

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Barbados 2023

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



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1. Background

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

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

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

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

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

2. The UNCT-SWAP Framework

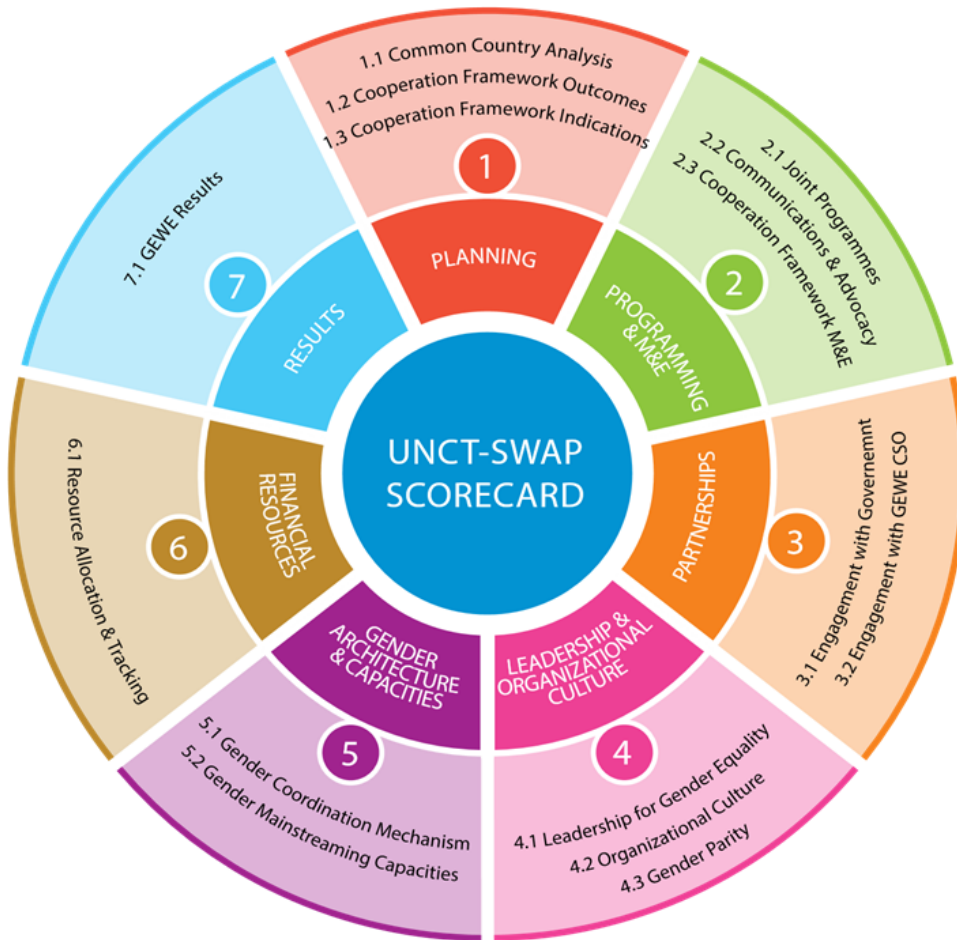
2.1 Performance Dimensions and Indicators

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology

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 UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and 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).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform. Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in 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 Barbados

Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The UNCT-SWAP Scorecard assessment was conducted in the Caribbean Region between October 2022 and March 2023, starting during the first year of implementation of the 2022-2026 Multi-Country Sustainable Development Cooperation Framework (MSDCF). The 2022-2026 MSDCF is a multi-country, outcome level, strategic framework that presents a coordinated approach to support the six UN Country Teams covering the 22 countries and territories in the region. The MSDCF aims to support the region to advance a localized response to the global 2030 Agenda for Sustainable Development tailored to each country's national priorities. Each of the six UNCTs develop corresponding Country Implementation Plans (CIPs) that set out UNCT specific output level results, designed to contribute to the overall outcome level MSDCF results. Implementation and annual progress reporting of the CIP is managed at the individual UNCT level.

Given this regional collaboration, the six Caribbean UNCTs decided to undertake the Scorecard exercise concurrently, to allow for a collective and regional reflection of current practices and performance. The Scorecard exercise was conducted in the as a guided self-assessment with internal coordination support provided by the six RCO Team Leads and UN Women. Given the regional configuration, a two-pronged approach was taken to assessing the Scorecard's 15 Performance Indicators, enabling engagement at both levels while also capturing both regional and UNCT specific performance. To this end, dimensions 1 and 7 were assessed at the regional level, with the remaining 5 dimensions (2, 3, 4, 5 and 6) assessed separately by each of the six UNCTs.

As the body responsible for coordination at the regional level, the Regional Programme Management Team (RPMT) undertook the assessment of the first set of indicators. The RPMT (assessing indicators 1.1, 1.2, 1.3 and 7.1) was comprised of 20 members from 11 agencies (FAO, ILO, IOM, RCO, UNDP, UNEP, UNFPA, UNHCR, UNICEF, UN WOMEN and WFP) based in the Caribbean Region.

In consultation with the RCO Team Leads and Heads of Agencies (HOA), members of the UNCT specific Programme Management Teams (PMT) served as the Interagency Assessment Team (IAT) for each UNCT. These groups include representation across fields and functions, helping to ensure a sound knowledge base on joint UN actions. In the Barbados and Eastern Caribbean UNCT, the IAT comprised of 19 members from 10 agencies (Resident Coordinator's Office, FAO, IOM, ECLAC, UNDP, UNWomen, UNFPA, UNESCO, PAHO, and UNICEF).

Assessment team members worked collaboratively in clusters to provide a rationale and supporting evidence for indicator ratings. Due to the geographical realities that not all staff contributing to the work of a specific UNCT are sitting in country, all assessment teams worked virtually, using remote facilitation including on-line group consultations. After working in clusters, draft findings were presented to the IAT in an online meeting, providing an opportunity for validation and/or alternative views to emerge before finalizing findings and recommendations for the Action Plan.

Working closely with the RCO internal coordinators and an external gender specialist provided coordination and technical support throughout the process to facilitate and ensure validity of findings and rigor of analysis. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team

UNCT-SWAP assessment coordinator - La Fleur Quammie RCO

IAT:

- RCO
- UNWomen
- FAO
- IOM
- ECLAC
- UNDP
- UNFPA
- UNESCO
- PAHO
- UNICEF

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

6. Overview of Results by Performance Indicator

The findings presented here indicate the ratings scored by the UNCT for each Performance Indicator across the seven dimensions of analysis.

Table 1: Barbados UNCT-SWAP Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicator

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.

Overall, the 2022-2026 Common Multi-Country Analysis (CMCA) approaches the minimum requirements. Gender analysis (aligned with SDG priorities including SDG 5) is included in majority of sectors in the CMCA, with some presenting more extensive gender analysis than others. Some sex-disaggregated and gender sensitive data also incorporated. However, several key CMCA sectors lack gender analysis and/or sex-disaggregated and gender sensitive data, resulting in the CMCA 'approaching' the UNCT-SWAP minimum requirements.

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

MET

Relevant analysis in CMCA is presented across two key sections. The largest section assesses the Caribbean region's progress towards the 2030, containing chapters on (i) economic transformation; (ii) environment and climate change; (iii) social exclusion analysis; (iv) compliance with international human rights norms; (v) humanitarian-development nexus; (vi) multi-dimensional risk; and (vii) financing landscape. In its concluding section, the CMCA also explores the key challenges and opportunities for advancing 2030 agenda/ SDGs in the region, as well as groups of persons are left furthest behind.

With this structure in mind, the scorecard assessment found that gender analysis is included (some more in depth than others) in the sections covering Economic Transformation; Environment and Climate Change; Social Exclusion Analysis; Compliance with International Human Rights Norms; Humanitarian-Development Nexus; and the Conclusion.

Examples of the issues for which gender analysis is included in these sections are:

Economic transformation: Analysis makes only minimal reference to GEWE, highlighting greater equality in labour force participation as a potential growth driver. Reference made to women's participation in the tourism sector. Analysis could benefit from reflecting gender dimensions of economic transformation.

Environment and climate change: Analysis considers the role of women as default 'first responders' in the event of serious climatic events, but otherwise makes no reference to the role of women or gender equality with respect to climate change and natural resource management.

Social exclusion analysis: This chapter presents the most significant analysis of GEWE, containing a dedicated box on women. Covers negative gender stereotypes and the impact on advancing GEWE; workforce inequality and women's vulnerability to poverty; the strongly gendered workforce and job market; women's earning power; as well as briefly touching on equality of access to education. Details are included of the widespread violence and discrimination faced by LGBTQ+ persons, and persons living with HIV-AIDS, and refer both to institutional barriers and social norms that serve to exclude LGBTQ+ and PLHIV. The brief sub-section on indigenous peoples considers women with respect to their vulnerability to gender-based violence and highlights comparative paucity of data relating to such communities.

Sub-section on youth covers disparities in youth unemployment (young men and young women). Sub-section on migrants and refugees broadly refers to the risks posed to women and girls who find themselves in sex work, survival sex, and people trafficking.

Compliance with international human rights norms: Reference is made to the ratification of CEDAW and the CRC and the extent to which the GEWE normative framework has been embedded in national legal frameworks. GEWE is also covered in reference to specific human rights (particularly security, access to justice and freedom from exploitation). Reference is also made to specific protections for women and girls. However, in general this section needed more in-depth gender analysis. There are very few references to sex-disaggregated data.

Humanitarian-Development Nexus: Issues of violence against women and girls are explored in this section, particularly with reference to security risks faced by women. Data and statistics on femicide across the region are included. However, this could be more comprehensively linked to the components on the proliferation of small arms and climate change.

Gender analyses not included in the sections covering Regional Political Integration (indeed a reflection of women's leadership and political participation is largely missing from the CMCA); Multi-Dimensional Risk; and the Financing Landscape.

As demonstrated in examples above, gender analysis incorporated across the majority of sectors in the CMCA. However, several critical GEWE priorities set out in the SDGs are missing or only briefly considered. Also, analysis could benefit from more consideration of the underlying causes of gender inequality and discrimination issues covered in the document. In addition, while not covered under this indicator, assessment team found no evidence that consultations were held with gender equality and women's rights organisations or advocates as part of the CMCA development. Collaboration with these partners could strengthen the CMCA and corresponding efforts to address gender inequality and discrimination. Finally, while present, analysis of those furthest behind is currently quite limited. More in-depth and broader gender analysis and data from this perspective is needed, particularly of migrant women and girls, ethnic minorities, older and adolescent women and women and girls with disabilities.

B) Some sex-disaggregated and gender sensitive data.

MET

The CMCA use of data and statistics is variable. Most likely a consequence of the difficulty of producing a synthetic and

concise 'regional' analysis: reference to a single national statistic from one country raises the challenge of referring to comparable national statistics from all other countries in the sub-region (rendering the document unmanageable).

Comprehensive 'aggregated' regional statistics as a substitute are rarely available or reliable.

In this context, some sex-disaggregated and gender sensitive data was provided in the CMCA in sections relating to Women; Persons living with HIV/AIDS; youth; Right to Health; Right to Education and Violence against women and girls. While acknowledging the challenges of data availability, CMCA could benefit significantly from the addition of sex-disaggregated and gender sensitive data. In addition, the CMCA does not currently, but would benefit from including details of the impact on programming of data gaps.

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

The 2022-2026 Common Multi-Country Analysis (CMCA)

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

APPROACHES MINIMUM REQUIREMENTS

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

The Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026 (MSDCF) includes eight outcomes across four strategic priorities. Of these eight outcomes, three are considered gender-blind and five mainstream gender equality and women's empowerment priorities (GEWE), in line with SDG priorities including SDG 5. None of the eight outcomes specifically targets GEWE. Gender mainstreaming is more clearly articulated under priority areas 2 and 4, while the priority areas 1 and 3 are largely gender blind.

Criteria a) GEWE is visibly mainstreamed across some outcome areas.

Met

A review of the outcome statements themselves revealed that only one of the eight (outcome five) specifically references gender. However, a more in-depth analysis of the outcome theory of change (TOC) concluded that GEWE has been visibly mainstreamed across outcomes 3, 4, 5, 7 and 8.

Conversely, GEWE is not mainstreamed in Outcomes 1, 2 and 6, as both the outcome statement, narrative and TOC were assessed as being largely gender blind. As such, the MSDCF can be considered as 'approaching' minimum requirements. Details of gender mainstreaming in the MSDCF outcomes is as follows;

Outcome 1: More productive and competitive business ecosystem designed to improve people's standards of living and well-being.

The outcome narrative and TOC sets out a broad approach to putting the most vulnerable at the centre of economic policy. It makes some reference to the impact of strengthening food production and food systems for women, reducing the cost of doing business and improving market access for women and other vulnerable groups. It includes a focus on sustainable livelihoods and decent work, particularly for women. While there is some evidence of gender mainstreaming, this is limited to one of the 10 priority interventions in the TOC. This was deemed insufficient to consider gender visibility mainstreamed.

Outcome 2: The Caribbean has fully transitioned to a more diversified and sustainable economy that supports inclusive and resilient economic growth.

The outcome TOC speaks to the intention for economic growth to be inclusive and inherently address inequalities, assuming that this will benefit women and girls. However, the narrative text does not specifically mention gender issues, not does it outline how women will be included or what barriers need to be addressed for them to benefit from the anticipated growth. This was similarly deemed insufficient to consider gender visibility mainstreamed.

Outcome 3: National governments and regional institutions use relevant data to design and adopt laws and policies to eliminate discrimination, address structural inequalities and ensure the advancement of those left furthest behind.

The outcome narrative and TOC include a focus on reducing inequalities, eliminating discrimination, supporting equity, equality and gender and shock responsive social protection and services. The outcome also encompasses addressing legislative gaps in relation to gender equality and the protection of the rights of sexual minorities. The outcome emphasises the need for strengthening the collection and use of sex-disaggregated data and on strengthening statistical systems by integrating gender-sensitive data collection and analysis.

Outcome 4: People in the Caribbean equitably access and utilize universal, quality and shock-responsive, social protection, education, health, and care services.

The outcome narrative and TOC include a focus on access to shock and gender responsive quality services to build fairer and more equal societies. Supporting the delivery of a standardised package of essential services to women and girls subject to violence and reinforcing social protection and other social services. The outcome also encompasses increasing women's participation in the labour force, addressing inequalities in income and the uneven burden of care.

Outcome 5: Caribbean people, communities, and institutions enhance their adaptive capacity for inclusive, gender responsive DRM and climate change adaptation and mitigation.

The outcome narrative and TOC refers to reducing vulnerabilities to climate change, including for women and girls. Although the outcome statement includes 'gender responsive', the narrative does not include details to specify what gender responsive DRM and climate change adaptation and mitigation would look like and what existing challenges need to be addressed to achieve it. However, given that the outcome statement is gender responsive and some important GEWE issues are covered, the outcome was considered to have mainstreamed GEWE to some degree.

Outcome 6: Caribbean countries manage natural resources and ecosystems to strengthen their resilience and enhance the resilience and prosperity of the people and communities that depend on them.

Although a brief reference is made to supporting women's engagement in management of water and ecosystems, GEWE is not referenced in either the outcome narrative or theory of change in any level of detail. As such, this outcome was not considered to have visibility mainstreamed gender.

Outcome 7: Regional and national laws, policies, systems, and institutions improve access to justice and promote peace, social cohesion, and security.

The outcome TOC has a strong focus on preventing and responding to GBV, particularly through the design of multi-sectoral protection measures to ensure adequate care for survivors. The outcome also includes a focus on addressing trafficking and forced labour, and the adoption/alignment of legislative, policy and regulatory frameworks for the prevention and eradication of all forms of GBV.

Outcome 8: People in the Caribbean and communities actively contribute to and benefit from building and maintaining safer, fairer, more inclusive, and equitable societies.

The outcome narrative and TOC highlight addressing the root causes that hinder safe, inclusive, and equitable societies, inclusive of gender dimensions. The outcome includes a focus on addressing negative social norms, attitudes and behaviors towards women and girls and other groups that face discrimination. It also focuses on ensuring women and girls are able to enjoy their rights, including by promoting peaceful and positive expressions of masculinity.

Criteria b)

Not Met

The MSDCF 2022 – 2025 does not include a gender-targeted outcome, in which the principal purpose is to advance gender equality and the empowerment of women, as reflected in the theory of change, with a clear link to gender-related SDGs, including SDG 5.

List the Means of Verification. (E.g. Cooperation Framework document)

The Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026

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.

Between one-third and one-half (33-50 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Met

The Caribbean MSDCF 2022 – 2025 consists of 53 indicators across 8 outcomes. Output level indicators are included in UNCT specific Country Implementation Plans (CIPs, the regional equivalent of the joint workplan) rather than the UNSDCF itself. With CIPs developed at country level, it was not possible to include outputs in the analysis of this indicator.

A total of 21 of the 53 (40%) indicators allow for tracking of gender. As such, this ‘meets’ minimum requirements (criteria stipulates that 33-50 per cent of indicators must allow this).

When analysed by outcome area, outcome 8 has the highest proportion of indicators allowing for GEWE tracking (all 8 indicators), followed by outcome 4 (6 out of 8 indicators), outcome 3 (3 out of 6), outcome 7 (2 out of 7), outcome 1 (1 out of 4) and outcome 5 (1 out of 7 indicators). None of the indicators for outcomes 2 or 6 consider GEWE.

Of concern from the perspective of tracking progress towards GEWE results, almost all indicators presented in MSDCF lack baseline data and targets. Establishing these and ensuring all intended indicators include a sex-disaggregated baseline will be important to set and track all GEWE targets to more effectively demonstrate the results achieved.

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

The Caribbean MSDCF 2022 – 2026 Results Framework

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.

a) Gender equality is visibly mainstreamed into at least 50% of JPs operational at the time of assessment.

Met

UNCT-SWAP technical guidance (2018) defines a joint program (JP) as a set of activities contained in a joint work plan that involves two or more UN agencies and national partners. Based on this latter description, the IAT identified seven JPs as operational at the time of the assessment:

1. Blue Invest: A Facility for Caribbean SIDS’ Financial Expansion; 2022 - 2025; UNDP, FAO, UNCDF.
2. Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER); 2019-2023; UNDP, UN WOMEN, and WFP.
3. The Grenada Spotlight Initiative to Eliminate Gender-Based Violence; 2020-2022; ILO, UNFPA, UNDP, UN Women, PAHO and UNICEF
4. Integrated Population Data and Policy Solutions to Accelerate SDGs Achievement in Barbados and Montserrat; 2022-2024; UNFPA and UN Women.
5. Resilient Livelihoods and Food Security Through Data, Digitalization and Sectoral Linkages; 2022 - 2024; FAO and WFP.
6. Resilient Caribbean; Training and Engaging Youth Strengthening Integrated SP Sector Delivery; 2022 - 2023; ILO, UNICEF, UNESCO and WFP .
7. Food Security and Livelihoods Resilience Through Analytical Capacity Building and Policy Support in Response to the Global

A review of all available documentation found that six out of the seven JPs include mainstreamed or targeted results for GEWE and are expected to make a significant contribution to advancing GEWE (scoring either a GEM 2 or 3), including through addressing SDG 5 priorities. However, one of the JPs has not visibly mainstreamed GEWE and is not expected to make a substantive contribution to gender equality, scoring a GEM 1. As such, the UNCT falls just short of visibly mainstreaming gender across all operational JPs.

JPs reviewed mainstreamed a range of GEWE issues and contribute to the achievement of SDG 5, for example;

- Blue Invest aims to contribute to SDG 5 target 5a (undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws) and the development of gender-sensitive policy related to investment in the blue economy.
- EnGenDER is based on the premise that socio-economic vulnerabilities and structural inequalities can be compounded by climate disasters. The project seeks to generate actionable analysis of gender inequalities that can be used to ensure that the same are reduced and not amplified during disaster risk reduction and response initiatives.
- The Integrated Population Data and Policy Solutions to Accelerate SDGs Achievement Joint Programme aims to facilitate increased access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable development policies and programmes in Barbados and Montserrat, with focus on SDG 3 and SDG 5.
- Released resilient Caribbean training and engaging youth strengthening integrated SP sector delivery provides support for policy programming and financing in the Caribbean to reduce vulnerabilities by enhancing social protection mechanisms and strengthening access for workers in the informal sector to enter the labour market, with a focus on female headed households.
- Resilient livelihoods aims to improve early warning risk and vulnerability data related systems and geospatial information systems. Creating more responsive adaptive and gender sensitive digital data systems assessments and national registries on farmers fishers and vulnerable households improved linkages between agricultural social protection sectors including gender sensitive expanded market and climate Information Services.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.

Met

Two of the JPs in the list detailed above are focused on promoting GEWE. The first is the Spotlight JP. The Spotlight JP is focused on ending GBV, including by addressing legislative and policy gaps that create an environment of impunity, strengthening the capacity of institutions to provide gender responsive support, scaling up initiatives to prevent VAWG and harnessing the power of Granada's women's movement to end all forms of violence.

The second is the EnGenDER JP, which is based on the premise that socio-economic vulnerabilities and structural inequalities can be compounded by climate disasters. The project seeks to generate actionable analysis of gender inequalities that can be used to ensure that the same are reduced and not amplified during disaster risk reduction and response initiatives.

c) A system is in place to ensure gender mainstreaming in JPs.

Not Met

There is no internal mechanism at present to ensure the quality of gender mainstreaming across joint programs. The Barbados UNCT lacks a systematic process/tool to support or review gender mainstreaming across key elements of joint programs (e.g., to assess gender mainstreaming in core components of a joint initiative such as a situation analysis, theory of change, selection of beneficiaries and implementing partners, and the results framework).

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

1. Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER)
2. The Grenada Spotlight Initiative to Eliminate Gender-Based Violence

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

Joint Programme Documents for:

*Blue Invest: A Facility for Caribbean SIDS' Financial Expansion; 2022 - 2025; UNDP, FAO, UNCDF.

*Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER); 2019-

2023; UNDP, UN WOMEN, and WFP.

* The Grenada Spotlight Initiative to Eliminate Gender-Based Violence; 2020-2022; ILO, UNFPA, UNDP, UN Women, PAHO and UNICEF

* Integrated Population Data and Policy Solutions to Accelerate SDGs Achievement in Barbados and Montserrat; 2022-2024; UNFPA and UN Women.

* Resilient Livelihoods and Food Security Through Data, Digitalization and Sectoral Linkages; 2022 - 2024; FAO and WFP.

* Resilient Caribbean; Training and Engaging Youth Strengthening Integrated SP Sector Delivery; 2022 - 2023; ILO, UNICEF, UNESCO and WFP .

* Food Security and Livelihoods Resilience Through Analytical Capacity Building and Policy Support in Response to the Global Crisis on Food Energy and Finance July - December 2022; FAO, UNCTAD and WFP.

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:

Communication and advocacy address areas of gender inequality

EXCEEDS MINIMUM REQUIREMENTS

Programming and
M&E

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

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.

Met

Over the past year (and in previous years), the UNCT in Barbados has collaborated jointly on several joint communication activities. Examples include:

- Joint activities for International Women's Day to raise awareness on gender equality via forums, social media campaigns and dialogues.
- Joint activities for International Day of the Girl under the theme "My Voice, Our Equal Future".
- Joint activities to observe International Day of Rural Women on October 15, under the auspices of the UN Trust Fund for Human Security Joint Programme.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.

Met

The assessment team identified several examples of joint advocacy taking place over the past year, again primarily in the context of the Spotlight Joint Programme. These include:

- The Spotlight programme in Grenada is implemented through a coordinated approach involving PAHO/WHO, UNDP, UNICEF and UN Women. Several joint campaigning initiatives and activities are implemented as part of the initiative. In 2022 the focus of joint campaigning was on the 16 days of Activism against Gender-Based Violence. This included a Lighting Ceremony to mark the beginning of the 16-day period to raise awareness and enhance advocacy on the need to end GBV. The event had full media coverage, including from the island's main television, radio, news, and online media houses. In addition to speeches from the Resident Coordinator, Head of UN Women, and representatives from CARICOM and Civil Society, the event culminated with the flicking of the switch to illuminate UN House. UN House remained lit until December 10, Human Rights Day and culmination of the 16 Days of Activism, to further raise awareness of the issues.
- A further example, also implemented through the Spotlight programme was a joint Social Media Campaign connected to International Women's Day, under the theme: Gender Equality Today for a Sustainable Tomorrow. The campaign featured more than 15 participants including UN Heads, International Development and Government partners and CSOs. It drew on videos and quote cards to advocate key messages related to the theme.

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

Met

The Barbados Joint Communications Annual Workplan for 2021 – 2022 includes a focus on joint communications on a number of GEWE issues. These include ending GBV and raising awareness of girls rights and voice, and highlighting women and girls in the Caribbean who are striving in STEM fields.

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

Met

PAHO, UNICEF and UNICEF collaborated on the Caribbean Congress on Adolescent and Youth Health Week. The event included a component that focused on the LGBTQIA population and their rights.

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).

- Barbados Joint Communications Annual Workplan for 2021 – 2022
- Spotlight Initiative JP and reports.
- IAT meeting minutes.

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures progress against planned gender equality results

Programming and M&E

MISSING REQUIREMENTS

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

As the Caribbean region was in the first year of implementing its current CF at the time the assessment began, the IAT agreed to reviewed M&E practices for the previous CF, MSDCF 2017-2021 to assess M&E practices.

Criteria a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned.

Not Met

Results matrix monitoring data is not included in the 2020 or 2021 CIP annual reports. While the 2021 Annual Report included some tracking of SDG indicators, these did not include a focus on SDG 5 or gender related targets under other areas. No other data has yet been identified to demonstrate indicators were tracked.

A review of indicator monitoring for 2022 (under the new CF) suggests that data for all GEWE sensitive indicators has not yet been gathered. Among UNCT members, 9 Agencies have effectively monitored gender specific indicators, 3 partially monitored, 8 have not reached minimum requirements, according to information available in UN INFO.

Criteria b) UNDAF reviews/ evaluations assess progress against gender-specific results.

Not Met

As with criteria (a), the IAT focused its reviews of M&E practices for the CIPs 2017-2021 to assess criteria (b). Progress against gender equality specific results, as set out in the MSDCF and CIP, was captured in annual results reports covering two years of implementation (2020 & 2021 of the UNPF 2017-2021). Issues included a focus on progress towards ending violence against women, advancing women's economic empowerment, gender responsive efforts to respond to COVID-19 and gender responsive social protection. However, as there is no documented progress towards GEWE results for 2017, 2018 or 2019 (the IAT was not able to locate annual progress reports produced for these years) the UNCT is not considered to have met criteria b.

The MSDCF 2017-2021 final evaluation does include an assessment of progress towards GEWE results however, it notes significant data challenges in the assessment.

Criteria c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Not Met

Targeted training on gender sensitive M&E has not taken place since the beginning of the CF 2022-2026 and there is no indication that any such training took place during the previous cycle.

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)

- 2020 and 2021 Barbados CIP annual reports
- UN INFO

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

Partnerships

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

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

Met

The UNCT has collaborated with multiple Government agencies on initiatives that foster GEWE, primarily in the context of implementing JPs:

- Through Spotlight PAHO/WHO, UNDP, UNICEF and UN Women are collaborating with the Ministry of Health and the Royal Grenada Police Force to strengthen service delivery for survivors of GBV.
- Under the framework of the Spotlight Initiative, PAHO/WHO, UNDP, UNICEF and UN Women have collaborated with the Ministry of Social Development and Gender Affairs to develop a module on Gender Based Violence for integrating GBV and EVAWG into the curriculum of training institutions for teachers, nurses and the police.
- Through the Spotlight Initiative the UN has also jointly partnered with the Central Statistics Office in Grenada to develop a harmonised, online system which could systematically collect data related to VAWG and intimate partner violence.
- The UNCT has also collaborated with the Bureau of Gender Affairs and the Ministry of People Empowerment and Elder Affairs to address the disproportionate burden of care work undertaken by women, and to implement the 'Share the Care Campaign'.

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

Not Met

The Common Country Analysis for Barbados was drafted in 2020. While it drew upon consultations, the IAT did not find any evidence that the National Women's Machinery (NWM) took part in these consultations. In addition, the IAT did not find evidence of other partner consultations taking place since 2020. Although the NWM contributes to the implementation of the CF, through their engagement in JPs, participation of the NWM in joint CF/CIP strategic planning and monitoring in Barbados to date was assessed as being limited. There is opportunity here for the UNCT to more systematically engage government partners responsible for GEWE in strategic planning and M&E processes.

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

Met

The UNCT has significantly strengthened Government participation and engagement in the localisation and implementation of SDG 5 priorities, in particular through the design and delivery of Joint Programmes. Under the JP on Integrated Population Data and Policy Solutions to Accelerate SDGs Achievement, the UNCT is engaging with the Ministry of Finance, Economic Affairs and Investment to increase access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable development policies and programmes in Barbados and Montserrat, with focus on SDG 3 and SDG 5.

In addition, through the implementation of the Spotlight JP, the UNCT is engaging a number of government partners to address legislative and policy gaps that create an environment of impunity, strengthening the capacity of institutions to provide gender responsive support, scaling up initiatives to prevent VAWG and harnessing the power of Grenada's women's movement to end all forms of violence.

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)

- JP Programme documents and implementation reports.
- IAT Meeting minutes.

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

MEETS MINIMUM REQUIREMENTS

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 foster 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) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

Met

The UNCT is collaborating on multiple joint initiatives with GEWE CSOs and women's rights advocates that foster GEWE within the current CF cycle. Examples include;

- Through Spotlight PAHO/WHO, UNDP, UNICEF and UN Women are collaborating with a wide range of CSOs, for example:
 - o Partnering with the Rotary Club of Grenada to develop and implement an advocacy plan to advocate on Gender Equality Policy and Action Plan.
 - o Partnering with Grenada National Organisation of Women (GNOW) to host a national consultation on law reform.
 - o Partnering with Windward Islands Research and Education Foundation (WINDREF) on the development and implementation of a campaign for social and behavioural change.
 - o Partnering with GrenCHAP, GNOW and Grenada Education and Development Programme to design, implement, monitor, and evaluate a multimedia communication campaign to improve access to family violence and SRH related services among vulnerable women, girls, and families.
 - o The Spotlight Initiative also incorporates a Civil Society National Reference Group, which includes nine members and holds several meetings a year. The CSNRG are also represented at meetings of the National Steering Committee and the Technical Coherence Committee.
- Under the JP on Building Resilience and Ending Vulnerability in Small Island Developing States the UNCT is collaborating with the Family Planning Association.

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.

Not Met

The Common Country Analysis for Barbados was drafted in 2020. While it drew upon consultations, the IAT did not find any evidence that GEWE CSOs took part in these consultations. In addition, the IAT did not find evidence of other partner consultations taking place since 2020. Although the GEWE CSOs contribute to the implementation of the CF, through their engagement in JPs, participation of the GEWE CSOs in joint CF/CIP strategic planning and monitoring in Barbados to date was assessed as being limited. There is opportunity here for the UNCT to more systematically engage government partners responsible for GEWE in strategic planning and M&E processes.

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

Met

The UNCT has significantly strengthened GEWE CSO participation and engagement in the localisation and implementation of SDG 5 priorities, in particular through the design and delivery of Joint Programmes. One example is the implementation of the Spotlight Initiative, where the UNCT is engaging with GEWE CSOs to address legislative and policy gaps and to scale up initiatives to prevent VAWG and harnessing the power of Granada's women's movement to end all forms of violence.

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)

- JP Programme documents and implementation reports.
- IAT Meeting minutes.

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
MISSING REQUIREMENTS**

**Leadership and
organizational culture**

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria (a, b, c, d). Include relevant details and analysis

Findings and Explanation

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

Not Met

A review of available HOA minutes concluded that while gender equality is regularly a topic of discussion during meetings (9 out of 11 reviewed), this is typically at the level of information sharing rather than demonstrating evidence of substantive discussion about gender equality (e.g. decision-making and follow through). This falls short of the requirement set out in the UNCT-SWAP Technical guidance for 60% of discussion in HOA meetings during the last 12 months to include substantive discussion on GEWE.

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

Met

A review of RC speeches given in the last year (a total of 8 were available) found that the RC included gender equality messaging in 50 per cent of the speeches and talking points. However, it is worth noting that examples where the RC's speeches did include a focus on GEWE were primarily limited to those made at GEWE focused events such as for the Spotlight initiative and during the event around the 16 Days of Activism Against GBV.

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

Not Met

Survey numbers were not sufficient to ensure the data is representative of perceptions across the UNCT or to demonstrate the criteria was met. However, in the interests of valuing the inputs of UNCT members who did complete the survey and of documenting their perceptions, the data gathered was still analysed. Among the respondents who did complete the survey, 75 per cent agreed (17 per cent strongly agree and 58 per cent agree) that HOAs demonstrate workplace leadership and commitment to gender equality. This is above the 65% minimum benchmark set by the UNCT-SWAP technical guidance. Sex disaggregation showed that 71 per cent of women responded positively to the statement, with 88 per cent of men agreeing, a 17-percentage point discrepancy.

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

Not Met

While the ARC is no longer in use in the UNCT Barbados, the assessment team has been unable to identify an alternative HOA level evaluation to assess against criteria d).

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)

- UNCT Meeting minutes and Resident Coordinator's speeches
- Results of the UNCT Barbados survey of staff perception of organizational culture for gender equality.

PI 4.2 Organizational Culture

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

Leadership and organizational culture

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria. Include relevant details and analysis

The survey link was shared by the UN Women Regional Director and Resident Coordinator's Office with Heads of Agencies to circulate amongst their respective staff. The total number of responses was 55 (35 female, and 19 male and 1 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UNCT population was 135, unfortunately this means the UNCT cannot be confident the responses are representative and thus the results cannot be used to demonstrate that the criteria under this indicator are met. However, in the interests of valuing the inputs of UNCT members who did complete the survey and of documenting their perceptions, the data gathered was still analysed.

Of the UN staff that did complete the survey, results scored an overall positive rating of 68% (9% negative and 23% neutral). The minimum requirement (65%) is met among the responses gathered, again noting this is not necessarily representative of all staff in the UNCT. This score represents an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 7/10 questions with the results for three questions falling below the 65% threshold. Refer to Annex A for detailed information.

Highest scores:

- The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority (79% positive).
- The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization (79% positive).
- The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels (71% positive).

Questions with less than 65% of positive responses:

- The package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance (50% positive).
- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (54% positive).
- The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (55% positive).

Across 9 questions, male respondents were more positive than female respondents. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men. Given that only one respondent identified as 'other' these results have not been included for the purposes of maintaining anonymity. The widest disparities between males and females were observed for the following questions:

- UN personnel in this country demonstrate commitment to gender equality in the workplace (positive rating of 58% for female respondents as compared to 100% for male respondents).
- The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels (positive rating of 68% for female respondents as compared to 100% for male respondents).
- The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance (positive rating of 42% for female respondents as compared to 69% for male respondents).

Interestingly, women were more positive than men on the tenth question:

- The UN system in this country has adequate procedures in place to protect my personal safety and security (positive rating of 77% for female respondents as compared to 75% for male respondents).

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

- Results of the UNCT Barbados survey of staff perception of organizational culture for gender equality.

PI 4.3 Gender Parity

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

Leadership and
organizational culture

**Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c).
Include relevant details and analysis**

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.

Not Met

The UNCT in Barbados does not have a system in place for monitoring gender parity at the country level. UNDSS collects data on staff and their dependents and the data collected is disaggregated by sex, however the data is not subject to regular review by the UN Senior Management Team, neither is it used to track trends in gender parity. In addition, the data was not disaggregated by post level as required by the UNCT-SWAP Guidance (General Service Staff- G1-G7; mid-level staff - NOA, NOB, P1 – P3; and senior-level staff - NOC/P4 and above).

In addition, data is gathered per UN personal deployment count disaggregated by international and national personals, but this is not yet disaggregated by gender.

b) The UNCT can demonstrate positive trends toward achieving gender parity.

Not Met

Baseline not available at time of review.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEWE.

Met

The BOS integrates some gender focused actions in the area of common procurement services. However, there is neither budget or funding provided for this activity, nor any specific indicator to coordinate, implement, monitor and review these common services.

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	0
G2	0	0
G3	0	0
G4	0	0
G5	0	0
G6	0	0
G7	0	0
NOA	0	0
NOB	0	0
NOC	0	0
NOD	0	0
P1	0	0
P2	0	0
P3	0	0
P4	0	0
P5	0	0

P6	0	0
D1	0	0
D2	0	0

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

UNDSS staff composition; BOS strategy and the UN personal deployment count.

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
MISSING REQUIREMENTS**

Gender architecture and capacities

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria (a, b, c, d). Include relevant details and analysis

a) A coordination mechanism for gender equality is chaired by a HOA.
A coordination mechanism for gender equality does not exist and therefore criterion a) is not met.

- b) The group has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above; NOC and above).
- d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework, and M&E.

Criterion b), c) and d) above are not met because a stand-alone coordination mechanism for gender equality does not exist.

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)

N/A

PI 5.2 Gender Mainstreaming Capacities

**Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
MISSING REQUIREMENTS**

Gender architecture and capacities

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.
Not Met
The IAT did not find evidence of any substantive inter-agency gender capacity development taking place during the past year. Some training was implemented under the EnGenDer JP, however the primary audience was external government and CSO stakeholders.

This highlights an opportunity for agencies implementing capacity building initiatives as part of JP implementation to open up the learning opportunities to UNCT members, to ensure UN staff also benefit from these gender focused learning opportunities.

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

Not Met

There has been no UN system-wide capacity assessment on gender during the current or previous CF cycle.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Not Met

At present there are no UNCT wide induction materials in place. This is largely because the MSDCF is a new framework and was just recently launched therefore there's been insufficient time to develop the structures necessary at UNCT level to have once GEWE induction for all UN staff.

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

N/A

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

MISSING REQUIREMENTS

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

Criteria a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNSDCF cycle.

Not Met

The UNCT in Barbados has not carried out a capacity-building or orientation event on the [UNCT] GEM during the current UNSCF cycle (2022-2026), or the preceding 12 months.

Criteria b) Approaches minimum requirements and the UNCT has established and met a financial target for program allocation for gender equality and the empowerment of women.

Not Met

A financial target for program allocation to GEWE has not been set by the UNCT. However, the application of the UNCT Gender Equality Marker (GEM) to all sub-outputs in the Joint Work Plan (JWP) provides an opportunity for the UNCT to more easily track, set a target for and report on resources allocated to programs with a gender equality focus (defined as sub-outputs coded as UNCT-GEM 2 and UNCT GEM 3).

Criteria c) Meets minimum requirements and the UNCT has established and exceeded a financial target for program allocation for gender equality and the empowerment of women.

See response to criterion b) above.

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)

N/A

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS

Results

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

Criteria a)

Met

The UNCT-SWAP technical guidance notes that for the UNCT to meet requirements for this indicator, it should be able to demonstrate that it has met both mainstreamed and targeted results outlined in the Cooperation Framework.

Given the regional focus of the Cooperation Framework, this indicator was assessed based on the findings and evidence presented in the final evaluation of the United Nations Multi-Country Sustainable Development Framework (MSDF) 2017-2021. A review of this document highlighted the following results across the MSDF four priority areas:

Outcome 1. An Inclusive, Equitable and Prosperous Caribbean

- Improved education and development outcomes and equitable and inclusive learning environments for boys and girls.
- The generation of research on violence against children.
- Improved national systems and policies to address multiple deprivations affecting the most vulnerable boys and girls.
- Development of tools to support implementation of a domestic violence act(s) and strengthened data collection capacities.

Outcome 2. A Healthy Caribbean

- Supported for maternal health.
- Development of policies around SRH.
- Support for programmes in support of sex workers.
- Design and delivery of a comprehensive sexuality education programme.
- Training of doctors on mental health and supported outreach activities on VAW/G.
- Development of a national action plan to reduce adolescent pregnancy.
- Support to vulnerable groups living with HIV/AIDS, primarily vulnerable children and men who have sex with men.

Outcome 3. A Safe, Cohesive, and Just Caribbean

- Development of the National Plan of Action on GBV
- Women's Health Survey
- A qualitative study on GBV
- Development of sexual offences guidelines
- Development of gender protocols for judicial officers
- CEDAW training and report
- Rapid assessment of emergency shelters
- Research and education on challenges for the LGBTI community

Outcome 4. A Sustainable and Resilient Caribbean

- Integration of GEWE in the National Adaptation Plan.
- Gender mainstreaming in disaster responses.

While these clearly demonstrate that the UNCT is on track to achieve some GEWE results, there are several limitations (both within the evaluations itself as well as challenges in M&E, highlighted by the evaluation) which make it hard to conclusively demonstrate that the UNCT has met or is on track to meet all GEWE results as set out in the Cooperation Framework. It is also worth noting that many of the planned results are continued on into the new 2022-2026 MCSDF, providing opportunities to continue efforts towards the full realisation of results.

Limitations deriving from the MSDF 2017-2021 evaluation:

- Most substantive and gender targeted results are detailed in the section presenting results for priority area 3. However,

most of these are either at key activity or output level and there is little evaluation of the impact policies and protocols introduced have had. Furthermore, there is no substantive assessment of the progress these results represent towards achieving the intended outcome level results. This is also true of the gender targeted results covered across the remaining three priority areas.

- There is a section dedicated to the implementation of the Regional Spotlight Initiative, even here there is no analysis of progress towards the initiatives Outcome level results.
- Results which are not gender targeted are all but invisible, this makes it hard to assess the extent to which gender mainstreamed priorities have been achieved. Many of the results highlighted in the report (that are not gender targeted) are detailed at the aggregate level (youth/children/adolescent-friendly/households, etc) with no reference to specific GEWE results within the issues discussed. Where there is reference to new systems or policies, there is no analysis of their potential or proven impact on GEWE.
- Several pertinent sections of the evaluation are gender blind, most crucially the sections evaluating the UNs contribution to transformational change and the section related to financing.

It is unclear whether these limitations in the evaluation are due to the availability of evidence, or due to the expertise within the evaluation team to undertake a gender responsive assessment. However, it is possible that this links to the challenges with data availability and M&E documented in the evaluation, and link to the second set of challenges with conclusively demonstrating that the UNCTs in the region are collectively on track to achieve all GEWE results set out in the Cooperation Framework.

The evaluation notes that its assessment of progress towards results was hampered by several factors a 'lack of disaggregation of data by gender'; a 'lack of baselines and targets' and a 'lack of data on the indicators identified'. This further suggests that it is not possible at this time to demonstrate that progress towards all GEWE results in the CF are achieved or on track to be achieved.

The UNCT-SWAP assessment process also highlighted an apparent disconnect in monitoring and reporting towards outcomes level GEWE (mainstreamed and targeted) results. While results towards individual CIPs GEWE priorities are tracked and presented annually (often focused at the key activity and output level), annual reports don't systematically incorporate analysis on their contribute towards the CF Outcomes and associated indicators. In addition, annual progress reports are not produced at the regional level and as such progress towards the overarching outcome level GEWE results of the CF don't appear to be systematically tracked or assessed until the end of the CF implementation period. This provides limited space to demonstrate how each UNCT is contributing to higher level GEWE results and also makes it harder to assess (either along the way or at the end of the cycle) progress towards the CF outcomes.

Criteria b)

Not Met

While results for GEWE were achieved through the implementation of the 2017-2021 CF, it is difficult for the above noted reasons to conclude whether there are the outcome level results that could be considered transformative, as per the definition given under the UNCT-SWAP technical guidance. In addition, it is likely at least some of the results achieved have been rolled back by the negative impact of COVID-19.

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

- 2021 Evaluation of the United Nations Caribbean Multi-Country Sustainable Development Framework (MSDF) 2017-2021
- Available UNCT Annual Progress Reports 2017-2021

8. UNCT in Barbados Action Plan

Enter your action points from your Action Plan in the fields below. 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
Dimension 1 - Planning	
1.1 Common Country Analysis	1. Ensure all population-based data in CMCA revisions is sex-disaggregated. Where data not available, highlight gaps and implications. - 2. In updates to CMCA (or CCA), include gender analysis across all sectors. Highlight underlying causes of gender inequality & discrimination and include targeted gender analysis of those furthest behind. - 3. At a regional level, engage GEWE CSOs and National Women's Machineries in the update of the CMCA and/or CCAs.
1.2 Cooperation Framework Outcomes	1. Explore additional opportunities to mainstream gender across the CIPs
1.3 Cooperation Framework Indicators	1. Ensure ALL baselines and targets for UNSDCF outcome indicators and CIP outputs are complete and tracked as planned across the CF implementation.
Dimension 2 – Programming and M&E	
2.1 Joint Programs	1. Establish a formalized system/tool/ mechanism to ensure gender mainstreaming in all future joint programmes.
2.2 Communication and Advocacy	1. Ensure UNCG AWP continues to visibly include GEWE communication and advocacy that is implemented in a coordinated manner, building on existing/previous joint efforts.
2.3 Cooperation Framework M&E	1. Ensure all M&E and programme staff are trained on gender sensitive M&E, budgeting and reporting. 2. Ensure gathering of sex-disaggregated data by implementing UN entities and/or government partners as indicated in the CIP/MSDCF Results Framework. 3. Highlight gender equality results annually in UN Barbados Country Results Reports; ensure periodic reviews of CF/CIP Results Framework include dedicated section on GEEW.
Dimension 3 - Partnerships	
3.1 Government Engagement	1. Ensure more systematic engagement and participation of National Women's Machinery and GEWE CSOs in key CCA/CIP strategic planning processes, M&E and implementation. 2. Identify synergies of work between the UNCT and GEEW CSOs/ women's rights advocates in Barbados to facilitate continued engagement/partnerships. 3. Identify and make use of new opportunities to substantively strengthen Government and GEWE CSO participation and engagement in gender related SDGs localization and/or implementation. For example, at the next SDG Voluntary National Report.
3.2 GEWE CSO Engagement	1. Ensure more systematic engagement and participation of National Women's Machinery and GEWE CSOs in key CCA/CIP

	<p>strategic planning processes, M&E and implementation. 2. Identify synergies of work between the UNCT and GEEW CSOs/ women’s rights advocates in Barbados to facilitate continued engagement/partnerships. 3. Identify and make use of new opportunities to substantively strengthen Government and GEWE CSO participation and engagement in gender related SDGs localization and/or implementation. For example, at the next SDG Voluntary National Report.</p>
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	<ol style="list-style-type: none"> 1. Institute GEWE as a standing agenda item in quarterly UNCT meetings, aiming to strengthen joint decision making and action on GEWE. Include discussion items in HOA agenda for sharing, brainstorming and planning specifically on gender-related topics. 2. Broaden the scope of RC speeches that include GEWE, ensuring GEWE is mainstreamed in speeches for non GEWE focused events. Inclusion/integration/discussion of GEWE (issues, strategies to address them, impacts/outcomes) in RC speeches. 3. As survey results were not representative, undertake further research/questionnaires to establish representative staff perceptions of organization culture (including accuracy) particularly the low scoring areas.
4.2 Organizational Culture	<ol style="list-style-type: none"> 1. As survey results were not representative, undertake further research/questionnaires to establish representative staff perceptions of organization culture (including accuracy) particularly the low scoring areas.
4.3 Gender Parity	<ol style="list-style-type: none"> 1. Establish and ensure the use of a system to track and ensure UNCT review of gender parity levels across the UN system in Barbados annually. 2. Develop a staff deployment list disaggregated by gender and post level, with annual reviews by senior management team to ensure gender parity. 3. Ensure budget for and implementation of gender-specific actions and indicators in the current BOS. 4. Improve gender sensitivity of joint operations by ensuring systematic inclusion of gender issues in the TOR and annual work plan of the Operations Management Team (OMT).
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	<ol style="list-style-type: none"> 1. Establish a gender coordination mechanism, or combine GTG responsibilities with an existing coordination structure to influence UNCT on GEWE, ensuring that a mechanisms is in place that meets the criteria of the UNCT-SWAP GE Scorecard and aligns with the UNSDC Gender Theme Group Standards and Procedures. 2. Establish regional inter-agency Gender Theme Group (complementing national GTGs where the UNCTs has the human resources and/or see the additional benefit).

5.2 Gender Capacities	<p>1. Ensure agencies implementing gender focused capacity building initiatives as part of JP implementation open up the learning opportunities to all relevant UNCT members, to ensure UN staff also benefit from these focused learning opportunities.</p> <p>2. Establish UNCT wide induction materials and ensure these incorporate a dedicated section on UN GEWE commitments and related development challenges in Barbados.</p> <p>3. Ensure capacity development initiatives on GEWE are implemented annually. Including by undertake an inter-agency assessment of UN gender mainstreaming capacity & develop and implement a capacity development plan based on the findings.</p>
Dimension 6 - Resources	
6.1 Financial Resources	<p>1. Conduct training on applying the UNCT Gender Equality Marker (GEM) to the JWP for relevant UNCT personnel.</p> <p>2. Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs.</p> <p>3. Present GEM data (based on UNInfo inputs to the CIP) to UNCT towards setting a target for programme allocation on GEWE and use available tools for tracking and ensuring target is met.</p>
Dimension 7 - Results	
7.1 GEWE Results	<p>1. Ensure the TOR for the 2022-2026 MSDCF final Evaluation includes a requirement to systematically assess progress towards GEWE at all levels.</p> <p>2. Ensure the Evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E.</p> <p>3. Introduce more regular reporting at regional level (at least every two years) and ensure a mid-term review of progress towards all CF results.</p> <p>4. Ensure ALL baselines and targets for UNSDCF outcome indicators are complete and tracked as planned across the CF implementation.</p>

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	Regional CMCA Report (Final) Version 28.5.2021 (1)	

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

Cooperation Framework	UN MSCDF 2022 - 2026 (1)

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

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

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MISSING REQUIREMENTS		Leadership and Organizational Culture
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Category	Documents
	No documents uploaded

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	Barbados UNCT Report 2021	

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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