



UNITED NATIONS
BELARUS

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UNCT SWAP-SCORECARD

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ASSESSMENT RESULTS AND ACTION PLAN UN COUNTRY TEAM BELARUS

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2021

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BACKGROUND

The UNCT SWAP-Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for GEEW at the country level, tied to support to Member States to achieve the SDGs. The Scorecard supports UNCT's in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from intergovernmental mandates and based on review and analysis of UNCT processes.

The UNCT SWAP-Scorecard assesses country-level coordinated processes. The tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and women's empowerment (GEWE) results at the country level.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP. UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance.

METHODOLOGY

The UNCT SWAP-Scorecard measures gender mainstreaming in UN common programming processes across seven dimensions that contain 15 indicators. The seven dimension areas are:

1. planning;
2. programming and monitoring & evaluation;
3. partnerships;
4. leadership and organizational culture;
5. gender architecture and capacities;
6. financial resources;
7. results.

The participatory methodology relies on cross-sectoral consultation and collective analysis to rate the country team for each indicator against minimum standards.

The UNCT SWAP-Scorecard methodology was conducted in Belarus as a guided self-assessment. A self-assessment team (SAT) was assembled for the purpose of the exercise. Its members worked collaboratively to provide a rationale and supporting evidence for each rating. The SAT was composed of members from seven agencies (UNDP, UNFPA, UNICEF, UNAIDS, IOM, UNHCR, WHO) and RCO and UN Women with representation across fields to ensure a sound knowledge base on joint UN actions.

The assessment process was coordinated by the RCO Gender, Disability Inclusion and Youth Reporting Specialist.

The SAT was briefed collectively at the start of the exercise on the background of the methodology as well as the mechanics of the assessment process. SAT members reviewed the indicator framework and reporting templates and agreed on the sources of information used. Members worked in small groups to conduct preliminary assessments of assigned indicators, with each group member taking lead responsibility for drafting particular indicators based on individual areas of knowledge.

Analysis and scoring for each indicator was further developed by groups and presented to the wider group for feedback, discussion and finalization.

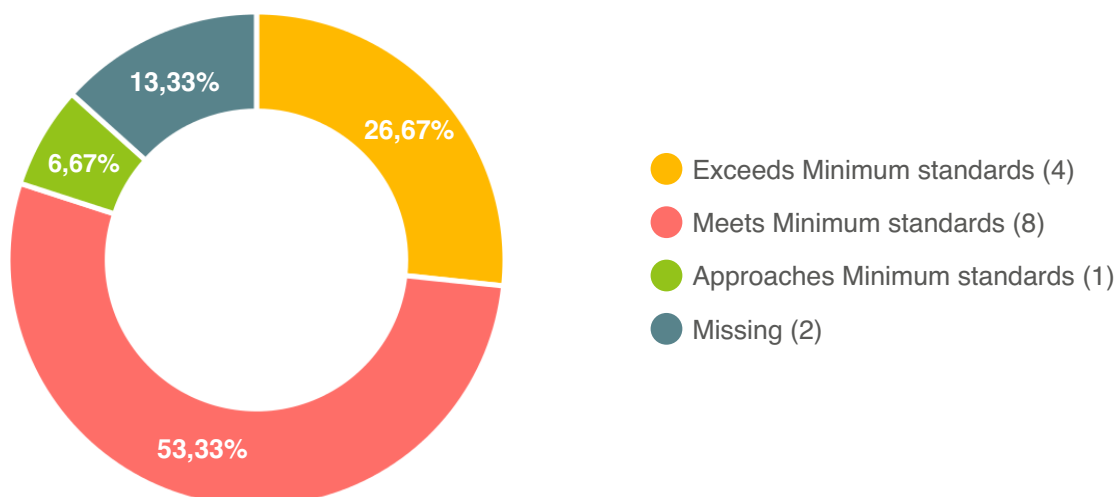
FINDINGS & ACTION PLAN

The findings presented below reveal the scoring for each indicator across the seven dimension areas in the Republic of Belarus. The rating system consists of four levels as follows:

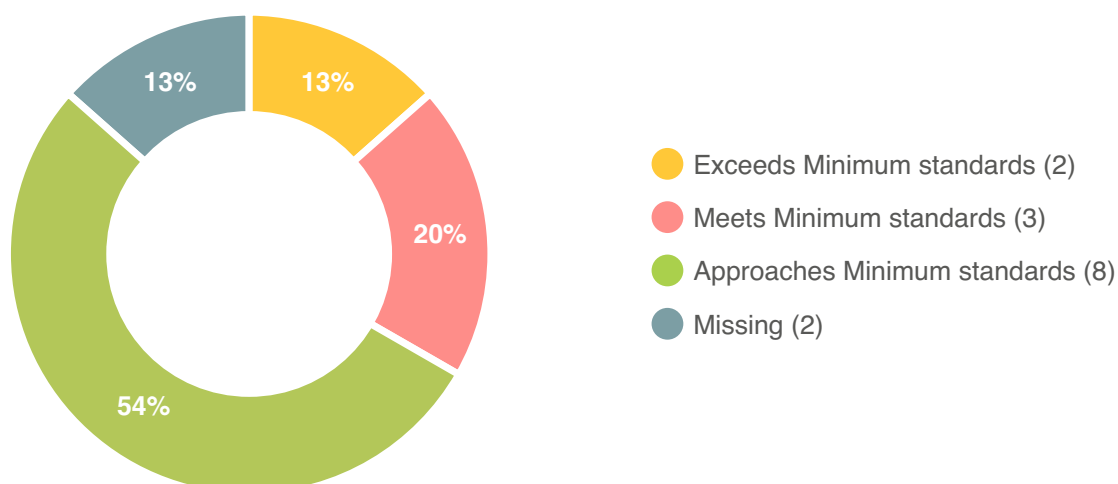
- Exceeds minimum standards
- Meets minimum standards
- Approaches minimum standards
- Missing minimum standards

The action plan was generated in an interactive process throughout the Scorecard exercise based on analysis and findings. The action plan includes details on responsibility, resources and timing. It also outlines the logic and linkages to the UNCT SWAP-Scorecard assessment for tracking purposes. The plan takes into consideration the assessment findings as well as the country context, bearing in mind that the UNCT has an obligation to coordinate efforts to deliver collectively on gender equality and women's empowerment.

BELARUS UNCT SWAP-SCORECARD RESULTS OVERVIEW – 2020











BELARUS UNCT SWAP-SCORECARD RESULTS OVERVIEW – 2017



The 2021 gender scorecard demonstrates steady progress since the last evaluation of 2017.

However, important efforts remain to (i) understand the specific challenges faced by vulnerable groups in relation to gender equality; (ii) plan stronger gender equality tracking as a powerful monitoring and advocacy tool for ensuring significant investment in gender equality programming; and (iii) achieve gender equality in the workplace.

ANSWER CHOICES	2017 GENDER SCORECARD	2021 GENDER SCORECARD
Missing targets	13% 	13,33% 
Approaching targets	54% 	6,67% 
Meeting targets	20% 	53,33% 
Exceeding targets	13% 	26,67% 

BELARUS UNCT SWAP-SCORECARD RESULTS BY INDICATOR - 2020

INDICATOR	MISSING	APPROACHES MINIMUM STANDARDS	MEETS MINIMUM STANDARDS	EXCEEDS MINIMUM STANDARDS
1 – Planning				
1.1 Common Country Analysis				
1.2 Cooperation Framework Outcomes				
1.3 Cooperation Framework Indicators				
2 – Programming and M&E				
2.1 Joint Programs				
2.2 Communication & Advocacy				
2.3 Cooperation Framework M&E				
3 – Partnerships				
3.1 Engagement with Government				
3.2 Engagement with GEWE CSO				
4 – Leadership & Org Culture				
4.1 Leadership for Gender Equality				
4.2 Organizational Culture				
4.3 Gender Parity				
5 – Gender Arch. and Capacities				
5.1 Gender Coordination Mechanism				
5.2 Gender Mainstreaming Capacities				
6 – Financial Resources				
6.1 Resource Allocation & Tracking				
7 – Results				
7.1 GEWE Results				

UNCT SWAP-SCORECARD FINDINGS BY INDICATOR

1. PLANNING

INDICATOR 1.1 | COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

SCORE
Meets Minimum Requirements

Findings and Explanation

Gender equality is sufficiently analyzed with comprehensive data and statistics in all parts of the CCA, reflecting legislative basis, national policy development on promoting gender equality and analyzing some of the root causes of gender inequality in the country.

The CCA consists of four chapters:

1. country context;
2. national vision of sustainable development and progress to SDGs;
3. SDG funding and financing landscape and partnership opportunities;
4. multi-dimensional risk analysis and scenario mapping.

The gender analysis is present in all chapters of the CCA to provide the foundation for improved planning, programming and results through presenting sex disaggregation of the available data, analyzing implications for men and women, and identifying systemic causes of gender inequalities in various sectors. Here are some key findings: Chapter 1 analyzes various aspects of the country context and includes a detailed analysis of the gender dimension in the country's governance institutions (executive, judiciary and legislature) and identifies a significant imbalance of women in public decision-making positions and finds a similar situation in the private sector. The same chapter refers to the gaps and challenges from the 2020 UNDP Gender Equality Index (Belarus scores 27th globally), including in the labor market and economic participation. It points to persistent prevalence of discriminatory stereotypes and patriarchal attitudes in society, in particular with respect to the responsibilities of men and women. It also refers to the recent increase in women's political activism. The chapter includes an analysis of unequal gender impact of the COVID-19 pandemic, including front-line healthcare workers who are mostly women. The gender analysis of vulnerable groups in the same chapter is not consistent and does not allow the score to go beyond the minimum requirements. The challenge in producing analyses on marginalized groups, particularly women, and intersectionality of rights, is compounded by the limited statistics or analyses available by Belstat, the national statistical body, on the socio-economic development of groups who are often marginalized, such as women from ethnic minorities, women living with disabilities, women living with HIV. Chapter 2 contains an analysis of how gender equality is reflected in key national strategies and programmes and find that it is not sufficiently prioritized, suggesting that the UN takes a more proactive role in advocacy and programme work (which it does through a dedicated priority area in the new UNSDCF). The chapter includes an analysis of progress of SDGs achievement (79% according to some estimations) but progress remains insufficient on SDGs 5, 10 and 16, including in terms of discrimination, harmful gender stereotypes and gender inequalities. Chapter 3 deals with conditions for public and private finance as well as domestic and foreign investments for SDGs attainment. Arguably, its connection with the gender analysis is the significant gender imbalance in decision-making positions in the public and private sector and the effect it might have on public and private finance outcomes if it were different. Chapter 4 includes a detailed analysis of scenarios and risks associated with them and includes gender considerations and specific impacts that come from the three main sources of risks for Belarus currently: socioeconomic consequences of the COVID-19 pandemic, ongoing political crisis and expected economic downturn. The most recent CEDAW observations and recommendations (2016) are integrated across all sections of the document to guide advocacy, communication and programmatic response.

List Means of Verification

- Common Country Analysis report

INDICATOR 1.2 | GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

SCORE
Meets Minimum Requirements

Findings and Explanation

The 2016-2020 UNDAF has 8 outcomes under four areas of strategic priorities.

Gender is visibly mainstreamed across some outcome areas (Outcomes 1.2, 4.1, 4.2, 4.3, 4.4). Though the UNDAF strategic priorities and outcome statements contain gender sensitive language, the content in most of the outcomes do not include substantive references to gender equality.

The UNSDCF 2021-2025 has 5 outcomes under four areas of strategic priorities. Gender equitable society represents one of the priority areas. Gender is visibly mainstreamed across all outcome areas in line with the Theory of Change (ToC) and SDG priorities, including SDG 5. Notably, the UNSDCF has a specific component on alignment with SDGs with full alignment to SDG 5. One outcome in the UNSDCF clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5: Outcome 5 “By 2025, improvements in data collection, gender equality policies, and child and gender budgeting have created conditions for men and women of all ages, including those aged 65 years and older, as well as girls and boys, to better realise their rights and increase the quality of their lives, including through increased opportunities for employment and better protection from gender-based and domestic violence”.

List Means of Verification

- UNDAF 2016-2020 results framework
- United Nations Sustainable Development Cooperation Framework (2021-2025) for the Republic of Belarus results framework

INDICATOR 1.3 | COOPERATION FRAMEWORK INDICATORS MEASURE CHANGES ON GENDER EQUALITY

SCORE
Approaches Minimum Requirements

Findings and Explanation

Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Out of 60 UNDAF outcome indicators only 10 (or 17%) are gender-sensitive, as they are either relevant for women only (Indicators 4.1.7, 4.1.8, 4.3.4) or require gender disaggregation (Indicators 4.2.1, 4.2.2, 4.3.2, 4.3.3, 4.4.2, 4.4.4, 4.4.5).

The new UNSDCF 2021-2025 has a specific priority on achievement of gender equality and a corresponding outcome 5: “By 2025, improvements in data collection, gender equality policies, and child and gender budgeting have created conditions for men and women of all ages, including those aged 65 years and older, as well as girls and boys, to better realise their rights and increase the quality of their lives, including through increased opportunities for employment and better protection from gender-based and domestic violence”. The UNSDCF includes 77 outcome indicators which are the SDG indicators. 24 outcome indicators (31%) measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. Only one outcome of the UNSDCF (Outcome 2: A significant contribution to climate action is made by 2025 through the introduction of key measures of climate change adaptation and mitigation) does not include gender indicators.

List Means of Verification

- UNDAF 2016-2020 results framework

2. PROGRAMMING AND M&E

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

SCORE
Meets Minimum Requirements

Findings and Explanation

Currently there are 3 ongoing Joint Programmes and 1 has been recently completed. Joint Programmes are operational and consistent with SDG priorities, including SDG5.

Programmatic initiatives listed below contain transformative results that contribute to changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination.

1. Results of the Joint project “Prevention of noncommunicable diseases, promotion of healthy lifestyles and support for the modernization of the healthcare system in the Republic of Belarus” implemented by UNDP, WHO, UNFPA, UNICEF include gender-oriented components. The strategy for achieving gender equality was applied throughout the whole period of implementation, all activities considered gender component while being implanted.
2. Joint UNICEF, UNFPA and UNDP project “Vulnerability 2 Vitality: Preventing Violence Against Young Women and Children through Grassroots Empowerment” includes specific gender related activities that are on track to be met.
3. Project “Support for the functioning of the National Institutional Mechanism for the Achievement of the Sustainable Development Goals of the Republic of Belarus” has a focus on promoting gender equality as it increases capacity of gathering of gender-related statistics, directly contribute to the understanding of the international human rights standards in the context of reporting on SDGs in the Republic of Belarus.
4. Joint (UNDP, UNICEF, UN WOMEN) Project on “Promoting new tools of sustainable development budgeting that prioritize vulnerable populations in Belarus” includes introduction of gender-sensitive and child-focused normative budgeting methodology.

The Gender Thematic Group (GTG) has internal capacity to provide gender expertise and provides it to ensure the quality of gender mainstreaming across JPs. Based on the recommendations, provided by GTG, the members of the Group should be involved into the development of the project proposals in case three and more agencies are involved. Nevertheless there is no formalized and developed guidance or policy on gender mainstreaming into project proposals.

Nevertheless, there is no formalized and developed guidance or policy on gender mainstreaming into project proposals.

List Means of Verification

1. Joint (WHO, UNDP, UNFPA, UNICEF) project “Prevention of noncommunicable diseases, promotion of healthy lifestyles and support for the modernization of the healthcare system in the Republic of Belarus”, Report, (2011-2015).
2. Joint (UNICEF, UNFPA and UNDP) project “Vulnerability 2 Vitality: Preventing Violence Against Young Women and Children through Grassroots Empowerment”.
3. Joint ((UNDP, UNICEF, UNFPA)) project “Support for the functioning of the National Institutional Mechanism for the Achievement of the Sustainable Development Goals of the Republic of Belarus”
4. Joint (UNDP, UNICEF, UN WOMEN) Project on “Promoting new tools of sustainable development budgeting that prioritize vulnerable populations in Belarus”.

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

SCORE
Exceeds Minimum Requirements

Findings and Explanation

The UNCG has a consolidated Communication Strategy and an action plan that includes GEWE advocacy and communication activities. The team ensures that GEWE issues are communicated in a structured and comprehensive way to the population in Belarus through UN public activities and events. The UN system has contributed collaboratively to 3 joint communication activities/campaigns with a gender mainstreaming component in 2019. 6 in 2020.

UNCT in Belarus contributed to gender mainstreaming in communication and advocacy campaigns not only in traditional thematic areas but also in non-traditional events, such as:

- #ZeroDiscriminationDay information campaign where among other things a problem of gender discrimination at the workplace in Belarus and women leadership was highlighted;
- COVID-19 response information campaign where the visibility of gender discrimination, domestic violence during the pandemic was raised;
- Learn.Act.Share summer camp where a separate sessions about women's rights, gender identities, masculinities and sexual orientation was conducted;
- Launch of Decade of Action presentation event where a separate discussion about gender discrimination in Belarus and domestic violence was organized;
- UN75 campaign where a separate online discussion with students from Belarusian universities about women's rights and gender discrimination in Belarus was conducted.

The UNCG have common UN gender sensitive messages on domestic violence. The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. Whenever relevant, the RC includes gender-related issues into his public speeches. During the COVID-19 pandemic outbreak the team addressed the topic of influence of pandemic on women: conducted public online lectures about COVID-19 & vulnerable groups, communicated about influence of the pandemic on domestic violence.

List Means of Verification

- UN in Belarus social media
- UN in Belarus website
- Minutes from UNCG meetings

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

SCORE
Meets Minimum Requirements

Findings and Explanation

The Evaluation of the United Nations Development Assistance Framework for Belarus 2016-2020 (UNDAF) was conducted between July and September 2019.

UNDAF was assessed via 5 programme principles, including Gender Equality. As a result of the evaluation the UNCT was advised to address the identified areas of weakness that included:

- Ensure the collection of appropriate data in order to monitor gender sensitive UNDAF indicators and ensure that at least 33-50% of UNDAF indicators measure changes in gender equality.
- Establish gender expertise/scanning for all new UN projects and programmes in the country to ensure

better gender mainstreaming.

- Develop a common checklist to screen all joint programmes to ensure stronger Gender Equality and Women Empowerment results.
- Prepare a gender capacity development plan for key interagency groups based on a capacity assessment, expanding this plan to other groups and UN staff over the UNDAF cycle.

UNDAF Results Matrix was elaborated and monitored, data for gender sensitive indicators gathered as planned.

Training on gender-sensitive M&E was not conducted for M&E Thematic Group during the current UNDAF cycle.

List Means of Verification

- Evaluation of UNDAF for Belarus 2016-2020
- UNDAF Results Matrix 2016-2020

3. PARTNERSHIPS

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

SCORE
Exceeds Minimum Requirements

Findings and Explanation

- a. The UN system has collaborated with at least two government inter-ministerial bodies within the current UNDAF cycle.

The UN system representatives regularly participate in the meetings of the National Council on gender policy under the Council of Ministers of Belarus (GP National Council). In 2020 the UN system collaborated with the GP National Council on development of a new National Action Plan for ensuring Gender Equality in Belarus for 2021-2025, the approved plan contains the activities in the area of GEWE, which will be jointly implemented by national counterparts and UN agencies.

GP National Council is responsible for development & implementation of state policy on gender equality and women empowerment. The National Council is the platform for discussions on GEWE between governmental bodies (ministries and local executive authorities), CSOs and the UN system in Belarus.

In the 2019-2020 UN system collaborated with the national counterparts on development of the National Sustainable Development Strategy until 2035 to ensure mainstreaming of 4 SDGs Accelerators, including Gender Equitable Society, into the strategic document.

- b. Representatives of the GP National Council (both state bodies and CSOs) participated in a series of UNSDCF consultations on strategic prioritization, development of areas for collaboration for the next programme cycle.
- c. The UN system in Belarus collaborates and regularly meets with the National SDG Coordinator, key representatives of the Council for Sustainable Development, the Parliamentary Group on Sustainable Development in the area of SDGs localization as well as Partnership Group for Sustainable Development.

2035 Strategy on Sustainable development mentions the goal of reaching equality of men and women. Although the Strategy provides a long-term vision, it is implemented through the national plans and programmes, which also localize the SDGs and provide gender-specific localization. The new National Action Plan for ensuring Gender Equality in Belarus for 2021-2025 was developed with extensive UN support, contains the activities in the area of GEWE, which will be jointly implemented by national counterparts and UN agencies. The UN agencies are also aimed to work with the Ministry of Labour on introduction of the gender-budgeting approaches into the state programmes, what will help to ensure better gender localization across all sectors.

List Means of Verification

- Agendas and protocols of the GP National Council meetings in 2019 and 2020
- National Action Plan on ensuring Gender Equality in Belarus for 2021-2025
- Draft National Strategy on Sustainable Development until 2035
- Agenda and list of participants, meetings from the UNSDCF consultations in 2019
- [Information on work of national architecture for implementation of SDGs in Belarus](#)

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

SCORE
Exceeds Minimum Requirements

Findings and Explanation

- a.** CSOs, government agencies and the UN system are engaged in the national Council on gender policy under the Council of Ministers and Interagency.

The UN system has been cooperating with many of GEWE CSOs under the joint UN actions/projects (like BELMED project, SDG related project). Belarusian CSOs like the Belarusian Young Women Christian Association (BYWCA), "Gender perspectives", Radislava, Borisov city organization "Province", Kobrin city organisation "Bona", Pinsk city organisation "South-West", Pro women and others cooperate with UN agencies on a range of gender related issues", identifying and addressing domestic violence (DV), Sexual and Gender-Based Violence (both among Belarusians and refugees/migrants), and women trafficking, networking and capacity building of the profile CSOs.

Various Government agencies, CSOs and international development organizations are actively involved in the campaign "16 Active Days against violence towards women and girls" that is held every year in Belarus and is coordinated by the UN GTG and RCO.

- b.** GEWE CSOs participated in UNSDCF consultations, development of the priorities for the new programme cycle, preparation of CCA.
- c.** GEWE CSOs participated in meetings of the UN Gender Thematic Group and shared their updates on priorities for programme interventions, provide information on studies and reviews conducted, participated in identification and formulation of the priorities for work in the areas of GEWE to ensure coherence of efforts at local and country level.

GEWE CSOs are also members of Partnership Group for Sustainable Development, which is an integral part of the SDGs national architecture. The Partnership Group promotes GEWE agenda as one of the four SDGs Accelerators to localize/implement SDGs in Belarus. At least several round tables (discussions) were jointly prepared and conducted by the UN, government and CSOs to generate dialogue on added value and benefits of advancing gender equality for the society.

List Means of Verification

- Agendas and protocols of the GP National Council meetings in 2019 and 2020

- National Action Plan on ensuring Gender Equality in Belarus for 2021-2025
- Agenda and list of participants of meetings from the UNSDCF consultations in 2019
- Agenda and list of participants of meetings of UN Gender Thematic Group in 2019 and 2020
- [Information on Partnership Group for Sustainable Development](#)
- [List of CSOs members of Partnership Group for SD](#)

4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

SCORE
Exceeds Minimum Requirements

Findings and Explanation

- The topic of gender equality is raised during the most important UNCT activities throughout the year (UNCT meetings, UNCT joint activities, UNCT retreat). Around 60% of the UNCT meetings address GEEW topics for the last 12 months.
- RC clearly demonstrated public championing of gender equality in 2020. In numerous interviews and speeches to state authorities, business and civil society she stressed the importance of GE and empowerment of women, especially in the context of UNSDCF 2021-2025. Gender equality in the economic sphere remained one of the most often raised aspects (UNCT SWAP 2017). Job-shadowing initiative supported by RC and heads of some other UN agencies in 2020 is one more example of promotion of GE publicly.
- HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.
- All HoAs take UN Mandatory courses, where gender issues are also in the programme (UN Mandatory accountability dashboard). Although, GE as a cross-cutting issue is raised by HoAs of all agencies, GE is closely connected to the agency's mandate (for example, WHO's main message on GE is the need to reduce the gap in the average life expectancy for men and women, UNDP focuses on equality in economic sector/ employment/ inequality in accessing loans and financial services, etc.).
- Results from the survey on gender and organizational culture found that 86% of staff felt that HoAs are committed to gender equality in the workplace.

List Means of Verification

- RC and HoAs interviews and talking points for the past 12 months
- Minutes/ agendas of UNCT HoAs meetings, retreat, joint plan of activities in 2020
- UN Mandatory courses accountability dashboard
- Results of the survey of staff perception of organizational environment for gender equality (total 128 responses)

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

SCORE
Meets Minimum Requirements

Findings and Explanation

The total number of responses was 128 [94 female, 34 men, 0 other], allowing for results with a 7.5 percent confidence interval and 95% confidence level¹.

Results scored an overall positive rating of 75% as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. The minimum requirement (65%) is met as an average across ten questions that dealt with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 9/10 questions with only one result on package of entitlements falling below the 65% threshold. The UNCT might want to tackle the issue of entitlements' package as a tool to successfully promote gender equality in the organization. Refer to annexed charts for detailed information.

Highest scores:

- I believe the UN in Belarus make adequate efforts to fulfill the UN's mandate to achieve equal representation of women, men and other genders at all levels [53.98% Agree, 25.66% Strongly agree, 17.70% Neutral, 2.65% Disagree, 0.00% Strongly disagree].
- Heads of Agencies in the UN Country Team are committed to gender equality in the workplace [55.75% Agree, 30.09% Strongly agree, 12.39% Neutral, 1.77% Disagree, 0.00% Strongly disagree].

Lowest scores:

- The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance [36.13% Agree, 35.29% Neutral, 14.29% Strongly agree, 14.29% Strongly disagree].

List Means of Verification

- Results of the survey of staff perception of organizational environment for gender equality (total 128 responses)

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

SCORE
Missing Requirements

Findings and Explanation

- a. The assessment found that the total number of employees both on staff and service contracts in the UN system in Belarus is 159. Out of this number almost 62% are women.
 - Women comprise 65 percent of General Service Staff (37 of 57) and 51 percent of senior staff (21 out of 41) defined as NOA and P4 and above.
 - Defining gender parity as within the range of 45-55 percent, there is gender parity for senior staff, but not quite for GS staff, where the females prevail.
 - At the same time the analysis of the data for Service Contract Holders, demonstrates that within the levels SB1/SB3, women comprise 69% (24 out of 35) the comparison within the professional category shows female representation at 62% (16 out of 26).

¹ The confidence interval (also called the margin of error) is the degree of certainty applied to the survey answers. For example, if 50 percent of the population selects an answer and you have a confidence interval of plus or minus six, you can be 95 percent certain that if you had asked the question to the entire population between 44 percent (50-6) and 56 percent (50+6) would have chosen that answer. Response rates should target a confidence interval of + or - 7.5 percent or lower to ensure generalizability of data at a 95 percent confidence level.

- b. While there is prevalence of women in the general numbers, over the last years since 2017 gender scorecard, there is a positive trend towards gender parity.

If to look at numbers in the professional category (defined as NOA and above), it can be confirmed that the gender parity in these categories was achieved.

Unlike in 2017, when the category of professional staff was defined only as NOC and above, this year we analyze the full spectrum starting from NOA category and above.

However, if we take to compare similar levels of staff from NOC in 2020 women would comprise 55% (12 out of 22) compared to 44% (7 out of 16) back in 2017.

Comparing women representation in the GS category with 73% in 2017 and 65% in 2020, we observe the tendency to approaching gender parity step by step, while there is still room for further work in this direction.

Similar trends are observed among the employees in the professional category (SB4/SB5) on Service Contracts, with women representing 62% in 2020 and 71% in 2017.

However, there is no fixed institutionalized mechanism for monitoring gender parity in staffing.

List Means of Verification

- Consolidated, sex-disaggregated staffing data for UN agencies in Belarus

5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GENDER EQUALITY AND EMPOWERMENT OF WOMEN

SCORE
Meets Minimum Requirements

Findings and Explanation

The Gender Theme Group in Belarus met the minimum standards for gender coordination. The group is led by the UNFPA Acting Head of Office and UN RC, and has in place good processes for operational effectiveness, including a TOR, regular meetings, and an annual work plan.

GTG membership includes all resident UN agencies (except IMF, IFC, FAO) with programme staff representation.

The GTG group consists of 1 Head of the agency (NOC), 4 Programme Officers (NOA&NOB), 2 Programme Associates (GS6) and Programme Specialists (SB5).

Members of GTG participated in preparation of the United Nations Sustainable Development Cooperation Framework (2021-2025) for the Republic of Belarus results framework, formulated and provided substantive input to programme vision in terms of advancing GEWE as well as mainstreaming gender into all programmatic areas.

In UNCT Belarus there are only 4 senior staff of P4 level and 11 NOC level in all UN agencies working in the country. Nonetheless, UN RC and UNFPA Assistant Representative for Belarus are chairing the Gender Thematic Group enabling the group to pursue agreed objectives and deliver results.

List Means of Verification

- GTG Membership List
- GTG TOR
- GTG Minutes of the Meetings: years 2020, 2019
- GTG AWP for years 2019, 2020

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

SCORE
Meets Minimum Requirements

Findings and Explanation

The induction package for UN staff consists of the training by UNDSS, which includes gender specific training, and informs staff about the key gender-related cultural and security-related issues in the country and UN strategies to address. Several agencies also have gender orientation training for staff, including UNDP, UNFPA, UNICEF, UNHCR, WHO, IOM.

In the second half of the year, the interactive trainings on ethics and prevention of sexual exploitation and abuse for all UN staff in Belarus was conducted. The training covered general aspects of UN policies and regulations in this area as well as their application in our specific country context. In addition to the theoretical part, the participants had the opportunity to take part in surveys, share thoughts, solve cases based on real situations.

List Means of Verification

- GTG/UNCT meeting minutes
- Materials of the Trainings

6. RESOURCES

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

SCORE
Missing Requirements

Findings and Explanation

UNCT does not have a unified system to track and utilize country-level gender budgetary data. However, GEWE is a cross-cutting issue in most of the programmes and projects delivered by individual agencies and tracking of resources is performed per internal procedures (e.g. UNDP Gender Markers measure how much a project invests in GEWE) if they are in place and followed. When it comes to activity level, there are also no practical systems to track resources allocated specifically for GEWE.

List Means of Verification

- 2012-2016 UNDAF and joint programming documents

7. RESULTS

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

SCORE
Meets Minimum Requirements

Findings and Explanation

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

Some core measurable UN system contributions in Outcome 1 on Inclusive, Responsive and Accountable Governance include: development of the State Border Committee's Standard Operating Procedures for the management of human trafficking and sexual and gender-based violence cases. Some core measurable UN system contributions in Outcome 4 on Sustainable Development of Human Capital include: capacity building of key service providers to respond to domestic and gender-based violence by advancing multi-sectoral responses to domestic violence at the local, regional and national levels and piloting correctional social work with domestic violence offenders.

List Means of Verification

- UNDAF evaluation

UN IN BELARUS GENDER PARITY TABLE

LOCAL STUFF (FTA AND SC)	RCO		UNDP		UNICEF		UNFPA		WHO		IOM		UNHCR		UNAIDS		NUMBER OF WOMEN IN CATEGORY	NUMBER OF MEN IN CATEGORY
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
P1																	0	0
P2																	0	0
P3																	0	0
P4		1		1	1						1						2	2
P5		1			1								1				1	2
P6									1								0	1
D1	1		1														2	0
NOA			1		1		1				1						4	0
NOB	1	1	2	4	1		1	1		3			1				5	10
NOC	1		1		3	4	1								1		7	4
NOD		1															0	1
G2						2		1				1					0	4
G3		1		1						1		2		1			0	6
G4											6	2	1				7	2
G5	1		2		2		1		2		3	1			1		12	1
G6	1		2	1	4	2					2		1				10	3
G7			3	2			1				4	1		1			8	4
SB1				2													0	2
SB2			1	4													1	4
SB3		1	23	4													23	5
SB4	2		7	8			2										11	8
SB5			5	2													5	2
																	98	61

Total women in GS 1-7 37

total GS posts 57

% female representation 65%

Total women in SB1-SB3 24

total GS posts 35

% female representation 69%

Total women at NOA and above, P4 and above 21

total and above, P4 and above 41

% female representation 51%

Total women in SB4-SB5 16



total SC posts 26



% female representation 62%



ORGANIZATIONAL CULTURE STAFF SURVEY RESULTS

Survey closed on December 15, 2020.

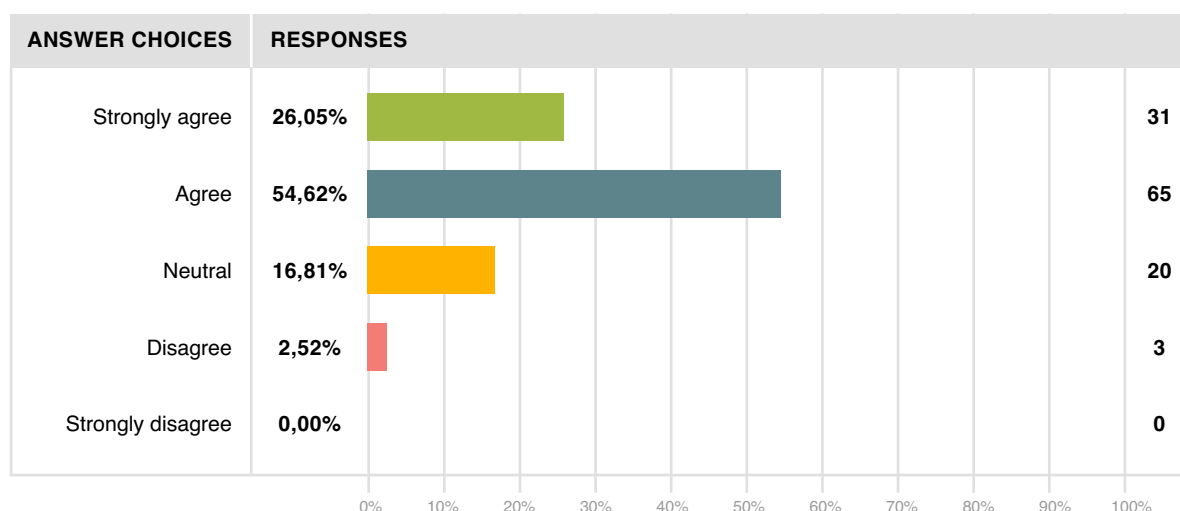
Total responses: 128. All responses were online, anonymous.

ANSWER CHOICES	RESPONSES
Female	73,44%  94
Male	26,56%  34
Other	0,00% 0
TOTAL	128

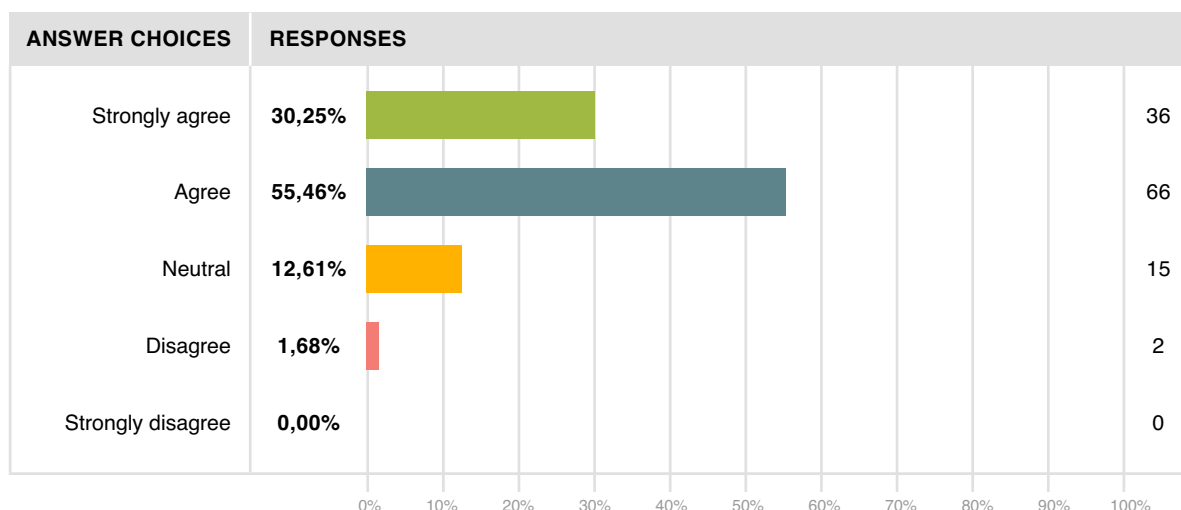
ANSWER CHOICES	RESPONSES
National personnel	91,41%  117
International personnel	8,59%  11
TOTAL	128

ANSWER CHOICES	RESPONSES
My job includes personnel supervisory functions	38,28%  49
My job does not includes personnel supervisory functions	61,72%  79
TOTAL	128

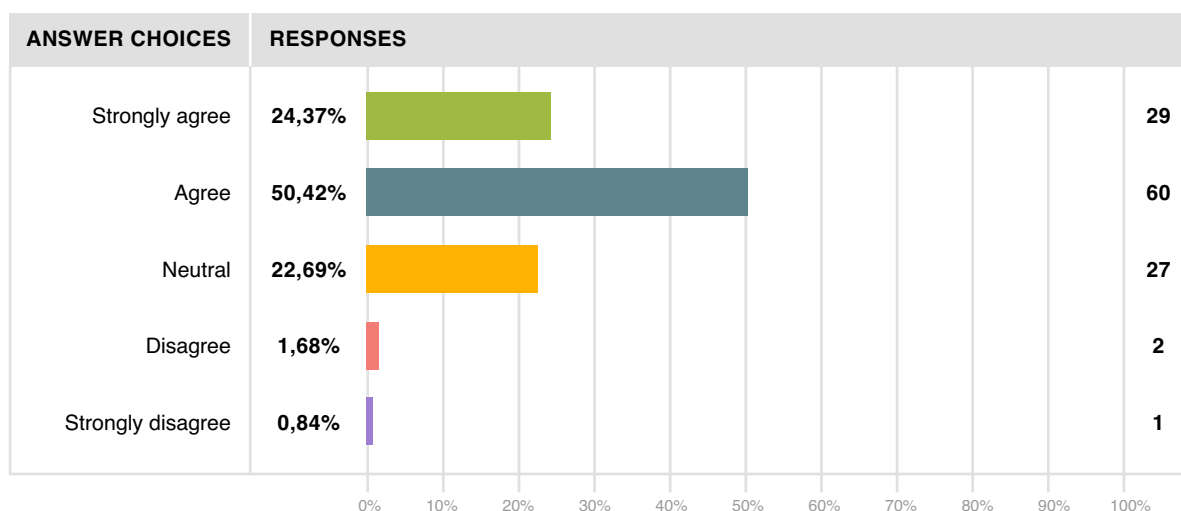
I BELIEVE THE UN IN BELARUS MAKE ADEQUATE EFFORTS TO FULFILL THE UN'S MANDATE TO ACHIEVE EQUAL REPRESENTATION OF WOMEN, MEN AND OTHER GENDERS AT ALL LEVELS



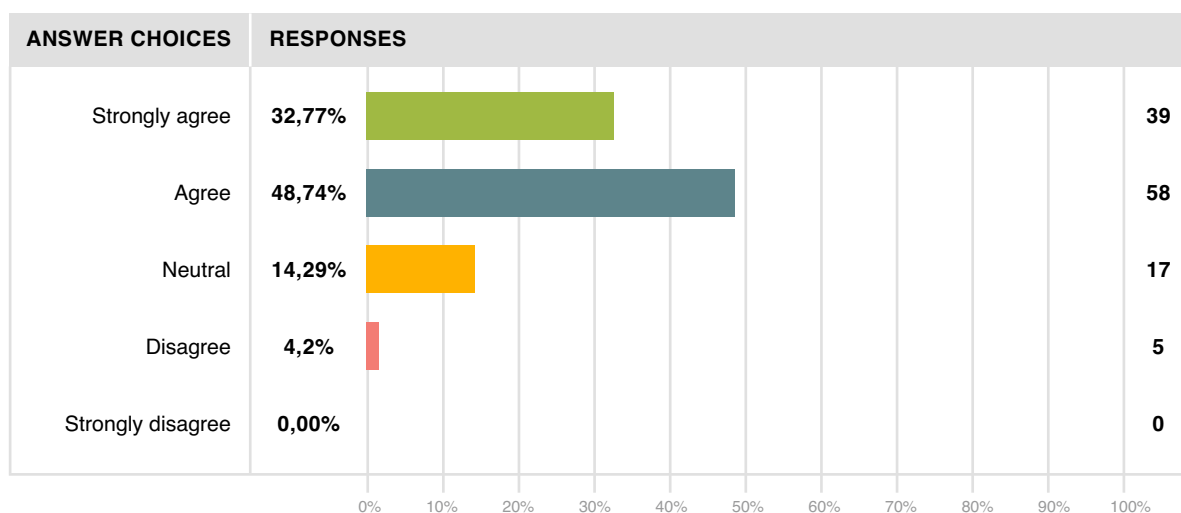
HEADS OF AGENCIES IN THE UN COUNTRY TEAM ARE COMMITTED TO GENDER EQUALITY IN THE WORKPLACE



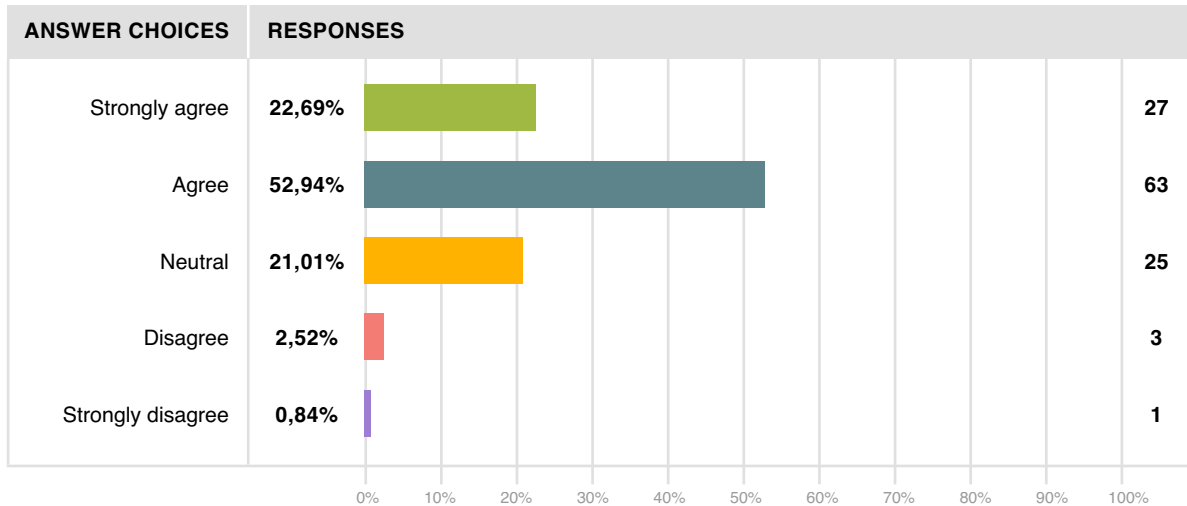
UN PERSONNEL IN BELARUS ARE COMMITTED TO GENDER EQUALITY IN THE WORKPLACE



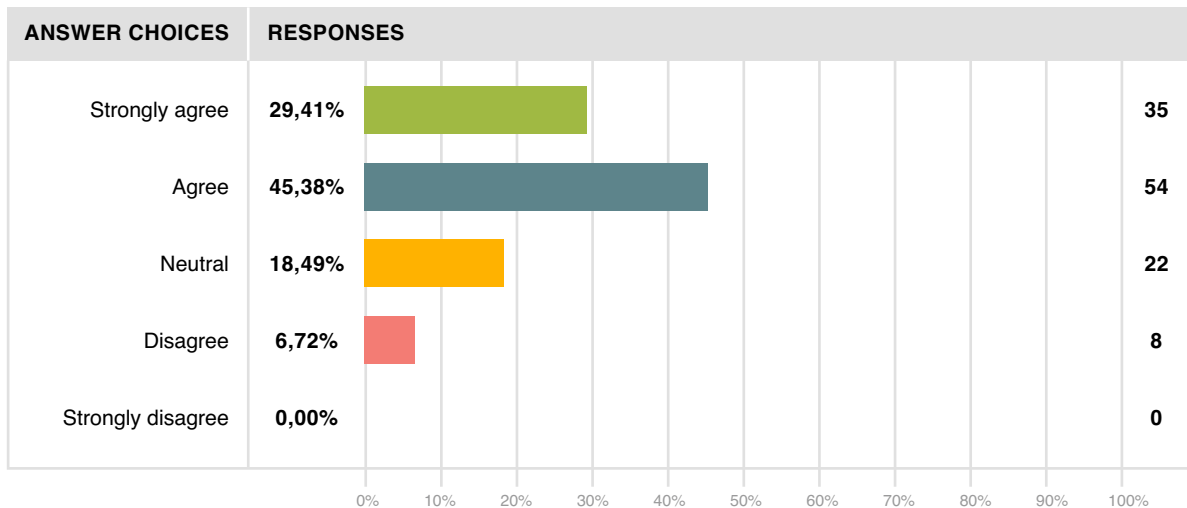
UN PERSONNEL IN BELARUS ARE TREATED EQUALLY IRRESPECTIVE OF SEX, GENDER IDENTITY OR SEXUAL ORIENTATION



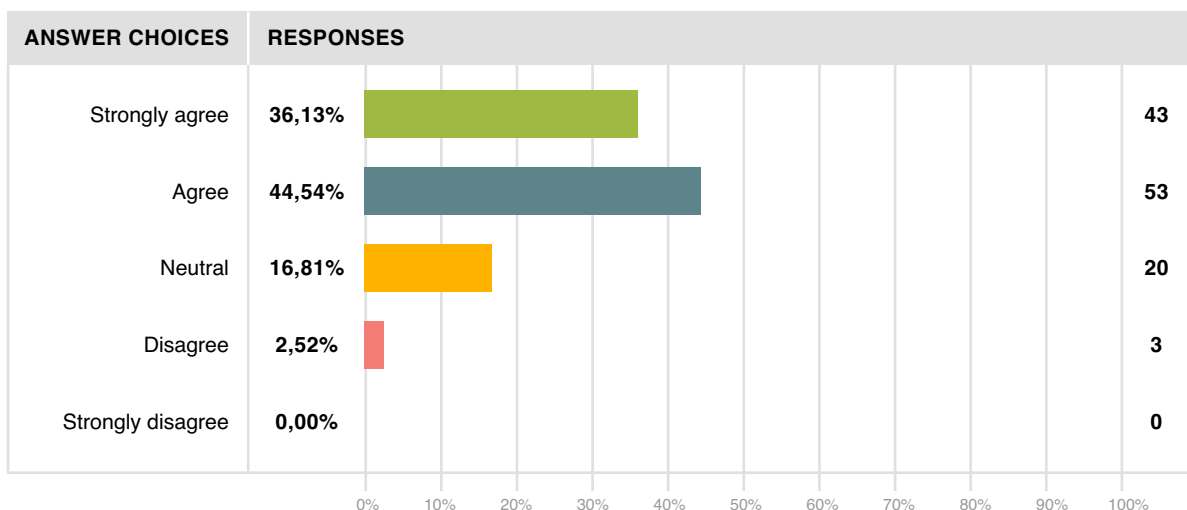
THE UN SYSTEM IN BELARUS HAS ADEQUATE PROCEDURES IN PLACE TO PREVENT AND ADDRESS SEXUAL HARASSMENT



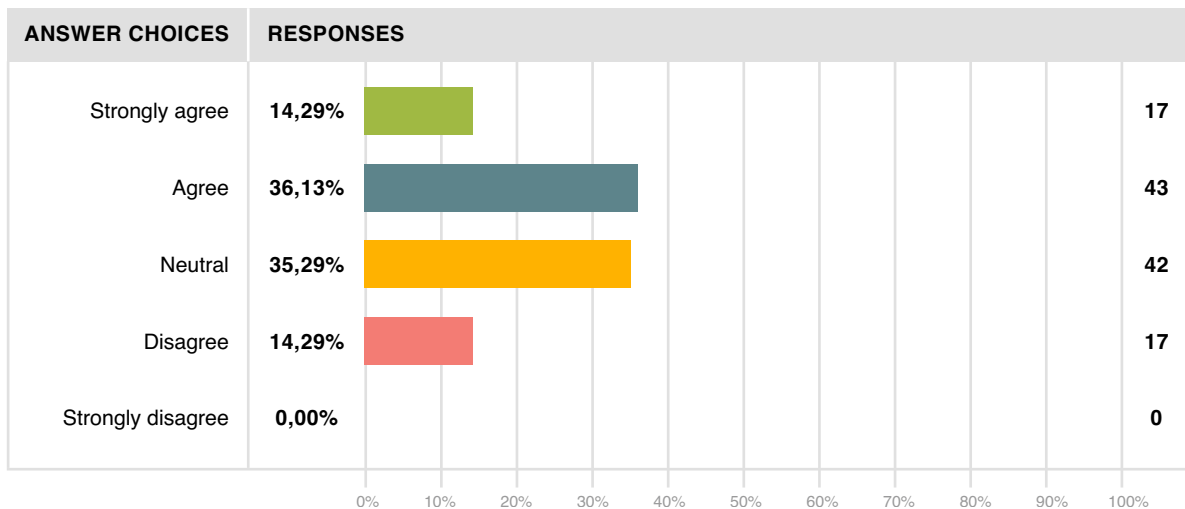
THE UN SYSTEM IN BELARUS HAS ADEQUATE PROCEDURES IN PLACE TO PROTECT MY PERSONAL SAFETY AND SECURITY



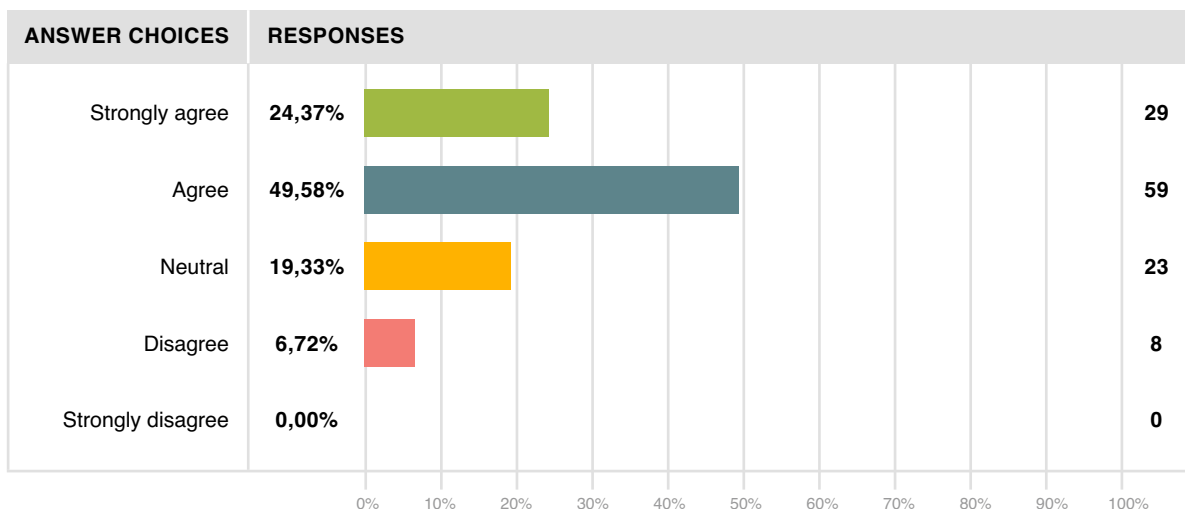
THE UN SYSTEM IN BELARUS ADEQUATELY FACILITATES THE EQUAL PARTICIPATION OF BOTH WOMEN AND MEN AT ALL LEVELS OF THE ORGANIZATION



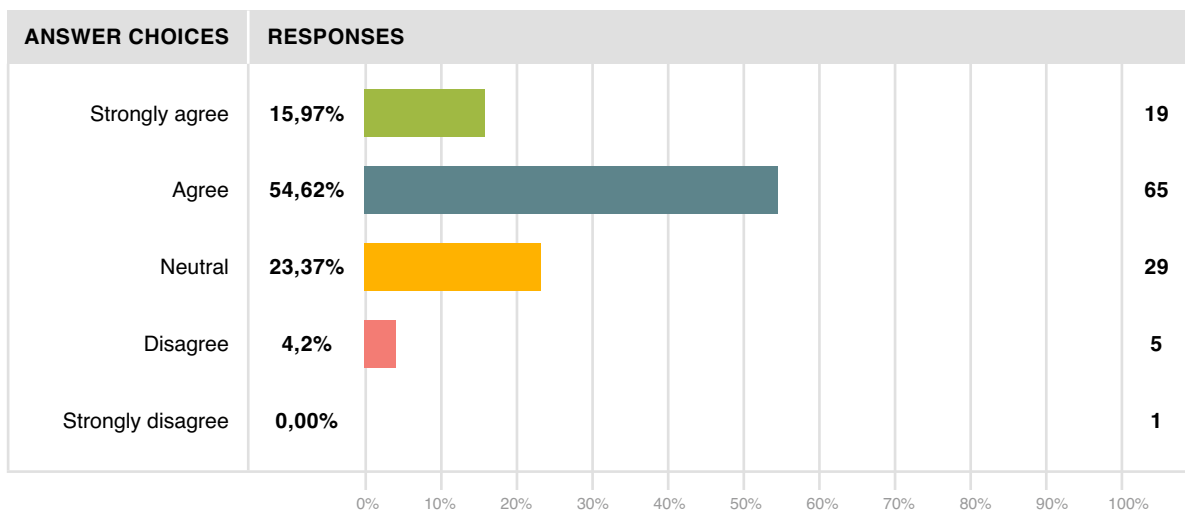
THE PACKAGE OF ENTITLEMENTS (E.G. MATERNITY, PATERNITY, BREASTFEEDING) SUPPORT PERSONNEL TO ACHIEVE ADEQUATE WORK-LIFE BALANCE



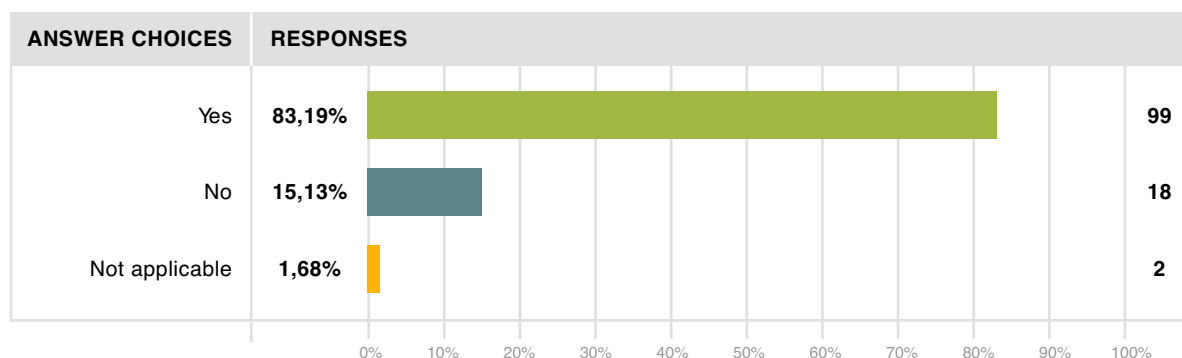
THE PACKAGE OF FLEXIBLE WORK ARRANGEMENTS (E.G. TELECOMMUTING, STAGGERED HOURS, COMPRESSED WORK SCHEDULE) SUPPORT PERSONNEL TO ACHIEVE ADEQUATE WORK-LIFE BALANCE



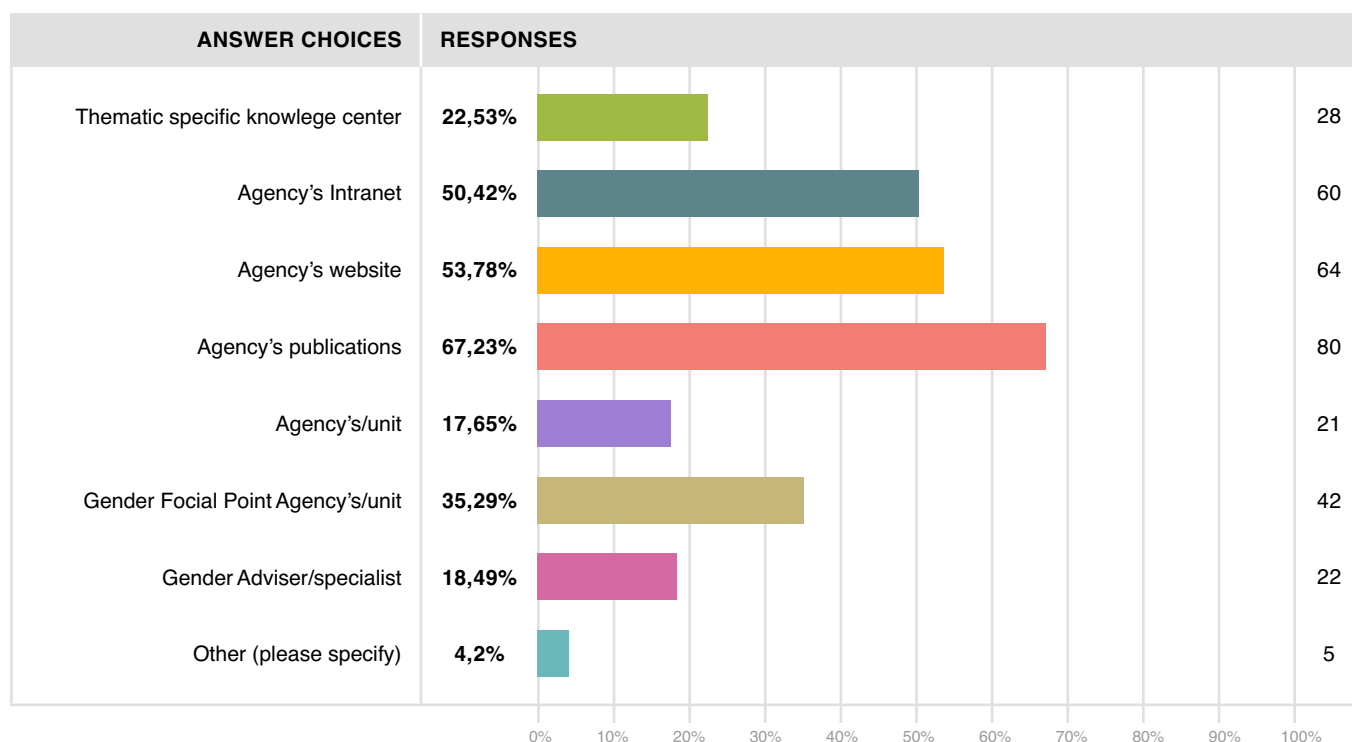
HEADS OF AGENCIES ARE SUPPORTIVE OF PERSONNEL TO ESTABLISH AN ADEQUATE RELATIONSHIP BETWEEN WORK LIFE AND HOME LIFE



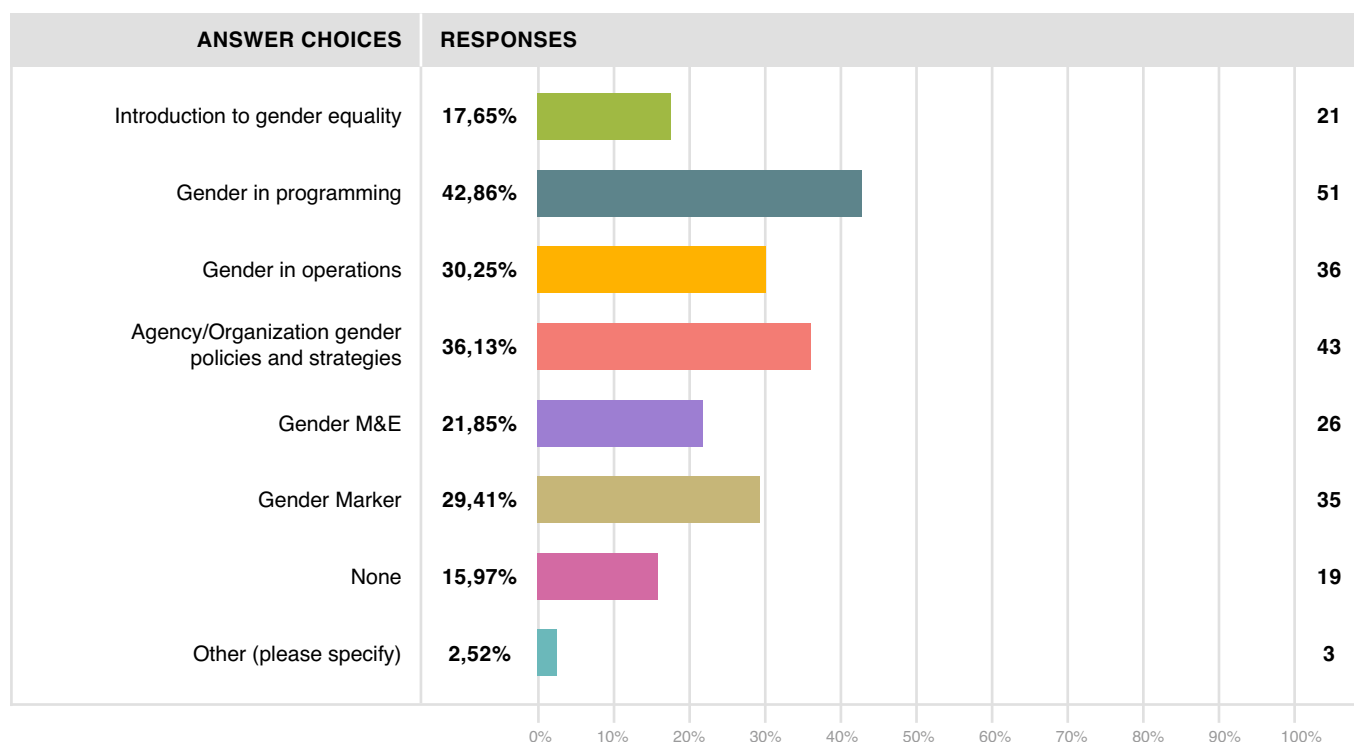
**HAVE YOU TAKEN GENDER RELATED TRAINING OR COURSES IN THE LAST TWO YEARS?
ARE YOU TAKING ANY COURSES ON GENDER NOW? PLEASE, INCLUDE TRAININGS
WHERE GENDER WAS INCLUDED BUT NOT THE MAIN TOPIC OF THE TRAINING**



**WHAT TOOLS AND/OR SOURCES OF INFORMATION DO YOU USE TO SUPPORT YOUR
KNOWLEDGE OF AND/OR THE INCLUSION OF GENDER EQUALITY ISSUES IN YOUR
WORK? TICK AS MANY OPTIONS AS APPLICABLE**



WHICH TRAINING ON GENDER EQUALITY WOULD YOU LIKE TO TAKE OR RECEIVE TO IMPROVE YOUR WORK? SELECT AS MANY OPTIONS AS NEEDED



UNCT-SWAP SCORECARD ACTION PLAN FOR STRENGTHENED UN SYSTEM GENDER COORDINATION

ACTION	RESPONSIBILITY	RESOURCES AND SOURCE	TIMING	TIMING EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
1. PLANNING				
Ensure consistent sex-disaggregated and gender sensitive data is used in the CCA review	UNCT endorsement with UN agencies, CCA update team, M&E group	RCO coordination, no financial costs	Second half of 2021	This will improve the quality of gender analysis and help to target those furthest behind
Activities to be included into the UNSDCF JWPs should have high gender markers and ensure GEWE results	UNCT endorsement	RCO coordination, no financial costs	First part of 2021	This should help to mainstream gender equality and the empowerment of women across all UNSDCF outcome areas
Generate analysis, based on the gender sensitive data collected, for CCA and programming	UNCT endorsement	No financial costs	First part of 2021	Proper analysis, notably on marginalized groups, will help UN entities to better identify activities in relation to gender equality, notably for Joint Programmes; and enable to achieve a new target of the Gender Scorecard
2. PROGRAMMING AND M&E				
Ensure gender expertise of joint programmes, particularly in the planning phase, including through training	GTG	No financial costs	2021+	The UN system lacks a formal process to ensure high quality of gender integration across all Joint Programmes. It is important to provide gender expertise on the planning stage of all projects and programmes
Develop a common checklist to screen all joint programmes to ensure GEWE results	GTG, RCO	No financial costs	2021+	The GTG can support gender sensitivity within a larger accountability framework for Joint Programmes. This would hold Joint Programmes to the highest standards for gender mainstreaming, and move toward 'exceeding minimum standards' for Indicator 2.1 Joint Programmes
Organize a technical training for the M&E Group on gender sensitive M&E	RCO, GTG support	International or external consultants/ experts	2021+	Developing capacities within the M&E Group to ensure gender sensitive M&E will positively impact on Indicators 2.3 UNDAF monitoring and evaluation measures and 5.2 Gender Capacities
Elaborate common UN gender sensitive messages and communicate more on GEWE impact of the UNCT involvement in the country	UNCG	No financial costs	2021+	It will help to ensure that GEWE issues are communicated in a structured and comprehensive way to the population in Belarus through UN public activities and events

ACTION	RESPONSIBILITY	RESOURCES AND SOURCE	TIMING	TIMING EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
3. PARTNERSHIPS				
Strengthen engagement with the National Council of Gender Equality and Ministry of Labor and Social Protection on gender equality and the empowerment of women	UNCT endorsement	No financial costs	2021+	It will help to take forward policy advocacy on gender equality and further support the National Council with technical expertise and capacity buildings to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation and pursue joint initiatives that foster gender equality
Improve collaboration with women's/gender equality CSOs	UNCT endorsement	No financial costs	2021+	Finding ways to develop joint initiatives that foster gender equality and help CSOs contribute to gender related SDGs
Strengthen engagement with other state and non-state partners, including private sector, local authorities and actors at the local level, who are receptive to the UN messages on GEWE	UNCT endorsement	No financial costs	2021+	This will help promote an enabling environment for gender equality among a wide range of government, civil society and private sector actors
4. LEADERSHIP AND ORGANIZATIONAL CULTURE				
Conduct online survey to assess gender sensitivity and gender equality competence of UN staff in Belarus	UNCT endorsement, UNFPA in Belarus and GTG technical support	External consultant (UNFPA)	2021+	The elaborated methodology and questions of the survey will allow to focus and assess the existing attitudes and beliefs towards social roles of men and women (family and public domains, labor market), understanding and support of gender equality values among UN staff in Belarus. The results will serve as a basis for development of training options on gender equality for UN staff in Belarus
Discuss flexible working arrangements after the phase of post-COVID-19 return to office	UNCT endorsement	No financial costs	First half of 2021	The COVID-19 pandemic resulted in many changes in the way we conduct our business. Having had remote working arrangements for a long time we worked out mechanisms and remain focused and accountable on the delivery. When coming back to normal it is critical to remain open and committed to maintaining a more diverse, inclusive and respectful work environment, positioning the UN system agencies as employers with a strategic approach to workplace flexibility and support for caring and family responsibilities, leader in sustaining gender parity

ACTION	RESPONSIBILITY	RESOURCES AND SOURCE	TIMING	TIMING EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
5. GENDER ARCHITECTURE AND CAPACITIES				
Organize learning sessions for all UN staff and a separate training for programme/M&E/ Communication specialists	UNCT endorsement, UNFPA in Belarus and GTG technical support	TBD depending on the agreement to hire consultants	Second half of 2021	Topics for learning sessions will be recommended based on the assessment process
6. RESOURCES				
Review best practices and experiences within UNCT and agencies' mechanisms on tracking country-level budgetary data to ensure adequate allocation of resources for GEWE. Reach out to country teams in the region for best practices and methodological approach sharing. Identify solutions that could be adjusted to UNCT in Belarus	UNCT endorsement, M&E, GTG	TBD depending on the agreement to hire consultant/ expert	2021+	One of the ways to track the budgets - disaggregate the JWP activities by the gender marker and calculate the spendings for each marker
7. RESULTS				
Actions identified under other dimension areas will lead to better tracking of results and assessment thereof for achieving gender transformative results				
Annual UN Country Results Report includes high-level UNCT results related to GEWE	UNCT endorsement, RCO, GTG	No financial costs	2021+	This will help to track if the UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5. This will also help to underline any transformative change if happened

ANNEX I: UNCT SWAP-SCORECARD INDICATOR FRAMEWORK

APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
1. PLANNING		
INDICATOR 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
<p>CCA or equivalent includes:</p> <p>a. Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;</p> <p>and</p> <p>b. Some sex-disaggregated and gender sensitive data.</p>	<p>CCA or equivalent includes:</p> <p>a. Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;</p> <p>and</p> <p>b. Consistent sex-disaggregated and gender sensitive data.</p>	<p>CCA or equivalent meets minimum requirements and includes</p> <p>c. Targeted gender analysis of those furthest behind.</p>
INDICATOR 1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES		
<p>a. Gender equality and the empowerment of women is visibly mainstreamed across some out-come areas in line with SDG priorities including SDG 5.</p>	<p>a. Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.</p> <p>or</p> <p>b. One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.</p>	<p>a. Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.</p> <p>and</p> <p>b. One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.</p>
INDICATOR 1.3 UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY		
<p>Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p>	<p>Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p>	<p>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.</p>
2. PROGRAMMING AND M&E		
INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
<p>a. Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b. A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>a. Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b. A Joint Program 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 and</p> <p>c. A system is in place to ensure gender mainstreaming in JPs.</p>

APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
a. The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.	b. The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. and c. Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	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.
INDICATOR 2.3 UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Meets one of the following: a. UNDAF Results Matrix data for gen-der sensitive indicators gathered as planned. b. UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets two of the following: a. UNDAF Results Matrix data for gen-der sensitive indicators gathered as planned b. UNDAF reviews/ evaluations assess progress against gender-specific results. c. The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets all of the following a. UNDAF Results Matrix data for gen-der sensitive indicators gathered as planned b. UNDAF reviews/ evaluations assess progress against gender-specific results. c. The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.
<h3>3. PARTNERSHIPS</h3>		
INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
a. The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following: a. The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b. The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.	Meets all of the following: a. The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b. The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.
INDICATOR 3.2 UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO		
a. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets two of the following: a. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.	Meets all of the following: a. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
	<p>b. GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c. The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p>	<p>b. GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c. The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p>

4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

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

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.
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INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

<p>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.</p>	<p>Approaches minimum requirements and</p> <p>b. The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>Meets minimum requirements and</p> <p>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.</p>
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APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
5. GENDER ARCHITECTURE AND CAPACITIES		
INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW		
<p>Meets 2 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>Meets 2 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>b. The group has a TOR and an approved annual work plan;</p> <p>c. Members include at least 50% senior staff (P4 and above; NOC and above);</p>	<p>Meets 3 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>Meets 3 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>b. The group has a TOR and an approved annual work plan;</p> <p>c. Members include at least 50% senior staff (P4 and above; NOC and above);</p>	<p>Meets all 4 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>Meets all 4 of the following</p> <p>a. A coordination mechanism for gender equality is chaired by a HOA</p> <p>b. The group has a TOR and an approved annual work plan;</p> <p>c. Members include at least 50% senior staff (P4 and above; NOC and above);</p>
INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING		
<p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets 2 of the following 3:</p> <p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p>c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p>c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>
6. RESOURCES		
INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
<p>a. 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 and</p> <p>b. The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.</p>	<p>Meets minimum requirements and</p> <p>c. The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.</p>

7. RESULTS

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

<p>a. The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.</p>	<p>a. The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements and</p> <p>b. At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.</p>
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ANNEX II: SELF-ASSESSMENT TEAM MEMBERS

Andrei Famenka	UNAIDS in Belarus Public Health Consultant
Anora Lanhar	RCO Gender, Disability Inclusion and Youth Reporting Specialist
Hanna Taliaronak	RCO Rights and Development Specialist
Katsiaryna Golubeva	UNHCR in Belarus Programme Associate
Kiryl Stsezhkin	UNDP in Belarus Programme Analyst
Krystsina Dulevich	UNICEF in Belarus Communication Specialist
Maria Nekrashevich	UNICEF in Belarus Human Resources Associate
Natallia Karkanitsa	RCO Data Management, Results Monitoring and Reporting Officer
Pavel Kholod	UNICEF in Belarus Policy & Planning Specialist
Tatyana Buhayeva	UNDP in Belarus Human Resources Associate
Tatyana Orange	IOM in Belarus Senior Programme Assistant
Valiantsin Rusovich	WHO in Belarus Public Health Officer
Volha Lukashkova	UNFPA in Belarus Programme Analyst of Gender

