SWAP GENDER EQUALITY SCORECARD

ASSESSMENT REPORT

ACRONYMS

CCA	Common Country Analysis
CSO	Civil Society Organization
DAO	Delivering As One
FAO	Food and Agriculture Organization
GEEW	Gender Equality and Empowerment of Women
GBV	Gender Based Violence
UN GHRTWG	United Nations Gender & Human Rights Technical Working Group
HOA	Head(s) of Agency
IAEA	International Atomic Energy Agency
IAT	Inter-Agency Team
IFAD	International Fund for Agricultural Development
IOM	International Organization of Migration
ILO	International Labour Organization
JAWP	Joint Annual Work Plan
JP	Joint Programme
NPC	National Planning Commission
MCCI	Malawi Chambers of Commerce and Industry
MDA	Ministries, Departments and Agencies
MEAG	Monitoring and Evaluations Advisory Group
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoH	Ministry of Health
MoI	Ministry of Information
MoJ	Ministry of Justice
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare

MoLGRD	Ministry of Local Government and Rural Development
MoY	Ministry of Youth
SDG	Sustainable Development Goals
SWAP	Sector Wide Action Plan
UN	United Nations
UNCDF	United Nations Capital Development Fund
UNCT	United Nations Country Team
UNAIDS	United Nations Programme on HIV and AIDS
UNICEF	United Nations Children's Fund
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNIDO	United Nations Industrial Development Organization
UNODC	United Nations Office on Drugs and Crime
UNSDCF	United Nations Sustainable Development Cooperation Framework
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization

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ACKNOWLEDGEMENTS

This report on United Nations Country Team (UNCT) SWAP Gender Scorecard was commissioned by the Malawi UNCT. The report is a product of contributions from the UNCT, Project Management Team, Monitoring and Evaluation Advisory Group, Gender and Human Rights Technical Working Group, and, UN Communications Group.

The UNCT extends sincere gratitude to Ms. Clara Anyangwe UN Women Country Representative for providing overall leadership to the scorecard. Special thanks also go to the following members of the Inter-Agency Team for their technical support and coordinating the Scorecard process: Ms. Pamela Mkwamba – UN Women; Mr. Rudolf Nkhata – UN Resident Coordinator's Office; Ms. Beatrice Kumwenda – UNFPA; Ms. Christobel Chakwana – UNICEF; Ms Yvonne M'mangisa – FAO; and, Ms Faith Mvula – UN Women.

The UNCT would also like to thank the Consultant, Ms. Bridget Chibwana for facilitating the Scorecard.

CONTEXT[1]

The United Nations (UN) Sustainable Development Cooperation Framework (UNSDCF), previously called United Nations Development Assistance Framework for Malawi (UNDAF) 2019 to 2023 is the strategic plan for the United Nations Country Team's (UNCT) contribution to the Government of Malawi's national development priorities and actions for the period 2019 to 2023. The UNSDCF incorporates goals and principles that underpin Agenda 2030 and the Sustainable Development Goals (SDGs). It supports implementation of the Malawi Growth and Development Strategy 2017 to 2020 (MGDS III), the Malawi Vision 2063 which is a successor to the Vision 2020 and the Ten (10) Year Implementation Plan for the Malawi Vision 2063. The UNSDCF is operationalised through UNCT-GOM Joint Annual Work Plans (JAWP), Joint programme documents and division of labour among UN organizations. Currently, the UNSDCF is supporting the Government of Malawi in three pillars and the Humanitarian Window [2]:

Pillar 1: Peace, Inclusion and Effective Institutions focuses on supporting the Government's agenda in addressing issues related to respect for human rights, corruption, equal justice for all, gender inequality and discrimination of women, children and marginalized groups.

Pillar 2: Population Management and Inclusive Human Development focuses on supporting the Government of Malawi's agenda in strengthening the key areas of the public sector comprising health and education with a special focus on women and children.

Pillar 3: Inclusive and Resilient Growth supports the Government of Malawi's agenda on more inclusive and resilient development by addressing environmental and economic issues aimed at long-term transformation, and short-term transformation, and short-term humanitarian response with regard to natural disasters and food insecurity.

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[1] The Context is mostly based on the UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance, 2018 and United Nations Development Assistance Framework for Malawi (UNDAF) 2019 to 2023.

[2] United Nations, Malawi; Sustainable Development Goals Acceleration fund 2020 Annual Report

The Humanitarian/Nexus Window: Supports the Government of Malawi in prioritized and rapid response actions to save lives, alleviate suffering, maintain human dignity ahead, during and in the aftermath of crises and natural disasters, and to strengthen prevention and preparedness strategies. The Humanitarian Window has been very instrumental in supporting the Malawi COVID-19 response.

The UNCT, is an interagency coordination and decision making body at the country level and comprises heads of agencies and is chaired by the UN Resident Coordinator, who also represents non-resident agencies. The UNCT is supported by the UNSDCF Clusters and the Inter-agency Monitoring and Evaluation Group, which have been established to support the implementation, monitoring and evaluation of the UN Malawi Strategic Framework and budgetary framework. Currently, there are 18 resident and non-resident UN agencies that form the UNCT in Malawi: FAO, IOM, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UN Women, WHO, IAEA, IFAD, ILO, OHCHR, UNCDF, UNEP, UNESCO, UNIDO, and, UNODC.

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[3] UNDP, 2019

[4] World Economic Forum (2017)

[5] UNDP (2018)

The UNCT adopted the 'Delivery as One' (DAO) approach where resident and non-resident UN agencies, funds and programmes work together across their respective mandates to deliver a joint and multi-sectoral programme thereby enhancing the efficiency, effectiveness, and coherence of the UN Systems activities in Malawi.

The UNCT in Malawi undertook the development of a Gender Scorecard exercise in 2009, which was updated in 2015 where UNCT scored highly in gender mainstreaming in Decision Making, Budgeting, Planning and Programming. Low scores were in UNCT Policies and Capacities, Partnerships, Monitoring and Evaluation, and Quality Control and Accountability. Gender inequality is high in Malawi, with the country scoring 0.930 on the Gender Inequality Index which translates to a ranking of 172 out of 189 countries and territories [3]. Similarly, the Global Gender Gap Index and the Gender Inequality Index (GII) places Malawi at a ranking of 101 out of 144 countries [4] and 171 out of 189 countries [5], whereas the country is positioned at 173 out of 188 on the UN's Gender Inequality Index.

In order to mainstream gender in the UN, a joint UN Gender Equality Strategy for UN Malawi in 2016 was developed which aims to assist the UNCT in fulfilling its commitment to gender equality and effectively integrating gender issues in the UN programme and workplace in Malawi. There are three main proposed areas of interventions by the UN, namely improved coordination and management of the National Gender Machinery; Implementation and monitoring of all global, regional and national obligations and commitments on gender equality and empowerment of women and girls; and, production, analysis and dissemination of sex-disaggregated data.

BACKGROUND[6]

In adopting the 2007 Triennial Comprehensive Policy Review of Operational Activities for Development of the UN System, Member states at the 59th Session of the UN General Assembly called on all UN organizations to: mainstream gender and to pursue gender equality in their country programmes, planning instruments and sector-wide programmes and to articulate specific country-level goals and targets in gender in accordance with the national development strategies. Further, in response to the UN Chief Executives Board for Coordination system-wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2), the UN developed a coordinated approach to strengthening accountability for gender within UNCTs.

In 2008, the UN introduced the UNCT Performance Indicators for Gender Equality and the Empowerment of Women (UNCT SWAP Gender Equality Scorecard) focusing on joint processes and institutional arrangements within the UNCT.

The UNCT-SWAP Gender Equality Scorecard (the Scorecard) is a standardized assessment self- assessment accountability framework ability framework that promotes improved planning, coordination, programming and results for Gender Equality and Empowerment of Women (GEEW) at the country level, tied to support to Member States to achieve the Strategic Development Goals (SDGs) [7]. The Scorecard of UN country-level gender mainstreaming practices and performance aims to ensure accountability of senior managers and measures UNCT performance against the minimum GEEW requirement.

The Scorecard assesses performance in gender mainstreaming and promotion of gender equality by the UNCT, focusing on processes rather than results and measuring the performance of the UNCT rather than that of individual UN Agencies.

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[6] The Context is mostly based on the UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance, 2018 and United Nations Development Assistance Framework for Malawi (UNDAF) 2019 to 2023
[7] ibid

The Scorecard is organized around seven (7) dimensions that address key GEEW components namely planning, programming and monitoring and evaluation; partnerships, leadership and organizational culture, gender architecture and capacities, financial resources, and results.

Each dimension has corresponding performance indicators. The Malawi team added two (2) indicators one on Engagement with the Private Sector and another on Engagement with Development Partners under Dimension three on Partnerships.Table 1 below outlines the list of indicators under each dimension.

TABLE 1: DIMENSIONS AND INDICATORS

NO.	DIMENSION	INDICATORS
1.	**PLANNING**	1.1 Common Country Assessment 1.2 UNDAF Outcomes 1.3 UNDAF Indicators
2.	**PROGRAMMING AND M&E**	2.1 Joint Programmes 2.2 Communication and Advocacy 2.3 UNDAF M&E
3.	**PARTNERSHIPS**	3.1 Engagement with Government 3.2 Engagement with GEEW CSO 3.3 Engagement with Private Sector 3.4 Engagement with Development Partners
4.	**LEADERSHIP AND ORGANIZATIONAL CULTURE**	4.1 Leadership 4.2 Organizational Culture 4.3 Gender Parity
5.	**GENDER ARCHITECTURE AND CAPACITIES**	5.1 Gender Coordination Mechanism 5.2 Gender Capacities
6.	**FINANCIAL RESOURCES**	6.1 Resources
7.	**RESULTS**	7.1 Gender Results

Specific objectives of the UNCT gender scorecard assessment are as follows:

> To assess the effectiveness of the UNCT in gender mainstreaming, promotion of gender equality and women's empowerment as well as to provide a set of recommendations for improvements.

> To assist UNCT in identifying areas in which they are meeting or not meeting minimum standards.

> To stimulate a constructive dialogue within the UNCT about the status of support for gender equality and women's empowerment and make recommendations for improvement.

> To identify technical assistance needs to support achievement of minimum standards.

> To identify and share good practices in gender mainstreaming and promotion of gender equality and women's empowerment.

METHODOLOGY

In September 2019, UN Women organized a regional workshop for UNCTs in Eastern and Sothern Africa on Gender Scorecard in Mombasa, Kenya, following trainings in New York, USA (December 2018) and Bangkok, Thailand (March 2019). The purpose of the workshop was to foster capacities of UNCTs in East and Southern Africa to implement the new UNCT-SWAP Scorecard and other tools to support gender mainstreaming in common processes in the context of the new UNSDCF and the repositioning of the UN Development System. Three representatives of Malawi UN (UNFPA, UN Women and Resident Coordinator's Office) attended the workshop.

The assessment was conducted using the UNCT-SWAP Scorecard Indicator framework (2018). The UNCT recruited a consultant to facilitate the process. The Consultant and Inter-Agency Team (IAT) conducted virtual consultations with UNCT members and other stakeholders due to the COVID-19 pandemic and face to face meeting restrictions.

The UN Resident Coordinator's office and UN Women managed the assessment as UN Gender, Human Rights Technical Working Group (UN GHRTWG) chairperson. Officers from RCO and UN Women provided coordination and technical support throughout the processes. Other agencies participating in the IAT included FAO, UNFPA and UNICEF. Gender and Human Rights Technical Working Group (GHRTWG) and the Monitoring and Evaluation Advisory Group (MEAG) provided technical support. The UNCT endorsed the Scorecard to ensure buy-in, effective implementation and follow up support by senior management.

ROADMAP

The gender scorecard assessment was guided by a roadmap developed by the IAT and endorsed by the UNCT. During the assignment, the roadmap was adjusted due to IAT challenges in meeting deadlines and due to competing priorities and COVID-19 working modalities.

PRE-ASSESSMENT BRIEFINGS

The Consultant held induction meetings with the UN Women Country Representative and IAT before facilitating the assignment. The objective of the meetings was to obtain an understanding of the objectives and scope of the assignment, methodology, timelines, UNCT expectations and reporting arrangements; and, collect key documents for desk review.

The IAT facilitated an orientation session for the GHRTWG to enable members to understand:

- The UNCT-SWAP scorecard framework and performance indicators for Gender Equality and the Empowerment of Women for the Malawi UNCT using the **2018 Framework and Technical Guidance.**
- The UNCT-SWAP Scorecard **methodology**, steps required, role and responsibilities of the IAT and UNCT theme groups.
- How to **undertake** this scorecard.

Subsequent orientation sessions targeting the MEAG and the UN Communications and Advocacy Team were facilitated by the IAT members of the respective groups.

COMPLETING THE GENDER SCORECARD

The indicator groups assessed and rated each performance indicator using information gathered from documents and findings from the survey responses and interviews. Each dimension was measured along with related Performance Indicators as provided in the scorecard framework using four levels of the scoring system depending on which criteria they meet for each indicator:

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

Each component has a separate section on whether requirements have been met, and, rationale for including a particular score backed up by evidence and documentation. Most indicators contain multiple criteria, where there are two or more requirements for a criterion, if an entity approaches requirements in one of them and meets or exceeds requirements in another, UNCT performance was rated as approaches. Where UNCT fails to meet the criteria under approaches minimum requirements, the indicator was scored as missing minimum requirements. [8]

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[8] United Nations Sustainable Development Group (UNDG), 2018, UNCT-SWAP Gender Equality Scorecard Performance Indicators for Gender Equality and the Empowerment of Women Framework and Technical Guidance.

Results have been presented using the UNCT-SWAP Scorecard indicator reporting template on Table 1 covering indicator, score, findings and explanation by criteria, evidence or means of verification which lists documents and sources used to verify findings.

The Consultant reviewed reports, conducted consultations drafted a report on preliminary findings which was shared with IAT for review and supported the indicator groups' self-assessments.

FINDINGS PER DIMENSION
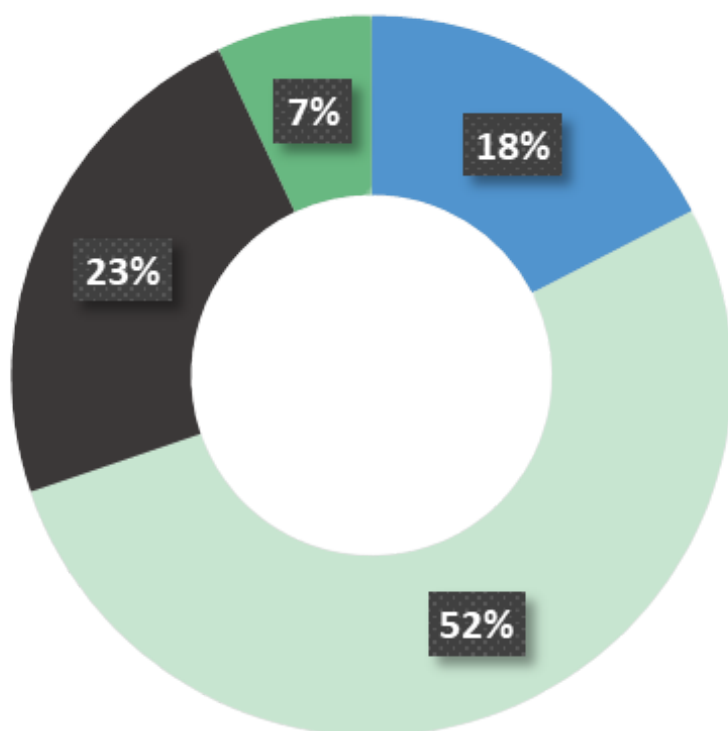
The assessment established that out of 17 indicators, the Malawi UNCT scored exceeds minimum requirements on 3 indicators; meets minimum requirements on 9 indicators; 4 scored approaches minimum requirements, whereas 1 indicator scored missing minimum requirements.

- Exceeds Minimum Requirements
- Meets Minimum Requirements
- Approaches Minimum Requirements
- Missing Minimum Requirements

TABLE 2: MALAWI UNCT SWAP-SCORECARD RESULTS BY INDICATOR

Country: Malawi

Assessment Year: 2020 to 2021

Coordinator: UN Women

Agencies Participating in Assessment Team: Fao, UNICEF, UNFPA, UN Women and Resident Coordinator's Office

INDICATOR	MISSING MINIMUM REQUIREMENTS	APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
PLANNING				
1.1 Common Country Assessment			X	
1.2 UNDAF Outcomes			X	
1.3 UNDAF Indicators				X
PROGRAMMING AND M&E				
2.1 Joint Programmes			X	
2.2 Communication and Advocacy			X	
2.3 UNDAF M&E			X	
PARTNERSHIPS				
3.1 Engagement with Government				X
3.2 Engagement with GEEW CSO				X
3.3 Engagement with Private Sector		X		
3.4 Engagement with Development Partners			X	

INDICATOR	MISSING MINIMUM REQUIREMENTS	APPROACHES MINIMUM REQUIREMENTS	MEETS MINIMUM REQUIREMENTS	EXCEEDS MINIMUM REQUIREMENTS
LEADERSHIP AND ORGANIZATIONAL CULTURE				
4.1 Leadership			X	
4.2 Organizational Culture			X	
4.3 Gender Parity	X			
GENDER ARCHITECTURE AND CAPACITIES				
5.1 Gender Coordination Mechanisms			X	
5.2 Gender Capacities		X		
RESOURCES				
6.1 Resources		X		
RESULTS				
7.1 Gender Results		X		

PLANNING

Indicators under this dimension area focus on the extent to which the Common Country Analysis (CCA) and UNDAF outcomes and indicators address gender. The Malawi UNCT scored **Meets Minimum Requirements** on CCA Integrates gender analysis; gender equality mainstreamed in UNDAF outcomes; and **Exceeds Minimum Requirements** on UNDAF indicators .

The analysis was guided by the Malawi UN Gender Mainstreaming Strategy (2016) and findings from the CCA update (2021) which shows a gender analysis across all sectors and elaborates the underlying causes of gender inequality and discrimination; and, a detailed gender analysis of children and youth and women and identifies the different vulnerabilities and needs of these different target groups. Furthermore, sex disaggregated data is provided in all the indicators that need to have sex disaggregated data.

PROGRAMMING AND MONITORING & EVALUATION

The dimension covers three indicators on joint programmes, communication and advocacy, and, UNDAF Monitoring and Evaluation. Over 50% JPs present a clear analysis on GEEW that identify and analyse the systemic causes of gender inequities and aim at promoting gender equality and empowerment of women.

Furthermore, the assessment established that Malawi UNCT has more than two active joint programmes on promoting gender equality and the empowerment of women are operational over current UNDAF 2017 to 2023. The JPs' focus is on eliminating violence against women and girls, as well as other harmful practices; and, targeting girls and boys. The assessment established however that there is absence of a joint formal screening tool to ensure quality of gender mainstreaming across JPs. The indicator score for joint programmes is **Meets Minimum Requirements**.

Regarding the indicator on communication and advocacy, the score is **Meets Minimum Requirements**. The UNCT has a Communications Strategy 2019-2023 which outlines Joint Advocacy GEEW campaigns and events. The UNCT annual work plan on visibility includes communication and advocacy on GEEW and a non-traditional thematic area. It was further established that the UN Communication Group (UNCG) supports planning and implementation of UNCT Advocacy and communication activities. Agency specific communication interventions visibly include GEEW communication and advocacy.

On Monitoring and Evaluation, the assessment established that the M&E Advisory Group (MEAG) is active.

The MEAG terms of reference (ToR) include its responsibility for providing technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality. Gender sensitive indicators are provided for in the UNDAF Results Matrix for all outcomes and outputs across all pillars. However, some of the indicator results are not disaggregated by gender as indicated in UNDAF Result matrix. The indicator score is **Meets Minimum Requirements.**

PARTNERSHIPS

The third dimension area focuses on UNCT's partnerships and engagement on GEEW with Government including National Gender Machinery, Civil Society Organizations, Private Sector and Development Partners. The Guideline for UNCT-SWAP Gender Equality Scorecard does not provide for a provision to measure partnerships with the private sector and development partners. However, considering the collaboration and important role played by the two players on GEEW, the Malawi IAT proposed a third and fourth indicator covering Malawi UNCT's engagement with the Private Sector; and, development partners on GEEW.

The assessment established strong partnership between the UNCT Malawi and GOM through the planning, implementation, monitoring and reporting on the UNSDCF, Joint Work Plan and joint programmes on GEEW. There is evidence that the UNCT is partnering with non-traditional ministries including Finance, Economic Planning and Development, and, Foreign Affairs and International Corporation.

The National Gender Machinery (NGM) participates in UNDAF consultations, country analysis, strategic prioritization, implementation, M&E and provision of advice on alignment to Government policies and priorities. The UNCT has also supported the national Gender Machinery in the establishment of the Technical Working Groups (TWGs), Gender Assessment of the National Response to HIV; implementation of SDG localization and audit of the National Budget.

In addition, the UNCT supported implementation and monitoring of all global, regional, national obligations and commitments on GEEW; developing reports on CEDAW and CSW review; and Voluntary National Review, which was instrumental in mid-term review of the Malawi Growth and Development Strategy III and development of the Malawi Vision 2063.

There is need, however, to strengthen consultations with other non-traditional Government Departments and Ministries during UNDAF conception stage and review; and, coordination among UN Agencies to avoid working directly with MDAs on disjointed programmes. The indicator score on collaboration with Government is **Exceeds Minimum Requirements**.

Gender Equality CSOs in Malawi work effectively with UNCT through participation in UNDAF consultations, implementation, M&E; advocacy on the gender equality agenda, Gender Based Violence and inclusion of gender, human rights and leaving no one behind related issues. The UNCT also engages marginalised groups as beneficiary groups and partners in reproductive health, education, empowerment, and economic activities. In addition, the UNCT provides technical and financial support to gender coordination and network CSOs at national and district levels on gender related SDGs localization and implementation. The UNCT also supports CSOs on development of CSW, CEDAW shadow reports, and Gender Barometer. The score for this indicator is **Exceeds Minimum Requirements**.

The UNCT has collaborated with private sector on three Joint Programmes.

The UNDAF 2019 to 2023 Prioritises engagement with private sector to support government in service delivery through advocacy and joint programmes. Despite these efforts, private sector involvement in UNDAF preparations, implementation and M&E are weak. There is need, therefore, to strengthen collaboration with the Private Sector. The result for the indicator is **Approaches Minimum Requirements**.

There is evidence of significant partnership between the UNCT and development partners through financing of joint programmes; technical support to the National Gender Machinery; and, participation in the Donor Group and National TWGs on GEEW and Human Rights. It was established, however, that there is weak information sharing on financing for GEEW by some donors who work directly with CSOs and District Assemblies. The indicator on collaboration with development partners is **Meets Minimum Requirements**.

LEADERSHIP AND ORGANIZATIONAL CAPACITY

The dimension assesses UNCTs performance in commitment to championing gender equality; instilling an organizational culture that fully supports promotion of GEEW; and, achieving gender parity.

The Scorecard assessment revealed that the UNCT Leadership has demonstrated the effort to champion gender equality through discussions in their meetings. Resident Coordinator's public speeches usually touch on the issue of gender equality and gender equality is reflected in Assessment of Results and Competencies (ARC). In 2020, GEEW issues were discussed in human rights topics, COVID-19; and, coordination mechanisms. The Resident Coordinator demonstrates public championing of gender equality during the last 12 months through speeches, tours, advocacy, meetings including high level meetings and events. Approximately, 77% of participants who responded to the UNCT Organisational Culture survey believed that Heads of Agencies (HOA) were committed to gender equality in the workplace. The score for this indicator is **Meets Minimum Requirements.**

The UNCT scored 73%, **Meeting Minimum Requirements** on Indicator 4.2 - Organizational Culture Fully Supports Promotion of Gender Equality and The Empowerment of Women; and, **Missing minimum requirements** on Indicator 4.3: Gender Parity in Staffing is Achieved.

GENDER ARCHITECTURE AND CAPACITIES

The dimension assesses existence of a coordination mechanism for gender equality chaired by a HOA.

The Joint UN Gender and Human Rights Technical Working Group is co-chaired by UN Women and the Office of the High Commission on Human Rights (OHCHR). The TWG has a working relationship with the UNCT and other TWGs through reporting and provision of technical assistance, updates and seeking policy guidance from UNCT. The GHRTWG was involved in development of root cause analysis, country consultations, UNDAF prioritization, development of results framework and M&E. The TWG has TOR and an approved workplan which outlines priority areas. The score for the indicator is **Meets Minimum Requirements**.

There is no inter-agency planned capacity building plan. However, the UNCT has had agency specific capacity building initiatives. It was also established that agency induction packages have components on gender. The score for indicator 5.2 - UNCT has Adequate Capacities Developed for Gender Mainstreaming is **Approaches Minimum Requirements**.

RESOURCES

Over the years, The UNCT has strived to secure resources for joint programmes on GEEW. On the other hand, there is still a financial gap for both gender targeted and mainstreamed interventions.

A target of 0.5% of public resources allocated for GEEW was set for 2020. Also 50% of the national budget was aligned to the SDGs with a focus on gender and child affairs, and, joint programmes allocated 35.1% of funds towards GEEW.

The score on Adequate Resources for Gender Mainstreaming are Allocated and Tracked is **Approaches Minimum Requirements.**

RESULTS

This Indicator measures if the UNCT has achieved or is on track to achieve some GEEW results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.Despite having a UNDAF Result Matrix that shows yearly targets, only 26% of GEEW indicators were fully updated. The score for this indicator is **Approaches Minimum Requirements.**

DIMENSION AREA 1 - PLANNING

SCORING CRITERIA 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
CCA or equivalent includes: A. **Gender analysis across the majority of sectors** including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; B. **Some** sex-disaggregated and gender sensitive data.	CCA or equivalent includes: A. **Gender analysis across the majority of sectors** including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; B. **Consistent** sex-disaggregated and gender sensitive data.	CCA or equivalent includes: A. **Gender analysis across the majority of sectors** including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; B. **Some** sex-disaggregated and gender sensitive data. C. **Targeted gender analysis** of those furthest behind.
Indicator 1.1: CCA Integrates Gender analaysis		**Score: Meets Minimum Requirements**
Criterion A: Gender analysis across the majority/all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5 The CCA Update report (2021) presents a gender analysis of key thematic issues; an assessment of progress towards implementation of SDG 5; and also identifies challenges and measures for mitigating them in the near to medium term. Gender is covered in all the CCA thematic areas:		

- Governance and institutions
- Human rights
- Gender equality and women empowerment, and children and the youth
- Health, nutrition, and food security
- Economic transformation and financing landscape
- Climate and the environment
- Assessment of the implementation of the SDGs in Malawi

In addition, GEEW is one of the development issues in the CCA update (2021).
Results of the CCA update (2021) includes a Gender analysis across all sectors and elaborates the underlying causes of gender inequality and discrimination. Furthermore, section 2.5-2.10 of the draft CCA update provides a detailed gender analysis of children, youth and women, and, identifies the different vulnerabilities and needs of these different target groups. In addition, sex disaggregated data is provided in all the indicators that require to have sex disaggregated data.

The UN GHRTWG developed a Gender Mainstreaming Strategy (2016) that guides gender analysis of underlying causes of gender inequality and discrimination using gender equality markers.

Criterion B: Some/Consistent sex-disaggregated and gender sensitive data

Sex disaggregated and gender sensitive data is consistent in the country analysis.

Criterion C: Targeted gender analysis of those furthest behind

The CCA acknowledges groups that are furthest behind such as the elderly, people with HIV/AIDS, persons with disabilities, particularly albinism, refugees, asylum seekers and migrants and the Lesbian, Gay, Bisexual, Transgender and Intersex Community (LGBTI). However, there is no reference to Female Sex Workers and inadequate targeted gender analysis of these groups.

Evidence or Means of Verification
- Malawi 2020 UN Country Annual Results Report
- Malawi UNDAF 2018 Report
- Draft Malawi Common Country Analysis, 2021

SCORING CRITERIA 1.2: GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
A. Gender equality and the empowerment of women is **visibly mainstreamed across some outcome areas** in line with SDG priorities including SDG 5.	A. Gender equality and the empowerment of women is visibly mainstreamed across **all outcome areas** in line with SDG priorities including SDG 5. OR B. **One UNDAF outcome** specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	A. Gender equality and the empowerment of women is visibly mainstreamed across **all outcome areas** in line with SDG priorities including SDG 5. AND B. **One UNDAF outcome** specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.

Indicator 1.2: Gender Equality Mainstreamed in UNDAF Outcomes	Score: Meets Minimum Requirements

Criterion A: Gender equality and the empowerment of women is visibly mainstreamed across some/all outcome areas in line with SDG priorities including SDG 5

A) Six (6) out of the 9 outcomes described in the Malawi UNDAF 2019-2023, visibly mainstream gender. While gender is not visibly mainstreamed in the remaining 3 outcomes, the outcomes address human rights for marginalized groups and governance issues that have a huge bearing on gender issues and are referred in outputs and indicators of gender targeted indicator.

Three outcomes are well explicit on GEEW (outcomes 2, 5 and 6):

- **Outcome 2:** Gender equality and the empowerment of women and girls in Malawi is enhanced.
- **Outcome 5**. Girls and boys 6-17 years, particularly the most marginalized, benefit from an integrated package of quality education, health, nutrition, HIV/AIDS and protection services.
- **Outcome 6**. Men, women and adolescents access high impact comprehensive sexual and reproductive and HIV and AIDS health rights.

Gender is not visible at outcome level but address human rights for marginalized groups and governance issues that have a huge bearing on GEEW are referred in outputs and indicators - gender targeted indicator:

- **Outcome 1:** Rights holders in Malawi access more accountable and effective institutions at the central and decentralised levels that use quality disaggregated data, offer integrated service delivery and promote civic engagement, respect for human rights and rule of law;
- **Outcome 3**: Malawi has strengthened institutional capacities for sustaining peace, inclusive societies and participatory democracy.
- **Outcome 4**. Children 0-5 years will have increased access to comprehensive quality Early Childhood Development (ECD) services.
  - Use of an evidence based approach to achieve multiple and interrelated rights of girls and boys.
- **Outcome 7**: Households have increased food and nutrition security, equitable access to WASH and healthy ecosystems and resilient livelihoods.
- **Outcome 8.** Malawi has more productive, sustainable and diversified agriculture, value chains and market access.
  - Value chains-interventions aimed at providing sustainable income opportunities for small-scale farmers especially women and youth; agro entrepreneurship and processing focuses on empowerment of women and youth; and access to land for women and the marginalized.
- **Outcome 9.** Malawi has strengthened economic diversification, inclusive business, entrepreneurship and access to clean energy.
  - Economic diversification, inclusive business, entrepreneurship and access to clean energy. Intervention 1 (promotion of the Buy from Women initiative); intervention 2-promotion of entrepreneurship skills among women

Criterion B: One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5

One outcome 2 is specific on gender. **Gender equality and the empowerment of women and girls in Malawi is enhanced.In addition gender is mainstreamed in other outcomes (crosscutting thematic area)**
- Improved coordination and management of the National Gender Machinery
- Implementation and monitoring of all global, regional and national obligations and commitments on gender equality and empowerment of women and girls
- Production, analysis and dissemination of sex-disaggregated data

Evidence or Means of Verification

UNDAF 2019-2023

SCORING CRITERIA 1.3: UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
Between **one-fifth and one-third** (20- 33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between **one-third and one-half** (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	**More than one-half** of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Indicator 1.3: CCA Integrates Gender analaysis	Score: Exceeds Minimum Requirements

A total of 69.3% of the indicators measure changes in gender equality and the empowerment of women. However, significant shortfalls were observed for outcome 1 and 9. The indicators, by their nature, cannot be disaggregated by sex, age or vulnerability.

The UNDAF results framework has a total of 45 indicators (9 outcome and 36 output indicators) out of which 20 (3 outcome and 17 output) measure changes in GEEW making 69.3% as a proportion of indicators measuring GEEW. 17 on data collection and gender sensitivity e.g. disaggregation by sex and age. 3 out of 9 outcome indicators directly refer to gender: Outcome 2; 5 and 6.

Of the 36 Outcome indicators in the UNDAF results framework, 19 (52.8%) measure changes in gender equality in line with SDG targets including SDG5. One of the indicators, while measuring a change in gender equality lacks baseline data on which to base the projected change. Variations are observed between Outcomes on the extent to which each measure changes in gender equality with Outcome 1 scoring 56%, 79% in Outcome 2 and only 23% in Outcome 3. These variations highlight the need to pay additional attention to Outcomes 1 and 3.

In Outcome 1, 5/9 indicators are gender or sex disaggregated (2.1, 2.2, 2.3, 3.1 and 3.2). Indicator 2.3 lacks baseline gender disaggregated data despite having targets that are gender disaggregated.

Outcome 2 with 14 indicators which account for approximately 39% of all the Outcome indicators, has the highest Outcome indicators that are gender disaggregated or gender sensitive. Of the 14 indicators, only 3 are not disaggregated by gender (4.3, 4.4 and 5.2).

Outcome 3 has the least proportion of indicators that are gender sensitive. Out of 13 indicators, only 3 indicators are gender disaggregated (7.1, 8.1 and 9.2)

Evidence or Means of Verification
UNDAF 2019-2023

DIMENSION AREA 2 - PROGRAMMING AND MONITORING & EVALUATION

SCORING CRITERIA 2.1: JOINT PROGRAMMES CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
A. Gender equality is visibly mainstreamed into **at least 50 percent** of JPs operational at the time of assessment. OR B. **A Joint Program on promoting gender equality** and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	A. Gender equality is visibly mainstreamed into **all** JPs operational at the time of assessment. AND B. **A Joint Program on promoting gender equality** and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	A. **Meets minimum requirements** AND B. A system is in place to ensure **gender mainstreaming** in JPs

Indicator 2.1: Joint Programmes Contribute to Reducing Gender Inequalities	Score: Meets Minimum Requirements

Criterion A: Gender equality is visibly mainstreamed into JPs operational at the time of assessment

Currently 6 UN Joint programs are operational and contributing towards accelerating the implementation of SDG 5 on gender equality and women empowerment. These include Spotlight Initiative, KULIMA, UBRAF, PROSPER, 2Gether4SRHR Joint Programme, and Joint Programme on Girls Education. One joint programme is specifically gender-targeted and the remaining ones have visibly mainstreamed gender with sex-disaggregated and gender-sensitive indicators and some with a standalone Gender outcome in them (JPGE), however, the country team lacks a 'systematic screening process/ tool' as such there is no internal mechanism to ensure quality of gender mainstreaming across JPs.

Four UN joint programmes developed a joint comprehensive response to teenage pregnancies and child marriages, which increased due to school closures as a result of COVID-19 Pandemic. These efforts through the joint programmes contributed significantly to mainstreaming of gender issues in most JWPs activities with a strong presence for activities aligned within SDGs 2, 3, 5, 8, and 16 2020 report.

In response to COVID-19 and Gender the UNCT mobilised resources and implemented a joint program on Gender and maternal health supporting SDG 5 and SDG 3 and Humanitarian response. Malawi UNCT has 19 joint Programmes that are operational (see Annex 1). All joint programmes are aligned to national priorities.

Over 50% JPs present clear analysis on GEEW that identify and analyse the systemic causes of gender inequities and aim at promoting GEEW.

Criterion B: A Joint Program on promoting GEEW is operational over current UNDAF period in line with SDG priorities including SDG 5

Two active joint programmes on promoting gender equality and the empowerment of women are operational over current UNDAF period in line with SDG priorities including SDG 5 namely:

1. The **Spotlight Initiative** multi-year programme focused on eliminating violence against women and girls, as well as other harmful practices.
2. **Joint Programme on Girls Education Poverty reduction** through improved quality education for adolescent girls. The programme focuses on strengthening systems that support girls' education, nutrition and health while the girls are in and out of school. The programme also purposively involve in and out of school boys who have the potential to impact girls' education.

Criterion C: A system is in place to ensure gender mainstreaming in JPs

Malawi UNCT has a Gender Mainstreaming Strategy (2016). It provides guidance for Gender Mainstreaming. However, there is absence of a joint formal screening tools to ensure quality of gender mainstreaming across JPs.

Some UN Agencies/UNCT use gender markers to develop joint programmes with varying extent. Gender Markers were used in Joint programmes such as the Joint Programme on Catalyzing Private Investment, Enterprise and SDG Impact through Innovative Finance; and, Strengthening Malawi's Financing Architecture at national and Local Level; and, Advancing Disability Rights together in Malawi.

Evidence or Means of Verification
Joint Programmes

SCORING CRITERIA 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
A. The UNCT has contributed collaboratively to at least **one joint communication activity** on GEEW during the past year.	A. The UNCT has contributed collaboratively to at least **one joint advocacy campaign** on GEEW during the past year. AND B. **Interagency Communication Group Annual Work Plan** or equivalent visibly includes GEEW communication and advocacy.	A. **Meets minimum requirements** AND B. The UNCT has contributed collaboratively to communication or advocacy in at least **one non-traditional thematic area** during the past year.
Indicator 2.2: Communication and Advocacy Address Areas of Gender Inequality	Score: Meets Minimum Requirements	

Criterion A: The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year

a) The UNCT Annual Work Plan visibly includes GEEW communication and advocacy.
b) Joint Advocacy GEEW campaigns and events have been included in the Malawi UNCT Communications Strategy 2019-2023.
c) UN Communication Group (UNCG) supports planning and implementation of UNCT Advocacy and communication activities.

Activities implemented

- Joint Communication from the Special Rapporteur on violence against women and the Working Group on Discrimination against women and girls, 27 May 2020
- Focus on SDGs, Covid-19 – weekly situation report and stories from the field
- UN75 initiative as dialogue platform as part of national visioning of 2063.
- 16-Days of Activism 2019 whose theme was "Generation Equality Stands against Rape". Key approach around the theme such as LNOB, survivor centered approaches and multi-sectoral approach
- 16-Days of Activism 2020 - Theme was Orange the World: Fund, Respond, Prevent and Collect
- Advocacy on GBV, Ending Child Marriage, Adolescent education, SRHR, Attacks on elderly and persons with albinism, Male Engagement, HeforShe Initiative, Legal Reform (Witchcraft), elections, population, refugees and migration
- International Commemoration and Days (Disability, Albinism, HIV and AIDS, Human Rights) 2019; 2020
- Articles, publications, advocacy and communication materials
- Photographs depicting Project related impact and outcomes
- TV and Radio slots and programmes
- Social media campaigns – posts
- Programme and strategy launches
- Key messages, Press briefings, events
- Visits of RC, UNCT and other UN dignitaries to projects and media houses
- Common branding, key messages and use of same photos to increase visibility
- Information provision including key messages on SDG 5 and UNDAF 2019-2023
- Production of knowledge products including flyers

Criterion B: Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy

- Some visibility of GEEW communication and advocacy in the UN Communications Strategy 2019-2023:
  - To use gender sensitive language, in a concise and clear manner, whilst adhering to UN's values.
  - To Focus will be on stories that are compelling and push for actions; with special focus on giving visibility to excluded groups that are left behind including; women, girls, people living with disabilities, refugees, the elderly, sexual minorities, people living with HIV, people living in extreme poverty, the youth and many other groups.
  - Promote more gender-balanced media space to support women aspirants and highlight their voices and issues affecting their participation including negative mind-set on women capabilities as leaders
  - Non-violent elections are critical for sustenance of Malawi's peace and promotion of equal participation in the electoral process, including for women.
- Agency specific communication interventions visibly include GEEW communication and advocacy

Criterion C: The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year

UNCG mapped out existing partnerships between individual UN Agencies and community radio stations in Malawi.

Evidence or Means of Verification

- UNDAF 2019 to 2023
- UN Communications Strategy 2019 to 2023
- UNCT annual work plan; knowledge products; media coverage; advocacy materials
- UN Malawi Social Media profiles
- Speeches by UNCT members
- Reports on advocacy activities and commemoration days
- Malawi 2020 UN Country Results Report

SCORING CRITERIA 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets **one** of the following: A. UNDAF Results Matrix data for gender sensitive indicators gathered as planned. OR B. UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets **two** of the following: A. UNDAF Results Matrix data for gender sensitive indicators gathered as planned. B. UNDAF reviews/ evaluations assess progress against gender-specific results. C. The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets **all** of the following: A. UNDAF Results Matrix data for gender sensitive indicators gathered as planned. B. UNDAF reviews/ evaluations assess progress against gender-specific results. C. The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Indicator 2.3: UNDAF Monitoring and Evaluation Measures Progress Against Planned Gender Equality Results	Score: Meets Minimum Requirements

Criterion A: UNDAF Results Matrix data for gender sensitive indicators gathered as planned

The UNDAF Results Matrix includes indicators that are gender responsive and sex disaggregated. The UNDAF Reports of 2019 and 2020 have specific sections on Gender Equality and Women's Empowerment where gender specific results are assessed and reported against. However, some of the indicator results are not disaggregated by gender as indicated in UNDAF Result matrix.

Criterion B: UNDAF reviews and evaluations assess progress against gender specific results

UNDAF reviews were conducted in 2019 and 2020. The UNDAF Report of 2019 and 2020 have specific sections on Gender Equality and Women's Empowerment where gender specific results were assessed and reported against. However, some of the indicator results are not disaggregated by gender as indicated in UNDAF Result matrix.

Criterion C: The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle

During the period, the M&E Advisory Group (MEAG) received training on Rights-Based Results Based Monitoring (RRBM) and Reporting that included a focus on gender. The MEAG ToR includes in its responsibility for providing technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality.

Monitoring exercises for the current UNDAF were mostly internal stocktaking that did not involve external agencies due to the COVID-19 outbreak.

Evidence or Means of Verification

- UNINFO Online Platform
- Delivering as One Annual Results Reports
- MEAG TOR
- MEAG 2021 Workplan
- UNDAF 2019 to 2023
- UNDAF Review
- UNDAF Progress Reports and results matrix
- Malawi 2020 UN Country Results Report

DIMENSION AREA 3 - PARTNERSHIPS

SCORING CRITERIA 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
A. The UNCT has collaborated with at least **one government agency** on a joint initiative that fosters gender equality within the current UNDAF cycle	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 UNDAF cycle. B. The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.	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 UNDAF cycle. B. The National Women's Machinery participates in UNDAF 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.	C. The UNCT has made at least **one** contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.
Indicator 3.1: UNCT Collaborates and Engages with Government on Gender Equality and the Empowerment of Women	**Score: Exceeds Minimum Requirements**	

Criterion A: The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle

Malawi UNCT has collaborated with several Government Agencies on joint programmes and initiatives that address gender equality and women empowerment within the current UNSDCF (2019-2023) and 2020 Joint Workplan between the Government of Malawi and the UNCT.Currently, the UN is collaborating with ten (10) Ministries and Development Agencies (MDAs) and District Councils. Key MDAs include Ministry of Agriculture; Ministry of Gender, Children and Social Welfare; Ministry of Health; Ministry of labour; Ministry of Economic Planning, Development and Public Sector Reforms; Ministry of Local Government and Rural Development; Ministry of Finance; Ministry of Education; Ministry of Justice; Department of Disaster Management Affairs, National Assembly (Parliament), Malawi Human Rights Commission; Malawi Law Commission, Malawi Police, and, District Assemblies. The Malawi UNSDCF 2020 Joint Work Plan between the GOM and UN clearly indicates which national partners, the different UN Agencies are working with which facilitates mapping and coordination. In addition to the aforementioned MDAs, the UNCT is partnering with non-traditional ministries Finance, Economic Planning and Development and Foreign Affairs and International Corporation.

The following are some of the joint initiatives on GEEW in Malawi:

- **Spotlight Initiative** – UNICEF, UNFPA, UNDP and UN Women in partnership with MOLGRD, MOGCDSW, MoH, Malawi Police Services and District Councils.
- **Joint Programme on Girls Education** – UNFPA, UNICEF, WFP in partnership with District Councils, MoEST, MoGCDSW, MoH, MoL and MoY
- **2Gether4SRHR Joint Programme** UNAIDS, UNFPA, UNHCR, UNICEF, IOM and WHO in partnership with District Councils, MoGCDSW, MoLGRD and MoH
- **Joint Programme on Social Protection** UNICEF, UNAIDS, WFP and ILO in partnership with MoGCDSW, MoF, MoFAIC, District Councils
- **UN Joint Programme on HSS for Equitable Health and Nutrition** – UNICEF, UNFPA, WHO in partnership with MoH, MoLGRD
- **UN Joint Programme on The COVID-19 Emergency Response for Continuity of Maternal and New-born Health Services** – UNFPA, WHO, UN Women in partnership with MoH
- **Joint Programme on Catalyzing Private Investment, Enterprise, and SDG Impact through Innovative Finance** - UNDP, UNCDF, FAO in partnership with Ministry of Trade, Old Mutual, FCDO
- **Joint Programme on Strengthening Malawi's Financing Architecture at National and Local Level** – UNDP, UNICEF in partnership with Ministry of Finance, Planning and Economic Development, NLGFC, National Planning Commission, (NPC), MoLGRD, CSO, DPs, MCCI

MoGCDSW and some MDAs implement GEEW activities as per Joint Programmes and workplans. The UNCT provides technical support, information sharing, financing, in development of policy and legislative frameworks, strategic plans, programme reviews and assessments, advocacy, monitoring and reporting. Technical Assistance was provided in the development of the following (among others) Review of the MoGCDSW Strategic Plan; Development of National action plan on UNSCR 2063; Male Engagement Strategy; Sexual Harassment Policy; Higher Education Gender Policy; Review of the Joint Sector Strategic Plan on Youth, Children and Gender 2020 to 2024; Gender and Social Inclusion Strategy for the Ministry of Agriculture; and, Gender Assessment of the National HIV Response in Malawi, 2020.

Criterion B: The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E

The National Gender Machinery (NGM) in Malawi constitutes the MoGCDSW, other Ministries, Departments and Agencies (MDAs), civil society organizations (INGOs and NGOs) associations/coordinating bodies and development partners working in GEEW. The NGM participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E to provide advice on alignment with Government policies and priorities. Examples include UNCTs involvement in the following:

- Formation of TWG of Traditional Leaders to promote gender equality and increase understanding of gender related laws
- Strengthening the Women's Caucus in Parliament
- Fostering dialogue on COVID-19 response, including mainstreaming of gender equality and prevention of GBV
- Supporting implementation and monitoring of all global, regional, national obligations and commitments on gender equality and empowerment of women and girls

Criterion 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 supported the GOM in the implementation and monitoring of all global, regional and national obligations and commitments on GEEW and girls; improving coordination and management of NGM; production, analysis and dissemination of sex-disaggregated data; administration of SDG fund for activities prioritized by UN and GoM; and, an SDG Audit of the National Budget.

The UN supported the Ministry of Justice to develop the 8th State Party report for the CEDAW, which was presented to the Office of the High Commissioner for Human Rights (OHCHR). The report highlights how Malawi addressed and implemented the 7th report's concluding observations including additional updates on progress made on implementing CEDAW.

The UNCT supported the MoGCDSW in the review of CSW 63; the development of an action plan towards preparations for the CSW64 and the commemoration of the 25th anniversary of the Beijing Declaration and Platform for Action (Beijing+25) in 2020.

To address low SDG awareness at community level, the UNCT collaborated with the Government of Malawi to implement SDG localization campaigns to align SDGs with District Development Plans and enhance awareness at the local level through the following:

- SDG movie by UNCT featuring Malawian who work towards SDGs, disseminated to GoM officials
- SDG advocacy during electoral campaign, targeting political parties featuring debates on LNOB
- Promoting albinism awareness though National Action Plan
- Communicating results of UN contributions and specifically Joint Programmes to GoM

Evidence or Means of Verification

- UNDAF 2018 to 2023
- 2020 Joint Work Plan between the Government of Malawi and the United Nations in Malawi
- Joint Programmes
- White Paper for Strengthening National Gender Machinery in Malawi, July 2012
- UNCT Progress Reports
- Interviews with Partners
- 2020 UNDAF Report

SCORING CRITERIA 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
A. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least **one** joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets **two** of the following: A. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.	Meets **all** of the following: A. The UNCT has collaborated with GEEW CSO and women's rights advocates on at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.
Indicator 3.2: UNCT Collaborates and Engages with Women's/Gender Equality CSO	**Score: Exceeds Minimum Requirements**	

Criterion A: The UNCT collaborates and engages with Women's/Gender Equality CSOs and women's rights advocates on a number of initiatives that foster gender equality and empowerment of women within the current UNDAF cycle

Women/Gender Equality CSOs actively participated in the development, implementation, monitoring and reporting of Joint Programmes and Initiatives including advocacy and capacity building at district level.

- Spotlight Initiative – CSOs as members at high level governance, technical, and, district level meetings/consultations and TWGs.
- Joint Programme on Girl Education – Providing financial support to CSOs to mobilising and strengthening capacity of community structures to support girl education.

The UNCT provides technical and financial support to coordination and networking CSOs e.g. NGO GCN and Women Lawyers Association. It also provided support for Advocacy initiatives covering political and financial transparency and accountability, women in decision making, SGBV including 16 Days of Activism Campaign, elections, child marriage, adolescent education, male engagement, harmful cultural practices and health including HIV/AIDS and COVID-19 response.

CSOs provide advice to UNCT e.g. UNW CSO Advisory Group.

CSOs champion Leaving No One Behind, Human Rights and Gender Equality Human Rights/ through advocacy and support to survivors of GBV. Timely press statements and op-eds were issued on human rights violations, highlighting persons with disabilities, persons with albinism and the central role of human rights in the COVID-19 response.

Criterion B: GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E

CSOs were engaged in CCA and UNDAF prioritization and M&E through Multi-stakeholder technical/consulting workshops. Malawi Girl Guides, Legal AID, WOLREC, PLAN and Action Aid, other CSOs and national gender experts participated in UNDAF consultations process where they actively advocated and contributed to the gender equality agenda and inclusion of gender related issues. They also provided evidence and data that supported the UN to ensure gender integration in the CCA.

- The UNCT engages/involves marginalised groups as beneficiary groups and partners.
- Principle of Leaving no-one behind – Engaging groups furthest behind on key targets such as reproductive health, empowerment, and economic activity.

Criterion C: The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation

- UNCT organized several consultations with network and implementing CSOs at national and district levels on gender related SDGs localization and implementation.
- UNCT provided support to CSW, CEDAW shadow reports, and Gender Barometer.
- UN organized consultations with CSO for local joint programme on early marriages, Covid-19

Evidence or Means of Verification
- UNDAF 2018 to 2023
- Malawi UNSDCF(2019-2023),
- Joint Workplan 2020
- Joint Programmes
- 2020 UNDAF Report
- UNCT Progress Reports
- Malawi SDG Acceleration Fund 2020
- Interviews with Partners

SCORING CRITERIA 3.3: UNCT COLLABORATES AND ENGAGES WITH PRIVATE SECTOR ON GENDER EQUALITY AND EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
A. The UNCT has collaborated with Private Sector on at least **one** joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets **two** of the following: A. The UNCT has collaborated with Private Sector on at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. Private Sector participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen Private Sector participation and engagement in gender related SDGs localization and/or implementation.	Meets **all** of the following: A. The UNCT has collaborated with Private Sector on at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. Private Sector participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen Private Sector participation and engagement in gender related SDGs localization and/or implementation.

Indicator 3.3: UNCT Collaborates and Engages with Private Sector on Gender Equality and Empowerment of Women	Score: Approaches Minimum Requirements

Criterion A: The UNCT has collaborated with private sector on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle

Malawi UNCT has collaborated with Private Sector on the following Joint Programmes:

- Joint Programme on Catalyzing Private Investment, Enterprise, and SDG Impact through Innovative Finance
- Joint Programme on Strengthening Malawi's Financing Architecture at National and Local Level
- PROSPER through a consortium that includes Kadale Consulting in 2019
- Improved Accountability for Malawi's COVID-19 Social Protection Response through Grievance and Redress Mechanisms Monitoring 2020 and Telecom Networks Malawi

The UNDAF 2019 to 2023 Prioritises engagement with private sector to support government in service delivery.

Criterion B: The Private Sector participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E

There is minimal participation of private sector participates in UNDAF country analysis, strategic prioritization, implementation, M&E. Key gaps exist on GEEW in the private sector, mining, business, manufacturing and informal sector.

Criterion C: The UNCT has made at least one contribution to substantively strengthen Private Sector participation and engagement in gender related SDGs localization and/or implementation

- UNICEF partnered with standard bank on promotion of girls education e.g. (role modelling and other support to girls education (Funo Langa) an initiative of Joint Programme on Girl Education
- UNW partnered with Standard Bank on Climate Smart Agriculture
- Dissemination of SDG movie to private sector

Evidence or Means of Verification

- UNDAF 2018 to 2023
- Malawi UNSDCF (2019–2023), Joint Workplan 2020
- UNCT Progress Reports yet to be concluded
- Malawi SDG Acceleration Fund 2020

SCORING CRITERIA 3.4: UNCT COLLABORATES AND ENGAGES WITH DEVELOPMENT PARTNERS ON GENDER EQUALITY AND EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
A. The UNCT has collaborated with Development Partners on at least **one** joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets **two** of the following: A. The UNCT has collaborated with Development Partners at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. Development Partners participate in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen Development Partners' participation and engagement in gender related SDGs localization and/or implementation.	Meets **all** of the following: A. The UNCT has collaborated with Development Partners at least **two** joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. B. Development Partners participate in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. C. The UNCT has made at least **one** contribution to substantively strengthen Development Partners' participation and engagement in gender related SDGs localization and/or implementation.
Indicator 3.4: UNCT Collaborates and Engages with Development Partners on Gender Equality and Empowerment of Women	**Score: Meets Minimum Requirements**	

Criterion A: The UNCT has collaborated with Development Partners on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle

Malawi UNCT has collaborated with Development Partners on GEEW Joint Programmes:
Among them is the collaboration with EU on Spotlight Initiative; and, Kingdom of Norway on the Joint Programme on Girl Education.

Criterion B: Development Partners participate in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E

The UNDAF 2019 to 2023 Prioritises engagement with development partners to support government in service delivery.
Development Partners participate in UNDAF country analysis, finance JPs, joint reviews, support to MoGCDSW and Civil Society Organizations.

Criterion C: The UNCT has made at least one contribution to substantively strengthen Development Partners' participation and engagement in gender related SDGs localization and/or implementation

Development Partners' coordination through the Donor Group on Gender and Human Rights. The group serves as a platform for sharing and providing updates on Gender and Human rights issues including emerging issues. However, there is diminished funding for GEEW, and, weak information sharing on financing of GEEW by some development partners and International NGOs who work directly with CSOs and District Assemblies.

Evidence or Means of Verification
- UNDAF 2018 to 2023
- Joint Workplan 2020
- UNCT Progress Reports
- TORS for Donor Group on Gender and Human Rights
- Malawi SDG Acceleration Fund 2020

DIMENSION AREA 4 - LEADERSHIP AND ORGANIZATIONAL CULTURE

SCORING CRITERIA 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
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;	Meets **three** 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;	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;

B. 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	B. 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	B. 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

Indicator 4.1: UNCT Leadership is Committed to Championing Gender Equality	**Score: Meets Minimum Requirements**

Criterion A: Gender equality is a regular topic of discussion in HOA meetings during the last 12 months

The UNCT Leadership has demonstrated the effort to champion gender equality through discussions in their meetings.Nevertheless, the UNCT does not have Gender equality as a regular topic of discussion at its meetings. Gender equality is usually discussed within human rights topics.   The following Gender Equality topics were discussed in HOA meetings:

- Teen pregnancies and child marriage
- 16 Days of activism
- Gender Equality in SONA
- Gender Scorecard Training
- National Response Framework and Coordination Mechanisms
- Engendering Humanitarian Action
- He for She Champion
- Presidential engagements
- Protection Against Sexual Exploitation and Abuse

Criterion B: RC demonstrates public championing of gender equality during the last 12 months

- RCs public speeches usually touch on the issue of gender equality as part of speeches and advocacy programmes
- Heads of Agencies are advocates on GEEW

Criterion C: HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months

Approximately, 77% of participants who responded to the UNCT Organisational Culture survey believed that Heads of Agencies were committed to gender equality in the workplace.

Criterion D: Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months

Gender equality is to a certain extent reflected in ARC.

Evidence or Means of Verification

UNCT HOA meeting minutes for past 12 months; ARC; RC/UNCT Annual Reports; RC speeches or communications that champion GE, results from organizational culture and gender equality survey.

SCORING CRITERIA 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of **50–64 percent.**	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of **65–80 percent.**	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of **over 80 percent.**

Indicator 4.2: Organizational Culture Fully Supports Promotion of Gender Equality and The Empowerment of Women	Score: Meets Minimum Requirements

A total of 348 UN staff members from 14 UN entities participated in the UNCT Scorecard Organisational Culture survey. Out which 78.2% were national staff and 21.8% were international staff. Besides, 45% of the respondents were women. The survey consisted of 10 questions generating a total of 3,480 responses.

UN personnel scored a positive rating of 73% regarding the question on the personnel perception of organizational environment for promotion of gender equality. Besides, the UNCT in this country has adequate procedures in place to prevent and address sexual harassment; and, The UNCT in this country has adequate procedures in place to protect my personal safety and security.

About 70% of the UN staff indicate that Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life; The package of entitlements (e.g., maternity, paternity, breastfeeding) support personnel to achieve adequate work–life balance (71%); and, UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation (72%).

An average score of 75% regarding the three questions: I believe the UNCT in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels (75%); heads of Agencies in this UNCT are committed to gender equality in the workplace (77%) and; UN personnel in this country are committed to gender equality in the workplace (73%).

Evidence or Means of Verification

Organizational Survey Results

SCORING CRITERIA 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
A. The UNCT has in place a **mechanism for monitoring gender parity** in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.	A. Approaches Minimum Requirements AND B. The UNCT can demonstrate **positive trends** towards achieving parity commitments	A. Meets Minimum Requirements AND C. **The Business Operations Strategy (BOS) includes gender-specific actions** and indicators in at least on Business Operation Areas to foster gender equality and women's empowerment

Indicator 4.3: Gender Parity in Staffing is Achieved	Score: Missing Minimum Requirements

Criterion A: The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels

While the UN entities collect staffing data at the individual level, there is no UNCT mechanism for monitoring gender parity in staffing.

Criterion B: The UNCT can demonstrate positive trends towards achieving parity commitments

This Scorecard exercise will provide baseline data to regularly monitor trends in achieving parity levels for General Service staff and all professional levels. Regarding the staffing data collected from UN Agencies, the UN Systems in Malawi fails short of achieving gender parity, with gender parity defined as + or − three percentage points (47–53%). Overall, the staffing data shows that 58% of the workforce are men and 42% are women. Similarly, there is no gender parity for the staff at International Professional (42% women) and General Service (35% women). Gender parity is notable in the NO category, with 49% women in the workforce. Notwithstanding these strides, there a disaggregated analysis at each staffing category shows that there is gender parity at G4, G5, NO–B, P1, and P3 levels.

UN entities such as IOM, RCO, UNESCO, UN Women, UNICEF and WFP meet the gender parity requirements (Refer to the attached gender staffing data).

Criterion C: The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least on Business Operation Areas to foster gender equality and women's empowerment

The Malawi UNCT Business Operations Strategy (BOS) is a results-based framework that focuses on joint business operations with the purpose of eliminating duplication, leveraging the common bargaining power of the UN and maximizing economies of scale. In addition, the UNCT in Malawi has striven to incorporate innovation, environmental sustainability, gender and disability inclusiveness and other elements in support of the SDGs in the BOS 2.0 (2021 – 2023). However, it does not fully cover GEEW.

Evidence or Means of Verification
- Consolidated, sex disaggregated staffing data – July 2021
- Business Operations Strategy 2021–2023

SCORING CRITERIA 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.	Meets **three** of the following: A. A coordination mechanism for gender equality is chaired by a HOA B. The group has a TOR and an approved annual work plan C. Members include at least 50% senior staff (P4 and above; NOC and above) D. The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	Meets **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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.
Indicator 5.1: Gender Coordination Mechanism is Empowered to Influence the UNCT for GEEW	**Score: Meets Minimum Requirements**	

Criterion A: A coordination mechanism for gender equality is chaired by a HOA

- A coordination mechanism exists. The Joint UN Gender and Human Rights Technical Working Group. The main function of the GHRTWG is to strengthen the UN's capacity to deliver results on human rights and gender equality, in a well-coordinated and unified approach. It also provides strategic support to the government and partners to promote gender equality, human rights, and women's empowerment. The Gender and Human Rights technical working groups were merged in 2017 to reduce transactional costs and harmonize UN Malawi support to gender and human rights in the country as per new UNDAF agreed principles on gender and human rights.
- There are dedicated Gender officers in some Agencies
- The TWG is co-chaired by UN Women and the Office of the High Commission on Human Rights (OHCHR). Sometimes the TWG is chaired by RC. The TWG meets monthly. Ad-hoc meetings are held when required. UN Women is the Secretariat of the GHRTWG.
- The group has a working relationship with the UNCT and other TWGs through reporting and provision of technical assistance, updates and seeking policy guidance from UNCT.

The UNCT implements the Delivering as One – however, the UN in Malawi still works in a non-coordinated manner in some areas in pursuit of Agency visibility.

Criterion B: The group has a TOR and an approved annual work plan

The TWG has TOR and an approved workplan which outlines priority areas...

Criterion C: Members include at least 50% senior staff (P4 and above; NOC and above)

- The UN GHRTWG comprises 11 UN Agencies (FAO, UNICEF, UNDP, UNHCR, UNFPA, WFP, RCO, ILO, UNAIDS, UNESCO, UN Women).
- 7 out of 42 members that regularly attend TWG meetings are senior staff (P4 and above) which constitute 16.6 percent of TWG members
- 12 out of 30 NOC and above
- 1 (One) Representative attend TWG meetings

Criterion D: The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E

The GHRTWG was involved in development of root cause analysis, country consultations, UNDAF prioritization, development of results framework and M&E.

Evidence or Means of Verification
- TOR and composition for TWG
- Meeting Minutes and Reports
    - Discussions on Development of a joint Human Rights and Gender TWG working Dinner minutes Jan 2018
    - Un Gender and Human Rights Technical Working Group Annual Retreat, FEBRUARY 2020
    - Meeting minutes on adhoc meeting on advocacy campaigns on 16 days of activism

SCORING CRITERIA 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
A. At least **one** substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.	Meets **two** of the following: A. At least **one** substantive inter-agency gender 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 UNDAF cycle and targets are on track. C. UNCT induction materials includes gender equality and the empowerment of women commitments and elated development challenges of the country.	Meets **all** of the following: A. At least **one** substantive inter-agency gender 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 UNDAF cycle and targets are on track. C. UNCT induction materials includes gender equality and the empowerment of women commitments and elated development challenges of the country.

Indicator 5.2: UNCT has Adequate Capacities Developed for Gender Mainstreaming	Score: Approaches Minimum Requirements

Criterion A: At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year

A number of GEEW inter-agency capacity development activities for UN personnel in 2020 including:

- Basic Agency specific Online Orientation session on gender for staff
- Mandatory training on gender and sexual harassment however, they are not context specific for Malawi
- Orientation on Gender marker over the current UNDAF cycle
- Consultations with Ministry of Gender to enhance understanding of some gender markers

Criterion B: A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track

- There is no interagency capacity assessment and plan conducted during UNDAF cycle.
- Absence of a focal point responsible for capacity development within the UNCT.

Criterion C: UNCT induction materials includes gender equality and the empowerment of women commitments and elated development challenges of the country

Agency induction packages have components on gender and mostly online

Evidence or Means of Verification
- JAWP
- Orientation Materials
- Consultations with Partners

SCORING CRITERIA 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
A. The UNCT has carried out at least **one** capacity building event on the gender marker over the current UNDAF cycle.	A. Approaches Minimum Requirements AND B. The UNCT has established and met a **financial target** for program allocation for GEEW.	A. Meets Minimum Requirements AND C. The UNCT has established and **exceeded** a financial target for program allocation for GEEW.

Indicator 6.1: Adequate Resources for Gender Mainstreaming are Allocated and Tracked	Score: Approaches Minimum Requirements

Criterion A: The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle

The UN provided capacity building support to the GoM (NSO, MoGCDSW, MoA, DoDMA) and CSOs on Gender Responsive Budgeting; Budget Analysis and Advocacy; and, generation of gender statistics, analysis, production and use, especially in programming and policy development.

Gender marker in programming is mandatory. The development of the current UNSDCF also ensured the rating of all the activities against the gender markers.

The UN has agency specific strategies on capacity building on gender mainstreaming in various interventions both at country and district level. However, the UNCT has not carried out structured capacity building the gender marker over the current UNDAF cycle. The UNCT through the GHRTWG has carried out some orientation on gender markers.

Criterion B: The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women

Over the years, the UNCT has strived to secure resources for joint programmes on GEEW such as the Spotlight Initiative and Joint Program on Girls Education. Joint programmes allocated 35.1% of funds towards GEEW.

The budget on gender and social welfare slightly increased in nominal terms from MK15.8 billion (USD20.4million) in 2018/19 to MK34.7 billion (44.7 million) in 2019/20. On the other hand, there is still financial gap targeted for GEEW for both gender targeted and gender mainstreamed interventions.

A target of 0.5% of public resources allocated for GEEW was set for 2020. Also 50% of national budget aligned to SDGs with a focus on gender and children. It's not clear as to whether the UNCT has set a target for resource allocations to GEEW across the agencies.

The UNCT has in place a system to track and utilize some country-level gender budgetary data In addition, there is a parameter for tracking budget allocation for gender equality interventions.

Criterion C: The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women

The SDG Fund seeks to allocate a minimum 30% of its resources to activities that promote GEEW. Additionally, the SDG Fund prioritizes intervention that include crosscutting approaches that also empower youth and include a Human Right Based Approach.

The Joint Annual work plan for UNCT set annual targets for resources towards GEEW.   78.2% resources planned for outcomes which were found to be gender sensitive under indicator 1.3. The SDG Fund supports a gender sensitive approach throughout the project cycle.

While the total budget of available resources falls short of the targeted resources, the UNCT exceeded financial targets for outputs 1.2.3, 2.1.3 and 3.3.2. The financial target was met for output 1.3.2.

Evidence or Means of Verification
- UN 2020 Joint Work Plan
- UNDAF 2019–2023
- SMFA – A national and local INFF for Malawi
- UNDAF Progress report
- UN Malawi 2020 Result Report
- SDG Report

DIMENSION AREA 7 - RESULTS

SCORING CRITERIA 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
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.	A. The UNCT has achieved or is on track to achieve **all** gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	A. Meets Minimum Requirements AND C. At least **one** outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

Indicator 7.1: UN Programmes Make a Significant Contribution to Gender Equality in the Country	**Score: Approaches Minimum Requirements**

Criterion 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

Despite having a UNDAF Result Matrix that shows yearly targets, updating of the Results Matrix on GEEW indicators has not been done (only 26% of GEEW indicators fully updated). However, there are several achievements that the UNCT has registered. UNCT has made some significant progress in laying out a foundation for to achieve gender equality and women empowerment. This is evidenced by:

- Joint planning efforts – UN Sustainable Development Framework 2019–2023
- Joint mobilization of resources – Strengthening Malawi's Financing Architecture at National and Local Level
- 50% achievement assessment reports on implementation of international treaties on GEEW – 28 national and regional treaty recommendations implemented in 2019
- Analysis and presentation of gender aggregated data being done but at a very slow pace

Criterion B: The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5

The UNCT has not met all GEEW results in line with SDG 5.

Criterion C: At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women

Some of outcomes are addressing gender. Despite having a UNDAF Result Matrix that shows yearly targets, updating of the Results Matrix on GEEW indicators has not been done (only 26% of GEEW indicators fully updated). However, the UNCT has made some significant progress in laying out a foundation to achieve gender equality and women empowerment.

Evidence or Means of Verification
- UNDAF annual reviews, evaluations, results tracking, national data from government statistical offices, MDG/SDG monitoring, GII monitoring
- Business operations strategy 2021 to 2023
- 2020 UN Country Annual Results Report, March 2021

FOLLOW-UP & ACTION PLAN

ACTION	RESPONSIBILITY	REQUIRED RESOURCES AND SOURCE	TIMING	EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
Planning				
A. Conduct targeted gender analysis of groups that are furthest behind i.e. the elderly, PLHIV, persons with disabilities, persons with albinism, refugees, asylum seekers and migrants, Lesbian, Gay, Bisexual, Transgender and Intersex individuals (LGBTI) and Female Sex Workers and highlight the underlying causes of gender inequality and discrimination in line with SDG 5 in the 2022 CCA.	PMT	Staff time	2022	Limited gender analysis of those furthest behind
B. Mainstream gender equality in all the Strategic priorities of the next Corporation Framework and develop one outcome that specifically targets GEEW .	PMT	Staff time	2023	Gender is not mainstreamed in all outcomes
C. More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	MEAG	Staff time	2023	69.3% of the indicators measure changes GEEW
D. Develop a joint checklist/formal screening and monitoring tools to ensure quality of gender mainstreaming across JPs and share tools with planners in partner organizations.	GHRTWG	Staff time	Q1 2022	Absence of formal screening and monitoring tools for GEEW
Programme Monitoring and M&E				
A. Prioritize mainstreaming of GEEW in all JPs building on the CCA findings. Gender specialists in the agencies are key in ensuring that gender is visibly mainstreamed in sector specific plans, indicators, results, and capacity strengthening	GHRTWG	Staff time	Ongoing (during concept Note and JP development)	Not all JPs prioritise mainstreaming of JPs

ACTION	RESPONSIBILITY	REQUIRED RESOURCES AND SOURCE	TIMING	EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
B. Review the gender mainstreaming strategy	GHRTWG	Consultant	Q3 2022	Malawi UN Gender mainstreaming strategy was developed in 2016
C. Disaggregate all the required indicators by sex and ensure that the sex-disaggregated is updated in the UNDAF results Matrix.	MEAG	Staff time	Q1 2022	Some indicator results are not disaggregated by gender
D. Train the MEAG and outcome group members on gender sensitive M&E at least once a year.	UN Women	Staff time	Q2 2022	The MEAG did not receive adequate training to strengthen M&E of GEEW as per scope of work.
E. Ensure evaluation reports include details on how the different interventions have impacted men and women, boys and girls, or vulnerable groups differently.	Agencies	Staff time	Ongoing (at concept, TOR development; Proposal Review and Report Writing and Review Stages)	Gender should be measured in all outcomes, indicators and crosscutting, human rights and LNOB indicators
F. Include GEEW communication and advocacy in the UN Communication Group Annual Work Plan.	UNCG	Staff time	Q1 2022	The communication plan to address emerging issues and promote UNCT
G. Implement at least one joint advocacy campaign on GEEW	UNCT	Staff time	Q4 2022	Agency specific communication interventions include GEEW communication and advocacy
Partnerships				
A. Support development of Compendium of key MDAs, CSOs, private sector and Development Partners working on GEEW and SDG 5.	GHRTWG	Staff time	Q3 2022	Disjointed and Agency/Donor specific interests programmes
B. Stipulate the role of the National Women's Machinery during the next CCA and new Cooperation Framework design process.	GHRTWG	Staff time	2022	Inadequate technical and financial capacity of the MoGCDSW to coordinate the NGM
C. Promote information exchange among gender advocates and between the GHRTWG and other coordination groups such as OMT, MEAG.	GHRTWG	Staff time	Ongoing	Disjointed agency specific programmes and weak information sharing among partners in GEEW

ACTION	RESPONSIBILITY	REQUIRED RESOURCES AND SOURCE	TIMING	EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
D. Strengthen engagement with development partners, MDAs, CSOs and Private Sector on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.	GHRTWG	Staff time	Ongoing	Weak engagement with non-traditional MDAs and private sector
Leadership and Organization Culture				
A. Make GEEW a regular topic during UNCT meetings.	UNCT	Staff time	Bi-monthly	GEEW not a regular agenda item in HOA meetings. GEEW items discussed under Human Rights topics.
B. Ensure all of RC speeches and press statements include GEEW	RC & UNCT	Staff time	Ongoing	RC speeches usually touch on GEEW
C. Institutionalize gender equality measures to the greatest extent possible to bring about structural change, thus ensuring that the gender parity gap is closed.	OMT	Staff time	Q1 2022	Gender parity in staffing not achieved
D. Make candidate shortlists gender-balanced. This will reduce gender gap.	Agencies	Staff time	Ongoing	Gender parity in staffing not achieved
E. Apply temporary special measures with clearly defined gender targets. This could include mandatory alternation between genders.	Agencies	Staff time	Q1 2022	Gender parity in staffing not achieved
F. Launch a diversity and inclusion policy setting compulsory targets, e.g., "UN System in Malawi towards achieving gender balance by 2022".	UNCT	Staff time	Q1 2022	Gender parity in staffing not achieved
G. Track, collect staffing data on gender parity disaggregated by sex, grade, and agency.	OMT	Consultant	Bi-annually	BOS does not adequately address gender
H. Apply the best practices set out in the International Gender Champions' Gender Responsive Assemblies Toolkit, which draws on innovative, tried-and-tested best practice from other international organizations.	Agencies	Staff time	Ongoing	BOS does not adequately address gender
I. Review implementation of the endorsed action plan.	UNCT	Staff time	Bi-annually	BOS does not adequately address gender

ACTION	RESPONSIBILITY	REQUIRED RESOURCES AND SOURCE	TIMING	EXPLANATION AND LINKS TO SWAP-SCORECARD ASSESSMENT
Gender Architecture and Capacities				
A. Provide inputs on GEEW into the new Cooperation Framework design, including the country analysis, strategic prioritization, results framework, and M&E.	GHRTWG	Staff time	2022; 2023	The GHRTWG is involved in UNDAF processes
B. Produce a UN induction package for UN staff that provides key information about GEEW.	UNCT/ GHRTWG	Staff time	Q2 2022	Absence of GEEW induction package for UNCT.Agency specific training packages in use.
C. Develop, set targets, cost, and operationalise capacity development plan on GEEW.	GHRTWG	Staff time	Q1 2022	Absence of Focal Point and capacity building plan for UN personnel
D. Orient new staff on gender within one year of recruitment.	GHRTWG	Staff time	Ongoing	Absence of Focal Point and capacity building plan for UN personnel
E. Institute and build capacity of gender focal points in key institutions, MEAG and M&E specialists on how to use gender screening tools.	GHRTWG HRTWG	Staff time	Q1 2022	Absence of Focal Point and capacity building plan for UN personnel
F. Promote the undertaking of joint initiatives in the areas of planning, supervision visits; assessments, reviews, mentorship; ownership; accountability for results and GM processes.	GHRTWG	Staff time	Ongoing	Disjointed and Agency/Donor specific interests programmes
Resources				
A. Organize a capacity building event on the application of gender marker over the current Cooperation Framework.	UN Women	Staff time	Q3 2022	UNCT has not carried out structured capacity building on gender marker over the current UNDAF cycle.
B. Set the financial target by outcome for program allocation towards GEEW.	UNCT	Staff time	Q1 2022	Joint programmes allocated 35.1% of funds towards GEEW.
Results				
A. Involve GHRTWG during annual reviews to ensure that GEEW issues are addressed.	Pillar Leads in collaboration with RCO	Staff time	Q2; Q4 2022	Despite having a UNDAF Result Matrix that shows yearly targets, updating of the Results Matrix on GEEW indicators has not been done (only 26% of GEEW indicators fully updated).
B. Support evidence-based research and assessments on GEEW.	MEAG	Staff time		The UNCT has not met all GEEW results
C. Annual UN Country Result Reports includes GEEW results.	RCO/ UNCT	$3,000	By 31 March	The UNCT has not met all GEEW results

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