

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Cambodia 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 – 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 Cambodia

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

In early 2023, the Gender Theme Group had a meeting and discussed which indicator in the SWAP Scorecard that needs to be improved. Based on the agreement, the action plan was developed and endorsed by the GTG and UNCT.

With the support of UNWOMEN, GTG agreed 5 indicators which UNCT and GTG worked on in 2023: (1) CF Outcomes, (2) CF Indicators, (3) Joint Programs, (4) GEWE CSO Engagement, and (5) Gender Parity.

Under the coordination of the participants of Asia-Pacific Regional Training on UN system accountability frameworks to advance gender equality and women's empowerment, responsible for each indicator, the Inter Agency Assessment team was established with the support of UNCT. Each team per indicator discussed with the relevant UN coordination group and updated the report. The draft has been circulated and endorsed by GTG and UNCT before the submission.

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

GTG Co-Chairs: Sandra Bernklau (UNFPA), Shakeel Ahmad (UNDP)

Coordination: Jaewon Jung (UNRCO)

PI 1.2: Sophea Khun (UNWOMEN), Man Wenjing (UNESCO)

PI 1.3: Chantevy Khourn (UNWOMEN), Linda Jonsson (UNICEF), Lan Laing (UNRCO)

PI 2.1 Mao Meas (UNDP), Emily Shorrock (UNDP)

PI 3.2: Ratha Norng (UNFPA), Sokroeun Aing (UNFPA), Leakena Duong (OHCHR)

PI 4.3: Alix McIntosh (IOM), Julia Placides (IOM), Navy Kann (WFP)

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

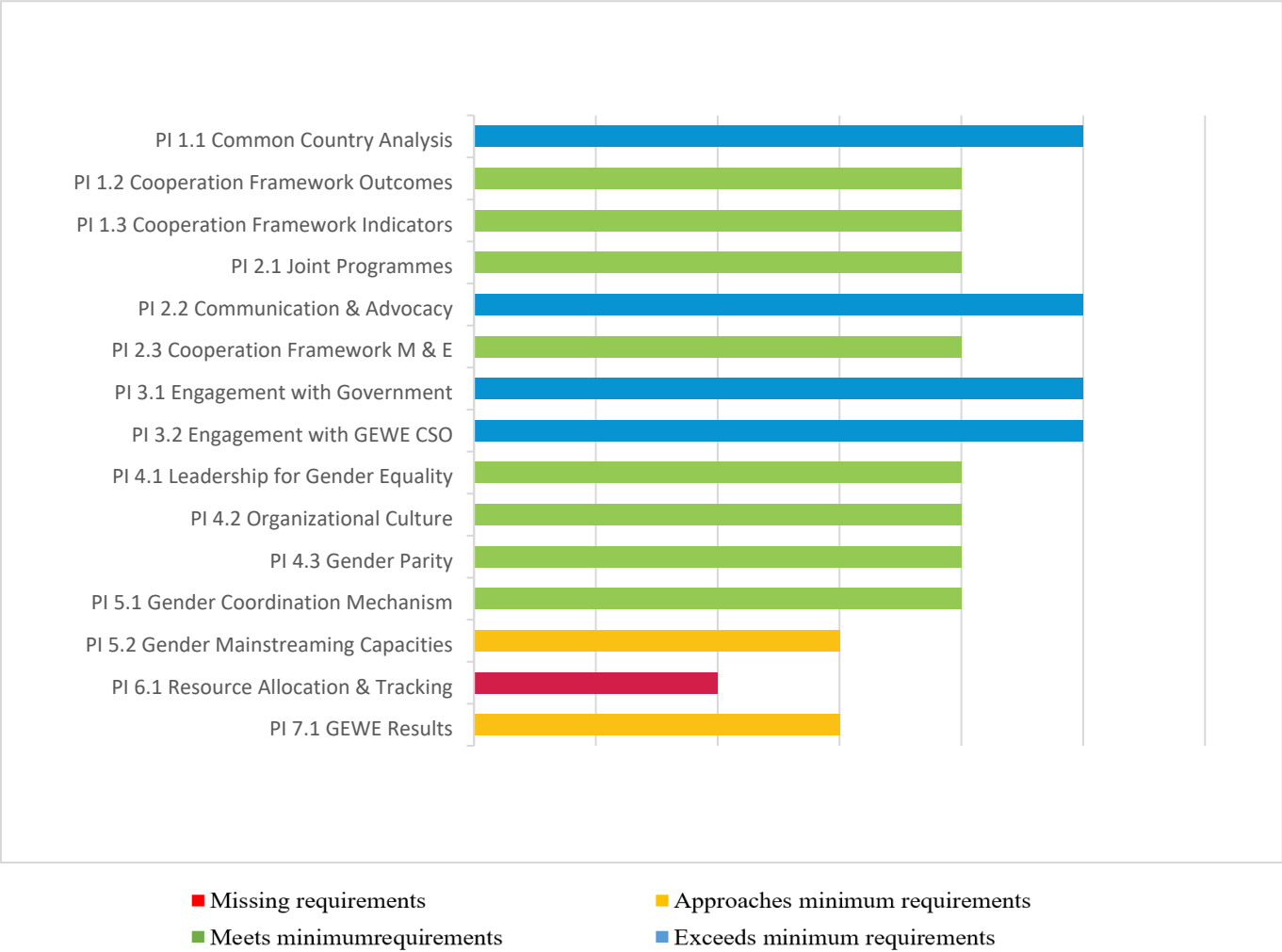
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Cambodia 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**  
**EXCEEDS MINIMUM REQUIREMENTS**

Planning

**CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.**

a) The country produced an additional analysis through the Gender Deep Dive in early 2022, which provides in depth analysis on gender and social norms and clear recommendations for 5 key priority gender equality areas for the next UNSDCF. UNCT

used the critical results and recommendation from Gender Deep Dive to inform the 2022 CCA, including underlying causes of gender inequality and discrimination in line with SDG priorities, particularly SDG 5 . Met.

bb) The report of the draft 2021 Cambodia Common Country Analysis\* showed sex-disaggregated data in most of the sectors, such as Demographic Dividend, Decision Making, Economics in 2020, Garment factory, and Education, and also provided some gender-sensitive data, such as migrant workers, and persons with disabilities. The CCA has also informed, together with the Gender Deep Dive the start of the UNSDCF process. disability people. Met.

c) The Gender Deep Dive informed the CCA and influenced the start of the UNSDCF. The Gender Theme Group used the Gender Deep Dive to brief the UNCT in advance of the UNSDCF process in which the UNCT agreed on the priorities of the Gender Deep Dive.

\*The CCA took a long time to be finalized which meant that the Gender Deep Dive was completed before the CCA.

### 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

Planning

##### MEETS MINIMUM REQUIREMENTS

**(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.**

All four outcome statements are visibly gender mainstreamed and employ gender-sensitive language by recognizing GEWE as one factor within the broader priority areas in line with the narrative and the theory of change. The four outcomes all have at least one output and associated indicators that demonstrate a focus on GEWE.

Outcome 1: By 2028, people in Cambodia, especially those at risk of being left behind, are healthier and benefit from improved gender-responsive education and social protection. Particularly, Output 1.2 on Nutrition focuses on UN's support to increase access to essential nutrition services among pregnant women and children as users/consumers. Output 1.2 could potentially engage women's agency as agent of change for increasing access to nutrition services. Output 1.3 on Education provides focused UN support for female students and women garment factory workers to access education, skills development, and lifelong learning opportunities. It is measured by the percentage of children disaggregated by sex who reach minimum proficiency in a) reading; b) mathematics. Output 1.4 on Social Protection aims to strengthen the resilience and shock-responsiveness of the social protection systems to meet the needs of all, including women-headed households. It is measured by the proportion of population covered by (nationally appropriate) social protection floors/systems (SDG 1.3.1): a) children; b) newborns (0–18 months); c) elderly persons; d) persons with disabilities; e) pregnant women (1. Birth lump sum; 2. Maternity benefits); f) work-related injury victims; g) the poor and vulnerable (1. Cumulative programmes; 2. persons living with HIV). Output 1.5 on mine action focuses on implementing gender-responsive mine action standards to ensure the diversification of livelihood opportunities for all, including women.

Outcome 2: By 2028, people in Cambodia, especially those at risk of being left behind, benefit from and contribute to a productive, diversified, gender-equal, formalised and low-carbon and climate-adapted economy. Particularly, Output 2.1 on Agrifood systems focuses on increasing the availability and affordability of nutrient-dense foods, particularly women/pregnant women, and children. Output 2.2 on Business formalization prioritizes the increased level of formalization of value chains, the realization of rights at work, and the extension of social protection particularly for women. Similarly, Output 2.3 on Decent Work ensures its overall coherence and synergy with Output 1.4 to support labour market inclusion and safety for women and promotes care infrastructure for the reduction and redistribution of unpaid work services. This will be measured by the proportion of informal employment in total employment, by sector and sex (SDG 8.3.1). Output 2.4 on Financing includes UN interventions such as technical assistance for gender-responsive budgeting across all sectors, which will be measured by the degree of alignment of national budgeting system with SDGs that enable tracking of budget allocation for the SDGs, including through gender-responsive budgeting (OI 17.2).



Outcome 3: By 2028, people in Cambodia, especially those at risk of being left behind, benefit from a healthier, gender-inclusive natural environment. Output 3.1 on Natural Resource Management and Output 3.3 on Climate Change Governance have specific UN interventions to ensure the engagement of all segments of the population, including women, in the climate transition process and mainstream gender-inclusive climate change responses across natural resource management, reservation and restoration activities to create a safety net and improve livelihoods for women. Output 3.4 on Disaster Risk Reduction recognizes the impact of climate change on gender equality and focuses on a comprehensive approach to strengthen the resilience to shocks and disasters. This will be monitored by the number of entities at the national level that have developed integrated and gender-sensitive approaches and tools for enhanced coordination, cooperation, and synergies for the coherent implementation of multilateral environmental agreements (OI 15.1).

Outcome 4: By 2028, people in Cambodia, especially those at risk of being left behind, live in an increasingly gender equal and inclusive society with active civic space and enjoy more effective and accountable institutions. Both Output 4.1 on Institutions and Output 4.2 on Civic participation prioritize UN interventions to design and implement more gender responsive policies/national plans and promote civic engagement and participation that is more gender inclusive and responsive across decision-making processes. This will be measured by the number of legislations, policies, strategies, plans and mechanisms developed, amended or adopted with United Nations support, in compliance with international human rights standards, to: b) end all forms of violence and discrimination against women, children, youth, people with disabilities, people living with HIV; LGBTQI+ persons; e) improve women’s representation and participation in decision-making. Particularly, Output 4.3 on Gender-Based Violence responses directly targets the root causes of gender-based violence, abuse, exploitation, and discrimination by addressing harmful practices and social norms. Output 4.4 on Digital Transformation includes UN interventions to close the tech gender gap and empower women to participate and contribute on digital platforms.

The UNCT has stepped up its efforts dedicating one of the 8 High Impact Initiatives to Gender-Based Violence within the UNSDCF cycle for implementation, while the global requirement is to integrate only 6.

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

- Yes

**If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.**

Outcome 4 demonstrates a gender mainstreaming approach to ensure that people in Cambodia, especially those at risk of being left behind, live in an increasingly gender equal and inclusive society by 2028. Particularly, under Output 4.3, it has targeted interventions to promote the empowerment and representation of women and other vulnerable groups to contribute to social and economic progress while having increased access to quality protection against discrimination and violence, thus, contributing to enhanced social cohesion and a reduction in harmful social norms. However, not all Outputs under Outcome 4 are gender-targeted so criterion b) is not met.

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

Cooperation Framework in Cambodia 2024 - 2028

*PI 1.3 Cooperation Framework Indicators*

<b>Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS</b>	<b>Planning</b>
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**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.**

Following an assessment of the UNSDCF results framework indicators, the assessors concluded that the following proportion of indicators per outcome measures changes in gender equality and the empowerment of women as specified in the criteria:  
Outcome 1: 2 out of 7 indicators (one ‘partly’)  
Outcome 2: 5 out of 8 indicators

Outcome 3: 3 out of 8 indicators

Outcome 4: 6 out of 7 indicators

This concludes that 16 out of 30 indicators (53%) meet the criteria, with only the indicators judged as 'partly' meeting the criteria as it only contains baseline gender-disaggregated data, and does not clearly state the gender equality target. The assessors conclude that while the Cambodia UNSDCF results framework meets minimum standards, there is room for improvement to reach "Exceeds minimum requirements" in ensuring that the indicators properly measure changes in gender equality and the empowerment of women. For example:

- the indicator on "Prevalence of a) wasting and b) stunting": target data should be gender disaggregated.
- the indicator on "Number of people who, with UN support: a) Gained access to clean, affordable, and sustainable energy; and b) Benefitted from services from clean, affordable, and sustainable energy" can be gender disaggregated.

Note: Outcome 1, the indicator for 'Prevalence of a) wasting and b) stunting' disaggregates the baseline by boys and girls for both measures, but highlights that gender-disaggregated data for the target is not available. Without a gender-disaggregated target, the target could in practice be achieved in a gender-discriminatory manner (focusing only on one gender and not the other for example). This indicator partly meets the criteria.

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

- Yes

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

The indicator is rated as Meets minimum requirements given that more than 33% of the indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5, but not over 50% of the indicators do so in a significant manner.

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

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

**Programming and**  
**M&E**

**(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (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.**

10 JPs implemented in 2023 are gender marked including 2 JP project proposals/concepts approved in early 2023 with having the Gender analysis section in the design phase. Some tools and checklists related to gender mainstreaming (during the design, implementation and monitoring phases) were shared and guided to the UNCT through the Gender Theme Group (GTG).

One of the strong JP highlighted the gender marker is Accelerating Disability rights in Cambodia (ADRC) JP, the project highlighted the gender analysis in the situation analysis as well as the output targeted to women with disabilities. The project promotes the participation of women with disabilities in decision making platforms such as provincial disability action council and commune for women and children committee. UN Joint Program on Decent Employment for Youth, Phase II also highlighted the strong component of promoting employment for young women by providing the skill training for diverse young women in both rural and urban areas.

Given gender is a key principle for all JP when starting formulating, implementing and monitoring the projects, it clearly highlighted the situation analysis in the project documents and gender section in the reporting requirements. However, 6 out of 10 JPs only targeted women and girls in the projects' outputs level. The 6 JPs targeted women and girls are as below:

- UN Joint Program on Decent Employment for Youth, Phase II
- Accelerating Disability rights in Cambodia (ADRC)
- Joint Programme's Support to the National HIV Response in 2022
- Supporting the Royal Government of Cambodia in Health Compliant Border Response to Limit the Spread of COVID-19 variants of concern and meet the immediate needs of returning migrant workers from abroad due to COVID-19 pandemic
- [Joint SDG Fund Development Emergency Modality] Strengthening Cambodia's socio-economic resilience to global crises and food

system shocks

- Policy reform for safe journeys for Cambodian factory workers (concept note selected)

### 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:

- UN Joint Program on Decent Employment for Youth, Phase II
- Accelerating Disability rights in Cambodia (ADRC)
- Partnership for Action on Green Economy (PAGE)
- Human Security JP on "Cities for all: inclusive, smart and sustainable urban development in Cambodia"
- Joint Programme's Support to the National HIV Response in 2022
- [SDG Fund] UN Joint Program on Integrated National Financing Framework (INFF) to Catalyze Blended Finance for transformative CSDG achievement
- Supporting the Royal Government of Cambodia in Health Compliant Border Response to Limit the Spread of COVID-19 variants of concern and meet the immediate needs of returning migrant workers from abroad due to COVID-19 pandemic
- [Joint SDG Fund Development Emergency Modality] Strengthening Cambodia's socio-economic resilience to global crises and food system shocks
- Policy reform for safe journeys for Cambodian factory workers (concept note selected)
- SDG fund – Cambodia innovative Climate Adaptation & mitigation financing mechanism (concept note selected)

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

- UN Joint Program on Decent Employment for Youth, Phase II, a success story of Teav: Rith Teav's Journey: Empowering Young Cambodians in the Workplace and Beyond | United Nations in Cambodia : <https://cambodia.un.org/en/236001-rith-teavs-journey-empowering-young-cambodians-workplace-and-beyond>
- Cambodia - UN PAGE - Partnership for Action on Green Economy (un-page.org): <https://www.un-page.org/countries/cambodia/>
- Momentum gathers in Cambodia towards inclusive, smart and sustainable cities for all | United Nations in Cambodia: <https://cambodia.un.org/en/245533-momentum-gathers-cambodia-towards-inclusive-smart-and-sustainable-cities-all>
- Cambodia | UN PRPD: [https://unprpd.org/programme/cambodia\\_1](https://unprpd.org/programme/cambodia_1)
- Joint Programme on HIV: <https://open.unaids.org/countries/cambodia>

### 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.
- UNCG had an annual action plan endorsed by the UNCT. The 16 days campaign and International Women's Day were the GEEW priorities stimulated in the workplan.
  - The United Nations marked 16 Days of Activism against Gender-based Violence from 25 November to 10 December 2021, under the global theme set by the UN Secretary-General's UNiTE campaign: "Orange the World: End Violence against Women Now!". This was organized in consultation with and the contributions of the UN GTG members.
  - Both UNRCO and specialized UN Sister Agencies promoted the gender theme by producing the social media video and messages to post on their platforms for both International Women's Day and during the 16 Days Campaign which received thousands of engagements (reactions, comment and shares).
  -
- b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. Met.
- The UNs collaborated on the annual 16 Days of Activism against Gender-based Violence campaign, under the leadership of the Ministry of Women's Affairs and with several ministries and key partners. In 2021, the global theme was adopted by the government, namely the Ministry of Women's Affairs. Through the ministry's FB page, the post gained nearly 2 thousand engagements and hundreds of shares.

- c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. Met. There is an action plan in the communication strategy that visibly includes GEEW communication and advocacy: 16 days of activism & International Women's Day
- d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. Met. UNCG tried to include gender perspective into the campaign - World Indigenous' Day, World Youth Skills Day, and World Population Day.

### 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  
**MEETS MINIMUM REQUIREMENTS**

Programming and M&E

**Meets two 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.**

a) As part of annual results reporting, the progress against UNDAF result matrix has been updated where data is available across all outcomes. The documents assessed show updated progress against intermediate outcome indicators. Data for gender sensitive indicator listed in the result matrix are gathered during the annual reporting

b) The GTG had seriously reviewed and provided input into the UNDAF evaluation TOR as well as the draft evaluation report. One of the key evaluation questions is also assessing the gender equality in the UNDAF implementation. The UNDAF Evaluation Draft Report provides substantive assessment of progress against gender-specific results across all 5 UNDAF outcomes. There is a separate section assessing against the programming principles which Gender Equality is there.

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

- No

#### Dimension Area 3: Partnerships

##### PI 3.1 Engagement with Government

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

Partnerships

**Meets all of the following: (a) The UNCT has collaborated with AT LEAST 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. Examples include:

- The UN Agencies (UN Women, UNFPA, UNICEF, UNDP) provided technical support for the development and implementation of the National Action Plan to Prevent Violence Against Women 2019-2023 (NAPVAW III), under the leadership of MOWA and in collaboration with many government ministries (MOEYS, MOI, MOH, MOLVT, MOSVY, MOINF, etc.), including sub-national institutions and authorities.
- The UN in Cambodia (FAO, WFP, WHO, UNICEF) supported the RGC (CARD, TWG-SP&FSN) to finalize the National Strategy for Food Security and Nutrition (NSFSN) 2019-2023, ensuring gender is mainstreamed and priority actions reflect explicit objectives for gender responsiveness and gender equality.

b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. Met. The National Women's Machinery includes the Ministry of Women's Affairs (MOWA) and the Cambodian National Council for Women (CNCW). The Ministry of Women's Affairs participated in the Foresight and UN Vision 2030 workshops (October 2017) which informed the Cambodia CCA 2018, the strategic prioritization workshops to develop the UNDAF (January 2018) and in various validation processes for Results Group development, particularly Results Group 4, and verified details of indicators. MOWA and CNCW representatives also participate in annual UNDAF reviews. An evaluation of the UNDAF 2019-2023 will be conducted in 2022.

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.

- SDGs and Data: The UNCT is actively engaged in strengthening the data and statistical architecture and capabilities across the line ministries, Ministry of Planning and National Institute of Statistics. Key interventions include supporting implementation and roll out of the National Strategy for the Development of Statistics to enhance the national statistical system in line with international standards, as well as provision of technical assistance on gender statistics and indicators with government officials/ministries, to ensure gender is reflected in SDG monitoring and reporting. Key results include National Statistical Protocols and User Guides for CAMSTAT (a new-SDG based platform for reporting SDG indicators) developed with line ministries, CSOs and UN, support for the National Institute of Statistics in the Ministry of Planning to conduct the 2019 General Population Census, ensuring disability and gender disaggregated data and government commitment to increase budget allocation to the National Statistical Institute.
- Voluntary National Review (VNR): Eleven members of the UNCT (UNDP, UNFPA, UNICEF, ILO, UNIDO, OHCHR, UNV, UNESCO, UN Women, UNAIDS, WFP), plus ESCAP, supported preparations for the first VNR by RGC, including co-convening multi-stakeholder consultations/platforms; coordinating technical support among UN agencies and partners, communications/outreach; and follow up. This included ensuring gender equality issues are reflected in SDG implementation, with special attention paid to the six global prioritized goals: SDGs 4, 8, 10, 13, 16, 17 as well as SDG 5 including support for gender equality and mainstreaming into national laws, plans, programs and policies.

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

- No

### PI 3.2 Engagement with GEWE CSO

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

**Partnerships**

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

## UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

a) ● The 16 Days of Activism Against GBV: In close cooperation with and overall coordination of the Ministry of Women's Affairs provided the enabling environment for CSOs, private sector in Cambodia to organize the series of campaigns to prevent the GBV against women and girls. This provided space for CSOs in particular to engage in such activities promoting gender equality and women's empowerment. Those agencies had carried out joint and individual campaigns respectively during the course between November 25 and December 20 through mass media and on-site events. On December 4th, 2022, under the lead and coordination of UNFPA Cambodia, the UNCT organized the joint event, "GBV services fair" at a public mall (K Mall) which was both a live event as well as live on social media. The event aimed to increase awareness of GBV and provide information about GBV support and available services for women and girls, specifically those who are hard to reach. In collaboration with 6 UN agencies and six NGO service providers, 11 booths, including two specific closed booths for basic counselling and reproductive health counselling, were set up to share information with the audience, particularly garment workers. In total, 7,150 people participated in the event (more than 9,500 people visited the mall which was the second highest coverage), asked questions, watched performances, and took photos. This event was live streamed on UNFPA's, MoWA's, and UNYAP's Facebook pages, reaching over 12,000 people. Met

● Spotlight for GBV: The draft Concept Note has been initiated that has drawn interest and collaboration from key members of UNCT. A Coordinated Response. The joint UN in Cambodia has a strong, comprehensive and coherent response to the complex nature of GBV in Cambodia that spans actions across all of the Spotlight 2.0 outcome pillars. This response is reflected in a dedicated output (4.3) under Pillar 4 of the new UN Cooperation Framework 2024-28. It is also reflected in the joint UN GBV work plan supported by the Joint UN Sub-working Group on GBV (SWG GBV). Participating agencies include UN Women, UNFPA, UNICEF, UNDP, FAO, WFP, UNAIDS, ILO, IOM, OHCHR, UNESCO, IFAD, UNIDO as well as the Resident Coordinator's office. Each agency brings their unique mandate and outreach to specific populations towards a joint ambition of advancing gender equality and addressing GBV. These include technical assistance to develop policies and action plans as well as implementation and monitoring, with bringing diverse stakeholders to the process, including civil society. Met

b) The UN systems in Cambodia has closely engaged with GEWE CSOs in various stages of the Cooperation Framework formulation for example the prioritization of strategic priorities and consultations. Below are more detail on their participation: Over Met

● 15 CSOs/INGOs for example Gender and Development for Cambodia (GADC, Cambodian Center for Human Rights (CCHR), Plan international, care international and save the children attended the Cooperation Framework strategic prioritization workshop to discuss and identify strategic priorities to advance gender equality for the Cooperation Framework 2024-2028.

● More than 20 CSOs/INGOs for example Gender and Development for Cambodia (GADC), Women Peace Makers (WPM), Plan International, Care International, Oxfam, Save the Children, NGO Forum attended the consultation meeting to review the draft Cooperation Framework priorities (outcomes and outputs) identified in the Strategic Prioritization workshop.

c) ● Human Rights Day December 2022: Celebration of International Human Rights Day under theme Call to Actions for Human Rights (C2A) following the call of UN Secretary-General António Guterres initiative in 2020. The event took place on 9 December 2020 at Cambodia Japanese Cooperation Center, located at Royal University of Phnom Penh aimed to provide a platform for young people from diverse backgrounds to interact and engage with human rights experts in Cambodia. The event hosted by OHCHR collaborated with UNCT and women CSOs including SILAKA and GADC, joined by 134 students including 94 women. One among key topics including gender equality and equal rights for women. Young people were invited to discuss the disproportionate impact on women resulting from inequality, and raised their voices on how this systematic and long-term discrimination creates an unequal playing field that could be addressed.

● UN Youth's Future Fair: Harnessing the full views of youth requires facilitating a safe, creative and innovative space which will allow for youth participation and expression. UNFPA along with RCO and UN Family (participating UN agencies include: WFP, UNAIDS, OHCHR, UNDP, UNICEF, and WHO) development partners, CSOs and private sector, would like to jointly host a convergence of youth networks around International Youth Day 2023 "Green Skills for Youth: Towards a Sustainable World". The concept is to host a joint series of events entitled "Futures Fair: Preparing for the Future we want". The series of events will focus on topical issues including the future youth see ahead in a "World of 8 Billion" and Youth Lead as Agents of Change for the Global Goals (the State of World Population 8 Billion Lives, Infinite Possibilities: The cases for rights and choices), the climate crisis, the push-back on gender equality, closing the gap on the SDGs and other topics proposed by UN sister agencies, partners and youth. The purpose was to provide a space for dialogue, creativity and ideas, as well as a space to link youth to private sector partners and service providers who will provide on-site services on youth issues, e.g sexual and reproductive health and mental health counseling, social inclusion, gender/GBV, climate change, HIV/STI, etc.

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

- Yes



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

- Concept Note of the 16 Days of Activism Against GBV
- Spotlight for GBV
- CF 2024-2028, and attendance list of consultation
- Human Rights Day 2022
- UN Youth's Future Fair

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

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

**Leadership and  
organizational culture**

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

Meets three of four criteria

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. Not Met. Gender equality was a topic on three out of nine UNCT meetings (33 percent), as per the meeting minutes. It does not qualify to meet the requirements of 60 percent for criteria a.

b) The RC demonstrates public championing of gender equality during the last 12 months. Met. The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT on many occasions, mostly emphasizing the importance of gender equality, however, less visible is how the UNCT is promoting GEWE.

- Six out of 13 (46 percent) RC talking points and speeches between November 2019 and November 2020 made reference to gender issues. The issues that were highlighted included how women are impacted disproportionately by the COVID-19 crisis, women's rights, women and girls' empowerment and entrepreneurship, and highlighting national gender role models.
- The RC also attended key gender events such as the National Consultations on Enabling Environment for Women's Entrepreneurship in November 2019, and championed gender at virtual events, such as the 16-Day Campaign Against Gender-Based Violence and Human Rights Day, through videos and social media outreach.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. Met. In the organizational culture and gender equality survey, 83 percent of respondents answered positively (29 percent strongly agree and 54 percent agreed. For this criterion to be scored positively, the percentage of respondents answering agreed and strongly agreed must be at least 65 percent. Male staff (85 percent) were more positive than female staff (79 percent).

d) Gender equality is reflected in the 'RC and UNCT Performance of Results for 2019'. Met. More specifically, gender equality is mentioned in relation to CEDAW implementation, '16 Days of Activism against Gender-based Violence', International Women's Day events, and as part of PSEA. The 'RC and UNCT Performance of Results', which replaced the Assessment of Results and Competencies (ARC) in 2019 did not have stated objectives or goals, only activities, so this is an area for improvement.

### 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 survey link was shared by the RC with HOAs with instructions to share with their respective staff. The total number of responses was 219 (107 women, 111 men, 1 other) out of a population size of 850. As such the responses yielded a confidence interval of 5.71, thus we can be confident that the responses are representative of the larger population plus or minus 5.71 percentage points.

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of between 65 and 80 percent. Met. Results scored an overall positive rating of 79 percent (7.5 percent negative and 13.5 percent neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. Refer to annexed charts for detailed information.

Highest positive scores:

- Q5: HOAs in this UNCT demonstrate leadership and commitment to gender equality in the workplace (82.4 percent positive)
- Q10: The UN system in this country has adequate procedures in place to protect my personal safety and security (82.3 percent positive)
- Q4: The UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels (81.9 percent positive)

Lowest scores:

- Q13: HOAs are supportive of staff to establish an adequate relationship between work life and home life (72 percent positive)
- Q11: The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance. (74.8 percent positive)

On average, male respondents were more positive than females across all areas, with males as a group providing an overall positive rating of 84 percent compared to females' positive rate of 73 percent, over 10 percent higher. The widest disparities were perceptions on the UN system facilitating equal participation of both women and men at all levels in the organization (Q7), the UN System having adequate procedures to prevent and address sexual harassment, exploitation and abuse of authority (Q9) and HOAs supportive of an adequate relationship between work life and home life (Q13). Reasons for differences in male and female perceptions require qualitative assessments.

The respondent identifying as other agreed or strongly agreed with all statements, and skipped Q11 on entitlements.

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

- No

#### 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 total number of General Service and National/International Professional Staff Category was 445 (223 women and 222 men). With the 0.4494% difference between female and male employees, the number of women staff one higher than men, UNCT meets the minimum requirements achieving gender parity. However, it does not exceed minimum requirements as it lacks the inclusion of gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment. According to the BOS Cambodia 2022, the provision of new service lines follows a pragmatic decision-making process based on recommended services and an applicability to the country context. Gender Parity was originally to be included and will be once the complexity of the topic of gender parity will be supported by more data, provide a more fact-based decision on the scope of application, and capitalize more on individual agencies experience in this sector.

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

- Yes

## Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.
- The UNCT can demonstrate positive trends towards achieving parity commitments.

## 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	8	20
G3	5	20
G4	16	2
G5	30	12
G6	30	23
G7	16	15
NOA	31	23
NOB	30	44
NOC	12	25
NOD	0	3
P1	0	0
P2	6	2
P3	13	9
P4	17	17
P5	7	5
P6	0	0
D1	2	2
D2	0	0

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

BOS Annual Review 2022

OMT UNCT Meeting ppt (BOS)

UNCG-SWAP Gender Parity Status 2023

## 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.**

a) A coordination mechanism for gender equality is chaired by HOA Met.

UN Cambodia Gender Theme Group is chaired by UNFPA Head of Agency . The co-chair is UNDP deputy Head of Agency.

b) The Group has a TOR and an approved annual work plan; Met.

Gender Theme Group has a TOR and has an approved annual work plan by UNCT.

c) Members include at least 50% senior staff (P4 and above; NOC and above); Not Met.

Gender Theme Group has a total of 38 Members, with 10 senior staff and 28 non-senior staff.

d) The Group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E Met.

The GTG presented to the UNCT in advance of the UNSDCF development. The GTG presented on the findings of the Gender Deep Dive, as well as the standards for gender mainstreaming into the UNSCDF – the best standards for mainstreaming as well as the revised GTG guidance note 2021. The draft Gender Deep Dive has been shared to Gender Theme Group and the members. The input has been provided into the UNDAF based on the Gender Deep Dive

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

- No

### PI 5.2 Gender Mainstreaming Capacities

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

**Gender architecture and capacities**

**(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.**

Meets one of three criteria.

a) At least one inter-agency substantive gender capacity development activity in the past year. Met. There have been several interagency capacity development activities for UN personnel on gender:

- Learning session on IPV conducted at the UNTG-G Meeting in April 2020
- Localizing IPV guidelines for UN Personnel
- E-Training on Gender Equality Markers (GEM) (11-13 August 2020) organized by UN Women ROAP with participation of 10 representatives from RCO, OHCHR, UNFPA and UN Women
- Gender Statistic dialogue with UN Agencies conducted in February 2019

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. Not met. There has been no UN system-wide capacity assessment on gender during the current UNDAF cycle. An Interagency mapping on PSEA was conducted in 2020 and a PSEA action plan was developed and

endorsed by UNCT. Increasing PSEA awareness is being planned through engagement with other Task Teams and/or Theme Groups.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. Not met. There is no induction package that includes GEWE for new UNCT members. Individual agencies handle induction without central coordination. However, there are some UN mandatory online courses including those relevant to gender (I.e. I know gender, preventing sexual harassment and abuse of authority, human rights etc.) which all UN staff are required to take.

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

- No

### Dimension Area 6: Financial Resources

#### PI 6.1 Resource Allocation & Tracking

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

Resources

#### 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**  
**APPROACHES MINIMUM REQUIREMENTS**

Results

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

a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5. Met. This is the second year of UNDAF implementation and it is quite early to assess achievement of results. Nevertheless, the UNDAF Results Report 2019 indicates that the UNCT has achieved some of the key results and is on track to achieve the gender equality targets and results as planned in the UNDAF 2019-2023.

Reasonable progress have been made in the following areas, especially under Outcomes 1 and 4 and to some extent, progress under Outcomes 2 and 3.

- Outcome 1- “Expanding Social Opportunities”, Intermediate Outcomes 1.1, 1.2, 1.3, - Quality Services and Basic Rights for Vulnerable people, Public and Private Services and Expanded Coverage, and Social Services and Social Protection. Of note is UN technical assistance for the social transfer program design leading to national cash transfer program for poor pregnant women and women with disabilities as well as provision of dignity kits for pregnant women migrant workers, GBV survivors and vulnerable women. Aligned with SDG targets 5.2, 5.4 and 3.1.2, 3.3.1, 3.8.1, 1.3.1.
- Outcome 4 on “Strengthening Participation and Accountability”, Intermediate Outcomes 4.1, 4.2, 4.3 – Human Rights for All, Public Institution Functioning and Implementation and Monitoring of Laws and Standards. Of note is legal and policy work with stakeholders on LGBTIQ rights, violence against women, and gender sensitive complaint mechanisms, as well as capacity

development to mainstream gender in policy and institutions including CEDAW implementation. Aligned with SDG targets 5.5.1, 5.1.1, 5.2, 5.c.1

- Outcome 2 - “Expanding Economic Opportunities”, Intermediate Outcomes 2.1, 2.3 -Decent Work and Economic Inclusion of Vulnerable People. Of note is women and girls benefiting from UN assisted programs including the Factory Literacy Program targeting female factory workers, Entrepreneurship Education Modules (58 percent female) and the Entrepreneurship and Enterprise Development Training program (50 percent female). Aligned with SDG targets 5.4, 5.5, 4.3.1
- Outcome 3 - “Promoting Sustainable Living”, Intermediate Outcomes 3.1, Increased Resilience and Access to Resources. Of note is UN technical assistance to government to mainstream gender into livelihoods, agriculture, climate change and disaster risk programs and policies with increased participation of women in community livelihoods and agriculture groups. Aligned with SDG target 5a.

Notable progress has been made in the field of policy development to advance GEEW, including technical assistance for the National Action Plan to Prevent Violence Against Women 2019-2023 (NAPVAW III), the ten year National Gender Policy, National Guidelines on the Health Sector Response to Violence Against Women for Health Managers, Trafficking in Persons Strategic Plan (2019-2023) and integration of gender equality aspects into the review of the Cambodia Climate Change Strategic Plan 2014-2023. Other key results include increased capacity of national and sub-national authorities to mainstream gender issues in local planning, strengthening demand for gender equality at school levels, piloting menstrual hygiene management with health staff and school officials, establishing Women’s Charter of Demands for Disaster Risk Reduction and Climate Change and mobilization of young women and LGBTIQ activists in feminist transformative leadership approaches to promote women’s empowerment and leadership.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women. Not Met. Though results show some progress is being made towards GEEW, none of them can be qualified as transformative under the UNCT-SWAP Guidance definition (page 64).

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

- No

## 8. UNCT in Cambodia 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
<b>Dimension 1 - Planning</b>			
1.1 Common Country Analysis	a) Ensure that all chapters and sectors in the CCA contain 1) consistent gender analysis, 2) sex-disaggregated data, 3) underlying causes of gender inequality and discrimination in line	a. CCA has been shared with GTG for review. Gender Deep Dive is shared with CCA task team. b. GTG engages in UNSDCF drafting c. CCA gender deep dive:	a) Use the CCA Gender Deep Dive for forward looking strategy actions, preparing for next UNSDCF.

	<p>with SDG priorities including SDG 5 and 4) target analysis of those left behind. If relevant data in some sectors such as infrastructure, environment and governance is not available, the reasons why the data is not included should be mentioned. b) To improve the availability of gender-disaggregated data, support generation of gender data under UNDAF, with annual updating of CCA, with support of M&amp;E Focal Points/Results Groups. c) A comparative advantage of the UN specifically addressing gender inequality should be analyzed in more depth, including building UNCT capacities in conducting gender analysis, and in the collection and application of gender specific and sex-disaggregated data.</p>	<p>CSO consultations 13-14 July, GTG validation 4 FDB</p>	
1.2 Cooperation Framework Outcomes	<p>a) Ensure that all Outcomes in the next UNSDCF/UNDAF are gender mainstreamed and/or gender targeted; and consider to establish a checklist or screening mechanism to ensure all Outcomes include gender aspects. b) Ensure one Outcome in the next UNSDCF 2024-2028 specifically targets gender equality in line with the UNSDCF Theory of</p>	<p>Used CCA gender deep dive for forward looking strategic actions, preparing for next UNSDCF</p>	<p>a) Review the draft of UNSDCF outcomes and outputs to ensure that all outcomes contain consistent gender mainstreaming. b) Ensure one outcome in the UNSDCF 2024 - 2028 specifically targets gender equality in line with the UNSDCF theory of change and SDG priorities including SDG 5.</p>

	Change and SDG priorities including SDG 5.		
1.3 Cooperation Framework Indicators	<p>a) Ensure that Outcome and Output Indicators consistently include sex disaggregated data, and at least 50% of Indicators measure changes in gender equality in line with SDG priorities, especially SDG 5. This is especially important to address the situation of marginalized and vulnerable groups as well as to measure the percentage of women and LGBTI persons involved in the coordination of public services. b) Strengthen/Build capacity on HRBA and gender responsive RBM within UNCT, especially M&amp;E Focal Points/Results Groups and UNTG-G members.</p>	GTG is engaged in the UNSDCF drafting Oct - Dec/Jan	<p>a) Review all outcome and output indicators to ensure that all indicators consistently include sex disaggregated data. b) Review all outcome and output indicators to ensure that the CF has indicators that respond to the Gender Deep Dive and CCA priorities.</p>
Dimension 2 – Programming and M&E			
2.1 Joint Programs	<p>a) Develop at least one JP that specifically promotes gender equality and the empowerment of women in line with SDG priorities, including SDG 5. b) Establish a checklist and screening mechanism for all JP proposals to ensure gender mainstreaming and includes gender aspects, such as gender analysis, TOC, gender-sensitive and sex-disaggregated</p>	<p>GTG explored the development of at least one Joint Programme that specially promotes GEWE. Potentially spotlight initiative. However, RCO had 3 times follow up meeting with EU and no clarity on funds from the EU yet.</p>	<p>a) Explore the development of at least one Joint Programme that specifically promotes GEWE. b) Establish checklist/screening mechanism for all JP proposal to ensure gender mainstreaming and includes gender aspects to be used by M&amp;E focal points.</p>

	indicators and results framework. The checklist can be used by the interagency results groups, submitted to the UNCT and UNTG-G for review with the draft JP document.		
2.2 Communication and Advocacy	a) Develop Interagency Communication Group Annual Work Plan, incorporating GEWE issues, following guidelines and with resources and responsibility. Share with UNTG-G and endorsed by UNCT. b) Provide orientation on gender issues to universities, research firms and media outlets.	UNCG developed interagency communication annual group work plan. Incorporating GEWE issues, following guidelines and with resources and responsibility. b. the UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.	a) Coordinate activities for International Women's Day 2023 with collective GTG approach b) Identify joint advocacy activity on GBV - topic aligned to new CF or global topic
2.3 Cooperation Framework M&E	a) Ensure UNDAF/ UNSDCF tools and mechanisms measure progress against planned gender equality results. b) Ensure annual reviews/reports, assessments and evaluations not only assess progress against gender-specific results, but also provide qualitative analysis of progress in areas where gender-sensitive indicators were not originally included (e.g. outcomes 3 and 5 do not have any gender-specific results and gender-sensitive indicators). c) Strengthen	GTG secretariats assigned GTG members to support each Result Group in the review of the 2022 JWPs.	

	systemwide efforts by providing group technical training on gender sensitive M&E to M&E Focal Points in Results Groups.		
<b>Dimension 3 - Partnerships</b>			
3.1 Government Engagement	UNCT continue to deepen the engagement and consistently document the involvement of National Women's Machinery representatives, including CNCW, and sub-national administrative offices, in all UNDAF processes.	UN GTG coordinated activities related to engaging MoWA and other line ministries to strengthen gender equality and women's empowerment, GBV and VAC.	a) UN GTG coordinates activities related to engaging with MoWA and other line ministries to strengthen Gender Equality and Women's Empowerment, GBV, and VAC. b) Coordinate activities for International Women's Day 2023 with collective GTG approach c) Identify joint activity on GBV
3.2 GEWE CSO Engagement	UNCT should strengthen the platform to include a wide range of GEEW CSO involvement in UNDAF processes, especially M&E and gender related SDGs' localization and implementation, including annual reviews.	GTG had consultation with CSOs for the next UNSDCF process.	a) Identify related CSOs focusing on GEWE and support creating extended Gender Theme Group b) Coordinate activities for International Women's Day 2023 with collective GTG approach c) Identify joint activity on GBV
<b>Dimension 4 – Leadership and Organizational Culture</b>			
4.1 Leadership	a) Ensure gender equality is a topic on at least 60 percent of the UNCT HOA monthly meetings, including decision-making and follow up. Examples include PSEA, gender parity strategy of the SG, RCO leadership on 16 Days Campaign, and Political Engagement Strategy on COVID-19. b) Ensure at least one-third of RC speeches and press statements	RCO continue support RC. HOA should also champion GEWE>	a) Conduct follow up actions on UNCT SWAP scorecard and report on progress in 2021 - 2023



	<p>per year include references to how the UNCT is championing gender equality and women's empowerment (i.e. consider a gender checklist for RC speeches and press statements). c) RC to champion work on Organizational Culture (4.2) and Gender Parity (4.3) within UN, with support of OMT/HR. d) Ensure the ARC or 'RC and UNCT Performance of Results', explicitly incorporates GEEW, with clearly stated objectives or goals, as per guidelines.</p>		
4.2 Organizational Culture	<p>a) Conduct a qualitative internal assessment to better understand and address issues related to work-home life balance, (Q11&amp;Q13) and take necessary actions. b) Strengthen implementation and tracking of UN Agencies practices on GEWE including PSEA, women friendly security measures, and equal treatment / participation (Q7, Q8, Q9) to champion gender equality and women's empowerment.</p>	<p>When the SOPs-CBCM is completed by the PSEA consultant, GTG can take action through the action output</p>	<p>a) Conduct follow up actions on UNCT SWAP scorecard and report on progress in 2021 - 2023 b) Support OMT/HR in conducting a qualitative internal assessment to better understand and address issues related to work-home life balance and take necessary actions c) Gender-sensitive guidelines for OMT &amp; HR colleagues (related to recruitment/interviews etc) and learning sessions for prospective female applicants</p>
4.3 Gender Parity	<p>a) Establish a mechanism for monitoring gender parity in staffing and set targets, such as equal number of male/female</p>	<p>GTG and UNCT consider</p>	<p>a) Conduct follow up actions on UNCT SWAP scorecard and report on progress in 2021 - 2023 b) Support OMT on gender responsive procurement</p>

	<p>candidates on shortlists, equal representation of men and women on interview panels, etc.</p> <p>b) Collect UN Agencies HR data on a regular basis (annually), monitor trends and discuss at UNCT meetings. The HR data collected for this exercise can be used as a baseline.</p> <p>c) Improve gender responsiveness of the BOS and include gender specific actions and indicators in the review of the BOS in 2021, such as setting targets/strategy for improved gender balance within UNCT, gender responsive procurement, monitoring disaggregated data on male and female vendors, female ownership of selection criteria in vendor awards, etc.</p>		
<b>Dimension 5 – Gender Coordination and Capacities</b>			
5.1 Gender Coordination Mechanism	<p>a) Review and update the UNTG-G TOR, develop UNTG-G AWP in accordance with guidelines, including resources and responsibility, with endorsement from UNCT. Consider to include GEWE into the TORs of the Human Rights Theme Group (HRTG) and the CG, with links to the UNTG-G.</p> <p>b) UN Agencies should nominate more senior level staff (NOC/P4) to the UNTG-</p>	<p>a. UNTG TOR exists b. unfortunately, number of senior staff and gender parity of the GTG is unbalanced. c. Cambodia is chaired by UNFPA and co-chaired by deputy head of agency</p>	<p>a) Update the Gender Theme Group TOR b) create and continuously review the workplan for 2023 c) conduct follow up actions on UNCT swap scorecard and report on progress in 2021 - 2023</p>

	G to reach 50 percent and consider gender balance. c) Consider co-chair of the UNTG-G with UN Women and UNFPA, in light of UN Women changing role in Cambodia.		
5.2 Gender Capacities	a) Conduct a system-wide capacity needs assessment and design a capacity development plan that follows the UNDAF/UNSDCF cycle. Implementation of the plan will require some joint resources. b) The UNCT should dedicate one HOA meeting per year on gender with UNTG-G, include a review of this action plan as an agenda item at least every quarter, as well as receive regular sessions on gender programming, gender mainstreaming and gender targets. c) The UNCT should include an induction package for all new staff and personnel, with materials on GEWE, UN mandate/priorities on GEWE and analysis of gender situation in Cambodia.	10 senior staff and 28 non-senior staff	Continuous information sharing regarding gender related research, programme development, and technical support needs of national partners.
<b>Dimension 6 - Resources</b>			
6.1 Financial Resources	a) UNCT endorse a system-wide training on the UNCT GEM with technical support from the UNTG-G and UNW ROAP. Participants are UNTG-G and M&E focal points. Training should include both gender	the resource should be shared more	a) continuous information sharing regarding gender relate research, programme development, and technical support needs of national partners b) find joint resources to support GTG/UN's Gender Work

	responsive planning and RFs and then the coding process, with UNTG-G co-chairs first and then M&E group. b) The UNCT to establish a financial target for GEWE allocation and track and utilize UNDAF/UNSDCF budget data for Joint Work Plans' activities.		
<b>Dimension 7 - Results</b>			
7.1 GEWE Results	Ensure comprehensive annual reporting against UNDAF Indicators to assess progress against gender specific indicators.	GTG compiled information for UNDAF evaluation	

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
<b>CCA or equivalent</b>	<a href="#">CCA 2022 draft edit 14 October 2022</a>	
<b>Other joint analysis</b>	<a href="#">Gender Deep Dive - CCA Cambodia V6 010322 LQ</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
<b>Cooperation Framework</b>	<a href="#">Cambodia CF 2024 - 2028</a>	
<b>Other</b>	<a href="#">Gender Deep Dive - CCA Cambodia V6 010322 LQ</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
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Category	Documents
Cooperation Framework results framework	<a href="#">2023 Gender SWAP 1.3 analysis</a>

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<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="#">Communication materials for evidence</a>	
Communication/Advocacy	<a href="#">Cover Letter H E Chheang Yanara 2021 Annual Results 8Apr2022 attached report</a>	
Communication/Advocacy	<a href="#">UNCT-RCO communication strategy_UNCG 29 April-logo added (1) (2)</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">ToR UNDAF 2019-2023 Evaluation 18Feb22 final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">ToR UNDAF 2019-2023 Evaluation 18Feb22 final</a>	
Other	<a href="#">UNDAF Cambodia Evaluation Report - Second Draft Report - Track Changes - 31 October - Clean Latest</a>	

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

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b>		Partnerships
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EXCEEDS MINIMUM REQUIREMENTS	
Category	Documents
GEWE CSO engagement	<a href="#">Approved DocuSign 2 Memo and concept note of 16days campaign</a>
GEWE CSO engagement	<a href="#">Cambodia Cooperation Framework 2024-2028</a>
GEWE CSO engagement	<a href="#">Concept Note Youth Future Fair 2023 updated 27Sep2023</a>
GEWE CSO engagement	<a href="#">UN Cambodia Joint Concept Note Spotlight 2 0 skeleton updated 1</a>

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

<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	
	No documents uploaded	

<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	
UNCT BOS	<a href="#">BOS AnnualReview 2022</a>	
UNCT BOS	<a href="#">OMT UNCT Briefing BOS 04May23 - Copy</a>	
Human Resource documents	<a href="#">UNCT-SWAP 2023 Gender Parity</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">GTG Annual Work Plan 2022 progress update Aug - Copy</a>	
GTG TOR/AWP	<a href="#">UN-GTG TERMS OF REFERENCE 31 March 2021</a>	
Other GTG documents	<a href="#">Gender Deep Dive - CCA Cambodia V6 010322 LQ</a>	
Other GTG documents	<a href="#">September 2022 Gender Theme Group Member List</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		<b>Gender Architecture and Capacities</b>
Category	Documents	
	No documents uploaded	

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

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

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

[GENDERSCORECARD.HELPDESK@UNWOMEN.ORG](mailto:GENDERSCORECARD.HELPDESK@UNWOMEN.ORG)



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