

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Indonesia 2023

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



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## 1. Background

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

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

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

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

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

### Cooperation Framework Guidance (2019)

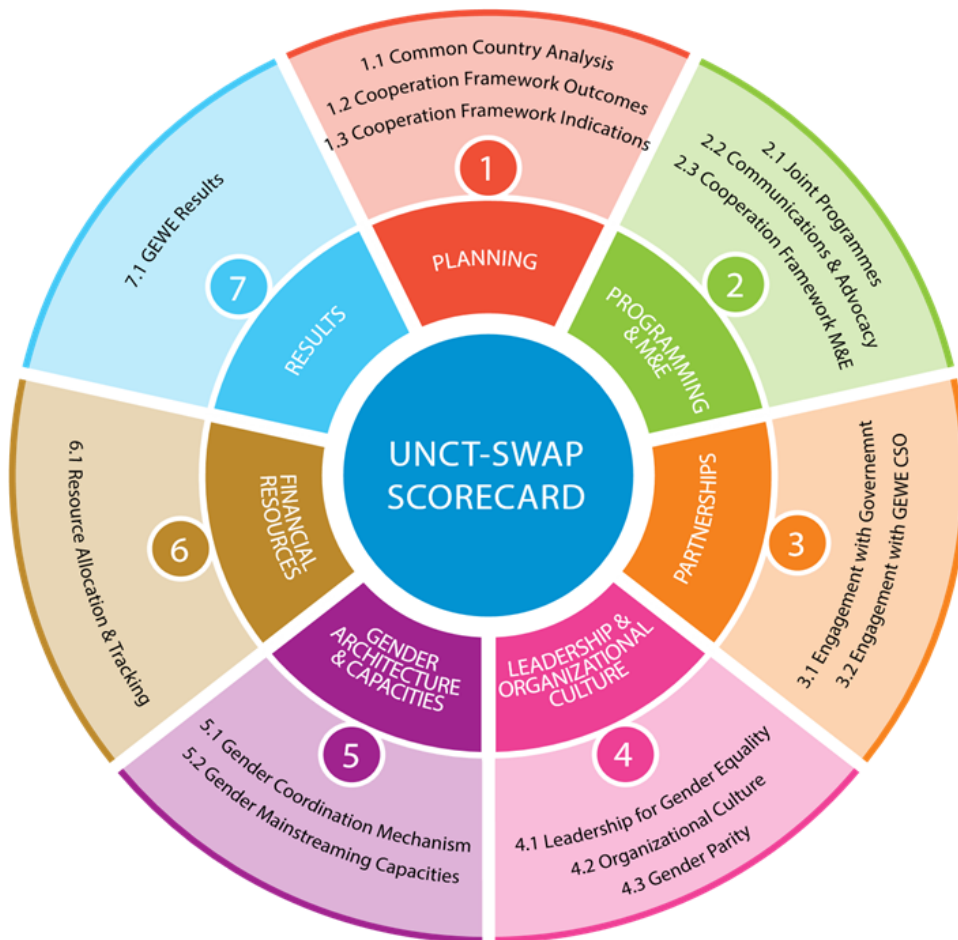
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation 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 Indonesia

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

During the assessment period, UN RCO has been actively led the coordination process of the assessment, in close collaboration with UN Women and UNFPA as Co-chair of GTG. The reported indicators were selected based on careful considerations following the progress and achievements in the UNCT during the period of assessment. In the process, close consultation was also conducted with UNDSS, DMEL Working Group, and the GTG for relevant indicators related to induction materials for UN personnel and relevant indicators to UNSDCF or UN INFO.

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

UN RCO, UNFPA, UN Women, UNDSS, DMEL Working Group, GTG Working Group.

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

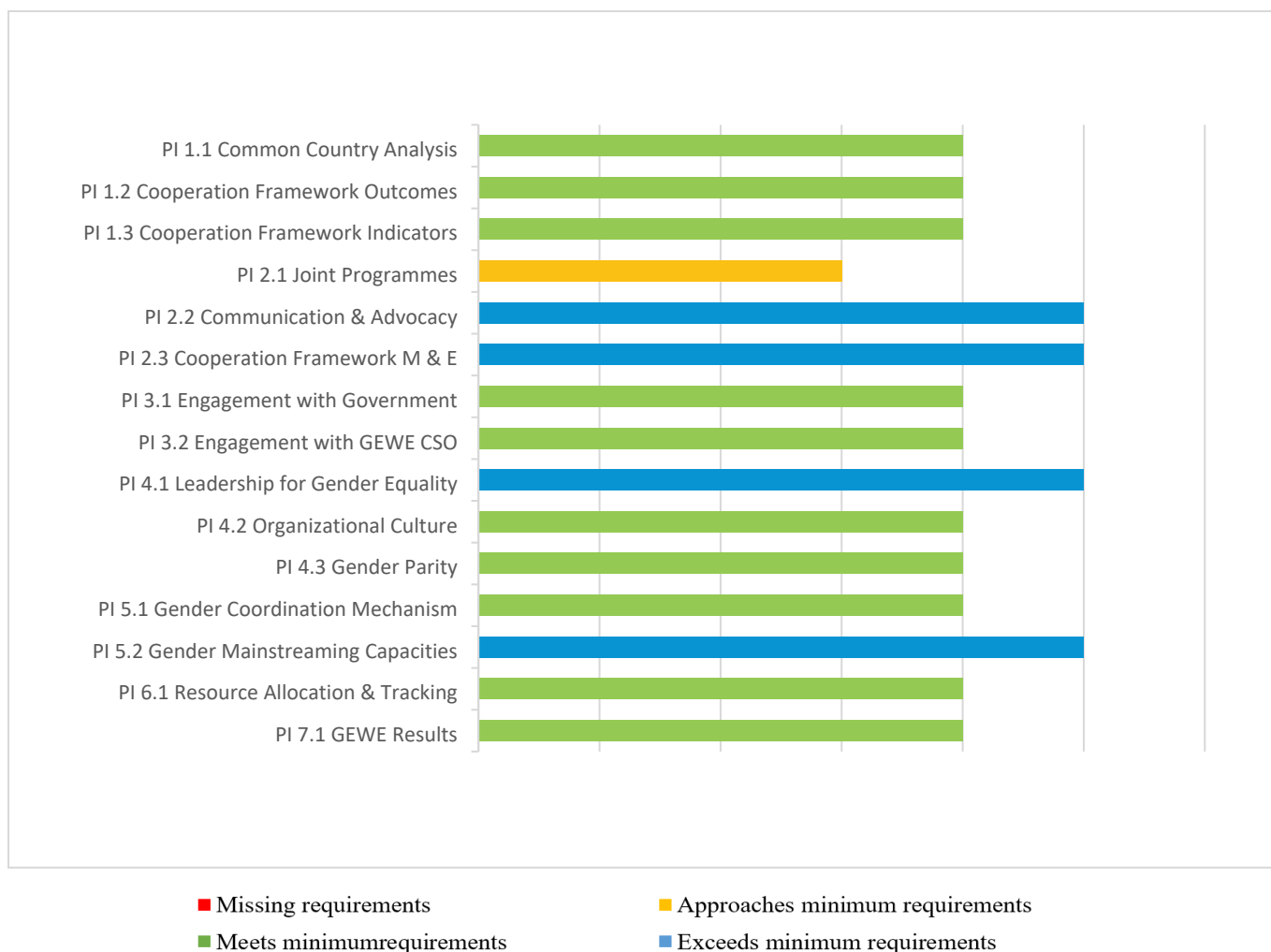
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

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

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



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

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

**Planning**

**CCA or equivalent includes: (a) Gender analysis across all sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Consistent sex-disaggregated and gender sensitive data.**

The gender scorecard report was finalized in October 2019, and the CCA development for the new UNSDCF was concluded in November 2019, there was a considerable progress during full CCA development, and the analysis has shown that gender inequality has been identified as one out of five key inhibitors for development and achievement of SDGs; analysis based on gaps in access among men and women as well as intersectionality of HIV status, rural/geographical and other socio-economic indicators have also been consistently used throughout the document.

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

- No

#### PI 1.2 Cooperation Framework Outcomes

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

Planning

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

here are two outcomes (outcome 1: human development and outcome 3: climate change and disaster resilience), out of 4 outcomes in UNSDCF has gender equality mainstreamed into the outcome statement. In addition to that, there are 2 outputs in 2 outcomes (outcome 2 and outcome 4: transformative economy and innovative financing) with specific focus on gender equality and women's economic empowerment.

### 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.**

Based on the latest review in early Q4 2022, 44% of UNSCDF Indonesia 2021-2025 outcome and output indicators contribute to tracking and measuring changes towards gender equality and women's empowerment (GEWE), both quantitatively and qualitatively. Although the UNSDCF Indonesia 2021-2025 still has very limited gender-specific and gender-sensitive indicators both at the outcome and output level, some of these indicators still contributes to measuring changes in gender equality and the empowerment of women quantitatively through the available disaggregated data (such as number of women/girls and men/boys) benefits from the activity interventions. Meanwhile, specific indicators both at the outcome and output level also contributes quantitatively to measuring GEWE by looking at numerical change of the activity product (such as number of policy or laws to support GEWE).

1. UNSCDF Outcome 1: 31 indicators out of 50 outcome and output indicators can be defined to track and measure changes towards GEWE.
2. UNSDCF Outcome 2: 13 indicators out of 26 outcome and output indicators can be defined to track and measure changes towards GEWE.
3. UNSDCF Outcome 3: 0 indicators out of 20 outcome and output indicators can be defined to track and measure changes towards GEWE.
4. UNSDCF Outcome 4: 4 indicators out of 13 outcome and output indicators can be defined to track and measure changes towards GEWE.

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

- No

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

#### PI 2.1 Joint Programmes

Performance Indicator 2.1:  
Joint programmes contribute to reducing gender inequalities  
**APPROACHES MINIMUM REQUIREMENTS**

Programming and  
M&E

**(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

Across 15 JPs that are being implemented in the current UNSDCF cycle, gender equality is visibly mainstreamed into 9 JPs (60% of all JPs). JPs with strong gender transformative approach include BERANI, Spotlight Asia, and Global Compact Migration. Meanwhile, other JPs also shows gender-sensitive component is mainstreamed in the project implementation, including STRIVE Asia, REDD, Adaptive Social Protection, ASSIST, and HIV/Aids Joint Programme. These JPs on promoting GEWE also shows the operational level over the UNSDCF 2021-2025 period, which is in line with SDG priorities of Goal 5. In addition, a gender screening tool for Joint Programme has been finalized and endorsed through the GTG, which will be utilized to ensure gender mainstreaming in the 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:**

BERANI Phase I, Spotlight Asia (Safe and Fair), Global Compact Migration, STRIVE Asia, REDD, Adaptive Social Protection, ASSIST, HIV/Aids Joint Programme.

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

Gender Screening Tool for Joint Programme

#### PI 2.2 Communication & Advocacy

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

Programming and  
M&E

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

UNIC Jakarta led the coordination of a joint campaign on commemorating International Women's Day 2022 "Gender equality today for a sustainable tomorrow" in March 2022. The joint campaign was participated by 10 UN Agencies, making it the biggest thematic joint campaign this year. The joint campaign has also featured 14 speakers, influencers, celebrities, nominated by the agencies from different backgrounds, such as artists, government workers, comics, climate activists, among others. Besides, the joint campaign also to commemorate the 16 Days of Activism in November and December this year.

On the non-traditional thematic area joint campaigns, the UNCT has collaboratively works on: a) UN Bercerita YouTube series on the issue of inequalities for the girl child incl. child marriage, lack of ICT accessibility for girl child etc., as part of the International Day of the Girl Child. Featuring UN Women, UNFPA and UNICEF; b) Social media amplification on FGM with UNFPA, UN Women and UNICEF; c) Digital push on the International Day of Women and Girls in Science; and d) Social media amplification on the International Day of Girls in ICT.

The GEWE element is embedded/reflected in the UNCG communications endeavour in many forms, such as UNCG communications plan through monthly meetings and UNCG forum/correspondence to plan, coordinate and synergise in building joint outreaches including on GEWE. A joint work plan for RCO-UNIC on communications has also been established as a basis of internal planning, including GEWE mainstreaming in communications.

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

- No

#### PI 2.3 Cooperation Framework M & E

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

Programming and M&E

**Meets all of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.**

In January until February 2023, the results matrix was updated accordingly, following the plan to develop Annual Report 2023, including to gather data on gender sensitive indicators. The results matrix has an element of data disaggregation too, to capture quantitative data on how the programme implementation have benefitted women and girls around gender equality and women's empowerment (GEWE).

In addition, as part of the review/evaluation process towards the one-year programme implementation and to complement the data gathered through UNSDCF results matrix, a one-pager narrative has also been provided in the Annual Report on how contributions to the Leaving No One Behind (LNOB), including gender, explicitly mentioning the advancement towards GEWE in all four outcome areas of UNSDCF.

Lastly, the UNCT efforts to foster GEWE at the country level include strengthening the capacity of M&E focal points in gender-responsive monitoring and reporting. While in 2022 the UNCT organized a Results-Based Monitoring (RBM) workshop, in 2023 the UNCT is organizing the RBM workshop with gender-responsive approaches. With support from Gender Theme Group (GTG), the capacity building aims to enhance data collection and analysis using gender perspective for the preparation of 2023 Annual Report review/evaluation.

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

- Yes

**List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)**

UNSDCF updated results matrix, UNSDCF 2022 Annual Report, and TOR of RBM training (November 2023).

#### 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

Partnerships

## MEETS MINIMUM REQUIREMENTS

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

UNFPA, UN Women, and UNDSS have collaborated with the police officers in Papua to conduct a training on coordinated quality services for women and girls victims of gender-based violence in August 2023. These collaborations will contribute to foster the achievement of SDG 5.

In addition, the UNCT (WHO, UN Women, UNFPA, UNICEF, UNDP, UNAIDS) has also collaborated with the Ministry of Women's Empowerment and Child Protection (MOWECP) on disseminated RESPECT framework for GBV prevention (development of training module, training national facilitator and workshop dissemination involving multi sectoral government and non-government agency).

In terms of SDGs localization and/or implementation, the UNCT, with support from UNFPA and UN Women, has been supporting the Ministry of National Planning Agency (Bappenas) in developing the long-term national development plan (RPJPN) for 2025-2045 background study on GEWE and the protection of women's rights, which in 2023 has been focusing on the technocratic aspects of national development planning.

**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)**

Training Report with MOFA, TOR on Police Training in Papua, UNFPA and UN Women TORs to support National Long-Term Development Plan, RESPECT Framework on GBV Prevention.

### PI 3.2 Engagement with GEWE CSO

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

Partnerships

**Meets two 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 PSEAH Network has been established, which involves CSOs, including GEEW CSO, as the Network Members. A regular meeting (in July and October) has also been conducted to discuss various topics related to PSEAH. CSOs are actively engaged in the discussion, both during the meeting and utilizing the PSEAH Network WhatsApp Group.

Besides, UNFPA and UNICEF, through BERANI project (with the support from the Government of Canada) have been working towards the implementation of the national strategy on the prevention of child marriage. UNFPA, UN Women, and FAO have also been involved in the SDGs implementation, including capacity building training with CSOs. Furthermore, UN Women,

UNDP, and IOM were in collaboration on Compact Migration programme, involving CSO to prepare the national strategy for regular migration.

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

- No

### Dimension Area 4: Leadership & Organizational Culture

#### PI 4.1 Leadership for Gender Equality

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

**Leadership and organizational culture**

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

UNCT Meetings discussed thematic issues on gender parity, including how UN should be championing gender equality through no manel pledge, as a result, no manel pledge and FAQs are developed, shared to UNCT, and uploaded in the UN in Indonesia Website. RC demonstrates public championing of gender equality during the last 12 months, with speech in UN events, social media and in publication (op-ed), HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months, the commitment shown not only on putting gender mainstreaming into induction training for all UN Staff as part of cultivate gender equality in the workplace but also sharing about UN commitment to gender equality, one of them materialized in the session about gender responsive procurement in the UN in an event attended by UN vendors in Indonesia and organized by UN OMT.

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

- No

#### PI 4.2 Organizational Culture

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

**Leadership and organizational culture**

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

The UNCT has disseminated an annual gender and organizational culture survey in October 2023. Compared to the last 2022 annual survey, the 2023 annual survey has two additional questions of 1) UN System in this country ensures that people with disability are engaged and treated equally in performing their works at the workplace, and 2) UN System in this country has adequate procedure in place to prevent and adress abuse of authority. with an overall average positive results of 72% (8% negative and 20% neutral). The minimum requirement (65%-80%) were met individually for 8/12 questions. The lowest positive perception of 59%, which is below the threshold is related to adequate procedure in place to prevent and address abuse of authority. Meanwhile, the highest positive perception of 80% is related to adequate procedures in place to prevent and address sexual harassment. The other highest perception of 79% is related to UNCT's commitment to gender equality in

the workplace, adequate procedures in place to protect my personal safety and security, and adequate facilitation on the equal participation of both women, men and other gender diverse identity at all levels of the organization.

#### 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)

Survey results.

#### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

#### Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

The UNCT in Indonesia has been monitoring and tracking the gender parity in staffing at the level of modality, demography, and staff member level since December 2020. The monitoring mechanism is conducted in a quarterly basis utilizing an excel matrix. Ever since, the parity has been maintained at around 50%, which shows positive trends in the UNCT Indonesia towards achieving parity commitments. In this quarter, the parity remains at 55% within the overall UN staff members.

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

- No

### Dimension Area 5: Gender Architecture and Capacities

#### PI 5.1 Gender Coordination Mechanism

**Performance Indicator 5.1:  
Gender coordination mechanism is empowered to influence  
the UNCT for gender equality and empowerment of women  
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.**

The coordination mechanism of Gender Theme Group (GTG) is in place and is co-chaired at the senior level, who are the Head of Agencies of UNFPA and UN Women. The GTG TOR is in place and updated as per 2022, followed by the development of annual work plan

The 2023 Annual Work Plan was endorsed in early 2023 to all GTG members and to UNCT by the Co-chairs during one UNCT meeting, which convened the gender-related activities to be conducted along the year at country level and aligning it with gender scorecard.

Also earlier in 2023, through One Day Collaborative session, the GTG provided support to the DMEL working group in reviewing results framework of UNSDCF as well as in developing LNOB-gender paragraph to complement the quantitative data on gender-sensitive indicators, attached to the UNSDCF Annual Report.

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

- Yes

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

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

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

GTG 2023 AWP, GTG 2022 TOR draft, GTG One Day Collaborative Session TOR and minutes, UNSDCF LNOB-gender paragraph draft.

**PI 5.2 Gender Mainstreaming Capacities**

**Performance Indicator 5.2:**

**UNCT has adequate capacities developed for gender mainstreaming**

**Gender architecture and capacities**

**EXCEEDS MINIMUM REQUIREMENTS**

**Meets all of the following: (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.**

UN in Indonesia exceeds the minimum requirements in 3 criteria:

1. In 2023, 3 inter-agency gender capacity development activity for UN personnel has been carried out namely 1) Gender Equality Marker Refresher Training for GTG member from 14 agencies, 2) Gender-mainstreaming in the UN system session for new UN personnel organized by Human Resource Working Group 3) Gender responsive M&E session for DMEL group members.
2. A capacity development plan on gender is established based on the capacity needs assessment survey on gender in 2023.
3. UNDSS includes information regarding Gender-Based Security Incidents in the security briefing for new UN personnel and their dependents. UN in Indonesia also provide new UN personnel with a welcome kit package to access, including a package of gender related information.

**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)**

GEM Training TOR and event report, gender mainstreaming session TOR, RBM Training TOR

**Dimension Area 6: Financial Resources**

**PI 6.1 Resource Allocation & Tracking**

**Performance Indicator 6.1:**

**Adequate resources for gender mainstreaming are allocated and tracked**

**Resources**

**MEETS MINIMUM REQUIREMENTS**

## **Approaches minimum requirements AND (b) The UNCT has established and met a financial target for programme allocation for gender equality and empowerment of women.**

In February 2022, the UNCT has conducted a refresher training on UNCT GEM Application and practical exercises on gender-mainstreaming with Joint Programmes. The refresher training on GEM was conducted in February 17th, following the previous Training of Trainers on UNCT GEM Application on February 3rd. On February 21st until 23rd, a practical exercise on GEM in JPs were conducted as well.

The UNCT has also currently established a financial allocation threshold towards GEWE, which is set to be 60%. Based on the recent financial allocation tracking, the contribution towards GEWE (both at the GEM 2 and GEM 3 level) has reached 64%, meeting the UNCT financial target for GEWE.

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

- No

## Dimension Area 7: Results

### PI 7.1 GEWE Results

Performance Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS	Results
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### **(b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.**

Through the results achieved in the UNSDCF Annual Report, gender equality and women's empowerment result were explicitly highlighted in all outcome areas of:

- Outcome 1 – Inclusive Human Development, with focused results on how the LNOB pledge entails the greater involvement of women and girls in UN programming, including addressing gender-based violence and harmful practices.
- Outcome 2 – Economic Transformation, with focused results on ensuring women-led MSMEs benefit from access to digital tools, as well as enhanced efforts to engage private sector companies in building an ecosystem in which women workers are not exposed to discrimination and violence at work.
- Outcome 3 – Green Development, Climate Change, and Natural Disasters, with focused results on the UN's gender transformative approach to climate action to recognize the shortfall in women's opportunities to participate in or lead Disaster Risk Reduction (DRR) initiatives, including utilization of gender lens in DRR initiatives and policies.
- Outcome 4 – Innovation to Accelerate Progress towards the SDGs, with focused results on building Government's capacity to utilize gender data to report on the progress of the SDGs and to advance SDG 5 on gender equality and women's empowerment.

In addition, significant achievement in human rights & gender equality is also reflected through the acceptance of recommendations by Indonesia in addressing Gender-based Violence and Violence Against Women, protection of minority rights and promotion of sexual reproductive health education.

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

- Yes

### **List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)**

UNSDCF Annual Report, UPR 4th cycle report

## 8. UNCT in Indonesia Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3	ACTIVITIES UNDERTAKEN IN YEAR 4
<b>Dimension 1 - Planning</b>					
1.1 Common Country Analysis	<p>- Carry out gender analyses for the CCA and identify appropriate gender integration into the UNDAF 2020-2024</p> <ul style="list-style-type: none"> <li>Identify strategically joint programming efforts on GEWE , particularly on emerging gender issues and harmful practices in Indonesia</li> <li>Carry out, with the support of the GTG, an in-depth assessment of those furthest behind, taking into consideration multiple forms of discrimination, to inform new joint programmes and programming initiatives. -It will be important to ensure that the analysis reflects the gendered dimensions of the issues and where data may be missing to support this, to indicate that this presented a challenge to fully mainstreaming GEWE across all sectors of the CCA. The GTG chairs discussed how best to do this including through provision of technical support and review by the co-chairs.</li> <li>to ensure analysis of the new UNSDCF will reflect gendered dimensions of the issues- and where data may be missing to support this, to indicate that this presented</li> </ul>	Gender analysis included in the new CCA (2021 - 2025)	Monitor the implementation of UNSDCF, particularly on targeting LNOB group of women.	Monitor the existing progress by strengthening CCA to the targeted gender analysis of those furthest behind (LNOB).	Continue existing progress by strengthening CCA to the targeted gender analysis of those furthest behind. Next year's LNOB study might serve as a proxy by including a specific target LNOB group on gender analysis.

	<p>a challenge to fully mainstreaming GEWE across all sectors of the CCA. The GTG chairs discussed how best to do this including through provision of technical support and review • to lead and fully endorse process, which ensures an inclusive consultative process, as well as effective stakeholder engagement; • to share the finalized CCA with consulted stakeholders, who raised concerns that they did not see the last CCA after the consultations</p>				
1.2 Cooperation Framework Outcomes	<ul style="list-style-type: none"> <li>Develop a gender mainstreaming strategy for UNDAF 2020-2024</li> <li>There is need to ensure clear and systematic gender mainstreaming in the next UNSDCF development process including in strategic prioritization, and in development of the results/indicator framework. This might include efforts for the GTG to facilitate the UNSDCF development promoting gender mainstreaming strategy as a system-wide plan. The UNCT needs to systematically set strategic prioritization and in development of the results indicator framework. This calls for a systematic way of reflecting GEWE issues and also of quality assurance.</li> <li>Determine how the root causes of inequality (as analyzed in the CCA) will be worked into UNDAF recommendations.</li> <li>The next UNDAF should include a specific outcome on gender inequality.</li> </ul>	Gender analysis included in the new UNSDCF (2021 - 2025)	Observe and monitor the implementation of UNSDCF	Ensure the UNSDCF indicators improvement.	Ensure the UNSDCF indicators improvement by December 2023

1.3 Cooperation Framework Indicators	<ul style="list-style-type: none"> <li>• Mark UNDAF Outcome indicators, for which gender disaggregated data will be collected.</li> <li>• As the new guidance on the UNSDCF calls for the development of outputs, to support this effort it may be strategic to have a mini-training on HRBA and GEWE responsive approaches to RBM before the development of the Results Framework.</li> <li>• Through the majority of UNDAF indicators can be disaggregated and can track progress towards GEWE, the required level of data disaggregation has not been sufficiently articulated in the UNDAF results matrix.</li> </ul>	Gender analysis included in the new UNSDCF results scorecard (2021 - 2025)	Monitor the implementation of the framework, ensure that gender targets are on track.	Ensure the UNSDCF indicators improvement.	Ensure the UNSDCF indicators improvement by March 2024
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## Dimension 2 – Programming and M&E

2.1 Joint Programs	<ul style="list-style-type: none"> <li>• Establish a system of review of JPs to ensure gender mainstreaming - under the PMT, with support from the GTG</li> <li>• Depository of JPs which can be accessed with ease</li> <li>• establish a quality assurance system of review of JPs to ensure gender mainstreaming - under the PMT, with technical support from the and an M&amp;E Group to ensure that initiatives that are proposed for implementation, systematically address GEWE- but also that there is a clear understanding of the inter-linkages of these and other UN efforts;</li> <li>• to be systematic, institute a depository of JPs which can be accessed with ease; and</li> <li>• form an inter-agency needs assessment on gender equality and gender mainstreaming capacities, which can be undertaken</li> </ul>	action pending	action pending - with plan to initiate joint programmes after the GEM exercise in Q3 of 2022	1) Finalize the gender-mainstreaming tool by Q1 2023; 2) Gender-mainstreaming tool in JPs is endorsed by the GTG; 3) Gender-mainstreaming tool is utilized for JPs in 2023	Pilot the gender-mainstreaming tool by Dec 2023
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	with the support of the GTG – and any UN agency (in-house) gender experts), to inform a capacity development plan that could take into account entity-specific training packages/resources, the goal being to ensure the UN collectively has this capacity built.				
2.2 Communication and Advocacy	<ul style="list-style-type: none"> <li>As per the recommendation, the UNCT ensures GEEW is integrated into the Communication and Advocacy Strategic Planning document to reflect the above minimum standards in the implementation of the Strategic Planning.</li> </ul>	action pending	Activity Plan of UN Communication Groups include joint campaign and advocacy on GEWE	1) Maintaining the indicator performance; 2) Continuing joint activities and joint-campaign between UN Agencies	Maintaining the indicator performance; Continuing joint activities and joint-campaign between UN Agencies
2.3 Cooperation Framework M&E	<ul style="list-style-type: none"> <li>Need for consistency in the tracking of all gender-specific and sex-disaggregated indicators. GTG can support the review of the annual report to ensure disaggregation. Revise GTG TOR to reflect this responsibility. Clear methodology for reporting is required, to be developed by the M&amp;E WG.</li> <li>Promote the development of sex disaggregated data and consistence tracking of all gender-specific and sex-disaggregated indicators.</li> <li>Reconfirm GTG can support the review of the annual report to ensure disaggregation. For this, revise GTG TOR to reflect this responsibility and to facilitate the development of guidance on promoting social norms change in the programme cycle.</li> <li>Introduce clear methodology for promoting collective approach of building collection of sex</li> </ul>	Gender analysis included in the new UNSDCF results scorecard (2021 - 2025)	Needs assessment on gender responsive M&E has not been conducted	1) Ensure the results matrix is available and utilized to gather data regularly; 2) Possibility to have a follow-up M&E training for DMEL Group	Ensure the results matrix is available and utilized to gather data regularly; Possibility to have a follow-up M&E training for DMEL Group

	disaggregated data for reporting to be developed by the M&E WG				
Dimension 3 - Partnerships					
3.1 Government Engagement	<ul style="list-style-type: none"> <li>Suggest the need to have more coordinated approach to engaging partners- across all sectors as it will ease the burden on both government and UN. Also, if the documentation of processes were to be enhanced, it would help better visibilize the efforts of the UNCT.</li> </ul>		Collaboration with at least two government agencies have ben conducted.	1) Keep the support on SDGs data collection in line with the national target on SDGs in 2024; 2) To engage the National Women's Machinery in UNSDCF assessment during annual reporting period	Keep the support on SDGs data collection in line with the national target on SDGs in 2024; To engage the National Women's Machinery in UNSDCF assessment during annual reporting period
3.2 GEWE CSO Engagement	<ul style="list-style-type: none"> <li>It is important to prepare stakeholders appropriately to enable their effective engagement in stakeholder consultations on the CCA and UNSDCF development. Additionally, there is need to improve the documentation of the participation of stakeholders in CCA and UNDAF processes.</li> </ul>	action pending	More than 5 joint initiatives conducted with clear plan to focus on CEDAW implementation	Have more collaboration with CSOs on GEWE capacity building or project implementation	Have more collaboration with CSOs on GEWE capacity building or project implementation
Dimension 4 – Leadership and Organizational Culture					
4.1 Leadership	<ul style="list-style-type: none"> <li>Follow up action to fill the gap of on the exceed minimum requirement. To ensure gender equality: 1. is a regular topic of discussion in UNCT/HOA meeting. 2. is reflected inthe Assessment of Results and Competencies (ARC) of UNCTs</li> </ul>	both actions followed through	Strong commitment on GE has been made public, as well as internally with strong leadership of the RC	1) Maintain the current indicator performance with UNCT involvement. 2) More periodical agencies participation on joint exercise for 2023 review on the scoring progress	Maintain the current indicator performance with UNCT involvement; More periodical agencies participation on joint exercise for 2024 review on the scoring progress
4.2 Organizational Culture	<ul style="list-style-type: none"> <li>The GTG may facilitate a women only focused group discussion to explore in greater detail on the perception of female staffs on the UN's policies and</li> </ul>	action pending	Joint activity on GEWE shows UN commitment (such as UN vendor)	1) Have a more positive survey results; 2) More UN Staff participate in the training	Have a more positive survey results; More UN Staff participate in the training

	<p>practices to promote gender equality internally. • Follow up analyses on the internal survey responses in the organizational culture survey carried out as part of the gender scorecard and assess the need for facilitating women only focused group discussion on sexual harassment and gender-based discrimination within the UN system in Indonesia. 4.2 • Consider having a series of discussions/dialogues with personnel regarding gender discriminatory social norms and practices. Consider including family members in discussions.</p>				
4.3 Gender Parity	<p>• Schedule a series of discussion in the UNCT on the Secretary General's Gender Parity Strategy, including UN agencies sharing best practices on recruitment and retention policies, which promote gender parity and staff diversity and inclusion • UNCT's OMT review the data annually and share the status of gender parity with the UNCT, and identify ways in which the HR leads in the agencies can share best practices on ways of enhancing (and sustaining) gender parity • The UNCT 's OMT to develop a more comprehensive gender parity table (by contract modality and professional level category) to be integrated/consolidated as one piece of information to enable them to review the data annually and share the status of gender parity with the UNCT and to identify ways in which the HR leads</p>	action pending	<p>Gender parity is regularly monitored and tracked, parity has been achieved in NO level.</p>	<p>Explore the possibility for specific actions under BOS to increase gender equality and women's empowerment that is beyond achieving gender parity but for retaining and promotion of female staff.</p>	<p>Explore the possibility for specific actions under BOS to increase gender equality and women's empowerment that is beyond achieving gender parity but for retaining and promotion of female staff.</p>

	in the agencies can share best practices on ways of enhancing (and sustaining) gender parity. • The UNCT's OMT to further discuss with HR and ICT working group on the details of the BOS and to invite the gender working group.				
<b>Dimension 5 – Gender Coordination and Capacities</b>					
5.1 Gender Coordination Mechanism	<ul style="list-style-type: none"> <li>Optimize the work of the UN system coordination on gender equality</li> <li>Develop Work Plan of Gender Theme Group (GTG) Strategy 2020-2024 based on the recommendations of the UNCT-SWAP Scorecard</li> <li>Exercise to support the UN System in Indonesia on gender responsive implementation of the UNDAF in line with Agenda 2030.</li> <li>5.1 Identify and establish pooled funds for the GTG in line with its AWP for each year 5.1</li> </ul>	action pending	New TOR developed with strong emphasis on supporting UNCT in monitoring UNSDCF	1) Based on the UNCT plan to merge GTG and HRG, to have a solid TOR on coordination mechanism as well as work plan; 2) To actively giving input to the UNSDCF review, including analysis of the M&E framework and strategic prioritization on GEWE	Finalize GTG TOR; To actively giving input to the UNSDCF review, including analysis of the M&E framework and strategic prioritization on GEWE
5.2 Gender Capacities	<ul style="list-style-type: none"> <li>Conduct capacity/training needs assessment on gender to inform development of joint UN capacity development plan (and an inter-agency team that can develop an induction package on HRBA and GEWE which can be rolled out annually).</li> </ul>	capacity building on GEM has taken place. Other capacity building will take place in 2021	Capacity building conducted as part of induction to staff	Refresher training or session for UN Staff in GEWE	Refresher training or session for UN Staff in GEWE; Capacity building on gender-related for gender focal points and UN personnel.
<b>Dimension 6 - Resources</b>					
6.1 Financial Resources	<ul style="list-style-type: none"> <li>Identify and establish pooled funds for the GTG in line with its AWP for each year</li> <li>Run the gender marker exercise once the UNSDCF draft is available, and set a target for expenditure.</li> <li>For the new UNSDCF, recommend UNCT run the gender marker</li> </ul>	Gender marker established and implemented with exception of the financial tracker	Build capacity of Staff on GEM, monitor and track gaps in financial resources	Identify areas of collaboration between UN Agencies for JP development to promote achievement towards GEWE, particularly GEM 3	Identify areas of collaboration between UN Agencies for JP development to promote achievement towards GEWE, particularly GEM 3

	exercise once the UNSDCF draft is available, and set a target for expenditure.				
Dimension 7 - Results					
7.1 GEWE Results	<ul style="list-style-type: none"> <li>Suggest that UNCT and M&amp;E staff are more deliberate about ensuring disaggregation and availability of data including in annual reporting</li> </ul>	this action item has progressed but still more work is to be done in 2021	Action pending, but results tracking will be monitored in Q4 2022	1) Review national data referencing UNSDCF; 2) Data collection is gathered as planned to review the achievement of UNSCDF	Review national data referencing UNSDCF; Data collection is gathered as planned to review the achievement of UNSCDF

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

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

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
<b>Category</b>	<b>Documents</b>	
<b>Cooperation Framework results framework</b>	<a href="#">Indonesia GEWE indicators Oct2022</a>	
<b>Cooperation Framework results framework</b>	<a href="#">Indonesia UNSDCF 2021-2025 M&amp;E Framework</a>	
<b>Other</b>	<a href="#">Indonesia Indicators towards GEWE</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		<b>Programming and M&amp;E</b>
<b>Category</b>	<b>Documents</b>	

JP screening tool/process	<a href="#">JP Gender Screening Tool_rev1</a>

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">GWG IWD 0902</a>	
Communication/Advocacy	<a href="#">Indonesia social media link of joint campaign</a>	
Other	<a href="#">Indonesia 20220401-UN in Indonesia Comms Updates - UNCG Meeting</a>	
Other	<a href="#">Indonesia Comms Scorecard Indicator 2022</a>	
Other	<a href="#">Indonesia RCO-UNIC Joint Workplan</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Other	<a href="#">Indonesia Concept Note DMEL Training</a>	
Other	<a href="#">Indonesia UNSDCF 2022 Annual Country Report</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Indonesia UNSDCF 2021-2025 M&amp;E Framework (13112023)</a>	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Government engagement	<a href="#">Indonesia Final Eng TOR Training Police West Papua</a>	
Other	<a href="#">Indonesia TOR Consultant for the development of Technocratic Document</a>	
Other	<a href="#">Indonesia TOR Consultant to develop Background Study RPJMN 2025-2029</a>	
Government engagement	<a href="#">Indonesia DRAFT 2 - Modul GBV VAW paska sensitization training (12 Sept 22)</a>	
Government engagement	<a href="#">Indonesia TOR RESPECT Bahasa Indonesia</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	

Other	<a href="#">Rep of Indonesia MFA - Indonesia Migration MPTF Proposal Narrative</a>
GEWE CSO engagement	<a href="#">Indonesia PSEAH Network Focal Point TOR v2</a>
GEWE CSO engagement	<a href="#">Indonesia PSEAH Network TOR v2</a>
GEWE CSO engagement	<a href="#">Indonesia Agenda Indonesia PSEAH Network Meeting (Zoom) 03.10.2022</a>
GEWE CSO engagement	<a href="#">Indonesia Draft Agenda PSEAH Network Meeting 19.07.2022</a>

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
RC communications	<a href="#">UNCTIndonesia Ind 4.1 Guidance No Manel</a>	
RC communications	<a href="#">UNCTIndonesia Ind 4.1 RC Oped on Generation Equality</a>	
RC communications	<a href="#">UNCTIndonesia Ind 4.1 RC Speech WEPs Awards</a>	
RC communications	<a href="#">UNCTIndonesia Ind 4.1 ToR UN Procurement Day</a>	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	<a href="#">Indonesia Gender and Organizational Culture Survey - UNCT SWAP Scorecard - 2023</a>	
Organizational culture survey results	<a href="#">Indonesia Ind.4.2</a>	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	<a href="#">Gender Parity UN Indonesia 07112022</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	

<b>GTG TOR/AWP</b>	<a href="#">Indonesia ToR GTG draft June 2022</a>
<b>GTG TOR/AWP</b>	<a href="#">Indonesia UN GTWG AWP 2023</a>
<b>Other GTG documents</b>	<a href="#">Indonesia Gender LNOB Paragraph Annual Report 2023</a>
<b>Other GTG documents</b>	<a href="#">Indonesia TOR GTG One Day Collaborative Session</a>

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
<b>Capacity development</b>	<a href="#">Indonesia Concept Note DMEL Training</a>	
<b>Capacity development</b>	<a href="#">Indonesia GEM Refresher Training 2023 TOR</a>	
<b>Capacity development</b>	<a href="#">Indonesia Overview of UN Learning sessions 2023 Gender</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Financial Resources</b>
<b>Category</b>	<b>Documents</b>	
<b>Financial resources</b>	<a href="#">Indonesia GEM Funding Allocation 2022</a>	
<b>Financial resources</b>	<a href="#">Indonesia GEM Funding Ind 6.1 Oct22</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Results</b>
<b>Category</b>	<b>Documents</b>	
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">Indonesia UNSDCF 2022 Annual Country Report</a>	
<b>Other</b>	<a href="#">Indonesia Report of the Working Group on the UPR Indonesia</a>	

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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