

2021 UNCT-SWAP GENDER EQUALITY SCORECARD

Country: Venezuela Assessment year: 2021 Coordinator: Maryari Contreras, RCO Monitoring and Results Officer on behalf of the LNOB Interagency Task Force Agencies participating in assessment team:	
1. Planning	
INDICATOR 1.1 Common Country Assessment	Score Meets Minimum Requirements
Finding and explanation a) The CCA includes mainstream of gender analysis, including LNOB, which includes several vulnerability and exclusion factors (e.g. pregnancy and maternal mortality; low income; adolescent pregnancy; feminization of poverty; among others). b) Despite limited availability of official sex-disaggregated data in the country, qualitative data was used when available to address gender-sensitive issues in the CCA and well as in other planning frameworks, such as the HRP. HRP targets women head of families.	
Means of verification Common Country Assessment (document already shared to DCO)	
INDICATOR 1.2 UNDAF Outcomes	Score Approaches Minimum Requirements
Finding and explanation a) The current UNDAF 2015-2022 does not contemplate dedicated outcome on gender equality, but the outcome 4.1 (Health) includes explicit reference to gender equality and GEEW articulation are visibly on outcome indicators such as socio-productive projects with special emphasis on women and youth (outcome 1.1), and indicators related to reduce Gender based Violence (outcomes 5.1, 5.2, 6.1). The formulation of the new cooperation framework carried out this year has been articulated with gender equality approach in line with UNSDCF Theory of Change and SDG priorities including SDG 5. It is expected that GEEW will visibly mainstreamed across all outcome areas.	
Means of verification UNDAF document Theory of Change assessment document for new UNSDCF.	
INDICATOR 1.3 UNDAF Indicators	Score Meets Minimum Requirements
Finding and explanation Of the nineteen UNDAF Outcome indicators, nine of them (47%) track progress towards gender equality results. The analysis held by the LNOB task force (interagency group responsible of the GEEW scorecard implementation) found that the six strategic priorities measure gender-related changes due to they include disaggregation by sex or a definition that is gender specific.	

Strategic priorities I and V significantly presented higher levels of gender sensitivity. For example, all indicators of the Strategic Priority I, Sustainable Development and Reduction of Poverty, have emphasis on women through economic empowerment and demographic dynamic plans. Three of the four indicators for the Strategic Priority V target GBV.

Means of verification

UNDAF document. UNDAF results framework (page 25)

2. Programming and M&E

INDICATOR

2.1 Joint Programs

Score

Meets Minimum Requirements

Finding and explanation

a) Currently there are two Joint Programmes: The UN joint program of support on (HIV/AIDS – UNAIDS); and the Joint program for the promotion and implementation of initiatives at the nexus of humanitarian action, development, and peace building in Venezuela, focusing on women and adolescents (UNFPA, UN Women). They both gender-targeted and visibly mainstreamed gender with sex-disaggregated and gender-sensitive indicators and data.

b) The JP for the promotion and implementation of initiatives at the nexus of humanitarian action, development and peace building in Venezuela, focusing on women and adolescents, encourages gender equality and the empowerment of women, and it is operational over current UNDAF (UNDAF strategic priority V) period in line with SDG priorities including SDG 5.

Additionally, as part of the Joint UNDP-DPPA Programme on Building National Capacities for Conflict Prevention, the Peace and Development Team (PDT) of the RCO in Venezuela and the UN Women Regional Office for the Americas and the Caribbean have developed a joint project framed within the Women, Peace and Security (WPS) Agenda, to be jointly funded by these two entities. The project is currently in its final drafting phase and will be implemented in 2022 in alliance with national NGO's and other UN agencies. The project's main objective is to reinforce women's meaningful participation in peace building and conflict prevention. This initiative will contribute to the promotion of a just and peaceful society, in accordance with the goals of SDG 16, as well as to achieve gender equality and empower women through the improvement of their leadership skills, in line with SDG 5.

Means of verification

- UN joint program of support on (HIV/AIDS – UNAIDS)
- Promotion and implementation of initiatives at the nexus of humanitarian action, development and peace building in Venezuela, focusing on women and adolescents (UNFPA, UN Women)

INDICATOR

2.2 Communication & Advocacy

Score

Meets Minimum Requirements

Finding and explanation

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. To commemorate Women's Day, the UNCG carried out a virtual event alongside the Vice Minister of Gender Equality and Non-discrimination of the Ministry of Popular Power for Women and Gender Equality. ([Youtube](#))

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. The members of the UNCG participated in the activation of the 16 days of activism to eradicate gender-based violence thoroughly. To mark the beginning of the 16 days and to promote the participation of public in the online campaign, colleagues of the different agencies reunited in the building where the RCO is located to produce content that could be used to communicate the multiples activities carried out throughout the campaign. ([Flickr](#))

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.

To support the WEPs initiative in the country, that is being led by the Partnerships officer of the RCO in Venezuela, the Communications department produced pieces for social media that include a press release ([link](#)); videos ([link 1](#)) ([link 2](#)); messages for social media ([link](#)) and aided in the first two online meetings of the WEPs community in Venezuela.

Means of verification

Already mentioned in the section of finding and explanation.

INDICATOR

2.3 UNDAF M&E

Score

Meets minimum requirements

Findings and Explanation

a) Data for gender sensitive indicators in the UNDAF 2015-2022 Results Matrix has been gathered, including sex-disaggregated data through the UNDAF JWP 2020-2021, but the collection process has not been regular, given that most of the UN cooperation is focus on humanitarian since 2018, and the UNDAF indicators and targets agreed in 2015 are not strictly measurable. For that reason, the UNDAF Results Group articulates the data gathered through the Humanitarian Response Plan with the purpose to incorporate GEEW specific inputs that are linked to development results within the current UNDAF.

b) The UNDAF evaluation carried out in 2019 assessed progress against gender results. Also, progress against gender-focused results has been covered in the annual results reports during the current UNDAF cycle. The UNCT Annual Results Report 2020 included GEEW specific results in agriculture, GBV, Health and Social Protection.

c) The Interagency Programme Management Team (unit responsible of the UNDAF M&E) received a training focus on gender during the formulation process of the current UNDAF. The PMT includes in its TOR responsibility for providing to the UNCT technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality.

Means of verification

UNDAF Evaluation

UNDAF Annual Results Reports 2020

Plan de Trabajo UNDAF 2020-2021

Términos de Referencia GIP

3. Partnerships

INDICATOR

3.1 Engagement Government

Score

Meets minimum requirements

Findings and Explanation

a) The UNCT has collaborated with at least two government agencies within the current UNDAF cycle for a joint initiative that foster gender equality. Examples include: The JP for the promotion and implementation of initiatives at the nexus of humanitarian action, development and peace building in Venezuela with the Ministry of Popular Power for Women and Gender Equality (UN Woman and UNFPA); Differentiated care for adolescents in health services with a gender perspective and GBV approach with the Ministry Popular Power for Health (UNFPA, UNAIDS); UNCT virtual event to commemorate Women's Day, alongside the Vice Minister of Gender Equality and Non-discrimination of the Ministry of Popular Power for Women and Gender Equality (all UN entities in the country).

b) Part of the Women's machinery has participated in the new UNSDCF development process through a planning workshop with the vice-presidency of planning, sectoral vice-president for social and territorial socialism, its associated ministries and Chancellery. It is expected to continue involving government agencies including the women's machinery in the UNSDCF process. On the other hand, under the leadership of the Resident Coordinator, the UNS further developed a strategy to establish direct and timely communication with the Ministry of Popular Power for Women and Gender Equality. Strengthening the collaboration with the Ministry aims to further strengthen the cooperation between the UNS and the government, specially targeting UNS initiatives and programmes related to: (i) Peace building and women's participation in decision-making processes, (ii) Economic empowerment and women's participation in humanitarian action and socio-economic recovery, (iii) Women's right to a life free of violence.

c) The UNCT has made a collective contribution within the current UNDAF cycle to strengthen the Government engagement in the localization/implementation of the SDGs, including gender related SDGs, through the project led by UNDP, Support to the National Government in Multidimensional Progress and the fulfillment of the 2030 Agenda for the achievement of the Sustainable Development Goals (SDGs). This project aims to contribute to the government and society in constructing inclusive and economically, socially, and environmentally sustainable development models with a gender perspective. In 2021 the project published the study "Gender gap in student enrollment and graduate population in Venezuelan universities".

Means of verification

a) Joint programme UNFPA and UN Woman; Country Envelope; UNCT virtual event to commemorate Women's Day ([Link](#))

b) Agenda. Taller de Planificación del Gobierno con el UNCT.

c) Gender gap in student enrollment and graduate population in Venezuelan universities. UNDP, Link: <https://www.ve.undp.org/content/venezuela/es/home/library/poverty/brecha-de-genero-en-la-matricula-estudiantil-y-en-la-poblacion-d.html>

INDICATOR

3.2 Engagement with GEEW CSO

Score

Exceeds minimum requirements

Finding and explanation

As part of the dialogues organized by the United Nations with Civil Society and the Private Sector on development priorities for the next 4-5 years to advance towards the achievement of the SDGs, a meeting was held exclusively with organizations working in favor of GEEW in June 2021. The meeting was attended by representatives and agency heads, technical teams from UN entities, who acted as

facilitators and rapporteurs of the information gathered in plenary. This multipurpose exercise contributed to foster gender equality and empowerment of women within the current UNDAF cycle, participation of GEEW CSO in UNDAF consultations, contributing to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.

Other initiatives with GEEW CSO that foster gender equality and empowerment of women within the current UNDAF cycle were 1) the inclusion of Venezuela to the list of countries prioritized by the Woomen in Peace and Humanitarian Fund (WPHF) to strengthen women's civil society organizations in particular and; ii) Adoption of the Women's Empowerment Principles (WEPs) in private sector partnerships. Established by the United Nations Global Compact and UN Women, the WEPs are based on international labor and human rights standards and are based on the recognition that companies have an interest and responsibility in gender equality and women's empowerment. For Venezuela, it went from one company between 2016 and 2020, to an exponential increase of 8 to 9 additional companies between 2020-2021 that incorporate these principles. An indigenous women's social production company (TUKUPU) is currently in the process of joining. This initiative can be an enabler for more coordinated work between companies and the Ministry of Popular Power for Women. The launching of the WEP Venezuela Community took place on November 19 and 26, 2021.

Means of verification

- **Sistematización de Diálogos ODS.**
- **CAJA DE HERRAMIENTAS WEPs VENEZUELA** <https://venezuela.un.org/es/161146-caja-de-herramientas-para-la-aplicacion-de-los-principios-para-el-empoderamiento-de-las>
- **COMUNICADO COMUNIDAD WEPs Venezuela** <https://venezuela.un.org/es/161440-la-igualdad-de-genero-es-un-buen-negocio>
- <https://www.weps.org/companies>
- **Letter of the RC to WPHF.**

4. Leadership & Organizational Culture

INDICATOR

4.1 Leadership

Score

Meets minimum requirements

Finding and explanation

- a) Gender equality is meaningfully addressed in the UNCT HOA meetings. Gender equality is not a separate agenda item; however, it is meaningfully addressed across other topics of discussion – 10 out of 12 UNCT meeting's minutes reflected meaningful discussion on gender-related issues.
- b) The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. Most of his speeches referred to gender issues and the importance of addressing gender inequality to meet the SDGs. The RC has also championed GEEW increasingly workspaces with the Minister of Women. An article written by the RC on GBV was published in one of the main newspaper in the country
- c) Gender equality is reflected in the RC/UNCT Appraisal 2020 and 2021.

Means of verification

- RC championing : <https://www.elnacional.com/opinion/sumemos-voluntades-para-poner-fin-a-la-violencia-contra-las-mujeres/>
- Discurso del CR y CRH para la conmemoración del UN DAY.
- RC and UNCT Appraisal 2020
- RC and UNCT Appraisal 2021

INDICATOR

Score

4.2 Organizational Culture	Missing requirements
Finding and explanation The survey of personnel perception on GEEW will be launched in January 2022 under the leadership of the Human Resources Working Group and the LNOB Task Force. However, a survey to Human Resources focal points and member of the LNOB was carried out to identify LNOB approach in operations, human resources, communications and programmatic initiatives of UN entities.	
Means of verification LNOB survey	
INDICATOR 4.3 Gender Parity	Score Approaches minimum requirements
Finding and explanation 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. This mechanism was initiated by the LNOB Task Force and will be coordinated by the Human Resources working group.	
Means of verification LNOB survey UNDSS headcount	
5. Gender Arch. And Capacities	
INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW	Score Score Approaches minimum requirements
Finding and explanation <ul style="list-style-type: none"> • The LNOB task force was created by the Programme Management Team in September as the coordination mechanism for gender equality. It is chaired by UNFPA and the RCO. • The group has a TOR and an approved annual work plan. • The group has made substantive input into programmatic analysis including UNDAF, CCA, and HNO regarding criteria to prioritized vulnerable groups. 	
Means of verification ToR LNOB Task Force and Annual Work Plan. Programmatic Analysis of the LNOB Taks force.	
INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING	Score Approaches minimum requirements
Finding and explanation As part of the humanitarian action, Inter-agency gender capacity development activity for UN personnel has been carried out during the past year. Workshops for PSEA networks. The Health Cluster held trainings on Sexual Violence. Education Cluster carried out Gender mainstreaming workshops. OCHA is working for the mainstreaming of GBV and Gender into the HNO.	
Means of verification Schedule and participants list from workshop/event	
6. Financial Resources	
INDICATOR	Score

6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED	Missing minimum requirements
Finding and explanation Not apply	
Means of verification Not apply	
7. Results	
INDICATOR 7.1 UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY	Score Approaches minimum requirements
Finding and explanation 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. Progress can be tracked also from the annual and 6-months reports prepared by UNCT in relation to the joint work-plans per UNDAF Outcomes.	
Means of verification UNCT Annual results report 2020	

NOTE: Means of verification can be found in the following link:

<https://unitednations.sharepoint.com/:f:/r/sites/DCO-RCO-Venezuela/Shared%20Documents/GENDER%20SCORECARD%202021?csf=1&web=1&e=y92hKy>