p> <p>Application of checklist to be supported by action point 5.2 on capacity development.</p>
<p>2.2 Revise the UNCG Communications Strategy (2019-2022) and Implementation Plan to make visible gender mainstreaming. Develop AWP for UNCG Fiji and Samoa that moves beyond ad-hoc initiatives to highlight common goals and lay out a strategy for gender advocacy.</p>	<p>UNCG in collaboration with OG2 and with RCO oversight</p>	<p>No financial costs</p>	<p>2021</p>	<p>UN messaging is strengthened significantly when the UN is able to speak with one voice, and GEWE should be a key part of joint messaging. Revisions may draw upon gender communication strategies in key programmes such as Spotlight, Markets for Change and Pacific Partnership to EAW/G.</p> <p>Actions move Indicator 2.2 to meet or exceed requirements.</p>

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
<p>2.3 Strengthen the DMEG and clarify roles and responsibilities for full operationalization and delivery of UNPS M&E; build capacities of the group as a whole on gender mainstreaming in results frameworks; ensure at least one member of the DMEG has strong technical gender expertise and provides linkages between DMEG and OG2.</p>	<p>DMEG with support from OG2 and oversight from UN Coordination Group</p>	<p>No financial resources</p>	<p>2021</p>	<p>Strategic priority. Stronger M&E systems are critical for accountability. This is an opportunity to strengthen the DMEG and the M&E for the UNPS to be better able to show the impact of UN work.</p> <p>Actions move Indicator 2.3 to meet minimum requirements. Actions further support Indicator 7.1 Results.</p> <p>Action is further supported and complemented by capacity development initiatives (see Action 5.2).</p>
<p>3. Partnerships</p>				
<p>3.1/3.2 Ensure National Women’s Machineries (department/focal point) and GEWE CSO in each PICT are identified and included in all UNPS consultations as well as SDG-related localization processes.</p>	<p>RCOs to oversee with support from OG2 to maintain lists as needed.</p>	<p>No financial costs</p>	<p>2021 aligned with consultations for new UNPS</p>	<p>Concerted efforts to strengthen UN partnership engagement on GEWE with expanded breadth across all PICTs would support Indicators 3.1 and 3.2 to continue to exceed requirements and strengthen GEWE results while sending a strong message to Governments.</p>
<p>4. Leadership and Organizational Culture</p>				
<p>4.1a Expand the ‘human rights’ standing agenda item to provide space for substantive discussions on ‘human rights and inclusion’ (gender, disability, youth, etc.) as part of the current re-design of UNCT meeting structures in order to facilitate leaders to advocate for and promote GEWE.</p>	<p>RCs and UNCT</p>	<p>No financial costs</p>	<p>2021</p>	<p>As reflected in the MAF, the RC and UNCT are expected to promote fundamental values, standards and principles of the UN Charter including by advocating for and promoting gender equality and empowerment of women.</p> <p>Action moves Indicator 4.1 to exceed requirements and facilitates progress</p>

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
				across all dimensions.
4.1b Ensure greater consistency of highlighting gender issues in RC speeches and communications.	RC/RCOs with support from OG2 and UNCG	No financial costs	2021	Supports maintenance of Indicator 4.1 to meet or exceed requirements, recognizing the importance of raising visibility of gender issues from highest levels.
4.2 Include in OMT agenda a standing item on ‘Gender and Inclusive Practices’ to facilitate dialogue between the OMT and OG2 to: a) unpack the data from the ‘gender and organizational culture’ survey; b) institutionalize monitoring of organizational culture issues across the UN Pacific; and c) share best practices from across agencies to support improved organizational culture.	OMT with technical support from OG2 and oversight from UNCT	No financial costs	2021	<p>This recognizes that who we are is just as important as what we deliver, helping to provide a workplace that recognizes UN staff as individuals with different needs.</p> <p>Action supports Indicator 4.2 to meet minimum requirements.</p> <p>Action is further supported and complemented by capacity development initiatives (see Action 5.2).</p>
4.3 Integrate gender targets into the Pacific BOS (and Fiji and Samoa versions). Use the BOS to institutionalize annual monitoring and reporting of UN system gender targets such as: a) gender parity in staff disaggregated by level; b) gender responsive procurement; c) compliance rates of mandatory gender trainings. Ensure that the new BOS for the next UNPS expands gender focus drawing on global models of good practice.	OMT with technical support from OG2 and UNCT oversight	No financial costs	<p>2021+ for annual monitoring of gender parity and other targets</p> <p>2023+ for new BOS</p>	<p>Action supports achieving and exceeding UNSDG minimum requirements for Indicator 4.3 Gender Parity.</p> <p>Action supports building gender capacities in line with Indicator 5.2.</p>
5. Gender Architecture and Capacities				

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
<p>5.1 Strengthen the OG2 for stronger coordination across the UN system. Ensure HOAs consider nominations to include more senior members to facilitate greater group influence in line with UNSDG requirements. Monitor rates of senior membership annually as part of UNCT-SWAP progress reporting. Ensure that all OG2 members have responsibilities reflected in performance reviews. Build capacities of OG2 members based on a capacity assessment to strengthen overall system gender technical expertise.</p>	<p>OG2 with UNCT oversight</p>	<p>No financial costs</p>	<p>2022/3 aligned with the design of support structures for new UNPS</p>	<p>UN Pacific should take a coordinated approach to ensure that the responsibility of being a Gender Focal Point/OG2 member is included in TORs and measured in performance appraisals.</p> <p>Actions will strengthen OG2 and move Indicator 5.1 to exceed minimum requirements.</p> <p>Action supports building gender capacities in line with Indicator 5.2.</p>
<p>5.2a Develop a capacity development strategy that elaborates a staged approach to capacity development for key interagency groups (at least one per year, such as OG2, DMEG, OMT, UNCG) based on results of online capacity assessments for targeted groups.</p>	<p>OG2 in coordination with relevant groups</p>	<p>Trainings are envisioned as in-house with minimal costs; agencies to consider cost-sharing as part of support to relevant AWP.</p>	<p>2021+ targeting at least one interagency group per year</p>	<p>Strategic priority. Capacity development should be seen as an essential on-going process. Targets and actions should be fully integrated into regular operational systems. Possible examples:</p> <ul style="list-style-type: none"> • Effective gender communication in UNCG AWP • Gender and operations training in OMT AWP • Training on gender checklist for JPs in OG2 AWP • Training for Outcome Groups on UNCT-GEM in RCO/OG2 AWP • Technical training on gender-responsive M&E in DMEG AWP • Women’s leadership training in OG2 AWP

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
5.2b Support the development of a gender sensitive induction that recognizes gender differences in needs/issues in the context of on-going discussions to develop a more comprehensive UN induction process.	OMT and UNDSS in their respective induction processes with technical support from OG2	No financial costs	2021 aligned with development of Aide Memoire and Resource Book on Domestic Violence	Induction should link to the UNDSS orientation processes and updating of Resource Book on Domestic Violence for UN Staff in the Pacific, drawing on global best practices. Action will support progress for Indicator 4.2 Organizational Culture and 5.2 Capacities.
6. Financial Resources				
6.1 Build capacities across Outcome Groups and RCOs for accurate application of the mandatory UNCT GEM in JCAPs with initial priority focus on UN system based in Samoa¹² as part of the rollout of UNINFO. Set targets for UN Pacific budget allocations to GEWE, and monitor progress utilizing the UNCT Gender Equality Marker from start of next Cooperative Framework cycle 2023.	RCOs with technical support from OG/OG2 and with oversight by UN Coordination Group	No financial cost	2021 build capacities 2023 set and monitor targets	Fostering GEWE requires resources. Data gathering and reporting should be built into UNSDCF annual reporting processes and may be used for advocacy and accountability with stakeholders. Progress toward collective gender budget monitoring will move Indicator 6.1 toward meeting minimum requirements and should support Indicators 2.3 M&E and 7.1 Results. Action supports building gender capacities in line with Indicator 5.2.
7. Results				
7.1 Ensure tracking of outcome indicator data is collected and disaggregated as planned		No financial	2021+ as part	Strategic priority. Action will impact positively on UNCT-SWAP Scorecard Indicators 2.3 M&E and 7.1 Results to

¹² In line with the assessment finding that nine Fiji-based and zero Samoa-based UN members participated in the August 2020 Asia Pacific training on the UNCT-GEM.

Action	Responsibility	Resources	Timing	Explanation and Links to Assessment
<p>supported by the rollout of UNINFO. Ensure UNPS annual reporting captures overview of GEWE contributions to outcomes, including gender mainstreamed elements within the five non-targeted outcomes.</p>	<p>UN Coordination Group with technical support from DMEG</p>	<p>cost</p>	<p>of the rollout of UNINFO</p>	<p>meet minimum requirements and allow the UN system to demonstrate contributions toward measurable GEWE progress across the region.</p>