

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Bahrain 2023

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



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1. Background

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

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

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

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

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

2. The UNCT-SWAP Framework

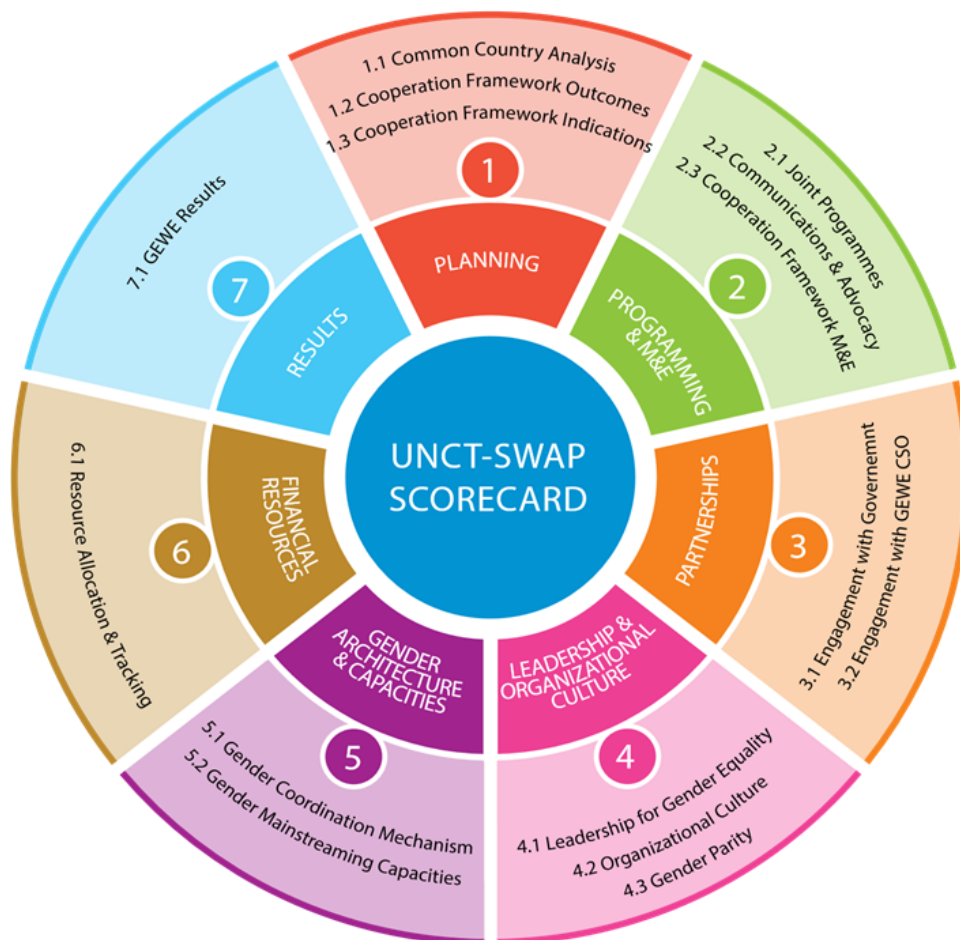
2.1 Performance Dimensions and Indicators

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Bahrain

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 Scorecard Performance Indicators were integrated in the UNCT Gender Theme Group Annual Workplan 2023 to facilitate follow-up and steady progress through GTG's joint work during the course of the year. The draft report was then compiled by UN Women as co-chair of the GTG and shared with the GTG members for their feedback and confirmation before being sent to the UNCT for endorsement.

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

UN Women and UNFPA as GTG co-chairs led the annual progress report development for 2023; the draft report was shared with the GTG members (UNDP, UNHCR, UNIDO, IOM, WHO, OHCHR, UN-Habitat, UNIC, RCO) for feedback before being sent to the UNCT for endorsement.

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

The findings presented in the below table indicate the ratings scored by the UNCT in Bahrain for each Performance Indicator across the seven dimensions of analysis as they stand in 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



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
MEETS MINIMUM REQUIREMENTS**

Planning

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; AND (b) Consistent sex-disaggregated and gender sensitive data.

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

Overall, the CCA is consistent with good practices on integrating gender in the CCA in that it contains a stand-alone chapter on gender equality, and partially integrates GEWE through the analysis, with several references to CEDAW and related human rights instruments and standards. However, the CCA does not include gender analysis across each sector. Some sectors include a narrative analysis but are not substantiated with gender disaggregated data.

Gender analysis is strongly present in 6 of the 11 sectors (social services; government institutions and the rule of law; addressing unemployment; SME development; education; and a dedicated sector on achieving gender equality and women's empowerment). Gender analysis is less strongly present in the sector on health system performance with underlying causes of gender inequality overlooked in the analysis (e.g., women's unmet need for family planning, access to services for female migrant workers, etc.). The importance of gender data, including collection and use of sex-disaggregated data, is highlighted but not sufficiently expanded upon, in the sector relating to strategic planning and improved quality of data for policy formulation. Gender analysis is absent in 3 out of 11 sectors (cooperation with GCC and other Arab States; regional security threats and challenges; and climate change).

The dedicated sector on achieving gender equality and women's empowerment highlights the UN Bahrain comparative in support of SDG 5 (page 38); for example, provision of normative guidance and technical assistance in areas such as elimination of violence against women, CEDAW and related human rights instruments, gender data collection and analysis, and special measures to address the gendered impacts of COVID-19.

The relevant subsections also reference the linkages between the national development plan and the SDGs. The CCA makes good reference to key national institutions (e.g., the Supreme Council for Women) and frameworks (e.g., the National Plan for the Advancement of Women).

Women are at times treated as a homogenous demographic additional to the mainstream. In other sections, analysis/statements are done referring to all vulnerable groups at once (women, children, migrant workers, persons with disabilities) without specifying the different challenges.

b) Some sex-disaggregated and gender sensitive data.

There is some use of sex-disaggregated and gender sensitive data, particularly in relation to women's education levels and labour force participation, health, and women's representation in the political sphere. The absence of comprehensive sex- and age-disaggregated -data is noted as a challenge in the CCA analysis. It is a challenge experienced across the country data ecosystem. In general, the data in the CCA is heavily focused on economic, fiscal, and employment sectors; leaving important gaps in social development aspects. More use of sex-disaggregated data to illustrate women's membership of vulnerable groups (such as victims of trafficking, people with disabilities, migrant workers etc.) would support gender analysis of those left furthest behind.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

**Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes
APPROACHES MINIMUM REQUIREMENTS**

Planning

(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

Signed in May 2021, the Government of the Kingdom of Bahrain and United Nations Strategic and Sustainable Development Cooperation Framework 2021 – 2022 ('UN SCF') has four outcomes.

a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.

Of the four outcomes only UN SCF outcome 2 is explicitly linked to SDG 5. Whilst outcome 3 is not explicitly linked to SDG 5, it should be on the strength of the outcome rationale, which specifically notes the need to address gender discrimination in the economy. Outcome 3 is linked to SDGs 8 and 10, which have relevant gender-inclusive targets around women's access to decent work and access to justice and are closely interlinked with SDG 5.

Visible gender mainstreaming is evident in two of the four UN SCF outcomes (outcomes 2 and 3). The rationales for outcomes 2 and 3 include some gender-responsive elements and could be construed as gender-mainstreamed, although the theories of change do not reflect this.

- Outcome 1 (Policies and frameworks are strengthened for the sustainable management of natural resources, sustainable energy, climate resilience, and enhanced food security) does not take account of gender equality considerations.
- Outcome 2 (Strengthened social sector policies and systems improve the delivery of quality, inclusive services for Bahraini citizens and residents) includes a focus on women’s economic empowerment (front line workers, care economy, rights of domestic workers) and the elimination of violence against women.
- Outcome 3 (Enhanced policies and regulatory frameworks strengthen conditions for economic diversification, employment creation, rule of law, and increased resilience and innovation) outlines the need to address gender discrimination in the economy and includes visible gender mainstreaming.
- Outcome 4 (The Kingdom of Bahrain plays an enhanced role in international and regional partnerships for sustainable development, including peace and security initiatives, and to expand South-South cooperation) contains no mention of gender considerations.

b) One UNDAF/UNSDCF outcome specifically targets gender equality.

The UN SCF 2021 – 2022 does not include a gender-targeted outcome, in which the principal purpose is to advance gender equality and the empowerment of women, as reflected in the theory of change, with a clear link to gender-related SDGs, including SDG 5.

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
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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.

The initial review of the Bahrain UNSDCF 2021-2024 review noted that 20% (9 of 44 indicators) were able to track gender progress. More notably, a large portion of indicators in the UNSDCF were considered to be output indicators, and therefore subject to adjustment with the development of the Joint Work Plan (JWP) development for 2021-2022. As such, and with the distinction of outcome and output indicators with the development of the 2021-2022 JWP, Indicator 1.3 is being reviewed to present a more comprehensive and accurate baseline of gender-sensitive indicators at both output and outcome level and inform the 2023-2024 UNCT JWP process. Indicators were considered gender sensitive if they contained disaggregation by sex or a definition that is gender specific, as well as taking into account the means of verification, such as CEDAW reports.

22% (13 out of 60) of the indicators in the UNCT JWP 2021-2022 were able to track gender progress. When analyzing by outcome area, Outcome 3 (economic diversification, public administration, and resilience) had the highest proportion of gender-sensitive indicators at 33% (25% and 36% of outcome and output indicators, respectively), followed by Outcome 2 (quality, comprehensive social services) where 31% of indicators (33% and 30% of outcome and output indicators, respectively) were gender-sensitive. In contrast, only 8% of Outcome 1 (environment, energy, and food) indicators (20% and 0% of outcome and output indicators, respectively), and only 7% of Outcome 4 (Bahrain among nations) indicators (0% and

13% of outcome and output indicators, respectively) were considered gender-sensitive. Outcome 1 and 2 have a higher percentage of gender-sensitive outcome indicators, and Outcome 3 and 4 have a higher percentage of output indicators, which is indicative of further areas of mainstreaming in the underlying results chain.

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
MISSING REQUIREMENTS

Programming and
M&E

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

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

Programming and
M&E

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

(a) the UNCT collaborated on a social media campaign for International Women's Day 2023;

(b) The IWD campaign for 2023 also included advocacy during an event hosted by the Bahraini Supreme Council for Women, attended by the RD, and diverse UN Agencies: <https://arabstates.unwomen.org/en/stories/news/2023/04/bahrains-young-artistic-talents-take-center-stage-at-athar-for-international-womens-day-2023>.

The women's empowerment campaign culminated in the IWD posts and included a series of social media posts from the RC, RCO, UN Women, UNFPA, WHO and UN-Habitat, as well as participation in the IWD event hosted by the Supreme Council for Women at Athar Monument (the national monument to women). This was also complemented by the UN Women regional campaign, including a webstory on women's empowerment in Bahrain in the context of the Princess Sabeeka Bint Ibrahim Al-Khalife Award for Women's Empowerment – awarded on 30 November 2022 in the presence of the UN Women ED, the RCO, and diverse dignitaries and invited guests, including HRH Princess Sabeeka Bint Ibrahim Al-Khalifa, wife of the King of Bahrain at Athar monument;

(c) the UNCG communications strategy 2022-2024 is gender-mainstreamed (uploaded);

(d) in the past year, the UNCT has collaborated on communications in a non-traditional area i.e. un coordination for gender, with the production of a viral Instagram video for the launch of the UNCT Gender Theme Group (@un_bahrain).

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).

UNCG Strategy 2022-2024

PI 2.3 Cooperation Framework M & E

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

Programming and 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
MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two of the following: (a) The UNCT has collaborated with AT LEAST TWO government agencies on a joint initiative that fosters gender equality within the current 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 collaborated with the Government on two initiatives that foster gender equality and the empowerment of women so criterion a) is met:

- The King Hamad Award for Youth Development, implemented by UNDP and the Ministry of Youth and Sports Affairs, focuses on empowering young men and women in Bahrain since 2017. For the 4th edition of the award in 2022, the judging panel consists of the President of the 73rd Session of the GA of the UN, representatives from the RCO, UNIDO, UN-Habitat, UNEP, UNDP, UNIC, UNFPA, and IOM.
- In partnership with the University of Bahrain (UOB), UNDP led and organized a series of webinars conducted in 2021 under the main theme of the SDGs and COVID-19. In addition to gender issues being discussed in webinars on education and health, there was also a dedicated webinar titled 'Gender Balance during COVID-19 pandemic' with interventions from UN Women, and the Supreme Council for Women. This webinar focused on ensuring sustainable integration of Bahraini women in the development process, including in national COVID-19 response and recovery. The webinars were well attended by an average of 100 participants each, with different backgrounds, genders, and ages, including from UOB faculty and students, United Nations entities, but also the private sector, Government, and other partners.

With the extension of the UNSDCF cycle to 2024, further opportunities to expand engagement with government partners on GEEW.

The Supreme Council for Women constitutes the National Women's Machinery in Bahrain. The Supreme Council for Women is recognized as an important partner for several UNCT members (UNESCO, UNFPA, UN Women) in the UN SCF. However, the Supreme Council for Women did not participate in the Common Country Analysis 2021-2022 or UNSDCF 2021-2024 prioritization and there has been no involvement in M&E to date. Therefore, criterion b) has not been met. With the initiation of the Joint Steering Committee (JSC) meetings as part of the UNSDCF 2021-2024, which held meetings in February 2022 and October 2022, opportunities to engage with the Supreme Council of Women at the JSC are present.

Through the Disability Inclusion Taskforce, the UNCT provided collective support to the government towards the development of draft National Action Plan for Persons with Disabilities during the current UNSDCF 2021-2024 cycle. As part of the support towards the development of the plan, a workshop titled "The Workshop on the Development of the National

Strategy for the Rights of Persons with Disabilities Action Plan with UN Inclusion Experts” was held jointly between the UN in Bahrain and the Ministry of Labor and Social Development, with one of the four sessions focused on LNOB, namely GEEW and DI, and children and DI in education. In addition, the UNCT included substantive inputs to the Draft National Strategy for the Rights of Persons with Disabilities Action Plan including GEWE mainstreaming through sex-disaggregated data collection and specific priorities for WwD. In addition, the UNCT in Bahrain provided technical support towards the development of the Human Rights National Action Plan, where three rounds of comments were provided to the Ministry of Foreign Affairs, as the penholders of the plan for incorporation. Similarly, suggestions on GEEW mainstreaming were provided through the three rounds. Similarly, with the expiration of the National Action Plan Towards the Progress of Bahraini Women in 2022, further opportunities for UNCT engagement for substantive contributions in the current UNSDCF 2021-2024 cycle are available including for engagement with the National Women’s Machinery in Bahrain. Therefore, criterion c) is met.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:
UNCT collaborates and engages with women’s/gender equality
civil society organizations
MISSING REQUIREMENTS

Partnerships

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1:
UNCT leadership is committed to championing gender
equality
APPROACHES MINIMUM REQUIREMENTS

Leadership and
organizational culture

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

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

While gender equality is meaningfully addressed, sometimes as a standalone topic (a section on the scorecard as a pre-requisite to IMS, or a section on the upcoming SWAP exercise), other times as component of programming (UNCT 2021 workplan as part of LNOB, or a topic of focus in the upcoming CCA), it has been so only in 44 per cent of HoA meetings and Programme Management Team meetings combined. With UNCT-SWAP technical guidance (2018) requiring that at least 60 per cent of HOA meetings should address GEEW, criterion a) is not met.

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

In addition to taking part to key gender events over the past year, the RC a.i. actively promoted GEEW in Bahrain alongside multiple social media posts from the UN Bahrain account. The RC a.i Twitter account not only promoted GEEW in Bahrain but

also GEEW across the region/sub-region. The twitter handle of the UN in Bahrain drew attention to a range of GEEW issues throughout the year, including the impact of COVID-19 on women, human rights violations experienced by women and girls who are victims of trafficking, and relevant GEEW events such as the 65th session of the UN Commission on the Status of Women and International Women’s Day.

A review of RC a.i. communications given in the last year found that the RC a.i. included gender equality messaging in 26 per cent of the speeches and talking points. A total of 23 documents were analyzed, some of which related to speeches/talking points dedicated to gender equality such as the one on International Women’s Day, or the 16 Days of Activism against Gender-based Violence Campaign in 2020. With UNCT-SWAP technical guidance (2018) requiring a minimum of at least one third (33 per cent) of speeches over the last 12 should include references to how the UNCT is promoting GEEW, criterion b) is not met.

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

Results from the survey on gender and organizational culture found that 84 per cent of staff feel that HOA demonstrate workplace leadership and commitment to gender equality. Sex disaggregation showed that 85 per cent of women responded positively to the statement as did 84 per cent of men, highlighting no discernible difference in female and male perceptions. With UNCT-SWAP technical guidance (2018) requiring that at least 65 per cent of staff must feel that HOA demonstrate leadership and commitment to gender equality in the workplace, criterion c) is met.

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

By December 2020, the annual UN Country Results Report had replaced the Assessment of Results and Competencies in Bahrain. The 2020 annual report reflected how the UNCT focused support on empowering the Supreme Council for Women, the National Women’s Machinery, and country’s high-level advisory body to the Government for the promotion of gender equality and women’s empowerment. The report also showcased specific awareness campaigns as well as targeted activities on human rights and women’s economic empowerment through entrepreneurship and UN-supported data collection initiatives, such as the COVID-19 Socio-Economic Impact Assessment, which strengthened the evidence base on women’s increased economic hardship. These examples demonstrate that gender equality was reflected across different sections of the annual report and therefore criterion d) is considered met.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

Performance Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS	Leadership and organizational culture
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Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

The survey link was shared by the Resident Coordinator’s Office with Heads of Agencies to circulate amongst their respective staff. Non-resident agencies were asked to circulate the survey only to staff that are considered part of the Bahrain UN country team.

The total number of responses was 55 (36 women; 19 men). Based on the population size of 100, responses yielded a confidence interval rate of 8.9. Therefore, we can be confident that responses are representative of the larger population plus or minus 8.9 percentage points.

Survey results with a positive rating of 65-80% was met and exceeded.

Results scored an overall positive rating of 82% (3% negative and 15% neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination, and work-life balance. Refer to annexed charts for detailed information.

Highest scores:

- UN in Bahrain has adequate procedures in place to protect personal safety and security (88% positive).
- UN efforts to fulfill its mandate to achieve equal representation of women and men at all levels (86% positive).
- UN adequately facilitates equal participation of both women and men at all levels (86% positive).
- UN personnel are committed to gender equality in the workplace (86% positive).

Except for the question on entitlements, all other questions had a positive rating of over 80%.

On the package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance, this question was a clear outlier compared to other survey responses, scoring the lowest by a considerable margin for both female and male respondents. This question had a 56% positive rating, with a 50% positive rating among female respondents compared to 67% positive rating among male respondents.

Reasons for the low-scoring are not properly understood and will require further investigation. The IAT noted the type of contract held by the survey respondent could be an explanatory factor. It was recommended that an additional question regarding contract type be added the next time the survey is run to provide an additional data point for analysis.

On average male respondents were more positive than female respondents on perceptions of gender equality and equal treatment in the workplace. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men.

The widest disparities between males and females were observed for the following questions:

- Flexible work arrangements support personnel to achieve work-life balance (positive rating of 75% for female respondents as compared to 94% for male respondents).
- Entitlements support personnel to achieve work-life balance (positive rating of 50% for female respondents as compared to 67% for male respondents).
- UN personnel are treated equally irrespective of sex, gender identity or sexual orientation (positive rating of 78% for female respondents as compared to 94% for male respondents).

For the question on flexible work arrangements, the interagency assessment team noted that women’s disproportionate care-burden in the context of COVID-19 (e.g., unpaid care work, home-schooling) could be an explanatory factor for the lower positive rating among female respondents. However, this is speculative and understanding the reasons for differences in male and female perceptions for this question, and others, would require qualitative assessments.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

Performance Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS	Leadership and organizational culture
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Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

The UNCT has a system in place for monitoring gender parity at the country level utilizing baseline data obtained through the first comprehensive UNCT SWAP Gender Equality Scorecard Exercise, the RCO conducts annual assessments of gender parity for the UNCT in Bahrain in Q4 and analyzes and shares the findings through email with the UNCT heads of agencies and focal points, and OMT to support further action next year planning cycles. It also presents the data annually in a UNCT meeting in

Q4 and will be extending this to the OMT. A separate document was developed to capture the UNCT monitoring mechanism for gender parity.

As part of the first comprehensive UNCT SWAP Gender Equality Scorecard Exercise in November 2021 baseline data was collected for the gender parity exercise for monitoring. The baseline assessment found that women comprise of 51% of the UNCT in Bahrain (Appendix A). Moreover, close to gender parity (56%) was found among mid-level staff only with significant gaps at other levels, with women overrepresented among general service staff (74%) and under-represented among senior-level staff (30%).

In November 2022, gender parity was reassessed, and the survey results found that women comprise of 52% of the UNCT (Appendix B). Yet, gender parity was obtained at both general service staff (59%) and mid-level management (56%). Although, a significant under-representation of women is prevalent among senior level staff (37%), it does indicate an increase of 7% from the 2021 baseline. Therefore, criteria b) is met.

The UNCT Bahrain Business Operations Strategy (BOS), developed in March 2020 does not include a section on human resource management and does not integrate any gender-focused actions.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:

Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets all four 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.

Bahrain UNCT exceeds PI 5.1. as it meets all four criteria.

(a) the Bahrain UNCT Gender Theme Group was established in April 2023, with UN Women and UNFPA as co-chairs. In the Bahrain context, the UN Women and UNFPA colleagues are not designated heads of agencies (which role lies with regional / sub-regional offices) but serve as UNCT members with full responsibilities to participate in UNCT processes. They are each the most senior representative of their agency based in and / or leading the work of their agency in Bahrain.

(b) The TOR and AWP of the GTG were endorsed by the UNCT, together with the TOR of the co-chairs.

(c) The GTG is composed of 13 members, of whom at least 8 are P4 and above or NOC and above.

(d) In 2023 the GTG has made significant input into the revision of the Common Country Assessment. National gender data was compiled (UN Women as pen-holder) to facilitate enhanced gender-mainstreaming in the CCA. To accompany this, a draft gender chapter was prepared based on this data and submitted to the RCO for inclusion also in the revised CCA.

UNCT briefing Feb; taskteam orientation March; endorsement of TORs, AWP, Co-Chairs TOR April; meeting 1 May; meeting 2 June; meeting 29 August.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

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

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

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

GTG TOR; GTG AWP; GTG co-Chairs TOR; GTG membership list; Gender Data in Bahrain ppt.

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.

criteria (a): A substantive inter-agency capacity-building session was carried out for the UNCT gender focal points on 9 March 2023. UN Women and RCO provided training on the UNSDG gender theme group standards and procedures and their application to the UNCT in Bahrain. The workshop also developed a draft TOR and AWP for the Bahrain GTG, which were later endorsed by the UNCT in April, leading to the establishment of the first GTG in Bahrain. The presentation of this workshop is uploaded as a supporting document. The TOR and AWP are also uploaded under PI 5.1.

criteria (b): not met

criteria (c): induction material includes gender mainstreaming -

In addition to agency-specific induction packages for the UNCT in Bahrain, the RCO has developed a central SharePoint website which is considered the equivalent of the UNCT induction package/materials. In this regard, the SharePoint website includes key documents such as the UNSDCF, MAF and latest Country Results report, as well as sections on the UNCT and RCO structure and contact information. In addition, links to key resources and dedicated pages for results groups and normative areas, including gender equality.

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)

GTG S&P workshop 9 March

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.

The UNCT Bahrain approaches the minimum requirements for PI 6.1 because it has conducted a capacity-building workshop on the UNCT Gender Equality Marker during the current UNSDCF cycle (October 2022 - noted in the GES annual report 2022). In 2023, further progress was made towards approaching the minimum requirements for PI 6.1. In 2023, the Gender Theme Group conducted analysis of the GEM allocation across the JWP 2023-2024 and identified a roadmap of key actions to increase GEM 2 and GEM 3 investment in the coming two-year period. This roadmap is based around four key actions to improve GEWE investment and coding:

1. Identify "quick wins" to increase gender mainstreaming in GEM 1 sub-outputs to meet the standards of GEM 2;
2. Enhance gender mainstreaming in the largest GEM 0 / GEM 1 sub-outputs - often targeting environment and climate change;
3. Address gender knowledge gaps in outcome areas that are typically gender-blind, such as climate change mitigation;
4. Increase investments in GEM 3 sub-outputs to enhance sustainability of results.

During the quality assurance process, the insight gained supported the development (by UN Women as pen-holder) of a quality assurance questionnaire tool that has been shared with UN Women and DCO HQs as a global good practice. The tool was also applied for the quality assurance of the KSA GEM coding (conducted by UN Women).

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)

GEM/HRM/SPM and JWP workshop October 2022 ppt; reflections on the October 2022 workshop ppt; GEM quality assurance questionnaire tool; UNCT Bahrain GEM analysis and roadmap.

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.

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

Whilst the UN SCF was signed May 2021, the IAT noted the work of the UN system was guided by the then draft UNSCF from 2020 onwards. This dimension was therefore assessed taking into consideration UNCT action over the entire 2020 – 2021 period.

The Scorecard assessment found the UNCT is on track to achieve some of the gender equality results as planned in the UN SCF outcomes in line with SDG priorities including SDG 5.

This score of 'approaching minimum requirements' reflects evidence of progress towards gender equality results in two of the four UN SCF outcome areas. It also reflects challenges in concluding with certainty that the UN is on track to achieve all gender sensitive outcome results as the UN SCF results framework is still undergoing refinement. Steps to ensure gender mainstreaming into UN SCF monitoring, evaluation and reporting processes will greatly impact progress towards improving UNCT scoring under this indicator. Taking these factors into account, the IAT identified other sources and documentation to justify the rating of approaches minimum requirements, including evidence gathered for Indicator 2.2 (Joint Communication and Advocacy for GEEW).

Progress was noted under UN SCF outcome 2 (quality, comprehensive social services) and outcome 3 (economic

diversification, public administration, and resilience). UNCT action to promote SDG 5.1 (end all forms of discrimination against women and girls) and SDG 5.2 (eliminate all forms of violence against women and girls) was reflected in joint work on the National Human Rights Action Plan supported by OHCHR, UN Women and ESCWA and the Gender Justice regional joint initiative led by UNDP, UN Women, UNFPA and ESCWA which assessed advances and gaps in Bahrain's legal frameworks for the protection of women's rights.

Ongoing joint work between UNDP and UN Women is supportive of strategic objectives contained in UN SCF outcome 3. A gender tracker launched by UNDP and UN Women in 2020 measuring the gender-responsiveness of measures adopted by the Government of Bahrain supports knowledge and understanding of how the country can progress in achievement of SDG 5.1, 8.5 (by 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value) and 8.8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all).

Since the Monitoring Plan outlined in the SCF (pages 38-39) states the routine progress monitoring will track "the achievement of SCF outputs" (page 39) a focus on tracking results at output level (through the Joint Work Plan) will continue and this may make it harder to draw definite conclusions regarding progress toward outcome level gender equality results.

The formation of the interagency M&E Group (planned for early 2022) and the extent to which mainstreaming responsibilities for GEEW are integrated into its Terms of Reference and annual work plan is likely to have a significant impact on the UNCT's ability to demonstrate progress towards achieving the gender equality results as set out in the UN SCF (particularly under outcomes 2 and 3).

b) At least one outcome level UNDAF/UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women (GEEW)

With reference to the analysis provided for criterion a) above, no outcome level results have been reported under the current UN SCF cycle – or in the previous 12 months under the then-draft UN SCF – in turn precluding the reporting of any results that would qualify as transformative under the UNCT-SWAP definition guidance.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Bahrain 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
Dimension 1 - Planning			
1.1 Common Country Analysis	Ensure further strengthening of Gender Equality and Women's Empowerment	The UNCT initiated its comprehensive Common Country Analysis (CCA) update exercise in	GTG compiled GEWE data and analysis to facilitate a twin-track approach to gender-mainstreaming in

	<p>(GEWE) to meet the minimum requirements for gender mainstreaming, ensuring inclusion of gender analysis in ALL sectors namely in areas of environment and climate change which has been absent in the next CCA, consistent inclusion of sex-disaggregated data wherever available, and targeted analysis of those left furthest behind.</p>	<p>October 2021 and was endorsed by the UNCT in September 2022. The development of the CCA was informed by the SWAP Scorecard Action Plan for 2022, as well from the Peer Support Group (PSG) guiding criterion on the adequate capture of the Guiding Principles and UNCT SWAP Scorecard indicators. Overall, it was noted by the PSG that the key strength of the CCA included that gender-sensitive data was disaggregated in most of the sections. All but one section (on environment and climate change) of the CCA included a gender analysis.</p>	<p>the CCA revision Q3-Q4 2023.</p>
1.2 Cooperation Framework Outcomes	<p>Short-term: Ensure gender mainstreaming in the UNCT Joint Work Plan results chain. Longer term: Ensuring UNSDCF gender mainstreaming in the next iteration of the UNSDCF outcome areas will be undertaken in line with its development in 2024.</p>	<p>The 2021-2022 UNCT Joint Work Plan (JWP) was endorsed by the UNCT and presented to the Government of Bahrain for endorsement in February 2022. Introductory Results-Based Management (RBM) training was provided to the UNCT as part of the JWP Development and Markers workshop on 4-5 October 2022, both</p>	<p>Nil to date - pending strategic prioritisation workshop and UNSDCF development in 2024.</p>

		<p>citing and sharing the UNDG RBM Handbook from October 2011 that includes gender mainstreaming for RBM. The 2023-2024 UNCT JWP is in the process of development and is expected to be approved by the Joint Steering Committee (JSC) in Q1 2023. Ensuring UNSDCF gender mainstreaming in the next iteration of the UNSDCF outcome areas will be undertaken in line with its development in 2024.</p>	
1.3 Cooperation Framework Indicators	<p>Review output-level indicators, baselines & targets (esp. for UN SCF Outcomes 1&4) in draft 2023-2024 Joint Work Plan to achieve at least 33% gender-sensitive output indicators</p>	<p>The 2021-2022 UNCT JWP was endorsed by the UNCT and presented to the Government of Bahrain for endorsement in February 2022. The JWP was reviewed for gender-sensitive outcome and output indicators by the RCO after its endorsement by the UNCT. The 2021-2022 UNCT JWP will present a more comprehensive and accurate baseline of the gender sensitivities of both outcome and output indicators and inform the 2023-2024 UNCT JWP outcome and output indicators. As part of</p>	<p>Compiled by the GTG in 2023, national data on GEWE is now available for inclusion in the next UNSDCF development.</p>

		the 2023-2024 UNCT JWP process, the RCO developed and shared guidance which highly encourages the adoption of gender-sensitive indicators as part of outcome and output indicator development and review. The 2023-2024 UNCT JWP is scheduled to be endorsed by the UNCT on 15 December 2022 and endorsed by the JSC in Q1 2023.	
Dimension 2 – Programming and M&E			
2.1 Joint Programs	Strengthen discussion on gender issues and gender mainstreaming in current interagency fora (UN National Migration Network for Bahrain, Disability inclusion Network, RGs, PSEA, and UNCG) to ensure GEEW is mainstreamed into current and future joint initiatives. Implement a joint programme focused on promoting GEEW.	Gender remains meaningfully addressed in UNCT meetings from November 2021 to November 2022 such as through gender-specific findings of the CCA, key messages on the Prevention of Sexual Exploitation and Abuse (PSEA) and the findings/process of the SWAP Gender Equality Scorecard Exercise but continue to be standalone items. Through the newly established Results Groups (RGs), and in replacement of the Programme Management Team (PMT), a potential joint programme is in the process of development on the employment of Women with	Inter-agency efforts led to a study on the employment, and obstacles to employment, for women with disabilities in Bahrain. This study will inform the CCA and can lead to potential joint work under the next UNSDCF.

		Disabilities (WwD) in pipeline for 2023.	
2.2 Communication and Advocacy	No Action Points	N/A	UN GTG co-chairs are members of the UN Communications Group. UN Women and RCO coordinated social media posts for International Women's Day 2023, engaging RC, RCO, WHO and UN-Habitat.
2.3 Cooperation Framework M&E	Ensure gathering of sex-disaggregated data by implementing UN entities and/or government partners as indicated in the SCF Results Framework. Highlight gender equality results annually in the 2022 UN Bahrain Country Results Reports; ensure periodic reviews of SCF Results Framework include dedicated section on GEEW. Ensure the evaluation team for SCF evaluation includes personnel with appropriate skills in gender analysis and gender-sensitive M&E (i.e., write this into the TOR).	With the development of the JWP 2021-2022, the UNCT provided baseline and target indicators for their sub-outputs as part of UN INFO requirements. Agencies who utilized sex-disaggregated data as baseline indicators reported on the targets achieved in this regard. The 2021 UN Bahrain Country Results Report has gender mainstreamed throughout the report and included a story on GEWE in STEM. Due to the extension of the UNSDCF from 2021-2022 to 2021-2024, the action has been postponed to 2023.	Gender was included in the 2022 annual results report.
Dimension 3 - Partnerships			
3.1 Government Engagement	Identify further opportunities (through UNCT Joint Work Plan and existing interagency	Through the newly established Results Groups (RGs), and in replacement of the Programme	The Supreme Council for Women will be engaged in the strategic prioritisation

	<p>fora) for joint initiatives that can promote GEEW where there is already more than one UN entity engaging a Government agency on a sectoral/thematic area (e.g., migration, victims of trafficking, the environment, SMEs...) Involve the Supreme Council for Women (SCW) in the consultations for the next CCA update.</p>	<p>Management Team (PMT), a potential joint programme is in the process of development on the employment of Women with Disabilities (WwD) in pipeline for 2023. The SCW did not engage in the 2021-2022 CCA consultations.</p>	<p>workshop for the next UNSDCF 2025-2029.</p>
3.2 GEWE CSO Engagement	<p>Identify synergies of work between the UNCT and GEEW CSOs/ women's rights advocates in Bahrain to facilitate greater engagement, utilizing existing interagency fora as a starting point for this discussion.</p>	<p>The Bahrain Women's Union engaged with the UNCT for the 2021-2022 CCA consultations. The development of a partnership strategy in 2023 will further inform avenues of engagement and synergies between the UNCT and GEEW CSOs/women's rights advocates.</p>	<p>TBC</p>
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	<p>Ensure GEEW is mainstreamed in 60% of discussions at UNCT meetings</p>	<p>Gender remains meaningfully addressed in UNCT meetings from November 2021 to November 2022 such as through gender-specific findings of the CCA, key messages on the Prevention of Sexual Exploitation and Abuse (PSEA) and the findings/process of the SWAP Gender</p>	<p>RC was active in social media posts related to gender issues in Kuwait, including the repeal of discriminatory legislation and to celebrate IWD 2023.</p>

		Equality Scorecard Exercise.	
4.2 Organizational Culture	No Action Points	N/A	N/A
4.3 Gender Parity	Continue to track gender parity levels across the UN system (resident and non-resident agencies) in Bahrain annually, ensuring personnel categories to include long-term/ project-based contract staff. Improve gender sensitivity of joint operations by ensuring systematic inclusion of gender issues in the TOR and annual work plan of the Operations Management Team (OMT) once developed. Include a section on human resources and gender-related targets in the next BOS update. Targets can include gender parity in staffing; number of gender-related personnel trainings; integration of GEEW considerations in recruitment processes.	Gender Parity was assessed for 2022 and positive trends were noted, namely that gender parity was reached for General Service staff and mid-level staff as well as improved parity for senior-level staff. The Operation Management Team (OMT) Terms of Reference (ToRs) and the Annual Work Plan (AWP) are to be developed. Gender parity is being currently monitored in the UNCT.	No action undertaken in 2023.
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	Identify most appropriate interagency structure/ mechanism to influence the UNCT for GEEW, taking into account (i) the UNCT Bahrain context; (ii) UNSDG guidelines;	Currently, the IAT is the ad hoc mechanism for GEWE in the UNCT. Discussions around the establishment of the GTG is in progress with UN Women, specifically with regards to the	The Gender Theme Group was established in April. Its TOR, AWP and co-chairs' TOR were endorsed by the UNCT. The GTG AWP is aligned to the GES performance indicators to

	(iii) a strengthened UN Women presence in Bahrain (planned from 2023).	implementation of the new UNSDG guidance and ToRs for GTGs. The establishment of UN Women's Bahrain Office is postponed to Q1 2023.	facilitate attainment of the PI requirements. The GTG meets on quarterly basis, and ad hoc as needed.
5.2 Gender Capacities	Institutionalize gender mainstreaming in current and planned interagency fora (UN National Migration Network for Bahrain, Disability inclusion Network, OMT, RGs, UNCG and PSEA Taskforce), starting with mainstreaming responsibilities for GEEW into TORs for all interagency coordination mechanisms and active working groups. Ensure inter-agency gender capacity development activities take place as planned in 2023.	Gender equality, human rights, disability inclusion, and youth mainstreaming is institutionalized through a dedicated section which is required in Joint Programme (JP) concept notes developed through the RGs as per the guidance provided by the RCO. Both the UNCT PSEA training and UNCT GEM training were undertaken and completed in 2022.	A workshop on the UNSDG GTG global standards and procedures was conducted by UN Women and RCO for gender focal points on 9 March 2023 to enhance capacities on gender coordination.
Dimension 6 - Resources			
6.1 Financial Resources	Conduct training on gender-sensitive indicators and RBM to apply to the JWP annual review for relevant UNCT personnel based on the need of the UNCT for RBM training. Apply UNCT GEM to all UNCT key activities (sub-outputs) in the JWP annual review before it's finalized to identify UNCT initiatives (and associated financial	On 4-5 October, the UNCT in Bahrain undertook a comprehensive exercise on the development of the 2023-2024 JWP. A significant portion of the training was dedicated to the application of the UNCT GEM with practical exercises and guidance. The UNCT in Bahrain applied the GEM to all sub-outputs in	In Q1 2023, UN Women sought feedback on the 2022 GEM training and the extent to which UNCT members felt they were supported to conduct the GEM coding of their sub-outputs. This consultation informed a quality assurance tool used to conduct the QA of the GEM coding in the JWP, and the

	resources) that have a gender equality focus. Use the scoring to develop a baseline financial target for the UNCT on GEWE mainstreaming.	the 2021-2022 JWP. Due to the increased capacities of the UNCT in Bahrain post the JWP development workshop, the GEM is being applied to all sub-outputs in the 2023-2024 JWP in a more systematic manner and includes explanatory comments on the reasoning for the GEM score.	development of a roadmap to enhance GEWE investments in the JWP sub-outputs in 2024 revision.
Dimension 7 - Results			
7.1 GEWE Results	Actions identified across other dimension areas, particularly under the Programming and M&E dimension will lead to better tracking of results across all areas of the UN SCF.	Overall, the UNCT has taken positive actions towards GEWE mainstreaming in programming towards improve tracking of results.	Through the establishment of a GTG operating in accordance with the global standards and procedures, capacity for gender mainstreaming to achieve results has been enhanced in 2023.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	03. CCA data repository	
CCA or equivalent	03. CCA data repository	
CCA or equivalent	Bahrain CCA Updated May 2020	
CCA or equivalent	Bahrain CCA Updated May 2020	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS	Planning
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Category	Documents
Cooperation Framework	Bahrain Cooperation Framework 2021-2022
Cooperation Framework	Bahrain Cooperation Framework 2021-2022

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	1.3 JWP Endorsed 2021-2022 - Indicators	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MISSING REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	Bahrain JWP template Sep12	
Joint Program documents	IOM Trafficking Prodoc	
Joint Program documents	IOM Work Plan Trafficking joint initiative with UNODC	
Joint Program documents	Josephine clarifications on JPs where UN Women not a full implementing partner	
Joint Program documents	Sara-RCO clarifications on JPs for WG4	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	UNCG Bahrain Communication strategy 2022-2024	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	Bahrain Annual Report Final 2020	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	2021.10.09 HR NAP-UNCT comments- Shared with MoFA	
Government engagement	2021.11.08 Letter to MoFA - CCA GoB interviews	
Government engagement	Action Plan for the National Strategy for the Rights of Persons with Disabilities - UN Women input	
Government engagement	برنامج الملتقى الافتراضي لخبراء ذوي الإعاقة 9 ديسمبر 2021	

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	2021 Planned Results_ Bahrain UNCT	
RC communications	Bahrain UNCT and PMT Minutes Consolidated	
RC communications	Consolidated RC Speeches & Talking Points Bahrain	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	OC Survey Bahrain Results Complete	
Organizational culture survey results	UN Gender and Organizational Culture Survey - Bahrain 2021	
Organizational culture survey results	UNCT Bahrain personnel estimated number	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	

Human Resource documents	Gender Parity Assessment 2022
Human Resource documents	UNCT Gender Parity Mechanism

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	AWP2023.GTG.Bahrain	
GTG TOR/AWP	GTG Co-Chair TOR.Bahrain	
GTG TOR/AWP	TOR.GTG.Bahrain	
Other GTG documents	Gender Data in Bahrain.28.8.23	
GTG TOR/AWP	GTG.Bahrain.Membership.April2023	

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	Ppt.GTG.S&P.Bahrain.9.3.23	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	Questionnaire Tool for UNCT GEM Analysis_9 Aug 2023-b	
Financial resources	UNCT GEM Roadmap for Action Bahrain Updated 29 May_Exec Summary included	
Other	12 Oct_UN Women ROAS JWP UNCT GEM Training_Feedback & Reflections_Oct 2022	
Other	FINAL.Workshop on JWP Development and Markers_2.02.2022rev	

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	Bahrain UN Country Results Report 2020	

Cooperation Framework reviews/monitoring data	Bahrain UN Country Results Report 2020

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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