

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Sierra Leone 2022

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



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1. Background

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

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

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

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

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

2. The UNCT-SWAP Framework

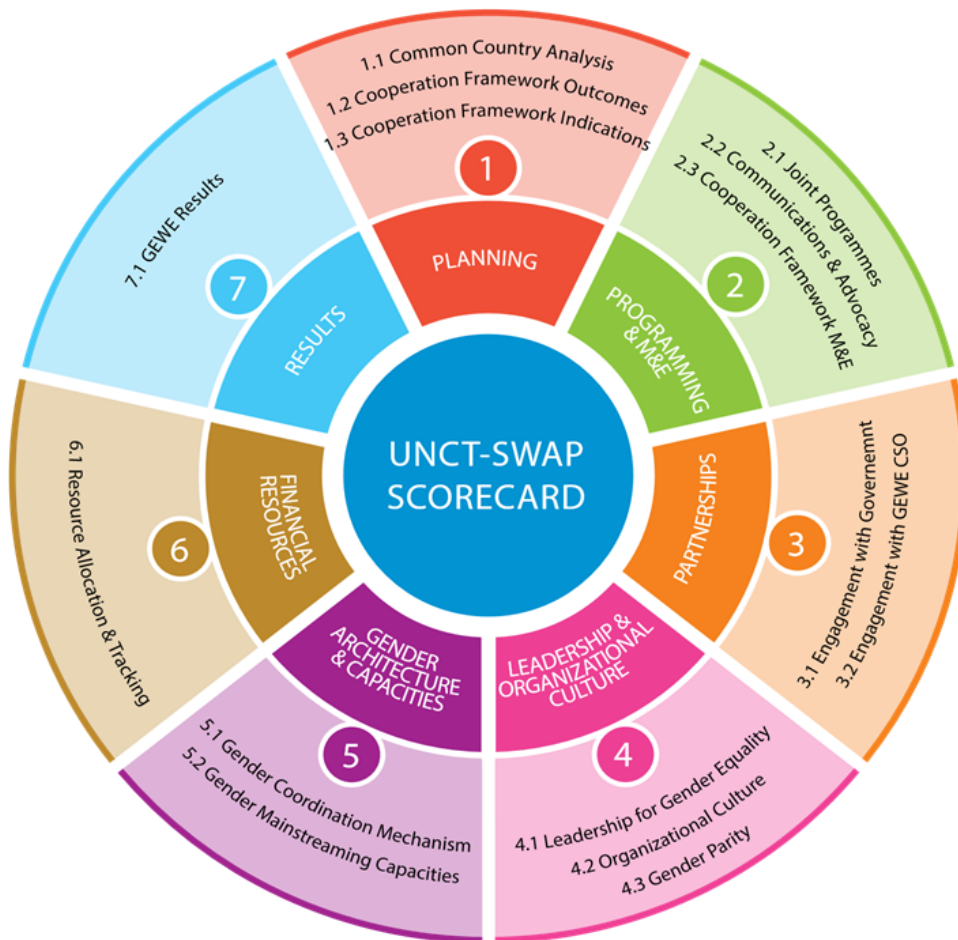
2.1 Performance Dimensions and Indicators

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Sierra Leone

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

UN Women took the lead in coordinating the UNCT for the annual SWAP report. The Assessment Team went through the indicators discussing progress made as a UNCT. The draft reported was presented to the UNCT for their approval before being uploaded.

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

UN Women coordinated the UNCT SWAP Annual Progress report. Participating agencies include UNDP, UNAIDS, RCO, UNCDF, WFP, IOM, WHO, ILO, UNFPA, FAO, UNICEF, UNIDO and UNOPS

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

N/A

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

Table 1:

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

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

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



- Missing requirements
- Approaches minimum requirements
- Meets minimum requirements
- Exceeds minimum requirements

7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

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

The assessment team looked at the analysis by prioritized UN issues/sectors. Gender is not mainstreamed across all sectors. GEWE and/or referenced data on gender issues/differences addressed only traditional issues such as gender specific sections, education, HIV/AIDS, maternal mortality, health, and the No gender data cited in non-traditional areas. Access to Justice is still a challenge about 80% of the population still cannot access justice. However, it is noted that this was a light CCA and not comprehensive, which is aligned to the National Development Plan (MTNDP 2019 -2023).

There is evidence on progress in advancing gender equality in the laws and policies. There is a new bill on gender equality and

women's empowerment bill which will soon be tabled at Parliament for discussions. This is step in the right direction. Also, there is some improvements in political will and gender parity in education, particularly at primary and secondary levels. However, the CCA reiterates that, gender inequality, socio-cultural practices are predicated in notions of masculine authority and dominance and women's submissiveness and social exclusion of women and girls is still prevalent in the society.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes 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.

Gender equality is not fully mainstreamed in UNDAF Outcomes. There is not explicit mention of gender or women's empowerment most of the outcome statements.

The UNSCDF has 4 Outcomes namely

Outcome Area 1: Sustainable Agriculture, Food and Nutrition Security, and Climate Resilience

Outcome Area 2: Transformational Governance

Outcome Area 3: Access to Basic Services

Outcome area 4: Protection and Empowerment of the Most Vulnerable

Gender is mainstreamed mainly in Outcome 2 and 4. Based on the above the UNSCDF only meets the criteria for approaching minimum requirements.

To achieve the rating of meeting minimum requirements in gender mainstreaming, gender equality and the empowerment of women shall be visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. Or, at least, one UNSCDF outcome should specifically target gender equality in line with UNSDF Theory of Change and SDG priorities including SDG 5 .

The limited gender analyses in the CCA did not allow the UNCT to fully take into account the differential realities of women, men, boys and girls in meeting developmental outcomes on the basis of substantive equality.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

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

Of the 88 indicators in the UNSCDF, only 30 (34%) indicators track progress toward gender equality results in line with SDG priorities including SDG 5. The current UNSDCF 'meets minimum requirement' and there is room for improvement .

The assessment team qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific, taking into account Means of Verification that were specific to gender .The assessment found most

gender sensitive indicators in Outcomes 2, 3 and 4 with lower levels in Outcome 1 which suggests in future greater attention to consistency in mainstreaming but be adhered to . The assessment qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific, taking into account Means of Verification that were specific to gender (such as CEDAW report

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

**Programming and
M&E**

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

The Joint Programmes were assessed as ' approaches minimum requirement' . To meet approaching minimum requirements, gender equality is visibly mainstreamed into at least 50 percent of Joint Programmes (JPs) operational at the time of assessment. Currently Gender is mainstreamed into the following programmes

- Women and Water for Peace, UNCDF and ILO
- Creating an Enabling Peaceful Elections on PBF, UNICEF and UNDP
- Global Programme to End Child Marriage, UNFPA and UNICEF
- UNTF for Human Security IOM and UNODC:
- Improving the Informal Sector, UNCDF and UNDP
- Mainstreaming Gender into Ministries, Departments and Agencies: UN Women, UNICEF, UNDP and UNFPA.

The following joint programs continue to be implemented namely the UNWOMEN/UNDP/ UNICEF/ UNFPA project which focuses on mainstreaming gender into targeted Government Ministries. To strengthen coordination on GEEW an MOU has been signed by the 4 partners witnessed by the RCO. The UNFPA/UNICEF Child marriage is also a gender project which has been implemented since the start of the current UNSCDF cycle.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Gender Mainstreaming in Government Ministries
UNICEF/UNFPA Joint Programme on Ending Child Marriage
UNDP, UNCDF Youth Programme

- Women and Water for Peace, UNCDF and ILO
- Creating an Enabling Peaceful Elections on PBF, UNICEF and UNDP
- Global Programme to End Child Marriage, UNFPA and UNICEF
- UNTF for Human Security IOM and UNODC:
- Improving the Informal Sector, UNCDF and UNDP
- Mainstreaming Gender into Ministries, Departments and Agencies: UN Women, UNICEF, UNDP and UNFPA

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

The Joint Programmes were assessed as 'meets minimum requirement' .At least 50% of the joint programmes have a strong focus on GEWE issues. To meet minimum requirements, gender equality is visibly mainstreamed into all three Joint Programmes (JPs) operational at the time of assessment. Currently Gender is mainstreamed into the following programmes

- Women and Water for Peace, UNCDF and ILO
- Creating an Enabling Peaceful Elections on PBF, UNICEF and UNDP
- Global Programme to End Child Marriage, UNFPA and UNICEF
- UNTF for Human Security IOM and UNODC:
- Improving the Informal Sector, UNCDF and UNDP
- Mainstreaming Gender into Ministries, Departments and Agencies: UN Women, UNICEF, UNDP and UNFPA.

The following joint programs continue to be implemented namely the UNWOMEN/UNDP/ UNICEF/ UNFPA project which focuses on mainstreaming gender into targeted Government Ministries. To strengthen coordination on GEEW an MOU has been signed by the 4 partners witnessed by the RCO. The UNFPA/UNICEF Child marriage is also a gender project.

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

The RC speeches and social media handles continue to show commitment to gender equality and women's empowerment and they relate to activities such as the International Women's Day, International Day of the Girl Child, International Youth Day etc. As part of the IWD celebrations in 2022, the UNCT hosted A "No Manel" Advocacy event wherein 13 Heads of Agencies made commitments to no all-men panels. The "No manel" campaign contributes to women representation in meeting, conferences and events. In 2022 the UNCG Communications strategy has been finalized and has gender equality mainstreamed into the document. In 2022 the GTG has planned events for the 16 days of activism

Did you reassess the Performance Indicator in this reporting year

- Yes

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).

- ☑ UN Sierra Leone Twitter Handle
- ☑ UN Sierra Leone Facebook Page

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

This indicator was reassessed as 'meets minimum requirement'. Tracking and review of Annual Report published by the UN in 2022 indicates that efforts have made to gather information on gender-specific indicators. There is tracking of sex disaggregated indicators relative to gender-specific indicators in the UNSDCF with a clear priority. All four Outcome areas reports have with gender disaggregated data.

In 2021 training has been held for the UNCT Monitoring and Evaluation Group, in addition the ongoing UNSDCF evaluation ToRs considers gender and UN Women contributes to the process to ensure gender is mainstreamed throughout the evaluation process.

Did you reassess the Performance Indicator in this reporting year

- Yes

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)

- 2021 UN Country Annual Results Report Sierra Leone
- UNSCDF Results Framework

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

In 2022 The UNCT has participated Development Partnership Committee (DEPAC) in partnership with the Ministry of Economic Planning, meetings where gender has been discussed and been taken onboard. These meetings are held quarterly.

In addition the UNCT strongly mainstreamed gender issues during the Youth Conference 10th African Youth Conference in ending GBV, working closely with Ministries of Youth , Basic and Secondary Education, Social Welfare and Gender and Children's Affairs. The Ministry of Gender and Children's Affairs has also participated in the development of the CCA and works closely with the UNCT to implement joint programmes . Finally, UN Women, UNFPA, UNICEF and UNDP have a joint partnership in Mainstreaming Gender in the MDAs. The implementation of this s project started in 2021 .

Did you reassess the Performance Indicator in this reporting year

- Yes

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

UNSCDF

UN Sierra Leone Annual Report 2020

UN Partnership for GEWE mainstreaming in MDAs Assessment

PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

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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.

As highlighted in the UN Chief Executives Board for Coordination (CEB) - endorsed United Nations Leadership Model, senior managers are required to play a critical role within the UNCT for the promotion of GEEW. The CEB agreed to commit to providing strong leadership within our organizations to ensure that a gender perspective is reflected in all our organizational, practices, policies and programmes. UNCT Meetings are held fortnightly. The assessment reviewed UNCT Minutes between the period of January -August 2021 (17 sets of minutes). During four of the minutes no mention of gender was made. In three of the minutes issues of Gender were mentioned in AOB. In five of the minutes program issues were discussed pertaining like education for girls, inclusion of women in politics, women's land rights and Spotlight Initiative which focuses mainly on Gender based Violence .

HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. 83% of staff feel that HOAs are committed to gender equality in the workplace based on SL organizational culture survey results.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and
organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

For indicator 4.2, “Organizational Culture fully supports promotion of gender equality and the empowerment of women”, an online survey which was distributed to UNCT’s personnel on perceptions of the organizational culture. The survey data was provided by the programme specialist of UN Women. The survey was open until reaching the minimum number of responses required to ensure the validity of results. For UNCT Sierra Leone this minimum number was 150 . The RCO sent out email to all UNCT and requested staff to complete the survey only 150 responses out of 600 staff were received. This number of responses was the minimum requirement as per guidance from UN Women HQ. A breakdown of survey responses can be found in annex A.

One hundred and Fifty (150) staff responded to the survey of which 64 females responded to the survey questions representing 43%. and male response rate is 86 representing 57%. Participating staffs on the Survey for both males and females were international staffs (70%) and national staffs (30%). Among female staffs, there were 57.81% include personnel supervisory function, while among male staffs, there were 65.12% include personnel supervisory functions.

While the majority of both women and men consider that the UN’s internal and external processes reflect commitment to gender equality. The female staffs who believe that heads of agencies in this UNCT are committed to gender equality in the workplace is about 59.68%. Whereas for male, it is 57.83%. The female staffs who disagreed that heads of agencies in this INCT are committed to gender equality in the workplace is 2.41% although about 6% choose to remain neutral and about 3.23 % male disagree but 22.58% chose to remain neutral. Therefore, more male staffs who found it is neutral as compared to those of female staffs.

There were also less of female staffs (16.13%) than those of male staffs (21.69%) who strongly agree on the package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.

About Eighty percent (80.9%) of survey respondents perceive a supportive environment for promoting gender equality is in place. The personnel survey on organizational culture measured perceptions of the UN’s work to ensure gender equality in the workplace in relation to human resource practice, discrimination and personal safety; and work-life balance. Results revealed an overall positive response rate on all three aspects though there were gender differentials observable in the response to most questions. The UNCT meets minimum requirements in this dimension.

Nonetheless, these gender differentials in perceptions about the UN’s commitment cannot be explained without further investigation. Please see Annex B for detailed information on the survey responses.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

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

**Leadership and
organizational culture**

Did you reassess the Performance Indicator in this reporting year

- Yes

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

This outcome missed minimum requirements. As a standard setting institution, the UN has a particular responsibility to achieve gender parity in staffing, thereby leading by example. Entities will need to address imbalances in the field in order to achieve gender parity. Making an impact in the field further ensures that the UN has a more representative and therefore credible face with the populations it serves.

While data was available by sex for all agencies, but it was not clear if this data relates to staff versus ‘personnel’.

At present segregated data on staffing within UNCT only available by sex, by agency. A more comprehensive gender parity table (by contract modality and professional level category) has not integrated/consolidated as one piece of information. For indicator 4.3, "Gender Parity in staffing is achieved", the gender parity table template was distributed among HOA so that the human resources departments of their respective agencies completed the table and sent it back to the consultant. The table was filled in by UN Women, IOM, UNDP, UNFPA, UNHCR, UNICEF, UNIDO, WFP and WHO.

Please select minimum requirement(s) met:

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	2
G2	11	32
G3	4	12
G4	14	11
G5	30	35
G6	38	35
G7	4	16
NOA	4	13
NOB	25	41
NOC	20	32
NOD	5	3
P1	0	0
P2	10	16
P3	10	17
P4	10	15
P5	7	6
P6	0	0
D1	1	2
D2	0	1

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

UNCT BOS
 UNCT HR Plan
 Sex Disaggregated Staff

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

Gender architecture and capacities

MEETS MINIMUM REQUIREMENTS

Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff

(P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

The Head of Agency of UN Women now heads the GTG. The TOR has been updated and approved by the UNCT. The GTG has made substantive input into the CCA, results framework and M&E.

Membership of the GTG now consists of P4s P3 and P2s at an international level, and NODs, NOCs and NOBs at local level.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has a TOR and an approved annual work plan.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- A coordination mechanism for gender equality is chaired by a HOA.

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)

GTG Terms of Reference

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

Gender architecture and capacities

APPROACHES MINIMUM REQUIREMENTS

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

This outcome “approaches meeting minimum requirements”. This indicated by the organizations of some capacity building namely the M&E Group, which has been undertaken for UN personnel. The M&E group was trained on mainstreaming gender in programmes planning and implementation.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

APPROACHES MINIMUM REQUIREMENTS

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

-
-
-

Dimension Area 7: Results

PI 7.1 GEWE Results

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

Results

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

The UNCT SWAP-Scorecard puts forth an accountability framework for assessing the effectiveness of collective UN action toward gender equality and women's empowerment. The ultimate goal of the assessment process is to improve both the quality and efficiency of interventions, leading to measurable results at the country level. The UNCT is on track to achieve some gender equality and empowerment of women outcomes .

In addition the Minimum requirements under :

Outcome 1 Sustainable Agriculture, Food and Nutrition Security, and Climate Resilience

Outcome 2 Transformational Governance

Outcome 3 Access to Basic Services

Outcome 4 Protection of the most vulnerable

Overall, there are 33 out of 86 indicators have GEE indicators the UNCT is reporting on and on track to meet some gender results. The 2020 Annual Report highlights Gender related result from the various outcomes disaggregated by sex. The information can also be drawn from UNINFO Sierra Leone Site..

Did you reassess the Performance Indicator in this reporting year

- Yes

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

2020 UN Sierra Leone Annual Report

2021 UN Sierra Leone Annual Report

8. UNCT in Sierra Leone Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1
Dimension 1 - Planning		
1.1 Common Country Analysis	Ensure the next UNSCDF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment	

1.2 Cooperation Framework Outcomes	There is need to ensure clear and systematic gender mainstreaming in the next UNSDCF development process including in strategic prioritization, and in development of the results/indicator framework.	
1.3 Cooperation Framework Indicators	Sensitize and train all UN staff to understand principles of gender mainstreaming in UNSCDF formulation and programming principles (results & indicators). All staff involved in the UNSCDF formulation process should follow guidance provided in UNDG's "Resource Book for Mainstreaming Gender in UN common Programming at the Country Level M&E group receives technical training on gender sensitive M&E (gender marker) M&E experts should actively make use of 'Harmonized Gender Marker Guideline' developed by Gender Joint Team	GTG were trained on use of the Gender Marker
Dimension 2 – Programming and M&E		
2.1 Joint Programs	To establish a quality assurance system of review of JPs to ensure gender mainstreaming - under the PMT, with technical support from the GTG and the M&E Group to ensure that initiatives that are proposed for implementation, systematically address GEWE- but also that there is a clear understanding of the inter-linkages of these and other UN efforts; To be systematic, institute a depository of JPs which can be accessed with ease; and Conduct an inter-agency needs assessment on gender equality and gender mainstreaming Schedule series of discussion in the UNCT on the Secretary General's Gender Parity Strategy, including UN agencies sharing best practices on recruitment and retention policies, which promote gender parity and staff diversity and inclusion	In 2022 7 joint project which have gender mainstreamed in them have been developed by various UN Agencies
2.2 Communication and Advocacy	Induction training package to include information on UNCG commitment and activities on GEEW, and country's gender context. Can be developed as one UN package that will be used by all UN agencies on gender issue	

2.3 Cooperation Framework M&E	Promote the development of sex disaggregated data and consistence tracking of all gender-specific and sex-disaggregated indicators. Review the score card report annually and regularly update UN info as a real time database to track progress against results (with focus on gender specific results) There is ongoing work to link the score card report with UN info work with RCO to see this functions at a Local level M&E group receives technical training on gender sensitive M&E (gender marker) M&E experts should actively make use of 'Harmonized Gender Marker Guideline' developed by Gender Joint Team	The Annual Score card was reviewed in 2022.
Dimension 3 - Partnerships		
3.1 Government Engagement	RCO and PMT Identify strategically joint programming efforts on GEWE, particularly on emerging gender issues and harmful practices in Sierra Leone to optimize the work of the UN system coordination on gender equality	Four agencies namely UN Women, UNICEF, UNFPA and
3.2 GEWE CSO Engagement	RCO and PMTto prepare stakeholders appropriately to enable their effective engagement in stakeholder consultations on the CCA and UNSDCF development. Establish a platform to have an institutional engagement with CSO	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	Gender equality should be seen as a regular topic of discussion in UNCT/HOA meetings and as one of the main topics of discussions not under AOB. Gender equality to be reflected inthe Assessment of Results and Competencies (ARC) of UNCTs	Gender has become a regular topic on the UNCT agenda with the RC and UN Women leading on engagement.
4.2 Organizational Culture	The RCO may facilitate a women only focused group discussion to explore in greater detail on the perception of female staffs on the UN's policies and practices to promote gender equality internally. - Establish a repository of genderrelated data accessible to all UNCTmembers for planning and programming and designate an entityto update it regularly.	

4.3 Gender Parity	The UNCT to develop a more comprehensive gender parity table (by contract modality and professional level category) to be integrated/consolidated as one piece of information to enable them to review the data annually and share the status of gender parity with the UNCT and to identify ways in which the HR leads in the agencies can share best practices on ways of enhancing (and sustaining) gender parity. -The UNCT's OMT to further discuss with HR and ICT working group on the details of the BOS and to invite the gender working group.	Gender Parity table was developed disaggregated by sex and grade and presented to UNCT. The UNCT has advised that the exercise continues quarterly.
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	Suggest that UNCT and M&E staff are more deliberate about ensuring disaggregation and availability of data including in annual reporting.	
5.2 Gender Capacities	Conduct capacity/training needs assessment on gender to inform development of joint UN capacity development plan (and an inter-agency team that can develop an induction package on HRBA and GEWE which can be rolled out annually). UNCT to allocate adequate resources for interagency gender capacity development activity for UN personnel (including basic training on gender marker) Make gender sensitive training as mandatory course and establish a system to regularly monitor and follow up at the HR and OMT level UN	The GTG conducted Gender Marker training for the Team as well as Human Right Based Approach during the annual retreat.
Dimension 6 - Resources		
6.1 Financial Resources	UNSDCF, recommend UNCT run the gender marker exercise and set a target for expenditure. UNCT to allocate adequate resources for interagency gender capacity development activity for UN personnel (including basic training on gender marker) Identify and establish pooled funds for the GTG in line with its AWP for each year and carry out, with the support of the GTG, an in-depth assessment of those furthest behind, taking into consideration multiple forms of discrimination, to inform new joint programmes and programming initiatives	

Dimension 7 - Results		
7.1 GEWE Results	Develop biennium Work Plan of (GTG) Strategy 2023-2026 to support the UN System in Sierra Leone on gender responsive implementation of the UNSCDF in line with Agenda 2030. -Carry out gender analyses for the CCA and identify appropriate gender integration into the next UNSCDF	Bi annual Work Plan was developed in 2022

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	2020 Update to the Common Country Analysis UNCT Sierra Leone FINAL	
CCA or equivalent	2020 Update to the Common Country Analysis UNCT Sierra Leone FINAL	
CCA or equivalent	20210120 Update to the CCA Final Draft	
CCA or equivalent	20210120 Update to the CCA Final Draft	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	unsdcf-sierra-leone	
Cooperation Framework	unsdcf-sierra-leone	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	unsdcf-sierra-leone	
Cooperation Framework results framework	unsdcf-sierra-leone	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	Final UN Partnership for GEWE in MDAs UNW UNICEF UNDP UNFPA	
Joint Program documents	Final UN Partnership for GEWE in MDAs UNW UNICEF UNDP UNFPA	
Joint Program documents	Final UN Partnership for GEWE in MDAs UNW UNICEF UNDP UNFPA	
Joint Program documents	MOU UN GiM	
Joint Program documents	MOU UN GiM	
Joint Program documents	MOU UN GiM	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS 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 MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	UNSIER~1	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	MOGCA Gender Mainstreaming Action Plan And Tools Final-	

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	20190325 - ARC GOALS 2018 -final	
RC communications	20190325 - ARC GOALS 2018 -final	
RC communications	20210121 UNCT Draft Notes-rev2	
RC communications	20210121 UNCT Draft Notes-rev2	
RC communications	20210204 UNCT Draft Meeting Notes rev2	
RC communications	20210204 UNCT Draft Meeting Notes rev2	
RC communications	20210218 UNCT Draft Notes-rev1	
RC communications	20210218 UNCT Draft Notes-rev1	
RC communications	20210318 UNCT Draft Minutes - Rev1	
RC communications	20210318 UNCT Draft Minutes - Rev1	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	Survey Sierra Leone ALL	
Organizational culture survey results	Survey Sierra Leone ALL	
Organizational culture survey results	Survey Sierra Leone FEMALE	
Organizational culture survey results	Survey Sierra Leone FEMALE	
Organizational culture survey results	Survey Sierra Leone MALE	
Organizational culture survey results	Survey Sierra Leone MALE	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	2020 BOS Sierra Leone	
UNCT BOS	2020 BOS Sierra Leone	
UNCT BOS	UNCT-SWAP Gender staff	
UNCT BOS	UN Sierra Leone Gender Parity Table	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	TOR for Gender Theme Group 2022	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	20210120 Update to the CCA Final Draft	
Capacity development	20210120 Update to the CCA Final Draft	
Capacity development	Agenda ME Retreat (Makeni)	
Capacity development	Agenda ME Retreat (Makeni)	

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

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	UN Sierra Leone 2020 Annual Results Report	
Cooperation Framework reviews/monitoring data	UNSIER~1	

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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