

UNCT SWAP- Scorecard

**Assessment Results and Action Plan
United Nations Country Team Belarus**

December 2017

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I. Background

The UNCT SWAP-Scorecard is a participatory self-assessment by a UN interagency team (SAT) to strengthen accountability systems across the UN in mainstreaming gender practices. The framework is designed to foster adherence to minimum standards for gender equality processes across the UN system set by the UNDG. The UNCT SWAP-Scorecard assesses country-level coordinated processes. The tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and women's empowerment (GEWE) results at the country level.

The Scorecard was endorsed by the UNDG in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams (UNCT). The UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed another part of the accountability framework, focusing on the implementation of the policy at the entity level. The Scorecard (now the UNCT SWAP-Scorecard) was revised in 2016-17 in tandem with the UN-SWAP to ensure greater alignment between the tools, and to reflect new guidance on common country processes. The new versions are aligned further to the Sustainable Development Goals (SDGs), recognizing the importance of gender equality and women's empowerment to SDG achievement and human rights attainment.

II. Methodology

The UNCT SWAP-Scorecard measures gender mainstreaming in UN common programming processes across seven dimensions that contain 15 indicators. The seven dimension areas are: 1) planning; 2) programming and monitoring & evaluation; 3) partnerships; 4) leadership and organizational culture; 5) gender architecture and capacities; 6) financial resources; and 7) results. The participatory methodology relies on cross-sectoral consultation and collective analysis to rate the country team for each indicator against minimum standards.

The UNCT SWAP-Scorecard methodology was conducted in Belarus as a guided self-assessment. A self-assessment team (SAT) was assembled for the purpose of the exercise. Its members worked collaboratively to provide a rationale and supporting evidence for each rating. The SAT discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings. An external national consultant provided coordination and technical support throughout the process to ensure validity of findings and rigor of analysis. The methodology helped to deepen internal understanding of the indicators and ownership of results.

The assessment process in Belarus included four stages:

1. Background preparation: UNCT was briefed, and endorsed the exercise. Technical guidance was reviewed, and SAT was appointed. A national consultant was selected and hired to facilitate the exercise, and timing was agreed.

2. Assessment: A technical briefing was conducted for the SAT to launch the exercise. SAT members worked in small groups to gather data/evidence and assign preliminary scores for each indicator. Preliminary findings were shared in a larger group workshop and discussed to reach consensus on results for each indicator.

Face-to-face meetings with the HoAs¹ and representatives of women's/gender CSOs were additionally conducted to enrich the evidence base for assessment and further action plan from the management leadership as well as to offer external actors an opportunity to provide valuable ideas and feedback.

3. Action Plan: SAT members discussed ideas for the action plan at a group workshop to draft the plan. Findings and draft action plan were presented to the UNCT for feedback. The action plan was further developed and adjusted in response to the feedback.

4. Reporting and Feedback: The consultant drafted and submitted the UNCT SWAP-Scorecard report and action plan. Results of the exercise will be fed back to UN Women headquarters to contribute to global accounting. Feedback on the interim technical guidance was relayed to HQ to help shape the final framework.

The UNCT SWAP-Scorecard assessment in Belarus was among the first global applications of the post-pilot tool and interim guidance. The exercise was conducted during the middle stage of 2016-2020 United Nations Development Assistance Framework (UNDAF) cycle, toward the end of the second year of implementation. The assessment process was coordinated by the Gender Theme Group chaired by UNFPA, as well as with the RCO. Guidance and technical support was provided throughout by a regional gender thematic group. The SAT was comprised of members² from seven agencies (UNDP, UNFPA, UNICEF, UNAIDS, IOM, UNHCR, WHO) and RCO with representation across fields to ensure a sound knowledge base on joint UN actions.

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

Analysis and scoring for each indicator was further developed in one day group workshop where SAT members presented findings to the wider group for feedback, discussion and finalization. The SAT worked collaboratively during the workshop to develop and finalize action plan items, drawing on the findings from the Scorecard.

The Scorecard assessment in Belarus provided valuable feedback to the on-going design process of the framework and methodology for the UNCT SWAP-Scorecard. Throughout the exercise, SAT members gave feedback on the design of the indicators as well as the overall flow of the assessment process. A targeted discussion was held with a small group at the close of the exercise on the overall strengths and weaknesses of the methodology as well as on the content and layout of the interim technical guidance that guided the exercise.

III. Country Context

The UNCT SWAP-Scorecard assessment was conducted in the Republic of Belarus in December 2017 toward the end of the second year of implementation cycle of the 2016-2020 UNDAF. It is the second joint strategy of the UN agencies working in Belarus. The UNDAF has been prepared by the UNCT in Belarus in consultation with the Government of the Republic of Belarus, civil

¹ See Annex F for the list of HoAs interviewed.

² The list of SAT members and their profiles are presented in Annex F.

society, the private sector, vulnerable groups, and national and international partners, with the aim of promoting and protecting human rights and improving the lives of the people of Belarus.

The UNDAF focuses on four strategic areas of response, which are in line with the mandate of the UN and with the key national priorities outlined in the National Strategy for Sustainable Socio-Economic Development in the Republic of Belarus until 2030 (NSSSED-2030). The strategic areas set the main direction and scope of action of the UN's development assistance to Belarus in cooperation with the Government, and include:

Areas of Cooperation

1. Inclusive, Responsive and Accountable Governance

2. Sustainable Economic Development

3. Environmental Protection and Sustainable Environmental Management Based on the Principles of Green Economy

4. Sustainable Development of Human Capital: Health, Education, Social Inclusion and Protection, Comprehensive Post-Chernobyl Development

Outcomes

1.1. By 2020, effective partnerships will have been strengthened between the state, civil society and private sector, ensuring reconciliation of their interests.

1.2. By 2020, state institutions will ensure responsive, accountable and transparent governance to enable citizens to benefit from all human rights in line with international principles and standards.

2.1. By 2020, the economy's competitiveness will have been improved through structural reform, accelerated development of the private sector and integration in the world economy.

3.1. By 2020, policies will have been improved and measures will have been effectively implemented to increase energy efficiency and the production of renewable energy, to protect landscape and biological diversity, and to reduce the anthropogenic burden on the environment.

4.1. By 2020, the health system will have been strengthened to ensure a sustained reduction in premature deaths from four major non-communicable disease types (cardiovascular, cancers, diabetes and respiratory) through the creation of a comprehensive preventive environment and universal access to primary healthcare services.

4.2. By 2020, key populations will have universal access to integrated services for the prevention, diagnosis, treatment and care of major communicable diseases (HIV, TB).

4.3. By 2020, vulnerable groups and the population at large will have equal access to high-quality healthcare, education and social protection services that effectively address their needs.

4.4. By 2020, the system for ensuring the life safety of children and adults will be significantly enhanced.

The UNCT in Belarus includes 9 UN resident agencies³. Agency size and scope of work varies significantly, with some having large staff spread among several offices, and others having limited operational presence. Sound ownership of gender equality advancement as a guiding principle and important area of focus was evidenced throughout the UNCT SWAP-Scorecard assessment from the highest levels of leadership within the United Nations system in Belarus. This, combined with the depth and breadth of gender issues in the country, provides a solid foundation from which to move forward for more coordinated programming for GEWE over the next UNDAF cycle.

IV. Findings

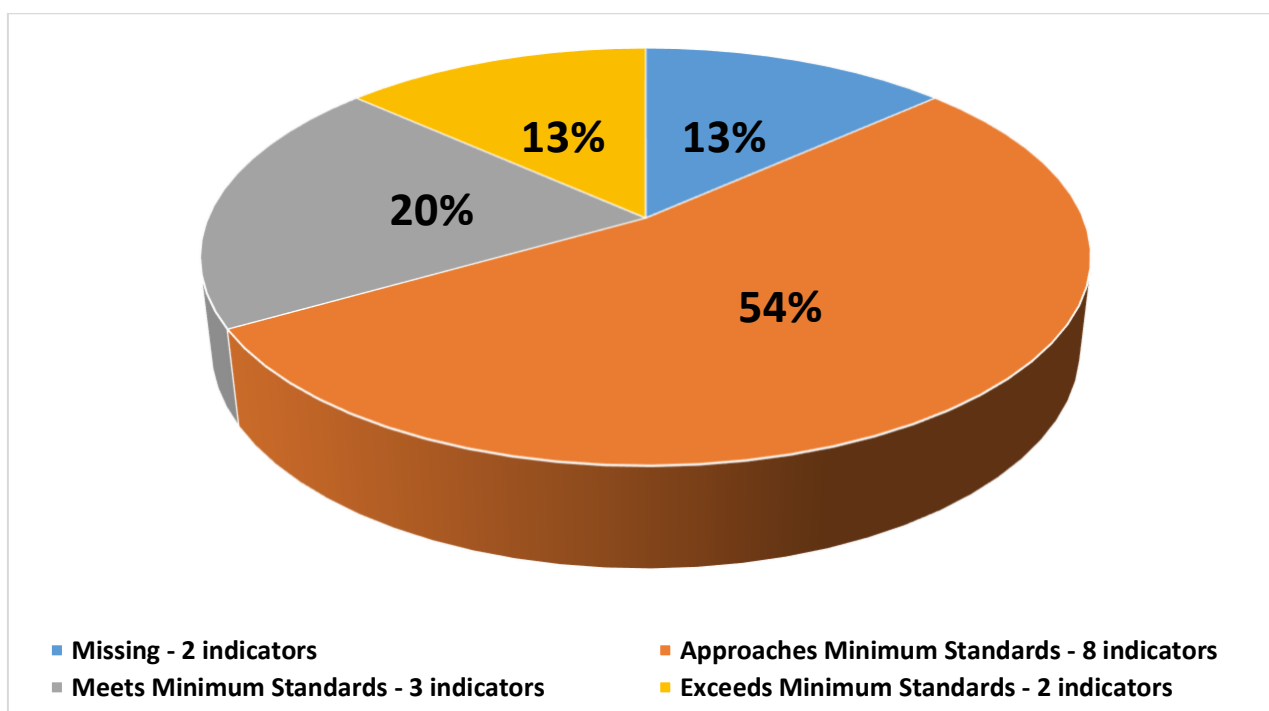
The findings presented below reveal the scoring for each indicator across the seven dimension areas in the Republic of Belarus. The rating system consists of four levels as follows:

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

UNCTs should aim to achieve ‘meets minimum standards’ across indicator areas in line with undg guidance. However, meeting minimum standards should be seen as a starting point from which UNCTs may work toward deepening their efforts to exceed minimum standards, thereby achieving better results and serving as leaders globally. UNCTs score as ‘exceeds minimum standards’, ‘meets minimum standards’ or ‘approaches minimum standards’ depending upon which criteria they meet as laid out for each indicator. If UNCTs fail to meet the criteria under ‘approaches minimum standards’, the indicator is scored as ‘missing minimum standards’. An indicator may score as ‘missing minimum standards’ in some cases where achievements have been made if it fails to reach the criteria set forth in ‘approaches minimum standards’. Detailed findings for each indicator are reported in Annex B.

Belarus UNCT SWAP-scorecard results overview – 2017

³ UNDP, DPI, UNICEF, UNAIDS, UNHCR, UNFPA, WHO, IOM, FAO. International financial institutions – IFC, IMF and WB are also members of the UNCT.



The overall results reveal that the UNCT Belarus has met or exceeded minimum standards for five out of 15 indicators. Eight indicators score as approaching minimum standards, and two are missing the minimum standards. A table that summarizes scores for each indicator is included below.

Belarus UNCT SWAP-Scorecard Results by Indicator – 2017⁴

Indicator	Missing	Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
1- Planning				
1.1 Common Country Assessment				
1.2 UNDAF Outcomes				
1.3 UNDAF Indicators				
2- Programming and M&E				
2.1 Joint Programs				
2.2 Comm & Advocacy				
2.3 UNDAF M&E				
3- Partnerships				
3.1 Engagement Government				
3.2 Engagement W/Gender CSO				

⁴ See details on each indicator in Annex A.

4 – Leadership & Org Culture

4.1 Leadership

4.2 Organizational Culture

4.3 Gender Parity

5- Gender Arch. and Capacities

5.1 Gender Coord Mechanism

5.2 Capacity Development

6 – Financial Resources

6.1 Resource Tracking/Allocation

7 - Results

7.1 Gender Results

A synopsis of key findings by dimension area follows. More complete details on findings by indicator are found in Annex B.

Findings Overview by Dimension Area

1. **Planning.** The findings in this dimension area (which includes CCA, UNDAF outcomes and indicators) revealed some focus on gender mainstreaming in the 2016-2020 UNDAF planning stage. The Belarus Country Analysis Report (the “light” version of CCA that Belarus has opted for) focuses on gender equality in some sections. Gender equality is sufficiently analyzed with comprehensive data and statistics in the Section II on the development challenges (1.8 Gender Equality) reflecting legislative basis, national policy development on promoting gender equality and analyzing some of the root causes of the gender inequality in the country. Approaches minimum standards at the outcome level require gender equality and the empowerment of women visibly mainstreamed across some outcome areas of the UNDAF in line with SDG priorities including SDG 5. The 2016-2020 UNDAF approached the minimum standards for gender articulation displaying gender mainstreaming in one outcome (Outcome 4.3). The share of indicators, which measure changes in gender equality, is 25% (15 indicators out of 60 UNDAF indicators for 4 outcomes in total) that allows for approaches minimum standards score. Six of them (10% of total) meet criterion of disaggregation by sex and 9 of them (15% of total) meet criterion of being gender sensitive. Sex-disaggregated indicators are included in three outcomes out of eight.

2. **Programming, Monitoring and Evaluation.** This dimension areas includes joint programmes, communication and advocacy and M&E. The Belarus UNCT approached the minimum standards for joint programmes due to the presence of one JP at the time of the exercise that contributes to advancement of gender equality in Belarus⁵. The UN system lacks a formal process to ensure high quality of gender integration across all JPs. The Scorecard assessment found good evidence of joint UN campaigns for GEWE communication and advocacy guided by the Gender Theme Group in cooperation with the Communication Group. The UNCT Belarus meets minimum standards for gender communication and advocacy. However, gender is specified as the crosscutting issue for the UN activities in Belarus that require joint messages development.

The UN system in Belarus missed the minimum standards for gender sensitive monitoring and evaluation. The score reflects the absence of data for review due to the absence of annual UNDAF reviews (2016 and 2017) and mid-term evaluation. The process of the UNDAF review 2016-2017 will take place in the beginning of 2018 and thus can serve as an additional exercise for the monitoring and evaluation of GEWE in the UNDAF implementation.

3. **Partnerships.** The partnerships dimension measures UN system engagement with the government system (including the national gender machinery) and women’s/gender CSOs. Gender partnerships emerged as a strong area of focus for the country team in Belarus. The country team exceeded the minimum standards for joint engagement with the government, with examples including the UN work with the National Council⁶ on gender policy under the Council of Ministers of Belarus and an Interagency Task Force⁷ on the development of Law on prevention of domestic violence established under the auspices of the Ministry of Interior.

⁵ Joint Programme “Preventing non-communicable diseases, promoting healthy lifestyle and support to modernization of the health system in Belarus” (BELMED), 2015-2019.

⁶ The National Council on gender policy under the Council of Ministers of Belarus is the coordination body in the sphere of gender equality. The members of the Council are the representatives of the Ministries of Labour and Social Protection, Interior, Foreign Affairs, Education, Health, Information, Beslat, Oblast executive committees, NGOs. The Council coordinates the implementation of the National Action Plan for Ensuring Gender Equality.

⁷ Interagency Task Force consists of representatives from the Ministry of Interior, Health, Education, Labour and Social Protection; General Prosecutor’s Office, UNICEF, UNFPA, and CSOs.

The Belarus UNCT also exceeded minimum standards for Indicator 3.2 that measures engagement with women's/gender CSOs based on good evidence of regular joint UN collaboration with them. Advocates from women's/gender CSO were well represented in 2016-2020 UNDAF consultations including the Belarus Country Analysis Report and strategic prioritization. Women's/gender CSOs were also engaged in the work of the National Council on gender policy under the Council of Ministers, Interagency Task Force on development of Law on prevention of domestic violence and MAPS mission conducted in December 2017.

4. Leadership and Organizational Culture. This dimension area includes leadership, organizational culture and gender parity. The UNCT Belarus approached the minimum standards for gender-focused leadership. The assessment found evidence of gender engagement at the highest levels of discourse with the leading role of the Resident Coordinator (RC) identified as a public champion of gender equality on behalf of the UNCT. Strong evidence was found that the majority of staff were satisfied with HOAs commitment to gender equality in the workplace.

The personnel survey on organizational culture measures perceptions of gender equality in the working environment conducted within the Score card exercise in December 2017 across three rubrics: workplace gender equality; discrimination and personal safety; and work-life balance. Results revealed an overall positive response rate of 65 percent with only 11 percent negative responses, meeting the minimum standards for this indicator⁸. Positive perceptions were particularly strong for questions that dealt with workplace gender equality and discrimination/personal security, while questions related to work-life balance scored lower. More detailed information on methodology and responses is included in Annex C. Findings on gender parity showed that the country team in Belarus has not achieved gender parity for General Service positions (73% female), however, for senior staff (NO C and above/P4 and above) gender parity is within the range of 45-55 percent. The category between the NOA and NOB level demonstrates gender parity within the same range.

The data in Service Contract Holders category was also reviewed and compared due to the fact that there are 54 % of Service Contract Holders totally in the Agencies. The analysis demonstrated gender parity within the levels SB1/SB3, where women comprise 55 %. The comparison within the professional category (SB4 – SB5) shows female representation at 71 %.

5. Gender Architecture and Capacities. This dimension measures gender coordination mechanism and capacity development. The Gender Theme Group in Belarus met the minimum standards for gender coordination by achieving three of the four indicator criteria. The group is led by the UNFPA Assistant Representative, and has in place good processes for operational effectiveness, including a TOR, regular meetings, and an annual work plan. Membership composition did not meet the criteria for at least 50 percent senior UN staff, however. The GTG has actively provided technical gender inputs into UNDAF processes, including the country analysis, prioritization and results framework.

The country team in Belarus approached the minimum standards for gender capacity development based on the provision of an interagency training that included a gender focus ("UN for All: Dignity and Inclusion at the Workplace" (Core Module, LGBTI Module)) as well as agency-specific orientation trainings on gender-related issues. However, the assessment identified a need for more comprehensive capacity assessment and targeting across the system to continually strengthen gender equality skills and expertise throughout the UNDAF cycle.

6. Budgeting. This dimension area includes resource tracking and allocation. The 'missing' score in this dimension reflects constraints within the UN system globally to institute

⁸ Neutral responses accounted for 24 percent. Values are rounded to the nearest whole number.

mechanisms that capture gender-specific budgetary data at a broad level for planning and monitoring purposes. While a growing number of individual agencies have instituted the gender marker system, the UNCT has yet to consider either the means or analytical applicability of tracking gender equality expenditures at the highest level. Stronger tracking would serve as a powerful monitoring and advocacy tool for ensuring significant investment in gender equality programming.

7. **Results.** This dimension area measure gender results. The score of 'approaching minimum standards' is based on the fact that in 2017 the UN system assisted the government of Belarus in the preparation of the draft of a new law on preventing and combatting domestic violence. The concept of the law is included in the national plan of legal acts and will be considered by the President of the Republic of Belarus in 2018. This indicates progress in achieving an indicator under the Outcome 4.4: By 2020, the system for ensuring the life safety of children and adults will be significantly enhanced. It is difficult to draw firm conclusions of results against other planned outcomes due to the lack of Belarus 2016-2020 UNDAF annual progress reports for 2016 and 2017 that have not been prepared by the time of the assessment.

Additional findings and recommendations

During the meetings with the HoAs and a workshop conducted for the preparation of the final report of the UNCT-Scorecard assessment additional findings and recommendations were suggested as follows.

UNDAF:

- Current UNDAF 2016-2020 has only one outcome with gender sensitive indicators and it is on health. It is important to look closer at possible linkages with other sectors and reflect that in the next UNDAF.
- Localization of GEWE could be seriously taken into consideration while drafting next UNDAF.
- Define vulnerable groups (in the UNDAF outcomes and throughout the UN documents).

Planning:

- Establish gender expertise/ scanning for all new UN projects and programmes in the country to ensure better GEWE mainstreaming. IOM gender markers approach could be taken as an example.
- At the project/programme planning stage, foresee relevant budget for the GEWE activities to achieve better results and when planning study visits mainstream GEWE topic for joint meetings of various ministries, CSOs and other participants.
- "Positive discrimination" was identified during the interviews as one of the signals to pay attention to and to ensure that GEWE is well balanced across UN system in the country. During project and programs development stage pay attention to any areas where positive discrimination may be avoided.
- Conduct gender audit for ongoing joint UN projects.

Capacity building and CSO engagement:

- Conduct an online gender capacity assessment and prepare a gender interagency capacity development plan for the whole UN staff.
- Include a session on projects' gender audit during the planned gender training.
- Utilize the capacity of international experts when they are on missions in the country for better educating national staff and local partners on gender issues.
- Assist CSOs in capacity building on GEWE through sharing experience and learning from international experts during their missions to Belarus.
- Assist local CSOs in increasing the number of gender experts in the country.

- An Advisory Board (including CSOs and other stakeholders) could be established to assist UNCT in open discussions of GEWE mainstreaming at the country level and receiving feedback from CSOs and community at large.

Communication:

- Have common UN gender sensitive messages and communicate more on GEWE impact of the UNCT involvement in the country.
- Regularly invite CSOs to GTG meetings for better communication and coordination of joint activities and development of joint programmes.
- Ensure that GEWE issues are communicated in a structured and comprehensive way to the population in Belarus through UN public activities and events.
- Communicate more with the staff about how GEWE is understood within the UN system for better advocacy and communication within the organization. Have GEWE in “the heart” in addition to having it in the mind, thus changing the thinking and perception of the GEWE within the UN system.

Human resources:

- Review best practices (i.e. mentoring women, add a point in staff evaluation on adherence to UN values where gender could be one of the items, when hiring new staff have questions that help identify the candidates with strong UN values, etc.) from Belarus and other countries UNCT on GEWE mainstreaming within the personnel and share the results through GTG with all the agencies.
- Review how the hiring questions have been formulated. Ensure the questions allow for an appropriate assessment of whether a candidate adheres to the values of the UN including those on GE.
- Add gender-sensitive assessment to the human resources procedures.

V. Action Plan

The action plan was generated in an interactive process throughout the Scorecard exercise based on analysis and findings. The SAT put forth initial ideas for broader discussion and development during the consolidation workshop in Minsk in the middle of the exercise. The workshop offered space for SAT members to collectively contribute ideas based on assessment scores and analysis of strengths and weaknesses in coordinated actions for gender equality and women’s empowerment. Action points were presented to the UNCT, and further developed based on feedback. As a follow-up, the revised action plan was shared with Heads of Agencies for further comment.

The action plan includes details on responsibility, resources and timing. It also outlines the logic and linkages to the UNCT SWAP-Scorecard assessment for tracking purposes. The plan takes into consideration the assessment findings as well as the country context, bearing in mind that the UNCT has an obligation to coordinate efforts to deliver collectively on gender equality and women’s empowerment. By working cohesively, the UN system as a whole can work more effectively to deliver gender results. See Annexes E for elaboration.

Annex A – UNCT SWAP-Scorecard Indicator Framework

Dimension 1- Planning

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
1.1 Common Country Assessment		
CCA or equivalent includes: a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5; b) <u>Some</u> sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; b) <u>Consistent</u> sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; b) <u>Consistent</u> sex-disaggregated and gender sensitive data; c) Targeted gender analysis of those furthest behind.
1.2 UNDAF Outcomes		
a) Gender equality and the empowerment of women is visibly mainstreamed across <u>some</u> outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <u>all</u> outcome areas in line with SDG priorities including SDG 5. <u>or</u> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5. and c) At least one outcome targets a change in norms, values, power structures or other roots of gender inequality (gender transformative change).
1.3 UNDAF Indicators		
Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.

Dimension 2 – Programming and M&E

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
2.1 Joint Programs		
a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.	a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment, and a system is in place to ensure gender mainstreaming in JPs. <u>or</u> b) A Joint Program on promoting GEWE is operational over current UNDAF period in line with SDG priorities including SDG 5.	a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment, and a system is in place to ensure gender mainstreaming in JPs <u>and</u> b) A Joint Program on promoting GEWE is operational over current UNDAF period in line with SDG priorities including SDG 5.
2.2 Communication and Advocacy		
a) The UN system has contributed collaboratively to at least one joint <u>communication activity</u> on GEWE during the past year.	a) The UN system has contributed collaboratively to at least one joint <u>advocacy campaign</u> on GEWE during the past year. <u>and</u> b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy	Meets minimum standards <u>and</u> d) The UN system has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
2.3 UNDAF M&E		
a) UNDAF Results Matrix data for gender sensitive indicators is gathered as planned <u>or</u> b) UNDAF reviews/evaluations assess progress against gender-specific results.	a) UNDAF Results Matrix data for gender sensitive indicators is gathered as planned <u>and</u> b) UNDAF reviews/evaluations assess progress against gender-specific results.	Meets minimum standard <u>and</u> c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Dimension 3 – Partnerships

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
3.1 Government Engagement		
a) The UN System has collaborated with at least <u>one</u> government agency for a joint initiative that fosters gender equality within the current UNDAF cycle.	a) The UN System has collaborated with at least <u>two</u> government agencies for a joint initiative that fosters gender equality within the current UNDAF cycle. <u>and</u> b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.	Meets minimum standards <u>and</u> c) The UN System has made at least <u>one</u> contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.
3.2 Engagement GEWE CSO		
a) The UN System has collaborated with GEWE CSO and women's rights advocates for at least <u>one</u> joint initiative that fosters gender equality within the current UNDAF cycle.	a) The UN System has collaborated with GEWE CSO and women's rights advocates for at least <u>two</u> joint initiatives that foster gender equality within the current UNDAF cycle. <u>and</u> b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.	Meets minimum standards <u>and</u> c) The UN System has made at least <u>one</u> contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

Dimension 4 – Leadership and Organizational Culture

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
4.1 Leadership		
Meets 2 of the following:	Meets 3 of the following:	Meets all 4 of the following:
a) Gender equality is a regular topic of discussion in HOA meetings; b) RC demonstrates public championing of gender equality; c) HOAs are seen by personnel as committed to gender equality in the workplace;	a) Gender equality is a regular topic of discussion in HOA meetings; b) RC demonstrates public championing of gender equality; c) HOAs are seen by personnel as committed to gender equality in the workplace;	a) Gender equality is a regular topic of discussion in HOA meetings; b) RC demonstrates public championing of gender equality; c) HOAs are seen by personnel as committed to gender equality in the workplace;

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs.	d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs.	d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs.
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4.2 Organizational Culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-65 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.
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4.3 Gender Parity

a) The UN has reached equal representation of women and men for either administrative staff (GS 1-7) <u>or</u> senior staff (P4 and above; NOC and above).	a) The UN has reached equal representation of women and men for administrative staff (GS 1-7) and senior staff (P4 and above; NOC and above). and b) The UN has in place a mechanism for monitoring gender parity.	Meets minimum standards and c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.
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Dimension 5 – Gender Architecture and Capacities

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
5.1 Gender Coordination Mechanism		
Meets 2 of the following	Meets 3 of the following	Meets all 4 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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.	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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.	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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.

5.2 Gender Capacities

a) At least one inter-agency gender capacity development activity for UN personnel has been carried out during the past year.	a) At least one inter-agency gender capacity development activity for UN personnel has been carried out during the past year. and b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.	Meets minimum standard and c) UN induction package includes orientation on UNCT gender equality commitments and related development challenges of the country.
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Dimension 6 – Resources

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
6.1 Financial Resources		
a) UNCT has in place a system to track and utilize <u>some</u> country-level budgetary data to ensure adequate allocation of resources for GEWE.	a) UNCT has in place a system to track allocation of resources for promotion of GEWE. and b) UNCT has established a target for program expenditures to be allocated for GEWE.	a) UNCT has in place a system to track allocation of resources for promotion of GEWE. and b) UNCT has established a target for program expenditures to be allocated for GEWE, and has met or exceeded the target.

Dimension 7 - Results

Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
7.1 Results		
a) The UN System has achieved or is on track to achieve <u>some</u> gender results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UN System has achieved or is on track to achieve <u>all</u> gender results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5	Meets minimum standards and b) The UN System has contributed to at least one widespread change in norms, values, power structures or other roots of gender inequality (gender transformative results).

Annex B – UNCT SWAP-Scorecard Findings by Indicator

Belarus – December 2017

Dimension Area 1 – Planning

Indicator: 1.1 Belarus Country Analysis Report 2014	Score: Approaches Minimum Standards
<p>Findings and Explanation</p> <p><i>The UNCT in Belarus has opted for a 'light' version of the Common Country Assessment due to a number of consultations held within the country. The Belarus Country Analysis Report was prepared instead and presents a comprehensive overview from a UN perspective of the prevailing and projected socio-economic context of Belarus.</i></p> <p><i>The Report provides analysis of the main development challenges in different social and economic areas and focuses on different vulnerable groups including women, children, youth, PWDs, people with HIV/AIDS, migrants and refugees. Gender equality is sufficiently analyzed with comprehensive data and statistics in the Section II on the development challenges (1.8 Gender Equality) reflecting legislative basis, national policy development on promoting gender equality and analyzing some of the root causes of the gender inequality in the country. In addition to this, gender issues are mentioned in the Report through the lenses of economic development, social inclusion, health and education. (Part II Analysis of main development challenges; Area 1 Sustainable Human Capital Development; 1.1 Education; 1.4 Health; 1.7 Social inclusion and protection of vulnerable groups). Thus, the equivalent Country Analysis Report includes some elements as required under 'approaches', as some sectors of the Report include analysis of gender equality issues, disaggregated gender sensitive data, and ensuring gender equality is highlighted in the potential action priorities for the UN. SDGs were not adopted at the time of its drafting, but achievements of MDGs focusing on gender equality are reflected in the report along with persisting challenges and recommendations.</i></p> <p><i>a) Gender analysis is included in some sectors of the human capital development thematic area, but missing in economic development area, environment and in governance notably. Underlying causes of gender inequality and discrimination is partially described in one of the sections of the Report (Analysis of main development challenges). Promotion of gender equality is not included into the UNCT comparative advantages, however mentioned in two of the potential action priorities: human capital and governance (Section 6).</i></p> <p><i>b) Sex-disaggregated data and gender sensitive data are substantively provided in the Analysis of development challenges and the Executive Summary of the Report. Disaggregated data was provided in the majority of thematic areas and analysis of challenges (in health, economic participation, social inclusion, poverty indicators, and human development indicators).</i></p>	
<p>Evidence or Means of Verification</p> <p><i>Belarus Country Analysis Report 2014</i></p>	
Indicator: 1.2. UNDAF Outcomes	Score: Approaches Minimum Standards
<p>Findings and Explanation</p>	

The 2016-2020 UNDAF has 8 outcomes under four thematic areas of cooperation in line with the mandate of the UN and key national priorities outlined in the NSSSED-2030.

- a) *The UNDAF states that promotion of gender equality and human rights in line with the human rights-based approach (HRBA) are the overarching principles streamed across the UN strategic framework (page 13). Moreover, the UNDAF recognizes the gender equality as a critical cross-cutting issue among others (page 18). Gender is visibly mainstreamed across some of the outcome areas in line with SDG priorities, including SDG 5. Only 1 Outcome in UNDAF includes substantive and concrete data and measures in promoting gender equality and addressing gender-connected issues such as domestic violence, health services for girls and women, reproductive health and sexual education. (Outcome 4.3). Although gender equality is not recognized as a separate outcome it is incorporated into the outcomes focusing on human rights and respect of the international mechanisms that Belarus is a part of, as well as on national/international protection mechanisms of vulnerable groups, and provision of health services for girls and women.*
- b) *One outcome out of eight in the UNDAF articulates how gender equality will be promoted: Outcome 4.3: By 2020, vulnerable groups and the population at large will have equal access to high-quality healthcare, education and social protection services that effectively address their needs.*

Even though the mentioned Outcomes include concrete measures and set of actions/plans on advancing gender equality, the Outcomes focus largely on tackling problems and assisting in legislative initiatives and strategies. The UNDAF Outcomes do not provide analysis of the importance of gender equality and appreciation of gender mainstreaming as well as promotion of behavioral change and public education on gender-related issues, gender equality and women empowerment.

Evidence or Means of Verification

United Nations Development Assistance Framework (UNDAF) for the Republic of Belarus for 2016-2020

Indicator: 1.3. UNDAF Indicators

Score: Approaches Minimum Standards

Findings and Explanation

The share of indicators, which measure changes in gender equality, is 25% (15 indicators out of 60 UNDAF indicators for 4 outcomes in total). Six of them (10% of total) meet criterion of disaggregation by sex and 9 of them (15% of total) meet criterion of being gender sensitive.

Sex-disaggregated indicators are the following.

Outcome 4.1: By 2020, the health system will have been strengthened to ensure a sustained reduction in premature deaths from four major non-communicable disease types (cardiovascular, cancers, diabetes and respiratory) through the creation of a comprehensive preventive environment and universal access to primary health care services:

- *4.1.3. Alcohol abuse at age 15+ (disaggregated by sex and age)*
- *4.1.4. Relative prevalence of tobacco use at age 15+ (disaggregated by age and sex)*
- *4.1.6. Relative prevalence of insufficient physical activity (disaggregated by age and sex)*

Outcome 4.2: By 2020, key populations will have universal access to integrated services for the prevention, diagnosis, treatment and care of major communicable diseases (HIV, TB):

- 4.2.1. Number and percentage of key populations reached by comprehensive package of interventions on HIV prevention, treatment and care (disaggregated by key population, gender, type of service)

Outcome 4.4: By 2020, the system for ensuring the life safety of children and adults will be significantly enhanced

- 4.4.4. Number of adolescents (girls and boys) who have been taken off the narcological register due to the discontinuation of the use of psychoactive substances
- Indicator 4.4.5. Proportion of crimes committed in a state of drug intoxication (by age and sex of the person)

Evidence or Means of Verification

UNDAF for the Republic of Belarus 2016-2020

Dimension Area 2 – Programming and M&E

Indicator: 2.1. Joint Programmes	Score: Approaches Minimum Standards
Findings and Explanation <i>The exercise found only one joint programme operational at the time of the assessment. UNDP, UNICEF, WHO, UNFPA are implementing a JP “Preventing non-communicable diseases, promoting healthy lifestyle and support to modernization of the health system in Belarus” (BELMED), 2015-2019. The programme is aimed at promotion of healthy lifestyles and prevention of non-communicable diseases (NCDs), development of mechanisms to promote healthy lifestyles at the local level; creation of mechanisms to ensure the quality of medical services and capacity building of primary health care system for detection of breast cancer among women; improvement of child disease and child injuries prevention system; improvement of health system in the field of maternal and child health care; providing policy guidance aimed at strengthening health system with focus in primary health care in Belarus; and improving clinical competencies of practitioners and standardization of practice related to prevention, control and treatment of NCDs with focus on primary health care.</i>	
Evidence or Means of Verification <i>Joint Programme document “Preventing non-communicable diseases, promoting healthy lifestyle and support to modernization of the health system in Belarus” (BELMED), 2015-2019.</i>	
Indicator: 2.2. Communication and Advocacy	Score: Meets Minimum Standard
Findings and Explanation <i>The UNCG has a consolidated Communication Strategy and an action plan that includes GEWE advocacy and communication activities. Gender is specified as the crosscutting issue for the UN activities in Belarus that require joint messages development. However, the list of joint messages, fact sheets and vocabulary in support on thematic areas, such as gender, are not developed yet.</i>	

Four joint UN campaigns with a gender mainstreaming component were conducted in 2016-2017 in Belarus:

- 1. Inclusive Belarus (2016)*
- 2. Campaign during 16 Days of Activism on Violence Against Women (2017)*
- 3. Zero discrimination day campaign (2017)*
- 4. My health, my right (WAD2017 campaign)*

Evidence or Means of Verification

Communication Strategy and UNCG work plan

Indicator: 2.3. UNDAF Monitoring & Evaluation

Score: Missing Minimum Standards

Findings and Explanation

UNDAF reviews/ evaluations have not been conducted yet, it is scheduled for 2018. As well as UNDAF Results Matrix has not been finalized.

UNDAF Results Matrix indicates that three gender sensitive indicators are being monitored:

- Indicator 4.2.3. Proportion of HIV-infected children born to HIV-infected mothers*
- Indicator 4.3.2. Proportion of young men and women (aged 14-18), including adolescents from risk groups, using youth-friendly health services*
- Indicator 4.3.4. Number of pregnancies (live births and abortions) per 1000 women aged 15-19*

Thus, 20% (3 out of 15) indicators related to gender issues are monitored.

Evidence or Means of Verification

UNDAF for the Republic of Belarus 2016-2020 (M&E Calendar)

UNICEF M&E Dashboard

Dimension Area 3 – Partnerships

Indicator: 3.1. Government Engagement

Score: Exceeds Minimum Standards

Findings and Explanation

- a) The UN system has collaborated with at least two government inter-ministerial bodies within the current UNDAF cycle. The UN system represented by UNICEF participates in the National Council on gender policy under the Council of Ministers of Belarus responsible for development & implementation of state policy on gender equality and women empowerment. The National Council is the platform for discussions on GEWE between governmental bodies (ministries and local executive authorities), CSOs and the UN system in Belarus.*
- b) An Interagency Task Force on the development of Law on prevention of domestic violence established under the auspices of the Ministry of Interior serves as a good platform for discussions between the Ministry of Internal Affairs, the Ministry of Education, the Ministry of Health, the Ministry of Labour and Social Protection, the Supreme Court, the General*

<p><i>Prosecutor's Office, CSOs and UN agencies (UNFPA and UNICEF) on the content and possible structure of the Comprehensive Law on Prevention of Domestic Violence.</i></p> <p>c) <i>Various Government agencies, CSOs and international development organizations are actively involved in the campaign "16 Active Days against violence towards women and girls" that is held every year in Belarus And is coordinated by the UNFPA and the UN GTG</i></p> <p>d) <i>MAPS mission visited Belarus in December 2017. The MAPS mission took gender mainstreaming issues as one of the core priorities and involved government institutions, CSOs and private sector with meaningful participation. Gender equitable society is recommended by MAPS mission as one of the accelerators for SDGs implementation in Belarus.</i></p> <p><i>The UN system in Belarus collaborates with the National SDG Coordinator, key representatives of the Council for Sustainable Development and the Parliamentary Group on Sustainable Development in the area of SDGs localization.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>List of members of National Council on Gender policy under the Council of Ministers</i></p> <p><i>List of members of Interagency Task Force on development of Law on prevention of domestic violence</i></p> <p><i>MAPS mission in Belarus agenda</i></p>	
Indicator: 3.2 Engagement GEWE CSO	Score: Exceeds Minimum Standards
<p>Findings and Explanation</p> <p>a) <i>CSOs, government agencies and UN system are engaged in the national Council on gender policy under the Council of Ministers and Interagency Task Force on development of Law on prevention of domestic violence. They also actively participated in UNDAF 2016-2020 preparation.</i></p> <p>b) <i>The UN system has been cooperating with many of GEWE CSOs under the joint UN actions/projects (like BELMED project). Belarusian CSOs like the Belarusian Young Women Christian Association (BYWCA), "Gender perspectives", Radislava, Borisov city organization "Province", and others cooperate with UN agencies on a range of gender related issues: identifying and addressing domestic violence (DV), Sexual and Gender-Based Violence (both among Belarusians and refugees/migrants), and women trafficking.</i></p> <p>c) <i>Rapid assessment on SDGs achievement in preparation for MAPS mission included GEWE CSOs. They also met with MAPS mission visiting Belarus in December 2017.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>List of members of National Council on Gender policy under the Council of Ministers</i></p> <p><i>List of members of Interagency Task Force on development of Law on prevention of domestic violence</i></p> <p><i>MAPS mission in Belarus agenda</i></p> <p><i>JP "Preventing non-communicable diseases, promoting healthy lifestyle and support to modernization of the health system in Belarus" (BELMED), 2015-2019.</i></p>	

Dimension Area 4 – Leadership and Organizational Culture

Indicator: 4.1. Leadership	Score: Approaches Minimum Standards
<p>Findings and Explanation</p> <p>a) Gender equality is meaningfully addressed in the UNCT meetings. Gender equality is frequently a separate agenda item, particularly when the capacity-building needs of the staff are concerned, and it is meaningfully addressed across other topics of discussion - 7 out of 11 UNCT meeting's minutes reflected discussion on gender-related issues.</p> <p>b) The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. Whenever relevant, the RC includes gender-related issues into his public speeches as well as into his addresses to the government and other partners. About 30% of speeches at the events dedicated on GEWE mention GE issues. However, at the events where GEWE is not the focus, GE issues are not explicitly mentioned.</p> <p>c) Results from the survey on gender and organizational culture found that 76 percent of personnel felt that Heads of Agencies are committed to gender equality in the workplace. 5 per cent indicated that they were dissatisfied with HOA commitment to gender equality, and 20 per cent were neutral.</p> <p>d) The RC discusses gender equality as an important factor, but limits the area of discussion to employment. Jointly, however, the UN, under the leadership of the UNFPA, submitted a report to CEDAW and contributed to the development of the National Action Plan on Gender Equality for 2016-2020. Within EU/UNDP project "Supporting the Republic of Belarus in Addressing Irregular Migration and Promoting Human Rights of Vulnerable Migrants" the Standard Operating Procedures (SOPs) for the identification and referral of victims of sexual and gender-based abuse and human trafficking among vulnerable migrants were developed jointly by UNDP, IOM and UNHCR in 2016.</p> <p>GEWE was also one of many areas covered by the regional #InclusiveBelarus campaign in the same year.</p>	
<p>Evidence or Means of Verification</p> <p>UNCT HOA Meetings and Retreats minutes/agendas for the past 11 months</p> <p>RC talking points available for the past 12 months</p> <p>ARC 2016, p. 4, 6, 8, 9, 11.</p> <p>Organizational Culture Staff Survey results</p>	

Indicator: 4.2.Organizational Culture	Score: Meets Minimum Standards
<p>Findings and Explanation</p> <p><i>The survey was distributed to an estimated of 164 personnel; a total of 107 (80 women and 26 men and one person stating "other") responded, allowing for results with a 5,6 percent confidence interval⁹. Combined results across survey questions met the minimum standards, scoring an overall positive rating of 65%. Negative scoring came at 11% and 25% - neutral).</i></p> <p><i>The minimum standard (65-80% positive rating) was met as an average positive response of 65% across the 10 questions that deal with issues of gender equality, discrimination/security and work-life balance. Taken individually, the minimum standards were met for 6/10 questions with only the results on the four questions dealing with the procedures aimed at preventing and addressing sexual harassment, package of entitlements, flexible working arrangements and the support that HoA provide to personnel in establishing an adequate relationship between work and life balance falling below the 65% threshold.</i></p> <p><i>Out of 107 who participated, 92 responses were received from GS, NO and Service Contracts. The rest of 15 responses were received from the consultants, UNVs and interns. For better understanding of perceptions of organizational culture in the UN system the analysis was done on the basis of total 107 responses received.</i></p> <p><i>The score of equal treatment in the workplace irrespective of sex, gender identity, or sexual orientation was the highest at 80 percent positive rating. The score related to the package of entitlements (maternity, paternity, breastfeeding) was the lowest one at 43 %, which could be explained by a significant gap in the entitlements provided by the Belarusian government and the ones provided within the UN system or even by the lack of proper facilities for the breastfeeding at work at some of the UN agencies. More detailed analysis of the reasons for this low rating could be further conducted as suggested in the action plan in Annex E.</i></p> <p><i>Refer to Annex C for more detailed information on the results of the survey.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>Results of the survey of staff perception of organizational environment for gender equality (total of 107 responses, confidence interval 5,6)</i></p>	
Indicator: 4.3.Gender Parity	Score: Approaches Minimum Standards
<p>Findings and Explanation</p> <p><i>The assessment found that women comprise 73 % of General Service Staff (33 of 45) and 44 % of senior staff (7 of 16) defined as NOC and P4 and above for those agencies that submitted data. Defining gender parity as within the range of 45-55 percent, there is gender parity for senior staff,</i></p>	

⁹ The confidence interval (also called the margin of error) is the degree of certainty applied to the survey answers. For example, if 50 percent of the population selects an answer and you have a confidence interval of plus or minus six, you can be 95 percent certain that if you had asked the question to the entire population between 44 percent (50-6) and 56 percent (50+6) would have chosen that answer. Response rates should target a confidence interval of + or - 7.5 percent or lower to ensure generalizability of data at a 95 percent confidence level.

but not quite for GS staff, where the females prevail. The category between the NOA and NOB level demonstrates gender parity at 47 % (8 out of 17).

Service Contract Holders constitute a significant part of the workforce in a couple of agencies. Taken the modality of the Service Contract as well as the fact that there are 54 % of Service Contract Holders totally in the Agencies out of all personnel, the data in this category was reviewed and compared. The analysis of the data for Service Contract Holders, demonstrate gender parity within the levels SB1/SB3, where women comprise 55 % (28 out of 51).

The comparison within the professional category (SB4 – SB5) shows female representation at 71 % (25 out of 35). At the same time, if to compare data within SB5 posts only, which is the category for recruiting project managers, specialists at the highest level, this is to note that here there are 57 % of female (10 out of 17) across the agencies.

Taking into consideration the complexity of the job and noting that the highest SB5 level of the Service Contract Scale can at some point be comparable with NOA and NOB levels, it should be noted that the gender parity level is at 53 % (18 out of 34). This level was defined after the analysis of the data at SB5 level, NOA and NOB.

Evidence or Means of Verification

Consolidated, sex-disaggregated staffing data for UNFPA, WHO, UNAIDS, UNDP, IOM, UNHCR, UNICEF, DPI.

Dimension Area 5 – Gender Architecture and Capacities

Indicator: 5.1. Gender Coordination Mechanism	Score: Meets Minimum Standards
<p>Findings and Explanation</p> <ul style="list-style-type: none"> <i>a) The Gender Thematic Group (GTG) is chaired by the head of UNFPA Country Office.</i> <i>b) There is an approved TOR for GTG. The GTG has an approved AWP, which includes responsibility designation (work stream and lead agency) and reflects the priorities of the entire UN system. The AWP was discussed and developed in a participatory manner by involving a large number of players in planned initiatives. They were also approved by UNCT. UN project-specific resources and co-sharing of funds are foreseen as possible funding of AWP activities. The GTG meets regularly to ensure information sharing among the members and to coordinate joint activities.</i> <i>c) GTG membership includes all resident UN agencies (except IMF, IFC, FAO) with programme staff representation. The GTG group consists of 1 Assistant Representative (NOC), 4 Programme Officers (NOA&NOB), 2 Programme Associates (GS6) and Programme Specialists (SB5).</i> <p><i>Members of GTG participated in the preparation of the UNDAF 2016-2020. UNCT members, UN Agency Deputies and Programme Staff including members of the GTG participated in the working meetings to draft the Results Matrix for the UNDAF 2016-2020. GTG is involved in UNDAF</i></p>	

<i>implementation, and has coordinated initiatives in the past year that targeted gender inequality in line with SDG priorities including SDG 5.</i>	
Evidence or Means of Verification <i>GTG Membership List</i> <i>GTG Minutes of the Meetings: years 2016, 2017</i> <i>GTG AWP for years 2016, 2017</i> <i>UNCT 2016 Workplan, UNCT 2017 Workplan, 2016 UNCT Report</i> <i>UNDAF 2016-2020</i>	
Indicator: 5.2. Capacity Development	Score: Approaches Minimum Standards
Findings and Explanation <i>a) The capacity development activities in 2017 include targeted training for the UN staff members “UN for All: Dignity and Inclusion at the Workplace” (Core Module, LGBTI Module).</i> <i>b) The induction package for UN staff consists of the training by UNDSS, which includes gender-specific training, and informs staff about the key gender-related cultural and security-related issues in the country and UN strategies to address. Several agencies also have gender orientation trainings for staff, including UNDP, UNFPA, UNICEF, UNHCR, WHO, IOM.</i>	
Evidence or Means of Verification <i>GTG AWP 2016</i> <i>GTG/UNCT meeting minutes</i> <i>Materials of the Trainings</i>	

Dimension Area 6 – Resources

Indicator: 6.1. Financial Resources	Score: Missing Minimum Standards
Findings and Explanation <i>a) UNCT does not have a system to track and utilize some country-level gender budgetary data. While GEWE is a cross-cutting issue in most of the programmes, there is no possibility to track the disaggregated data on which resources were allocated specifically to GEWE (apart from the UNFPA projects). A general review of GEWE-dedicated resources happens only once a year and is mandated by the structure of the report.</i> <i>b) The UNCT has not set a target for resource allocations to GEWE.</i>	
Evidence or Means of Verification <i>2012-2016 UNDAF and joint programming documents</i> <i>Results Report 2016</i>	

Dimension Area 7 – Results

Indicator: 7.1. Results	Score: <i>Approaches Minimum Standards</i>
<p>Findings and Explanation</p> <p><i>Belarus 2016-2020 UNDAF annual progress report has not been prepared in 2016 and midterm valuation has not been conducted yet either. UNDAF review is planned for early 2018 and midterm evaluation is scheduled for summer of 2018.</i></p> <p><i>However, under the Outcome 4.4: By 2020, the system for ensuring the life safety of children and adults will be significantly enhanced, in 2017 the UN system assisted the government of Belarus in the preparation of the draft of a new law on preventing and combatting domestic violence. The concept of the law is included in the national plan of legal acts and will be considered by the President of the Republic of Belarus in 2018.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>The national plan of legal acts, 2018</i></p>	

Annex C – Organizational Culture Staff Survey Results Belarus 2017

Survey closed on December 11, 2017

Total responses: 107¹⁰. All responses were online, anonymous¹¹.

Female = 80 (74,8%)

Male = 26 (24,3%)

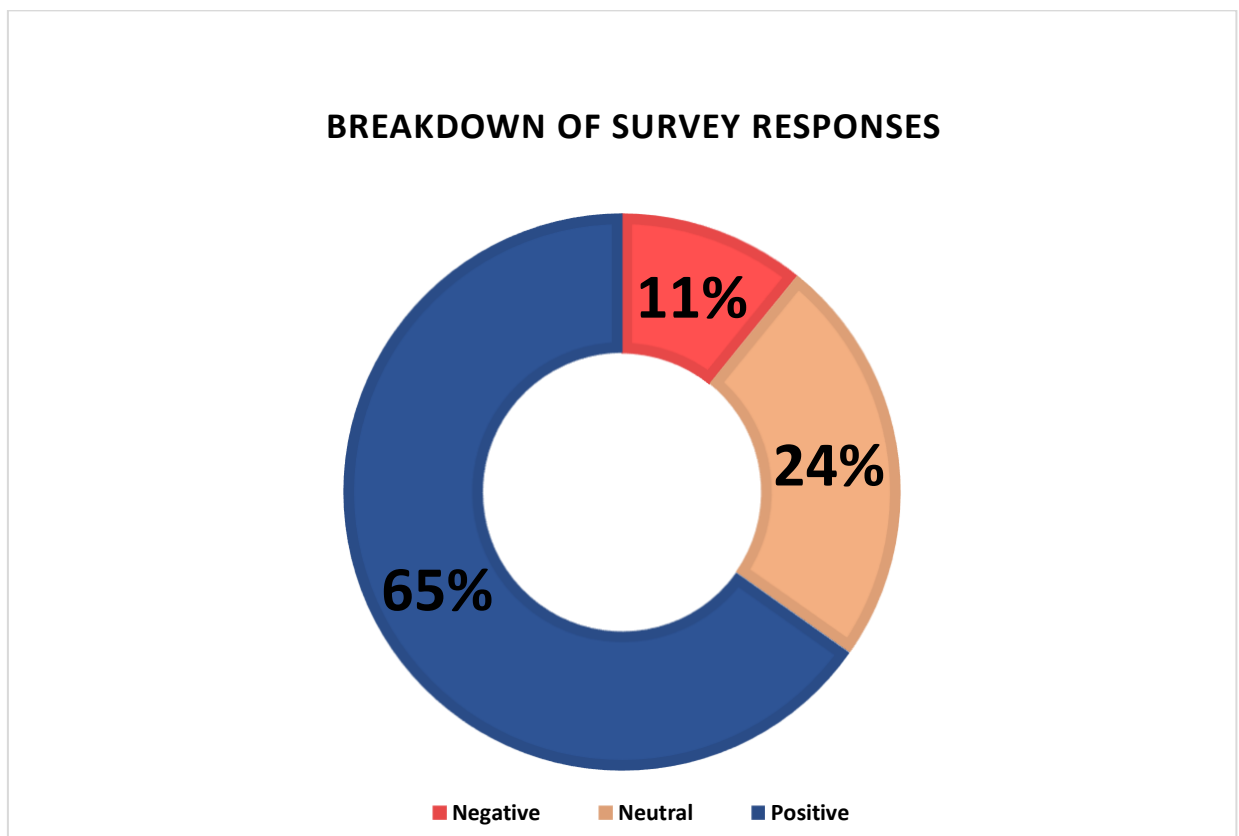
Other = 1 (0,9%)

National = 101 (94,4%)

International = 6 (5,6%)

Supervisory role = 46 (43)

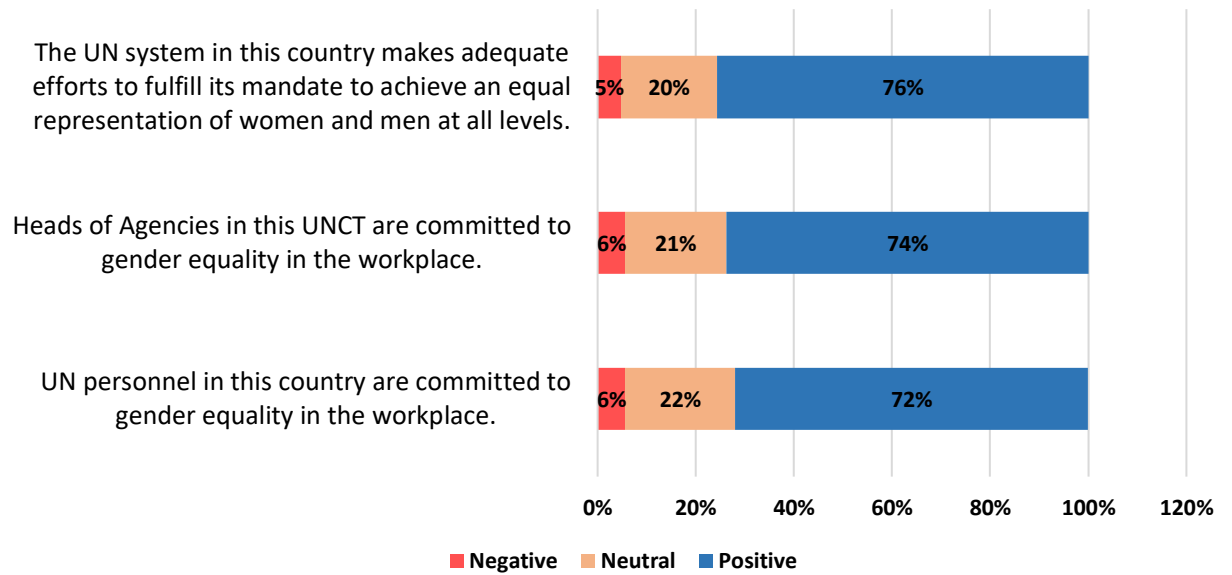
Non-supervisory role = 61 (57%)



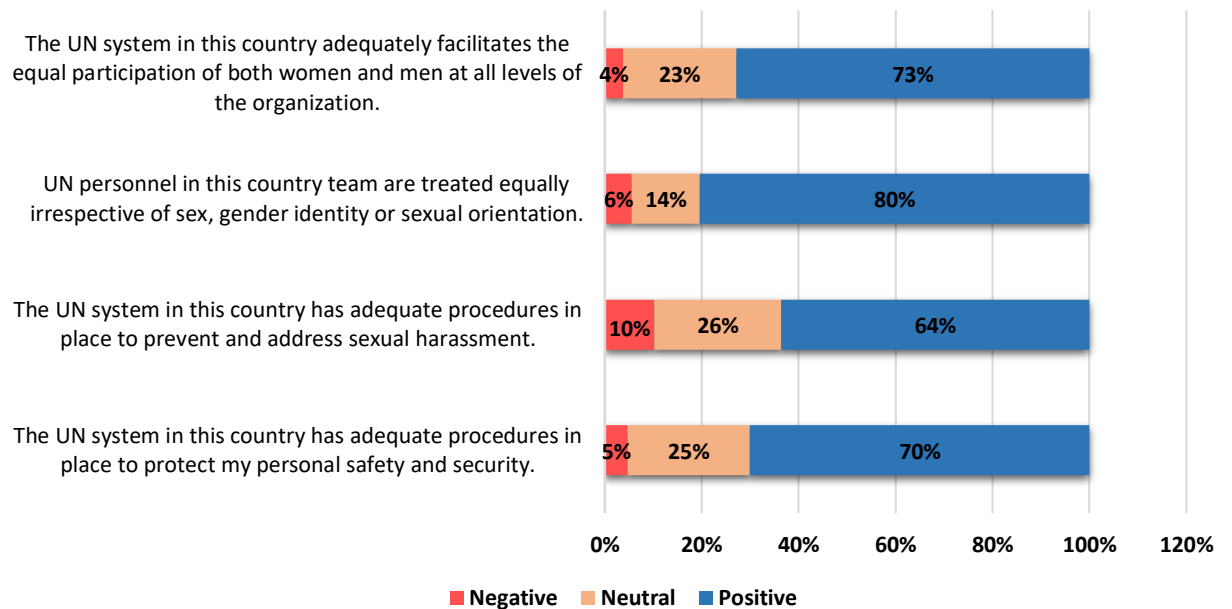
¹⁰ Based on the estimated personnel size of 164, a total of 107 responses yielded a confidence interval of 5,6. Therefore, we can be confident that responses are representative of the larger population plus or minus 5,6 percentage points. <http://www.surveysystem.com/sscalc.htm#one>

¹¹ Percentages are rounded to the nearest whole number. Cumulative percentages may total 99 or 101 percent in some instances due to rounding.

Perception of Workplace Gender Equality



Discrimination and Personal Security

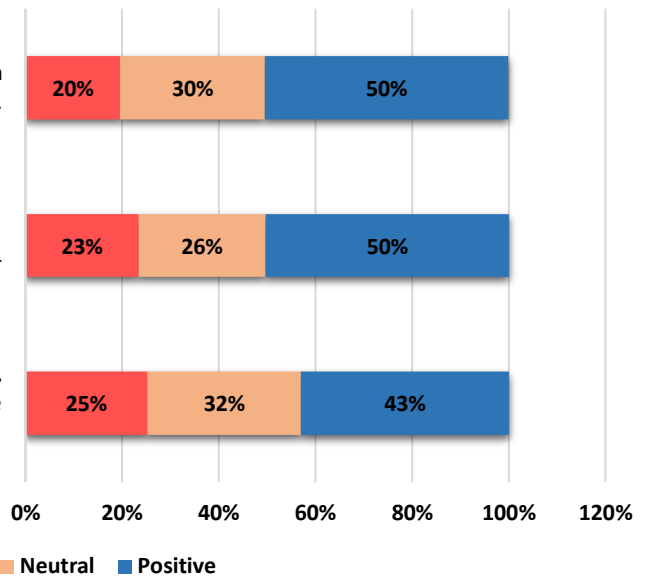


Work-Life Balance

Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.

The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.

The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.



Annex D – Gender Parity Table

Belarus 2017

Sex-disaggregated staffing data for UNFPA, UNICEF, WHO, UNAIDS, UNDP/ RCO office included, IOM, UNHCR, and DPI collected in December 2017.

Local Staff (FTA and SC)	Number of Women in Staff Category	Number of Men in Staff Category	International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0	P1		
G2	0	4	P2		
G3	2	2	P3		
G4	7	1	P4	1	
G5	10	2	P5		5
G6	13	0	P6		
G7	1	3	D1		1
NOA	6	1	D2		
NOB	2	8	Total	1	6
NOC	6	3			
NOD	0	0			
SB1	0	4			
SB2	4	5			
SB3	24	14			
SB4	14	4			
SB5	10	7			
Total	99	58			

Category	Total number	Female staff	Male staff	Female staff (%)	Male staff (%)
GS 1-7	45	33	12	73%	27%
NOA- NOB	17	8	9	47%	53%
NOC and above, P4 and above	16	7	9	44%	56%
SB1-SB3	51	28	23	55%	45%
SB4-SB5	35	25	10	71%	29%

Annex E - Action Plan for Strengthened UN System Gender Coordination
BELARUS UNCT SWAP-Scorecard – December 2017

Action	Responsibility	Resources and Source	Timing	Explanation and Links to SWAP-Scorecard Assessment
Dimension 1 - Planning				
1.1 Put a stronger focus on achieving and promoting gender equality across all sections and thematic areas in the next Belarus Country Assessment Report. Ensure in-depth analysis of gender inequality issues and root causes through different perspectives like economic, ecological, governance.	UNCT endorsement with UN Agencies and UN Thematic Groups support	International or external consultants/experts	2020+ planning stage of next UNDAF cycle	This would enhance and mainstream the achievement of gender equality in the country. This would also allow planning gender sensitive Indicators and Outcomes within the next UNDAF. Greater reflection of gender inequality issues across the Country Assessment Report will help to prioritize GEWE in the next UNDAF.
1.2 Target gender equality and the empowerment of women visibly mainstreamed at least in one UNDAF outcome. Aim for mainstreaming GEWE across all UNDAF outcomes in line with SDG priorities including SDG 5.	UNCT endorsement with GTG technical support	No financial resources	2020+ planning stage of next UNDAF cycle	This would mainstream and enhance the achievement of gender equality in the country. This would allow UNDAF 'meeting minimum standards' for Indicator 1.2 Outcomes of the UNCT SWAP-Scorecard.

1.3 Ensure that at least 33-50% of UNDAF indicators measure changes in gender equality.	Results Groups, M&E Group	To be implicated in midterm and final UNDAF review. Financial resources will vary depending on the outcome of the UNDAF review.	2020+ planning stage of next UNDAF cycle	This would allow planning gender sensitive Indicators within the next UNDAF. When the indicators that measure changes in gender equality are disbursed across all priority areas of the UNDAF, it will ensure a stronger focus on achieving gender equality at the country level.
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Dimension 2 – Programming and M&E

2.1 Develop a common checklist to screen all joint programmes to ensure stronger GEWE results.	RC/RCO to oversee with technical support as needed from GTG	No direct financial costs	2018+	A number of models for stricter JP quality assurances were discussed during the exercise. The GTG can support gender sensitivity within a larger accountability framework for JPs. This would hold JPs to the highest standards for gender mainstreaming, and move toward ‘exceeding minimum standards’ for Indicator 2.1 Joint Programmes.
2.2 Ensure that the Communication Strategy 2018-2022 and annual plans include a strong focus on gender sensitive messaging and advocacy for gender equality, ensuring that UNCG plans and GTG plans complement and reinforce UN system GEWE communications.	UNCT to endorse; UNCG to operationalize with GTG technical support	No direct financial costs	2018+	The current UNCG strategy ends by December 2017. An opportunity exists to strengthen and unify the UN voice for promoting GEWE in the country by developing unified messages and vocabulary that will reflect ‘one voice’ for UN GEWE communication. This would ‘meet minimum standards’ for Indicator 2.2 Communication and Advocacy.

2.3 Enhance the capacity of Communication Group members on gender sensitive messaging, providing relevant knowledge and skills on GEWE and communications based on capacity assessment.	UNCG with technical support from GTG	TBD depending on capacity development strategy selected; costs should be included in UNCG AWP; costs (if any) for capacity assessment to be included in GTG AWP.	2018 +	Developing capacities within the UNCG to ensure gender sensitive messaging will positively impact on Indicators 2.2 Communication and Advocacy and 5.2 Gender Capacities.
2.4. Ensure timely fulfillment of the M&E calendar and collection of the appropriate data (for 2016, 2017) to monitor the UNDAF gender sensitive indicators to provide enough sources for assessment of changes in gender equality in line with SDG targets.	M&E Group with support of Results Group	Costs will vary depending on the strategy selected to generate missing data; opportunities may exist to fill data needs within existing M&E calendar thereby limiting additional costs.	Q1 2018	Assessing the progress towards UNDAF outcomes against the indicators in the UNDAF Results and Resources Framework annually as laid out in the 2016-2020 UNDAF M&E plan will positively impact Indicator 2.3 UNDAF Monitoring and Evaluation moving its score to 'approaches minimum standards'.

Dimension 3 - Partnerships

No actions identified due to strong coordinated performance in this dimension.

Dimension 4 - Leadership and Organizational Culture

4.1 Conduct staff survey to identify the reasons of work-life balance failure within the UN system as indicated in the Organizational Culture Staff Survey results.	UNCT endorsement; OMT/GTG to monitor and share consolidated data with relevant stakeholders (GTG, UNCT)	No financial costs	2018 +	The score related to the package of entitlements (maternity, paternity, breastfeeding) was the lowest one at 43 %. Identifying the main reasons behind this score and implementing necessary measures based on the results of the staff
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survey will positively impact the Indicator 4.2 Organizational Culture.

Dimension 5 - Gender Architecture and Capacities

5.1 Strengthen GTG operations with improved membership and address the lack of members at decision-making levels, whereas larger agencies to appoint senior management level staff (NOB and above) to join Gender Focal Points as GTG members.	UNCT, Heads of Agencies and GTG	No direct financial cost for membership strengthening.	2018 +	Action points are based on issues that were identified during the assessment. Organizational strengthening will allow the GTG to be more effective in its work, thereby positively impacting across all areas of coordination for GEWE. It will push indicator 5.1 Gender Coordination toward 'exceeding minimum standards' by meeting all criteria for strong functioning gender coordination.
5.2 Conduct a gender capacity assessment and prepare gender capacity development plan for key interagency groups beginning with the GTG and UNCG, and expanding to other groups and UN staff in general over the UNDAF cycle.	GTG to facilitate assessment (online survey) and gender capacity development plan with relevant interagency groups; to facilitate capacity development activities in collaboration with interagency groups as per plan.	TBD depending on outcome of assessment (online survey); gender capacity development costs should be built into AWP of targeted interagency groups.	2018 +	Targeting key interagency groups will help to deepen gender skills across the UN system with strategic interventions. This will push Indicator 5.2 Gender Capacities towards 'exceeding minimum standards' and should impact positively across other indicators depending on targeted groups (e.g UNCG will impact on Indicator 2.2 Communication and Advocacy; M&E Group will impact on Indicator 2.3 UNDAF M&E).

Dimension 6 - Resource Tracking and Allocation

6.1 Review best practices and experiences within UNCT and interagency mechanisms on tracking country-level budgetary data to ensure adequate allocation of resource for GEWE.	UNCT endorsement	No direct financial costs, but significant human resources allocation.	On an annual basis beginning 2018 for baseline.	The review of the existing mechanisms would allow for establishing implementation procedures to utilize evidence-based approach in resource allocation and creating specific targets for GEWE mainstreaming programming. The information provided could also serve to better formulate outcomes in the next UNDAF and allow the UNCT to move towards 'meeting minimum standards' under Indicator 6.1 Financial Resources.
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Dimension 7 - Results

Actions identified under other dimension areas, but especially M&E, will lead to better tracking of results and assessment thereof for achieving gender transformative results.

Annex F

Self-assessment Team members:

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3. Ms. Tatsiana Yankelevich, UN Rights and Development Specialist, Resident Coordinator Office, member of UN Gender Thematic Group
4. Dr. Valiantsin Rusovich, Public Health Officer, member of UN Gender Thematic Group
5. Ms. Volha Lukashkova, Programme Associate, UNFPA, member of UN Gender Thematic Group
6. Mr. Uladzimir Valetka, Monitoring and Evaluation Specialist, UNICEF
7. Ms. Tanya Lyubimova, Country Office Assistant, UNAIDS, member of UN Gender Thematic Group
8. Mr. Aliaksandr Velikarodnau, Snr Programme Associate, UNHCR, member of UN Gender Thematic Group
9. Ms Irina Oleinik, Operations Officer, World Bank Country Office in Belarus, member of UN Gender Thematic Group
10. Mr. Alexander Podgorodetsky, Operations Manager, UNICEF
11. Ms. Tatyana Buhayeva, HR/ Procurement Associate, UNDP
12. Mr Zaitsev Andrei, Project Coordinator, IOM, member of UN Gender Thematic Group

Heads of Agencies interviewed

1. Mr Sanaka Samarasinha, UN Resident Coordinator/UNDP Resident Representative/ UNFPA Representative
2. Mr Zachary Taylor, UNDP Deputy Resident Representative
3. Mr. Rashed Mustafa Sarwar, UNICEF Representative
4. Mr. Jean Yves Bouchardy, UNHCR Representative
5. Ms Elena Kasko, UNFPA Assistant Representative
6. Ms. Vera Ilyenkova, Country Manager, UNAIDS
7. Dr. Batyr Berdyklychev, WHO Representative, Head of WHO Country Office in Belarus
8. Mr Hajiye Zeynal, Chief of IOM Mission