UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Lebanon

2022

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

Contents

1. Background

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

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

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

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).

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

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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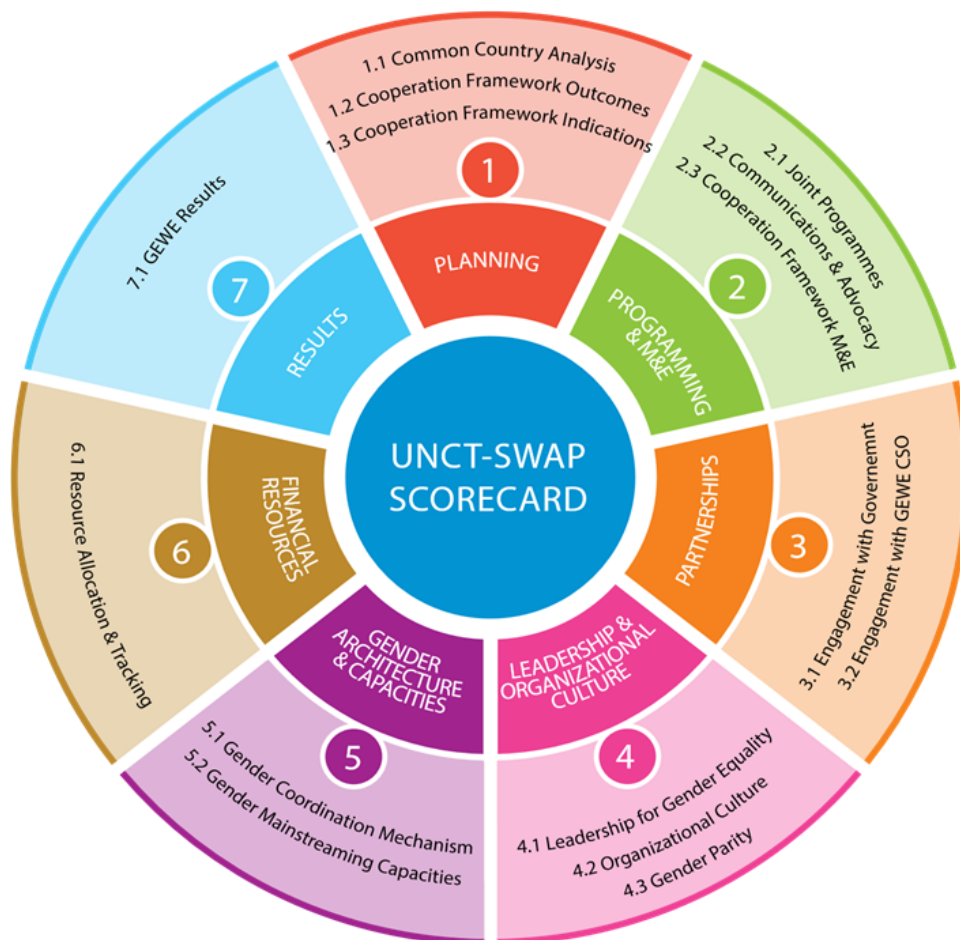
2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Lebanon

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

The following 10 indicators of the UNCT SWAP were reviewed in 2022: 1.1 | 2.1 | 2.2 | 3.1 | 3.2 | 4.1 | 5.1 | 5. 2 | 6.1| 7. 1.

These indicators were selected for review because there was evident progress on gender equality in these areas. Indicators 1.2 and 1.3 will be reviewed again in 2023 as then the new UNSDCF 2023-2025 will be in place.

Gender specialists from UN Women and gender focal points from UN RCO in Lebanon led the inter-agency team UNCT-SWAP assessment team in coordination with gender focal points from UN agencies through the Lebanon Country Gender Working Group.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Pierre Daher: pierre.daher@undp.org
Daniela Scheiblhofer: daniela.scheiblhofer@unwomen.org
Claire Wilson: claire.wilson@unwomen.org
20 UN Agencies in the Gender Working Group (GWG)

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

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

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Lebanon 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 minimumrequirements	■ 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 **EXCEEDS MINIMUM REQUIREMENTS**	**Planning**

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

The 2022 Lebanon CCA includes a dedicated section 3. entitled "Gender Equality and Empowerment of Women and Girls" that analyses the situation of women's and girls' rights in the areas of social norms and governance, economic rights, violence against women and gender-based violence. The CCA in this section also includes a targeted gender analysis of those furthest behind, such as refugee women, migrant workers, LGBTIQ+ people as well as women and girls in rural communities.

The 2022 CCA also includes a gender analysis across all sectors (four pillar areas of UNSDCF) including underlying causes of gender inequality and discrimination in line with SDG priorities. Here the CCA presents an analysis of gender equality challenges and opportunities to advance GEWE within each of the four thematic sub-chapters of chapter 3 on 'development trends, challenges and opportunities' (People, Planet, Prosperity, Peace) and also provide consistent sex-disaggregated and

gender sensitive data.

All remaining chapters (1. Executive Summary; 2. Introduction; 4. Structural Challenges, LNOB and Patterns of Exclusion, 5. SDG-Based Multi-Dimensional Risk Framework; 6. Charting a Way Forward: Emerging Development Opportunities) highlight GEWE challenges and opportunities as well.

Did you reassess the Performance Indicator in this reporting year
- Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind
female refugees (p.39), migrant workers (p.40), LGBTIQ+ people (.40) as well as women and girls in rural communities (p.40). People with disabilities (the challenges of women with disabilities are analysed thereunder) is a unique sub-section (p.42-43) within the sub-section 3.1 of PEOPLE in Chapter 3.

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)
Lebanon CCA 2022

PI 1.2 Cooperation Framework Outcomes

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

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; OR (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

a) Outcomes of the UN Strategic Framework (UNSF - equivalent of UNDAF) for Lebanon do not visibly mainstream gender equality and the empowerment of women: eight out of nine Outcomes lack clear gender equality language, despite the fact that a number of UNSF Outputs reflect gender focused interventions and corresponding activities. Whereas the title of the UNSF Core Priority 33 contains the words "in a human rights/ gender sensitive manner", the latter are not spelled-out in Priority's Outcomes.

b) One UNSF Outcome – #2.3 – specifically targets gender equality in line with UNSF Theory of Change and SDG priorities, including SDG5. The UN system in Lebanon aims at contributing to improvement of the legal status of women, elimination of gender-based violence and promotion of gender equality by strengthening institutional mechanisms and policies.

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 APPROACHES MINIMUM REQUIREMENTS	Planning

Between one-fifth and one-third (20-32 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.

Indicators that do not contain disaggregation where relevant (e.g. "number of persons reached through awareness sessions on legal topics" (UNSF Output 4.2.2)) consequently do not prompt gender-based monitoring and reporting. This practice may lead to activities that are designed "for all", while the most disadvantaged do not receive targeted support.

Of 178 UNSF Outcome and Output indicators, 42 (24%) track progress towards gender equality results in line with SDG priorities including SDG 5.

The analysis found low level (5%) of gender sensitivity in Core Priority 1 (All people in Lebanon have peace and security): 1 Output indicator out of 20 indicators (total of 8 Outcome and 12 Output indicators).

As for Core Priority 2 (Lebanon enjoys domestic stability and practices effective governance), the level of gender sensitivity is slightly higher (33%) than in other Core Priorities: 20 (10 Outcome- and 10 Output indicators) out of 61 (24 Outcome and 37 Output indicators) are sex-disaggregated and/or gender-sensitive, with overwhelming majority of such indicators (11) concentrated in Outcome 2.3 (Institutional mechanisms and policies strengthened for improving the legal status of women and girls, eliminating GBV and promoting gender equality).

In Core Priority 3 (Lebanon reduces poverty and promotes sustainable development while addressing immediate needs in a human rights/ gender sensitive manner) 21 (8 Outcome- and 13 Output indicators) out of 97 (23 Outcome and 74 Output indicators) qualify and constitute 22% of all Priority's indicators. It is to note that in Outcome 3.3 (Environmental Governance), none of indicators are sex-disaggregated and/or gender-sensitive, suggesting a need for greater attention to gender mainstreaming in this area in the future.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex and/or a definition that is gender specific, taking into account Means of Verification that were specific to gender (e.g. CEDAW reporting).

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.

a) In 2022, 11 Joint Programmes were implemented or continue to be implemented in Lebanon in 2022, out of which over 50% have strong attention to issues of gender equality. 6 of the JPs include UN Women as a partner.

b) There are six Joint Programmes Cooperation on promoting gender equality and empowerment of women and girls operational over the current Framework period in line with SDG priorities, including SDG 5. These include:

1) A JP with UNICEF, ILO, UNDP and WFP on social protection under the UN SDG Trust Fund. This is 18-month project lasted until the end of September 2022. UN Women's interventions were small, focusing on knowledge production and analysis. Nonetheless, this offers a foothold into upstream work on social protection and an opener into longer term work with UN partners on social protection. The total budget was $2m USD,

2) A JP with UN Women, FAO and UNDP on fiscal space and budgeting funded by the UN SDG Trust Fund, supporting the ministry of Agriculture, with a total budget of $900,000 USD.

3) A JP with UN Women, UNDP, UNIDO, FAO and WFP in support of Lebanon's productive sectors, with a total budget of $7.4m USD. The main objective of this UN joint Programme is to support gender-responsive job creation and economic opportunities in the agriculture and agro-food sectors. The PSDP is being jointly implemented by UNIDO, FAO, UNDP, ILO, UN Women, and UNICEF in a three-year programme, with a total budget of $7m USD.

The first phase of the PSDP aims to support gender-responsive job creation and economic opportunities in the agriculture and agro-food sectors, prioritizing women and female youth in disadvantaged areas. It includes interventions on three levels: the macro (national policy), meso (institutional), and micro (direct beneficiary support) levels. These building blocks aim to tackle a range of challenges to maximize the impact of the programme on focus sectors and communities, support gender-responsive job creation especially for women and female youth and promote inclusive and long-term economic growth

Ongoing planning is currently taking place to shape the way-forward for PSDP phase 2, which will aim at continuing UN support to the agri-food sector with the potential to catalyze systemic change under the CF.

4) A JP with UNICEF and UN Women on protection women, girls, boys and marginalized groups in response to the Beirut Port explosion.

5) A JP with UNDP and UN Women on "Women's Participation in Leadership", with a total budget of approx. $3.9 mill USD ($5 mill CAD).

6) A JP between WPHF and UN Women, where UN Women Lebanon acts as the management entity for WPHF CSO's selected by the national steering committee (NSC) in Lebanon, with a total budget of 675,512 USD.

c) There is currently no system in place to ensure 100% accountability of gender mainstreaming in JPs. As a result, this criterion cannot be met at 100% of JPs.

d) There is currently no system in place to ensure accountability of gender mainstreaming in JPs. As a result, this criterion cannot be met at 100%.

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:
1. Transforming national dialogue for the development of an inclusive national SP system for Lebanon.
2. Productive Sectors Development Programme (PSDP).
3. Gender Responsive National Budgeting and Private Investing for SDG2-Zero Hunger.
4. ME function of the WPHF.
5. Emergency Livelihoods for affected marginalized population in the Beirut explosion area.
6. Women's Participation in Leadership (WPIL).

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).
List of UNW JPs (Screenshot of List available on DAMS because download function was unavailable)

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.

a) and b) Communication and advocacy as part of the UN Lebanon integrated communications campaign (#TakeAStep) highlighted SDG 5 as an accelerator of change and as a prerequisite to achieving the remaining 16 global goals, through different communication activities and products. This included a social media campaign to generate interest, change minds and build support for women's participation in Lebanon's 2022 Parliamentary elections, inviting women and youth to run for elections and to practice their right to vote (here's an example:
https://www.facebook.com/UNLebanon/photos/a.152856401557885/2140285736148265/).

Gender was also mainstreamed in all other communication products produced under the said campaign, and the issue of gender equality was also highlighted in a PR Stunt shedding light on the sobering reality of increased extreme poverty that is hitting women most. The Stunt resulted with over 1.9 million impressions and 5,390 engagements on one of UN Lebanon social media accounts.

A series of multimedia stories were also produced by the UN Communication Group, highlighting the UN's support to women in different spheres of life, including women's economic empowerment, active engagement in peace-building efforts and contribution to the country's environmental sustainability. For example, a story on the UN's support to women-led cooperatives to sustain their productivity amid the country's multi-faceted crisis was developed and promoted on all UN entities' platforms; another story focused on Lebanese women as agents of change and peace-makers by spearheading conflict-resolution efforts through UN's support; while another recounted the story of a Lebanese woman that benefited from UN's support in helping her restaurant become fully 'Green' by transforming food waste into artistic items.

In addition, and as part of the #TakeAStep campaign, the UNCG developed an animated video explaining the UN Sustainable Development Cooperation Framework (UNSDCF) featuring a young woman and man engaging in a casual conversation about the UNSDCF's process and its role in the country's recovery. The campaign also included separate animated social media posts that stretched over a period of 3 weeks to raise awareness and elaborate more on the UNSDCF and its four core priorities revolving around the people, prosperity, peace, and environment of Lebanon, with a gender perspective.

Also, the 16 days of activism against gender-based violence is a sheer evidence of GEWE being mainstreamed in advocacy and communication messages and campaigns. RCO will collect the results of this campaign after 10 December 2022 in coordination with UN Women.

c) The UNCT Communication AWP specifically mentions women as a target group for its communication activities throughout the year. The plan included a dedicated Comms output/activity in the UNDAF area of Peace &Governance that included a particular focus on women regarding women's active participation in Lebanon's elections.

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).

1. Social Media Campaign on 2022 Parliamentary Elections:
https://www.facebook.com/UNLebanon/photos/a.152856401557885/2140285736148265/.
2. Joint UNCT Communication plan
3. Storyboard of the UNSDCF animated video
4. Script for story of the UNSDCF animated video
5. Link to PR Stunt: https://www.facebook.com/UNLebanon/videos/838306500947961/
6. Link to Story on Women-Led Cooperatives: https://lebanon.un.org/en/190730-un-lebanon-supports-women-led-cooperatives-sustaining-productivity-amid-consecutive-crises
7. Link to Story on women as agents of change and peace-makers: https://lebanon.un.org/en/200234-women-lebanon-forefront-non-violent-conflict-resolution-through-un-support
8. Link to story on female Lebanese Restaurant Owner transforming food waste: https://lebanon.un.org/en/201098-un-lebanon-greening-restaurants-business-impact

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.

a) Data for UNSF gender sensitive indicators has been mostly gathered as planned, using the UNSF Joint Work Plan Reports, with some cases of gaps in reporting sex-disaggregated and/or gender specific data.

b) UNSF annual and mid-year reviews assess progress against gender-specific results. The 2017 and 2018 UNSF Annual and Semi-annual Reports contain detailed information on progress with regard to gender equality and women's empowerment under Outcome 2.3 within Core Priority 2. Gender-specific information is also available in other components of the reports (e.g. on education, UN joint campaigns). Among the UN main gender results in 2017 was development of the National Gender Equality Strategy and improvement of legislation, including on penalization of sexual harassment and discrimination, and on paternity leave. In 2018, the UN supported the Government in drafting the National Strategies on Child Marriage and Violence against Women, National Plan on Child Protection and Gender-based Violence, and National Action Plan on Women Peace and Security, among other.

c) During the current UNSF cycle, Core Priority Groups and Data and Statistics Group (equivalent of UNSF M&E Team) have not received technical training on gender-sensitive M&E.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

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

The UNCT, specifically FAO, UN Women, WHO, UNFPA, UNSCOL, UNICEF, and UNHCR collaborated with the Government of Lebanon is a variety of capacity on gender issues. Engagement was with at least ten ministries including the i) National Commission for Lebanese Women, ii) the Ministry of Social Affairs, iii) the Ministry of Public Health, iv) the Ministry of Defense, v) the Ministry of Interior, iv) the Ministry of Justice, and the vii) Ministry of Foreign Affairs, and the viii) Ministry of Education on gender equality, and ix) Ministry of Agriculture, and x) Ministry of Industry on gender equality and women's empowerment initiatives. Examples of joint initiatives include:

the Women, Peace and Security Agenda (WPS) (UNSCOL, UN Women, MOI, NCLW, MOSA, UNIFIL)

the Strategy on Prevention and Response to Child Marriage (MOSA, UNICEF, UN Women, UNFPA)

the National Strategy on Child Protection, the National Strategy on Clinical Management of Rape (UNICEF, MoPH, MOSA, UNFPA, WHO)

b) The National Commission for Lebanese Women (NCLW) is involved to implement Lebanon's UN Cooperation Frameworks through partnerships with UN Women, UNICEF and UNFPA. The NCLW was also involved in the UNSDCF 2023-2025

consultations (including during the preparation of the CCA and giving inputs on the UNSDCF strategic prioritization) and the UNW LCO SN 2023-2025 consultations, all of which took place during 2022.

c) The UNCT has also made a contribution to strengthen government participation in SDG localization. Given the changing context in Lebanon and competing priorities of the Government, support for the SDG localization agenda since 2019 has taken place bilaterally, with UN agencies supporting specific ministries.

As a bilateral example, under the project "Integrating Gender Equality into Lebanese Institutions", linked to SDG 5 and SDG 16, UNDP is partnering with the Lebanese Government to strengthen the institutional mechanisms and policies for improving and promoting gender equality and the empowerment of women and girls. The project targets specific ministries and institutions (MoSA, MoIM, OMSAR, Parliament) to review, develop, promote, pass, and implement gender sensitive policies, strategies, projects and programmes.

Within the UNCT, several agencies (UN Women, UNDP, UNIDO, FAO and WFP) also contribute to strengthen the GoL's engagement in gender related SDG localization through a JP entitled "Productive Sectors Development Programme" (PSDP). The main objective of this UN JP is to support gender-responsive job creation and economic opportunities in the agriculture and agro-food sectors. As per the programme description, the JP is directly related to SDG 8, 9, 10 and supports the implementation of the SDGs 1, 2 and 17 in Lebanon. The UNCT members contribute to strengthen the mainstreaming of SDG 5 and the GoL's engagement of gender-related SDG localisation. The GoL is in the implementation mainly represented by the Ministry of Industry and the Ministry of Agriculture.

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)
1. List of UNSDCF Consultations
2. UNDP Example of GoL collaboration: https://open.undp.org/projects/00126690
3. UNCT Example of GoL collaboration: Project Document of UN JP Productive Sectors Development Programme (PSDP)

PI 3.2 Engagement with GEWE CSO

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

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

a) The UNCT has collaborated with women's/ gender equality CSOs on several joint initiatives and programmes including the 16 Days of Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence against women. Specific agencies actively involved included UNICEF, UNIFIL, UNFPA, OCHA, WFP, UNSCOL, and UNHCR.

The UNCT, including the GWG and the Gender-Based Violence Working Group (GBV WG) worked together with the National Commission for Lebanese Women (NCLW) on the joint 16 Days Of Activism Campaign. CSO partners, including academia, for

this initiative are: Arab Institue for Women at the Lebanese American University, Concern Men's Engagement Program, Egna Legna Besidet, KAFA, Jesuit Refugee Service Lebanon, ABAAD. In addition, several high-profile Lebanese individuals and activists are partners of the initiative (I.e. Joyce Azzam, an Elite-Mountaineer and UNW Lebanon Goodwill Ambassador).

Through the GWG, the UNCT also trained over 1000 humanitarian staff from different organisations across 8 sectors (health, livelihoods, WASH, shelter, etc.) on gender in Humanitarian action across the country. The one-day training taught humanitarian practitioners basic gender equality concepts/theory and practical skills to mainstream gender into all phases of the humanitarian programme cycle: assessment, planning, implementation and monitoring and evaluation. Through an inter-agency initiative, UN Women and UNDP trained a core group of 7 GiHA trainers from UNICEF, UN Women, UNDP, OXFAM, CARE, and ABAAD (women's rights organizations).

b) GEWE CSO was involved in the UNSDCF 2023-2025 consultations (including during the preparation of the CCA and giving inputs on the UNSDCF strategic prioritization) and the UNW LCO SN 2023-2025 consultations, all of which took place during 2022.

c) The UNCT has also strengthened GEWE CSO participation and engagement in gender related SDGs localization and/or implementation through Lebanon's Relief, Recovery and Reconstruction Framework 3RF. The secretariat and decision-making body for Lebanon's socioeconomic recovery framework includes representatives from not only government, the UN, the EU, the WB, but also members of civil society. With much advocacy from the RC and UN Women, 3 of these civil society organizations, out of a rotating body of 8-10 CSOs are women's rights organizations.

Did you reassess the Performance Indicator in this reporting year
- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)
1. Report of UNSDCF consultations with civil society actors (CSOs) in Lebanon

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 **EXCEEDS MINIMUM REQUIREMENTS**	Leadership and organizational culture

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

a) Gender equality has been a regular topic of discussion in UNCT meetings during the last 12 months including for instance topics related to the impact of economic crisis on women's economic rights, mainstreaming gender into COVID-19 response, and peace and security issues. b) The RC has also publicly championed gender equality during the past 12months through advocacy efforts related to COVID-19 response and the economic crisis. c) Heads of Agencies are seen by 73 percent of personnel as committed to gender equality in the workplace during the last 12 months (2019); d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months

Did you reassess the Performance Indicator in this reporting year
- No

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

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

In 2019, the survey was sent to all HOAs with instructions to distribute to all personnel. Results scored an overall positive rating of 68.3% (20.3% neutral and 11.3% negative). The minimum requirement (65%) is met as an average across eight questions, with two questions on work-life balance falling below the 65% threshold.

The question on UN system making adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels scored highest with 77% positive rating. The question on UN system in the country adequately facilitating the equal participation of both women and men at all levels of the organization was second high in terms of positive rating (76%). Work-life balance scores were lower on average than the other dimensions. 52% believed Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life. 55% of respondents were satisfied with support by flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule). This is also the question with the biggest difference among female and male personnel who were not satisfied with the arrangements. Other questions with noticeable difference of opinion among female (implying they are less satisfied than men) and male personnel who disagree and strongly disagree with the survey statements, relate to (1) the package of entitlements supporting staff in achieving work-life balance; (2) the UN system in Lebanon having adequate procedures in place to prevent and address sexual harassment, exploitation and abuse; and (3) the UN system making adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

Did you reassess the Performance Indicator in this reporting year
- No

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
- No

Dimension Area 5: Gender Architecture and Capacities

Performance Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women **APPROACHES MINIMUM REQUIREMENTS**	Gender architecture and capacities

Meets two 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.
MEETS:

b. A coordination mechanism for gender equality exists within the UN system in Lebanon in a form of a Gender Working Group (GWG) and consists of representatives of 20 UN entities, including agencies, funds, programmes, peace keeping forces, World Bank, RC Office, and the Office of the UN Special Coordinator for Lebanon (UNSCOL). The GWG has ToRs and an approved work plan.

d. The GWG Chair and her team made substantive inputs into the UNSDCF, including the country analysis, strategic prioritization, results framework and M&E. The whole GWG discussed the development of the 2022 CCA during two of its meetings (March, April) in 2022. Local NGO members of the GWG also participated in the UNSDCF 2023-2025 consultations with CSOs, which were led by UN Women on behalf of the UNCT. The GWG is part of the quality assurance of the application of the GEM for each of the UNSDCF 2023-2025 sub-outputs.

DOES NOT MEET:

a. The GWG is not chaired by a HoA.

c. The GWG does not have the list of member's levels but several heads of NGOs are members. From the UNCT side it is mostly below P4.

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.

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)
1. GWG ToR
2. GWG AWP 2022
3. GWG membership list 2022
4. GWG meeting minutes March 2022
5. GWG meeting minutes April 2022
6. Report of 2023-2025 UNSDCF Consultations with CSOs (uploaded under 3.2 already, limit of 5 attachments per indicator)
7. UNCT GEM Application Process (ppt uploaded under 6.1, limit of 5 attachments per indicator)

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **MEETS MINIMUM REQUIREMENTS**	Gender architecture and capacities

Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation

Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

A) Through an inter-agency initiative, UN Women and UNDP trained a core group of 7 GiHA trainers from UNICEF, UN Women, UNDP, OXFAM, CARE, and ABAAD (women's rights organizations). Between 5-7 December 2022 a "Gender in Humanitarian Action" (GiHA) Training-of-Trainers (ToT) course will be organized by members of the GWG for inter-agency UN personnel. In addition, all UN agencies' personnel were encouraged to take the Prevention of Sexual Exploitation and Abuse (PSEA) online course.

C) UNCT induction material for Lebanon includes issues gender equality and the empowerment of women, including on issues of safety and security. For example, the introduction package includes information on the domestic violence hotline in Lebanon. Members of the GWG also provided substantive input into the country's Emergency Response Plan (ERP) and the Lebanon Crisis Response Plan 2023+ (LCRP) process in 2022.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

documentation of inter-agency capacity development activities

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

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

UNCT/RCO in Lebanon have organized, together with UN Women, a capacity building session on the Gender Marker on 1 December 2022. During the session, the RCO introduced the M&E Focal Points, UNSDCF Results Groups Leads and Members to UN Info and all markers (including GEM). UN Women then provided a short presentation on the application of the GEM in the UNSDCF 2023-2025. The capacity-building event introduced UNCT members to the tool, ensuring UN entities fill the markers' section correctly and ensure quality assurance before meeting the deadline of the annual Information Management System reporting.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

UNW Presentation on GEM for UNCT capacity-building event

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 is on track to achieve some gender equality results as planned in UNSF Outcome 2.3 (Institutional mechanisms and policies strengthened for improving the legal status of women and girls, eliminating GBV and promoting gender equality). UNSF reports provide evidence of UN contribution to development of important legislation (e.g. Strategy to Eliminate VAW) and national plans (e.g. NAP on 1325) aimed at improving gender equality in the country. Given the fact that most of these laws and plans have been adopted rather recently, it will become evident in the medium- or long-term whether they have led to transformative change.

The Final Evaluation of the UNDAF 2017-2021 notes that the available evidence confirms that UN efforts to push forward the accountability and inclusion agenda have culminated in strengthening the capacities of partners (CSOs, NGOs, line ministries22, among others) to promote gender equality. Critically, the Evaluation reports notes that evidence strongly suggests that the UN efforts to promote gender equality and eliminate gender-based violence have been gaining momentum through key achievements, namely: endorsing the national legislation on sexual harassment in the workplace (December 2020), and law 204/2020 (which amended law 293 on domestic violence), maintaining the Gender Focal Points within the government institutions at the same level and scale (achieving 54 FP out of the target 65), along with surging efforts to influence the gender-related policies (reporting 9 consultations targeting the parliamentary committees by the women machinery).

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)
1. UNDAF 2022 Annual Report not available yet.
2. Link to Final Review of UNDAF 2017-2022: https://lebanon.un.org/sites/default/files/2022-09/UNSF%20Review%20-%20Final%20Report.pdf

8. UNCT in Lebanon 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	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3
Dimension 1 - Planning				
1.1 Common Country Analysis	Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, and (3) underlying causes of gender inequality	CCA will start in 2021, however, initial discussions took place to ensure that sex-disaggregated data	CA will start in 2022 (was postponed in 2021), however, initial discussions took place to ensure that sex-disaggregated data	As described under indicator assessment.

	and discrimination in line with SDG priorities, including a targeted gender analysis of those furthest behind.	and gender analysis is included.	and gender analysis is included.	
1.2 Cooperation Framework Outcomes	Ensure that 50 % of the UNSF objectives and outcomes address gender-related challenges identified by the CCA and include gender-disaggregated data (in indicators, targets, etc.)	N/A	N/A	N/A (new UNSDCF 2023-2025 was developed in 2022, will be reported against in 2023)
1.3 Cooperation Framework Indicators	N/A	N/A	N/A	N/A (new UNSDCF 2023-2025 was developed in 2022, will be reported against in 2023)
Dimension 2 – Programming and M&E				
2.1 Joint Programs	- Ensure gender marker and support application by all UN entities in Lebanon. - Develop and implement guidance/ gender for joint programming.	N/A	N/A	As described under indicator assessment.
2.2 Communication and Advocacy	Arrange at least one joint communication event annually with an exclusive focus on gender equality (on the 8th of March preferably), with UNCT participation.	a) Joint advocacy and communication campaigns were carried out in 2020 on the occasion of International Women's Day and 16 Days of Activism against Gender-based Violence (GBV) organized under the UNCT's Gender Working Group. The advocacy campaigns were coordinated with numerous UN agencies including	a) Joint advocacy and communication campaigns were carried out in 2020 on the occasion of International Women's Day and 16 Days of Activism against Gender-based Violence (GBV) organized under the UNCT's Gender Working Group. The advocacy campaigns were coordinated with numerous UN	As described under indicator assessment.

		UNFPA, UNESCO, FAO, UNICEF, UNHCR, and others. b) All agencies contributed either technically or financially to both campaigns and were carried out in collaboration with the UN Agency Communication Group.	agencies including UNFPA, UNESCO, FAO, UNICEF, UNHCR, and others. b) All agencies contributed either technically or financially to both campaigns and were carried out in collaboration with the UN Agency Communication Group.	
2.3 Cooperation Framework M&E	Ensure availability of essential gender related data and statistics for monitoring of progress, advocacy and policy/ decision-making.	N/A	N/A	N/A
Dimension 3 - Partnerships				
3.1 Government Engagement	N/A	N/A	The UNCT collaborated with at least ten ministries; The National Commission for Lebanese Women (NCLW) was involved to implement Lebanon's UN Cooperation Frameworks through partnerships with UN Women, UNICEF and UNFPA; and the UNCT has also made a contribution to strengthen government participation in SDG localization.	As described under indicator assessment.

| 3.2 GEWE CSO Engagement | Involve women civil society organisations and women's rights focused Government entities (incl Women's Affairs Ministry and NCLW) in development of a new UNDAF beyond 2020 (including CCA). | a The UNCT has collaborated with women's/ gender equality CSOs on a number of joint initiatives and programs including the 16 Days of Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence againsst women. The UNCT has also contributed to strengthening GEWE CSO participation in relief and recovery efforts related to the country's economic crisis, COVID-19 pandemic and Beirut Blast. b) Gender equality CSOs participated in UNSF strategic prioritization and implementation, including on the Women, Peace and Security Agenda, the Strategy on Elimination of VAW, the Strategy on Prevention and Response to Child Marriage. CSOs did not participate in the development of the CCA and are not involved in UNSF monitoring and evaluation. However, there are plans to actively engage CSOs in the | a) The UNCT has collaborated with women's/ gender equality CSOs on a number of joint initiatives and programs including the 16 Days of Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence against women; b) The UNCT has also contributed to strengthening GEWE CSO participation in relief and recovery efforts related to the country's crises; and the UNCT has also strengthened GEWE CSO participation and engagement in gender related SDGs localization and/or implementation through the 3RF. | As described under indicator assessment. |

		formulation of the next CCA. c) an informal feminist platform was created after the Beirut Port Explosion to promote accountability for women's rights and gender equality in the efforts of national partners, the UN, the WB, the EU and others to rebuild Beirut and support recovery in Lebanon. In August 2020, UN Women Lebanon mobilized 46 feminist civil society actors and activists to issue a unified "Charter of demands" . The charter represents the signatories' concerns and demands for immediate humanitarian assistance that recognizes and addresses existing gender inequalities and seeks to ensure that needs and priorities of all women and girls living in Lebanon (especially the most marginalized) are met, and that the process is transparent and subjected to clear accountability mechanisms.		
Dimension 4 – Leadership and Organizational Culture				

4.1 Leadership	- No more participation of UN management and staff in public meetings and events where women are not represented. This policy should be announced broadly inside and outside the organization (through website, press release and social media, etc.) - Hold UNCT discussions on gender equality at least twice a year (including on work-life balance). - Promote work-life balance policies - Hold UNCT discussions on gender equality at least twice a year (including on work-life balance).	Discussion on Gender Equality in UNCT meetings	Discussion on Gender Equality in UNCT meetings; the RC has also publicly championed gender equality during the past 12 months through all her speeches, quotes and statements and through various advocacy efforts related to COVID-19 response, the economic crisis and the upcoming parliamentary elections	As described under indicator assessment.
4.2 Organizational Culture	- Conduct staff survey annually one month ahead of the UNCT retreat and ensure that findings are discussed at the retreat and followed up by an action plan. - Conduct organizational survey annually to collect data and follow up on progress towards gender parity in the UN.	N/A	N/A	N/A
4.3 Gender Parity	Business Operations Strategy (BOS) to include gender-specific actions and indicators in at least one Business Operation Area.	N/A	N/A	N/A

Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	- UN entities to reconsider the nomination of their respective middle programme/ technical staff in the GWG to strengthen the groups' work. - Provide knowledge resources on integrating gender into programmes and projects. - Facilitate identification of expert(s) with knowledge and skills in gender and M&E among UN agencies and externally, if needed.	various resources has been produces to support integration of gender into programmes. This includes gender COVID-19 alerts conducted by UN Women, WHO, UNFPA, NCLW as well as gender tip sheets for the Beirut Port Explosion Response conducted by OCHA and UN Women. In addition, the secondments of a gender specialist to WHO and OCHA supported gender mainstreaming in the covid and port explosion reponse.	A coordination mechanism for gender equality exists within the UN system in Lebanon in a form of a Gender Working Group (GWG) and consists of representatives of 19 UN entities, including agencies, funds, programmes, peace keeping forces, World Bank, RC Office, and the Office of the UN Special Coordinator for Lebanon (UNSCOL). The GWG is chaired by a HoA; the GWG has ToRs and an approved work plan; and GWG members include at least 50% of senior staff (2019) survey; additional senior members in 2020); the GWG makes substantive input into the UNSF's (one dedicated output on gender equality) results framework and M&E plan.	As described under indicator assessment.
5.2 Gender Capacities	Develop capacity building plan for gender equality.	N/A	All UN Agencies' personnel were encouraged to take the Prevention of Sexual Exploitation and Abuse (PSEA) online courses; a capacity development plan based on an inter-agency capacity	As described under indicator assessment.

			assessment for Lebanon was established or updated at least once per Cooperation Framework cycle and targets are on track; UNCT induction material for Lebanon includes issues gender equality and the empowerment of women, including on issues of safety and security.	

Dimension 6 - Resources				
6.1 Financial Resources	- UNCT to commit to a budgetary target for GEWE expenditures for the whole UNSF (should be, as per SG guidance, at least 15% of the total). - Ensure that UNCT tracks and utilizes UNSF budgetary data to ensure adequate allocation of resources for GEWE should be, as per SG guidance, at least 15% of the total.	N/A	NA	As described under indicator assessment.

Dimension 7 - Results				
7.1 GEWE Results	Report annually on all gender-related indicators of the UNSF JWP (including explaining lack of progress/results)	Gender results have been reported under the UNSF	Gender results have been reported under the UNSF	As described under indicator assessment.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis	Planning
EXCEEDS MINIMUM REQUIREMENTS	
Category	**Documents**
CCA or equivalent	Lebanon CCA_FINAL

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes	Planning
MEETS MINIMUM REQUIREMENTS	
Category	**Documents**
	No documents uploaded

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality	Planning
APPROACHES MINIMUM REQUIREMENTS	
Category	**Documents**
	No documents uploaded

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities	Programming and M&E
APPROACHES MINIMUM REQUIREMENTS	
Category	**Documents**
Joint Program documents	UNW LCO_JP List_211122

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality	Programming and M&E
MEETS MINIMUM REQUIREMENTS	
Category	**Documents**
Communication/Advocacy	JointCommsPlan-2022-Approved by UNCT_FINAL
Communication/Advocacy	ISeek Story_Introducing UNSDCF to people of Lebanon_final
Communication/Advocacy	UNSDCF_StoryBoard_12052022

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results	Programming and M&E
MEETS MINIMUM REQUIREMENTS	

Category	Documents
Other	UNSF_CF&JWP_2019 Joint Workplan_2019 01 17_Final

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	List of UNSDCF consultations	
Government engagement	LRF 33-PSDP03_June 2020_Final_Subm Form and Prodoc	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	**Documents**	
GEWE CSO engagement	UNSDCF consultations with civil society actors_UN Women 30032022	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
RC communications	20200629 UNRC Letter to DPM	
RC communications	IWD 2020 Report_25.3.2020	
RC communications	RC letter_regarding sanitary pads inclusion in subsidized basket. July 2020.FINAL	
RC communications	UN Response Statement LGBTIQ+	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
Organizational culture survey results	Gender score card report 10 May 2019 FINAL	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and Organizational Culture

Category	Documents
Human Resource documents	2019 OrganizationalSurveyResults
Other	Gender score card report 10 May 2019 FINAL

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women **APPROACHES MINIMUM REQUIREMENTS**	**Gender Architecture and Capacities**
Category	**Documents**
GTG TOR/AWP	Gender Working Group _ Annual Workplan 2022
GTG TOR/AWP	Gender Working Group_ Member List _ 2022 (2)
GTG TOR/AWP	Terms of Reference Gender Working Group HDP nexus _ ENDORSED by GWG
Other GTG documents	Meeting Minutes_ April 7 2022
Other GTG documents	Meeting Minutes_ March 3 2022

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **MEETS MINIMUM REQUIREMENTS**	**Gender Architecture and Capacities**
Category	**Documents**
Capacity development	Agenda_Gender ToT_5-7 December 2022
Capacity development	GiHA ToT - Action plan
Capacity development	Invitation_Gender ToT_5-7 December 2022
Capacity development	GWG_GiHA Training_June 2022_Invitation
Capacity development	UNWLCO_WR_WELCOMEPACKAGE_JUNE2022

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked **APPROACHES MINIMUM REQUIREMENTS**	**Financial Resources**
Category	**Documents**
Other	GEM presentation_1122022

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	UNSF Review - Final Report

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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