



# UNCT-SWAP GENDER EQUALITY SCORECARD

**United Nations Country Team  
Papua New Guinea (PNG)**



**December 2021-March 2022**

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## List of acronyms and abbreviations

ARC	Assessment of Results and Competencies
BOS	Business Operations Strategy
CEB	Chief Executives Board for Coordination
CCA	Common Country assessment
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organizations
FAO	Food and Agriculture Organization of the United Nations
GBV	Gender-based Violence
GEM	Gender Equality Marker
GEWE	Gender Equality and the Empowerment of Women
GTG	Gender Theme Group
HOA	Heads of Agencies
IAT	Inter-Agency Team
ILO	International Labor Office
IOM	International Organization for Migration
JP	Joint Programme
LNOB	Leave No One Behind
M&E	Monitoring and Evaluation
OHCHR	United Nations Human Rights Office of the High Commissioner
OMT	Operations Management Team
OP	One United Nations Programme
PNG	Papua New Guinea
PSEA	Preventing Sexual Exploitation and Abuse
RC	Resident Coordinator
RCO	Resident Coordinator Office
SDG	Sustainable Development Goals
TOR	Terms of Reference
UN	United Nations
UNAIDS	United Nations Programme on HIV/AIDS
UNCDF	United Nations Capital Development Fund
UNCG	United Nations Inter-Agency Communications Group
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNDSS	United Nations Department of Safety and Security
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNOPS	United Nations Office for Project Services
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDG	United Nations Sustainable Development Group
UN-SWAP	UN System-Wide Action Plan for Gender Equality and Women's Empowerment
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization

## 1. BACKGROUND

The United Nations Country Team (UNCT) SWAP gender equality scorecard is a globally standardized assessment of the effectiveness of United Nations country level gender mainstreaming processes. This coordinated approach establishes the UNCT performance indicators for gender equality and the empowerment of women and lays down the minimum standards that UNCTs should achieve for a proper gender mainstreaming performance.

The development of the gender scorecard was proposed by the United Nations Sustainable Development Group (UNSDG) in July 2006 and endorsed by the United Nations (UN) principals in April 2008. The framework was further developed by the UN in response to the UN Chief Executives Board for Coordination (CEB) System-Wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and endorsed by the CEB in 2012.

In 2016, the UNCT SWAP scorecard methodology was revised in tandem with the UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP, launched in 2012, is a UN system-wide accountability framework to measure, monitor and drive progress towards a common set of standards, applying to all entities, departments and offices of the UN system. This methodological revision ensured greater alignment with the UN-SWAP and the Sustainable Development Goals, drawing on good global practices with motivating, managing, and measuring institutional change processes, recognizing the importance of gender equality and the empowerment of women to SDGs achievement.

The UNCT SWAP gender equality scorecard has been implemented in Papua New Guinea during the period from December 2021 to March 2022, which is the subject of this report. The SWAP assessment took place in December 2021, and the action planning phase was then completed in 2022.

## 2. COUNTRY CONTEXT

The United Nations in Papua New Guinea is committed to working with the Government and people of Papua New Guinea, together with other development partners, to improve the lives of all people in the country, especially the most marginalized and vulnerable, and to achieve the Sustainable Development Goals (SDGs), realizing the national development vision and taking forward the principle of “leaving no one behind”.

The UNCT, in partnership with the government and other stakeholders, is completing implementation of United Nations Development Assistant Framework (UNDAF) 2018-2022, a medium-term strategic planning document that reflects the shared commitment of the Government of Papua New Guinea and the UN system to maximize efforts in support of the universally applicable transformative 2030 Agenda and national priorities, including the Vision 2050, the Strategy for Responsible Sustainable Development, the Medium-Term Development Plan III, and the Development Strategic Plan 2010-2030.

The UNDAF 2018-2022 is focused on four Outcome areas, grounded in key elements of the SDGs that underpin the achievement of the Government’s Vision 2050:

1. People. Inclusive Human Development & Equitable Services;
2. Prosperity. Inclusive & Sustainable Growth;
3. Planet. Sustainable Management of Natural Resources, Biodiversity Conservation, Strengthened Climate & Disaster Resilience;
4. Peace. Promoting Inclusive, Governance, Justice & Peace.

The UNCT, led by the Resident Coordination Office (RCO), embarked in 2021 on the process of preparation and formulation of the United Nations Sustainable Development Cooperation Framework (UNSDCF) for 2023-2027, which sets out the vision and results for the UN system over the next five years. The process began with the development of the Common Country Assessment (CCA) 2021, a collective analysis of the situation of Papua New Guinea (PNG) by the UN system.

To support the gender-sensitive implementation of the framework for the remaining one year and prepare for the development of the gender-responsive new framework by the end of 2022, as well as ensuring better accountability of UNCT towards gender equality and women's empowerment in line with UN corporate policy in this area, the UN in PNG implemented the comprehensive UNCT SWAP gender equality scorecard to assess the status and identify gaps and corrective actions. A set of recommendations for improvement was expected as a result of the exercise to enhance gender-responsive planning and implementation of UNSDCF 2023-2027.

For this purpose, an international specialist was hired to support the UNCT under the overall coordination of UN Women in PNG.

### 3. METHODOLOGY

The UNCT-SWAP gender equality scorecard is a comprehensive accountability framework for the assessment of the effectiveness of gender mainstreaming by UNCTs. The scorecard establishes minimum standards at UNCT level, measuring the performance on gender mainstreaming of joint UN dimensions, such as policies, processes, practices and programmes. It does not measure individual agency performance.

The performance of UNCT is assessed on seven dimensions areas through 15 indicators, as follows: 1. Planning; 2. Programming and monitoring and evaluation; 3. Partnerships; 4. Leadership and organizational culture; 5. Gender architecture and capacities; 6. Resources, and 7. Results.

A senior-level Inter-Agency Team (IAT) was in charge in PNG to complete the UNCT-SWAP process in a participatory and timely manner. This assessment team was composed of 16 members and included representation from the Gender and Human Rights Technical Working Group, RCO, UN Inter-agency Communications Group (UNCG), UN Monitoring and Evaluation (M&E) Group, Priority Working Groups, Operations Management Team (OMT), and the Human Resources Working Group of OMT. The exercise was carried out in a highly participatory manner, promoting internal dialogue and ownership of results.

In 2021, UN Women in PNG recruited the services of an international consultant to support the implementation of the SWAP scorecard, providing support and assistance to the IAT and facilitating the working sessions. Due to the current COVID-19 pandemic, the scorecard methodology was adapted to online modalities.

Prior to the self-assessment driven by the IAT, which was conducted in December 2021, the following processes were implemented:

- 🚩 An online survey of personnel perception of organizational environment for the promotion of gender equality was conducted. The survey was open for 3 weeks. In total, the survey reached 104 respondents (66 women, 38 men), meeting the minimum number of responses required to ensure the validity of results. The results of the survey were used for the evaluation of indicator 4.2 "Organizational culture fully supports promotion of gender equality and the empowerment of women". A breakdown of survey responses can be found in annex A.

🚩 A gender parity table template was distributed to the human resources departments of UN agencies. The table requested quantitative data on the number of women and men in all UN professional categories in PNG, both national and expatriate. All agencies completed and filled out the table template. An excel sheet was then created for the consolidation of UN sex-disaggregated staffing data. These data were used for the evaluation of indicator 4.3 “Gender parity in staffing is achieved”.

The process conducted in PNG was as follows:

**A. Background document review:**

The consultant reviewed the following documents: UNCT-SWAP technical guidance and framework; UNCT gender scorecard reports from the countries in the regions and from other countries; CCA 2021; UNDAF 2018-2022; new UNSDG UNSDCF guidance; UNDAF reviews reports; Gender and Human Rights Technical Working Group TOR; Gender and Human Rights Strategy, UNCT joint work-plan; PNG CEDAW reports, and other national assessments.

**B. Briefing meeting:**

A briefing session with the assessment team as a whole was held. During the meeting, the working schedule was agreed upon, the expectations on the group clarified, the basis for IAT work coordination provided and IAT members were assigned to indicators. Six evaluation groups were formed. They were demanded to get familiar with the scorecard guidebook and in particular with the guidance about the indicators of their responsibility. They were also demanded to gather data and means of verification against the indicators of their responsibility and provide preliminary assessments. A timeframe was given.

**C. In-country self-assessment:**

Evaluation groups worked to agree on evidence, revise data and means of verification, get a common understanding on the findings against the indicators of their responsibility, elaborate rationale and explanations and reach consensus on tentative scoring against indicators. Review meetings were held when needed between the evaluation groups and the consultant to revise evidence data, discuss findings, note any gaps, and identify concerns.

**D. Action planning workshop:**

A session was held to present findings, results and final scores against indicators to the whole assessment team, and to agree on the action plan, allowing space for feedback and consensus building. A proposal for an action plan was presented by the consultant, elaborated based on findings. A final action plan for UNCT performance improvement on gender equality and the empowerment of women (GEWE) was eventually updated and agreed upon.

**E. Presentation of results to UNCT:**

The head of agency (HOA) of UN Women, on behalf of the IAT, carried out a presentation to UNCT, where the main findings of the assessment, the scorings against indicators, and the main recommendations for UNCT performance improvement on gender mainstreaming were presented. As a result of the session, the report on UNCT-SWAP scorecard findings by indicator (which can be found in annex B), and the UNCT-SWAP scorecard action plan 2022-2025 (which can be found in annex C) were endorsed by UNCT.

This report has been produced by the international consultant based on findings and feedback.

## 4. FINDINGS

The UNCT SWAP gender equality scorecard methodology includes 4 levels of rating:

- Exceeds minimum requirements;
- Meets minimum requirements;
- Approaches minimum requirements;
- Missing minimum requirements.

The criteria to exceed, meet or approach minimum requirements is provided by UNSDG for each indicator. If UNCT fails to approach minimum requirements, the indicator is then scored as missing minimum requirements. If UNCT approaches minimum requirements, greater efforts should be done in the short-term so that UNCT can meet minimum requirements in next reporting.

The UNCT should aim at meeting minimum requirements as an adequate performance on gender mainstreaming and the empowerment of women. However, meeting minimum standards should be contemplated as a starting point from which UNCT can reinforce existing country efforts to address GEWE. The objective should be to exceed minimum requirements, so that best practices can be shared with other country teams.

### 4.1 Findings overview

A summary of the scorings against all indicators across the 7-dimension areas is outlined in the following table.

#### UNCT-SWAP Gender Equality Scorecard - Scorings

Country: **Papua New Guinea (PNG)**

Assessment year: **2021** (December)

Agencies participating in inter-agency team: OHCHR, RCO, UNCDF, UNDP, UNFPA, UNICEF, UN Women and WHO

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
<b>1. Planning</b>				
1.1. Common Country Analysis integrates Gender Analysis				
1.2. Gender Equality mainstreamed in UNDAF outcomes				
1.3. UNDAF indicators measure changes on Gender Equality				
<b>2. Programming and M&amp;E</b>				
2.1. Joint Programmes contribute to reducing Gender Inequalities				
2.2. Communication and Advocacy address areas of Gender Inequality				
2.3. UNDAF Monitoring and Evaluation measures progress against planned Gender Equality Results				
<b>3. Partnerships</b>				
3.1. UNCT collaborates and engages with Government on Gender Equality and the Empowerment of Women				
3.2. UNCT collaborates and engages with Women's/Gender Equality CSO				
<b>4. Leadership</b>				
4.1. UNCT Leadership is committed to championing Gender Equality				
4.2. Organizational Culture fully supports promotion of Gender Equality and the Empowerment of Women				
4.3. Gender Parity in staffing is achieved				

Country: **Papua New Guinea (PNG)**

Assessment year: **2021** (December)

Agencies participating in inter-agency team: OHCHR, RCO, UNCDF, UNDP, UNFPA, UNICEF, UN Women and WHO

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
<b>5. Gender Architecture and Capacities</b>				
5.1 Gender Coordination Mechanism is empowered to influence the UNCT for Gender Equality and the Empowerment of Women				
5.2 UNCT has adequate Capacities developed for Gender Mainstreaming				
<b>6. Resources</b>				
6.1. Adequate resources for Gender Mainstreaming are allocated and tracked				
<b>7. Results</b>				
7.1. UN Programmes make a significant contribution to Gender Equality in the Country				

The completed scorecard findings by indicator can be found in annex B. A summary of key findings by dimension area is provided hereunder.

## 4.2 Findings overview by dimension area

### 4.2.1 Planning

The performance of UNCT in this dimension area needs improvement since the team just approaches the minimum requirements for all (3) indicators under this area, suggesting that current work should be strengthened in relation to the CCA and the UNSDCF.

**Indicator 1.1.** Concerning the CCA 2021, gender analysis is visibly integrated across only 64% of sectoral analysis. The criteria under this indicator require that gender analysis and consistent sex-disaggregated and gender-sensitive data are included across all sections in the CCA, referring to underlying causes of gender inequality and discrimination, and that a targeted gender analysis of those furthest behind is included in the document.

**Indicator 1.2.** Concerning the mainstreaming of gender equality in UNDAF outcome areas, GEWE is visibly mainstreamed across People and Peace outcomes but not across Prosperity and Planet outcomes. On the other hand, no UNDAF outcome specifically targets gender equality. The criteria under this indicator require that gender equality is visibly mainstreamed across all outcome areas and that results framework includes one outcome specifically targeting GEWE.

**Indicator 1.3.** Concerning UNDAF indicators, out of 80 outcome and output indicators formulated in UNDAF results framework, only 16 (20%) track progress towards gender equality results. Indicators have higher levels of gender-sensitivity under People and Peace related outcomes and lower levels under Prosperity and Planet related outcomes, suggesting that improvement is needed in particular for these 2 latter outcomes.

### 4.2.2 Programming and M&E

In this dimension, the performance of UNCT is acceptable, although an improvement is expected for the communication and advocacy indicator.

**Indicator 2.1.** Concerning joint programmes (JP), UNCT meets minimum requirements since gender equality is visibly mainstreamed into all (4) JPs operational at the time of the assessment and a joint programme on promoting GEWE is operational (Spotlight Initiative). However, a

system is not in place to ensure gender mainstreaming in JPs. The implementation of such system is required for UNCT to exceed the minimum standards.

**Indicator 2.2.** Concerning communication and advocacy, UNCT just approaches minimum requirements since the interagency communication group annual work plan does not visibly include GEWE communication and advocacy. Nevertheless, UNCT contributed jointly to communication activities and advocacy campaigns on GEWE during the past year, including in non-traditional thematic areas<sup>1</sup>.

**Indicator 2.3.** Concerning M&E, UNCT exceed minimum requirements since progress on gender equality is adequately reported in UNDAF annual review reports. UNDAF results matrix data for gender-sensitive indicators are being gathered as planned and, in addition, the M&E inter-agency group received a training on “Gender Marker Coding Guidelines” at the beginning of the current programming cycle.

### 4.2.3 Partnerships

This is dimension area best performed by UNCT, exceeding the minimum requirements for both indicators.

**Indicator 3.1.** Concerning engagement with Government, UNCT collaborated with a number of government agencies on joint initiatives promoting gender equality within the current UNDAF cycle. The UNCT has even contributed to strengthen Government engagement in gender-related SDGs implementation. In addition, the National Women’s Machinery (National Council of Women & Office for Development of Women) participated in UNDAF consultations.

**Indicator 3.2.** Concerning engagement with women’s organizations, UNCT collaborated with gender equality CSOs and women’s rights advocates on joint initiatives fostering gender equality and has contributed to substantively strengthen CSOs participation in gender-related SDGs implementation over current UNDAF cycle. Finally, civil society promoting GEWE participated in UNDAF consultations, such as strategic prioritization, implementation, etc.

### 4.2.4 Leadership and organizational culture

UNCT is adequately performing in this dimension area although needs to strongly enhance performance on gender parity in staffing.

**Indicator 4.1.** Concerning leadership, UNCT exceeds the minimum standards since gender equality was discussed in substance in 83% of HOAs meetings held in 2021 (the criteria establish that at least 60% of UNCT meetings should meaningfully address gender equality). In addition, the assessment showed the RC publicly defended gender equality in 11 speeches traced in 2021. According to the results of the survey, 76% of staff agree that HOAs are committed to gender equality in the workplace. Finally, GEWE is reflected in 2020 UNCT performance appraisal.

**Indicator 4.2.** Concerning organizational culture, UNCT meets the requirements since the results of the survey of staff perception of organizational environment for gender equality promotion showed an overall positive response of 68% (65% female and 74% male). The survey dealt with perceptions of gender equality in the UN system, equal treatment in the workplace and work-life balance. Questions related to work-life balance were the lowest rated by women: 58% (while men: 73%). Other lowest rated questions were the equal treatment of personnel irrespective of sex/gender identity and the personnel commitment to gender equality in the workplace.

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<sup>1</sup> Non-traditional thematic areas are those areas in which women are under-represented, such as environment and climate change, technological innovation, industry, infrastructures, transports, etc.

**Indicator 4.3.** Concerning gender parity in staffing, UNCT is missing the minimum requirements basically due to the fact that UNCT does not have in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels. However, an analysis of the consolidated sex-disaggregated data on UNCT staffing showed that women account for 48% of the UN workforce. The representation rate of women at senior level positions is 43% for national staff (NOA/NOD) and 50% for international staff (P5 and above). On the other hand, the Business Operation Strategy (BOS) 2020-2024 does not include any specific gender-related commitment under the human resources section and any indicators on gender in areas of common services.

#### 4.2.5 Gender architecture and capacities

In this dimension area, UNCT is not adequately performing since it does not meet minimum requirements for any of the 2 indicators; missing the requirements for one of them.

**Indicator 5.1.** Concerning the gender coordination mechanism, UNCT is missing the minimum standards since the Gender and Human Rights working group has not met in 2021. The list of members is not updated and there is no gender and human rights work-plan for 2021, though there is a gender and human rights strategy. There is need to reactivate the UN gender coordination mechanism and draft new TOR that establish the regularity of the meetings.

**Indicator 5.2.** Concerning UN capacities for gender mainstreaming, UNCT approaches the requirements because a UN wide staff Prevention of Sexual Exploitation and Abuse (PSEA) training was organized in 2021. The content of the 2021 UNCT resource guide on prevention and response to sexual misconduct in PNG was created by the PSEA taskforce following this training and a wide staff survey. However, a gender capacity development plan based on an inter-agency capacity needs assessment is not established for the current UNDAF cycle and UNCT induction material does not include GEWE commitments and related development challenges of PNG.

#### 4.2.6 Resources

The performance of UNCT in this dimension area is satisfactory, as it meets the minimum requirements for the only indicator.

**Indicator 6.1.** The UNCT carried out a capacity building event on the gender marker at the beginning of the current UNDAF cycle. Briefing sessions on Coding Guidelines under the leadership of UN Women were provided to Priority Working Group members, M&E focal points, UNCT and the gender focal points. Gender Marker Coding Guidelines for PNG UNDAF Priority Working Groups were endorsed by UNCT in April 2018. In addition, the UNCT has set a target for resource allocations to GEWE, in which each UNDAF pillar (People, Prosperity, Planet and Peace) targets 30% of each overall budget allocation towards gender equality.

#### 4.2.7 Results

The UNCT is on track to achieve some gender equality and the empowerment of women results as planned in UNDAF outcomes in line with SDG priorities including SDG 5.

**Indicator 7.1.** UNDAF final evaluation had not been carried out by the time of the assessment but UNDAF review reports 2018 and 2019 showed progress on gender-sensitive indicators across outcomes. However, some targets were not being achieved, as indicated in the reports. It is noted that UNDAF review report 2020 did not present the results framework presumably due to COVID-19. In conclusion, UNDAF reports reflected some full achievements and on-track performance on gender equality-specific indicators during the period. As required in the indicator's criteria, for meeting the minimum standards UNCT should achieve or be on track to achieve all GEWE results planned in the results framework. For exceeding the requirements,

UNCT should be able to determine whether any outcome level UNSDCF result has contributed to substantial or transformative change in relation to gender equality and the empowerment of women in the country.

## 5. CONCLUSION

The results of this scorecard assessment show that improvements are needed. The exercise found 2 indicators missing minimum requirements, where UNCT should urgently upgrade the scoring:

- Gender parity in staffing is achieved (indicator 4.3);
- The gender coordination mechanism is empowered to influence the UNCT for gender equality and the empowerment of women (indicator 5.1).

It revealed 6 indicators approaching minimum requirements, where UNCT must concentrate efforts to upgrade the scorings in the short-term:

- Common country assessment integrates gender analysis (indicator 1.1);
- Gender equality mainstreamed in UNDAF outcomes (indicator 1.2);
- UNDAF indicators measure changes on gender equality (indicator 1.3);
- Communication and advocacy address areas of gender inequality (indicator 2.2);
- UNCT has adequate capacities developed for gender mainstreaming (indicator 5.2);
- UN programmes make a significant contribution to gender equality in the country (indicator 7.1).

The assessment found adequate performance for 3 indicators meeting minimum requirements:

- Joint programmes contribute to reducing gender inequalities (indicator 2.1);
- Organizational culture fully supports promotion of gender equality and the empowerment of women (indicator 4.2);
- Adequate resources for gender mainstreaming are allocated and tracked (indicator 6.1).

It further revealed exceptional performance for 4 indicators exceeding minimum requirements:

- UNDAF M&E measures progress against planned gender equality results (indicator 2.3);
- UNCT collaborates and engages with Government on gender equality and the empowerment of women (indicator 3.1);
- UNCT collaborates and engages with women's/gender equality CSOs (indicator 3.2);
- UNCT leadership is committed to championing gender equality (indicator 4.1).

**As a result of the assessment, strengths and weaknesses of UNCT PNG as far as GEWE is concerned, are as follows:**

- 1) Strengths: (i) joint programmes; (ii) M&E; (iii) partnerships; (iv) leadership; (v) organizational culture, and (vi) resources.**
- 2) Areas requiring improvement: (i) planning; (ii) communication and advocacy; (iii) UNCT capacities, and (iv) results.**
- 3) Areas requiring major improvement: (i) gender parity in staffing, and (ii) gender coordination mechanism.**

## 6. ACTION PLAN AND ANNUAL REPORTING

The findings of the assessment have fed into a structured SWAP scorecard action plan designed for UNCT performance improvement on GEWE, which can be found in annex C.

This action plan underlines the gaps between UN minimum requirements and UNCT current practices, procedures and processes identified during the assessment. It includes steps to be taken, time-frame, and allocation of responsibility. It also points out the linkages to the SWAP scorecard indicators for tracking purposes.

The action plan might also be updated, if needed. The IAT could propose necessary adjustments to the scorecard coordinator. In addition, annual action plans might be elaborated to implement concrete tasks that will lead to the achievement of the actions formulated in the UNCT-SWAP action plan.

The action plan must be on the agenda of UNCT HOA meetings to ensure follow up, at least every six months until all actions are completed. The action plan must further be part of the meetings' agenda of inter-agency groups that are assigned responsibilities in the plan, such as the Gender and Human Rights Working Group, UNCG, M&E Group, Priority Working Groups, OMT, and RCO. The responsibility for implementation needs to be shared among UN agencies and sectors to encourage decentralization of responsibility and accountability for gender equality and the empowerment of women.

UNCT-SWAP reporting takes place annually against a minimum of 5 performance indicators. In annual reporting the team is also requested to report on progress in implementing the action plan. The purpose of the annual reporting is to stimulate UNCT progress towards meeting/exceeding minimum requirements, supporting continuous monitoring of achievements and necessary corrections.

When selecting the indicators to be reassessed annually, the team should focus on those whose scores need to be upgraded in the short-term under areas whose performance must be enhanced. In this manner, indicators 4.3 and 5.1 are suggested to be reassessed in next reporting (2023), together with indicators 1.1, 1.2, 1.3 and 2.2.

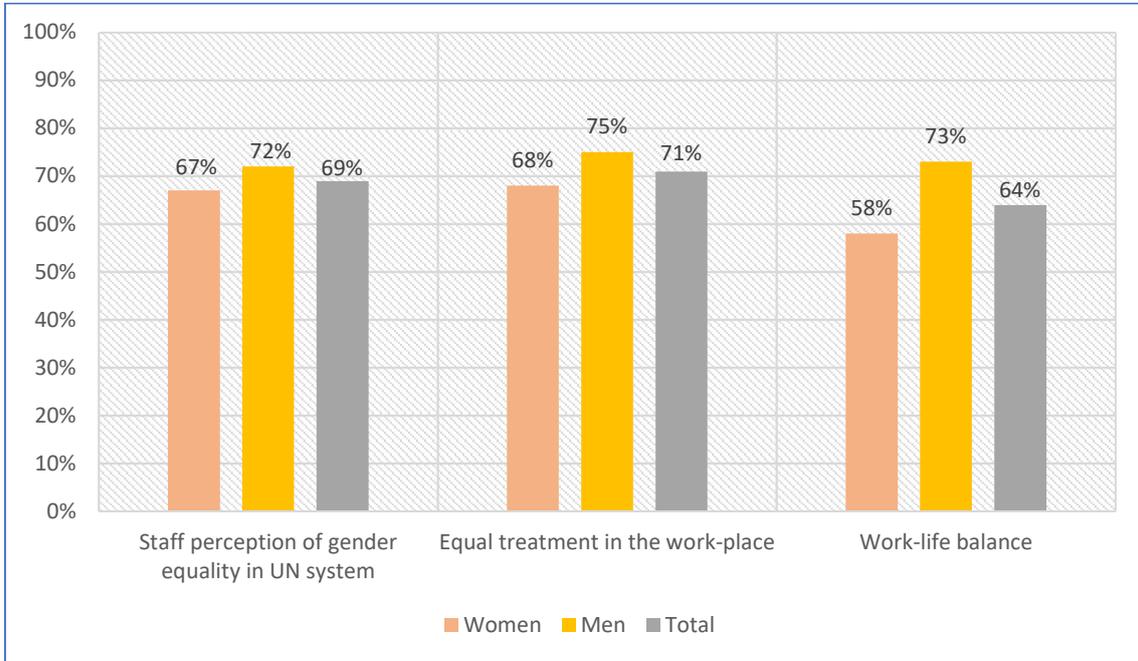
In addition, indicator 2.1 is suggested to be reassessed in 2024 reporting, together with indicator 5.2 and, again, indicators 2.2, 4.3 and 5.1 (in case any improvement is made against these 3 indicators). Indicator 7.1 is subject of reassessment after one year of implementation of the upcoming UNSDCF 2023-2027, once the first UNSDCF annual review report is produced.

As a management response and commitment towards gender equality and women's empowerment at the UNCT senior management level, the action plan was endorsed by HOAs in April 2022.

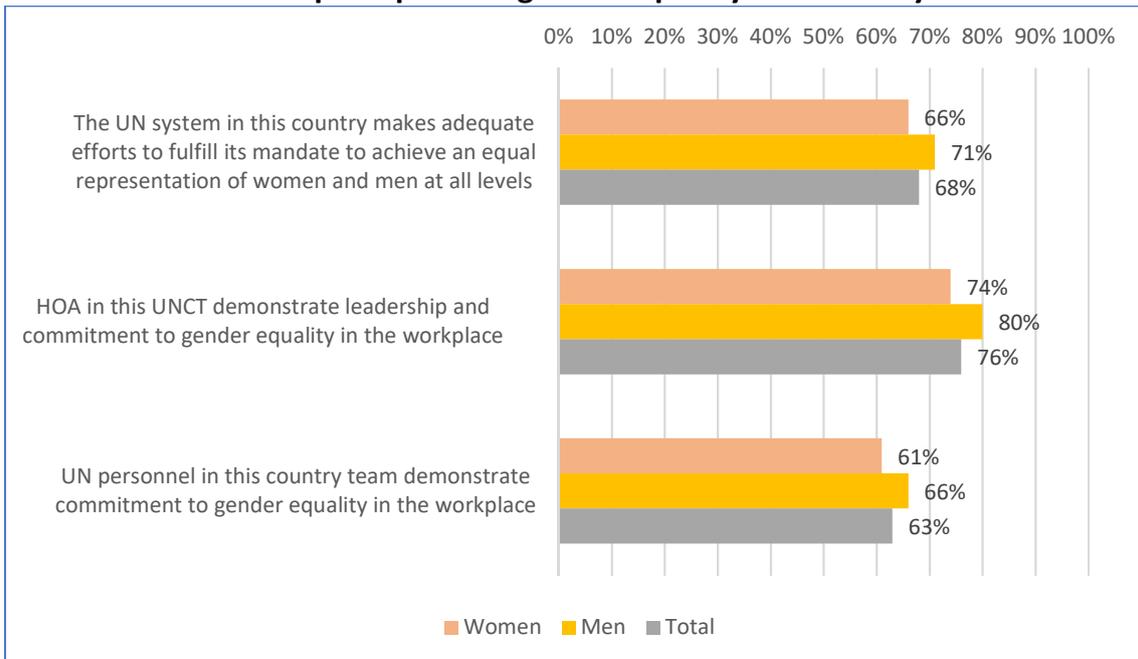
# ANNEXES

## Annex A: Organizational culture staff survey results in PNG

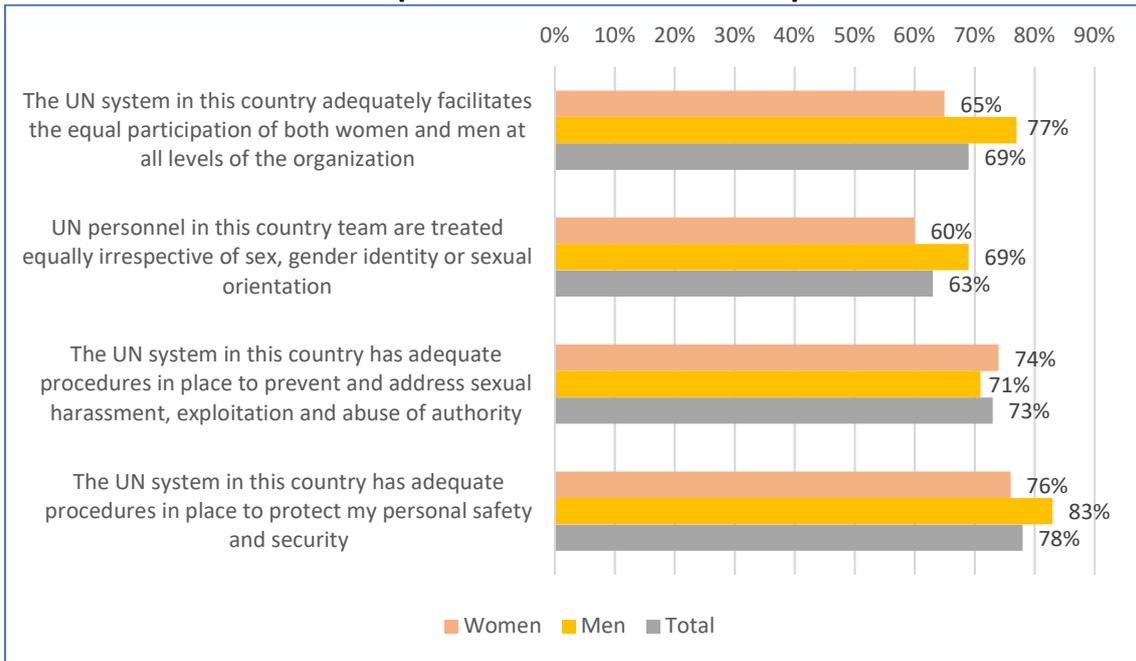
### BREAKDOWN OF SURVEY POSITIVE RESPONSES BY SET OF QUESTIONS



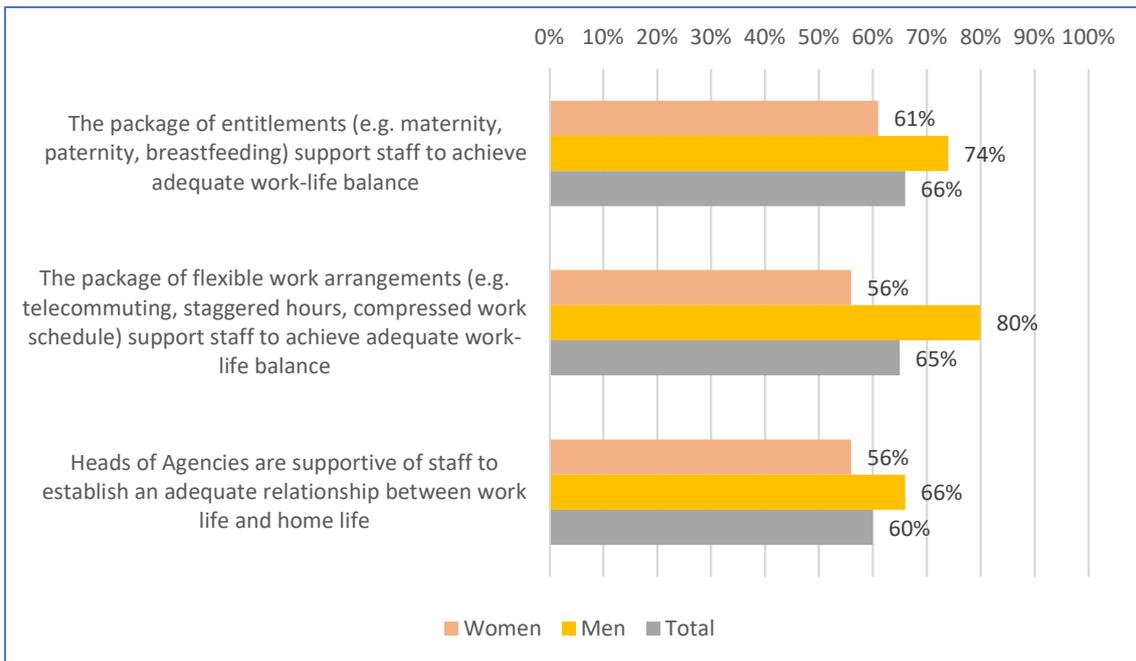
### Set 1: Staff perception of gender equality in the UN system



### Set 2: Equal treatment in the work-place



### Set 3: Work-life balance



The charts display the positive responses (strongly agree and agree).  
 Survey opened December 2021.  
 104 responses (66 from women, 38 from men).  
 Confidence interval of 7.5.

## Annex B: Report on UNCT-SWAP scorecard findings by indicator PNG

### 1. PLANNING

INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: <b>a)</b> Gender analysis across the <b>majority</b> of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Some sex-disaggregated and gender-sensitive data.	CCA or equivalent includes: <b>a)</b> Gender analysis across <b>all</b> sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Consistent sex-disaggregated and gender-sensitive data.	CCA or equivalent meets minimum requirements <b>and</b> includes: <b>c)</b> Targeted gender analysis of those furthest behind.
<b>Score: Approaches Minimum Requirements</b>		
<b>Findings and explanation:</b>		
<p>a) PNG has recently adopted a Common Country Analysis which has clearly analyzed gender in the majority (7/11=64%) of its sectoral analyses. However, due to the absence of data, analysis has not been consistently supported with sex-disaggregated and gender-sensitive data.</p> <ul style="list-style-type: none"> <li>▪ Governance and institutional analysis: PNG’s Gender inequality index of 0.7 is identified as a major impediment to the attainment of SDGs, as “gender inequality remains one of the most significant restrictions to fully participating in all parts of PNG society”. The CCA also identifies the absence of women in the country’s Parliament.</li> <li>▪ Social exclusion analysis: The CCA identifies population groups left behind and attributes these to gender inequalities. Groups left behind in access to essential services include remote and isolated populations hampered by rugged terrain, women and girls who suffer gender disparities, a vast youth population, and those susceptible to internal migration (page 26).</li> <li>▪ Development-humanitarian-peace linkage analysis: The analysis identifies that within all communities in PNG, the most vulnerable tend to be women and children and those living with a disability, as resilience to such events is less based on existing barriers. In page 27, it is further acknowledged that disasters result in an increased risk of exposure to violence, including sexual assault and other forms of gender-based violence, as well as negative coping strategies. The CCA calls for the need to ensure equitable, conflict-sensitive developmental interventions that address the root and intermediate causes of local conflict, institutionalized and inclusive local governance methods that involve the participation and decision-making of marginalized groups (such as women and youth).</li> <li>▪ Environment and climate change analysis: The environment and climate change analysis recognized that investments in adaptation and resilience are yet to have a widespread impact at the community level. “Natural and environmental disasters mainly affect the most vulnerable in the community, including children, women, the elderly, PWD and the rural poor”. As a result, most of the population remains vulnerable to natural disasters, with these impacts likely to increase over time and with women, children, and other groups even further impacted.</li> <li>▪ Economic transformation analysis: Gender analysis in this section has been confined to the informal economy and employment. There is no articulation of the impact of economic policies by gender. The CCA cites the findings of the National Audit of the Informal Economy (2018-19), co-funded by UN Women and GoPNG, which identifies that around 75 per cent of workers in the informal economy are likely women. It cites statistics on employment which show that male unemployment averages 3.52 per cent, and higher than female unemployment, which averages 1.41 per cent.</li> <li>▪ Social exclusion: This analysis articulates the differences in access to basic services. “According to the 2018 DHS, persons living in rural areas, mainly women, are more likely to have health care problems than their urban counterparts. For example, 66.9 per cent of women in rural areas stated that finding money for treatment hinders access to health care, compared to 40 per cent in urban areas”. In terms of education status by gender, DHS data shows that 23 per cent of women and 13 per cent of men aged 15-49 have no formal education. The data also shows</li> </ul>		

### INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

that “the percentage of women and men with no education generally increases by age group, suggesting improved educational access over time”.

- Development-humanitarian-peace nexus: The analysis recognizes the role of women in engaging and educating community members as an essential asset in the peacebuilding process with community members. Though women are largely excluded from formal peace processes (having a limited role in formal decision-making), they have more conventionally played an active and essential enabling role in creating necessary conditions for peace/reconciliation via informal processes, particularly as connectors and messengers.

b) As mentioned above, the analysis of sectors has not been consistently supported with sex-disaggregated and gender-sensitive data, due to the absence of data.

There is specific analysis of SDG 5 included in the CCA page 14. It acknowledges that there has been notable progress in specific areas such as policies and legislation for women's empowerment, some aspects of education, and leadership positions in formal employment. For example, the mean female-to-male years of education increased from 69.8 per cent in 2015 to 75.5 per cent in 2019. It cites policies and legislation for women's empowerment such as the National Strategy on Gender-Based Violence 2016-2025 and the 2013 Public Service Gender Equity and Social Inclusion Policy. The female-to-male labor force participation rate increased from 97.2 per cent in 2015 to 97.5 per cent in 2019. However, areas such as GBV and leadership positions in the national parliament and provincial governments need more support. Seats held by women in parliament decreased from two in 2012-2017 to zero in 2020 (current parliament). Alarming, more than 50 per cent of women aged 15-49 years have experienced domestic violence since age 15, and 28 per cent have experienced sexual violence.

c) The current CCA does include a targeted gender analysis of those furthest behind. The section acknowledges that while policies, legislation, and initiatives exist to ensure no one is left behind, many groups in PNG remain vulnerable for varied and complex reasons. Those that are particularly vulnerable include PWDs; people living with HIV/AIDS and TB; internal migrant settlers; youths who are either unemployed and/or haven't had access to education for an extended period; women and girls through systemic gender inequality and GBV and restrictive attitudes towards access to information and services about sexual and reproductive health; the LBGT+ community; sex workers; older adults; and children either within or outside of a family support network. More and urgent work needs to be done to protect these groups now and into the future.

#### **Evidence or means of verification:**

- UN PNG Common Country Analysis, 2021.

**INDICATOR 1.2: GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES**

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

**Score: Approaches Minimum Requirements**

**Findings and explanation:**

a) In the PNG UNDAF document, gender equality is reiterated as key programming principle, mainstreamed into analysis, planning, implementation, monitoring and evaluation (p.20).

The UN PNG UNDAF 2018-2022 has four outcomes:

- **People:** By 2022, people in Papua New Guinea especially the most marginalized and vulnerable have enhanced and sustained utilization of quality and equitable services, food security and social protection.
- **Prosperity:** By 2022, all people in Papua New Guinea, including marginalized and vulnerable populations, benefit from shared Prosperity and contribute to growth and development that is equitable, inclusive and sustainable.
- **Planet:** By 2022, Papua New Guinea demonstrates improved performance in managing environmental resources and risks emanating from climate change and disasters.
- **Peace:** By 2022, government and non-governmental institutions demonstrate improved transparency, accountability, delivery of justice and promotion of peace and security.

Under each of these outcomes, there are three sub-outcomes based on a human rights approach with enabling environment, supply/service delivery and demand. The Theory of Change for each outcome (p.98 – 101) reiterates the HRBA; however, only the People and Peace outcomes explicitly link to SDG 5 at the impact level. This may be because of the link to the national PNG development Sector Plan 2010--2030, which may not have articulated gender results in Prosperity and Planet related areas. It should be noted that gender equality is mentioned at the intermediate outcome level for demand under Prosperity (p.99).

The discussion of People (p.40-41) and Peace (p.60 & 62-64) in the UNDAF document includes a gender analysis. This could be a result of the summary of the UNDAF. However, in listing relevant SDGs for each of the Outcome areas, SDG 5 is not listed for Prosperity and Planet outcomes.

The outcomes and sub-outcomes of the PNG UNDAF explicitly focus on the SDG principle of Leaving No One Behind. The results statements visibly mainstream gender in the context of a broader objective to address differential needs and inequalities experienced by women, men, girls and boys. All the outcomes articulate “most marginalized and vulnerable populations”; however, this is not explicit to gender equality.

As a result of the above analysis, GEWE is visibly mainstreamed across People and Peace outcomes but is not visibly mainstreamed across Prosperity and Planet outcomes.

b) There is no targeted outcome specific to gender equality and the empowerment of women in the UNDAF 2018-2022.

As such, the PNG UNDAF outcomes are insufficient to meet the criteria under “Meets Minimum Requirements”; therefore, the rating for this indicator is “Approaches Minimum Requirements”.

**Evidence or means of verification:**

- PNG UNDAF 2018-2022.

**INDICATOR 1.3: UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY**

<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
Between one-fifth and one-third (20-33 per cent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 per cent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

**Score: Approaches Minimum Requirements**

**Findings and explanation:**

Overall, of the 80 outcome and output indicators in the PNG UNDAF 2018-2022, 16 (**20%**) track progress on gender equality and the empowerment of women in line with SDG targets including SDG 5.

A detailed analysis of the indicators for each outcome shows different levels of gender sensitivity, with higher levels in the outcomes related to social and peace building issues and lower levels in the outcomes related to the environment and prosperity, as follows:

- Outcome 1 People: 29% of the indicators can measure changes in gender equality;
- Outcome 2 Prosperity: 12% of the indicators can measure changes in gender equality;
- Outcome 3 Planet: 10% of the indicators can measure changes in gender equality;
- Outcome 4 Peace: 26% of the indicators can measure changes in gender equality.

This analysis is consistent with what was noted for indicator 1.2 of the scorecard, namely that gender equality is not visibly mainstreamed in outcomes 2 and 3 of the UNDAF.

Output indicators are formulated in UNCT annual joint work plans, presented in the Annual Report 2018-2019. It is evident that indicators at both outcome and output-level require disaggregation, however they are not explicitly stated. The UNCT adopted UNINFO as the online reporting platform for the UNDAF in 2018. In this platform, gender disaggregation was specified. At the time of reporting, UNINFO 2.0 is currently being rolled out and the disaggregation requirements will need to be confirmed once completed.

The results of this evaluation lead to the following conclusions:

- 🚩 UNCT should require gender disaggregation of all indicators (where possible) and indicate this in the definition of indicators (baseline and target for each indicator) in the joint work plan.
- 🚩 UNCT should strive to develop indicators to measure changes in gender equality and women's empowerment especially for Planet and Prosperity outcomes.

With the implementation of these two above actions, UNCT could meet minimum requirements for indicator 1.3.

**Evidence or means of verification:**

- UNDAF 2018-2022 Results Framework;
- UNDAF Annual Report Annex 2018/2019.

## 2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMMES CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> Gender equality is visibly mainstreamed into at least 50 per cent of JPs operational at the time of assessment.</p> <p><b>or</b></p> <p><b>b)</b> A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p><b>a)</b> Gender equality is visibly mainstreamed into <b>all</b> JPs operational at the time of assessment.</p> <p><b>and</b></p> <p><b>b)</b> A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements <b>and</b></p> <p><b>c)</b> A system is in place to ensure gender mainstreaming in JPs.</p>
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>PNG has 4 joint programmes which all visibly mainstream gender. One of the four, the Spotlight Initiative specifically promotes gender equality and empowerment of women. The UNCT also has a Gender and Human Rights mainstreaming strategy which ensures gender and human rights are mainstreamed in JPs.</p> <p>a) Gender equality is visibly mainstreamed into all 4 joint programmes currently operational at the time of assessment; namely:</p> <ul style="list-style-type: none"> <li>The Spotlight Initiative (January 2020-December 2022): The Spotlight Initiative in PNG is implemented through four UN agencies (UN Women, UNFPA, UNDP and UNICEF) with a focus on addressing intimate partner violence and domestic violence. It follows a transformative and evidence-based approach, addressing unequal power relations between men and women and focusing on gender equality and women's empowerment. The overall vision of the Spotlight Initiative in PNG is that women and girls enjoy their right to a life free of violence, within an inclusive and gender equitable PNG. This contributes to implementation of PNG's National Strategy to Prevent and Respond to Gender Based Violence (2016-2025), with attention to holistic prevention and responses to violence against women and girls.</li> <li>The STREIT- Support to Rural Entrepreneurship, Investment and Trade (January 2020 to 31 May 2024): This EU-funded STREIT programme aims to improve and enhance the agricultural value chain, boost production, and provide market accessibility through inclusive economic development and job creation, focusing on women, youth, and climate change. The strategic objectives of this JP: 1. Increased economic value returns from cocoa, vanilla and fisheries value chain and 2. Strengthening climate-resilient and efficient value chain enablers, specifically targets women and includes gender transformative approaches through collaboration between FAO, UNDP and ILO.</li> <li>The Highlands Area Based Programme-Creating Conditions for Peace in the Highlands (1 October 2020-June 2023): This peace building joint programme works across the peace-security-development nexus. It draws on the UN-World Bank Pathways for Peace framework, a series of interlinked and mutually reinforcing pathways to peace one of which is empowering women and youth. The project is assigned a gender marker of 2, meaning that it has gender equality as a significant objective. It is implemented in the tribal conflict prone Highlands region of PNG, which has some of the lowest human development indicators and high gender inequalities. Interventions by UNDP, IOM, UNFPA and UN WOMEN focus on strengthening local infrastructures for peace, enhancing dialogue and mediation, strengthening local governance and supporting post-conflict recovery efforts by increasing capacity of communities affected by conflict to actively promote and demand for peace and social cohesion. It includes capacitating local leadership and service providers with enhanced knowledge and skills to integrate peacebuilding strategies while fostering inclusive and conflict-sensitive governance and service delivery approaches. Working along the entire continuum of peacebuilding from conflict prevention to active conflict management and post-conflict recovery, the project specifically prioritizes supporting women in assuming leadership and decision-making roles in established community peacebuilding mechanisms while supporting youth to play constructive roles in sustaining peace. The project continues to support the transformation of gender norms and strengthen supportive mechanisms to enable women (particularly young women) to contribute to insider mediation, decision-making and playing leadership roles.</li> </ul>		

- Sustaining Peace in Bougainville (July 2018-January 2022):

The Sustaining Peace in Bougainville project was designed in 2018 to focus on three outcomes. Outcome 1: Intergovernmental Dialogue; Outcome 2: Bougainville Peace Agreement (BPA) Awareness, and Outcome 3: Weapons Disposal. Following 22 months of implementation, and the peaceful and inclusive completion of the 2019 Bougainville Referendum, which had been the ultimate aim of the project, it was extended further to assist the two governments and the people of Bougainville and PNG to continue to sustain peace and address potential tensions points during the post-referendum period. The project has a gender marker of 2 meaning that it has gender equality as a significant objective. UN Women, UNDP and UNFPA co-implement this programme which promotes women’s active participation in governance processes for Bougainville.

b) The UNCT has the Spotlight Initiative, a programme whose principal objective is gender equality. The Spotlight Initiative is a global partnership between the United Nations (UN) and the European Union (EU) to eliminate all forms of violence against women and girls in support of the 2030 Agenda on Sustainable Development. SDG 5 and the achievement of gender equality are placed at the center of efforts (alongside Goal 16) with the aim to provide an enabling environment for the implementation of all goals.

c) For the time being, this criterion is not met. The UNCT has a strategy for mainstreaming gender and human rights. This strategy explicitly points to the use of the gender marker in programme development (pages 8&9). The application of this issue in PNG is evidenced by the 4 joint programmes assessed in A.

The strategy states UNCT will leverage opportunities to mainstream gender and human rights in a holistic and systematic way, such as the development of thematic checklists for mainstreaming gender and human rights principles in the programme cycle or ensuring the inclusion of technical gender-equality and human rights expertise in programme planning and management teams. The strategy also refers to other avenues for accountability that will be explored to ensure mainstreaming of gender and human rights.

Building on the gender and human rights strategy, the team will put in place a system in the near future to systematically mainstream GEWE in JPs.

**Evidence or means of verification:**

- Prodocs for the 4 Joint Programmes (Spotlight, STREIT, Creating Conditions for Peace, Sustaining Peace in Bougainville);
- UNCT Annual Progress Report, 2020;
- UNCT Strategy for Mainstreaming Gender and Human Rights, 2018-2022.

**INDICATOR 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.</p>	<p><b>a)</b> The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. <b>and</b> <b>b)</b> Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.</p>	<p>Meets minimum requirements <b>and</b> <b>c)</b> The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.</p>

**Score: Approaches Minimum Requirements**

**Findings and explanation:**

a) The UNCT has contributed collaboratively to one joint communication activity on gender equality and women's empowerment during the past year (November 2020 – November 2021). Indeed, UNCT actively participated in the realization of the [first National Summit on Ending Gender-Based Violence in Papua New Guinea on 09 October 2020](#), jointly by Spotlight Initiative recipient agencies (UNDP, UNFPA, UNICEF & UN Women).

Additionally, as part of the 16 Days of Activism to end violence against women in PNG and in commemorating the Human Rights Day, a new Art Project by women only artists was launched under the [“By Her, for Her, supported by Him”](#) theme (December 2020). The launch was joined by representatives from UNRC, UN Women, UNFPA and partners. This is an interactive art campaign to spread awareness that together, we can end violence against women and girls in PNG. The art initiative is supported through the European Union – United Nations Spotlight Initiative to eliminate violence against women and girls.

Additionally, the UNCG (United Nations Communication Group) developed annual workplan for 2021 and jointly implemented key events on gender equality and women’s empowerment, including the International Women’s Day and Youth Day. The UNCG also supported conducting meeting with agency staff on their responsibilities and reporting mechanisms on PSEA, including the importance of making PSEA materials visible.

b) Gender equality is addressed and treated transversally in all communication actions, particularly in the context of the Agenda 2030 by communication and awareness-raising actions on SDG 5. Nevertheless, the joint communication annual work plan of the interagency communication group does not visibly include GEWE communication and advocacy.

c) As indicated above (a), UNCT has contributed collaboratively to a joint communication, advocacy and outreach activity in a non-traditional thematic area during the past year. It is the case of the new Art Project by women only artists. This action was undertaken in December 2020 during the 16 days of activism to end violence against women and girls to showcase the potential and talent of women artists in the country.

Additionally, agencies have been able to undertake communication activities in non-traditional thematic areas on an individual basis.

**Evidence or means of verification:**

- [First National Summit on Ending Gender-Based Violence in Papua New Guinea on 09 October 2020](#)
- [Collective Action Needed Now More than Ever to End Gender-Based Violence, as Rates Rise amid COVID-19, Deputy Secretary-General Tells Papua New Guinea Summit | Meetings Coverage and Press Releases \(un.org\)](#)
- [“By Her, for Her, supported by Him”](#)
- UNCG communication work plan 2021;
- Official websites Country Offices and social media platforms.

**INDICATOR 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST  
PLANNED GENDER EQUALITY RESULTS**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>one</b> of the following:  <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned.  <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.</p>	<p>Meets <b>two</b> of the following:  <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned.  <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.  <b>c)</b> The M&amp;E Group or equivalent has received technical training on gender-sensitive M&amp;E at least once during the current UNDAF cycle.</p>	<p>Meets <b>all</b> of the following:  <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned.  <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.  <b>c)</b> The M&amp;E Group or equivalent has received technical training on gender-sensitive M&amp;E at least once during the current UNDAF cycle.</p>

**Score: Exceeds Minimum Requirements**

**Findings and explanation:**

a) As shown in UNDAF 2018 and 2019 progress reports, data for gender-sensitive indicators (all but one) have been gathered as planned, although 2020 UNDAF progress report does not present any results framework, probably due to the COVID-19 pandemic. In PNG, UN Women, UNFPA, UNDP, IOM, UNOHCHR, UNCDF, UNICEF and FAO are applying the gender marker at planning and proposal development. Most gender-sensitive indicators are reported. This has been facilitated by use of the UNINFO in PNG and further by increased demands by donors on the need for mainstreaming gender in programme designs. For example, PBF applies the gender marker on all proposals.

b) UNDAF annual progress reports have assessed progress against gender-specific results. Annual progress reports 2018 and 2019 reported on progress under People, Prosperity and Peace areas. Progress on gender equality and the empowerment of women under the Planet area has not been assessed, mainly due to the fact that this area does not articulate any GEWE result and the gender-sensitivity of the results indicators is very low. Progress under People area is related to “marginalized and vulnerable population”, including women, which does not seem very explicit to gender equality especially in 2019 annual progress report.

Progress on GEWE in all 4 areas has been comprehensively assessed in UN 2020 annual results report, as follows:

- a) People results: 90% of activities advanced gender equality;
- b) Prosperity results: 36% of activities advanced gender equality;
- c) Planet results: 87% of activities advanced gender equality;
- d) Peace results: 100% of activities advanced gender equality.

c) The M&E group received a training on Gender Marker Coding Guidelines at the beginning of the current programming cycle, conducted by UN Women on behalf of UNCT. Subsequent to the capacity building session, Gender Marker Coding Guidelines for PNG were developed and endorsed in 2018. The gender marker become part of new UN INFO being introduced by RCO and Gender Marker Guidelines were fully integrated.

**Evidence or means of verification:**

- Annual progress report 2018, United Nations in PNG;
- Annual progress report 2019, United Nations in PNG;
- 2020 UN annual results report, PNG;
- PPT Gender Marker Framework, UN System in PNG;
- Gender Marker Coding Guidelines for PNG UNDAF Priority Working Groups, April 2018.

### 3. PARTNERSHIPS

INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with <b>at least one</b> government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets <b>all</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>
<b>Score: Exceeds Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has collaborated with the Department of Community Development, Youth &amp; Religion (DfCDR), Pacific Institute of Leadership and Governance (PILAG), Department of Justice and Attorney General (DJAG), Department of National Planning &amp; Monitoring (DNPM) and Office of the Register of Political Parties and Candidates Commission (ORPPCC) on joint initiatives that foster gender equality within the current UNDAF cycle.</p> <p>Concerning access to justice, the UN, through the Spotlight initiative (UN Women, UNFPA, UNDP and UNICEF), has supported the DfCDR and the DNPM through the Consultative Implementation &amp; Monitoring Committee (CIMC) and extended the programme to the Hela Provincial Government and the Autonomous Region of Bougainville government through a gender-responsive justice system to support survivors’ equal access to justice, including through training and capacity-building of Court personnel, strengthening the issuing, monitoring and enforcement of protection and interim protection orders, institutionalizing and resourcing gender-responsive legal aid, and introducing specialized court procedures to allow for women’s safe access to justice in 2020.</p> <p>Concerning gender-based violence, in 2020, the EU-UN Spotlight Initiative (UN Women, UNFPA, UNDP and UNICEF) was launched and as part of this programme, GBV Parliamentary Committee was established. In addition, UNDP, and UN Women worked with and funded the National GBV Secretariat, establishing provincial GBV Secretariats and activating the GBV Parliamentary Committee. This support has contributed to improving gender-responsive justice and law enforcement sector reform and to the development and institutionalization of specialized care policies that ensure monitoring of services and coordination and funding for service providers.</p> <p>Concerning rights to freedom of opinion and expression, association and assembly, UN Women and UNDP contributed to research and gender-disaggregated data, in partnership with DfCDR, DJAG and the PILAG, in support of action to eliminate the barriers to women’s political participation, including special temporary measures such as reserved seats and quotas for women in 2020.</p> <p>b) The National Women’s Machinery (National Council of Women &amp; Office for Development of Women) has participated in UNDAF consultations: strategic prioritization, implementation, M&amp;E. The collaboration for UNDAF implementation expounds into coordinating and implementing the draft National Informal Economy Voice Strategy, the National Strategy to Prevent and Respond to GBV 2016-2025 and the National Gender and Partnership Policy. In addition, the National Council of Women participates as partner for the implementation of the Spotlight Initiative programme.</p> <p>c) The UNCT has contributed to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation through MOUs such as the one signed by DfCDR, DNPM and CIMC. In the MoU, the different main line government departments and agencies work in collaboration to ending all forms of discrimination</p>		

**INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN**

against all women and girls, eliminating violence against women, advocating for women political participation and helping women in economic empowerment, gender and human rights.

Through the project “Family & Sexual Violence Action Committee (FSVAC)-National Secretariat Institutional Support and Capacity Training”, the UNCT built the capacity of partners’ staff on Developing Facilitation Skills in 2021. In addition, CIMC-FSVAC in partnership with ENB provincial Government with the support from Child Fund PNG through Spotlight Initiative ran a week-long TOT training in December 2021 on GEWE and referral protocols developed by ENB provincial GBV Secretariat, CIMC-FSVAC and Child Fund PNG.

**Evidence or means of verification:**

- Copy of MOU;
- Reports of joint programmes;
- Establishment of the GBV Secretariat;
- Civil Society National Reference Group Meeting Minutes: July 2021 and November 2021 (CSRG Quarter 4 meeting) - December 2021 (GBV 2<sup>nd</sup> Public Hearing);
- Quarterly progress report 2021 “Family & Sexual Violence Action Committee (FSVAC)-National Secretariat Institutional Support and Capacity Training”.

**INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN’S/GENDER EQUALITY CSO**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>The <b>UNCT</b> has collaborated with <b>GEWE CSO</b> and women’s rights advocates on <b>at least one</b> joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:  <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women’s rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.  <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.  <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.</p>	<p>Meets <b>all</b> of the following:  <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women’s rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.  <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.  <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization and/or implementation.</p>

**Score: Exceeds Minimum Requirements**

**Findings and explanation:**

a) Several CSOs operate in the country, including groups focused on human rights and environmental causes. Most are small and lack resources. Responding to the multiplication of advocacy campaigns led by CSOs in recent years, the Government has been seen to react with curtailing legislation, like the amendments to the Environmental Act that limit the scope of CSO interference in some strategic sectors. The UNCT has collaborated with GEWE CSOs on several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

Concerning civil space, UN Women, UNDP and UNFPA, among other agencies, assisted the Civil Society National Reference Group which is composed of Kup Women for Peace, Eastern Highlands Family Voice, Magna Carter, Human Rights Defenders, etc. (25 CSOs) in up-holding core rights and freedoms, including freedom of speech and freedom of association, creating platforms for the civil society to review any laws or regulations that may be intended to or have the effect of

### INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

excessively limiting the exercise of these rights and freedoms of expression and conscience. This is through promoting activities and independence of CSOs through their capacity-building since 2020.

Concerning accessible mental health support, UN Women and UNFPA have worked with churches and CSOs such as the Catholic Church, Melanesian Institute, Hela and the Autonomous Region of Bougainville Governments to institutionalize and resource multi-tiered mental health care to ensure the availability of counselling services, quality specialized mental health services and psychosocial support tailored to the nature and severity of individuals' needs. Resource mental health education, including at a university level and pre-and in-service training, integrate a focus on VAW and VAC in mental health curricula.

b) Twenty-four GEWE CSOs have participated in UNDAF consultations: country analysis and strategic prioritization. In addition, the Civil Society National Reference Group is a main partner for UN joint action in the Spotlight Initiative programme. The membership of the CSRG is made up of members from various thematic areas ranging from the following key areas: Rural Women (7 seats), Key Populations-women living with HIV and Sex Worker (1 seat), Key Populations-LGBTQI (1 seat), Women living with disability (1 seat), Representative from organization working with men and boys on EAW (1 seat), Church based organization (1 seat), Young women (2 seats), Human Rights Defender (1 seat), Provincial/National Representative (1 seat), and NCD Representative (1 seat).

c) The UNCT has made substantial contribution to strengthen GEWE CSOs participation and engagement in gender-related SDGs implementation. The UNCT collaborated with partners to ensure availability of quality services for survivors of GBV, and supported the safe houses with food vouchers, reusable masks, PPE and IT equipment (laptops and internet dongles). They further developed the COVID-19 Safehouse guidelines for frontline staff and trained 117 (84 females and 33 males) GBV service providers and Online training on Gender and Protection in emergencies and Prevention of Sexual Exploitation and Abuse was conducted for protection cluster members. Besides, they work with Pacific Institute of Leadership and Governance to train and empower women leaders for political participation. In 2021 communications and advocacy training, was provided for CSRG members, made up of GEWE CSOs from various thematic areas, to build the capacity of members to understand different approaches that could be used to communicate effectively the role of the group and to use the strength of the group to ensure high-level advocacy of key issues affecting communities in PNG can be effectively delivered by the members.

#### **Evidence or means of verification:**

- UN Compilation Report-UPR 3<sup>rd</sup> cycle;
- Civil Society National Reference Group Meeting Minutes: July 2021 and November 2021 (CSRG Quarter 4 meeting) - December 2021 (GBV 2<sup>nd</sup> Public Hearing);
- Civil Society Reference Group Workplan Report 2020-2021;
- UNCT participation at the Donor Partners Round Table;
- Progress report EU-UN Spotlight initiative, October to December 2021;
- Quarterly progress report 2021 "Family & Sexual Violence Action Committee (FSVAC)-National Secretariat Institutional Support and Capacity Training".

#### 4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC)</p>
<b>Score: Exceeds Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Gender equality is meaningfully addressed in the UNCT HOA meetings. Gender equality is not frequently a separate agenda item; however, it is meaningfully addressed across other topics of discussion. In total, 10 out of 12 UNCT meeting's minutes (83%) reflected meaningful discussion on gender-related issues.</p> <p>b) The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT during the last 12 months. Approximately, 11 out of 20 RC talking points and statements examined between November 2020 and November 2021 referred to gender equality and the empowerment of women.</p> <p>c) Results from the staff survey on organizational culture for the promotion of gender equality found that 76% of staff felt that Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.</p> <p>d) The 2020 RC &amp; UNCT Performance Appraisal includes references to gender equality. GEWE is mentioned under 5 out of 6 sections of the appraisal, namely (i) COVID-19 Response (under the Pillar on Protecting People), (ii) SDG Implementation (under the peace pillar), (iii) operationalizing the SG's Prevention Vision (under UN 75 campaign), (iv) leaving no one behind, human rights and gender equality in the 2030 agenda, and (v) business Innovation (under the BOS explanations).</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- The minutes of all (12) UNCT meetings held between November 2020 and November 2021;</li> <li>- RC speeches: <a href="https://papuanewguinea.un.org/en/press-centre/speeches">https://papuanewguinea.un.org/en/press-centre/speeches</a></li> <li>- Survey of UN staff on the perception of the organizational environment concerning the promotion of gender equality;</li> <li>- UNCT Annual Report 2020: <a href="https://papuanewguinea.un.org/en/124261-annual-report-2020">https://papuanewguinea.un.org/en/124261-annual-report-2020</a></li> <li>- 2020 RC &amp; UNCT Performance Appraisal.</li> </ul>		

<b>INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN</b>		
<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 50-64 per cent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 per cent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 per cent.
<b>Score: Meets Minimum Requirements</b>		
<b>Findings and explanation:</b>		
<p>Although the number of respondents was much lower than expected, with 104 participants out of a total reported staffing of 283; overall the UNCT received a more than 60% positive rate for all ten questions. Of these, seven had a score of 65% or more. Total average score was <b>68%</b>, which indicates that the UNCT meets minimum requirements for this indicator, being the total average positive score for women 65%, compared to that of men 74%.</p> <p>Lowest scoring areas were for the following questions:</p> <ul style="list-style-type: none"> <li>▪ Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life, with overall score 60% (56% women and 66% men);</li> <li>▪ UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation, with overall score 63% (60% for women and 69% for men);</li> <li>▪ UN personnel in this country demonstrate commitment to gender equality in the workplace, with overall score 63% (61% for women and 66% for men).</li> </ul> <p>The question with the highest gap in positive responses between women and men is the one related to the package of flexible work arrangements (the package of entitlements -e.g. maternity, paternity, breastfeeding- support staff to achieve adequate work-life balance), scored at 65%, with women scoring this question positively at 56% and men at 80%.</p> <p>The highest scoring questions were the following:</p> <ul style="list-style-type: none"> <li>▪ UNCT leadership and commitment to gender equality in the workplace, with 76% overall (74% women and 80% men);</li> <li>▪ Procedures to prevent and address sexual harassment; with 73% overall (74% women and 71% men). This is one of the questions where women rated more positive than men;</li> <li>▪ Staff safety and security, which had the highest score of all, 78% overall (76% women and 83% men).</li> </ul> <p>As a result of the above analysis, areas of concern are work-life balance and the application of flexible working arrangements, particularly as they affect women.</p>		
<b>Evidence or means of verification:</b>		
- Survey results of personnel perception of organizational environment for the promotion of gender equality. 104 responses (66 women, 38 men) out of a total of 283 staff; confidence interval of 7.5.		

**INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED**

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

**Score: Missing Minimum Requirements**

**Findings and explanation:**

a) While there are internal policies and guidelines of individual UN agencies to track the database and system for monitoring gender parity in staffing, there is no joint system in PNG to maintain and track the UN personnel database, that would form a basis for setting a timebound gender parity goal and monitoring of the progress.

b) Overall, there is a good gender balance of workforce in the UN system in PNG (N=282; F=135; M=147) with slight imbalance e.g., 48% female and 52% male. The analysis is based on the data received by 12 UN agencies as of 8 December 2021; namely ILO, IOM, OHCHR, UNAIDS, UNCDF, UNDP, UNDSS, UNICEF, UNOPS, UN Women, WHO and UNFPA.

- Concerning national staff, there is gender balance among the staff composition (N=201; F=100; M=101). The representation rate of women in senior level positions (NOA/NOD) is 43%. The ratio of female is higher (58%) in officer level positions (N=40; F=23). At G2 level, all positions are held by men, which can be attributed to jobs perceived to be male dominated like the position of drivers.
- The number of men is higher than women by 14% for international professional positions (N=68; F=29; M=39). However, a perfect gender balance is found at high-level positions (P5 and above), with the ratio of 50:50. There is 500% gender imbalance in junior positions (P1 and P2) with zero presence of female staff.
- A small gender imbalance of 8% has been found with a smaller number of female staff employed as national or international UNVs, international personnel service agreement and international deployment categories.

c) The Business Operations Strategy of the PNG (2020-2024) prioritize gender by articulating in its Executive Summary as ***“The implementation of the BOS will have a strong focus on mainstreaming gender across common services and this will be operationalized through the annual OMT workplans”***. However, no specific commitments are planned under the HR section for gender-related actions and no specific indicators on gender are found in other common areas of common services. Therefore, there is room for improvement in planning relevant timebound results, activities, indicators, and resources-specifically in HR services and some specific gender-responsive indicators across all services.

Based on the above analysis of gender parity data, the Task force Group recommends the following action points for further discussion and endorsement:

- ❖ UNDSS should maintain a common database of all staff and make it a precondition for issuing ID cards.
- ❖ Based on the UNDSS database, OMT/HR Task Force should analyze the HR data at least twice a year and present to the UNCT. Such actions should be well integrated in the Business Operations Strategy.
- ❖ UNCT can come up with a joint policy on "Workforce Diversity" for gender and social inclusion of specific categories of local population, that should make some mandatory provision in selection process of all categories of staff.
- ❖ There is a need for demystifying PNG as a hostile environment for international professional female staff.
- ❖ The individual agencies can already start to take deliberate actions to advertise and recruit female drivers.

Measures should be put in place to sustain the near perfect balance in overall gender representation. For example, using standardized criteria to reduce the risk of unconscious bias from all those involved in all phases of recruitment for all levels.

**Evidence or means of verification:**

- Consolidated and sex-disaggregated staffing data from 12 UN agencies namely ILO, IOM, OHCHR, UNAIDS, UNCDF, UNDP, UNDSS, UNICEF, UNOPS, UN Women, WHO and UNFPA for year 2021.
- UN Business Operation Strategy (2020-2024) of PNG.

## 5. GENDER ARCHITECTURE AND CAPACITIES

<b>INDICATOR 5.1: GENDER COORDINATION MECHANISM EMPOWERED TO INFLUENCE THE UNCT FOR GEWE</b>		
<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>
<b>Score: Missing Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The gender coordination mechanism for the country team is the Gender and Human Rights focal points. The terms of reference of the focal points do not establish the regularity of the meetings but the group has not met in 2021. Most of members have left and it seems last meeting was held in 2019. In any case, there are no year 2020 and 2021 meeting minutes available for reviewing. The organization culture tends towards the UN Women Deputy Country Representative as the chair of the group.</p> <p>b) The Gender and Human Rights Focal Points TOR is endorsed by the UNCT but currently there is no gender and human rights work-plans for 2020 and 2021. Last available work-plan is dated 2019. However, there is a gender and human rights strategy, endorsed by UNCT.</p> <p>c) In the available list of members, there are senior international staff at the P4 level with a good mix of senior national staff at the NOC level and above. Nevertheless, this list is not updated. Most of the members have left the UN and therefore current membership is not known.</p> <p>It has been noted that the issue of senior staff is contemplated, however, in the Gender and Human Rights Focal Points TOR, stating that appointment should rest at the level of senior to intermediate managers who are able to provide the necessary commitment and competencies to lead policy-making for GEWE.</p> <p>d) The Gender and Human Rights Focal Points could have made substantive input into the strategic prioritization of UNDAF 2018-2022, when it was being developed, but the team could not verify this issue as meeting minutes of the group and resolutions are not available.</p> <p>Concerning the current Common Country Analysis dated 2021, the document only mentions the contribution of the four priority working groups in different areas of the CCA. There is no record or official acknowledgement in print to verify the consistency and active participation of the Gender and Human Rights Focal Points in the process of development and leading the consultations on the CCA generation. However, the four priority working groups (People, Peace, Planet and Prosperity) significantly contributed during the third quarter of 2020 to the gender analysis across all SDGs and sectors in the CCA development process. Inputs on GEWE were also provided by individual agencies.</p> <p>It is worth to mention that a UN PSEA Taskforce is in place in PNG, composed by Agency PSEA Focal Points. This taskforce created in March this year the UNCT resource guide on prevention and response to sexual misconduct (exploitation, abuse and harassment) in PNG. The guide is endorsed by UNCT. The UNCT also developed a guidance brief to provide key recommendations on gender equality issues and how they should be mainstreamed in the response to the COVID-19 pandemic and its impacts in the country.</p> <p>Based on the above findings, the UNCT only meets criterion b given that a gender and human rights strategy is in place. In conclusion, there is urgent need to create a UN gender and human rights working group, with updated TOR and endorsed annual work-plans.</p>		

**INDICATOR 5.1: GENDER COORDINATION MECHANISM EMPOWERED TO INFLUENCE THE UNCT FOR GEWE**

**Evidence or means of verification:**

- Agency Gender and Human Rights Focal Points TOR;
- UNCT Mainstreaming Gender and Human Rights Strategy;
- 2021 Common Country Analysis;
- UNCT resource guide on prevention and response to sexual misconduct (exploitation, abuse and harassment), 2021;
- Work Plan for Gender and Human Rights 2019;
- COVID-19 in the country: UN Key Recommendations on Gender (Brief, 8 July 2020).

**INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets <b>2</b> of the following 3:</p> <p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets <b>all</b> of the following:</p> <p><b>a)</b> At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>

**Score: Approaches Minimum Requirements**

**Findings and explanation:**

a) The PSEA taskforce conducted a PSEA refresher training addressed at all UN staff on 4 February 2021. Therefore, minimum requirements are approached. The content of the 2021 UNCT resource guide on prevention and response to sexual misconduct in PNG was created by the PSEA taskforce following a UN Wide staff survey on perceptions and attitudes toward sexual exploitation and abuse, and a UN Wide staff training on PSEA this year which assessed staff knowledge and awareness on PSEA responsibility and accountability.

b) There is no information available on the existence of a capacity development plan based on a full assessment, with targets and linked with the UNDAF cycle.

c) Available joint induction briefing materials are as follows:

- UNDSS briefing kit: the review of UNDSS material did not show a sufficient level of inclusion of gender equality and women’s empowerment, although some minor references to issues for female staff were included.

UNCT resource guide on prevention and response to sexual misconduct in PNG: this internal staff Resource Guide was created for all UN employees in PNG, including all staff, consultants and volunteers. The purpose of this guide is to outline the prevention and response related to sexual misconduct (Sexual Exploitation, Abuse and Harassment) committed by UN staff. All new UN staff in PNG should be given a copy of this guide. It aims to clearly notify all staff of their duties and obligations under the UN Staff rules and regulations. It should complement the online mandatory PSEA induction training sessions for new staff and will also be utilized by Agency PSEA Focal Points. This material also does not sufficiently include GEWE commitments and related development challenges of the country.

**Evidence or means of verification:**

- UN PNG 2021 PSEA refresher training concept note and PPT, February 2021;
- <https://papuanewguinea.un.org/en/144462-2021-papua-new-guinea-prevention-sexual-exploitation-abuse-and-harassment-pseah-resource>
- UNDSS briefing materials 2021.

## 6. RESOURCES

<b>INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED</b>		
<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
<p><b>a)</b> The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.</p>	<p>Approaches minimum requirements <b>and</b></p> <p><b>b)</b> The UNCT has established and met a financial target for programme allocation for Gender Equality and the Empowerment of Women.</p>	<p>Meets minimum requirements <b>and</b></p> <p><b>c)</b> The UNCT has established and exceeded a financial target for programme allocation for Gender Equality and the Empowerment of Women.</p>
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) GEWE agenda remains a priority for the UNCT with the UNCT promoting women’s meaningful inclusion in humanitarian, peace and development processes and promoting gender-sensitive agreements, as well as expanding protection services and networks, and increasing demand for services to address Gender-based violence and violence against children. Under the leadership of UN WOMEN, the UNCT carried out a capacity building event on the gender marker at the start of the UNDAF (2018–2022). Briefing sessions on Coding Guidelines by UN Women were provided to Priority Working Group members, M&amp;E Focal Points, UNCT and the Gender Focal Points. Gender Marker Coding Guidelines for PNG UNDAF Priority Working Groups were drafted in November 2017 and endorsed in April 2018.</p> <p>b) The UNCT has set a target for resource allocations to GEWE and utilizes UNINFO as a system to track and utilize country-level gender budgetary data. UNCT monitoring and reporting processes for the UNDAF (2018-2022) have tracked financial resources by strategic outcome pillars. The UNDAF has 4 pillars (People, Prosperity, Planet and Peace), with each pillar targeting an allocation of 30% of each overall budget allocation towards gender equality. 2021 UNCT budget saw the UN allocating US\$10.1 million out of the total available resources of US\$199.5 million specifically to implement GEWE agenda. Some notable achievement so far in 2021 includes:</p> <ul style="list-style-type: none"> <li>➤ The overwhelming GBV advocacy and support from political leadership in the past few months since the formation of the Parliamentary Coalition Against GBV in November 2020. The GBV inquiry held in May 2021 indicates that addressing GBV in the country is taken seriously by the political leaders and that the committee has established the context and magnitude of GBV in PNG. The Committee was set to deliver an interim report of the GBV Inquiry for endorsement by the parliament in the December parliament sitting but this has been pushed to early next year.</li> <li>➤ PNG for the first time in history through the Spotlight Initiative in PNG supported the hosting of the GBV Inquiry led by the Parliamentary Coalition Against GBV chair Hon. Charles Abel. In total the inquiry attracted 27 submissions (from government agencies, individuals, NGOs and CSOs). The inquiry was aimed at understanding the challenges faced by GBV survivors and service providers, identifying gaps in the system, and making recommendations to the Parliament on the way forward. One of the Committee’s priority areas was to investigate the roadblocks behind the funding and implementation of the 2016-2025 National GBV Strategy.</li> </ul> <p>The development and utilization of the FSVU Information Management System in all provinces of PNG to record and track GBV cases. The data generated from the IMS will be used to guide targeted GBV responses further contributing to strengthened referral systems. For instance, the IMS will have the capacity to record details of perpetrators, the types of referral services needed by survivors including the tracking of IPO issuance amongst many other things.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- PPT Gender Marker Framework, UN System in PNG;</li> <li>- Gender Marker Coding Guidelines for PNG UNDAF Priority Working Groups, April 2018;</li> <li>- UNDAF 2018-2022;</li> <li>- 2021 UN Joint Annual Work Plan and UNINFO report;</li> <li>- 2021 PNG UNCT mid-year progress update (internal report).</li> </ul>		

## 7. RESULTS

<b>INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY</b>		
<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
a) The UNCT has achieved or is on track to achieve <b>some</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve <b>all</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets Minimum Requirements <b>and</b> b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT is on track of achieving some gender equality and the empowerment of women results as planned in the UNDAF outcomes.</p> <p>UNDAF final evaluation has not yet been conducted, but UNDAF review reports 2018, 2019 and 2020 were analyzed and main findings are as follows:</p> <ul style="list-style-type: none"> <li>✚ From UNDAF review report 2018, there was one gender-equality and women’s empowerment indicator which was partially achieved (Adoption of gender-sensitive National Employment Policy) and two which were reported as fully achieved (establishment of GBV Secretariats and number of responsible institutions with enhanced capacity to combat violence against women).</li> <li>✚ For 2019, no additional indicators specifically on gender equality / women’s empowerment were partially or fully achieved, and establishment of GBV Secretariats had in fact reduced from full to partial achievement.</li> <li>✚ For 2020, no results framework was present (presumably due to COVID-19). Therefore, the UNDAF review reports reflected some full achievement or on-track performance on gender equality-specific indicators, during the period.</li> </ul> <p>Some of the major achievements highlighted in the review reports are the following:</p> <ul style="list-style-type: none"> <li>▪ The Spotlight Initiative has been driving the national dialogue on GBV through a Coalition of Parliamentarians, resulting in a parliamentary resolution and the first ever National GBV Summit.</li> <li>▪ Community awareness on gender-specific policy implications of COVID-19 was delivered to several communities.</li> <li>▪ The UN supported the development of service delivery arrangements for the WASH sector. This work is further strengthened by innovative WASH facility designs, aligned with national standards for WASH in schools, that are inclusive, gender-segregated to ensure privacy/ security for girls, and age-appropriate. Thirty-nine schools received a complete package (water supply, toilets, and handwashing facilities) of inclusive, gender-segregated and child-friendly WASH services. Teachers’ toilets have been constructed in 14 schools, providing gender-segregated access to WASH facilities.</li> <li>▪ UN aimed to advance gender equality and women’s empowerment through the World Bank’s Forest Carbon Partnership REDD+ Project and the UN’s Climate Promise Initiative. Of the 200 representatives who participated virtually in the project, 25 per cent were women. The participation of women resulted in integrating youth and gender targets in the country’s enhanced Nationally Determined Contributions process.</li> <li>▪ The UN advocated a holistic approach to empower local communities in climate change adaptation that is inclusive, gender-sensitive and participatory, to ensure informed decision making on resource management including land use activities. For example, all proposed targets in the enhanced NDC include at least 25 per cent representation by women and youth. Integration of gender and youth was at the center of all climate action interventions. More than 200 representatives (35 per cent female) benefited from the UN’s Climate Promise and REDD+ Initiatives.</li> <li>▪ As part of a comprehensive land use planning process supported by the UN via funding to the Tree Kangaroo Conservation Programme (TKCP), the YUS Conservation Area in Morobe Province underwent a gender assessment and analysis to identify priority challenges faced by men, women, and youth in the landscape. The results indicate they share a diverse array of challenges, primarily different despite some commonalities. TKCP developed several documents to guide interventions in the programme, including conservation and community development, livelihood initiatives and integrating gender into the land use planning and land pledging process.</li> </ul>		

### INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

- By the end of 2020, 6,000 U-Reporters initiated dialogues with young people on violence, gender and social norms to create a social movement that embraces positive cultural norms, attitudes and beliefs that do not condone violence against women and girls.

For the assessment of this indicator, the 2021 CCA, which describes PNG's progress on the SDGs and key related indicators, has also been used as a resource. While this shows the progress made by the country / Government towards achievement of the SDGs rather than the UNCT's work specifically, it might be argued that it can also shed light on the progress of the UNCT if overall, the host country Government is either achieving or not achieving the desired outcomes. The CCA 2021 analysis of progress against the SDGs in particular SDG 5, but also other relevant SDGs such as 3, 8, and 16, shows that there has not been significant improvement since the previous year on gender equality. Nonetheless, the progress also shows that the minimum requirements are approached. For example, under SDG 5 progress, demand for family planning by modern methods remained static / stagnated and faced major challenges. Seats held by women in parliament decreased and were seen to face major challenges. On the other hand, female-to-male labor force participation rate improved and was seen to be on track or even achieved. Female-to-male education rate also improved and was seen to be facing significant challenges, a lower level of challenges than major challenges. Based on these indicators, it can be said that some progress on gender equality is on track to be achieved.

The 2021 CCA states on page 13 in its analysis of progress on SDG 5 that *"Progress on gender equality is mixed. There has been notable progress in specific areas such as policies and legislation for women's empowerment, some aspects of education, and leadership positions in formal employment. For example, the mean female-to-male years of education increased from 69.8 per cent in 2015 to 75.5 per cent in 2019. Policies and legislation for women's empowerment include the National Strategy on Gender-Based Violence 2016-2025 and the 2013 Public Service Gender Equality and Social Inclusion Policy. The female-to-male labor force participation rate increased from 97.2 per cent in 2015 to 97.5 per cent in 2019. However, areas such as GBV and leadership positions in the national parliament and provincial governments need more support. Seats held by women in parliament decreased from two in 2012-2017 to zero in 2020 (current parliament). Alarming, more than 50 per cent of women aged 15-49 years have experienced domestic violence since age 15, and 28 per cent have experienced sexual violence."*

b) There is no evidence that at least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women in the current UNDAF cycle.

#### **Evidence or means of verification:**

- 2021 CCA analysis on SDGs 3, 5, 8, and 13, page 11;
- UNDAF progress reports for 2018, 2019, and 2020.

## Annex C: Action plan 2022-2025 for UNCT PNG performance improvement on GEWE

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
<b>1. Planning</b>				
1.1. Integrate gender analysis and consistent gender-sensitive and sex-disaggregated data (whenever possible) across all sections of the upcoming revision of the CCA, including analyses of environment and climate change and economic transformation, referring to underlying causes of gender inequality and discrimination	HRGWG with the support of RCO	No additional financial resources are required	By December 2022	Gender analysis must be included across <b>all</b> sectors of the CCA, including underlying causes of gender inequality and discrimination. In addition, consistent sex-disaggregated and gender-sensitive data must also be included in the CCA wherever available and, where data is not present, the lack of available data should be noted in the particular section.  Action 1.1 will move <b>indicator 1.1</b> from approaching to meeting minimum requirements. Action 1.2 will move it to exceeding minimum requirements.
1.2. Integrate a targeted gender analysis of those furthest behind <sup>2</sup> in the next revisions of the CCA document	HRGWG with the support of RCO and M&E group	Financial resources provided relevant agencies	By December 2023	
1.3. Visibly mainstream gender equality across all outcome areas of the upcoming UNSDCF, in particular under prosperity and planet outcomes	Priority working groups with the support of RCO and HRGWG	No additional financial resources are required	By December 2022	All UNSDCF outcomes should include explicit reference (that is, visible mainstreaming) to gender equality, even though gender equality is not the core purpose of the outcome. In addition, the document should have at least one gender-targeted outcome, which means that the principal purpose of the outcome is to advance gender equality and the empowerment of women.  Action 1.3 will move <b>indicator 1.2</b> from approaching to meeting minimum requirements. Action 1.4 will move it to
1.4. Formulate at least one outcome specifically targeting gender equality and the empowerment of women in the upcoming UNSDCF	UNCT	No additional financial resources are required	By December 2022	

<sup>2</sup> A CCA exceeds requirements if it includes in-depth targeted analysis of groups that are marginalized based on their gender, in line with the SDG focus on inclusiveness, leaving no one behind, and reaching the furthest behind first. Examples of marginalized gender-specific groups may include rural women/girls, women/girls with disabilities, female heads of households, people identifying as LGBTI, male school dropouts, and/or male sex workers.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
				exceeding minimum requirements.
1.5. Formulate at least 33% of indicators that can measure changes in GEWE in the results framework of the upcoming UNSDCF	Priority working groups with the support of M&E group and HRGWG	No additional financial resources are required	By December 2022	Out of 80 outcome and output indicators in the PNG UNDAF 2018-2022, only 16 (20%) track progress on GEWE. This action will move <b>indicator 1.3</b> from approaching to meeting minimum standards.
<b>2. Programming and monitoring and evaluation</b>				
2.1. Put in place a system to ensure gender mainstreaming in the formulation of joint programmes (examples of quality control systems include: screening mechanisms and/or checklists; GTG systematically review draft of JPs to provide guidance and ensure mainstreaming; internal peer review or other quality control process that screens for gender as well as other critical cross-cutting issues)	HRGWG with the support of RCO	No additional financial resources are required	By December 2022	The Gender and Human Rights strategy states UNCT will leverage opportunities to mainstream gender and human rights in a holistic/systematic way, such as the development of thematic checklists for mainstreaming gender and human rights principles in the programme cycle or ensuring inclusion of technical gender-equality and human rights expertise in programme planning and management teams. This action will move <b>indicator 2.1</b> from meeting to exceeding minimum standards.
2.2. Visibly includes GEWE communication and advocacy across the interagency communication group annual work-plan	UNCG	No additional financial resources are required	By December 2022	Joint communication and advocacy on gender issues is an essential aspect of the work of the UNCT. The roles and responsibilities of the inter-agency communication group include the identification of joint result areas and common themes such as gender equality.
2.3. Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas <sup>3</sup> every year	UNCG	Financial resources provided by RCO and agencies	Annually	Action 2.2 will move <b>indicator 2.2</b> from approaching to meeting minimum requirements. Action 2.3 will move it to exceeding.

<sup>3</sup> Non-traditional thematic areas are those areas in which women are under-represented, such as environment, climate change, industry, transport, technological innovation, infrastructure, etc.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
2.4. Strengthen the capacity of M&E group on gender-sensitive M&E	HRGWG with the support of RCO	Financial resources provided by RCO and agencies	By December 2023	Gender-sensitive monitoring and evaluation is an essential means by which the UN system ensures that it meets the commitment to leave no one behind. The criteria to exceed minimum requirements for indicator 2.3 needs that inter-agency M&E group receives technical training on gender-sensitive M&E at least once per UNSDCF cycle. Action 2.4 will keep <b>indicator 2.3.</b> exceeding minimum requirements.
<b>3. Partnerships</b>				
3.1. Ensure full involvement and participation of the Women's Machinery and GEWE CSOs in the consultations of the upcoming UNSDCF (strategic prioritization)	RCO with the support of priority working groups and HRGWG	No financial resources are required in case consultations are on-line	By December 2022	The UN has played an important role historically supporting the creation and development of women's machineries, and strengthening the capacities and voices of women's organizations. Their national knowledge and expertise should inform UNSCDF processes.
3.2. Make contribution to substantively strengthen Government engagement and CSOs in gender-related SDGs implementation	Priority working groups with the support of HRGWG	Resources provided by RCO and agencies	Throughout programming cycle	The UNCT is actually performing excellency on this dimension area. Both actions will keep <b>indicators 3.1 and 3.2</b> exceeding minimum requirements.
<b>4. Leadership</b>				
4.1. Establish a mechanism for collecting gender-disaggregated staffing data from the UN system and regularly monitoring gender parity in staffing, to monitor parity levels for all staff category levels, to inform UNCT processes at leadership level	UNDSS and OMT with the support of human resources task force	No additional financial resources are required	By December 2022	UNCT does not have a joint monitoring mechanism for gender parity. This scorecard is the first time that sex-disaggregated staffing data are collected from UN agencies. Some recommendations issued from the assessment are that UNDSS should maintain a common database of all staff, making it a precondition for issuing ID cards and, based on the UNDSS database, OMT/HR Task Force should analyze the HR data at least twice a year and present to the UNCT. Such
4.2. Adapt the UN workforce diversity policy at country level for gender and social inclusion of specific categories of local population, that should	OMT with the support of human resources task	No additional financial resources are required	By December 2023	

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
make some mandatory provision in selection process of all categories of staff	force			actions should be integrated in the Business Operations Strategy.
4.3. Include gender-specific actions and indicators in at least one Business Operation Area in the BOS 2020-2024	OMT with the support of human resources task force	No additional financial resources are required	By December 2023	Actions 4.1 and 4.2 will move <b>indicator 4.3</b> from missing to approaching/meeting minimum standards. Action 4.3 will move it to exceeding.
<b>5. Gender architecture and capacities</b>				
5.1. Reactivate the Gender and Human Rights working group (update TOR for the group and HOA to nominate members)	GHR focal points under the leadership of UN Women/HOA to nominate staff	No additional financial resources are required	By Jun 2022	The gender coordination mechanism is key for joint UN action on GEWE at the country level. In PNG, this mechanism is the Gender and Human Rights focal points. However, this group is not operational for the time being. It has not met for some years and the membership list is outdated. It is therefore necessary to reactivate the group, update the terms of reference setting the periodicity of meetings, hold at least 1 or 2 meetings in 2022 under the leadership of HOAs and draft the work-plan 2022-2023. This work-plan must be endorsed by UNCT. Empowerment of the HRGWG is therefore essential to enable it to influence UNCT for GEWE.  Actions 5.1 and 5.2 will move <b>indicator 5.1</b> from missing to approaching minimum requirements. Action 5.3 will move the indicator to meeting minimum requirements.
5.2. Draft the 2022-2023 work-plan of the Gender and Human Rights working group	HRGWG	No additional financial resources are required	By September 2022	
5.3. Make a substantive input into the upcoming UNSDCF, in particular to strategic prioritization and results framework	HRGWG	No additional financial resources are required	By December 2022	
5.4. Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis	HRGWG with the support of RCO	A common service budget should be stipulated (e.g. \$10.000 USD per year) <sup>4</sup>	Annually	Lack of capacity for gender equality and women's empowerment was identified as one of the main obstacles to improving UNCT GEWE performance. UN system's staff must

<sup>4</sup> Should it be too little then agencies can contribute.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
5.5. Elaborate a capacity development plan based on an inter-agency gender capacity assessment	HRGWG with the support of RCO	Based on the contribution of agencies	By September 2023	have the capacity to fulfill the UN mandate on gender equality. Action 5.4 will keep <b>indicator 5.2</b> approaching minimum requirements while action 5.5 will move the indicator to meeting minimum standards.
<b>6. Resources</b>				
6.1. Organize at least one capacity building event on the gender marker targeting UN staff over the upcoming UNSDCF programming cycle	HRGWG with the support of M&E group and RCO	Financial resources provided by RCO and agencies (may require an external consultant or regional expertise)	By December 2023	Gender-sensitive targeting and financial tracking is an important means of monitoring UN investments against commitments to gender equality. Action 6.1 will keep <b>indicator 6.1</b> meeting minimum requirements as long as strategic outcome pillars keep targeting an allocation of 30% of each overall budget allocation towards gender equality.
<b>7. Results</b>				
7.1. Visibly include responsibility for gender mainstreaming and the promotion of GEWE in the mandate/TOR of all UN coordination mechanisms and in the performance reviews of PWG chairs	UNCT	No additional financial resources are required	By December 2023	The UNCT must be able to provide evidence to demonstrate progress on GEWE by assessing the extent to which the UNCT has contributed to gender equality in the country, with some form of measurable change.
7.2. Include responsibility in the TOR of consultants in charge of UNSDCF reviews and evaluation to extensively assess the achievement of the GEWE results planned in the UNSDCF outcomes, including the assessment on whether any outcome level UNSDCF result has contributed/is contributing to transformative change in relation to GEWE	M&E group with the support of HRGWG and RCO	No additional financial resources are required	By December 2025	To meet the requirements of this SWAP scorecard dimension, the UNCT should demonstrate that it has achieved (or is on track to achieve) all gender equality results as set out in the UNDAF 2018-2022. To exceed the requirements, the UNCT should demonstrate that at least one outcome level UNDAF result has contributed to <u>transformative change</u> in relation to GEWE. These actions will have a positive impact on indicator 7.1.