

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Brazil

2022

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



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1. Background

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

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

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

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

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

2. The UNCT-SWAP Framework

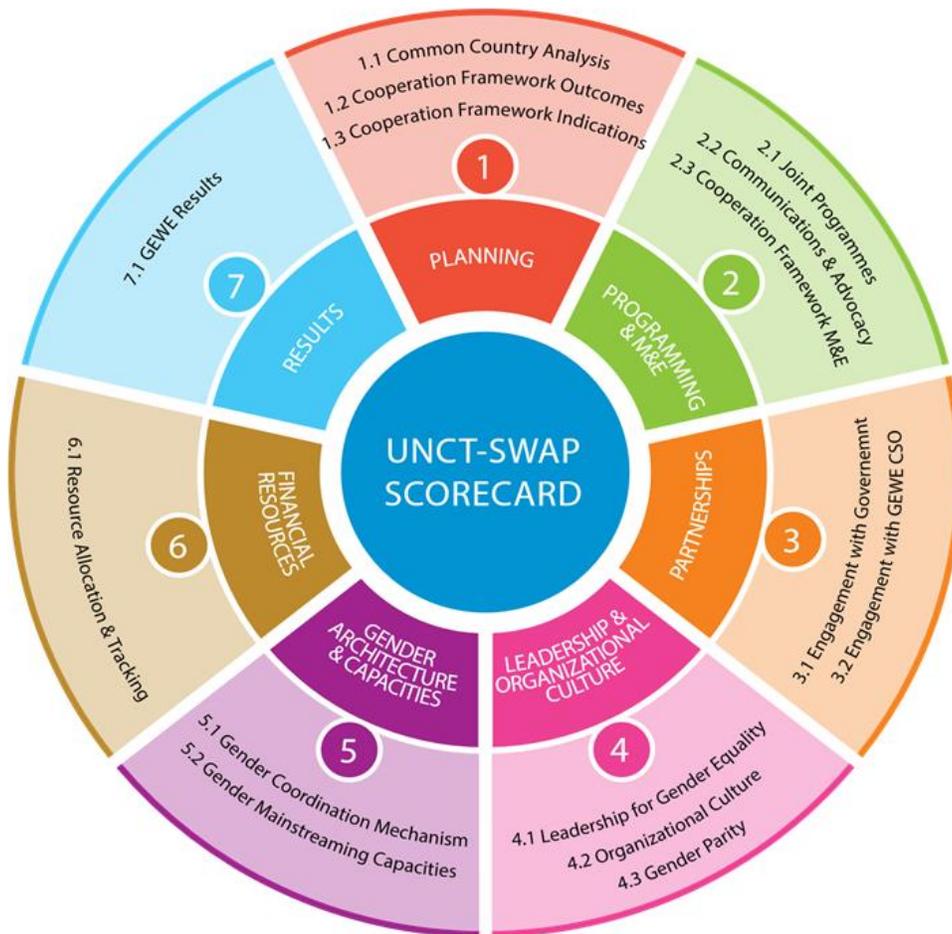
2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

5. The UNCT-SWAP Process in Brazil

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

In 2022, the Terms of Reference of the Inter-agency Thematic Group on Gender, Race and Ethnicity (IATG-GRE) were reviewed in line with the UNSDG Standards and Procedures for Gender Theme Groups. The IATG-GRE is tasked to provide continuous support to the RC and the UNCT on accomplishing the requirements and standards to gender equality with a racial perspective, as established by the UNCT-SWAP Gender and Race Equality Scorecard, and to provide support to the UNCT to implement, monitor and report on the UNCT-SWAP Gender and Race Equality scorecard and Action Plan, as well as its updating and improvement according to the achieved results. Thus, the reporting process conducted by the IATG-GRE (composed by 18 UN entities, the RC Office and UNIC), under the leadership of UN Women as chair of the IATG-GRE, with active engagement of the RC Office and the UN Communications Group, in addition to operations teams of the UN entities in the country as members of the Operations Management Team. The information provided was validated by the Resident Coordinator, on behalf of the UNCT, which was informed about this assessment. In the reporting period, the UNCT advanced on the UN Cooperation Framework (UNSDCF) design process, concluding some of its phases, specifically the Common Country Analysis (CCA), strategic prioritization and definition of draft UNSDCF outcomes and outputs, which are being refined in dialogue with the Joint Steering Committee. Thus, two Performance Indicators of the Planning Dimension were selected for this year's assessment – 1.1 (CCA) and 1.2 (UNSDCF Outcomes). The UNSDCF Monitoring & Evaluation Plan will be prepared in 2023, which will allow the assessment of the Performance Indicator 1.3 (UNSDCF indicators). Implementing the new guidance of the UNSCDF development in line with the UNGA Resolution providing a prominent role to the host government, the RC/UNCT ensured that UNSCDF process would include an active participation of the government in the design process. Therefore, the indicator related to engagement with the government, was re-assessed. Also, the indicator related to communications and advocacy was reassessed, to measure UNCT's performance on addressing gender equality with racial perspective in its advocacy efforts.

Finally, in 2022 with the launch of the new UNSDG's guidelines to gender theme groups – the UNSDG Standards and Procedures to Gender Theme Groups, the Inter-agency Thematic Group on Gender, Race and Ethnicity (IATG-GRE) reviewed the roles and responsibilities, as well as its structure and work organization consequently approved by the UNCT. The performance indicator was reassessed to measure the IATG-GRE's capacities to influence the UNCT for gender equality with racial perspective.

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

UN Women Representative in Brazil acted as coordinator of the Assessment, as chair of the IATG on Gender, Race and Ethnicity, with technical support of the IATG-GRE (composed by FAO, IFAD, ILO, IOM, Global Compact, OHCHR, PAHO/WHO, UN Habitat, UN Women, UNAIDS, UNDP, UNESCO, UNICEF, UNFPA, UNHCR, UNODC, UNOPS, WFP, RC Office and UNIC), the RC Office, UN Communications Group and in consultation with operations teams of the UN entities in the country as members of the Operations Management Team.

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

The uploaded file of Finalized UNCT-SWAP report is the Comprehensive Assessment, conducted in 2020.

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

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	Yes
PI 1.2 Cooperation Framework Outcomes	MISSING	Yes
PI 1.3 Cooperation Framework Indicators	APPROACHING	No
PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	APPROACHING	No

PI 3.1 Engagement with Government	MEETS	Yes
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	APPROACHING	No
PI 4.2 Organizational Culture	APPROACHING	No
PI 4.3 Gender Parity	MISSING	No
PI 5.1 Gender Coordination Mechanism	MEETS	Yes
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	No
PI 6.1 Resource Allocation & Tracking	MISSING	No
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Brazil for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

**Performance Indicator 1.1:
Common Country Analysis integrates gender analysis
EXCEEDS MINIMUM REQUIREMENTS**

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

a) The CCA includes gender analysis with a racial perspective across all sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

This requirement was met.

All parts of the CCA, including Executive Summary, an SDG performance overview and 5 thematic chapters (economic transformation; social inclusion; environment and climate change; governance and institutional capacity section; conflict prevention and peace-humanitarian-development nexus, integrate a gender analysis with a racial perspective. Importantly, the approach applied by the UNCT includes the intersectionality of human rights analysis and provides an overview of causes of discrimination and social exclusion. Nevertheless, there is still a room for improvement, specifically regarding the integration of the gender and racial analysis in the environment and climate change.

b1) Presence of some sex-disaggregated and gender-sensitive data.

N/A: the assessment concluded that the UNCT exceeds the minimum requirements. In this case, the criteria (b1) is not reported.

b) Consistent sex-and-race-disaggregated and gender-and-race-sensitive data.

This requirement was met.

The CCA is data-driven and integrates data disaggregated by sex-and-race and gender-and-race-sensitive data throughout the report and its analysis. While all parts of the CCA include some level of data disaggregated by sex-and-race, the Social Inclusion, as well as the Governance and Institutional Capacities chapters integrate both greater disaggregation of data and gender and racial analysis. The CCA also highlights the lack of gender-specific data at some points. The SDG Performance part of the CCA presents the progress made with the SDGs implementation across all Goals. The gender and race disaggregation is largely represented in Goals 3, 5 and 16. Meanwhile, gender-and-race sensitive data are more concentrated at the SDG 3, 5 and 16. Towards improvement in future, an annex with a statistical data can be added to track the progress over the years.

c) Targeted gender analysis with racial perspective of those furthest behind.

This requirement was met.

The five thematic chapters of the CCA integrate a targeted gender analysis with racial perspective of those furthest behind, with room for improvement in the environment and climate change. Examples of targeted gender analysis with racial perspective include the following groups of furthest behind: people deprived of liberty, LGBTQIA+ people, female head of households, people living in poverty. Examples of targeted gender analysis, without racial perspective, include human rights defenders, refugee and migrant people, indigenous peoples, people living in peripheric urban areas and in rural areas.

Did you reassess the Performance Indicator in this reporting year

- Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind

People of African descent; children, adolescents, and youth; indigenous peoples, quilombola communities, and other traditional peoples and communities; people in situation of poverty and extreme poverty; migrants and refugees; rural populations; the LGBTQIA+ population; people deprived from liberty; people who perform domestic and informal work.

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

CCA document

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MISSING REQUIREMENTS

Planning

Did you reassess the Performance Indicator in this reporting year

- Yes

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

During the reporting year UNCT was drafting the new UNSDCF in partnership with the government of Brazil, which was promoting the conservative agenda and opposing the “gender ideology” and challenging the multilateralism. The multi-dimensional advocacy, policy advice and technical support provided by the UNCT and the Inter-Agency Group on Gender, Race and Ethnicity did not yield a results of either mainstreaming gender throughout the draft Outcomes, nor in inclusion of the gender-specific outcome, but those perspectives were integrated at the output level. Among the efforts undertaken, were the bi-lateral meetings organized by UN Women with the Minister and the team of the Ministry of Women, Family and Human Rights, which though acknowledged appreciation of the UN work on gender, has priorities the focus of the traditional family policies, the discussions of the UN RC with the Ministry of Foreign Affairs, represented by the Brazilian Cooperation Agency (co-chair of the Joint UN-National Steering Committee) on the need for a gender equality/racial perspective mainstreamed in the CF Outcomes; provision of summaries and overviews of the federal and sectoral policies on equality between women and men, as a supporting documents to inform the thematic round tables with the Brazilian State institutions, a coordinated messaging by the members of the IATG-GRE during the round tables, written proposals for gender mainstreaming and gender outcome formulation; carrying out consultations with the civil society under the UNSDCF elaboration process through focus groups and surveys announced through social media, among others. The final text of the UNSDCF results is subject to validation and approval by the same conservative government.

The finalization of the UNSDCF will take place after the election of the leftist President openly supporting the gender equality and the women’s human rights, thus may potentially provide an opportunity to revisit the UNSDCF results framework. Alternatively, the mid-term review of the UNSDCF will represent another opportunity to address the gap.

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

Draft UNSDCF outcomes and outputs; Report of the first round of thematic tables

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS

Planning

Between one-fifth and one-third (20-32 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

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

UNSDPF 2017-2021 has 56 outcome indicators and 65 output indicators, with a total of 121, distributed in its seven outcomes. Of those, 15(20%) are gender-sensitive, and therefore allow for tracking progress towards gender equality; out of those, 9(7%of the total), measure gender equality with a racial perspective. Outcome Partnership presents the highest proportion of gender-sensitive indicators (40%), followed by People (33%), Prosperity and Peace(8%each). Outcome Planet is gender-blind with no gender-sensitive indicators. Again, outcome Partnership presents the highest proportion of gender-and-race sensitive indicators (40%), followed by Prosperity(8%) and Peace (5%). Outcome1 on People does present gender-sensitive indicators,

but not gender-and-race-sensitive indicators. Outcome Planet does not include gender or gender-and-race-sensitive indicators.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

**Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
MEETS MINIMUM REQUIREMENTS**

**Programming and
M&E**

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

Ten Joint Programmes were considered in this assessment: the six JPs assessed in the 2020 Comprehensive Assessment and active in 2021 [Scaling up the Happy Child Programme (UNDP, UNESCO, UNFPA, UNICEF, UN Women); Protection of Children on the Move in Roraima, Amazonas and Pará (UNICEF, UNHCR, finalized in 07/2021); Leadership, Empowerment, Access and Protection (LEAP) for Migrant, Asylum Seeker and Refugee Women and Girls in Brazil (UNFPA, UNHCR and UN Women, finalized in 06/2021); Win Win: Gender Equality Means Good Business (UN Women and ILO, finalized in 08/2021); Education Cannot Wait – ECW (IOM, UNICEF, finalized in 2021); and UNAIDS Country Envelope]] and four new JPs established in 2021 and implemented by three or more agencies [Economic Empowerment of Refugee and Migrant Women in Brazil (UNFPA, UNHCR, UN Women); Partnership for Action on Green Economy – PAGE in the state of Mato Grosso, Brazil (UNIDO, UNEP, ILO, UNDP); Implementation of emergency measures to tackle COVID-19 surge of cases among the indigenous and traditional peoples, and communities in the Brazilian Amazon region (UN COVID-19 MPTF) (PAHO/WHO, UNESCO, UNFPA, UN Women, finalized in 09/2021); and Project BRA/19/013 - "Crime and Violence Prevention Programme of Pernambuco" (UNDP, UN Habitat, UNODC)].

a) This requirement is met. Out of ten JPs finalized or in implementation in 2021, three are GEEW-targeted (LEAP, Win Win, and Economic Empowerment of Migrant and Refugee Women) and seven have visibly mainstreamed gender in their indicators and results.

b) This requirement is met. Three JPs are gender-targeted: Win-Win takes on women's economic empowerment (finalized in 08/2021); LEAP provides support for the provision of services to women and girls under migration, asylum or refuge seeking during crisis response, regarding leadership, empowerment, access and protection areas (finalized in 06/2021); and the JP Economic Empowerment of Refugee and Migrant Women in Brazil provides support to the government in social and economic integration of Venezuelan migrants and refugees by empowering women and girls (from 06/2021 to 12/2023). The three JPs on GEEW consistently integrates a racial perspective – Win-Win, LEAP and Economic Empowerment of Refugee and Migrant Women in Brazil – considers the diversity of the groups of women and their needs.

c) There is no systematic process to ensure that the intersectionality of gender and race is crosscutting throughout the JPs. The development of the mechanism and tools is planned for 2022. The activity will be implemented through the IATG-GRE with a leadership of UN Women.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

EXCEEDS MINIMUM REQUIREMENTS

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

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year: this requirement was met. The UNCT has collaborated with nine joint communication activities on gender equality, and all of them integrated the racial perspective. They were:

- "Rural Women" Award (UN Women, FAO)
- the multistakeholder event "Integrate and empower", on rights of migrant and refugee women, that took place on 8 March (UN Women, UNFPA, UNHCR).
- joint advocacy and communication of the results of the research on opportunities and challenges to the local integration of Venezuelan people in Brazil during the COVID-19 pandemic (UN Women, UNFPA, UNHCR).
- joint advocacy and communication of the results of a study on gender and working conditions in the fashion industry (UN Women, UNOPS).
- The annual commemoration of the International Women's Day was accompanied by the media outreach with a series of posts UN Brazil's joint social media channels, and 15 articles published on the UN and the Agencies' websites and shared on Twitter and Facebook.
- As part of the 30th anniversary of the International Day of Afro-Latin American, Afro-Caribbean and Diaspora Women, UN Brazil co-organized with women of African descent's organizations the online event "Rooted in ancestry, anticipating the future: eliminate racism, promote equality", which was streamed in UN Brazil's official YouTube channel.
- At the UNCT initiative and in partnership with the Chamber of Deputies of the Federal Congress (the Universal Periodic Review Observatory), the UNCT released a series of communication materials about public hearings to follow up on the recommendations made to Brazil on human rights, including those related to gender equality and racism.
- Event with CEOs of private sector companies to advocate for increased representation of women and people of African descent in the leadership positions in companies (UN Women, Global Compact).
- With the UNOPS leadership the UNCT organized in a series of events with the UN officials to present their professional trajectories and diversity in UN careers. The focus was made on women, LGBTQI persons, and Afro-descendants and the other underrepresented groups.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW with a racial perspective during the past year: this requirement was met. The UNCT implemented three joint campaigns on gender equality with racial perspective: (1) the UNiTE to End Violence Against Women. For the 16 Days of Activism in 2022, the campaign adopted the theme "Activism on human rights to end violence against women". The Campaign will start on 20 November, the National Black Conscious Day, thus placing the intersectionality of human rights and violence against women of African descent at the center; (2) "#ParaCadaUma" campaign on gender-based violence, which focused on different forms of violence and disseminated communication materials representing women of African descent and other groups. This campaign was implemented in the scope of the UN global campaign "Verified"; (3) Campaign on rights of domestic workers (UN Women and ILO). Considering that more than 90% of domestic workers in Brazil are women of African descent the campaign provided a focus on intersection of gender and race in compound discrimination faced by domestic workers. In support of the campaigns, UN Brazil posted 33 different contents on its joint social media channels about gender equality, racism, or the intersection between them. The results were achieved through a closer collaboration between the Agencies and the integrated action by Inter-agency groups on Gender, Race and Ethnicity and on Communication.

c) The Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW with a racial perspective in communication and advocacy: this requirement was met. The Annual Work Plan of the UN Communications Group (UNCG) integrates gender equality with racial perspective and intersectionality of human rights in its objectives and key messages. In addition, in the plan the group establishes that Leaving No One Behind, gender equality and human rights are cross-cutting issues. The Plan does not establish activities, but products including campaigns such as UNiTE to End Violence Against Women and Free & Equal (LGBTI rights); key international and national days as opportunities for joint communication (including International Women's Day and International Day for the Elimination of Violence Against Women); and the initiative "SDG of the month", which is a calendar established to create opportunities for joint communication efforts, focusing on one SDG per month. SDG 5 was the focus of communication materials in March and SDG 10 will be the focus in December.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year: this requirement was met. In 2022, the UNCT implemented the Free & Equal campaign, addressing human rights of LGBTI people, with racial and other perspectives. UN Brazil organized a seminar on health, work and social inclusion of transgender population, in the scope of the National Day on Trans Visibility (29 January 2022). In addition, as part

of the closing of the SDG Fund joint programme in support of the Happy Child Programme, a series of publications, videos, photos, speeches, and stories were disseminated in UN Brazil's communications channels (website and social media). The Happy Child Programme provided direct assistance to the most vulnerable families in the country by targeting children aged 0 to 6 and most beneficiaries were. Besides the children, most beneficiaries were women, many of them of African descent.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

- UNGC Annual work plan
- Materials of the campaigns and communications activities (articles, social media posts, etc)
- Speeches of the RC

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results

Programming and M&E

APPROACHES MINIMUM REQUIREMENTS

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

a) This requirement is not met. Quantitative data for the results matrix were collected to some extent, but the collection process was not regular, leaving gaps. Data were collected for gender-sensitive indicators and disaggregated by sex at a level consistent with general data collection; however, just COVID-19 indicators were collected during 2021. At the moment, UNCT is finalizing the Joint Work Plan and will start the use of the global monitoring tool of the UN: UN INFO, which will provide regular data monitoring.

b) This requirement is met (b1 & b2). The final evaluation of the UNSDPF 2017-21 is expected to be concluded in December, but the draft report is available. Results on gender equality and on race and ethnic-based equality are analysed in the section "Effectiveness of the Cooperation Framework". The alignment of UN work to normative framework specifically related to human rights and gender and race equality are assessed in the section "Relevance and ownership: Normative framework". The Terms of Reference (ToR) of the Evaluation required a specialist on gender and race. The Peer Support Group was composed of OHCHR and UN Women representatives. The M&E specialist of UN Women Brazil was directly involved in the methodological discussion to provide additional technical support. The research instruments (online survey and interview script) were sensitive to race and gender. The interagency group on Gender, Race and Ethnicity was one of the focus groups of the evaluation, providing inputs to ensure the gender mainstreaming with racial intersectional approach. UNEG guidelines were mentioned at the ToR and used as reference for the evaluation.

c) This requirement is not met. No training on gender or gender-and-race sensitive M&E has been provided during the current UNSDPF cycle. As the current CF and the elaboration of the next CF were postponed to 2022, the trainings were postponed as well. A Programme Management Team (PMT) was established in 2021 and it incorporates the responsibilities and tasks of the M&E Group.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:

UNCT collaborates and engages with government on gender equality and empowerment of women

Partnerships

MEETS MINIMUM REQUIREMENTS

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

a) The UNCT has collaborated with at least one government agencies on a joint initiative that fosters gender equality (a1) with a racial perspective (a2) within the current Cooperation Framework cycle: this requirement was met. The UNCT collaborated with more than one governmental agencies on a joint initiative that fosters gender equality (a1) with a racial perspective (a2) within the current Cooperation Framework cycle (UNSDPF 2017-22). In 2022, examples include: UN Women organized a training on Results-Based Management with gender perspective, in partnership with the Brazilian Cooperation Agency (ABC), Ministry of Women, Family and Human Rights and seven UN entities (UNDP, FAO, WFP, ILO, UN Habitat, UNFPA, UNICEF). In partnership with the Ministry of Citizenship, UN Women, UNHCR, IOM and UNICEF produced a guide on access to the income transfer programme "Auxílio Brasil" by refugee and migrant women, translated to eight languages. UNOPS and UNDP, in partnership with the General Comptroller's Office (CGU) are implementing an initiative to improve Brazil's regulatory environment, the Regulation Quality Improvement Program (QualiREG), which aims to disseminate a culture of systematic measurement of regulatory quality in the country. 42 regulatory agencies are part of the program, which integrates gender and race perspectives. Within the programme, the UN entities will develop studies and present proposals for mainstreaming gender and race in the Brazilian regulatory sector and in the methodology of application and processing QualiREG. In previous years, examples include: the Unite to End Violence Against Women campaign (2017 and 2018); the pilot project to measure the effectiveness of health care services for women victims of sexual violence (UN Women, PAHO/WHO and UNFPA) implemented in partnership with the Ministry of Health and the State Health Departments of Bahia, Maranhão and Tocantins; and a seminar jointly organized with Recife's local government. The UNCT also facilitated the signature of the "Pact for the Implementation of Public Policies to Prevent and Combat Violence against Women" by the Ministry of Justice and Public Security, the Ministry of Women, Family and Human Rights, the Ministry of Citizenship, the Justice's National Council, the Senate, the Chamber of Deputies, the Public Prosecution's National Council, the Ministry of Foreign Affairs, the Public Defenders of the Union, the National Council of Civil Police Chiefs and the National College of General Public Defenders, in August 2019. In 2021, the UNCT contributed with Federal Public Defender's Office on joint initiatives in the scope of the 20th anniversary of the Durban Declaration and Programme of Action, such as training on human rights mechanisms and instruments, focused on gender and race equality; and online events on GEEW with racial perspective, composed by six panels, addressing key issues of racism in intersection with sexism in Brazil and key information about normative framework related to gender and racial equality.

b) The National Women's Machinery (b1) and the National Machinery to Promote Racial Equality (b2) participate in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, and M&E - This requirement was met. At the reporting moment, the National Women's Machinery and the National Machinery to Promote Racial Equality are integral parts of the Ministry of Women, Family and Human Rights. The Minister and the team of the Ministry were engaged in the Cooperation Framework process. Thus, ahead of the UNSDCF formulation process, as well as prior to the strategic prioritization workshops the Minister and her team received an overview of the UNSDCF process, its essential elements, as well as on the importance of alignment of the UN work with the national development, gender and human rights priorities and the state commitments under the UN Human Rights treaties. The ministry's staff took part in the meetings of strategic prioritization and definition of draft UNSDCF outcomes and outputs. However, the Ministry opposed to inclusion of the gender equality or women's rights promoting the traditional family values and the conservative agenda. The consultations that informed the preparation of the country analysis (CCA) were conducted with civil society organizations. The UNSDCF design process will be finalized in 2023, which will include the M&E Plan, Funding Framework, Communications Strategy, joint work plans, among others.

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender equality with a racial perspective related to SDGs localization and/or implementation: this requirement was not met.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

List of participants in the Cooperation Framework strategic prioritization (draft outcomes and outputs); project documents; terms of reference of consultant hired to gender and race mainstreaming in joint projects; trainings documents; programme and concept note of events; among others.

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

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

a) Campaigns Vidas Negras, Unite to end of Violence against Women and Free & Equal are some of the workshops on racial profiling; support for civil society, especially black women, to participate in intergovernmental forums, such as CSW and the Inter-American Commission on Human Rights, are some of the examples. The 2019 RC assessment addresses gender equality and gender equality with a racial perspective on three of its five sections. The section "Leave no one behind and human rights for the 2030 Agenda" reports that the UN Brazil worked with the National Articulation of Black Brazilian Women (AMNB). It is important to mention that from 2019, when Bolsonaro's government took office, the federal government's dialogue with civil society, especially black and indigenous women, has clearly weakened, and that has clearly impacted UN's work with civil society.

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

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

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

Leadership and
organizational culture

Meets two of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

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

- a) Gender equality was not regularly addressed at UNCT meetings. During 2019 and 2020, references to gender and racial equality appear in the minutes only to inform about the SWAP Gender and Race Equality Scorecard exercise, in the announcement of the PSEA exercise, and in mentioning the preparation of a confidential report from UNCT Brazil to the CEDAW Committee. The topics were not addressed substantively.
- b) Between January 2019 and October 2020, the Resident Coordinator made 32 public interventions (13 in 2019 and 19 in 2020). Slightly less than half of them (14, 44%) mention gender or gender equality, thus exceeding the minimum requirement of one third. Of those 14 speeches four mention gender and race, amounting a total of 12% of all the speeches. Therefore, while requirement (b1) is met regarding gender equality, (b2) regarding gender with a racial perspective is not met. Some examples for requirement (b1) include a speech in the launch of the project "Connecting Women, Defending Rights" promoted by the EU and UN Women (5/2/2020). opening speech at the "Lesbian Visibility" event to colleagues in the UN system, partners of the diplomatic corps, activists and members of civil society (29/8/2019); speech at the opening table of honour at a seminar on health, work, rights and social inclusion of the trans population and the launch of the web-series of videos of the UN Free & Equal campaign (//). Examples for requirement (b2) include a speech at the event Racial equality: gender, race and the labour market (6/6/2019), co-organized by UNESCO, ILO, UNFPA and UN Women.
- c) The results of the staff survey on gender and organizational culture found that 59% of UN personnel considered that "UNCT agencies and representatives are committed to gender equality at work", while 50% of personnel consider that "UNCT agency representatives and representatives are committed to gender and race equality, simultaneously, at work". Therefore neither (c1) or (c2) were met, as at least 65% of the UN personnel should answer positively.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and
organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

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

The higher agreements were regarding "The UNCT in this country has adequate procedures in place to protect my personal safety and security" with a 73%, and "UN personnel in this country team are treated respectfully, and there is no discrimination on the basis of sexual orientation and gender identity" with a 67%. On the opposite, the lowest agreements regard "The package of entitlements are adequate and sufficient to facilitate work-life balance" with less than half of respondents agreeing (47%), and "Heads of Agencies in this UNCT are committed to gender and race equality in the workplace, simultaneously" with just half of UN personnel respondents agreeing with the sentence. All through the survey there is a clear gender gap as values for women were much lower than those for men (55% vs. 68% agreement). The biggest gender gaps were evidenced around adequacy of package of entitlement to work-life balance (21 percentage points difference) and facilitation for women and men and racially discriminate groups participate in all levels of the organization (19 percentage points difference). Overall results did not vary significantly by racial groups.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

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

**Leadership and
organizational culture**

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

**Performance Indicator 5.1:
Gender coordination mechanism is empowered to influence
the UNCT for gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS**

**Gender architecture and
capacities**

Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

a) A coordination mechanism for gender equality (a1) with a racial perspective (a2) is chaired by a HOA.

This requirement was met. The coordination mechanism for gender equality is the Inter-agency Thematic Group on Gender, Race and Ethnicity (IATG-GRE). It is chaired by UN Women Representative.

b) The group has a TOR and an approved annual work plan stating a commitment to GEWE with a racial perspective.

This requirement was met. The Terms of Reference of the IATG-GRE are reviewed annually. At the beginning of 2022 the IATG reviewed and adjusted the TOR in line with the new UNSDG guidance for Gender Theme Groups (UNSDG Standards and Procedures for GTGs), which was later approved by the UNCT. The Annual Work Plan includes outputs, activities, indicators with baseline and targets, as well as lead UN entities and supported by the Agencies' contribution to the budget. Both documents integrate an intersectional approach focusing on gender, race, ethnicity, sexual orientation and gender identity

and support implementation of the UN global priority campaigns, such as the UNSG's UNITE to End Violence against Women and the Free and Equal.

c) Members include at least 50% senior staff (P4 and above; NOC and above).

This requirement was not met. Only 13% of the focal points of the IATG-GRE are senior staff (P4 and above; NOC and above).

d) The group has made substantive inputs into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

This requirement was met.

IATG-GRE was instrumental to the UNCT work on UNSDCF formulation through provision of technical support in drafting and reviewing the Common Country Analysis CCA. The Group mobilized and engaged the civil society by organizing LNOB consultations with 3 groups:

- women human rights defenders (including LGBTQIA+, women of African descent and indigenous women);
- people of African descent (with a particular emphasis on women); and
- indigenous peoples (with a particular emphasis on women).

These consultations, among others, informed the preparation of the draft UNSDCF outcomes and outputs. The IATG-GRE also took an active part in the strategic prioritization workshops and the discussions on the draft UNSDCF Outcomes with the government, delivering the coordinated messaging on the importance of gender and racial equality and focusing on LNOB and women and girls facing compound discrimination.

In addition, the IATG-GRE members/focal points were regularly updated on the Cooperation Framework (UNSDCF) design process and mobilised to provide inputs to the draft UNSDCF outcomes and outputs within their AFPs. Also, as a chair of the IATG-GRE, and with the inputs by the IATG-GRE UN Women elaborated the summary of the government's priorities on gender, race and ethnicity, in line with the UNSDCF Thematic Areas, to to inform the strategic prioritization workshops with the government.

The UNSDCF design process will be finalized in 2023, which will include the M&E Plan, Funding Framework, Communications Strategy, joint work plans, among others.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- The group has a TOR and an approved annual work plan.
- A coordination mechanism for gender equality is chaired by a HOA.

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

IATG-GRE Terms of Reference; IATG-GRE 2022 Work Plan; Document systematizing the LNOB consultations; Mapping of the government's priorities on gender, race and ethnicity to inform the UNSDCF design process.

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

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

a) Three substantive trainings on gender equality with racial perspective were implemented in 2021, one was focused on gender mainstreaming in joint programmes and based on the training manual "Gender-responsive United Nations Sustainable Development Cooperation Framework engagement". The second one was the Workshop on Good Practices in HRBA & LNOB provided by DCO and with the participation of the local PMT. Brazil was one of the selected countries to present its good

practice on data disaggregation with racial perspective (the inclusion of quilombola population on Demographic Census). Brazil was also one of the selected countries to participate on the “Addressing Racial Discrimination and Strengthening the Protection of Minorities, Indigenous People and other Population Groups in UN Programming Processes”, with 3 IATG_GRE representatives. The training was a United Nations Network on Racial Discrimination and Protection of Minorities initiative and the connection between race and gender was considered in the group final work. A session with the IATG-GRE to share learning is expected for 2022. Other capacity building activities were planned within the scope of the preparation of the next Cooperation Framework, which are scheduled for 2022 as part of the capacity-building strategy of the UNSDCF process.

b) During this UNDAF cycle, no capacity development plan was developed. A learning-needs assessment is scheduled for the beginning of 2022, focused on gender, race and ethnicity issues and mainly addressed to gender focal points and the members of the other inter-agency mechanisms and groups and a plan will be prepared based on this assessment. Other training activities focused on gender equality with racial perspective will be implemented in the scope of the Cooperation Framework preparation.

c) In line with the findings of the gender and race staff census to be completed in January 2022, the IATG-GRE will develop a common induction package of materials on gender and race. The package's content will be coordinated and aligned with the other information materials for CF preparation and with the induction package being prepared by the HR Network.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

MISSING REQUIREMENTS

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:

UN programmes make a significant contribution to gender equality in the country

Results

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

UNCT Brazil approaches minimum standards as some of the expected UNSDPF's objectives and results are on track to be met. Opportunities for implementing transformative change related to gender equality and women's empowerment with a racial perspective have clearly diminished since the adoption of the first fiscal adjustment measures adopted by Dilma, further decreased with President Temer (2016), and worsened when President Bolsonaro (2019) took office. Since then, the results on the indicators adopted in the UN Partnership Framework in Brazil has been low, as shown in the annual and six-months reports prepared by the UNCT in relation to joint work plans, in line with UNSDPF outcomes.

a) Over the past four years, given the changes in national politics, UNCT has gone through a series of setbacks in achieving

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

b) While some of the mentioned achievements incorporate a racial perspective, not all results related to GEWE with a racial perspective have been achieved or are on track to be achieved.

c) No transformative changes in this sense have been identified.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Brazil Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	The new CCA to be finalized in 2021 should ensure: 2.1 A more systematic, comprehensive and deeper gender analysis with an intersectional racial approach, from its theoretical framework to the country analysis across all sectors, ensuring all population-related data is sex-disaggregated and	2.1 On track: CCA draft in progress. CCA draft version includes gender and human rights analysis and integrates multiple disaggregated data (such sex and race). 2.2 In progress: The IATG-GRE organized the LNOB consultations with 3 groups: women human rights defenders (including LGBTIQ+,	2.1 Completed: The CCA was finalized and integrated a gender and human rights analysis and multiple disaggregated data (including by gender and race). 2.2 Completed: Even though the CCA mention marginalized/ vulnerable groups (near 100 citations) consistently in the report, an in-depth intersectional analysis

	<p>as much as possible simultaneously disaggregated by race. 2.2 The inclusion of a targeted gender analysis with racial perspective of one or several specific groups of those furthest behind (for example, migrant population, LGTBI, domestic workers or others groups according to national priorities and context). To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>	<p>women of African descent and indigenous women); people of African descent and indigenous peoples (both with a particular emphasis on women) LNOB principle and gender and race perspectives were included in all chapters, and deeper analysis of specific groups of those furthest behind is provided in the Social Inclusion chapter. To prepare the CCA chapters based on its thematic pillars, AFPs were appointed as leading agencies of each chapter and received inputs from LNOB consultations and the other AFPs of the Country Team. In addition to leading the thematic pillar of Social Inclusion, UN Women provided inputs to all other four pillars to ensure gender and race perspectives were reflected in the chapters. The entity also provided technical support to the analysis on Brazil performance in gender equality, based on SDG 5 indicators. IATG-GRE focal points were mobilised to revise and provide inputs to the CCA</p>	<p>for each of those groups were not included in the final version of the CCA, so it did not include a targeted gender analysis with racial perspective. In 2023, the UNCT will update the CCA and this recommendation will be included in the 2023 update guidelines. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
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		<p>within their AFPs. 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	
<p>1.2 Cooperation Framework Outcomes</p>	<p>For advancing gender equality with a racial perspective in the UNSDCF 2022-2026 results framework the UNCT should: 4.1 Include specific gender & race objectives, Outcomes, Outputs, Indicators and targets across all areas of work and particularly in the ones related to economic development and environment and climate change. 4.2 Include a specific gender & race related outcome as part of the new UNSDCF 2022-2026 outcomes, focused on areas where there seems to be more convergence with national priorities , such as violence against women with the Justice sector, or economic empowerment. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender</p>	<p>In progress: all the activities are scheduled for 2022, as part of UNSDCF drafting process. 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>4.1 On track: The UNSDCF results framework is under preparation. Two rounds of thematic tables with the UN and the Brazilian government were conducted to the strategic prioritization and definition of draft UNSDCF outcomes and outputs. Until now, despite of the political advocacy and technical support efforts by the IATG/UNCT, it was not possible to negotiate with the current government on specific outcomes for gender & race, but those perspectives were integrated at the output level. Indicators and targets will be discussed in 2023. 4.2 On track: The UNSDCF results framework is under preparation. Two rounds of thematic tables with the UN and the Brazilian government were conducted to the strategic prioritization and definition of draft UNSDCF outcomes and outputs. Until now, it was not possible to agree on specific outcomes for gender & race, but</p>

	<p>equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>those perspectives were integrated at the output level. The draft outcomes integrate focus on vulnerable groups, without targeting specific groups. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
<p>1.3 Cooperation Framework Indicators</p>	<p>4.1 Include specific gender & race objectives, Outcomes, Outputs, Indicators and targets across all areas of work and particularly in the ones related to economic</p>	<p>In progress: all the activities are scheduled for 2022, as part of UNSDCF drafting process 3. In progress: The activity is scheduled for 2022 in line with the roadmap of</p>	<p>4.1 On track: The UNSDCF results framework is under preparation. Two rounds of thematic tables with the UN and the Brazilian government were conducted to the strategic prioritization</p>

	<p>development and environment and climate change. 4.3 Ensure that people-related indicators are sex-and-race-disaggregated (simultaneously), identifying specific gender gaps indicators and targets per outcome. 4.4 Ensure there is at least one specific gender & race indicator in the non-gender & race specific outcomes. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>	<p>UNSDCF drafting process.</p>	<p>and definition of draft UNSDCF outcomes and outputs. Until now, despite of the political advocacy and technical support efforts by the IATG/UNCT, it was not possible to negotiate with the current government on specific outcomes for gender & race, but those perspectives were integrated at the output level. Indicators and targets will be discussed in 2023. 4.3 On track: the activity is scheduled to 2023 in line with the updated roadmap of UNSDCF design process. 4.4 On track: the activity is scheduled to 2023 in line with the updated roadmap of UNSDCF design process. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition,</p>
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			it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.
Dimension 2 – Programming and M&E			
2.1 Joint Programs	<p>8. Put in place a mechanism to ensure gender and race screening for any new UN joint program proposals. The recommendation is that the IAT GRE acts as the screening mechanism, and therefore any draft JP proposal should be sent to the group for screening, and its feedback integrated in the JP proposal. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN</p>	<p>On-track: in 2021 UN Women increased a capacity to support the IATG-GRE and the other inter-agency mechanisms in with a technical support to the design of the mechanism and tools for recurrent gender and race screening for the new UN joint programmes, based on the standard UNSDG guidelines for joint programmes, as well as the good practices and experiences of other countries. To build knowledge and skills for applying the mechanism and tools, in 2022 through IATG-GRE UN Women will roll out a series of the capacity building activities. 3. In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>8. On track: As per agreed distribution of responsibilities, UN Women leads a development of a gender and race screening tool/checklist for the UN Joint Programmes and other projects in line with the recently launched UNSDG Guidance Note on New Generation of Joint Programmes. The screening tool includes guiding questions and checklist to each phase of a Joint Programme, as defined in the UNSDG guidance note (design; implementation and adjustments; lessons learned, transition and closure). It also includes suggested roles of JP team, gender focal points and the IATG-GRE. The tool finalization is due December 2022. 3. The key framework for the UNCT Brazil's strategies and actions for gender mainstreaming and gender equality issues with racial</p>

	<p>public voice on “hot topics”.</p>		<p>perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
<p>2.2 Communication and Advocacy</p>	<p>3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”. 9. For improving UNCT Communications for advancing gender equality with a racial</p>	<p>3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process. 9.1 On-track: To ensure collaboration and consistent cross-fertilization for the benefit of joint planning and action, the IATG-GRE includes members of UNIC and UN Communication Group. The arrangement is defined in the IATG ToR. IATG members regularly attend UNCG meetings, organize presentations and</p>	<p>3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition,</p>

	<p>perspective: 9.1 Develop a systematic and practical coordination mechanism between the UNCG and the IAT-GRE. This coordination mechanism should be included in both groups' ToRs. 9.2 In the context of the UNSDCF 2022-2026, review the Communications Strategy and Plan for including specific actions and targets on GE with a racial perspective, including the reactivation of the Vidas Negras campaign, strengthening its gender perspective and allocating sufficient resources for its full development.</p>	<p>dialogues, specifically around the internationally commemorated dates and joint initiatives on gender, race and ethnicity, such as UNSG UNITE, commemoration of Durban+20 and others. While the TOR of IATG-GRE already integrates a respective provision, the TOR of the UNCG is planned for an update in 2022. 9.2 On-track: the 2021 Communication Plan of the UN Communications Group was revised based on this recommendation. It clearly includes gender and racial equality and women's empowerment in its key messages and objectives, and also as areas of attention to overcome social and economic injustices exacerbated by the COVID-19 pandemic. It is also included in the plan international days that are directly related gender and racial equality and women's empowerment as opportunities for joint promotion. The development of the Communications Strategy and Plan as</p>	<p>it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy. 9.1 On-track: The UNCG and IATG-GRE groups has synergetic collaboration with the members of both groups participating in IATG-GRE planning and implemented actions. Thus, the IATG-GRE contributes to UNCG planning and implemented actions. Campaigns, events and other initiatives on gender, race and ethnicity are jointly planned and implemented. The ToR of the IATG-GRE integrates a respective provision and the ToR of the UNCG will be reviewed in 2023, in line with the UNSDCF design process and definition of interagency coordination mechanisms. 9.2 On-track: The 2022 UNCT Communications Plan was revised by the IATG-GRE, to ensure gender, race and ethnicity were adequately included. IATG-GRE members participate in UNCG meetings on the issue-based occasions . The UN Communications plan integrates gender equality with racial perspective and</p>
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		<p>a part of the new Cooperation Framework is scheduled for 2022.</p>	<p>intersectionality of human rights in its objectives and key messages. In addition, in the plan the group establishes that Leaving No One Behind, gender equality and human rights are cross-cutting issues. The Plan does not establish activities, but products including campaigns such as UNiTE to End Violence Against Women and Free & Equal (LGBTI rights); key international and national days as opportunities for joint communication (including International Women’s Day and International Day for the Elimination of Violence Against Women); and the initiative “SDG of the month”, which is a calendar established to create opportunities for joint communication efforts, focusing on one SDG per month. The UNSDCF 2023-2027 Communications Strategy will be prepared in 2023, in line with the UNSDCF design process.</p>
<p>2.3 Cooperation Framework M&E</p>	<p>1. Ensure the UNSDPF 2017-2021 final evaluation integrates a gender perspective with</p>	<p>On track 1.1 The UNSDPF final evaluation TOR integrates gender and racial equality perspectives, as well as the</p>	<p>1.1 Completed. The UNSDPF final evaluation TOR integrates gender and racial equality perspectives, as well as the</p>

	<p>an intersectional approach. Therefore, it is recommended: 1.1 The ToRs request specific intersectional gender and race expertise within the evaluation team, and includes specific intersectional gender and race outputs as part of the evaluation. 1.2 Ensure GRE CSOs – particularly black women’s meaningful participation in UNSDPF 2017-2021 final evaluation in 2020. 7. UNSDCF 2022-2026 monitoring and evaluation strategy should include: 7.1 Provide at least one training on gender-sensitive with a racial perspective M&E to the M&E Group. 7.2 Should make explicit the role and the participation of the civil society in the monitoring and evaluation of the UNSDCF. 7.3 Should state that annual country results report and UNSDCF final evaluation ensure gender-and-race (simultaneously) specific indicators are collected and updated. 7.4 Specify that the</p>	<p>intersectionality of human rights. On track: 1.2 Implemented: The IATG-GRE ensured a wide dissemination of information about the UNSDPF final evaluation among civil society, and ensured participation of diverse CSOs, including black women and other marginalized communities. 7. In progress: the activities are scheduled for 2022, as part of UNSDCF drafting process. 3. In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>intersectionality of human rights. 1.2 Completed. The IATG-GRE ensured a wide dissemination of information about the UNSDPF final evaluation among civil society, and ensured participation of diverse CSOs, including black women and other marginalized communities. No further action is foreseen. The evaluation was finalized in April and the management response plan includes an action to “Develop and implement action plans coordinated and aligned to the corporate strategies/scorecard indicators (Gender and Race, Disabled People and Youth, Indigenous Peoples)” that will be monitor through its own plan. 7 (7.1 to 7.5). On track: the activity is scheduled to 2023 in line with the updated roadmap of UNSDCF design process. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and</p>
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	<p>teams and ToRs for external UNSDCF final evaluation should have specific gender equality with a racial perspective expertise, and specific related outputs. 7.5 Include in M&E UN Group’s TORs reference to accountability for gender equality with a racial perspective. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
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Dimension 3 - Partnerships

<p>3.1 Government Engagement</p>	<p>5. UNSDCF 2022-2026 development process should: 5.2 Identify key government organizations (at the federal and state level) where there are collaboration opportunities for</p>	<p>5.2 In progress: the activities are scheduled for 2022, as part of UNSDCF drafting process. 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>5.2 On track: The UNSDCF development process in Brazil relied on the Joint Steering Committee (JSC), co-chaired by the RCO and the Ministry of Foreign Affairs, represented by the Brazilian Cooperation Agency. The JSC has</p>
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	<p>advancing GEWE with a racial perspective and ensure their participation in the UNSDCF 2022-2026 consultation process. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>been fully engaged in all the phases of the development process, holding more than 12 meetings since October 2021. The JSC identified the key government organizations to participate in UNSDCF process at the discretion of the government. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
<p>3.2 GEWE CSO Engagement</p>	<p>1. Ensure the UNSDPF 2017-2021 final evaluation integrates a</p>	<p>On track 1.1 The UNSDPF final evaluation TOR integrates gender and racial equality</p>	<p>1.1 Completed. The UNSDPF final evaluation TOR integrates gender and racial equality</p>

	<p>gender perspective with an intersectional approach. Therefore, it is recommended: 1.1 The ToRs request specific intersectional gender and race expertise within the evaluation team, and includes specific intersectional gender and race outputs as part of the evaluation. 1.2 Ensure GRE CSOs – particularly black women’s meaningful participation in UNSDPF 2017-2021 final evaluation in 2020. 5. UNSDCF 2022-2026 development process should: 5.1 Ensure the meaningful participation of women’s – particular black women’s – and gender equality CSOs in the consultation process. 7. UNSDCF 2022-2026 monitoring and evaluation strategy should include: 7.2 Should make explicit the role and the participation of the civil society in the monitoring and evaluation of the UNSDCF. 8. Put in place a mechanism to ensure gender and race screening</p>	<p>perspectives, as well as the intersectionality of human rights. On track: 1.2 Implemented: The IATG-GRE ensured a wide dissemination of information about the UNSDPF final evaluation among civil society, and ensured participation of diverse CSOs, including black women and other marginalized communities 5.1 On track: IATG-GRE engaged diverse civil society organizations and women’s groups, including black in the consultation of the final evaluation of Partnership Framework/UNDAF 2017-22. The results of the survey and interviews will inform the preparation of the next Cooperation Framework. Consultations around the CCA and the new Cooperation Framework will be organized in 2022 in line with the UNSCDF roadmap. 7.2 the activities are scheduled for 2022, as part of UNSDCF drafting process 8. On-track: in 2021 UN Women increased a capacity to support the IATG-GRE and the other inter-agency</p>	<p>perspectives, as well as the intersectionality of human rights. 1.2 Completed. The IATG-GRE ensured a wide dissemination of information about the UNSDPF final evaluation among civil society, and ensured participation of diverse CSOs, including black women and other marginalized communities. No further action is foreseen. The evaluation was finalized in April and the management response plan includes an action to “Develop and implement action plans coordinated and aligned to the corporate strategies/scorecard indicators (Gender and Race, Disabled People and Youth, Indigenous Peoples)” that will be monitor through its own plan. 5.1 Completed: In addition to the consultation for the evaluation and the consultation for the Common Country Analysis (CCA) – which both included civil society, particularly black women organizations -, the design phase of the Cooperation Framework included two new consultation processes with civil society: i) an online survey and ii) 9 focus</p>
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	<p>for any new UN joint program proposals. The recommendation is that the IAT GRE acts as the screening mechanism, and therefore any draft JP proposal should be sent to the group for screening, and its feedback integrated in the JP proposal. 10. Put in place a Gender, Race and Ethnicity CSOs Advisory Group to the UNCT to potentiate the participation of the civil society in the design, implementation, monitoring and evaluation of the next UNSDCF 2022-2026. This will help not only the UNCT to improve its Scorecard scoring, but also to improve the impact of its work while supporting the civil society movement which is currently very much weakened due to the political context. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming</p>	<p>mechanisms in with a technical support to the design of the mechanism and tools for recurrent gender and race screening for the new UN joint programmes, based on the standard UNSDG guidelines for joint programmes, as well as the good practices and experiences of other countries. To build knowledge and skills for applying the mechanism and tools, in 2022 through IATG-GRE UN Women will roll out a series of the capacity building activities. 10. In progress: In 2022 in line with the timeline for the UNSDCF drafting process. The IATG-GRE is mobilising a group of key CSOs that act for gender and racial equality to engage them in UN-related process and initiatives. They were engaged in LNOB consultations and UNSDPF final evaluation as well. 3. In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>groups. The online survey had 54% of women and 38% of non-white people. ii) 4 (out of 9) focus groups were conducted with the civil society, which included participation of gender equality and racial equality CSOs. The civil society participation was not integrated in the strategic prioritization thematic round tables with the government though. 7 (7.1 to 7.5). On track: the activity is scheduled to 2023 in line with the updated roadmap of UNSDCF design process. 8. On track: As per agreed distribution of responsibilities, UN Women leads a development of a gender and race screening tool/checklist for the UN Joint Programmes and other projects in line with the recently launched UNSDG Guidance Note on New Generation of Joint Programmes. The screening tool includes guiding questions and checklist to each phase of a Joint Programme, as defined in the UNSDG guidance note (design; implementation and adjustments; lessons learned, transition and closure). It also includes suggested roles of JP team, gender focal points</p>
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	<p>period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>and the IATG-GRE. The tool finalization is due December 2022. 10. In progress: gender, race and ethnicity CSOs were engaged in the Cooperation Framework design process in 2022 through consultations, focus groups and surveys. As reported, and in the implementation of joint actions towards gender equality with racial perspective in the scope of the IATG-GRE. The establishment of the Advisory Group and definition of its structure and composition is planned for 2023 for the UNSDCF implementation, in line with the establishment of Results Groups and other interagency coordination mechanisms. It is planned that the IATG-GRE will coordinate the engagement with the Advisory Group. This engagement should be considered for the entire UNSDCF cycle, including for monitoring and evaluation, as planned in the activity 7.2 of this action plan. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues</p>
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			with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.
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Dimension 4 – Leadership and Organizational Culture

4.1 Leadership	<p>11. Improving UNCT’s leadership role on advancing GRE. 11.1 Ensure GRE is a standing point in UNCT meetings’ agenda, and that at least one/two meetings per year allow for meaningful discussion. 11.2 The UNCT and the RC should develop periodic external communications (joint positions, speeches, external communications) for advocating for gender equality with a racial</p>	<p>on track: 11.1 Implemented. The UNCT had meaningful discussions on GRE in May and in October. In May the UNCT approved the IATG-GRE’s strategic positioning to increase UNCT performance on gender and racial equality, the revised group’s Terms of Reference and its 2021 Work Plan. In October, the chair of IATG-GRE and the leading agency of Vidas</p>	<p>11.1 Implemented: 3 out of 9 ordinary UNCT meetings (January and April with PSEA, March/April with 2021 results and 2022 GRE workplan) included gender, race and ethnicity discussions. The UNCT retreat, expected for November, will have a session on the corporate gender strategies and UNCT-SWAP on Gender and Race Equality Scorecard. 11.2 Implemented: 19 out of 29 speeches of the RC integrated</p>
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	<p>perspective. 11.3 Ensure the RC and UNCT Annual Work Plan have specific gender equality with a racial perspective objectives and activities, and that they are visibly reported annually through the RC and UNCT performance appraisal system. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>	<p>Negras fomented the discussion on UNCT strategy to advance on elimination of racism and racial discrimination in the country, with gender equality perspective. In addition to that, in January and in August, the UNCT approved and reviewed the progress with the implementation of the PSEAH joint strategy and action plan. The analysis of the situation of women and specifically of women of African descent were integrated in other substantive discussions of the UNCT, for example on political context and analysis (August) and on economic context (November). On track 11.2: Implemented. Eight out of 13 speeches of the RC advocated for gender and racial equality, all of them relating it to the 2030 Agenda. On track 11.3 Implemented: RC/UNCT Annual Work Plan was prepared based on results and indicators, and it did not include explicit objectives and activities. It has two results that are explicit related to</p>	<p>advocacy messages for gender and racial equality, all of them relating it to the 2030 Agenda, sustainable development, and human rights. The RC also participated in 7 events on gender and/or racial equality. 11.3 Completed: The RC Annual Work Plan integrated gender equality with racial perspective and human rights. The UNCT Annual Work Plan was replaced by the Joint Work Plan. The current JWP is valid for 2021/2022 and includes 94 (out of 281) sub-outputs considered Gender Marker 2 or 3. 31 (out of 94) have people of African descent as beneficiaries. For 2023, it is planned a review of the markers and tags in the JWPs, so a more accurate analysis on the integration of gender equality with racial perspective sub-outputs can be conducted. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to</p>
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		<p>gender and racial equality, under the area of LNOB, Human Rights and Gender Equality in the 2030 Agenda. 3. In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
<p>4.2 Organizational Culture</p>	<p>Common UN operations: 13.1 Put in place a mechanism to periodically monitor UN agencies sex, gender, and race/colour HR disaggregated data based on self-identification of staff according to national regulations. 13.2 It is strongly recommended that the UNCT agrees on specific targets for each agency to increase the participation of black people among staff. 13.3 From the gender and race capacities self-assessment developed for the Scorecard, elaborate and implement a plan to build/strengthen capacities for all UN staff focusing</p>	<p>13.1 In progress: Under the coordination of the UN Human Resources Network (OMT) and with the technical guidance and support of the Interagency Thematic Group on Gender, Race and Ethnicity and the UN Communications Group, the UNCT Brazil is implementing this mechanism to inform the UNCT's and the individual agencies human resources strategies and adopting any affirmative measures to achieve gender balance and equal representation of all races. The first phase will be concluded in January 2022, with the implementation of a Census on</p>	<p>13.1 In progress: Under the coordination of the UN Human Resources Network (OMT) and with the technical guidance and support of the Interagency Thematic Group on Gender, Race and Ethnicity and the UN Communications Group, the UNCT Brazil is implementing this mechanism to inform the UNCT's and the individual agencies human resources strategies and adopting any affirmative measures to achieve gender balance and equal representation of all races. In 2022, meetings were held to refine the methodology and frequency of the data collection. 13.2 In progress: it will be implemented based on the results of the first phase- Census in</p>

	<p>on improving understanding of gender equality with a racial perspective. This plan should include specific actions targeting HOAs. 13.4 Produce a common induction package for UN newcomers that provides key information about gender and race equality challenges in Brazil and UN priorities. 13.5 Implement and offer periodic induction sessions for new UN staff on the UN strategy on gender, race and ethnicity in Brazil. 13.6 Include, as part of the BOS, the analysis of mechanisms to improve women (particularly black women) owned business access to UN procurement. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication</p>	<p>Gender and Race to collect HR data of current personnel. A technical document to support this implementation and an internal campaign to inform and raise awareness of the importance of collection this information is under preparation, to be finalized in December. The HR teams will include the gender-and-race-related HR data in their regular processes of collecting information and adaptations of an existing platform is being analysed. 13.2 In-progress: will be implemented based on the results of the first phase- Census in 2022 (13.1) 13.3 In-progress: will be implemented based on the results of the first phase- Census in 2022 and aligned with capacity-building activities and trainings of the UNSDCF process 13. In-progress: will be implemented based on the results of the first phase- Census in 2022 and aligned with capacity-building activities and trainings of the UNSDCF process 13.5 to 13.6 In progress: the activities are</p>	<p>2022 (13.1). 13.3 In progress: in 2022, the IATG-GRE conducted a capacity-needs assessment on gender, race and ethnicity. The results of the assessment inform the capacity plan under development. The plan is due to submission for review and approval by UNCT in the 1st quarter of 2023 along with the IATG-GRE annual plan. The plan will include the learning events and tools development to increase capacity of the UNCT to deliver on gender and racial equality and the empowerment of diverse women in line with the UNSDCF rollout roadmap. 13.4 In progress: the common induction package will be prepared based on the mechanism to monitor UN agencies sex and race/colour disaggregated data (13.1) and the capacity plan (13.4). A Welcome Guide for international staff is available, but the document does not provide key information about gender and race equality challenges. An update of the guide is expected for 2023. 13.5 In progress: the activity will be implemented in line with the mechanism (13.1) and</p>
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	<p>strategy for UN public voice on “hot topics”.</p>	<p>scheduled for 2022, as the structure and leadership of the Operations Management Team (OMT) was revised in the second semester of 2021 and a second phase of BOS is being implemented (BOS 2.0). 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>the common induction package (13.5). 13.6 On track: As part of the Operations Management Team (OMT), a Gender Responsive Procurement Sourcing is listed as Common Service. The purpose of the service line is to have a dedicated session for discussion on gender equality, create data bases, share SOPs on gender equality, and relevant information on gender in operations to enhance UN agencies’ capacities to gender-responsive procurement. In addition, UN Women delivered a training on Gender-Responsive Procurement to the OMT Procurement Subgroup and shared support materials (Practice Note – Promoting Women’s Empowerment through the Business Operations Strategy; and Good Practices on Gender-Responsive Procurement). The evaluation criteria for sourcing responsible suppliers is under preparation and it will integrated gender and race perspectives. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP</p>
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			<p>Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
<p>4.3 Gender Parity</p>	<p>Common UN operations: 13.1 Put in place a mechanism to periodically monitor UN agencies sex, gender, and race/colour HR disaggregated data based on self-identification of staff according to national regulations. 13.2 It is strongly recommended that the UNCT agrees on specific targets for each agency to increase the participation of black people among staff. To improve all indicators: 3. Define and</p>	<p>13.1 In progress: Under the coordination of the UN Human Resources Network (OMT) and with the technical guidance and support of the Interagency Thematic Group on Gender, Race and Ethnicity and the UN Communications Group, the UNCT Brazil is implementing this mechanism to inform the UNCT's and the individual agencies human resources strategies and adopting any affirmative measures to achieve gender balance and equal</p>	<p>13.1 In progress: Under the coordination of the UN Human Resources Network (OMT) and with the technical guidance and support of the Interagency Thematic Group on Gender, Race and Ethnicity and the UN Communications Group, the UNCT Brazil is implementing this mechanism to inform the UNCT's and the individual agencies human resources strategies and adopting any affirmative measures to achieve gender balance and equal representation of all races. In 2022, meetings were held to refine the</p>

	<p>develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>	<p>representation of all races. The first phase will be concluded in January 2022, with the implementation of a Census on Gender and Race to collect HR data of current personnel. A technical document to support this implementation and an internal campaign to inform and raise awareness of the importance of collection this information is under preparation, to be finalized in December. The HR teams will include the gender-and-race-related HR data in their regular processes of collecting information and adaptations of an existing platform is being analysed. 13.2 In-progress: will be implemented based on the results of the first phase- Census in 2022 (13.1) 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>methodology and frequency of the data collection. 13.2 In progress: it will be implemented based on the results of the first phase- Census in 2022 (13.1). 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
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Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	12. Leverage IAT-GRE capacities to influence UNCT work for advancing	On track 12.1 Implemented: In 2021, the UNCT approved the	12.1 Implemented: in 2022, the IATG-GRE TOR were reviewed in line with the UNSDG
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	<p>gender and race equality: 12.1 The IAT-GRE ToRs should also specify the role of the IAT-GRE in the UNSDCF development, implementation and monitoring process. 12.2 Update the IAT-GRE ToR to clearly define the profile of its members, requesting all UN agencies to formally re-nominate their IAT-GRE focal points, integrate this responsibility in the IAT-GRE members performance evaluation documents. 12.3 IAT-GRE should have an annual plan formally approved by the UNCT, with a specific joint budget. The plan should include:</p> <ul style="list-style-type: none"> o At least one joint policy paper for strategic discussion in the UNCT. o At least one UN joint gender-and-race knowledge product focusing on UNSDCF priority areas. o The participation of the IAT-GRE in the UNCT meetings at least 3 times a year. o The development of an extended IAT-GRE with CSOs at least twice a year for 	<p>revised TOR of the IATG-GRE, which integrates among the key objectives to ensure effective gender, race and ethnicity mainstreaming through the UNSDCF cycle, with specific tasks related to planning, implementation, M&E and reporting. On track 12.2: as per ToR revised and approved by the UNCT, in accordance with the recommended action and UNSDG guidelines. On track 12.3 Implemented: as per 2021 Work Plan approved by the UNCT. Financial contributions exceeded required budget by USD 88,500.00. Joint policy paper: during the year, the IATG-GRE organized meetings and events to discuss key issues for ending racism and racial discrimination in Brazil, with gender equality perspective, in the scope of the 20th anniversary of Durban Declaration and Programme for Action. UN Women, as leading agency of the IATG-GRE, is consolidating an internal report with key information gathered during the year to support the</p>	<p>Standards and Procedures for Gender Theme Groups. It integrates the role of the IATG-GRE in the UNSDCF development, implementation and monitoring process. 12.2 Implemented: the reviewed IATG-TOR clearly define the profile of its members, including that their contributions to the IATG-GRE must be reflected in their ToRs and performance reviews, in line with UNSDG guidance and UNCT-SWAP Scorecard requirements. 12.3 Implemented: the 2022 Work Plan, with joint budget, was formally approved by the UNCT. Regarding the specific actions: - Joint policy paper: the IATG-GRE planned to draft a joint paper for strategic discussion of the UNCT in reference to the 20 years since the adoption of Durban Declaration and Programme of Action and the International Decade of People of African descent, as part of Vidas Negras campaign, following up on the meetings and events organized in 2021 on this subject. However, based on the internal evaluation of the strategic priorities, the Group instead focused on the</p>
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	<p>discussion and UN accountability. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>	<p>preparation of this paper. IATG-GRE will be engaged in its preparation, planned to be concluded in the first semester of 2022 (TBC). UN joint gender-and-race knowledge product and extended IATG-GRE meetings: the Terms of Reference of this knowledge product is prepared and it should be guided by the “Checklist to strengthen UN work level at country to combat racial discrimination and advance minority rights”, prepared by the UN Network on Racial Discrimination and Protection of Minorities. The report mentioned above will also provide information for this knowledge product. The engagement of GRE CSOs is expected, through IATG-GRE extended meetings, to provide inputs for the analysis and recommendations for the UN Brazil work in this area, to be presented in the knowledge product. Participation of the IATG-GRE in the UNCT meetings: the IATG-GRE is attending UNCT meetings through the participation of the Chair, Heads of Agencies and</p>	<p>Human Rights reporting by the UNCT, considering the scheduled reviews of Brazil by the Committee on the Elimination of Racial Discrimination and the 4th cycle of the Universal Periodic Review. Thus, instead the group prepared a joint advocacy material for the UNCT, building on the events and meetings and the UPR recommendations and CERD report. The IATG-GRE also prepared the UNCT Report to CERD for UNCT’s review and contributed to the UPR reporting process. - UN joint gender-and-race knowledge product: the IATG-GRE submitted a proposal for financing by OHCHR HQ (UN Network on Racial Discrimination and Protection of Minorities), to develop the knowledge product. The proposal was not approved and the IATG-GRE prioritized the implementation of other actions, considering that the UNCT is currently designing the UNSDCF and its priority areas. - Participation of the IATG-GRE in the UNCT meetings: the IATG-GRE is attending UNCT meetings through the participation of the Chair, who acts as</p>
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		<p>leaders of its subgroups, and the technical coordinator of the group. 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>spokesperson of the IATG-GRE. - Extended IATG-GRE with CSOs: the IATG-GRE implemented initiatives with CSOs, mainly related to their engagement with human rights mechanisms and event on rights of women of African descent (in the scope of the 30th anniversary of the International Afro-Latin American, Afro-Caribbean and Diaspora Women's Day). The extended meetings will be organized with the GRE CSOs Advisory Group (activity 10). 3. The key framework for the UNCT Brazil's strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and</p>
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			Learning Strategy and in the Communications Strategy.
5.2 Gender Capacities	<p>13. Common UN operations: 13.3 From the gender and race capacities self-assessment developed for the Scorecard, elaborate and implement a plan to build/strength capacities for all UN staff focusing on improving understanding of gender equality with a racial perspective. This plan should include specific actions targeting HOAs. 13.4 Produce a common induction package for UN newcomers that provides key information about gender and race equality challenges in Brazil and UN priorities. 13.5 Implement and offer periodic induction sessions for new UN staff on the UN strategy on gender, race and ethnicity in Brazil. 13.6 Include, as part of the BOS, the analysis of mechanisms to improve women (particularly black women) owned business access to UN procurement. To improve all</p>	<p>13.3 In-progress: will be implemented based on the results of the first phase- Census in 2022 and aligned with capacity-building activities and trainings of the UNSDCF process 13. In-progress: will be implemented based on the results of the first phase- Census in 2022 and aligned with capacity-building activities and trainings of the UNSDCF process 13.5 to 13.6 In progress: the activities are scheduled for 2022, as the structure and leadership of the Operations Management Team (OMT) was revised in the second semester of 2021 and a second phase of BOS is being implemented (BOS 2.0). 3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>13.3 In progress: in 2022, the IATG-GRE conducted a capacity-needs assessment on gender, race and ethnicity. The results of the assessment inform the capacity plan under development. The plan is due to submission for review and approval by UNCT in the 1st quarter of 2023 along with the IATG-GRE annual plan. The plan will include the learning events and tools development to increase capacity of the UNCT to deliver on gender and racial equality and the empowerment of diverse women in line with the UNSDCF rollout roadmap. 13.4 In progress: the common induction package will be prepared based on the mechanism to monitor UN agencies sex and race/colour disaggregated data (13.1) and the capacity plan (13.4). A Welcome Guide for international staff is available, but the document does not provide key information about gender and race equality challenges. An update of the guide is expected for</p>

	<p>indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>2023. 13.5 In progress: the activity will be implemented in line with the mechanism (13.1) and the common induction package (13.5). 13.6 On track: As part of the Operations Management Team (OMT), a Gender Responsive Procurement Sourcing is listed as Common Service. The purpose of the service line is to have a dedicated session for discussion on gender equality, create data bases, share SOPs on gender equality, and relevant information on gender in operations to enhance UN agencies’ capacities to gender-responsive procurement. In addition, UN Women delivered a training on Gender-Responsive Procurement to the OMT Procurement Subgroup and shared support materials (Practice Note – Promoting Women’s Empowerment through the Business Operations Strategy; and Good Practices on Gender-Responsive Procurement). The evaluation criteria for sourcing responsible suppliers is under preparation and it will integrated gender and race perspectives. 3. The key framework for the UNCT Brazil’s strategies and actions for gender</p>
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			mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.
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Dimension 6 - Resources

6.1 Financial Resources	<p>6. UNSDCF 2022-2026 budget: 6.1 Develop a targeted training on gender & race sensitive budgeting and gender and race marker to the UNSDCF TF. This training should involve specific staff in each agency in charge of UNSDCF budget.</p> <p>6.2 Identify and estimate a specific budget allocation by outcome targeting gender equality with a</p>	<p>6.1 In progress: the activities are scheduled for 2022, as part of UNSDCF drafting process.</p> <p>6.2 In progress: the activities are scheduled for 2022, as part of drafting UNSDCF process.</p> <p>3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>6.1 On track: the activity is scheduled to 2023 in line with the update of the roadmap of UNSDCF drafting process. A training on the gender marker with racial perspective is planned to November 2022, in the scope of the preparation of the 2022 Progress Report, and it will contribute to the preparation of UNSDCF Joint Work Plans and budget in 2023. 6.2 On track: the activity is scheduled to 2023 in</p>
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	<p>racial perspective. To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.</p>		<p>line with the updated roadmap of UNSDCF design process. 3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.</p>
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Dimension 7 - Results

<p>7.1 GEWE Results</p>	<p>To improve all indicators: 3. Define and develop a UN common basic strategy to advance gender equality-related goals with a racial perspective for the new programming period, in the current context of</p>	<p>3.In progress: The activity is scheduled for 2022 in line with the roadmap of UNSDCF drafting process.</p>	<p>3. The key framework for the UNCT Brazil’s strategies and actions for gender mainstreaming and gender equality issues with racial perspective has been the UNCT-SWAP Scorecard and its Action Plan. The new UN Cooperation Framework, its</p>
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	government and social backlash. This strategy should also include a shared communication strategy for UN public voice on “hot topics”.		Results Groups and Joint Work Plans will include actions to advance gender equality-related goals with a racial perspective, with the technical support of the Inter-agency Thematic Group on Gender, Race and Ethnicity. In addition, it is expected specific actions to advance gender equality in the Monitoring, Evaluation and Learning Strategy and in the Communications Strategy.
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9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	Brazil Common Country Analysis (CCA)	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MISSING REQUIREMENTS		Planning
Category	Documents	
Other	Brazil Report on the first round of UNSDCF thematic tables	
Other	Brazil UNSDCF draft outcomes and outputs	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	ANNEX A - ProDoc WEE migrants FINAL signed	
Joint Program documents	Happy Child - Brazil - Final JP- Scaling Up The Happy Child Programme (SIGNED)	
Joint Program documents	LEAP - PRO 00113553 MAN LUX Prodoc02 Extension	
Joint Program documents	MPTF COVID 19 - ProDoc Brazil 24022021 signed	
Joint Program documents	Win-Win - PI 2017 394 283 Amendment Annex I FINAL	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Brazil - campaign - domestic workers	
Communication/Advocacy	Brazil - campaign #ParaCadaUma - website	
Communication/Advocacy	Brazil - UNGC Annual Work Plan 2022	
Communication/Advocacy	Brazil - comms activity - event Integrar e Empoderar-compactado	
Communication/Advocacy	Brazil - seminar on transgender people's rights	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Other	Produto 3 - Draft Final Report - UNSDPF 2017-22 Evaluation (2)	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Brazil_UNSDCF discussion on outputs_report	
Government engagement	Brazil_UNSDCF strategic prioritization_report	
Government engagement	Brazil_Guide on income transfer programme AB	
Government engagement	Brazil_ToR_Gender and race mainstreaming Regulatory	
Government engagement	Brazil_Training on RBM with gender perspective_PPT	

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

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

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Brazil_IATG-GRE 2022 Work Plan	
GTG TOR/AWP	Brazil IATG-GRE ToR 2022	
GTG TOR/AWP	Brazil LNOB consultations conducted by IATG-GRE	
GTG TOR/AWP	Brazil National priorities on gender, race and ethnicity	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Brazil_Training_Gender mainstreaming JPs_ApresentaçãoOficinaGêneroJP_FINAL	
Capacity development	Brazil_Training_Gender mainstreaming JPs_MetodologiaOficinaGêneroJP_SDGF_FINAL	

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PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked		Financial Resources
MISSING REQUIREMENTS		
Category	Documents	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country		Results
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD
PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG



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