

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Belize 2023

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



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1. Background

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

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

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

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

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

Cooperation Framework Guidance (2019)

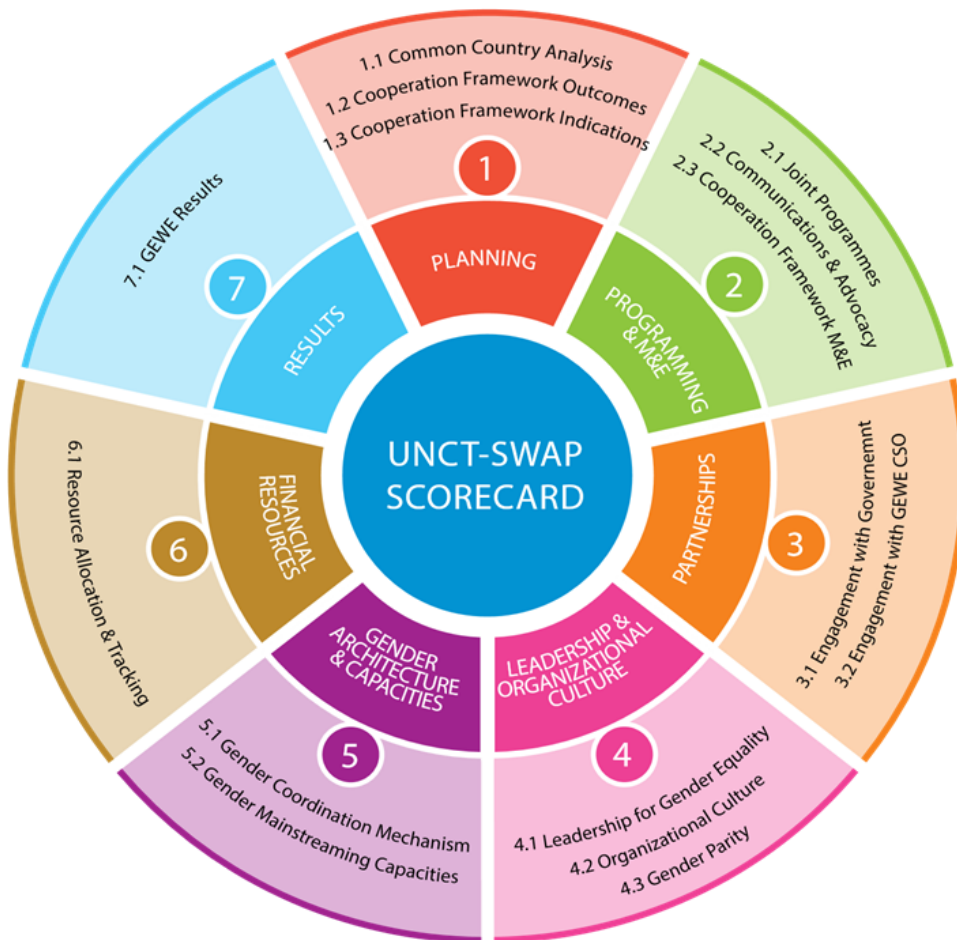
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

2. 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

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 UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and 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).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

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. Findings on key trends are presented in 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 Belize

Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The UNCT-SWAP Scorecard assessment was conducted in the Caribbean Region between October 2022 and March 2023, starting during the first year of implementation of the 2022-2026 Multi-Country Sustainable Development Cooperation Framework (MSDCF). The 2022-2026 MSDCF is a multi-country, outcome level, strategic framework that presents a coordinated approach to support the six UN Country Teams covering the 22 countries and territories in the region. The MSDCF aims to support the region to advance a localized response to the global 2030 Agenda for Sustainable Development tailored to each country's national priorities. Each of the six UNCTs develop corresponding Country Implementation Plans (CIPs) that set out UNCT specific output level results, designed to contribute to the overall outcome level MSDCF results. Implementation and annual progress reporting of the CIP is managed at the individual UNCT level.

Given this regional collaboration, the six Caribbean UNCTs decided to undertake the Scorecard exercise concurrently, to allow for a collective and regional reflection of current practices and performance. The Scorecard exercise was conducted in the as a guided self-assessment with internal coordination support provided by the six RCO Team Leads and UN Women. Given the regional configuration, a two-pronged approach was taken to assessing the Scorecard's 15 Performance Indicators, enabling engagement at both levels while also capturing both regional and UNCT specific performance. To this end, dimensions 1 and 7 were assessed at the regional level, with the remaining 5 dimensions (2, 3, 4, 5 and 6) assessed separately by each of the six UNCTs.

As the body responsible for coordination at the regional level, the Regional Programme Management Team (RPMT) undertook the assessment of the first set of indicators. The RPMT (assessing indicators 1.1, 1.2, 1.3 and 7.1) was comprised of 20 members from 11 agencies (FAO, ILO, IOM, RCO, UNDP, UNEP, UNFPA, UNHCR, UNICEF, UN WOMEN and WFP) based in the Caribbean Region.

In consultation with the RCO Team Leads and Heads of Agencies (HOA), members of the UNCT specific Programme Management Teams (PMT) served as the Interagency Assessment Team (IAT) for each UNCT. These groups include representation across fields and functions, helping to ensure a sound knowledge base on joint UN actions. In the Belize UNCT, the IAT comprised of 10 members from 9 agencies (ILO, IOM, UNDP, UNICEF, UNFPA, UNHCR, RCO, WFP and PAHO/WHO).

Assessment team members worked collaboratively in clusters to provide a rationale and supporting evidence for indicator ratings. Due to the geographical realities that not all staff contributing to the work of a specific UNCT are sitting in country, all assessment teams worked virtually, using remote facilitation including on-line group consultations. After working in clusters, draft findings were presented to the IAT in an online meeting, providing an opportunity for validation and/or alternative views to emerge before finalizing findings and recommendations for the Action Plan.

Working closely with the RCO internal coordinators and an external gender specialist provided coordination and technical support throughout the process to facilitate and ensure validity of findings and rigor of analysis. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team

Assessment Coordinator: Tracey Hutchinson (RCO)

Participating Agencies: ILO, IOM, UNDP, UNICEF, UNFPA, UNHCR, RCO, WFP and PAHO/WHO.

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

6. Overview of Results by Performance Indicator

The findings presented here indicate the ratings scored by the UNCT for each Performance Indicator across the seven dimensions of analysis.

Table 1: Belize UNCT-SWAP Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicator

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

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

Overall, the 2022-2026 Common Multi-Country Analysis (CMCA) approaches the minimum requirements. Gender analysis (aligned with SDG priorities including SDG 5) is included in majority of sectors in the CMCA, with some presenting more extensive gender analysis than others. Some sex-disaggregated and gender sensitive data also incorporated. However, several key CMCA sectors lack gender analysis and/or sex-disaggregated and gender sensitive data, resulting in the CMCA ‘approaching’ the UNCT-SWAP minimum requirements.

(A) Gender analysis evidenced across most sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

MET

Relevant analysis in CMCA is presented across two key sections. The largest section assesses the Caribbean region's progress towards the 2030, containing chapters on (i) economic transformation; (ii) environment and climate change; (iii) social exclusion analysis; (iv) compliance with international human rights norms; (v) humanitarian-development nexus; (vi) multi-dimensional risk; and (vii) financing landscape. In its concluding section, the CMCA also explores the key challenges and opportunities for advancing 2030 agenda/ SDGs in the region, as well as groups of persons are left furthest behind.

With this structure in mind, the scorecard assessment found that gender analysis is included (some more in depth than others) in the sections covering Economic Transformation; Environment and Climate Change; Social Exclusion Analysis; Compliance with International Human Rights Norms; Humanitarian-Development Nexus; and the Conclusion.

Examples of the issues for which gender analysis is included in these sections are:

Economic transformation: Analysis makes only minimal reference to GEWE, highlighting greater equality in labour force participation as a potential growth driver. Reference made to women's participation in the tourism sector. Analysis could benefit from reflecting gender dimensions of economic transformation.

Environment and climate change: Analysis considers the role of women as default 'first responders' in the event of serious climatic events, but otherwise makes no reference to the role of women or gender equality with respect to climate change and natural resource management.

Social exclusion analysis: This chapter presents the most significant analysis of GEWE, containing a dedicated box on women. Covers negative gender stereotypes and the impact on advancing GEWE; workforce inequality and women's vulnerability to poverty; the strongly gendered workforce and job market; women's earning power; as well as briefly touching on equality of access to education. Details are included of the widespread violence and discrimination faced by LGBTQ+ persons, and persons living with HIV-AIDS, and refer both to institutional barriers and social norms that serve to exclude LGBTQ+ and PLHIV. The brief sub-section on indigenous peoples considers women with respect to their vulnerability to gender-based violence and highlights comparative paucity of data relating to such communities.

Sub-section on youth covers disparities in youth unemployment (young men and young women). Sub-section on migrants and refugees broadly refers to the risks posed to women and girls who find themselves in sex work, survival sex, and people trafficking.

Compliance with international human rights norms: Reference is made to the ratification of CEDAW and the CRC and the extent to which the GEWE normative framework has been embedded in national legal frameworks. GEWE is also covered in reference to specific human rights (particularly security, access to justice and freedom from exploitation). Reference is also made to specific protections for women and girls. However, in general this section needed more in-depth gender analysis. There are very few references to sex-disaggregated data.

Humanitarian-Development Nexus: Issues of violence against women and girls are explored in this section, particularly with reference to security risks faced by women. Data and statistics on femicide across the region are included. However, this could be more comprehensively linked to the components on the proliferation of small arms and climate change.

Gender analyses not included in the sections covering Regional Political Integration (indeed a reflection of women's leadership and political participation is largely missing from the CMCA); Multi-Dimensional Risk; and the Financing Landscape.

As demonstrated in examples above, gender analysis incorporated across the majority of sectors in the CMCA. However, several critical GEWE priorities set out in the SDGs are missing or only briefly considered. Also, analysis could benefit from more consideration of the underlying causes of gender inequality and discrimination issues covered in the document. In addition, while not covered under this indicator, assessment team found no evidence that consultations were held with gender equality and women's rights organisations or advocates as part of the CMCA development. Collaboration with these partners could strengthen the CMCA and corresponding efforts to address gender inequality and discrimination. Finally, while present, analysis of those furthest behind is currently quite limited. More in-depth and broader gender analysis and data from this perspective is needed, particularly of migrant women and girls, ethnic minorities, older and adolescent women and women and girls with disabilities.

B) Some sex-disaggregated and gender sensitive data. MET

CMCA use of data and statistics is variable. Most likely a consequence of the difficulty of producing a synthetic and concise 'regional' analysis: reference to a single national statistic from one country raises the challenge of referring to comparable

national statistics from all other countries in the sub-region (rendering the document unmanageable). Comprehensive ‘aggregated’ regional statistics as a substitute are rarely available or reliable.

In this context, some sex-disaggregated and gender sensitive data was provided in the CMCA in sections relating to Women; Persons living with HIV/AIDS; youth; Right to Health; Right to Education and Violence against women and girls. While acknowledging the challenges of data availability, CMCA could benefit significantly from the addition of sex-disaggregated and gender sensitive data. In addition, the CMCA does not currently, but would benefit from including details of the impact on programming of data gaps.

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)
2021 UN Caribbean Common Multi-Country Analysis.

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS	Planning
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(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

The Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026 (MSDCF) includes eight outcomes across four strategic priorities. Of these eight outcomes, three are considered gender-blind and five mainstream gender equality and women’s empowerment priorities (GEWE), in line with SDG priorities including SDG 5. None of the eight outcomes specifically targets GEWE. Gender mainstreaming is more clearly articulated under priority areas 2 and 4, while the priority areas 1 and 3 are largely gender blind.

Criteria a) GEWE is visibly mainstreamed across some outcome areas.
Met

A review of the outcome statements themselves revealed that only one of the eight (outcome five) specifically references gender. However, a more in-depth analysis of the outcome theory of change (TOC) concluded that GEWE has been visibly mainstreamed across outcomes 3, 4, 5, 7 and 8.

Conversely, GEWE is not mainstreamed in Outcomes 1, 2 and 6, as both the outcome statement, narrative and TOC were assessed as being largely gender blind. As such, the MSDCF can be considered as ‘approaching’ minimum requirements. Details of gender mainstreaming in the MSDCF outcomes is as follows;

Outcome 1: More productive and competitive business ecosystem designed to improve people’s standards of living and well-being.

The outcome narrative and TOC sets out a broad approach to putting the most vulnerable at the centre of economic policy. It makes some reference to the impact of strengthening food production and food systems for women, reducing the cost of doing business and improving market access for women and other vulnerable groups. It includes a focus on sustainable livelihoods and decent work, particularly for women. While there is some evidence of gender mainstreaming, this is limited to one of the 10 priority interventions in the TOC. This was deemed insufficient to consider gender visibility mainstreamed.

Outcome 2: The Caribbean has fully transitioned to a more diversified and sustainable economy that supports inclusive and resilient economic growth.

The outcome TOC speaks to the intention for economic growth to be inclusive and inherently address inequalities, assuming that this will benefit women and girls. However, the narrative text does not specifically mention gender issues, not does it outline how women will be included or what barriers need to be addressed for them to benefit from the anticipated growth. This was similarly deemed insufficient to consider gender visibility mainstreamed.

Outcome 3: National governments and regional institutions use relevant data to design and adopt laws and policies to eliminate discrimination, address structural inequalities and ensure the advancement of those left furthest behind.

The outcome narrative and TOC include a focus on reducing inequalities, eliminating discrimination, supporting equity, equality and gender and shock responsive social protection and services. The outcome also encompasses addressing

legislative gaps in relation to gender equality and the protection of the rights of sexual minorities. The outcome emphasises the need for strengthening the collection and use of sex-disaggregated data and on strengthening statistical systems by integrating gender-sensitive data collection and analysis.

Outcome 4: People in the Caribbean equitably access and utilize universal, quality and shock-responsive, social protection, education, health, and care services.
The outcome narrative and TOC include a focus on access to shock and gender responsive quality services to build fairer and more equal societies. Supporting the delivery of a standardised package of essential services to women and girls subject to violence and reinforcing social protection and other social services. The outcome also encompasses increasing women's participation in the labour force, addressing inequalities in income and the uneven burden of care.

Outcome 5: Caribbean people, communities, and institutions enhance their adaptive capacity for inclusive, gender responsive DRM and climate change adaptation and mitigation.
The outcome narrative and TOC refers to reducing vulnerabilities to climate change, including for women and girls. Although the outcome statement includes 'gender responsive', the narrative does not include details to specify what gender responsive DRM and climate change adaptation and mitigation would look like and what existing challenges need to be addressed to achieve it. However, given that the outcome statement is gender responsive and some important GEWE issues are covered, the outcome was considered to have mainstreamed GEWE to some degree.

Outcome 6: Caribbean countries manage natural resources and ecosystems to strengthen their resilience and enhance the resilience and prosperity of the people and communities that depend on them.
Although a brief reference is made to supporting women's engagement in management of water and ecosystems, GEWE is not referenced in either the outcome narrative or theory of change in any level of detail. As such, this outcome was not considered to have visibility mainstreamed gender.

Outcome 7: Regional and national laws, policies, systems, and institutions improve access to justice and promote peace, social cohesion, and security.
The outcome TOC has a strong focus on preventing and responding to GBV, particularly through the design of multi-sectoral protection measures to ensure adequate care for survivors. The outcome also includes a focus on addressing trafficking and forced labour, and the adoption/alignment of legislative, policy and regulatory frameworks for the prevention and eradication of all forms of GBV.

Outcome 8: People in the Caribbean and communities actively contribute to and benefit from building and maintaining safer, fairer, more inclusive, and equitable societies.
The outcome narrative and TOC highlight addressing the root causes that hinder safe, inclusive, and equitable societies, inclusive of gender dimensions. The outcome includes a focus on addressing negative social norms, attitudes and behaviors towards women and girls and other groups that face discrimination. It also focuses on ensuring women and girls are able to enjoy their rights, including by promoting peaceful and positive expressions of masculinity.

Criteria b)
Not Met
The MSDCF 2022 – 2025 does not include a gender-targeted outcome, in which the principal purpose is to advance gender equality and the empowerment of women, as reflected in the theory of change, with a clear link to gender-related SDGs, including SDG 5.

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

- Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026

PI 1.3 Cooperation Framework Indicators

<p>Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS</p>	Planning
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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 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Met

The Caribbean MSDCF 2022 – 2025 consists of 53 indicators across 8 outcomes. Output level indicators are included in UNCT specific Country Implementation Plans (CIPs, the regional equivalent of the joint workplan) rather than the UNSDCF itself. With CIPs developed at country level, it was not possible to include outputs in the analysis of this indicator.

A total of 21 of the 53 (40%) indicators allow for tracking of gender. As such, this ‘meets’ minimum requirements (criteria stipulates that 33-50 per cent of indicators must allow this).

When analysed by outcome area, outcome 8 has the highest proportion of indicators allowing for GEWE tracking (all 8 indicators), followed by outcome 4 (6 out of 8 indicators), outcome 3 (3 out of 6), outcome 7 (2 out of 7), outcome 1 (1 out of 4) and outcome 5 (1 out of 7 indicators). None of the indicators for outcomes 2 or 6 consider GEWE. See Annex 1 for details of analysis per indicator.

Of concern from the perspective of tracking progress towards GEWE results, almost all indicators presented in MSDCF lack baseline data and targets. Establishing these and ensuring all intended indicators include a sex-disaggregated baseline will be important to set and track all GEWE targets to more effectively demonstrate the results achieved.

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

- Caribbean MSDCF 2022 – 2026 Results Framework

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

a) Gender equality is visibly mainstreamed into all Joint Programs operational at the time of the assessment.

Met

UNCT-SWAP technical guidance (2018) defines a joint program (JP) as a set of activities contained in a joint work plan that involves two or more UN agencies and national partners. Based on this latter description, the IAT identified three JPs as operational at the time of the assessment:

1. JOINT SDG FUND: Building a resilient Belize through universal, adaptive and sustainable social protection; 2022-2023; UNICEF, ILO & WFP.
2. Spotlight Initiative to End Violence Against Women and Girls; 2020-2022; UNDP, UNICEF & UNFPA.
3. Strengthening Belize’s Evidence Base and Systems for Crisis Response; 2022-2023; WFP, UNICEF, FAO and UNESCO.

A review of available documentation found that all JPs include results for GEWE, addressing SDG 5 priorities. One out of the three is focused on achieving dedicated GEWE results and the other two include GEWE as a significant component of the project, having visibly taken gender perspectives into consideration at the initial JP planning phases.

To this end, the Joint SDG Fund JP aims to build an integrated, sustainable and gender responsive social protection system to support the most vulnerable (with women identified as a key vulnerable group the JP will target). Key outputs include establishing National Social Protection Strategy of Belize, overseen by a coordination mechanism that drives data generation and exchange, policy guidance, effective beneficiary targeting, financing pathways, gender responsiveness, and resilient social protection programmes; building technical and gender mainstreaming capacities of social protection institutions, local

communities, and CSO involved in social protection; addressing barriers to and promoting gender-responsive MSME development in consultation with local economic development actors (including women and youth). The JP theory of change highlights a strong focus on the rights of the children, youth, and women, and their empowerment is a priority for the JP.

The Strengthening Belize's Evidence Base and Systems for Crisis Response JP has a special focus on rural women. The aim of the JP is to mitigate and to enable Belize to adapt to the impact of existing and future water-food crises, exacerbated by climate variability, biodiversity erosion and global conflicts. The project is funded by the UNSDG Fund and focuses its interventions primarily on one of the society's most vulnerable groups to water insecurity and poverty: rural women.

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.

Met
JP number 2 in the list detailed above, Spotlight Initiative to End Violence Against Women and Girls in Belize is focused on achieving dedicated GEWE results. The JP focuses on ending family violence by strengthening policy and legislations that will guarantee increased protection of women and girls, building capacity of state and non-state actors to respond to family violence, expanding the range of services available and addressing social norms and behaviours that promote violence against women and girls.

c) A system is in place to ensure gender mainstreaming in JPs.
Not met

There is no internal mechanism at present to ensure the quality of gender mainstreaming across joint programs. The Belize UNCT lacks a systematic process/tool to support or review gender mainstreaming across key elements of joint programs (e.g., to assess gender mainstreaming in core components of a joint initiative such as a situation analysis, theory of change, selection of beneficiaries and implementing partners, and the results framework). While the UNCT currently meets the minimum requirements for this indicator, the establishment of a system to ensure GEWE is systematically mainstreamed in all future JPs will be key to ensuring the UNCT does not regress below the minimum requirements going forward.

If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:

Spotlight Initiative to End Violence Against Women and Girls in Belize

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).

- JOINT SDG FUND: Building a resilient Belize through universal, adaptive and sustainable social protection; 2022-2023; UNICEF, ILO & WPF.
- Spotlight Initiative to End Violence Against Women and Girls; 2020-2022; UNDP, UNICEF & UNFPA.
- Strengthening Belize's Evidence Base and Systems for Crisis Response; FP-Belize, UNICEF, FAO and UNESCO.

PI 2.2 Communication & Advocacy

Performance Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES MINIMUM REQUIREMENTS	Programming and M&E
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(a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.

Overall, the UNCT rated as approaching minimum requirements for indicator 2.2. This is because, even though criteria a) and b) are met, criteria c) is not met and is a requirement for the UNCT to score as meeting minimum requirements.

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

Over the past year, the UNCT has collaborated on joint communication activities on GEWE, primarily through the Spotlight Joint Programme. Examples include:

1. Joint communications activities to commemorate the International Day of Girl Child. For this event, the UNCT engaged adolescents on the years' priority theme through holding focus group discussions and participating in talk shows. The UNCT

also held conferences to develop the 'child marriage early union roadmap'.

2. A media sensitization workshop on VAWG reporting, which included the development of standards for ethical and gender-sensitive reporting.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year.

Met

The assessment team identified several examples of joint advocacy taking place over the past year, again primarily in the context of the Spotlight Joint Programme. This included joint UNDP, UNICEF & UNFPA support for the development and implementation of a costed national social and behaviour change communication strategy. The focus of which was on promoting change in knowledge, attitudes, norms, and practices to bring an end to family violence.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

Not met

At present there is no UNCG annual work plan in place, this is primarily because the communication group has not been very active in 2022. The group had a formal workplan in 2021, however while the group met at the beginning of 2022 it has not met since. The transition into the new cooperation framework is likely to be a reason for this gap in UNCG AWP, but the UNCG could benefit from developing a detailed AWP as soon as possible to ensure more meaningful joint communications on GEWE going forward. This would enable the UNCT to make strategic use of joint communications and advocacy taking place with JPs, but also on a range of other GEWE issues important within the national context.

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

Not Met

The assessment team did not find any evidence that the UNCT has communicated or advocated on any non-traditional thematic issues over the past year.

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

- Spotlight Initiative to End Violence Against Women and Girls JP reports and programme document
- IAT meeting minutes

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

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

Programming and M&E

MISSING REQUIREMENTS

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

Include relevant details and analysis

As the Caribbean region was in the first year of implementing its current CF at the time the assessment began, the IAT agreed to reviewed M&E practices for the previous CF, MSDCF 2017-2021 to assess M&E practices. As annual reporting is overseen at the UNCT level, this indicator was assessed individually by the six UNCTs in the Caribbean region (complemented by the review of the MSDCF 2017-2021 evaluation that was assessed at the regional level).

a) UNDAF/UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned.

Not Met

Results matrix monitoring data is not included in the 2017, 2020 or 2021 CIP annual reports. No other data has yet been identified to demonstrate indicators were tracked.

b) UNDAF/UNSDCF reviews/evaluations assess progress against gender-specific results.

Not Met

As with criteria (a), the IAT focused its reviews of M&E practices on the CIPs 2017-2021 to assess criteria (b). Progress towards gender equality specific results, as set out in the MSDCF and CIP, was captured in annual results reports covering three of the five years of implementation (2017, 2020 & 2021). Reports included details of progress towards ending violence against

women, the development of a national gender policy, strengthened sexual and reproductive health, gender responsive climate change adaptation and gender responsive efforts to respond to COVID-19. In addition, a regional report was produced covering 2017 and 2018, however this includes limited detail of GEWE results for Belize and does not cover 2019. As there is no documented progress towards GEWE results for 2019 and very little for 2018 the UNCT is not considered to have met criteria b. In addition, it is also worth noting that the focus in reports was on the CIP results, with limited focus on the linkages and contributions of the Belize UNCT towards achieving the higher level MSDCF results. Furthermore, most of the information pertains to gender dedicated results, with limited information about progress towards gender mainstreamed results.

The MSDCF 2017-2021 final evaluation does include an assessment of progress towards GEWE results however, it notes significant data challenges in the assessment.

c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF/UNSDCF cycle.

Not Met

Targeted training on gender sensitive M&E has not taken place since the beginning of the CF 2022-2026 and there is no indication that any such training took place during the previous cycle.

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

IAT meeting minutes

2017, 2020 and 2021 CIP annual reports

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:

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

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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 Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF/UNSDCF cycle.

Met

The UNCT has collaborated with at least two Government agencies on initiatives that foster gender equality and the empowerment of women:

- In partnership with the Ministry of the Attorney General, the National Committee for Families and Children (NCFC) and National Women's Commission (NWC), UNDP, UNICEF & UNFPA are working to operationalize key EAW legislations such as the anti-discrimination legislation, through the development of protocols and rules relevant to legislations. Under this initiative the Evidence Act are also being revised and amended to offer greater protection to witnesses. Regulations linked to the Criminal Code will also be developed which will support the implementation of the Sexual Offenders Registry.
- In partnership with the Ministry of Human Development and the Statistical Institute of Belize (SIB), UNDP, UNICEF & UNFPA are supporting the standardization of one national data collection system and strengthening capacities to regularly collect and use data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes.
- In partnership with the Ministry of Human Development, UNICEF, ILO and WFP are strengthening the technical and gender mainstreaming capacities of social protection institutions to better design, programme, finance, implement, monitor, and evaluate social protection programmes.

- Through the Strengthening Belize’s Evidence Base and Systems for Crisis Response JP, the UNCT collaborated with Belizean governmental staff to map water access, usage, and management for food production by rural women farmers in Belize.

b) The National Women’s Machinery participates in UNDAF/UNSDCF consultations; country analysis, strategic prioritization, implementation, M&E.

Met

The Women and Family Support Department of the Ministry of Human Development, Families and Indigenous People’s Affairs (which has the legal mandate to promote gender equality) and the National Women’s Commission (NWC) participated in the development of the most recent Belize CCA which took place in 2021. This fed into the strategic prioritisation for the current CF 2022-2026, and the preparation of the Belize country implementation plan 2022-2023. In addition, both The Women and Family Support Department of the Ministry of Human Development and the National Women’s Commission contribute to the implementation of the 2022-2026 CF through JP implementation as such will also contribute to subsequent 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.

Met

The UNCT has significantly strengthened Government participation and engagement in the localisation and implementation of SDG 5 priorities, in particular through the design and delivery of the Spotlight Joint Programme. Through this initiative multiple Government agencies (including the Ministry of Human Development; Ministry of Health; Ministry of National Security; Ministry of Education, Youth and Sports; Ministry of the Attorney General; and the National Women’s Commission) are engaged as key actors in legislative reform, the development of national policy on ending VAWG, strengthening the availability and use of data on VAWG. Some key actions undertaken during 2022 (which will continue into 2023) include strengthening the National Women’s Commission capacity to lead and advocate on gender equality and women’s empowerment at different levels (policy/decision making and technical level).

The UNCT has significantly strengthened Government participation and engagement in the localisation and implementation of SDG 5 priorities, through the Joint SDG Fund JP, which aims to address SDG Target 5.1 ‘End all forms of discrimination against all women and girls everywhere’ and includes a focus on women’s economic empowerment and addressing the operational barriers for female lead SMEs.

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 SDG FUND: Building a resilient Belize through universal, adaptive and sustainable social protection; 2022-2023; UNICEF, ILO & WPF.
- Spotlight Initiative to End Violence Against Women and Girls; 2020-2022; UNDP, UNICEF & UNFPA.
- Records of CCA consultations
- IAT meeting minutes

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 foster gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

a) The UNCT has collaborated with GEWE CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF/UNSDCF cycle.

Met

The UNCT is collaborating on several joint initiatives with GEWE CSOs and women's rights advocates that foster GEWE within the current CF cycle, primarily through the implementation of Joint Programmes. Examples include;

1. UNDP, UNICEF & UNFPA are collaborating with Belize Family Life Association, GO Joven Belize Alumni Association (GO Belize), Youth Enhancement Services, Productive Organization for Women in Action (POWA), The Child Development Foundation (CDF), Pathlight International, the Belize National Indigenous Council (BENIC), and the Belize Association of Planners (BAP) to design, implement and monitor a range of initiatives on ending VAWG designed by CSOs themselves.
2. UNDP, UNICEF & UNFPA are collaborating with Belize Family Life Association, GO Belize, Youth Enhancement Services, POWA, CDF, BENIC, BAP to influence and inform laws and policies and advance progress on GEWE and ending VAWG.
3. UNESCO has collaborated with CSOs including farmers' cooperatives, water association and community groups representing rural women to assess the institutionalized and normative biases that exist within these communities and their implications on women's access to resources and decision-making power (empowerment)

b) GEWE CSO participates in UNDAF/UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.

Met

GEWE CSOs including Promoting Empowerment Through Awareness for Lesbian and Bisexual Women (PETAL), Toledo Women's Maya Council, Patchakan Women's Group, Productive Organization for Women in Action (POWA), Succotz Women's Group and Young Women Christian Association participated in consultations held in 2021 for the development of the Belize Common Country Analysis, which fed into the development of the to inform the Belize CIP. The Belize CCA also contributed to the regional CCA (CMCA and the CF 2022-2026. Additionally, GEWE CSOs are key contributing partners to the implementation of JPs and as a result upcoming M&E of the current 2022-2026 CF.

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.

Met

The UNCT has significantly strengthened GEWE CSO participation and engagement in the localisation and implementation of SDG 5 priorities, in particular through the design and delivery of the Spotlight Joint Programme. Through this initiative, GEWE CSOs are engaged as key actors in legislative reform and the development of national policy on ending VAWG.

In addition, the Spotlight JP includes a specific strategy to strengthen GEWE CSO capacities to influence, inform and contribute to national EVAW initiatives. The JP programme document notes that prior to the JP, the engagement of CSOs in ending family violence has been limited to advocacy, education and some service provision, and their efforts were not well connected to national plans and strategies. In addition, their advocacy was limited to the subnational level and there was a lack of coordination among GEWE CSOs working on EVAW. In this context, the focus of the JP to build capacities of GEWE CSOs and engage them in national laws, policies and strategies further demonstrates the UN's contribution under criteria c.

Furthermore, in 2022, the UNCT worked with the National Women's Commission to identify opportunities for strengthened collaboration with the Spotlight Civil Society National Reference Group and through this ensure increased CSO engaged in the governance of the national response to VAWG.

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 SDG FUND: Building a resilient Belize through universal, adaptive and sustainable social protection; 2022-2023; UNICEF, ILO & WPF.
- Spotlight Initiative to End Violence Against Women and Girls; 2020-2022; UNDP, UNICEF & UNFPA.
- Records of CCA consultations
- IAT meeting minutes

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.

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months.

Not Met

A review of available HOA minutes concluded that while gender equality is regularly a topic of discussion during meetings (8 out of 9 available), this is typically at the level of information sharing rather than demonstrating evidence of substantive discussion about gender equality (e.g. decision-making and follow through). There are a few exceptions, such as the meeting in November 2021 where the UNCT PSEA action plan was presented and endorsed. As only a few of the agendas reviewed can be considered as including substantive discussion and decision making in relation to GEWE, this falls short of the requirement set out in the UNCT-SWAP Technical guidance for 60% of discussion in HOA meetings during the last 12 months. Information was most frequently shared in relation to programming related to ending violence against women and girls (Spotlight and 16 Days Campaign) and the UN's Prevention of Sexual Exploitation and Abuse policy.

b) RC demonstrates public championing of gender equality during the last 12 months.

Met

A review of RC speeches given in the year preceding assessment (a total of 8 were available to the IAT) found that the RC included gender equality messaging in 100 per cent of the speeches and talking points. Examples of events at which the RC gave a speech that included messaging on and covered issues of gender equality include; UN Masterclasses for Belize Parliament, 16 Days of Activism launch and a Remembrance Vigil, Gender Budgeting Training, a Joint Declaration of Intent (DOI) Signing with National Assembly of Belize, "Women's in leadership" event for International Women's day.

c) HOA are seen by personnel as committed to gender equality in the workplace during the last 12 months.

Met

Results from the survey on gender and organizational culture found that 73.5% of staff agree (22% strongly agree and 51.5 agree) that HOAs demonstrate workplace leadership and commitment to gender equality. This exceeds the 65% required by the UNCT-SWAP Technical framework and as such this criteria is met.

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

Not Met

While the ARC is no longer in use in the UNCT Belize, the assessment team has been unable to identify an alternative HOA level evaluation to assess against criteria d). The last UNCT self-assessment available was from 2020.

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

- UNCT Meetings Minutes
- RC speeches available in RCO archives
- Results of the Belize Organisational Culture Survey, 2022/2023.

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.

The survey link was shared by the UN Women Regional Director and Resident Coordinator’s Office with Heads of Agencies to circulate amongst their respective staff. The total number of responses was 66 (47 female, 19 male and 0 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UNCT population was 61, so the UNCT can be confident the responses are representative.

Results scored an overall positive rating of 73% (9% negative and 18% neutral). The minimum requirement (65% positive) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 8/10 questions with two results falling below the 65% threshold. Refer to Annex A for detailed information.

Highest scores:

- The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority (91% positive).
- The UN system in this country has adequate procedures in place to protect my personal safety and security (83% positive).

Questions with less than 65% of positive responses:

- The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (56% positive).
- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (51% positive).

Looking at the differences in responses by male and female respondents, male respondents were more positive than female respondents over four of the survey questions, responded the same for two questions and were less positive for four questions. This finding is unusual as typically global research indicates that, when surveyed, women often perceive a greater degree of gender inequality than men. Given that only one respondent identified as ‘other’ these results have not been included for the purposes of maintaining anonymity. The widest disparities between males and females were observed for the following questions:

Men were more positive than men:

- The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance (positive rating of 60% for female respondents as compared to 65% for male respondents).
- The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (positive rating of 49% for female respondents as compared to 56% for male respondents).

Women were more positive than men:

- The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization (positive rating of 79% for female respondents as compared to 75% for male respondents).
- UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation (positive rating of 85% for female respondents as compared to 81% for male respondents).

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

Belize organisational culture survey results

PI 4.3 Gender Parity

Performance Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and organizational culture
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**Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c).
Include relevant details and analysis**

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.

Not Met

The Belize UNCT does not have a system in place for monitoring gender parity at the country level. The Scorecard exercise is the first time this data has been viewed collectively. However, the data collected for the Scorecard assessment can serve as a baseline for regular monitoring at UNCT level.

b) The UNCT can demonstrate positive trends toward achieving gender parity.

Not Met

Data from this exercise serves as a baseline for further monitoring. For now, however, criterion b) is not met as no trends over time have been established and can thus be reported on. 7 of the 14 UNCT comprising agencies (resident and non-resident) provided disaggregated data on a total of 55 staff. The assessment found that women comprise 60 per cent of UNCT Belize personnel overall included in this sample. In addition, women are not currently significantly under-represented at any level, comprising:

- 50 per cent (13 out of 26) of General Service Staff (G1-G7)
- 67 per cent (12 out of 18) of mid-level staff (NOA, NOB, P1 – P3)
- 73 per cent (8 out of 11) of senior-level staff (NOC/P4 and above)

With gender parity defined as + or – three percentage points (47 – 53 per cent), the UNCT staffing cannot be considered at present as at gender parity based on the data gathered. However, given that half of agencies shared staffing data, this is not necessarily representative of the whole UNCT.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	1
G3	1	4
G4	1	0
G5	4	3
G6	6	2
G7	2	3
NOA	4	2
NOB	6	2
NOC	5	1
NOD	0	0
P1	1	0
P2	0	2
P3	1	2
P4	0	2
P5	1	0
P6	0	0
D1	2	0
D2	0	0

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

IAT Meeting Minutes

Collated Agency Staffing Data

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

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

The UNCT in Belize had a gender coordination mechanism in place under the 2017-2021 CF. However, during the design of the new 2022-2026 CF, a decision was made to reduce the number of coordination mechanisms and as such a standalone mechanism is no-longer in place. At present, the terms of reference and priorities for the PMT which now holds responsibilities for gender mainstreaming are under development. As such, the UNCT is not able to demonstrate that a mechanism with responsibilities for coordinating and influencing the UNCT on GEWE priorities is in place. The scorecard exercise is taking place at an opportune moment and serves as a useful reminder to ensure the responsibilities of this group cover substantive coordination on GEWE priorities and are aligned with the UNCT-SWAP Scorecard requirements and the recently released UNSDC Gender Theme Group Standards and Procedures.

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

A coordination mechanism for gender equality does not currently exist, due to the transition and therefore criterion a) is not met.

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

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

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

Criterion b), c) and d) above are not met because a coordination mechanism for gender equality does not exist.

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)

IAT meeting minutes

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

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

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

Not Met

A substantive inter-agency gender capacity development activity has not been conducted for UN personnel within the last year. However, such training was previously organized and held during the previous CF by the gender coordination mechanism.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF/UNSDCF cycle and targets are on track.

Not Met

There has been no UN system-wide capacity assessment on gender during the current or the previous CF cycle. The ongoing development of a TOR for the new inter-agency coordination mechanism presents an opportunity to ensure this group has

responsibility for assessing and overseeing UNCT capacity development for mainstreaming gender.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Not Met

At present no UNCT wide induction materials are available for new staff in country.

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

- Meeting Minutes from IAT discussions based on institutional knowledge

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

MISSING REQUIREMENTS

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

Include relevant details and analysis

a) The UNCT has carried out at least one capacity building event on the gender marker during the UNDAF/UNSDCF cycle.

Not Met

The IAT was not able to identify any evidence that training on the gender marker has taken place within the current UNSDCF 2022-2026 UNSDCF cycle. This was also confirmed drawing on the institutional knowledge of IAT members.

b) The UNCT has established and met a financial target for programme allocation for Gender Equality and Women's Empowerment (GEWE).

Not Met

A financial target for program allocation to GEWE has not been set by the UNCT. However, the application of the UNCT Gender Equality Marker (GEM) to sub-outputs in current Country implementation Plans (CIPs, the UNCT equivalent to Joint Work Plans) provides an opportunity for the UNCT to more easily track, set a target for and report on resources allocated to programs with a gender equality focus (defined as sub-outputs coded as UNCT-GEM 2 and UNCT GEM 3).

c) Meets minimum requirements and the UNCT has established and exceeded a financial target for program allocation for gender equality and the empowerment of women.

Not Met

See response to criterion b) above.

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)

IAT Meeting Minutes

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:

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

Results

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has achieved or is on track to achieve some gender equality and empowerment of

women results as planned in the Cooperation Framework outcomes in line with SDG priorities, including SDG 5.

Criteria a)

Met

The UNCT-SWAP technical guidance notes that for the UNCT to meet requirements for this indicator, it should be able to demonstrate that it has met both mainstreamed and targeted results outlined in the Cooperation Framework.

Given the regional focus of the Cooperation Framework, this indicator was assessed based on the findings and evidence presented in the final evaluation of the United Nations Multi-Country Sustainable Development Framework (MSDF) 2017-2021. A review of this document highlighted the following results across the MSDF four priority areas:

Outcome 1. An Inclusive, Equitable and Prosperous Caribbean

- Improved education and development outcomes and equitable and inclusive learning environments for boys and girls.
- The generation of research on violence against children.
- Improved national systems and policies to address multiple deprivations affecting the most vulnerable boys and girls.
- Development of tools to support implementation of a domestic violence act(s) and strengthened data collection capacities.

Outcome 2. A Healthy Caribbean

- Supported for maternal health.
- Development of policies around SRH.
- Support for programmes in support of sex workers.
- Design and delivery of a comprehensive sexuality education programme.
- Training of doctors on mental health and supported outreach activities on VAW/G.
- Development of a national action plan to reduce adolescent pregnancy.
- Support to vulnerable groups living with HIV/AIDS, primarily vulnerable children and men who have sex with men.

Outcome 3. A Safe, Cohesive, and Just Caribbean

- Development of the National Plan of Action on GBV
- Women's Health Survey
- A qualitative study on GBV
- Development of sexual offences guidelines
- Development of gender protocols for judicial officers
- CEDAW training and report
- Rapid assessment of emergency shelters
- Research and education on challenges for the LGBTI community

Outcome 4. A Sustainable and Resilient Caribbean

- Integration of GEWE in the National Adaptation Plan.
- Gender mainstreaming in disaster responses.

While these clearly demonstrate that the UNCT is on track to achieve some GEWE results, there are several limitations (both within the evaluations itself as well as challenges in M&E, highlighted by the evaluation) which make it hard to conclusively demonstrate that the UNCT has met or is on track to meet all GEWE results as set out in the Cooperation Framework. It is also worth noting that many of the planned results are continued on into the new 2022-2026 MCSDF, providing opportunities to continue efforts towards the full realisation of results.

Limitations deriving from the MSDF 2017-2021 evaluation:

- Most substantive and gender targeted results are detailed in the section presenting results for priority area 3. However, most of these are either at key activity or output level and there is little evaluation of the impact policies and protocols introduced have had. Furthermore, there is no substantive assessment of the progress these results represent towards achieving the intended outcome level results. This is also true of the gender targeted results covered across the remaining three priority areas.
- There is a section dedicated to the implementation of the Regional Spotlight Initiative, even here there is no analysis of progress towards the initiatives Outcome level results.
- Results which are not gender targeted are all but invisible, this makes it hard to assess the extent to which gender mainstreamed priorities have been achieved. Many of the results highlighted in the report (that are not gender targeted) are detailed at the aggregate level (youth/children/adolescent-friendly/households, etc) with no reference to specific GEWE results within the issues discussed. Where there is reference to new systems or policies, there is no analysis of their potential or proven impact on GEWE.
- Several pertinent sections of the evaluation are gender blind, most crucially the sections evaluating the UNs contribution to transformational change and the section related to financing.

It is unclear whether these limitations in the evaluation are due to the availability of evidence, or due to the expertise within the evaluation team to undertake a gender responsive assessment. However, it is possible that this links to the challenges with data availability and M&E documented in the evaluation, and link to the second set of challenges with conclusively demonstrating that the UNCTs in the region are collectively on track to achieve all GEWE results set out in the Cooperation Framework.

The evaluation notes that its assessment of progress towards results was hampered by several factors a 'lack of disaggregation of data by gender'; a 'lack of baselines and targets' and a 'lack of data on the indicators identified'. This further suggests that it is not possible at this time to demonstrate that progress towards all GEWE results in the CF are achieved or on track to be achieved.

The UNCT-SWAP assessment process also highlighted an apparent disconnect in monitoring and reporting towards outcomes level GEWE (mainstreamed and targeted) results. While results towards individual CIPs GEWE priorities are tracked and presented annually (often focused at the key activity and output level), annual reports don't systematically incorporate analysis on their contribute towards the CF Outcomes and associated indicators. In addition, annual progress reports are not produced at the regional level and as such progress towards the overarching outcome level GEWE results of the CF don't appear to be systematically tracked or assessed until the end of the CF implementation period. This provides limited space to demonstrate how each UNCT is contributing to higher level GEWE results and also makes it harder to assess (either along the way or at the end of the cycle) progress towards the CF outcomes.

Criteria b)

Not Met

While results for GEWE were achieved through the implementation of the 2017-2021 CF, it is difficult for the above noted reasons to conclude whether there are the outcome level results that could be considered transformative, as per the definition given under the UNCT-SWAP technical guidance. In addition, it is likely at least some of the results achieved have been rolled back by the negative impact of COVID-19.

List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

- 2021 Evaluation of the United Nations Caribbean Multi-Country Sustainable Development Framework (MSDF) 2017-2021
- Available UNCT Annual Progress Reports 2017-2021

8. UNCT in Belize Action Plan

Enter your action points from your Action Plan in the fields below. 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
Dimension 1 - Planning	
1.1 Common Country Analysis	<ul style="list-style-type: none"> - Ensure all population-based data in CMCA revisions is sex-disaggregated. Where data not available, highlight gaps and implications. - In updates to CMCA (or CCAs), include gender analysis across all sectors. Highlight underlying causes of gender inequality & discrimination and include targeted gender analysis of those furthest behind. - At a regional level, engage GEWE CSOs and National Women's Machineries in the update of the CMCA and/or CCAs.

1.2 Cooperation Framework Outcomes	Explore additional opportunities/entry points to mainstream gender across the CIP, including in outputs, indicators and key activities.
1.3 Cooperation Framework Indicators	Ensure ALL baselines and targets for UNSDCF outcome indicators are complete and tracked as planned across the CF implementation.
Dimension 2 – Programming and M&E	
2.1 Joint Programs	Establish a formalized system/tool/ mechanism to ensure gender mainstreaming in all future joint programmes.
2.2 Communication and Advocacy	Ensure approved UNCG AWP that visibly include GEWE (gender targeted and mainstreamed) communication and advocacy that is implemented in a coordinated manner.
2.3 Cooperation Framework M&E	<ul style="list-style-type: none"> - Ensure all M&E and programme staff are trained on gender sensitive/transformational M&E, budgeting and reporting. - Ensure UNSDCF M&E strategy includes a focus on collecting data against gender indicators and ensure they are tracked as planned. - 5. Highlight gender equality results annually in UN Belize Country Results Reports; ensure periodic reviews of CF/CIP Results Framework include dedicated section on GEEW.
Dimension 3 - Partnerships	
3.1 Government Engagement	<ul style="list-style-type: none"> - Ensure continued engagement of National Women’s Machinery in CIP development and regional UNSDCF strategic planning and M&E. - Improve documentation to demonstrate their contributions.
3.2 GEWE CSO Engagement	<ul style="list-style-type: none"> - Ensure continued engagement of GEWE CSOs in CIP development and regional UNSDCF strategic planning and M&E. - Improve documentation to demonstrate their contributions.
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	<ul style="list-style-type: none"> - Institute GEWE as a standing agenda item in UNCT meetings, aiming to strengthen joint decision making and action on GEWE. - PMT to ensure GEWE actions in the CIP are discussed semi-annually, and recommendations presented to UNCT for strategic decisions. - Broaden the scope of RC speeches that include GEWE, ensuring GEWE is mainstreamed in speeches for non GEWE focused events.
4.2 Organizational Culture	Undertake further analysis to unpack and reflect on the results of the staff organization culture survey (including accuracy), particularly the low scoring areas.

4.3 Gender Parity	<ul style="list-style-type: none"> - Identify opportunities to include gender-specific actions and indicators in the next iteration of the Business Operations Strategy (BOS). - Establish and use a system for collecting and monitoring gender parity data for the UNCT. Ensuring that the data is analysed and presented to the senior management team at least once a year.
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	<ul style="list-style-type: none"> - Ensure the TOR for the new coordination mechanism (currently under development) includes roles and responsibilities in line with that of a GTG. Ensuring these meet the UNCT-SWAP GE Scorecard requirements and aligns with the UNSDC Gender Theme Group Standards and Procedures. - Consider establish regional inter-agency Gender Theme Group (complementing national GTGs where the UNCTs has the human resources and/or see the additional benefit).
5.2 Gender Capacities	<ul style="list-style-type: none"> - Develop a UNCT induction package for all new staff joining the Belize UNCT - ensure it includes a dedicated section on UN GEWE commitments and related development challenges in Belize. - Undertake an inter-agency gender capacity assessment & develop and implement a capacity development plan based on the findings. Ensure that inter-agency capacity development is implemented annually.
Dimension 6 - Resources	
6.1 Financial Resources	<ul style="list-style-type: none"> - Conduct training on applying the UNCT Gender Equality Marker (GEM) for all relevant staff. Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs. - Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs. - Present GEM data to UNCT towards setting a target for programme allocation on GEWE and use available tools for tracking and ensuring target is met.
Dimension 7 - Results	
7.1 GEWE Results	<ul style="list-style-type: none"> - Ensure the TOR for the 2022-2026 MSDCF final Evaluation includes a requirement to systematically assess progress towards GEWE at all levels. - Ensure the Evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E. - Introduce more regular reporting at regional level (at least every two years) and ensure a mid-term review of progress towards all CF results.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES 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	PI 1.2 GM in CF Outcomes	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	PI 1.3 GM in CF Indicators	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
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PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES 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 MISSING 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	
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PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
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PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
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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	Belize Survey Findings	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
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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	
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PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING 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 MISSING REQUIREMENTS		Financial Resources
Category	Documents	
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PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
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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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