

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Bangladesh 2022

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



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## 1. Background

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

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

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

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

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

### Cooperation Framework Guidance (2019)

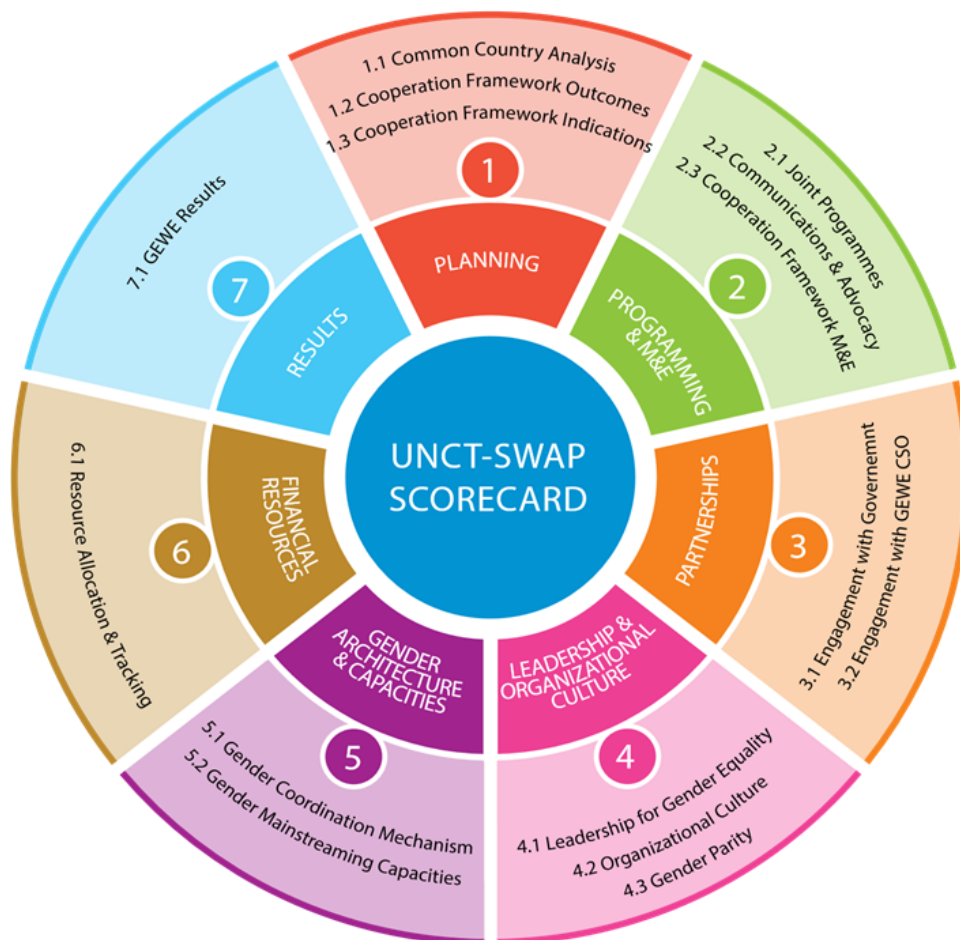
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

## 2. The UNCT-SWAP Framework

### 2.1 Performance Dimensions and Indicators

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



## 2.2 Performance Indicator Ratings and Explanation

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

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

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

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

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

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

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

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

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

### 3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

### 3.3 Supporting Evidence and Knowledge Hub

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

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

## 4. Quality Assurance and Global Reporting

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

## 5. The UNCT-SWAP Process in Bangladesh

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

The GETG selected the indicators 3.1,3.2,6.1 on the basis that these reflect the progress made over the year and the indicators 2.1 and 2.2 require more robust action from UNCT for improvement around joint programming and communications and advocacy on GEWE. The indicators 2.1 and 6.1 goes in hand in hand to reflect upon the gaps in existing joint programming planning and monitoring processes. It also reveals that mainstreaming gender in programming also mean ensuring financial investment on GEWE. The IAT assessed 6.1 with some benefit of doubt- as explicitly mentioned in the reporting text. The 6.1 result was however raised to UNCT as a basis to start the conversation on making targeted investment on GEWE, by leveraging the unique role of the results group on GEWE, in terms of both horizontal and vertical coordination across the CF.

The IAT was formed with members of UNFPA, ILO, UNESCO, WFP, UNDP, UNICEF, UN Women and RCO. These members also represent the M&E group, UN Communications group, and CF Results groups. The IAT provided input to the drafting of the report and suggested initial ratings. This process was coordinated by UN Women- as the GETG secretariat- and the draft was reviewed and finalized by the IAT before submission to UNCT. The final draft was presented to the UNCT on the 31 October, who endorsed it during the meeting with no additional feedback shared by them within the deadline of 10 November.

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

Coordinator: Punna Islam (UN Women/GETG Secretariat); Khadija Khondokar (ILO); Abdul Quayyum (UNDP/UNCG chair); Shararat Islam (UN Women); Foyzun Nahar; Sadikur Rahman (WFP); Mahfuza Rahman (UNESCO); Rumana Khan (UNFPA); Tahmina Huq (UNICEF); Halima Neyamat (RCO) and Bobby Rawal-Basnet (M&E group chair/UNFPA)

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

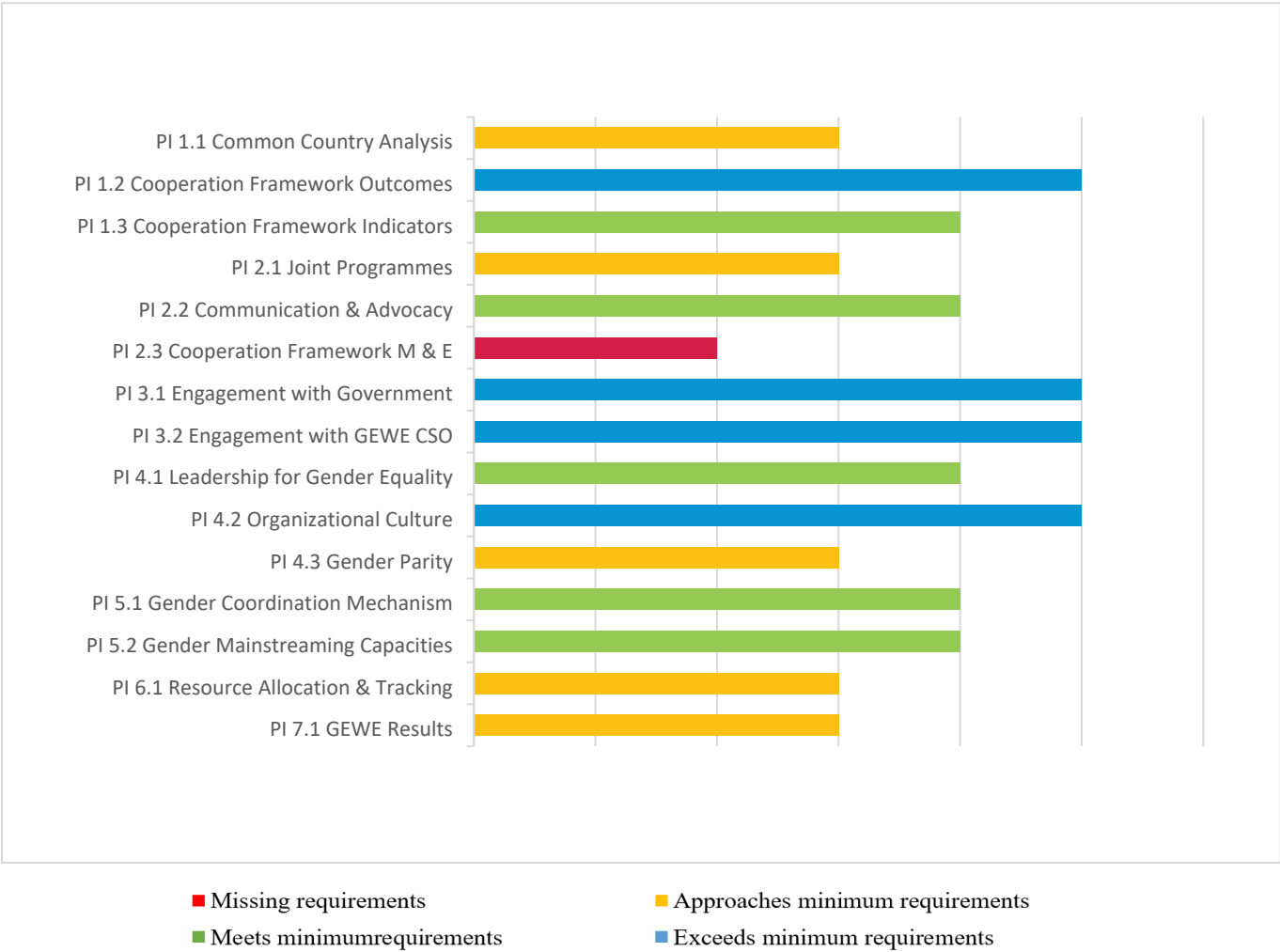
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Bangladesh for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

**Performance Indicator 1.1:**  
**Common Country Analysis integrates gender analysis**  
**APPROACHES MINIMUM REQUIREMENTS**

Planning

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

a) The Common Country Analysis (CCA) contains strong gender analysis across most sectors. Where there is no sector-specific gender analysis, the overall analysis benefits from a separate section that contains an in depth, intersectional analysis of the underlying root causes that underpin gender inequality and gender-based violence, and that create bottlenecks and barriers to cognitive, social and physical access to participation, services, information, and realizing rights and empowerment for women and girls across all sectors.

b) The CCA contains consistent sex-disaggregated and gender-sensitive data wherever this is available nationally. It highlights where data is missing and where there is a need to advocate for the generation and application of disaggregated data.

c) The CCA includes gender analysis of vulnerable groups such as transgender persons, female returnee migrants, sex workers, women and girls living with HIV/AIDS, and the Rohingya etc. in addition to the extensive, cross-sectoral and intersectional stand-alone analysis of gender equality and GBV chapter.

#### Did you reassess the Performance Indicator in this reporting year

- Yes

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

CCA Draft final (confidential)

### PI 1.2 Cooperation Framework Outcomes

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

Planning

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

The UNCT has recognized gender equality and GBV as a strategic priority area in the UNSDCF and all Outcomes are gender mainstreamed with the Theory of Change under each outcome containing specific reference to the required gender-responsive measures to reach the Outcome.

b) The UNSDCF contains a specific gender equality-targeted outcome in line with SDGs and SDG5.

NB that the Bangladesh UNSDCF is still in draft form but that the Outcomes and the specific Gender Equality Outcome were developed during Q3&4 in 2020 and agreed upon by the UNCT at the Strategic Prioritization Exercise workshop in December 2020.

#### Did you reassess the Performance Indicator in this reporting year

- No

### PI 1.3 Cooperation Framework Indicators

**Performance Indicator 1.3:  
Cooperation Framework indicators measure changes on gender  
equality  
MEETS MINIMUM REQUIREMENTS**

Planning

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output)**



**indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

There are five strategic priorities in the UNSDCF (2022-2026) with five outcomes, and 22 indicators. Of the 22 outcome indicators 11 (50%) track progress towards gender equality results in line with SDG priorities, indicating a significant improvement over previous UNDAF, where only 35% of the outcome indicators measured changes in GEEW. The analysis found that there were significantly higher levels of gender sensitive indicators in SP5 (100%), followed by SP2 (62.5%) and SP1 (40%), with lower levels for SP3 and SP4, suggesting a need for greater attention to gender sensitive indicators in the future.

Under SP1 (Inclusive and sustainable Economic Development): Outcome 1, there are five indicators, of which 2 (1.3 and 1.4) are disaggregated by sex, or gender specific. Indicator 1.4 is particularly a strong indicator that track progress towards GEEW and is able to measure gender-related changes in relation to the results statement, in line with SDG 5.4.1. Note: Indicator 1.2 can be marked as a gender- sensitive indicator because Bangladesh’s Household Income and Expenditure Survey provides sex-disaggregated information for this indicator.

Under SP2 (Basic Services and Social Protection): Outcome 2, there are 8 indicators, of which 5 are gender specific and disaggregated by sex (2.1,2.3,2.4,2.6, and 2.8). Indicators 2.2 and 2.5 require more focus to improve gender sensitivity by disaggregation of the data vis-à-vis indicators 2.3, 2.4 and 2.8 are good examples to measure gender-related changes.

Under SP3 (Sustainable, healthy, and resilient environment): Outcome 3, there are 3 indicators, and none of the indicators are gender specific. The outcome statement is gender responsive, but there are no indicators present to measure the GEEW change.

Under SP4: Transformative, participatory, and inclusive governance): Outcome 4, there are 2 indicators, and none of the indicators are gender specific. Although the outcome statement is gender responsive, there are no indicators presence to measure the GEEW change.

Under SP5 (Gender equality and eliminating Gender-based violence): Outcome 5 is the gender targeted outcome of the UNSDCF where all 4 indicators (5.1,5.2,5.3, and 5.4) measure changes in gender equality and women’s empowerment in line with SDG targets, especially SDG-5.

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

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. Cooperation Framework results framework)**

UNSDCF 2022-26

**Dimension Area 2: Programming and M & E**

**PI 2.1 Joint Programmes**

<b>Performance Indicator 2.1:</b> <b>Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>	<b>Programming and M&amp;E</b>
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**(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

Nine Joint Programmes operational at the time of the assessment have been reviewed to determine the Indicator score.  
a) 9 JPs operational at the time of assessment have been reviewed. 7 have visibly mainstreamed gender with sex-disaggregated and gender-sensitive indicators and data and gender analysis except the JPs on “Local Government Initiative on Climate Change (LoGIC)”

and “National advocacy and training on comprehensive harm reduction and legal issues related with harm reduction. “do not visibly mainstream gender equality.

b) Besides the gender-mainstreamed joint programmes listed above, there have been a number of other JPs aimed at promoting GEWE over current UNSDCF period and in line with SDG priorities, including SDG5: ‘Women's Empowerment for Inclusive Growth (WING); Support the Department of Social Services (DSS) and MoWCA to build the capacities and establish the mechanism for community engagement to end AIDS; and Provision of Community-led Sustainable and Integrated SRHR and HIV prevention programme for Female Sex Workers around 8 brothels in Bangladesh.

c) There is currently no system in place to ensure gender mainstreaming in JPs.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:

Women's Empowerment for Inclusive Growth (WING); Support the Department of Social Services (DSS) and MoWCA to build the capacities and establish the mechanism for community engagement to end AIDS; and Provision of Community-led Sustainable and Integrated SRHR and HIV prevention programme for Female Sex Workers around 8 brothels in Bangladesh.

### List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).

1. JP on Local Government Initiative on Climate Change (UNCDF, UNDP), [July 2016- December 2022]
2. JP on Smallholder Agricultural Competitiveness Project (SACP) [August 2018 - September 2024]
3. JP on Women's Empowerment for Inclusive Growth (WING) [2020-2023]"
4. JP on National Resilience Programme (NRP) [2018-2022]
5. JP on Integrated National Financing Framework for Accelerating Achievement of SDGs (INFF4SDGs) in Bangladesh [June 2020 - December 2022]
6. JP on Support the Department of Social Services (DSS) and MoWCA to build the capacities and establish the mechanism for community engagement to end AIDS. [January 2022 - December 2023]
7. JP on Provision of Community-led Sustainable and Integrated SRHR and HIV prevention programme for Female Sex Workers around 8 brothels in Bangladesh [January 2022 - December 2023]"
8. JP on National advocacy and training on comprehensive harm reduction and legal issues related with harm reduction. Promotion of human rights and evidence- based interventions to address HIV, TB and viral hepatitis transmission. [January 2022 - December 2023]
9. Promoting Resilience of Vulnerable through Access to Infrastructure, Improved Skills and Information (PROVATI3) [February 2019 - March 2026]

### PI 2.2 Communication & Advocacy

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

**Programming and  
M&E**

### (b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

The UN Communication Group (UNCG) in Bangladesh conducted joint communication activities on gender equality and women’s empowerment, on a number of occasions, including 16 Days of Activism against GBV, International Women’s Day (IWD) and other. For instance, in March 2022, UN agencies jointly with development partners (DPs) in Local Consultative group on Gender marked the International Women’s Day by developing a pledge for inclusion. The pledge signed by UN and DPs together showcases their commitment to equal participation of all women in all aspects of life, and to improving the representation and leadership of women and marginalized groups in public dialogue.

c) The annual workplan of UNCG visibly includes communication and advocacy initiatives on GEWE. Gender equality is one of the six thematic areas, along with human rights, in the UNCG annual workplan.

d) The UN system has not contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).**

1. UNGG Annual Work Plan 2022
2. 16 Days Newsletter
3. Inclusion in Dialogue pledge

**PI 2.3 Cooperation Framework M & E**

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

Programming and M&E

**Did you reassess the Performance Indicator in this reporting year**

- No

**Dimension Area 3: Partnerships**

**PI 3.1 Engagement with Government**

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

Partnerships

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

a) UNCT has collaborated with several government agencies on initiatives that foster gender equality:

The National Strategic Plan (NSP) on HIV and AIDS, 2018 to 2023 is in place and interventions are designed around the outlined strategic approaches. The current NSP (attached) addresses sexual and reproductive health rights, including gender-based violence and better access to services which helps address HIV in a more integrated manner, rather than through a vertical approach. Plans are already in place to revise the current Strategic Plan for HIV and AIDS, so the new one will come into effect from 2023 without any disruption. The AIDS/STD Programme (ASP) AIDS/STD Programme (ASP) is led by Directorate General of Health Services Ministry of Health and Family Welfare who is coordinating with UNAIDS, UNICEF, WHO, UNFPA and UNODC for joint technical support to the ASP to ensure an inclusive process with female, male and transgender sex workers contributing to the revision of the strategies.

UN Environment Programme and UN Women have together produced a report on 'State of Gender Equality and Climate Change in Bangladesh', in coordination with the Ministry of Environment, Forest and Climate Change, and has played a critical

role in revising the Government's 'Climate Change Gender Action Plan (ccGAP 2022). This ccGAP would further strengthen government's commitment to gender mainstreaming in climate change adaptation, which has been urged by UNFCCC through its Lima Work Programme originally adopted in 2014 and subsequently extended and adopted GAP in COP23 (2017)

b) The National Women's Machinery (Ministry of Women and Children Affairs and gender focal points from other ministries) were involved in the development of the UNSDCF (2022-2016). In addition to a higher-level UNSDCF consultation coordinated by the Economic Relations Division, Ministry of Finance, a targeted gender consultation was carried out with the Ministry of Women and Children Affairs (MoWCA), led by UN Women and UNFPA in collaboration with the UNSDCF results group leads from other UN agencies, including ILO, UNDP, UNICEF, and FAO. The evaluation of the previous UNDAF included consultations with government representatives, including the National Women's Machinery. Under the first year of the current UNSDCF rollout, UN Special Rapporteur on the promotion and protection of human rights to human rights in the context of climate change, Mr. Ian Fry, visited Bangladesh in September 2022. During his visit Mr. Fry met with the Secretary for Foreign Affairs, the Secretary for the Environment, the Secretary for Disasters, and the Secretary for Agriculture, among others. Mr. Fry highlighted the disproportionate effects that climate change has on women and urged the Government to give particular attention to women, older persons and persons with disability in climate change planning. Earlier to this UN High Commissioner for Human Rights, Ms. Michelle Bachelet, visited Bangladesh in August 2022, where she met Prime Minister Sheikh Hasina Wazed and the Ministers for foreign affairs, home affairs, law, education, and other State officials. Among the many issues, she complimented the country's progress on gender equality and called on the Government to take proactive measures to increase the number of women in decision-making positions at all levels and to take further steps to respect, protect and fulfil the fundamental human rights of LGBTIQ+ persons.

c) As part of UN's efforts to SDG implementation, the UN supported the government to update the Development Financing Framework (DFA) and to prepare a national financing framework. Gender is mainstreamed across the social and economic sectors in the DFA and financing strategy. The financing strategy projected total additional synchronized cost \$ 1045.81 billion (for all goals) is needed to meet SDGs requirement, out of which estimated \$ 11.40 billion is needed for SDG-5. UN Women, ILO, UNDP and UNCDF are working closely with RCO on this through- Integrated National Financing Framework (INNF) project for SDGs and is currently in conversation with government to reinforce implementation of this strategy and advocate for the adequate financing required for the implementation of SDGs.

The UN agencies intensively supported the government to review the progress of SDGs implementation in Bangladesh. The SDG implementation review (SIR) focused on goal wise progress including SDG-5. The UN provided technical support to Ministry of Women and Children affairs (MoWCA) in preparation and background work on the overview and progress presentation on SDG-5. The SIR is participated by all lead ministries (goal specific), development partners and civil society organizations were present.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

a) The National Strategic Plan (NSP) 2018-2023

'State of Gender Equality and Climate Change in Bangladesh', report published <https://asiapacific.unwomen.org/en/digital-library/publications/2022/09/state-of-gender-equality-and-climate-change-in-bangladesh>

b) Invitation letter to Government on UNSDCF GE and GBV Sectoral Consultation

UNSDCF Powerpoint MoWCA

Gender in UNSDCF GoB Consultation Powerpoint

UNDAF Evaluation Report Bangladesh

Microsoft Word - EndofMission Statement English (ohchr.org)

UN High Commissioner for Human Rights Michelle Bachelet concludes her official visit to Bangladesh | OHCHR

c) MOWCA presentation at SIR- <https://www.undp.org/bangladesh/news/bangladesh-taking-stock-sdg-implementation-2nd-national-sir-conference-held>

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

Partnerships

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

a) UNCT had collaborated with GEWE CSOs and women's rights advocates on various initiatives. For example:

During the 2022 flash floods in north-eastern Bangladesh, affecting 7.2 million people across 7 districts, the Gender in Humanitarian Action Working Group (GiHA WG) carried out a rapid gender analysis. GiHA WG comprises focal points from thematic clusters, and gender experts from national and international NGOs. The aim of the group is to support the realization of gender responsive programming by mainstreaming gender equality in the overall joint response and preparedness efforts throughout the humanitarian action phase. The assessment was carried out with special support from ActionAid, CARE, Oxfam, Save the Children, World Jewish Relief, the United Nations Population Fund (UNFPA), and UN Women. The gender analysis assessed the gendered effects of the floods, providing recommendations for both immediate and long-term responses.

The UNCT, under the leadership of OMT and Procurement group, led a workshop with CSOs and women led business entrepreneurs to promote gender equality and empowerment of women through increased participation by women-owned businesses and gender responsive vendors in UN supply chains. It is a first step in the process of creating synergy between UN agencies and harmonize the efforts of one UN to implement a gender-responsive procurement system, as committed in the Business Operations strategy. Around 150 participants joined the workshop and nearly all the participating vendors represented women-owned or women-led organizations and businesses. Through this workshop they received an introduction to and instructions for the UN global marketplace.

b) GEWE CSOs were involved in the development of the UNSDCF (2022-2016). GEWE CSOs participated in the formulation of the common country analysis through a targeted consultation. In April 2021, a gender consultation was carried out with civil society organizations as part of the strategic prioritization of the UNSDCF. In addition, the evaluation of the previous UNDAF period included consultations with CSOs representatives. Under the first year of the UNSDCF roll out, UN Special Rapporteur on the promotion and protection of human rights to human rights in the context of climate change, Mr. Ian Fry, visited Bangladesh in September 2022. During his visit Mr. Fry met with various civil society organisations, including women's groups and youth groups. Mr. Fry highlighted the disproportionate effects that climate change has on women and the crucial role of civil society in climate crises. Earlier to this, UN High Commissioner for Human Rights, Ms. Michelle Bachelet, visited Bangladesh in August 2022 where she met with a number of representatives from civil society. She complimented the country's progress on gender equality but also recognized that challenges remain, not least when it comes to violence against women and access to justice. She highlighted that civil society is an important resource to tap in to and that a democratic and civic space is highly important, especially during the coming election year.

c) UNFPA and UNICEF as the lead of Gender Based Violence (GBV) and Child protection (CP) clusters respectively in Bangladesh with the Department of Women affairs, have jointly expanded GEWE CSO participation and engagement in these platforms – around 73 national CSO/NGOs are actively participating in these platforms. Joint GBV-CP Working group at district level - Jamalpur, Kurigram, Gaibandha, Bogura, Patuakhali and Rangamati were established to strengthen NGO and CSO's role in addressing GBV and CP in emergency context. The mobilization and participation of CSOs at the local level reinforces the GEWE agenda within local contexts and implementation of SDG-5.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

a) Rapid Gender Analysis of Flood Situation in North and North-Eastern Bangladesh 2022

GRP workshop photo

The Daily News link: <https://www.daily-sun.com/post/638747/Call-for-increase-in-participation-of-women-led-entrepreneurs%E2%80%99-in-UN-supply-chain?fbclid=IwAR1s33Mr8eY-YcPFQjbyBp0ZTMLWHar5ijzkPin512dESxYZuYUlvB3dLiY>

b) CSO consultation notes

UNSDCF Gender Consultation with CSOs powerpoint

UNDAF Evaluation Report

Microsoft Word - EndofMission Statement English (ohchr.org)

UN High Commissioner for Human Rights Michelle Bachelet concludes her official visit to Bangladesh | OHCHR

c) GBV-CP Working Group meeting invitation and list of national NGO/CSOs

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

#### Performance Indicator 4.1:

**UNCT leadership is committed to championing gender equality**

**MEETS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

**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. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.**

a) Gender equality was a regular topic of discussion in HOA meetings during the last 12 months: in 12 out of 22 sets of UNCT meeting minutes, Gender Equality-related issues are discussed; in a majority of these 12 meetings it has been one of the main agenda items (gender in the UNSDCF, gender parity, gender scorecard, GETG work plan, GBV and gender issues related to COVID etc). The UNCT meetings that did not contain gender discussion were dominated by COVID response-related updates. The consequences of COVID and its response have had serious gender dimensions in Bangladesh (both internally in the UN and externally among rights holders) but as is very common in crises, gender is an afterthought, not a priority from the outset.

b) RC demonstrates public championing of gender equality during the last 12 months: The RC has consistently championed Gender Equality and the Ending of GBV during 2021: the RC supported the development of a stand-alone strategic priority on GEWE and GBV in the UNSDCF and frequently linked this to the Government of Bangladesh's new 8th Five-Year Plan in public engagements; the RC systematically referred to the gendered dimensions of COVID-19 (incl. GBV, unpaid care work, the gendered digital divide etc.) to promote a gender sensitive response among counterparts; the RC engaged publicly through speeches and tweets in multiple forums on key gender events including IWD and 16 Days of Activism; and the RC promoted gender equality in global forums including a DESA panel discussion and the UNGA 3rd Gender Advisory Group meeting in June.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months: 87,3% of staff (387 out of 433 respondents) Agreed or Strongly agreed that HOAs were committed to gender equality in the workplace during the last 12 months.

d) Gender equality is reflected in the 'Bangladesh UNCT Planned Results for 2021' under Result Area # 2 Leaving No One Behind, Human Rights and the SG's Prevention Agenda.



## Did you reassess the Performance Indicator in this reporting year

- Yes

### List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

1. 22 UNCT meeting minutes (available at- [https://drive.google.com/drive/u/1/folders/1qVb2GeQQdI755ih06BkEs\\_bGkY5vsYIH](https://drive.google.com/drive/u/1/folders/1qVb2GeQQdI755ih06BkEs_bGkY5vsYIH))
2. 14 speeches, talking points, a gender quiz and 9 tweets (screenshots)
3. Staff survey, November 2021
4. Bangladesh UNCT Planned Results for 2021

#### PI 4.2 Organizational Culture

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

**Leadership and  
organizational culture**

### Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

The survey link was sent by RC to all HOAs with instructions to distribute to all personnel, with 10 days allocated for provision of responses. Overall, results are positive ("strongly agree" and "agree" answers account to 80.1% on average; "neutral" – 12%; "disagree" and "strongly disagree" – 7.9%). Exceeding minimum requirement (above 80% of positive scores) has been met with regard to four questions Q7 "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace" (highest score – 87.3%); Q6 "UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels" and Q8 "The UN system in this country adequately facilitates the equal participation of personnel irrespective of sex, gender or sexual orientation at all levels of the organization" (both scored 86%); and Q11 "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority." (82.5%). Responses to other six questions have met minimum requirements, with positive scores of above 65%: Q9-80.0%, Q10-78.2%, Q12-80.4%, Q13-78.5%, Q14-72.2% and Q15-69.8%.

Question 15 on Heads of Agencies support to establish work-home life balance received the lowest positive rating of 69.8% compared to other questions. When disaggregated by sex it is found that, more men respondents were satisfied with work life balance support (76.9%) compared to women respondents (57.3%)

## Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. results from organizational culture and gender equality survey)

1. Organizational culture survey (451 responses of 3742 personnel)

#### PI 4.3 Gender Parity

**Performance Indicator 4.3:**  
**Gender parity in staffing is achieved**  
**APPROACHES MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

### (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) 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: The HR Group under OMT monitors gender parity in staffing by collecting

data and updating the UNCT quarterly. This practice started in Q4, 2021, and will run concurrently with the development of a gender parity strategy in 2022.

b) The UNCT can demonstrate positive trends towards achieving parity commitments: The Scorecard exercise found that women comprise 31 per cent (251 out of 815) vs 29 per cent (226 out of 779) in 2019, of General Service Staff (G1-G7); 42 per cent (250 out of 593) vs 43 per cent (242 out of 566) in 2019, of mid-level staff (NOA, NOB, P1-P3); and 40 per cent (82 out of 203), same as in 2019, of senior level staff (NOC/P4 and above). With gender parity being defined as +or- three percentage points (47-53 per cent), there is absence of gender parity across the three categories, nor can the UNCT demonstrate a positive trend compared with the baseline in 2019.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment: The following actions are found in the BOS: Develop a strategy for gender parity in staffing based on findings of HR data collected as part of the Gender Scorecard exercise & Gender Responsive Procurement Sourcing. These actions have not yet taken place and are presently missing indicators in the BOS.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### Please select minimum requirement(s) met:

- 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.

### Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	9
G2	9	83
G3	23	86
G4	43	77
G5	74	145
G6	89	125
G7	13	41
NOA	69	144
NOB	78	106
NOC	29	36
NOD	3	7
P1	1	2
P2	38	42
P3	65	49
P4	37	49
P5	17	19
P6	2	3
D1	4	4
D2	0	2

List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)



1. Consolidated, sex-disaggregated staffing data for UNFPA, UN Women, WHO, UNAIDS, UNDP, UNDSS, UNESCO, UNOPS, ILO, FAO, IOM, UNHCR, WFP, UNICEF, (OMT-HR Group November 2021)
2. BOS 2021

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

#### Performance Indicator 5.1:

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

**Gender architecture and capacities**

**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 Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

#### Findings and Explanation

- The Gender Equality Theme Group (GETG) is chaired by the heads of UN Women and UNFPA and meets at least once every two months; and more frequently during labour intensive periods (e.g. ISERP, UNSDCF). GETG focal points regularly attend the Programme Management Team (PMT) of UNDAF/UNSDCF to provide advisory support to ensure gender-sensitive programming in common country programming.
- The GETG has a ToR and normally an endorsed AWP, which describe the Group's priority areas, activities, indicators, and budget estimations. In 2020 the GETG held an AWP planning workshop led by the HoA of UN Women and UNFPA and in which the RC participated to emphasize the UNCT's commitment to GEEW. Due to COVID-19 however, the GETG had to adapt the AWP to the ISERP process and the postponed UNSDCF process on an ongoing basis and so the AWP was not formally endorsed during 2020.
- GETG is comprised of representatives of 18 UN agencies. Less than 50% of members are senior staff (NOC/P4 and above).
- The GETG has been proactively involved in the country analysis (both in 2019 and the COVID-19 updated CCA in 2020), strategic prioritization, results framework and M&E (2020 UNDAF evaluation). This has resulted in a strategic priority area for Gender Equality and GBV in the forthcoming UNSDCF. During the UN Sustainable Cooperation Development Framework development exercise, GETG prepared position briefs and strategized effectively to participate in the Theory of Change exercise to ensure that the new Cooperation Framework would reinforce UN Development System work in Bangladesh to accelerate gender-equality and women's empowerment and towards the achievement of SDG 5 in Bangladesh.

#### Did you reassess the Performance Indicator in this reporting year

- No

### PI 5.2 Gender Mainstreaming Capacities

#### Performance Indicator 5.2:

**UNCT has adequate capacities developed for gender mainstreaming**  
**MEETS MINIMUM REQUIREMENTS**

**Gender architecture and capacities**

**Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

- There has been one substantive gender inter-agency capacity development training on Prevention of Sexual Harassment, Harassment and Abuse of Authority (PSHHA) for UN personnel during the last 12 months.

b) A capacity assessment is being undertaken to understand the gender-related knowledge and assess gender-focused capacity gaps/learning needs of the UN personnel. The Capacity Assessment was undertaken for the inter-agency groups of UNCT and the Outcome groups under the UNSDCF. A capacity development plan draft has been produced for 2022-2026 in line with the new UNSDCF and will be regularly discussed, tracked and updated by GETG in coordination with responsible units under the plan.

c) There is no induction package for new UNCT members.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. PSHAA training notes and participants list
2. Capacity Needs assessment Consultation ppt (available at <https://drive.google.com/drive/u/1/folders/1ehaVCfuKhCgSbhpOaa2ATjYAE9YVtMso>)
3. Capacity Needs assessment draft plan

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

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

Resources

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

a) The UNCT conducted a capacity-building workshop in May 2022 on gender equality marker (GEM) at the beginning of the current UNSDCF. The training brought together 45 participants from different UN agencies representing the Gender Equality Theme Group (GETG), CF Results Groups, Monitoring and Evaluations Group, and Resident Coordinator's Office (RCO). The training was the first orientation on GEM organized for UNCT Bangladesh and comes with a roadmap to ensure quality assurance of the Joint Workplans in UN INFO.

b) The UNSDCF 2022-2026 Strategic Priority 5 recognized the unique role, in terms of both horizontal and vertical coordination, on gender equality and women's empowerment issues across agencies and strategic priorities in the UNSDCF. At the onset of the budget process, a target setting exercise didn't take place however a discussion is ongoing on at the UNCT for agreeing to a threshold for financial target setting for GEWE. Currently, the targeted results group on GEWE (SP-5) has 5.6% of the total CF budget is Sp-5 and is well reflected in the JWP in UNINFO.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. GEM training report
2. GEM training participant list
3. CF budget/UN INFO Bangladesh

### PI 7.1 GEWE Results

## Results

The exercise revealed that the indicator for this dimension “approaches minimum requirements”, as UNCT is on track to achieve some gender results planned in UNDAF. Based on information provided in UNDAF Annual Report 2017 and UN Joint Programme documents, the UN system is contributing to a number of gender-specific results, such as improvement of maternal health, national legislation and strategies on elimination of child marriage, and reduction of sexual harassment, among other.

Progress against some planned gender results can be observed with regard to joint UN programmes that focus on GEWE, for instance, support to launching the study on the Context of Child Marriage and its Implications in Bangladesh; clinical service trainings for field workers, and other.

**Did you reassess the Performance Indicator in this reporting year**

- No

*Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).*

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3
Dimension 1 - Planning				

1.1 Common Country Analysis	Upcoming UNDAF/UNSDCF design stage: - Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) a targeted gender analysis of those furthest behind. - There should be consistent sex-disaggregated and gender sensitive data across all sectors.	Ensured that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) a targeted gender analysis of those furthest behind	N/A	N/A
1.2 Cooperation Framework Outcomes	Upcoming UNDAF/UNSDCF design stage: - Ensure that next UNDAF/UNSDCF has more Outcomes that are gender-mainstreamed and/or gender targeted - To contribute to overall gender-responsiveness of UNDAF/UNSDCF implementation, UN agencies should ensure gender-sensitive programming at individual level.	Ensured that all Outcomes of the next UNSDCF have gender equality mainstreamed and one Outcome specifically targets gender equality in line with UNSDCF Theory of Change;	N/A	N/A
1.3 Cooperation Framework Indicators	Upcoming UNDAF/UNSDCF design stage: - Ensure that at least 50% or more of UNDAF/UNSDCF Indicators measure changes in gender equality in line with SDG priorities, including SDG 5.	N/A	Done	N/A

Dimension 2 – Programming and M&E				
2.1 Joint Programs	<ul style="list-style-type: none"> <li>- Consider establishing a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for Joint Programme (JP) proposals.</li> <li>- The checklist shall be filled in by UN agencies planning to implement a JP and submitted for GETG's and UNCT's review together with draft programme document.</li> </ul>	N/A	N/A	N/A
2.2 Communication and Advocacy	Undertake one joint communication or advocacy campaign in at least one non-traditional thematic area	N/A	N/A	Joint Comms initiative- Inclusion in Dialogue pledge-jointly conducted with Development partners.
2.3 Cooperation Framework M&E	<ul style="list-style-type: none"> <li>- UNDAF/UNSDCF M&amp;E tools and mechanisms should measure progress against planned gender equality results (Cp: Results PI 7.1 below).</li> </ul>	N/A	N/A	N/A
Dimension 3 - Partnerships				
3.1 Government Engagement	<ul style="list-style-type: none"> <li>- National Women's Machinery should be involved in all UNDAF/UNSDCF processes (CCA, prioritization, design of Results Matrix, implementation and M&amp;E).</li> <li>- UNCT should identify engagement and participation opportunities for government and CSOs in gender related SDGs</li> </ul>	The actions planned under the 3.1 is a work in progress. The actions have been shifted to 2021 due to the change in UNSDCF timeline for COVID19.	Government involved in UNSDCF development process: CCA, prioritization and consultation and UNDAF evaluation	MOWCA engaged in UNSDCF implementation process

	localization and/or implementation, where at least two UN agencies are involved.			
3.2 GEWE CSO Engagement	<p>- CSOs working on gender equality issues should be involved in all UNDAF/UNSDCF processes (CCA, prioritization, design of Results Matrix, implementation and M&amp;E). - UNCT should consider facilitation/strengthening of a platform that includes a wide range of actors working on gender equality issues (e.g. Outcome-level type annual meeting on gender equality).</p>	<p>The actions planned under the 3.2 is a work in progress. These actions have been shifted to 2021 due to the change in UNSDCF timeline for COVID19.</p>	<p>GEWE CSOs involved in UNSDCF development process: CCA, prioritization and consultation and UNDAF evaluation</p>	<p>CSOs engaged in UNSDCF implementation process</p>
<b>Dimension 4 – Leadership and Organizational Culture</b>				
4.1 Leadership	N/A.	N/A	N/A	N/A
4.2 Organizational Culture	<p>- It is recommended for UNCT to keep track of the agency-wise practices (e.g. on prevention of sexual harassment and abuse of authority in the workplace; gender parity, etc.) to maintain the culture of gender equality and women's empowerment. - Run an internal survey to understand the elements/needs that addresses the work life balance, and take needful actions accordingly.</p>	<p>Completed implementation of UNCT Action Plan for Prevention of Sexual Harassment and Abuse or Authority</p>	<p>Staff survey conducted</p>	<p>GETG-HRWG workshop revealed key issues on improving organization culture and has been incorporated in the gender parity strategy draft.</p>
4.3 Gender Parity	<p>- It is recommended for UNCT to collect agencies' HR data on regular basis (e.g.</p>	<p>Gender Mainstreamed the Business Operations Strategy</p>	<p>1. Develop a strategy for gender parity in staffing based on findings of</p>	<p>Gender parity strategy draft completed. The process was jointly</p>

	<p>annually), monitor trends and discuss them at UNCT meetings. The HR data collected for this exercise can be used as a baseline. - Since a BoS is going to be developed, it should ensure containing gender-specific actions and indicators, such as joint strategy on addressing work-life balance issues; best practices on attracting candidates from underrepresented groups; monitoring disaggregated data on male-, and female-led vendors, etc.</p>	<p>(BOS) to include gender-specific actions. The current approved strategy included PSEA, PSHAA under HR plan and Gender responsive procurement in the procurement plan.</p>	<p>HR staff parity data and survey responses from all staff on organizational culture, collected as part of the Gender Scorecard exercise. 2 Review implementation of the Gender Parity strategy and collect agencies' HR data on an annual basis to demonstrate positive trends towards achieving parity commitments</p>	<p>led by HR WG and GETG, with support from RCO. GETG worked closely with OMT- Procurement group on gender responsive BOS</p>
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#### Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	<p>- GETG should be involved in all UNDAF/UNSDCF processes including, but not limited to development of CCA, UNSDCF prioritization, design of results matrix, UNSDCF implementation, monitoring and evaluation, as a group.</p> <p>- To maximize GETG's effectiveness, UN agencies should nominate staff who has decision-making power (ideally, above NOC/P4 level), also taking into account GETG's gender balance. - GETG should have multi-annual pooled budget with contributions of UN agencies (this would allow for more</p>	<p>The GETG has been proactively involved in the country analysis (both in 2019 and the COVID-19 updated CCA in 2020), strategic prioritization, results framework and M&amp;E (2020 UNDAF evaluation). This has resulted in a strategic priority area for Gender Equality and GBV in the forthcoming UNSDCF. During the UN Sustainable Cooperation Development Framework development exercise, GETG prepared position briefs and strategized</p>	N/A	<p>GETG TOR revised in line with S&amp;Ps; Gender capacity building plan submitted to UNCT for endorsement on multi-annual pooled budget with contributions of UN agencies.</p>
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	<p>efficient coordination of GETG and more tangible results). - To strengthen its own capacity, GETG needs more exposure to external learning opportunities (e.g. through ToT, pool of trainers).</p>	<p>effectively to participate in the Theory of Change exercise to ensure that the new Cooperation Framework would reinforce UN Development System work in Bangladesh to accelerate gender-equality and women's empowerment and towards the achievement of SDG 5 in Bangladesh.</p>		
5.2 Gender Capacities	<p>- UNCT should conduct system-wide capacity needs assessment and design a capacity building plan that follows UNDAF/UNSDCF cycle. Implementation of the plan requires joint resources: agencies should contribute with budget allocations for the plan. - UNCT is recommended to include induction package for all new staff and personnel that should include materials with description of gender equality situation in Bangladesh. - UNCT, as a group, should regularly receive refresher trainings on gender awareness, gender programming.</p>	N/A	<p>Capacity development plan draft in place. To be finalized and rolled out from 2022 onwards.</p>	<p>A system-wide gender equality capacity assessment completed, and a capacity building plan developed based on the findings of assessment, survey and desk review. Submitted to UNCT for endorsement.</p>
<b>Dimension 6 - Resources</b>				
6.1 Financial Resources	<p>- UNCT should carry out at least one capacity building</p>	N/A	N/A	<p>A training was organized on the UNCT gender</p>



	<p>event on the gender marker over UNDAF/UNSDCF cycle.</p> <ul style="list-style-type: none"> <li>- Ensure that UNCT tracks and utilizes UNDAF/UNSDCF budgetary data to ensure adequate allocation of resources for GEWE. Annual budgetary target for GEWE expenditures for the whole UNDAF/UNSDCF should be set, for instance, by calculating annual expenditures on gender-related Joint Annual Work Plans Outputs; monitored and reported on.</li> </ul>			<p>equality marker (GEM) for M&amp;E group, PMT, Results Groups and GETG at the beginning of the new UNSDCF cycle.</p>
<b>Dimension 7 - Results</b>				
7.1 GEWE Results	<ul style="list-style-type: none"> <li>- Annual reporting against UNDAF/UNSDCF indicators should be conducted in order to see progress against gender-specific indicators, among other.</li> <li>- Next UNDAF/UNSDCF Results Matrix should contain indicators that allow measuring UN contribution to Outcomes.</li> </ul>	N/A	N/A	N/A

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
CCA or equivalent	<a href="#">BGD CCA DRAFT CONFIDENTIAL 201110</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">BGD_CF_SP1 ToC and UN Contributions Final draft</a>	
Cooperation Framework	<a href="#">BGD_CF_SP2 Outcomes - UN Contributions SP 2 template</a>	
Cooperation Framework	<a href="#">BGD_CF_SP3 Outcomes - UN Contributions SP3 with TOC 04.02.2021</a>	
Cooperation Framework	<a href="#">BGD_CF_SP4 UN Contributions_v060221</a>	
Cooperation Framework	<a href="#">BGD_CF_SP5 Outcome and TOC final draft</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">Bangladesh UNSDCF 2022-2026</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Program documents	<a href="#">2021-09-29_Signed Prodoc LoGIC 2nd Revised LOGIC</a>	
Joint Program documents	<a href="#">INFF Revised Prodoc till Dec22</a>	
Joint Program documents	<a href="#">Provati3_logframe</a>	
Joint Program documents	<a href="#">PROVATi<sup>3</sup>_PDR</a>	
Joint Program documents	<a href="#">WING Final Revised Prodoc FINAL</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">16 Days Newsletter 2021</a>	
Communication/Advocacy	<a href="#">Final_Inclusion in Dialogue Pledge</a>	
Communication/Advocacy	<a href="#">UNCG Priorities and Workplan 2022</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MISSING REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Government engagement	<a href="#">INVITA~1</a>	
Government engagement	<a href="#">NATION~1</a>	
Government engagement	<a href="#">UNDAF ~1</a>	
Government engagement	<a href="#">UNSDCF~1</a>	
Government engagement	<a href="#">UNSDCF~2</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
GEWE CSO engagement	<a href="#">ATTEND~1</a>	
GEWE CSO engagement	<a href="#">bd-Rapid-gender-analysis-north-northeaster-flood-2022</a>	
GEWE CSO engagement	<a href="#">Invitation Letter GBV CP WG Jamalpur20April2022</a>	
GEWE CSO engagement	<a href="#">UNDAF ~1</a>	
GEWE CSO engagement	<a href="#">UNSDCF~1</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
RC communications	<a href="#">Survey Bangladesh ALL</a>	
RC communications	<a href="#">UNCT Bangladesh PLANNED RESULTS FOR 2021</a>	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	<a href="#">Survey Bangladesh ALL</a>	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	<a href="#">BOS bangladesh report 2020</a>	
Human Resource documents	<a href="#">Data collection on staff parity BGD UNCT</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">BGD Gender Equality Theme Group revised TOR_24October2017_rev</a>	
GTG TOR/AWP	<a href="#">BGD GETG- Focal Points (updated 03 February 2021)</a>	
GTG TOR/AWP	<a href="#">BGD GETG Workplan 2020 DRAFT</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">Revised Draft Gender Capacity Building Plan</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Financial Resources
Category	Documents	
Financial resources	<a href="#">CF Budget</a>	
Other	<a href="#">GEM Training report</a>	
Other	<a href="#">GENDER~1</a>	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD  
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE  
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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