

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Pacific 2021

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

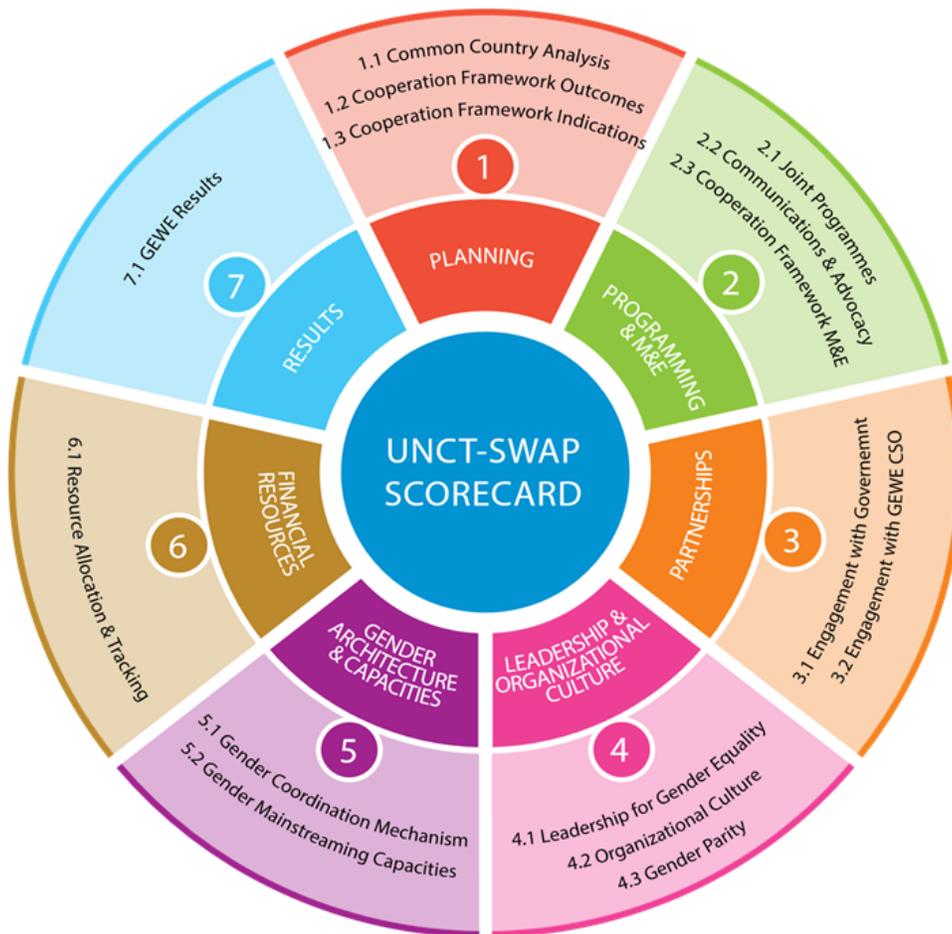
### 2.1 Performance Dimensions and Indicators

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](mailto: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 Pacific

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

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

Youle Beatty (UNDP Samoa MCO)

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Kay Schwendinger (UNRCO FSM MCO)

Mele Maualaivao (UNWOMEN Fiji MCO)

Jurgita Sereikaite (Fiji MCO)

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

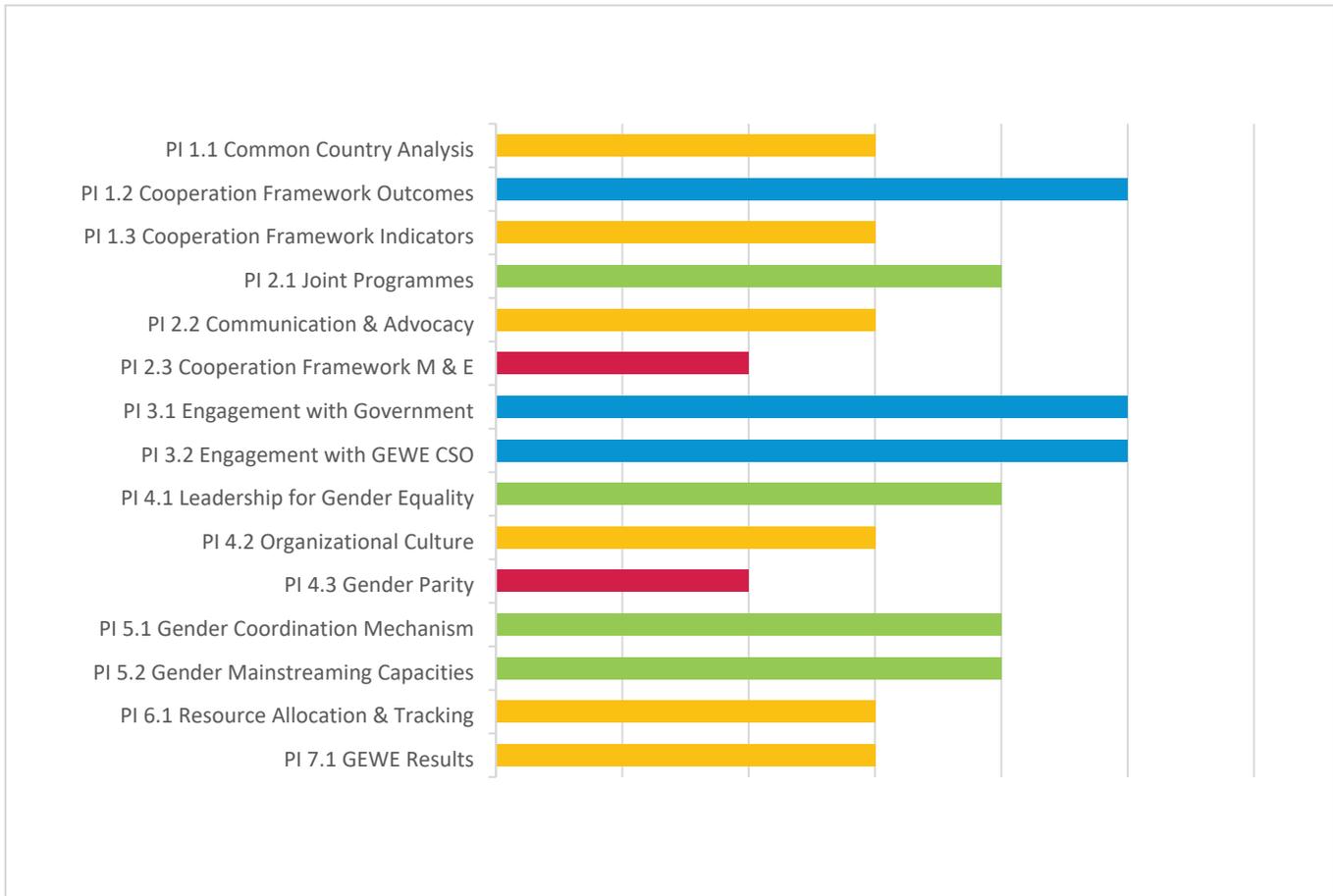
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Pacific for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021



■ Missing requirements      ■ Approaches minimum requirements  
■ Meets minimum requirements      ■ Exceeds minimum requirements

## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

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

Planning

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

Because the CCAs and Pacific CMCA are still in draft form, it cannot be ascertained how many chapters, sections, and subsections include a gender analysis. However, gender analysis is sufficiently evidenced in most chapters, sections and subsections. In the Pacific CMCA, gender analysis is strongly presented in the Chapter on Progress towards the 2030 agenda in the Pacific. Gender analysis is less strongly presented in the Chapter on the Regional Context. It furthermore identifies gender inequality as a root cause of broader development issues. The Pacific CMCA includes reference to international conventions, including CEDAW. There has been some use of sex-disaggregated data where data was deemed to be available. Disaggregated data can be strengthened in health and education, income and employment, and in areas such as agriculture,

fisheries and forestry.

#### Progress against the Action Plan:

The UNPS 2018-2022 is a multi-country, outcome level, strategic framework that presents a coordinated approach to support the 14 Pacific Island Countries and Territories (PICTs), namely Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Nauru, Niue, Palau, Republic of Marshall Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, and Vanuatu.

At the time of the Gender Scorecard assessment (2020), the UN system in the Pacific worked on the basis of multi-country engagement led by two RCs and a Joint UNCT linked across two regional hubs, with agencies operating regionally out of Fiji and Samoa. In 2021, following recommendations from the UN MCO review, a third multi-country office was established in the North Pacific in the Federated States of Micronesia (FSM). Therefore, the UNPS (2018-2022) is currently led by three RCs and a Joint UNCT linked across three regional hubs, with agencies operating regionally out of Fiji, FSM, and Samoa.

In 2021, the Pacific UNCT began preparing for and developing the next UNSDCF. Because the North Pacific MCO is so newly established, it was agreed that the development of the CCAs for the UNSDCF would be led by Samoa (4 countries' CCAs) and Fiji (10 countries' CCAs and Pacific Common Multi-Country Analysis).

CCA development for all 14 countries began in August 2021, and since that time substantial efforts have been made to ensure strong gender mainstreaming in the country and regional CCAs.

**Fiji MCO (10 countries):** To date the CCAs for Fiji, Palau, Solomon Islands, Tonga, and Vanuatu have been consolidated from inputs across UN agencies and drafts shared with the CCA Taskforce for final review. To support the development of gender inputs and the review process, UN Women recruited a consultant to assist in the gender mainstreaming across the entire UNSDCF process. With this additional technical expertise, gender has been mainstreamed across the CCAs developed to date. There are specific sections in the CCAs for COVID analysis, SDG 5, and LNOB that have strong gender mainstreaming as well as a specific subsection on Gender Analysis. Efforts have been made to include gender in the introduction and risk analysis at the end of each CCA. Further, efforts have been made to mainstream gender and include disaggregated data in the majority of other sections of each CCA. To ensure consistency, this same approach will be used for the next five CCAs yet to be developed (Federated States of Micronesia, Kiribati, Nauru, Republic of Marshall Islands, and Tuvalu).

#### Samoa MCO (4 countries):

The 4 CCAs (Cook Islands, Niue, Samoa, Tokelau) under the Samoa MCO have been drafted and are pending endorsement by the UNCT. In the Samoa CCA, gender is mainstreamed across 6 out of 7 sections, including 1.2 political and institutional analysis, 1.3 multidimensional vulnerability analysis, 2 progress towards the SDGs, 3 LNOB, 4. human rights commitments, 6. financing landscape and opportunities, and 7. SWOT. There are also entire sections specifically dedicated to comprehensive gender analysis, including on progress towards SDG5, women as a vulnerable group in LNOB, and the progress on CEDAW under human rights commitments.

In the Cook Islands CCA, gender is mainstreamed in Chapters 2 (SDG progress) and 3 (multi-dimensional risk analysis). Gender issues are discussed at-length under the subsection on UNPS Outcome 2: Gender Equality. However, gender is not mainstreamed in the sections of environmental issues and the financial landscape, possibly due to the lack of available disaggregated data to inform the analyses.

In the Tokelau and Niue CCAs, sections on SDG5 was dedicated specifically to gender equality, and gender is mainstreamed in

about most of the SDGs reporting, as well as in the human rights chapter. However, there is no gender analysis in the country overview, multi-dimensional risk analysis and financial landscape.

Overall, countries with access to more disaggregated data are stronger in terms of mainstreaming gender. Cross agency support from UNDP Gender Specialist and UNWOMEN were drawn on to enhance gender mainstreaming throughout the development of the CCAs.

Pacific Common Multi-Country Analysis (CMCA): The Pacific CMCA is also in final draft and is currently undergoing review by the CCA Taskforce and UNCT. Similar as with the country CCAs, technical expertise has been provided to ensure strong gender mainstreaming in the Pacific CMCA and improved root cause analysis of gender inequality. The Pacific CMCA includes a specific subsection on Gender Analysis, and efforts have been made to mainstream gender across the majority of all other chapters, sections and subsections of the CMCA.

Ensuring that gender mainstreaming in the CCAs meet the UNSDG minimum requirements (Indicator 1.1) was identified as a strategic priority in the 2020 Pacific Gender Scorecard report. To sum up, the UN in the Pacific is on a solid path in addressing this action item, with each CCA containing at least one section dedicating to the progress towards achieving gender equality in multiple spheres, as well as with gender analysis incorporated in a majority of other sections. Progress remains to be achieved in ensuring comprehensive gender analysis with disaggregated data in all sections of the CCA, which is in part constrained by the lack of available data.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

Evidence:

- UNW Consultant TOR
- UNPS Roadmap
- Fiji CCA (DRAFT)
- Palau CCA (DRAFT)
- Solomon Islands CCA (DRAFT)
- Tonga CCA (DRAFT)
- Vanuatu CCA (DRAFT)
- Samoa CCA (DRAFT)
- Niue CCA (DRAFT)
- Cook Islands CCA (DRAFT)
- Tokelau CCA (DRAFT)

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

**EXCEEDS MINIMUM REQUIREMENTS**

**(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; AND (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.**

Progress against the Action Plan:

Met. UNPS (2018-2022) still in place.

This indicator was identified as a strategic priority by the IAT, because it provides a critical foundation for further meeting standards across other dimensions: programming and M&E, resources, results.

Currently in the Pacific, the development of UNSDCF (2023-2027) has begun but will not be finalized until 2022. That said, steps have been taken to improve the likelihood of having a standalone outcome on gender equality in the new CF.

First, technical support has been recruited to specifically assist with gender mainstreaming in the CCAs and the UNSDCF development process. In this regard, efforts have been made to ensure gender equality priorities from the Pacific and at the national level are adequately reflected in the analyses.

Next, stakeholder orientation sessions and training for key counterparts - including government representatives, intergovernmental organizations, civil society, private sector, academia, trade unions and employers' organizations, youth groups and others – on LNOB and HRBA are being developed in collaboration between the IBC 4 / PSG Human Rights and Gender Equality and the UN in the Pacific.

Finally, the UNPS Outcome Group 2: Gender Equality held a focus group discussion on key messaging for gender mainstreaming in the UNSDCF as a strategy for engaging in the strategic prioritization workshop in early 2022.

The 2018-2022 UNPS has six outcomes, one of which focuses on women's empowerment.

a) Gender is visibly mainstreamed across all outcome areas in line with SDG priorities. Met. Gender mainstreaming across the different outcomes was evident. While gender was not always visible in the outcome statement, gender was visibly mainstreamed in all outcome narratives.

o Outcome 1 Climate Change, Disaster Resilience and Environmental Protection - Gender sensitive development, preparedness and contingency plans (SRHR and VAWG), gender sensitive recovery support to restore infrastructure, livelihoods and community and incorporating gender into evidence-based decision making.

o Outcome 2 Gender Equality - is specific to Gender Equality with specific targets for SDG 5. See criteria b) below.

o Outcome 3 Sustainable and Inclusive Economic Empowerment - mention of gender and the benefits for a focus on poverty to increase the benefits of gender responsive development, special focus on women entrepreneur skills development and informal economy. Could be mainstreamed further.

o Outcome 4 Equitable Basic Services - reference to basic services for women and girls especially in regard to access to affordable sanitary products and the realising of maternal health and reproductive rights for women and girls.

o Outcome 5 Governance and Community Engagement – includes focus on increased governance interaction with women, specifically has an SDG 5 target for seats held in parliament by women.

o Outcome 6 Human Rights - works on a human rights-based approach for access to services and support for women experiencing violence and gender-based violence.

b) One outcome in the CF clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5. Met. Outcome 2 Gender Equality (pg. 31) states that by 2022, gender equality is advanced in the Pacific, where more women and girls are empowered and enjoy equal opportunities and rights in social, economic, and political spheres, contribute to and benefit from national development, and live a life free from violence and discrimination. This supports SDG5 target 5.1 end all forms of discrimination against all women and girls and SDG 5.5.

### Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

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

Evidence:

- UNPS 2018-2022
- UNPS Roadmap
- UNW Consultant TOR
- OG2 focus group discussion session plan and summary

#### PI 1.3 Cooperation Framework Indicators

##### Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

##### APPROACHES MINIMUM REQUIREMENTS

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.

Progress against the Action Plan: (b/w 1/3 to 1/5 of CF outcomes indicators measure changes)

Approaches minimum requirements. UNPS (2018-2022) still in place.

This indicator was identified as a strategic priority by the IAT to ensure that gender inclusion is facilitated in a meaningful and measurable way.

Currently in the Pacific, the development of UNSDCF (2023-2027) has begun but will not be finalized until 2022. Thus, development of the next UNSDCF results framework has not yet started. However, the Outcome Group 2: Gender Equality is already planning to support a capacity building session with members of the DMEG in early 2022 focused on gender mainstreaming in results frameworks. This training will be aligned with the UNSDCF roadmap so that the skills learned will be put to use in the Pacific UNSDCF results matrices.

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

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

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

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

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

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

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

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

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

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

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

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

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

-UNPS 2018-2022

-UNW Consultant TOR

## 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.**

a) Gender equality is visibly mainstreamed into all JPs operational at the time of the assessment. Not Met. There are over 20 Joint Programme operational at the time of the assessment, and in total seven (7) are gender-targeted. See criteria b. A sample of six (6) other JPs that addressed different countries and sectors were assessed for this exercise, revealing that only some had visibly mainstreamed gender.

4 of the 6 JPs had visibly mainstreamed gender:

“Strengthening Resilience of Pacific Islands States through Universal Social Protection” implemented by UNDP, UNESCO, UNICEF, and ESCAP has a Joint SDG Fund gender marker of 2.3.

“Sustainable Financing for the 2030 Agenda through viable INFF in Cook Islands, Niue and Samoa” (2020-2022) implemented by UNDP, UNWOMEN, ESCAP has a Joint SDG Fund gender marker of 2 (see previous footnote) with links to SDG5.

“Inclusive Governance of Natural Resources for greater social cohesion in the Solomon Islands” implemented by UN Women and UNDP has a gender marker of 2 which denotes GEWE is a significant objective.

“The UN COVID-19 Response and Recovery MPTF” (2020) implemented in Tokelau by UNDP and UNFPA has a gender marker b designated that the project makes a significant contribution to GEWE. Gender analysis is included in the context, solutions, problem identification, theory of change. Results framework outcome and output targets are gender sensitive and sex disaggregated.

2 of the 6 JPs had not sufficiently mainstreamed gender:

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

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

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

Continuing on page 14 in the report.

### 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

APPROACHES MINIMUM REQUIREMENTS

Programming and  
M&E

#### (a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. Met. There are many examples of joint GEEW communications activities.

- UN agencies worked together to profile humanitarians for World Humanitarian Day – there was a focused/deliberate attempt to profile women (UNOCHA, WHO, UNDP, UNICEF, UNRCO) – August 2020
- Communications around the Pacific Partnership, and newly launched initiative targeting basic services, governance, and gender equality in the Pacific in line with the SDGs, across 14 Pacific Island countries (UNICEF, UNFPA, UN Women, UNDP and UNRCO). July 2020
- Communications (social media and other) around Markets for Change (UN Women and UNDP). August 2019
- Half-day capacity strengthening event for UN staff to focus on the Resource Book about Domestic Violence for UN Staff in the Pacific (UN Staff DV Resource). (UN Women, UNFPA, UNICEF and WHO). November 2019
- Media for SDGs Workshop series, one workshop dedicated to SDG5 (all UNCG agencies)

- International Women’s Day (joint UNCG campaign, led by UN Women) – March 2020
- UNFPA Pacific virtual launch of the UNFPA State of the World Population Report 2020 highlighting gender inequality issues and initiating conversations in the Pacific and around the world. August 2020
- UNCT hosted a media conference (tv, radio, online media) on the launching of the Samoa Spotlight Initiative programme (UNDP, UN Women, UNICEF, UNESCO, UNFPA) – March 2020
- Ongoing communications (social media, newspaper coverage) on training workshops to build the capacity of women to become leaders under the UNDP-UN Women joint Women in Leadership Project.

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

- UN agencies contributed individually and jointly to the “16 Days of Activism for GBV” campaign Oct-Nov 2019 – e.g. Talk-back radio show with FBC (UN Women and UNFPA) and media training for the local media agencies (UNCG)
  - Joint UN Women and UNFPA training to support implementation of the GBV service delivery protocols across Fiji. August 2019.
  - UN Women, UNFPA, UNICEF, WHO and UNDP contributed to the national community campaign on measles vaccinations with the emphasis on women and child health. October 2019 onwards.
  - UN Women and UNFPA jointly supported the Ministry of Health on social media and tv messages on health implications of measles on pregnant and non-pregnant women. October 2019 onwards.
- Continues, Please see page 18 in the report.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 2.3 Cooperation Framework M & E

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

Programming and M&E

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

Progress against the Action Plan:

Although steps have been taken to strengthen the DMEG, the group’s inactivity means that data for gender sensitive indicators have not been gathered or assessed. The data presented in the 2020 annual UNPS reports does include progress against gender-targeted and mainstreamed results. The information is presented by outcome area so as to see the big picture, rather than country-by-country against specific indicators.

At the start of the UN Pacific Strategy (2018-2022) a Data, Monitoring and Evaluation Group (DMEG) was established, to be chaired by a head of agency, and responsible for advising the UNPS Coordination Group (“Deputies Group”) on the monitoring requirements of the UNPS and the connection of that monitoring to the larger context of SDG monitoring in the Pacific. The DMEG was further to be responsible for the adoption, functioning, and reporting capacities of UNInfo.

The DMEG met regularly in 2018-2019 but has not been very active since and had not met in 2020. This inactivity was noted

in the Pacific Gender Scorecard report.

Since that time, in 2020, the joint UNCT decided to rejuvenate and strengthen the DMEG to continue supporting efforts on data availability and accessibility, analysis, and utilization for evidence-based decision making and policy development, and promoting data integrity across the UNPS lifecycle. The overall purpose of this group is to facilitate access to carefully selected (wherever possible disaggregated) data that can guide the prioritization and programming of the UN (and partner) development investments across the region. Membership has since been revised in mid-2021 and members of the DMEG have been actively involved in supporting the UNPS evaluation through the UNPS Steering Committee.

With regards to capacity building of the group as a whole on gender mainstreaming in results frameworks, UN Women has included such a training session for UN M&E staff, who effectively make up the DMEG, in Q1 of 2022 as part of the development of the UNSDCF. This training will be aligned with the UNSDCF roadmap so that the skills learned will be put to use in the Pacific UNSDCF results matrices.

As per the revised membership of the DMEG (Nov 2021), there are 3 individuals (UNDP, UNDRR, UN Women) included who are also members of the Outcome Group 2: Gender Equality.

Therefore, in terms of addressing the Pacific Gender Scorecard Action Plan, with the rejuvenation of the DMEG, the planned capacity building for DMEG members, and guidance towards development of the UNSDCF results matrices, it is clear that progress is being made and the foundation is being put in place to approach or meet minimum standards in the coming reporting timeframes.

b) UNPS reviews assess progress against gender-focused results. Not Met. Monitoring is especially challenging in the MCO context. An annual review was undertaken in 2018, the first year of the UNPS. A 2019 annual review was not undertaken. Reporting on progress toward results in 2018 is presented by outcome area in 15 separate reports but is not presented collectively for the UN Pacific so it is difficult to see the big picture. The data presented in the 2018 reports does include progress against gender-targeted and mainstreamed results by country and regional programme.

**List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)**

Evidence:

- DMEG TOR
- DMEG Members Nov 2021
- Roles and Responsibilities of CF Evaluation Manager UNPS
- UNPS Evaluation TOR clean final

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

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

Partnerships

**Meets all of the following: (a) The UNCT has collaborated with AT LEAST 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 the government on at least two joint initiatives that foster gender equality and empowerment of women within the current UNPS cycle. Met. The UNCT collaborated with several government partners on joint gender initiatives. Some examples include:

- The Rights, Empowerment and Cohesion (REACH, 2015-2018) for Rural and Urban Fijians Project, administered by UNDP in collaboration with UN Women, works with the Ministry of Women, Children and Poverty Alleviation, Ministry of Health, Ministry of iTaukei Affairs, Legal Aid Commission, Human Rights and Anti-Discrimination Commission, Medical Services Pacific and Empower Pacific to extend basic government services, and carry out community outreach and education on legal and human rights services targeting women in remote communities.
- The REACH initiative piloted its government-led mobile service delivery approach in Tonga, with financial and technical support from UN Women and UNDP. In Tonga, the REACH team included officers from the Ministries of Trade and Economic Development, the Palace Office, Ministry for Internal Affairs including the Women's Affairs Division, the Office of the Ombudsman and the Ministry of Justice including its affiliate – the Tonga Family Protection Legal Aid Center. The team travelled to villages in remote areas to explain the people's social, economic and legal rights as citizens and provided personalized services. In total, 2,715 services were provided individually (1,683 women, 1,005 men, 23 children and four persons with disabilities) in 17 communities in Tongatapu and 'Eua Islands.
- The REACH pilot in Samoa in 2019 was led by the Law & justice Sector and included Ministry of Justice & Courts Administrator, Samoa Law Reform Commission, Attorney General's Office, Ministry of Police, Samoa Prisons & Corrections Services, Samoa Umbrella for NGOs, as well as Officers from the Fiji Ministry of Women, Children and Poverty Alleviation. The sector visited 10 communities across two main islands and benefitted 853 people (375 women, 463 men, 15 children).
- OHCHR and UNDP have provided a series of trainings to the Fiji Police Force on human rights and treatment, resources and recourse for vulnerable victims, particularly SGBV survivors in 2020. The workshop follows OHCHR's interactive and practical training methodology from Human Rights Training – A Manual on Human Rights Training for Law Enforcement Officers (2018), supported by UNDP's sessions on handling vulnerable victims and witnesses, service provision as frontliners for SGBV survivors, and the rights and responsibilities associated with the early access to justice approach to investigative interviewing. Continues, please see page 23 in the report.

### Did you reassess the Performance Indicator in this reporting year

- No

### PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNPS cycle. Met. The UNCT collaborated with several government partners on joint gender initiatives. Examples:

- The Pacific Preparatory Workshop for the Beijing +25 Review in 2019 was co-hosted by UN Women, Fiji's Ministry for Women, Children and Poverty Alleviation, the Pacific Islands Forum Secretariat (PIFS), and the Pacific Community (SPC) and targeted senior government representatives from the Pacific national women's machinery and gender equality and women's empowerment civil society organizations. Technical support was provided by the Gender Technical Working Group (UN Women, UNFPA, SPC, PIFS, Fiji Women's Rights Movement, and DIVA for Equality Fiji). Women's CSOs that participated included Vanuatu's Widows Association, Tonga Leitis Association, Samoa Faafafine Association, Fiji Disabled Peoples Federation, Soqosoqo Vakamarama, and femLINKPACIFIC.
- In Fiji, UN Women partnered with UNFPA and the Fiji Women's Crisis Centre to deliver the Gender-based Violence in Emergencies (GBViE) component of the Service Delivery Protocols (SDP) national workshops, supporting the Fiji Government to rollout the protocols to all service providers (2019).

b) GEEW CSO participates in UNPS consultations: country analysis, strategic prioritization, implementation, M&E. Met. There is evidence in the UNPS roadmap documents (TOR and roadmap) that governments and NGOs will be part of all country consultations (country analysis and strategic prioritization). Specifically, for gender equality and women's organizations, there is evidence of the following:

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

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

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

- During the VNR consultations that took place in Samoa from 5-12 May, 2020, UNFPA, UN Women, and ILO supported consultations around SDG 5. Participation in this VNR consultation included the Samoa Victim Support Group.
  - For the SDG Workshop in Fiji on 5 June 2019, Fiji Women's Rights Movement and DIVA for Equality Fiji participated.
- Continues, please see page 26 in the report.

#### **Did you reassess the Performance Indicator in this reporting year**

- No

### Dimension Area 4: Leadership & Organizational Culture

#### PI 4.1 Leadership for Gender Equality

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

**Leadership and  
organizational culture**

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

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. Not Met. UNCT Pacific meetings are held each month. Gender was an item for only three of the meetings held in the last twelve months. The UNCT meetings are not discussing gender regularly within the meetings. It is recommended that gender be a permanent agenda item on the UNCT meetings.

b) The RC demonstrates public championing of gender equality during the last 12 months. Met There are two RCs in the UNCT Pacific: RC Fiji and RC Samoa. The criteria has been met for both RCs as detailed below.

RC Samoa - A total of 23 written documents- uploaded onto UN Samoa & UN Women website, access through files maintained by the RCO Samoa communication focal point and online Samoa media outlets were reviewed. These consists of 7 speeches, 16 press releases and articles from August 2019 to August 2020. Review of RC speeches, press release and articles reflect. gender equality messaging over 75 percent of the speeches, press release and articles reviewed. Out of the 7 public speeches analyzed, 5 were found to be gender sensitive and 2 not gender specific. RC (or Acting RC) was actively present and engaging during key gender public events that specifically targeted GEWE in the last 12 months, such as Extraordinary 84th session on the CRC in Samoa, EU UN Spotlight Initiative Launch in Samoa, Celebration of UN Day in Samoa, Launch – Role of Parliament for promoting SDS & SDGs and Responding to the Measles epidemic in Samoa. RC actively championed key gender issues such as violence against women and children and maternal health through public media press release quotations, articles as well as being present during national launch events. While the criteria for the indicator was met, it was noted that there were greatly missed opportunities in some of the key speeches, press release to advocate for gender equality in, for example, linking gender equality to knowledge societies and digital solutions. Continues, please see page 27 in the report.

### **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.**

The survey link was shared by the RC of Fiji to all Pacific UN staff. The total number of responses was 271 (172 women; 97 men; 2 other). Based on the population size of 1684, responses yielded a confidence interval of 5.5. Therefore, we can be confident that responses are representative of the larger population plus or minus 5.5 percentage points. Refer to Annex C for full details.

Survey results with a positive rating between 50-64%. Met. Results scored an overall positive rating of 63% (14% negative and 23% neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. A positive average rating of 65-80% is required to meet minimum requirements. Refer to annexed charts for detailed information.

The three questions that scored the highest:

- UN system makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels (67% positive)

- Heads of Agency in this UNCT demonstrate leadership and commitment to gender equality in the workplace (69% positive).
- UN personnel in this UNCT demonstrate commitment to gender equality in the workplace (69% positive).

The three questions that scored the lowest:

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

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

### 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.**

Meets three of the four criteria.

a) A coordination mechanism for gender equality in chaired by a HOA. Met. The Outcome Group 2: Gender Equality (OG2) is Co-Chaired by UN Women (Representative, Fiji Multi-Country Office) and UNFPA (Director, Pacific Sub-Regional Office).

b) The group has a TOR and an approved annual work plan. Met. The OG2 has a terms of reference that was endorsed in early 2018 for the duration of the UN Pacific Strategy, and an approved work plan that outlines key areas of joint work. The OG2 group serves as a model for strong and proactive actions and coordination, including coordination with external partners and stakeholders.

c) Members include at least 50% senior staff (P4 and above; NOC and above). Not met. Based on available information, out of 18 active OG2 members based in Fiji, only 8 are senior staff defined as NOC/P4 or above, and out of 11 active OG2 members based in Samoa, only 2 are senior staff defined as NOC/P4 or above.

d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. Met. The planning of the current UN Pacific Strategy (UNPS) 2018-2022 took place primarily in 2016, with approval of the UNPS in early 2017. The UNPS planning roadmap was developed by what was then called the Programme, Monitoring and Evaluation Group (PMEG), which included representation of the OG2 (OG2 Coordinator, UN programme staff representative). The roadmap indicates multiple stages where the established Gender Task Force influenced the UNPS planning process: establishment of Gender Task Force from OG2 members (UNFPA Gender Adviser, OG2 Coordinator, UN programme staff member); dissemination of Gender Scorecard report (2015) and Gender Checklists for UNDAF planning; review of Gender Scorecard report; advocacy of participatory approach in country consultations; engendering the results matrix; identification of key priorities. In addition to the support provided during the UNPS planning to the development of the results matrices, there has been consistent gender expertise in the Data, Monitoring and Evaluation Group (UN Women, UNFPA) and efforts to ensure gender mainstreaming in UNPS reviews and reporting. The OG2 monitors its own annual workplan activities and makes substantial inputs to UNPS annual reporting. However, currently the DMEG is not active. Thus, there is a need to clarify the roles and responsibilities of the group, build capacity of members around gender-responsive M&E, and ensure OG2 representation in membership.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 5.2 Gender Mainstreaming Capacities

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

**Gender architecture and  
capacities**

**Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

Progress against the Action Plan:

Indicator 5.2, specifically 5.2a, was determined to be a strategic priority action, because it was agreed by the IAT that capacity building should be seen as an ongoing process.

With regards to capacity building (5.2a), at least two substantive inter-agency gender capacity development activities for UN personnel have been carried out in 2021, and three more are planned for December 2021.

-The first was a virtual webinar for all UN staff on 'How to report harassment, sexual harassment, abuse of authority, and sexual exploitation and abuse' held in March 2021. The webinar was hosted and organized by UN Women and UNFPA, on behalf of the UNPS Outcome Group 2: Gender Equality. Over 50 staff participated from more than 7 UN agencies. (Note that it was difficult to monitor the number of participants, because many joined from boardrooms with multiple staff.)

-The second was a virtual workshop, 'Gender and Human Rights Coordination: Outcome Group 2 and 6 support to gender and human rights mainstreaming in the UN system in the Pacific' held in September 2021. This workshop was open to all UN staff but targeted RCO staff, including Country Coordination Specialists, and UN field-based staff who are engaged in UNSDCF planning, implementation, M&E and reporting. UNPS Outcome Groups 2 and 6 (UN Women, UNFPA, ILO, OHCHR) hosted and organized the event. The workshop was attended by over 60 staff from 11 agencies and 7 countries.

B) To date, A capacity development plan based on an inter-agency capacity assessment has not been undertaken during the UNPS period.

C) With regards to induction materials, since the Gender Scorecard assessment in 2020, UNDSS, with the technical support of UN Women, UNFPA and UNICEF, developed GBV Aide Memoires for Samoa and Solomon Islands. These are in addition to the GBV Aide Memoire for Fiji that was noted in the 2020 assessment. The GBV Aide Memoires provide detailed information about GBV and gender-related security issues for UN staff. Aide Memoires for the remaining countries are planned and will be included in induction materials for other countries in the region. Furthermore, the UNPS Outcome Group 2: Gender Equality is currently revising the Resource Book about Domestic Violence for UN Staff in the Pacific that will cross-reference the GBV Aide Memoires and other resources. This resource book will be made available to all UN staff on a regular basis and is used by UNDSS in staff induction.

UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. Met. The induction package for UN staff includes an in-country briefing by UN Department of Safety and Security and travel advisories for UN staff travelling internationally. The travel advisories for each of the 14 countries in the region were updated in January 2020 and inform staff about gender-related cultural and security issues in each country. In 2020, UNDSS with the technical support of UN Women, UNFPA and UNICEF drafted and approved the first national Aide Memoire for the region (Fiji), which provides detailed information about GBV and gender-related security issues for UN staff. The Aide Memoire is set to be included in the UNDSS in-country briefing for Fiji, and will soon be adapted and included in induction materials for other countries in the region. Several agencies also have gender-specific orientations for new staff including UN Women, UNFPA, UNICEF, UNDP, UNV, etc.

The inter-agency operations team has recently (July-August 2020) been discussing a more comprehensive UNCT induction for new staff to the Pacific. This may offer an opportunity for the IAT and OG2 seek to support the development of a gender-sensitive induction that includes materials on GEWE specific to each country.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)

Evidence:

- Gender and Human Rights Workshop agenda Sept 2021 FINAL
- OG2.OG6 Workshop registration
- Aide Memoires (FIJ, SAM, SOLS)

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:**  
**Adequate resources for gender mainstreaming are allocated and tracked**  
**APPROACHES MINIMUM REQUIREMENTS**

Resources

**(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.**

a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle. Met. UN Women Asia and Pacific organized a three-day e-training on Gender Equality Marker from 11 to 13 August 2020. Around 90 UN staff from Asia Pacific participated, including nine representatives from UNCT in Fiji, from the following six agencies and one office: UN Women, UNFPA, UNICEF, OHCHR, UNDRR, UNDP, and RCO. The topics cover from general to specific: Introduction to UNCT Gender Equality Marker, Gender Equality Marker Coding in Asia Pacific UNCT Joint Work Plans, and Gender Marker in Proposals to the UN COVID-19 Multi-Partner Trust Fund (MPTF). While invitations were sent across the system, there were no participants from the MCO in Samoa, revealing a knowledge gap. Although some participants from within the UN system based in Fiji cover the entire region, more comprehensive training coverage to ensure learning across the UN system (and particularly within the MCO Samoa) will need to be prioritized in the future to ensure accurate application of the mandatory marker in the future.

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

Not Met No evidence has been found to suggest the existence of a reporting mechanism under the UNCT to track specific GEEW targets. Under OG2, there are financial targets established at 6% in the UNPS 2018-2022, which hopefully can assist in the future with tracking program and budget targets although there is currently no means of tracking gender allocations across outcomes for mainstreamed gender expenditures.

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

**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.**

The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNPS outcomes in line with SDG priorities including SDG 5. Met. Limited progress reporting on UNPS outcomes and indicators makes it hard to assess with any level of certainty the overall UNCT performance at this stage of the UNPS cycle. However, the available data provided in the 2018 UNPS monitoring reports shows that the UN is making contributions to gender-targeted and mainstreamed results (refer to Indicator 2.3 M&E for further elaboration). Outcome 2 explicitly focuses on gender equality and demonstrates on-going contributions toward planned gender results. Individual agencies working solely or jointly with other agencies, and further guided by donor priorities, prioritize gender equality to an extent (see

Indicator 2.1 JP and 2.2 Communications and Advocacy), although more emphasis can be put on GEWE targeting and monitoring, especially for programmes that are not specifically designed to impact gender equality.

Application of the UNCT Gender Equality Marker in Joint Work Plans should help to support stronger focus and more comprehensive monitoring of gender mainstreaming across outcomes in future years.

### Did you reassess the Performance Indicator in this reporting year

- No

## 8. UNCT in Pacific 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
<b>Dimension 1 - Planning</b>		
1.1 Common Country Analysis	Ensure next CCA meets UNSDG minimum requirements in line with the DCO guidance: gender analysis across all sectors/sections including underlying causes using sex disaggregated, gender sensitive data and assessing women's empowerment.	Gender technical support provided to review all 14 CCAs and Regional CMCA to ensure gender mainstreaming
1.2 Cooperation Framework Outcomes	Ensure next Cooperation Framework maintains visible gender mainstreaming across all outcomes and includes at least one gender-targeted outcome.	<ul style="list-style-type: none"> <li>• Gender mainstreamed in 14 CCAs and Regional CMCA as per above</li> <li>• Orientation sessions plans for key stakeholders on HRBA/LNOB</li> <li>• Focus group discussion on key messaging on gender mainstreaming in UNSDCG for UNPS Outcome Group 2: Gender Equality (Gender Results Group)</li> </ul>
1.3 Cooperation Framework Indicators	Improve the gender sensitivity of the next UNSDCF results framework to ensure the inclusion of indicators that	<ul style="list-style-type: none"> <li>• Plan for capacity building session for members of the Data, Monitoring, and Evaluation Group on gender mainstreaming in results</li> </ul>

	measure GEWE changes across all outcomes.	matrices that aligns with UNSDCF roadmap
<b>Dimension 2 – Programming and M&amp;E</b>		
2.1 Joint Programs	Advocate for gender mainstreaming in line with UNSDG requirements in all future JPs. Facilitate stronger use of technical support for quality assurance for all JPs by developing a simple checklist (drawing on global models) supported by a gender learning session.	-
2.2 Communication and Advocacy	Revise the UNCG Communications Strategy (2019-2022) and Implementation Plan to make visible gender mainstreaming. Develop AWP for UNCG Fiji and Samoa that moves beyond ad-hoc initiatives to highlight common goals and lay out a strategy for gender advocacy.	-
2.3 Cooperation Framework M&E	Strengthen the DMEG and clarify roles and responsibilities for full operationalization and delivery of UNPS M&E; build capacities of the group as a whole on gender mainstreaming in results frameworks; ensure at least one member of the DMEG has strong technical gender expertise and provides linkages between DMEG and OG2.	<ul style="list-style-type: none"> <li>• Data, Monitoring, and Evaluation Group (DMEG) revitalized in 2021</li> <li>• Members of the DMEG are supporting the UNPS evaluation through the Evaluation Steering Committee</li> <li>• Plan for capacity building session for members of the Data, Monitoring, and Evaluation Group on gender mainstreaming in results matrices that aligns with UNSDCF roadmap.</li> </ul>
<b>Dimension 3 - Partnerships</b>		
3.1 Government Engagement	Ensure National Women's Machineries (department/focal point) and GEWE CSO in each PICT are identified and included in all UNPS consultations as well as SDG-related localization processes.	-

3.2 GEWE CSO Engagement	Ensure National Women's Machineries (department/focal point) and GEWE CSO in each PICT are identified and included in all UNPS consultations as well as SDG-related localization processes.	-
<b>Dimension 4 – Leadership and Organizational Culture</b>		
4.1 Leadership	a. Expand the 'human rights' standing agenda item to provide space for substantive discussions on 'human rights and inclusion' (gender, disability, youth, etc.) as part of the current re-design of UNCT meeting structures in order to facilitate leaders to advocate for and promote GEWE. b. Ensure greater consistency of highlighting gender issues in RC speeches and communications.	-
4.2 Organizational Culture	Include in OMT agenda a standing item on 'Gender and Inclusive Practices' to facilitate dialogue between the OMT and OG2 to: a) unpack the data from the 'gender and organizational culture' survey; b) institutionalize monitoring of organizational culture issues across the UN Pacific; and c) share best practices from across agencies to support improved organizational culture.	-
4.3 Gender Parity	Integrate gender targets into the Pacific BOS (and Fiji and Samoa versions). Use the BOS to institutionalize annual monitoring and reporting of UN system gender targets such as: a) gender parity in staff disaggregated by level; b) gender responsive procurement; c) compliance rates of mandatory gender trainings. Ensure that the new BOS for the next UNPS expands gender focus drawing	-

	on global models of good practice.	
<b>Dimension 5 – Gender Coordination and Capacities</b>		
5.1 Gender Coordination Mechanism	Strengthen the OG2 for stronger coordination across the UN system. Ensure HOAs consider nominations to include more senior members to facilitate greater group influence in line with UNSDG requirements. Monitor rates of senior membership annually as part of UNCT-SWAP progress reporting. Ensure that all OG2 members have responsibilities reflected in performance reviews. Build capacities of OG2 members based on a capacity assessment to strengthen overall system gender technical expertise.	-
5.2 Gender Capacities	<p>a Develop a capacity development strategy that elaborates a staged approach to capacity development for key interagency groups (at least one per year, such as OG2, DMEG, OMT, UNCG) based on results of online capacity assessments for targeted groups.</p> <p>b Support the development of a gender sensitive induction that recognizes gender differences in needs/issues in the context of on-going discussions to develop a more comprehensive UN induction process.</p>	<ul style="list-style-type: none"> <li>• At least 2 interagency capacity building sessions have been held in 2021: How to report harassment, sexual harassment, abuse of authority, and sexual exploitation and abuse in March 2021 and Gender and Human Rights Coordination: Outcome Group 2 and 6 support to gender and human rights mainstreaming in the UN system in the Pacific held in September 2021.</li> <li>• Resource Book about Domestic Violence for UN Staff in the Pacific is also being revised.</li> </ul>
<b>Dimension 6 - Resources</b>		
6.1 Financial Resources	Build capacities across Outcome Groups and RCOs for accurate application of the mandatory UNCT GEM in JCAPs with initial priority focus on UN system based in Samoa as part of the rollout of UNINFO. Set targets for UN Pacific budget allocations to GEWE, and monitor progress	-

	utilizing the UNCT Gender Equality Marker from start of next Cooperative Framework cycle 2023.	
<b>Dimension 7 - Results</b>		
7.1 GEWE Results	Ensure tracking of outcome indicator data is collected and disaggregated as planned supported by the rollout of UNINFO. Ensure UNPS annual reporting captures overview of GEWE contributions to outcomes, including gender mainstreamed elements within the five non-targeted outcomes.	

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> APPROACHES MINIMUM REQUIREMENTS		<b>Planning</b>
<b>Category</b>	<b>Documents</b>	
<b>CCA or equivalent</b>	<a href="#">Cook Islands CCA 2021 Draft v8</a>	
<b>CCA or equivalent</b>	<a href="#">MMS CCA Regional V7.0 (2) DRAFT</a>	
<b>CCA or equivalent</b>	<a href="#">Niue CCA 2021 Draft v7 (Nov 15 2021)</a>	
<b>CCA or equivalent</b>	<a href="#">Tokelau CCA 2021 Draft v6 (Nov 9 2021) (MMS Clean)</a>	
<b>Other joint analysis</b>	<a href="#">06AUG2021 TOR IC Gender Equality Expert for Gender Mainstreaming in UNSDCF FINAL - rev close date</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> EXCEEDS MINIMUM REQUIREMENTS		<b>Planning</b>
<b>Category</b>	<b>Documents</b>	
<b>Cooperation Framework</b>	<a href="#">UNDP WS FINAL UNPS 2018-2022</a>	
<b>Other</b>	<a href="#">06AUG2021 TOR IC Gender Equality Expert for Gender Mainstreaming in UNSDCF FINAL - rev close date</a>	
<b>Other</b>	<a href="#">Annex 1. UNSDCF Key Processes and Timelines Nov 11</a>	
<b>Other</b>	<a href="#">CF roadmap November 11</a>	
<b>Other</b>	<a href="#">Final OG2 Focus Group on CF - Facilitation Team Agenda 16 Nov</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">UNDP WS FINAL UNPS 2018-2022</a>	
Other	<a href="#">06AUG2021 TOR IC Gender Equality Expert for Gender Mainstreaming in UNSDCF_FINAL - rev close date</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MISSING REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">DMEG Members Nov 2021</a>	
Cooperation Framework reviews/monitoring data	<a href="#">RR of CF evaluation manager UNPS</a>	
Cooperation Framework reviews/monitoring data	<a href="#">TOR DMEG 25 June 2020</a>	
Cooperation Framework reviews/monitoring data	<a href="#">UNPS Evaluation ToR-clean final</a>	

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

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

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

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> APPROACHES MINIMUM REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>Organizational culture survey results</b>	<a href="#">Annex C – Organizational Culture Staff Survey Results</a>	
<b>Organizational culture survey results</b>	<a href="#">Annex C – Organizational Culture Staff Survey Results</a>	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> MISSING REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>UNCT BOS</b>	<a href="#">Annex D – Gender Parity Data UN System</a>	
<b>UNCT BOS</b>	<a href="#">Annex D – Gender Parity Data UN System</a>	
<b>UNCT BOS</b>	<a href="#">Annex D – Gender Parity Data UN System</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> MEETS MINIMUM REQUIREMENTS		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> MEETS MINIMUM REQUIREMENTS		<b>Gender Architecture and Capacities</b>
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Category	Documents
Capacity development	<a href="#">Annex B. (11) Gender Based Violence Guidelines Samoa MCO (3)</a>
Capacity development	<a href="#">Annex B. (11) Gender Based Violence Guidelines SOLS</a>
Capacity development	<a href="#">OG2.OG6 Joint Workshop DETAILED agenda FINAL</a>
Capacity development	<a href="#">OG2.OG6 workshop registration</a>
Capacity development	<a href="#">UNDSS Fiji GBV Aide Memoire</a>

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Financial Resources
Category	Documents	
	No documents uploaded	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Results
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>

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