UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Ethiopia

2022

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

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1. Background

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

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

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

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

Cooperation Framework Guidance (2019)

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

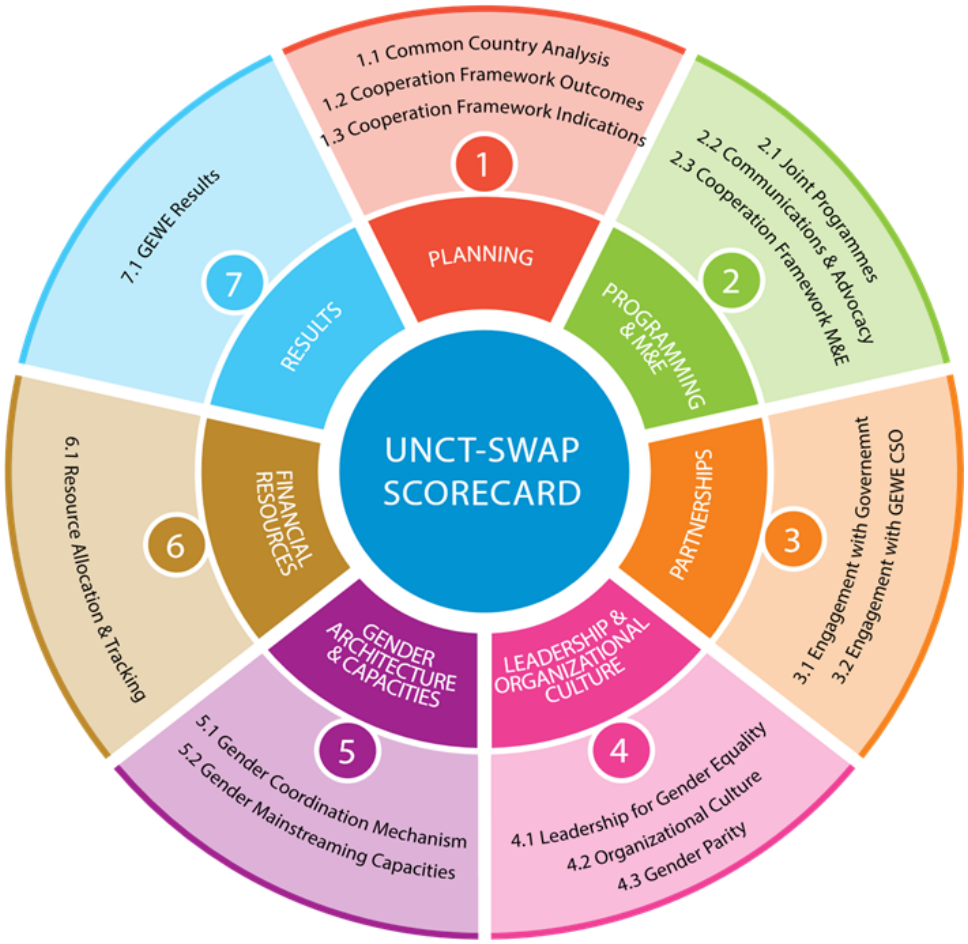
(Para 20, page 11).

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

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Ethiopia

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

· The 2022 gender scorecard annual progress reporting is unique in terms of the successful engagement of most UN agencies in data mining, in collective analysis of achievements and gaps. The Interagency Assessment Team (IAT) composed of gender focal points from different agencies was committed to the consultative process that helped build consensus on the evidence and rating for each outcome indicator of the gender score card assessment based on the Guidelines. The indicators were selected with the discussion of the gender focal points and IAT. The selected indicators were a balance between those that the UNCT has not done well in the previous comprehensive 2020 review and those that were scored well. Additionally, indicators on planning were selected as these allowed an assessment of the current UNSDCF cycle for the first time. The Inter-Agency Assessment Team divided the role with conveners and team members for each selected indicator. In addition to the internal process, UN Women hired an external expert to assist in quality assurance of the report and due compliance to the requirements of the Guidelines. The UN Resident Coordinator's Office (RCO) and UN Women coordinated the process. The focal points for the Score card review registered on the system were from UN Women, RCO and WFP as an additional UN agency. The initial assessments of the IAT were presented and validated by the Programme Management Team (PMT) under the UNCT.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Indicator 1.2 Coordinator (UNIDO) and WHO as participant
Indicator 1.3 Coordinator (UN Women) with UNAIDS and WFP as participants
Indicator 3.1 and 3.2 Coordinator (RCO) with UNODC, UNFPA and FAO as participants
Indicator 4.2 and 4.3 Coordinator (RCO) with UNICEF and ILO as participants
Indicator 5.1 Coordinator (OHCHR) with UNDP as participant
Indicator 6.1 Coordinator (RCO) with UN Women

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

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

Table 1:

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

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

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

7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

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

A review of pertinent documents from a wide range of sources confirms that the UNCT established a Gender Theme Group to help mainstream gender through the UNDAF preparation process. This group made a significant contribution to the mainstreaming of gender in the UNDAF process. The CCA for the UNDAF 2016–2020 features a separate analysis section on women and girls supported by gender- focused data. The remaining thematic areas in the CCA also have sex-disaggregated data where available.
The commitment of the UNCT to mainstream gender in the planning and programming process also led to a Gender Equality Scorecard exercise in 2015 to assess how gender equality was reflected in the last UNDAF and to support the mainstreaming of gender in this UNDAF. The discussions held with the team confirmed a continued strong commitment across government entities and UN agencies to integrate gender data and sex-disaggregated statistics into planning and programming exercises. This is a major achievement. Thus, the UNCT successfully met the Gender Equality Scorecard's minimum requirements by actively engaging in data mining and gender analysis.
There is growing attention to economic indicators on gender gaps and the opportunity cost of gender inequalities. It is worth noting that a recent study, published by the IMF office in Ethiopia, analyses the macroeconomic impact of gender inequalities on economic growth and the GDP in Ethiopia. In the specific sector of industrial development, the UNCT conducted a comprehensive study on the prospect of growth in manufacturing which may require a deeper analysis of the gender dimensions of wage, work safety and benefits in the manufacturing and industrial sectors that largely employ young women. Lack of flexible and women-friendly work environments that accommodate day care and breastfeeding breaks are among the key issues women face in the manufacturing sector.
Given that "what is not counted does not count", it is imperative to produce and use quantitative and qualitative gender data and sex-disaggregated statistics. One common challenge is proper tracking to avoid the risk of double reporting on inter-agency joint initiatives or underreporting of expenditures for gender mainstreaming in large programmes.
In 2016, a global flagship programme, Making Every Woman and Girl Count: Supporting the Monitoring and Implementation of the SDGs through Better Production and Use of Gender Statistics, was launched in Ethiopia. The objective of the programme is to ensure that gender statistics are available, accessible and analysed to inform policymaking, advocacy and accountability for delivering on gender equality and women's empowerment. This programme will significantly address the country's paucity of gender statistics.
A recent study, Administrative Data Sources for Monitoring Gender-Related Sustainable Development Goals, was conducted in six countries: Kenya, Tanzania, Uganda, Ethiopia, Malawi and Rwanda. The study recommends ways to fill the data gaps for gender-responsive SDG monitoring and reporting with administrative data and civil registration and vital statistics (CRVS). The findings for Ethiopia revealed that administrative data systems have the potential to generate data for monitoring SDG 5 and other gender-specific SDG indicators. The study details, however, a major capacity challenge.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes — Planning
APPROACHES MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

This is the first annual review of the UNCT/SWAP gender scorecard since the adoption of the United Nations Sustainable Development Cooperation Framework (UNSDCF) in 2020. Contrary to the previous United Nations Development Assistance Framework (UNDAF), the UNSDCF for 2020-2025 does not have a standalone outcome on gender equality and the empowerment of women. Overall, the document attempts to remain gender-neutral in the formulation of outcomes which makes it difficult to find out whether gender equality and women's empowerment is mainstreamed in a visible manner.
The assessment team examined the UNSDCF as a whole, starting from the guiding principles to get background on the framing of the outcomes. The three guiding principles of the UNSDCF are:
INCLUSION: targeting those left behind, as defined in the Common Country Analysis, especially children in vulnerable households and conditions, women and youth (15-30 years) and among them, those below the national poverty line who are unemployed, exposed to violence, displaced, facing discrimination, have a disability or are marginalized in civic and political spaces.

RESILIENCE: of individuals, especially women and youth, (female-headed) households and communities, emphasizing increased capacities to foresee, prepare for and bounce back stronger from a wide variety of shocks.
SUSTAINABILITY: ensuring that development gains are rooted in increased country capacity and can be sustained with the resources available to the country and, critically, do not compromise prospects for future generations of Ethiopians.
A review of the outcome description, theory of change and alignment with the SDGs, showed that

- Outcome 1 is indicated as aligned to SDG 5 and has clear focus on gender equality and women's empowerment "Pursuing a specific emphasis on reduction of gender inequalities and violence against women and girls (VAWG), to lower the significant barriers that still hold back women and girls. The focus will be on addressing the lack of comprehensive laws, low levels of enforcement of the law, institutional capacities to address gaps in protection from violence as well as response mechanisms and service provision, expansion of education and livelihood opportunities for women, and strengthening of rights and accountability mechanisms thereby ending impunity". (pg. 17 of the UNSDCF) and a corresponding output.
- Outcome 2 is also aligned to Goal 5 of the SDGs and the description includes a focus on "supporting gender responsive policy, legal and regulatory reform" and "assisting with national efforts to reform the justice system and enhance the rule of law so that even the most vulnerable individuals and groups can have their voices heard" (pg.18 of the UNSDCF)
- Although link to SDG 5 is not clearly indicated for Outcome 3 and gender is not reflected in description, the outputs under the outcome include expanding access to decent jobs, employment, and livelihood opportunities "particularly for youth and women" and on strengthening social protection programs and systems to enhance the resilience of the most vulnerable people.
- It is not clear to see how gender is mainstreamed under Outcome 4 of the UNSDCF from the description, theory of change and outputs which is a missed opportunity.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

A review of the United Nations Sustainable Cooperation Framework (UNSDCF) (2020-2025) including formulation and description of the outcomes, theory of change, alignment with the SDGs and results framework.

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender equality **Planning**
MEETS MINIMUM REQUIREMENTS

Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Between one-third and one-half (33%-50%) of the UNSDCF outcome and output indicators track progress towards gender equality results in line with SDG targets, including SDG 5. From a total of 84 outcome and output indicators, 33 (39.2%) were found to track progress on gender equality and the empowerment of women.
The UNSDCF Results framework is fully aligned to the Sustainable Development Goals and Targets, the Africa Agenda 2063 and the Government of Ethiopia's 10 Years Development Plan. The alignment with the SDGs is clearly shown for each of the four strategic areas and outcomes of the UNSDCF. However, only two of the outcomes namely, Outcome 1 (all people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity and Outcome 2 (all people in Ethiopia live in a cohesive, just, inclusive and democratic society) are aligned with Goal 5.

The assessment found that higher levels of gender sensitive indicators were incorporated under Outcome 1 and Outcome 2 of the UNSDCF while indicators in Outcomes 3 and 4 were found to be significantly lacking. While the percentage of indicators which were found to track progress on GEEW under outcome 1 and outcome 2 was 63.6% and 50% respectively, under outcome 3 and 4 only 26.1% and 19% were found to track progress on GEEW respectively. This requires significant attention as the outcomes with lower levels of indicators that track gender equality results are in critical focus areas namely inclusive, resilient and sustainable economy (outcome 3) and building a society resilient to environmental risks and adapted to climate change (outcome 4).

The assessment qualified indicator as tracking progress towards gender equality based on either a disaggregation by sex in its formulation, or a definition that is gender targeted. The assessment noted, however, that in certain indicators, although disaggregation by sex is provided, the baselines and targets are not disaggregated which will make it difficult to track progress during implementation.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Review and analysis of the UNSDCF document

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

Programming and M&E

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

The UNCT has implemented three gender-focused joint programmes over the current UNDAF: 1) Joint Programme on Gender Equality and Women's Empowerment (JP GEWE), 2) Joint Programme on Maternal and Newborn Health, and 3) Joint Programme on Rural Women Economic Empowerment (JP RWEE). The joint programme on GEWE supported by ILO, UNESCO, UNDP, UN Women, UNICEF and UNFPA ended in 2017. It was not extended because much of the work was done by few of the agencies and joint resource mobilization was not possible. As well, all partners were not available for joint field monitoring. More importantly, some UN agencies did not honour their financial pledge to JP GEWE. The JP component that supports the economic empowerment of rural women is ongoing with successful results implemented by Rome-based agencies including FAO, IFAD, WFP and UN Women. The JP was recently expanded to additional woredas or districts in Oromia and Afar Regional States with new funding from donors, namely Norway and Sweden.
Besides these joint programmes, the UNCT's commendable effort in joint programming is seen through shared initiatives that bring together two or more UN agencies to deliver together on focused interventions. Other than the gender-focused joint programmes mentioned above, the following are the major joint programmes and initiatives in this UNDAF period:
> Community Safety and Access to Justice Initiative (UNFPA, UNDP, UNHCR, and UN Women)
> Counter Trafficking and Migration Joint Policy Initiative (ILO, IOM, UNHCR, and UNODC)
> Global Programme to End Child Marriage (UNICEF and UNFPA)
> Global Programme to Accelerate Action to End Child Marriage (UNICEF and UNFPA)
> Joint Initiative to set up a National Gender Information System (AfDB, UNICEF, and UN Women)
> Joint Policy Initiative on Social Protection (ILO, UNDP and UNICEF)
> Joint Policy Initiative on Women's Health Rights (UNAIDS, UN Women, and WHO)
> Joint Programme Developing Regional States Public Service Delivery (UNCDF, UNDP and UNICEF)
> Joint Programme on Ending Child Marriage, Female Genital Mutilation/Circumcision and Violence Against Women and Girls (UN Women, UNFPA, and WHO)
> A Project on Universal Access to Sexual Reproductive Health and Rights Services in Somali Region (WFP and UNFPA)
> National Alliance on Harmful Traditional Practices (UN Women, UNFPA, UNICEF, and other NGOs, CSOs and government sectors).
These programmes and initiatives are either focused on gender and/or visibly mainstream gender. However, the diversity of interventions and actors indicates the need for a proper mapping exercise to help the GoE and the UNCT develop a roadmap similar to that of the Ministry of Health.
It is difficult to attribute changes and results to the GoE or to the UNCT beyond assessing the performance of the individual joint programmes listed above. Such an exercise, however, would provide a comprehensive compilation of UN agencies' gender equality results per programme.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
EXCEEDS MINIMUM REQUIREMENTS

Programming and M&E

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

As one of the most effective Results Groups, UN Communications Group (UNCG) builds a positive image of the UN in Ethiopia and highlights UN achievements and events. The UNCT produces Information, Education and Communication (IEC) materials and maintains a web-based monthly newsletter. The UNCG faces funding challenges because UN agencies are not always willing to contribute to joint communications and UN events. The Country Representative of UN Women chairs the group. The three Gender Equality Scorecard indicators on communication and advocacy were reviewed with the team and scored exceeds minimum requirements based on the following activities.

> GEWE is included in the UNCT communication plan.

> In the past three years, the UNCT jointly sponsored Women First Run to promote SDG 5 in partnership with the Government, private sector and CSOs. In 2017, the theme was “Because she can” followed by “Violence-free life. It is my right” the next year. In 2019 “I Lead!” was the theme.

> Public relations activities were organized around the Women First Run on radio, TV, in schools, and with celebrity engagement including the Olympic champion Athlete Derartu Tulu and others.

> Among the non-traditional activities not part of the annual work plan, the UN financed the production of a music video by famous singer Helen Berhe. The video showcased powerful lyrics on gender equality and women’s leadership. Berhe was subsequently interviewed in national and international media. The initiative successfully raised public awareness regarding gender equality.

> In 2017, the RCO organized a UN panel discussion on GE in quality education at Addis Ababa University with UN Women, UNICEF, and the African Union. This initiative reflects SDG 4’s focus on education.

> 16 Days of Activism to End VAW was supported by the UNCT with a panel discussion on ending gender- based violence in the university. In partnership with Radio Fana, a year-long series of activities featured thematic areas, including SDG 5. In 2018, the UN Communications Group issued a joint communiqué in seven local languages.

> UNICEF/UNFPA issued joint press release on FGM Day as part of their JP.

Among the new developments, UN Ethiopia has a website, bimonthly newspaper, common branding, and posts on social media (Facebook and Twitter). All the evidence underscores sustained efforts by the UNCT to engage media and raise public awareness on the SDGs, including SDG 5.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

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

The UN in Ethiopia operates in a complex, multi-stakeholder context. It needs a system for monitoring and evaluation at the start of the UNDAF cycle with benchmarks for regular monitoring and an evaluation at the end of the cycle. The system should be simple, with a clear set of measurable results indicators and benchmarks based on the UNDAF Results Matrix. It

should report on the same results indicators through the monitoring, mid-term review and evaluation processes.
UNDAF review/evaluations have been conducted as planned under the UNDAF; this includes the mid-term UNDAF evaluation that has gender-specific results as a component. The joint programmes also have mid- term and end evaluations that contribute to the overall UNCT M&E. The M&E Working Group is accountable to the Programme Management Team for M&E. It participated in planning and design of the UNDAF and in joint work planning, as well as reporting on results. An M&E portal was established on the UN DaO Ethiopia website with links to the GoE. However, previous evaluation shows that the M&E Group has not functioned as effectively as expected which points to the challenges of gathering evidence on joint activities. Except for the UNDAF reviews and evaluations conducted as per the UNDAF Plan of Action including the mid-term review that features a component on UNDAF gender-sensitive indicators, the M&E Group has not been able to gather evidences on other UN agency joint initiatives. When focusing particularly on gender, it is noted that most of the gender-related indicators do not still have baseline data which is indicative of the existing gap with regards to gathering gender-specific indicators as planned under the UNDAF.
Although it is not the subject of this assessment, it is worth noting that on the GoE side, the legislative and executive agencies are expected to monitor and support the SDGs and GTP II, making sure that performance reports are compiled from official administrative data, sample surveys, documents and inventories obtained at the federal, regional and municipal levels. Notable progress was registered on the SDG implementation of gender goals and targets that are included in all the focus area reports. These reports are submitted to the Council of Ministries for evaluation and to the HPR every three to six months. M&E directorates and departments are in place in line ministries and in the Planning and Development Commission (PDC) to conduct regular performance reviews. Currently, each sector's performance has been evaluated and monitored for the mid-term progress report of GTP II and gender is part of M&E in all sectors.
The importance of gender statistics is also recognized as an emerging area for further development of national statistics. Until a baseline is established to monitor progress towards GEWE and alternative data sources are fully utilized, M&E of SDG implementation will remain a serious challenge for the UNCT and the GoE.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

Partnerships

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

(a) The UNCT has an outstanding record of close collaboration with the Government of Ethiopia. In addition to supporting the Ministry of Women ad Social Affairs to implement its own programs such as ending FGM and child marriage; protecting women from GBV and other key areas, enhancing the economic empowerment of women, UN Agencies also support the Ministry's leadership role in mainstreaming GEEW across Government agencies such as the Planning and Development Commission and the Ethiopian Statistical Services. This positive collaboration continues through the National Policy on Gender Equality and the Empowerment of Women which is under development. The Joint Programme 'Accelerating Progress towards the Economic Empowerment of Rural Women' (JP RWEE) was implemented from October 2014 to August 2021 by FAO, IFAD, UN WOMEN, and WFP to secure rural women's livelihoods and rights in the context of sustainable development and the post-MDGs. In Ethiopia, the program reached 4,700 rural women in the regions of Afar and Oromia. To achieve its

goal, the JP RWEE worked in close cooperation with multiple government ministries (Ministry of Women, Children, and Youth (MoWCY), Ministry of Agriculture (MoA), Land Administration and Use Directorate under the Ministry of Agriculture, Ministry of Finance and Economic Cooperation (MoFEC), Bureau of Cooperative Promotion Agencies (BoCPA), Federal Urban Job Creation and Food Security Agency), as well as NGO/CSOs implementing partners. The program leveraged the comparative advantage of each participating agency and created synergies between the UN agencies and government partners in addressing the multiple factors involved in securing rural women's economic empowerment.
(b) The Government has been fully engaged in key UNSDCF processes since the early stages of the CCA/UNSDCF formulation in 2019-2020. Several UN agencies, including UN Women, UNICEF, and UNFPA, provide technical and financial support to the Ministry of Women and Social Affairs in its leadership role in ensuring that national policies and priorities include the advancement of GEEW. Consultations with relevant government stakeholders is part of the process of the preparation of the document.
(c) The UNCT supported the Government of Ethiopia to prepare the 2022 Voluntary National Review on the Sustainable Development Goals (SDGs). The review looked at the progress and challenges of Ethiopia in the implementation of the SDGs including on Goal 5.
The findings of the assessment show a strong UNCT focus on building partnerships to better capacitate the Government in protecting and enhancing the rights and equal opportunities for women. However, efforts to mainstream gender across all projects developed in partnership with the Government are still weak. There are only a few examples of projects where gender has been effectively and visibly mainstreamed where GEEW is not already the main focus of the project.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Joint programme documents, CCA, Ethiopia's 2022 Voluntary National Review of the SDGs

PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

The United Nations continues to scale up its engagement with and support to women's movements, feminist civil society organizations to strengthen their ability to build evidence, develop strategies, mobilize resources, and form, strengthen and sustain partnerships that support women and girls in claiming their rights and actively participating in political, economic, and civic spaces as well as in humanitarian decision making and community led accountability mechanisms. The UN has also increased its use of CSOs as implementing partners for key programmes and interventions.

In 2022, the United Nations, Development Partners and Civil Society came together to receive, for the first time ever, the Women, Peace and Humanitarian Fund (WPHF) to support the women's rights organizations and civil society working on gender specific issues in peace and security and humanitarian contexts thorough the Women, Peace, and Humanitarian Fund (WPHF). The WPHF will strengthen selected CSOs to increase the participation and leadership of women in humanitarian planning and response and enhance the safety, security, and mental health of women and girls as well as better ensure their human rights are respected. This grant is a key reinforce CSOs institutional capacities and enable them to sustain their efforts

and enhance their impact.

UNWOMEN and UNFPA are also implementing a multi-country programme aimed at providing survivors of GBV and those at risk of GBV with livelihoods and agency to facilitate their access to lifesaving humanitarian services and facilitate their voices in promoting GBV accountability in humanitarian contexts. The impact of the programme will be to more effectively mitigate, prevent and respond to GBV amongst crisis affected communities. Key implementing CSO partners in this project include Network for Ethiopian Women's Association (NEWA); Ethiopian Women Lawyers Association (EWLA); Association for Women's Sanctuary and Development (AWSAD); Norwegian Church Aid (NCA); Save the Children (SCI).

UNFPA-UNICEF Global Programme on Ending Child Marriage is another programme jointly implemented by UNCT and CSO which is intended to contribute to ending child marriage in Ethiopia by 2025 (GoE target) and SDG 5.3 by 2030 through playing a catalytic role to intensify the efforts to ending child marriage through building local capacities, strengthening coordination mechanisms and improving the data and evidence base. It is implemented by mix of implementing partners including government and CSO partners including MoWSA, MoJ, BoWCAs, BoJs, CARE, Population Media Center, OWS Development Fund, Inter-Religious Council of Ethiopia, Islamic Affair Supreme Council.

While the United Nations welcomed the revision of the CSO law which directly contributed to the increased number of civil societies engaged in the work of promoting good governance and human rights, it also noted the weak capacity and lack of resources they were suffering with. To alleviate the same, the United Nations identified various capacity building support initiatives that included direct funding to enhance their institutional capacity by way of small grants. The support targeted civil societies, especially women led civil societies and those that work to promote women's political participation as well as women involvement in peace and security. The small grant support enabled targeted CSOs to put in place basic organizational structure related normative frameworks as well as build the capacity of their own staff on transformative approaches to promoting gender equality.

In its first assessment of the UNSDCF progress thus far, the UN included Network of Ethiopian Women Association (NEWA) to take part in the stakeholder consultation with the Ministry of Finance to provide inputs and feedback on the progress of the UNSDCF from the perspective of advancing gender equality and women's empowerment.

However, more effort and focus should be placed on engaging CSOs on GEWE as it relates to women's economic empowerment and climate and land resource management issues as the two are closely entwined.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)

Joint programme document, UNSDCF Review, VNR

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

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

last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

From the indicators under this dimension, "Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months" is not applicable to Ethiopia, as the UNCT has not adopted the ARC Framework. The monthly HoA meetings have not regularly featured GE as one of the topics over the last twelve months. Instead, GE was the main topic just once in 2019 when the Minister of MoWCY presented its programmes and plan for discussion among agency heads. However, GEWE has champions and advocates in the RC and most agency heads are committed to move the agenda forward. It is through sustained pressure from committed leaders, and relentless advocacy from active working groups, that the GEWE agenda has become an integral part of the SDGs and the UNDAF.

In addition to committed leaders, gender mainstreaming requires a combination of sector knowledge and expertise in gender analysis for programming. This skill combination has become more available but the demands for professional expertise in gender planning, programming and monitoring are also growing and becoming more focused on sector-specific gender gaps. The increase on the demand side for more gender expertise should be matched with gender experts with sector competencies. In the context of competing demands on the RCO and complex coordination between the large numbers of UN agencies present in Ethiopia, there is a real risk that GEWE may not receive the level of attention it deserves. Championing GEWE is an expression of professional and personal commitment. It is also the fulfilment of the RC's ultimate accountability for mainstreaming gender in all aspects of UNCT 's efforts to deliver as one and leave no one behind.

Currently, 12 UN agencies out of 29 in Ethiopia are headed by women. The interim RC was a male champion of GEWE who valued the strong leadership role played by UN Women in the UNCT Ethiopia. The newly appointed RC is a strong woman who advocates for GEWE but, as a matter of principle, the gender of the RC should not determine his/her level of commitment to GEWE both in the culture of the organization and in the content of the UNDAF outcomes. The RC should champion GEWE by elevating gender issues as UNCT priorities, instituting peer reviews and accountability for joint delivery on GEWE, and by featuring GEWE in UN branding. The RC's Assessment of Results and Competencies should include performance on GEWE policies/programmes and follow-up on staff surveys. The RCO annual work plan should include gender-related deliverables as a measure of good performance evaluation.

During the Gender Equality Scorecard exercise, the RC was in transition. The newly appointed RC took office in January 2020. She will be in a position to build on the findings of the Gender Equality Scorecard which will be presented to heads of agency at one of their UNCT meetings.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

As part of this assessment, a staff survey was administered to all UN agencies from Oct 25th-Nov 11th, 2022. The UN in Ethiopia comprises 29 resident UN agencies employing over 3000 staff members.

The gender and organizational culture survey were completed by a relatively small sample of 590 staff (40.85% female, 59.15% male) out of which 77.8% are national and 22.2% international staff. The response rate of 20%, while still low, marks an improvement from 6% participation in the 2020 survey. A high proportion of the respondents agree/strongly agree with all the 10 statements that affirm the UN system in Ethiopia has an organizational culture and a conducive workplace environment that treats male and female staff members equally and respectfully. An overall positive rating of 68.9% on the perception of organizational environment for promotion of gender equality was recorded through the survey results.

Despite perceptions of improvement in many areas, there is a significant decline from 58% to 52% on work-life balance issues. Fewer staff members agree that the entitlement package is adequate or that heads of agencies are supportive of work-life

balance arrangements. In the last 2 years, UN staff were affected by additional stress due to the conflict and massive humanitarian response as well as the COVID-19 pandemic. The impact on the work environment and the need for further flexibility that is expected with additional social burdens may need further investigation through focus groups on the topic of work-life balance.
In terms of gender differences, 17.26% of female staff versus 5.81% of male respondents disagree/strongly disagree that the UN system in Ethiopia is making adequate efforts to reach equal representation of women and men at all levels. A similar pattern is observed across all 10 questions which indicates a lower level of satisfaction by female than male staff members. This speaks to the importance of identifying and addressing the distinct needs and interests of female staff across the agencies and in different geographic locations.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. results from organizational culture and gender equality survey)

The UN Gender and Organizational Culture Survey-Ethiopia 2022

PI 4.3 Gender Parity

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

Leadership and organizational culture

Did you reassess the Performance Indicator in this reporting year

- Yes

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

The UNCT is required to utilize the UN SWAP Scorecard to track gender parity in staffing on a yearly basis. The BoS requires agencies to put in place a plan to achieve equal representation of women in staffing. Such tools are designed to inform senior managers and help HR monitor the level of gender balance and equal representation of women in all positions.

The outcome indicator requires proof of the existence of a monitoring and corrective mechanism in UN overall staffing decisions and policies. The assessment noted that the UNCT did not put in place a mechanism to track gender parity in staffing which is a major gap in the gender architecture.
As part of the assessment on the indicator, data on gender parity was collected from 22 UN agencies and shows a cumulative ratio of 34.6% female staff versus 65.4% male staff (both national and international). There are significant variations in gender parity between different agencies, ranging from a high ratio of 80% of female staff (UNEP) to as low as 14%. (WHO). As shown in the graph below, about 40.2% of international/professional-level positions are held by women. Women also constitute 39.2% of the General Services category and 29.2% of National Officer positions. Although these numbers are encouraging, more efforts should be made to increase the number of women in national officer positions.
According to the UNRCO all agencies have a plan in place to achieve equal representation of women in General service and professional levels in the next five years. But there is no monitoring mechanism to ensure that UNCT commitments will be met.

Please select minimum requirement(s) met:

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	10	8

G2	35	509
G3	30	89
G4	109	186
G5	218	185
G6	154	246
G7	37	47
NOA	53	142
NOB	91	234
NOC	77	206
NOD	15	8
P1	9	3
P2	65	78
P3	84	162
P4	63	109
P5	20	34
P6	0	0
D1	10	14
D2	2	3

List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

Human Resource Data from 22 agencies and BoS

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

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

Gender architecture and capacities

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

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

a) A coordination mechanism for gender equality is chaired by a HOA

The Inter Agency Assessment Team (IAT) has found that there is no strong inter agency Gender Coordination mechanism in place. Inter-agency Gender Technical Working Group (Gender Theme Group) was in place during the UNDAF period while coordination under UNSDCF has been on ad hoc basis. This has been verified from the Resident Coordination Office as well as UN Women that had co-chaired the Gender Theme Group which was active during the UNDAF period. There has been efforts made to reactivate the gender technical working group (GTG) and a draft term of reference was developed by UN Women and shared with UNCT however, it was decided by UNCT not to establish a GTG rather to mainstream GEWE into all Action Groups of UNSDCF. The report of UN Gender Focal Points training organized by UN Women in February 2022, as part of the discussion on the findings of the 2019/2020 UNCT SWAP Gender Equality Scorecard (GSC) Exercise for Ethiopia, confirms that there is no standalone gender goal/outcome under the UNSDCF, thus establishing the GTG is found to be less relevant by the UNCT. Following to this discussion, bearing in mind the impact it has caused in coordination of gender activities under UN

agencies, the UN gender focal points recommended that the UNCT to establish Gender Theme Group similar to previous result group under UNDAF which is vital in strengthening achievements of gender specific commitments within UNSDCF in particular and enhance the UN performance on GEWE in general. The GTG would help to enhance UN coordination; and creates an enabling platform for sharing information and experiences.

b) The group has a TOR and an approved annual work plan

UN Women shared a drafted term of reference for Gender Theme group which was submitted to UNCT however, the response they have received from UNCT was not to establish gender thematic group but to mainstream GEWE under all the action groups of UNSDCF. Therefore, there is ToR for GTG however as the coordination mechanism does not exist, the ToR is not applicable. There is also no annual work plan developed for the GTG.

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

As there is no GTG, this question is also no applicable.

d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E
The gender GTG existed under the UNDAF period conducted detail analysis of gender equality and women empowerment as part of the common country analysis for the development of the UNSDCF. GEWE was one of the eight thematic groups identified to develop a joint common country analysis and the GTG successfully developed and submitted the gender analysis report to UNRC under the leadership of UN Women. The analysis served as a key input for the joint common country analysis as well as for the development of the UNSDCF. Although GEWE is not treated as a standalone initiative within the UNSDCF, the GEWE common country analysis is used to inform the design of the UNSCDF to frame outcomes, outputs and interventions and to be mainstreamed across the strategic pillars of the UNSDCF.

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

- Gender technical working group draft ToR
- GEWE Common Country Analysis report
-Interviews with the UN Resident Coordinator's Office and UN Women

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

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

The indicator shows that at least one substantive inter-agency gender capacity development activity for UN personnel was carried out during the past year and three relevant inter-agency trainings occurred. In January 2017, a training was held on gender mainstreaming across the UNDAF Roadmap. In October 2017, a Gender Marker training took place and in May 2019 there was a training on the Gender, Age and Humanitarian Marker.
Despite these trainings, it vital to note that the lack of adequate capacity for gender mainstreaming is one of the main challenges facing the UNCT. To lead by example, the RCO should have at least one dedicated gender expert to work with UN Women on all aspects of GEWE. The UNRCO would do well to consider using the UNDP Gender Seal and training modules to develop online certified gender training for all UN recruits and make it a mandatory certificate course like the Basic Security in the Field Manual, followed by yearly refresher courses.
As per the MTR recommendations, the UNCT should consider establishing regional-level coordination offices with posted UN staff and experts. The UNCT may consider piloting these offices in regions where there is already a significant number of UN agency staff, including those involved in humanitarian work.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Resources

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

The assessment noted that UN agencies' gender focal points received training and capacity-building exercises on the gender marker. The training provided by UN Women from 27 – 30 June 2022 helped UN Agencies apply the marker for their respective projects. A self-assessment of the projects on the gender marker shows that there are many projects with significant contribution to gender equality and women's empowerment, however, this does not show a complete picture of measurable resources for gender mainstreaming by the UNCT delivering as one.
As there is no dedicated outcome and clear target on GEWE, it is also not possible to complete the review of indicator 6.1 in terms of adequate resources allocated for gender mainstreaming in the UNSDCF

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

Report of the training on gender marker, UN INFO

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:
UN programmes make a significant contribution to gender equality in the country
APPROACHES MINIMUM REQUIREMENTS

Results

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

The assumption that GEWE will be mainstreamed in sector plans and programmes does not necessarily lead to concrete results. GEWE issues are mainstreamed in most of the sector policies and programmes such as education, health, agriculture, labour, social affairs, culture, justice and others. In addition, there are gender- specific indicators that enabled gender mainstreaming across the UNDAF pillars. As a result, progress has been made – though not to the level expected. The lack of concrete results also undermines the role of the national machinery and its capacity to coordinate, monitor and report on progress made by the Government to achieve GEWE. The evidence shows that the GEWE agenda is dependent on leadership commitment at the highest level.
Under recent reforms, the Ministry of Women, Children and Youth has been mandated to assess sectoral GEWE performance using an accountability mechanism that measures delivery for Ethiopian women and girls under the framework of their respective mandates. The addition of "accountability" to the Ministry's mandate is expected to elevate its status and strengthen its mandate to promote the rights of women and girls in Ethiopia.
The UNCT has, undeniably, contributed to gender-specific results in the country through its engagement with government

partners. However, the challenge lies in establishing the direct casual link between the gains on gender and UN programme interventions in the absence of evidences. The UNDAF MTR clearly indicated that the UNCT is on track to achieve/has achieved some of the gender results planned in the current UNDAF. On the other hand, the missing baseline on some of the UNDAF output indicators has made it difficult to fully conclude on whether the UNCT will achieve all the planned gender results.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Ethiopia Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1
Dimension 1 - Planning		
1.1 Common Country Analysis	N/A	N/A
1.2 Cooperation Framework Outcomes	N/A	A new cooperation framework (UNSDCF) has been developed for the period 2020-2022. While the Gender Theme Group (GTG) has contributed to ensure that gender is mainstreamed into the UNSDCF, a further review is required to ensure that gender is visibly mainstreamed in all outcome areas.
1.3 Cooperation Framework Indicators	Conduct mapping of already existing data to identify gaps and ensure the production of regular gender statistics to fill existing data gaps. Build the technical capacity of national statistical offices to ensure the mainstreaming of gender in all surveys and censuses.	Mapping of existing data collection tools from a gender perspective has been undertaken and work has continued to ensure the mainstreaming of gender into periodic surveys and censuses. In addition the review found that the UNSDCF needs to be reviewed to ensure that all outcomes include adequate indicators that track gender equality and the empowerment of women.
Dimension 2 – Programming and M&E		

2.1 Joint Programs	The UNCT shall work towards strengthening existing gender accountability frameworks on GEWE such as the Levelling Tool developed by MoWCY, UNDP Gender Seal, and other accountability frameworks and putting in place an effective accountability system.	The UNCT has continued working on strengthening accountability frameworks and efforts include the revision of the leveling tool to incorporate aspects of accountability and gender responsive budgeting.
2.2 Communication and Advocacy	N/A	N/A
2.3 Cooperation Framework M&E	N/A	N/A
Dimension 3 - Partnerships		
3.1 Government Engagement	N/A	N/A
3.2 GEWE CSO Engagement	Provide support to civil society organizations and build their capacities to advocate for – and engage in – joint GEWE programmes. Conduct mapping of CSOs engaged in gender and create a hub in an effort to avoid duplication of efforts on GEWE.	With the revision of the CSO Proclamation, the civil society space in Ethiopia has opened up with more engagement of the UNCT in capacity building for CSOs working on gender equality
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	N/A	N/A
4.2 Organizational Culture	Conduct staff survey and take action based on findings.	As this is one of the indicators included in the annual review, the survey has been shared with UN Staff and results included.
4.3 Gender Parity	Conduct UN-wide gender parity assessment and follow-up.	As this is one of the indicators included in the annual review, human resource data on gender parity has been collected from 22 UN agencies and results included.
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	N/A	The Gender Theme Group (GTG) has not been established during the

		UNSDCF cycle and advocacy is on-going with the UNCT to establish the group
5.2 Gender Capacities	Conduct a training needs assessment, plan and implement inter-agency capacity- building trainings on gender mainstreaming on a regular basis. Establish a community of practice among agencies' gender focal points to ensure knowledge transfer and to establish expertise.	Capacity building initiatives have been on-going to ensure that sufficient capacity on GEWE is created with UN Women provided trainings for UN Agency gender focal points in March and June 2022.
Dimension 6 - Resources		
6.1 Financial Resources	The UNCT should adopt a gender marker and establish a tracking system for financing and collective results on GEWE that considers existing practices.	Gender marker has been established and training provided on the gender marker for UNCT gender focal points in June 2022.
Dimension 7 - Results		
7.1 GEWE Results	Conduct joint monitoring and impact assessments on GEWE programmes and initiatives	N/A

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
	No documents uploaded

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **APPROACHES MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
Cooperation Framework	ETHIOPIA UNSDCF 2020 2025 SIGNED_1

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS	Planning
Category	**Documents**
Cooperation Framework results framework	ETHIOPIA UNSDCF 2020 2025 SIGNED_1

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

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
	No documents uploaded

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
	No documents uploaded

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
Government engagement	Ethiopia VNR2022_Final

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

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

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Organizational culture survey results	Results of Gender and Organizational Culture Survey
Organizational culture survey results	Ethiopia_Data_All_221104

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Human Resource documents	Copy of Copy of Gender Parity Analysis Refined 10.11.22 Analysis 10 November

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MISSING REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
GTG TOR/AWP	GTG- TOR_FOR REVIEW_04 06 2022

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
	No documents uploaded

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS	Financial Resources
Category	**Documents**
Other	Mission Report - UNGF Training June 2022 (002)

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

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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UNITED NATIONS SUSTAINABLE DEVELOPMENT GROUP