

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Vietnam 2023

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



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1. Background

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

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

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

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

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

Cooperation Framework Guidance (2019)

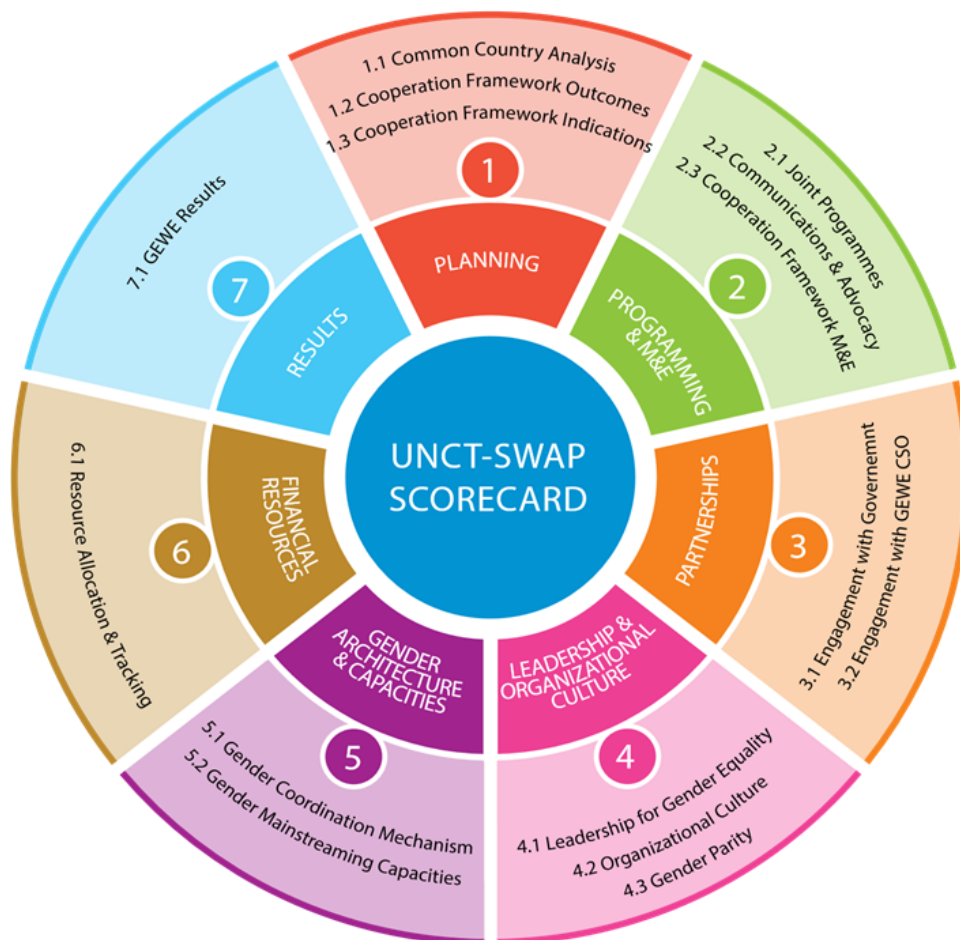
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). 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 Vietnam

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

This year's assessment chose five indicators where either joint strategic action has been made as a follow-up to the findings of the 2022 SWAP assessment (such as indicator 2.1 and 4.3) or where it is a priority to sustain traction (such as 5.2, 6.1 and 7.1). GTG discussed and decided on a list of suggested indicators. These indicators were presented, together with the rationale for choosing them, to the UNCT for their endorsement. The inter-agency assessment team was formed and tasked to do the reporting. Once done, a draft report was shared with the UNCT, including the RC, for feedback and comments. Lastly, comments were integrated, and a final draft were submitted for quality assurance.

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

UN Women, UNFPA, UNICEF and RCO.

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

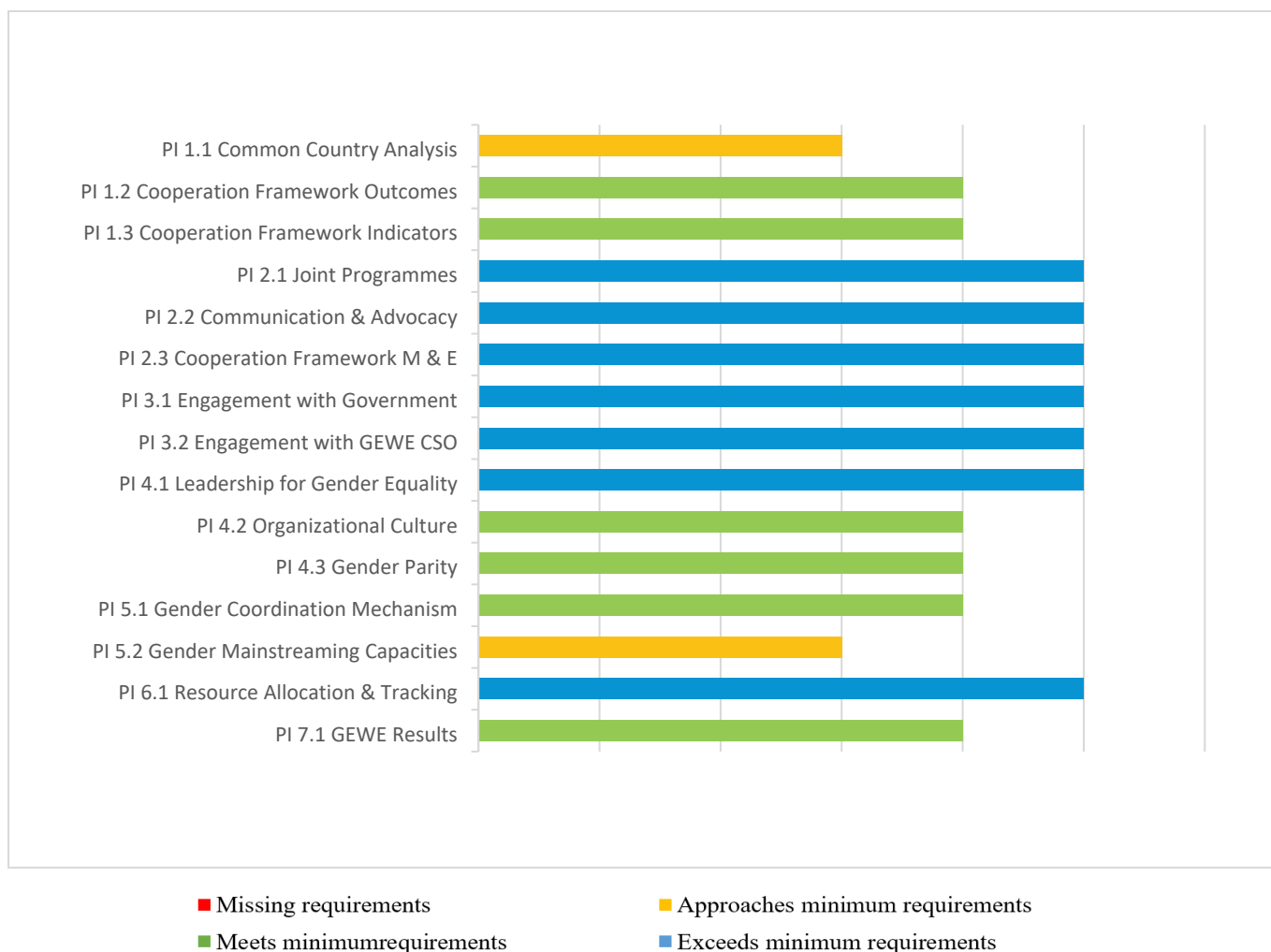
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Vietnam 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
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.

Findings and explanation:

a) Gender analysis is integrated across the majority of sectors in the Common Country Analysis (CCA) 2021. Underlying causes of gender equality and discrimination are included in at least 70% of the sectors analyzed in the current CCA. Under some sections related to social sectors, the causes of discrimination are analyzed in depth in line with SDG priorities. The analysis of the CCA as far as gender equality is concerned is as follows:

☐ Gender equality is not mentioned under the political, governance and economic trends.

☐ In the area of people-centered social development, issues on gender inequality and disparities among population groups

are discussed in detail in each sub section. However, the analysis mostly touches upon the description of inequality and disparities; the underlying causes for such discrimination are briefly elaborated. In sub-sections of health, education, social protection and water, sanitation and hygiene, challenges of women, girls and vulnerable groups in accessing the services, gender equality is properly mainstreamed.

☐ In the analysis of focus area on nature, energy and climate change, gender inequality and vulnerabilities are analyzed but the underlying causes of discrimination are not addressed in depth.

☐ In the focus area on economic transformation, structural discrimination against women in all aspects of employment are discussed thoroughly. Challenges for women in business sector are analyzed in a comprehensive way backed up by sex-disaggregated data. In other sections (science and technology, innovation, and international labor migration), gender issues are briefly discussed with some sex-disaggregated data.

☐ In the focus area on inclusive participation, access to justice and the rule of law, gender issues are discussed in five of 13 sub-sections. Gender analysis on vulnerable groups is included in several sub-section such as legal protection of vulnerable groups, trafficking in persons and child protection.

☐ In the last section on “The way forward to 2020”, gender equality is analyzed as one of key drivers to strengthening policies, state capacity and human and financial resources to ensure equitable opportunities.

☐ The document has one sub-section under “Cross-cutting issues” part dedicated to gender equality where SDG 5 is analyzed in detail. In-depth analysis of underlying causes for gender inequality in multiple aspects and sectors is conducted with sex-disaggregated data. Gender issues are discussed under the part related to national laws and policies, which have mainstreamed gender issues in the provisions but lack measures on women presence at the decision-making level to ensure implementation. Notably, this sub-section includes data on women's rights, the national legislative framework and the government efforts at the policy and programme level to promote gender equality. The sub-section elaborates gender-based violence in Viet Nam with up-to-date data showing the full picture of the situation as well as spotting areas of serious concerns.

b) Although not all data used in this document is sex-disaggregated, those in the area of people-centered social development and gender equality are presented in a coherent, comprehensive and sex-disaggregated way. No sex-disaggregated data are provided for the economic challenges and for the protection and enhancement of environmental resources.

c) The CCA does not include a targeted gender analysis of those furthest behind. Across the document, vulnerabilities of those furthest behind are analyzed using gender lens but not consistently and systematically.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

**Gender equality mainstreamed in Cooperation Framework outcomes
MEETS MINIMUM REQUIREMENTS**

Planning

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

The current 2022-2026 One Strategic Plan (OSP/CF) has 4 outcomes under 4 focus areas. Gender equality and the empowerment of women are visibly mainstreamed across the OSP, all 4 focus areas, and 4 outcomes in line with the CF theory of change rooted in human rights, gender equality, and the empowerment of women and SDG priorities including SDG 5:

- Gender Equality is identified in the OSP as one of five critical cross-cutting themes in which women's and girls' potential will be promoted by the UN across the OSP. A Gender Thematic Group head by UN Women Representative is formed to coordinate and promote gender mainstreaming across the OSP and its Joint Work Plan implementation, interventions, monitoring, and reporting. A joint programme on promoting gender equality and empowerment of women and girls was operated over the current CF in line with SDGs priorities which is training on Strengthening capacity on prevention of violence against women based on the Respect Framework in May 2022 co-organized by UNWomen and WHO

- Gender equality and the empowerment of women and SDG5 are clearly highlighted as the UN focus in the strategic intent of all 4 focus areas with gender being one of its strategic intents and SDG5 being its priority and under the gender cross-cutting

theme of the OSP. Although Outcome 2 under Focus Area 2 on “Climate-change response, disaster resilience and environmental sustainability” does not prominently mention gender in its statement, it emphasizes in outcome 2.1 that “Enhanced capacity and gender-responsive policies to identify and reduce climate risks, respond to disasters and build resilience of vulnerable populations”.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

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

There are 102 CF indicators in total, of which 46 are outcome indicators and 56 are output indicators. Out of 102 indicators, 45 (15 outcome indicators and 30 output indicators) , accounting for 44.1%

Out of 102 CF outcome and output indicators, 45 (44%) measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5. More specifically, these involve 15/46 outcome indicators (32.6%) and 30/56 output indicators (54%). A particular analysis by OSP outcome reveals higher levels of gender sensitivity in outcomes 1 and 4, suggesting a need for greater attention to consistency in gender mainstreaming in the future.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS	Programming and M&E
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Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

At the time of assessment (October 2023), UN in Viet Nam have six active Joint Programmes. These are: (1) EU Justice and Legal Empowerment Programme (EU JULE), PAGoDA mechanism; (2) SAFE and FAIR: Realizing women migrant workers’ rights and opportunities in the ASEAN regio; (3) Strengthening human rights and gender equality through climate change action and disaster risk reduction (EmPower-Women for Climate Resilient Societies) Phase II; (4) Joint United Nations Programme on HIV and AIDS; (5) the UN Partnership on the Rights of Persons with Disabilities MPTF; and (6) Ending violence against women and children in Viet Nam. GEWE is visibly mainstreamed into all of these, and the last one (number 6) is specifically targeting GEWE by addressing violence against women and girls.

Additionally, the UNCT will endorse a tool kit to help integrate gender into Joint Programming. The Gender Mainstreaming in Joint Programmes Tool will be used to support colleagues responsible for developing and managing joint programmes (JP) to ensure effective gender mainstreaming in their work. Specifically, the toolkit will serve as a key reference throughout the JP cycle, starting

from when the final draft of a JP is completed towards the end-programme evaluation. During the implementation, the toolkit will also be used for screening if gender issues are mainstreamed during budgeting, monitoring and reporting processes. The effective use of this toolkit will require collaboration between JP staff and the Gender Thematic Group.

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:

Ending Violence Against Women and Children in Viet Nam, Joint Programme by UN Women, UNICEF, and UNFPA

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

Joint Programme Documents, and toolkit for mainstreaming gender into joint programme

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

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

a) The UNCT has contributed collaboratively to joint communication activities on GEEW during the past year, as follows:

☑ In the context of ending violence against women and children, the UN system, led by UN Women in collaboration with the Government of Viet Nam, civil society and international development partners, organized more than 80 activities during the 16 Days of Activism to end VAW campaign (25 Nov-10 Dec) and the National Action Month on promoting gender equality and preventing VAW and children (15 Nov-15 Dec). The campaigns with joint messages and branding visuals reached 8,651,500 people on social media with 1,140,000 impression and 13,000 engagements. A joint UNCT video with participation of the Resident Coordinator and 11 Heads of Agency reached 800,000 people with more than 120,000 views on social media.

☑ In celebration of the International Women's Day and the International Zero Discrimination Day, the UNCT, led by UNAIDS, organized a social media campaign called #BetheForceforChange to highlight the contribution of women in COVID-19 response activities and promote diversity and human rights of vulnerable people including LGBTIQs, people living with HIV/AIDS, people with disabilities, survivors of VAW, sex workers, etc.

b) The UN communications group work-plan 2020 included GEEW communication and advocacy activities, such as the events on the international Women's Day and the 16 Days of Activism to End Violence against women.

c) The UNCT has contributed collaboratively to communication or advocacy in non-traditional thematic areas during the past year, as follows:

- The UNCT contributed collaboratively to communication in the commemoration of the 75th anniversary of the UN. The #UN75 activities in Viet Nam included the promotion of gender equality, social inclusion, and youth integration. In December 2020, the Government of Viet Nam and the UN in Viet Nam, technically led by UN Women, organized the high-level International Conference on Women, Peace and Security. The conference highlighted women's meaningful participation in building and sustaining peace, and discussed conditions and necessary resources for gender-responsive peacebuilding and women's empowerment as an integral part of peacebuilding. This is the first time that the UN in Viet Nam organizes a conference on this area since peace and security is not a very extensive topic in Viet Nam and then is considered a non-traditional thematic area in the country. The country does not have a national action plan on this agenda

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

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

The UNCT meets all 3 criteria:

(a) The Cooperation Framework results matrix for gender sensitive indicators has been gathered as planned and will be reflected in the 2022 One UN Results Report.

(b) The OSP (previous CF) evaluation, which was completed in early 2022, includes a throughout assessment on gender equity results as one OSP cross-cutting theme.

(c) The MEL Group received a training course on Guidelines on Mainstreaming Gender in UN Joint Programmes in Viet Nam (including M&E of Gender SWAP indicators), co-organized by UN Women and RCO on 16 November 2022. The purposes of the training are:

1. Strengthen knowledge across the UNCT on global standards and requirements for mainstreaming gender at the county level (including M&E of Gender SWAP indicators);
2. Raise awareness of and garner buy in for the UNCT GM tool;
3. Test and gather recommendations for further improving the draft tool for mainstreaming gender UNCT JPs.

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 several government agencies on joint initiatives that foster gender equality within the current UNDAF cycle. During the implementation of the One Strategic Plan 2017-2021, the UN system carried out joint initiatives with government agencies on gender equality, as follows:

☑ From 2017 to 2020, the UN system (UNIDO, WHO, UNFPA and UN Women) worked with the Ministry of Health, the Ministry of Labor - Invalids and Social Affairs, the Ministry of Public Security and the Ministry of Justice for the implementation of the Joint Programme on Essential Service Package for women as survivors of VAW. This is part of the global initiatives to pilot the ESP model to ensure coordinated essential services for women as survivors of VAW. The second phase 2020-2022 of the

programme was extended in Viet Nam with the continued participation of UNIDO, WHO, UNFPA and UN Women and the government agencies: Ministry of Health, Ministry of Labor - Invalids and Social Affairs, Ministry of Public Security, and Ministry of Justice.

☑ In 2020, responding to the country needs to address the gender-based violence situation in the context of the COVID-19, the UN system (UNICEF, UNFPA and UN Women) developed a joint initiative on ending GBV in the context of the COVID-19. This joint initiative engaged the participation of CSO and several government agencies (Department of Children Affairs and Department of Gender Equality – MOLISA, Ministry of Justice and Ministry of Education and Training) to strengthen the prevention and response services to end gender-based violence in the context of the COVID-19.

b) The National Women's Machinery participated in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. During the implementation of the One Strategic Plan 2017-2021, the National Women's Machinery (Department of Gender Equality – Ministry of Labor, Invalids and Social Affairs – MOLISA) and Viet Nam Women's Union were regularly invited to the consultation meetings for the development, implementation and monitoring of the OSP. The RCO have always coordinated the engagement of key national stakeholders on gender equality in consultation with UN Women and other UN Agencies. MOLISA and VWU were invited to provide comments and feedbacks on development and implementation of the OSP through the steering committee which is coordinated, from the government side, by the Ministry of Planning and Investment.

c) The UN system supports the government for the development of the VSDGs, including the VSDGs focused on gender equality and the empowerment of women. The country team has then made several contributions to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation, as follows:

☑ During the implementation of the SDGs agenda, the SDGs working group, chaired by UN, provided substantive inputs to the government for the development of the National Action Plan for the implementation of the SDGs, particularly in advancing gender mainstreaming throughout the National Action Plan for the SDGs implementation. The National Action Plan to implement the 2030 Agenda for SDGs (SDG NAP) was promulgated as per Decision 633/QĐ-TTg dated 10 May 2017 of the Prime Minister, in which 17 SDGs of Viet Nam towards 2030 have been set including 115 specific targets, in corresponding with global SDGs targets which were approved at the Summit Meeting of the UN in September 2015. The SDG NAP shows the Government's committed effort to implement the Viet Nam SDGs.

☑ The UN provided substantive inputs into the voluntary review report on the SDGs implementation that the government prepared in 2017 and was presented at the high-level meeting in June 2018 in NYC. In the Viet Nam's Voluntary National Review on the Implementation of the Sustainable Development Goals, VN conducted the review of all SDGs, including the SDG 5, and took efforts on gender mainstreaming across the SDGs that Viet Nam committed. It is noted that the VNR included the SDG 5, which was not under the requirement for the voluntary report. In this report, Viet Nam has paid particular attention to vulnerable groups such as the poor, people with disabilities, women, children and ethnic minorities through a number of policies aimed at promoting social equality to ensure that no one is left behind.

In March 2021, a policy forum was jointly organized by the UN system and Viet Nam Women's Union on the occasion of the 2021 International Women's Day to promote the implementation of the SDGs from a gender perspective

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.

Findings and explanation:

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle, as follows:

- In 2018, the UN system (RCO, UNFPA and UN Women) supported the CSO network on ending gender-based violence (GBV Net) for the organization of the 4th national symposium on Sexuality, Health and Society: Connecting to the goals in preventing and responding to sexual violence in Viet Nam. At the opening, Mr. Kamal Malhotra, UN Resident Coordinator in Viet Nam in his remark, emphasized: "Gender-based violence against women and girls remains one of the most pervasive violations of human rights in the world, one of the least prosecuted crimes, and one of the greatest threats to lasting peace and development". The symposium had 04 plenary sessions and 08 paralleled sessions addressing sexual violence in different contexts. The symposium put forward three pressing issues nowadays, which are: "Gaps in information of and understanding on sexual violence in Viet Nam", "Gaps in support services for victims of sexual violence", and "Gaps in laws and enforcement of laws addressing sexual violence". In particular, the 12th sessions thoroughly discussed a variety of topics, including the current situation of sexual violence against women and girls in Viet Nam. Some sessions delved into some specific groups that are more vulnerable to sexual violence such as teenagers, women from ethnic minorities, women migrants, drug users, people living with HIV, women and children with disabilities, members of LGBT community, and elderly people.

☑ In 2017, 2019 and 2020 the UN system collaborated with the CSO network for the organization of the joint communications campaign for 16 days of activism to raise awareness of the public on ending violence against women and girls. The campaign followed the thematic priority of UN Secretary-General's UNiTE campaign that aimed at preventing and eliminating violence against women and girls, focused on amplifying the call for global action to bridge funding gaps and ensure essential services for survivors of violence during the COVID-19 crisis. In 2020, a joint work plan was developed to specify the activities of the UN, development partners and CSO to joint global efforts in addressing violence against women and girls.

b) GEEW CSO have participated in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E: the RCO always worked closely with UN agencies, including UN Women, UNFPA, UNODC and UNDOC to ensure the participation of the CSO working on gender equality and the empowerment of women into the country analysis, strategic prioritization, and in the implementation of the OSP.

c) The UN has made a contribution to substantively strengthen GEEW CSO engagement in the implementation of gender-related SDGs, as follows:

In 2017 and 2019, in the dialogues with the government on the implementation of the SDGs, the UN engaged with the CSO and requested the government to provide space for the CSO to raise their concerns on gender equality. For example, in a joint UN-Government policy event in 2019 on Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls, a local NGO named LIGHT, representing the migration network on the issue of Enhancing the capacity of female migrant workers in monitoring social protection services, particularly health care services, raised a list of recommendations to the government to ensure health insurance coverage for the local migrants. In 2018, in the policy dialogues between the government and the UN on Challenges and Opportunities in achieving gender equality and the empowerment of rural women and girls, the UN promoted and ensured the participation of the CSO, and during the meeting, they raised the issues of promoting the implementation of empowerment policies for ethnic minority women for sustainable livelihood in the context of climate change in Viet Nam. This was done by a local NGO named Centre of Research and Development in Upland Area (CERDA).

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

**Leadership and
organizational culture**

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

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

Findings and explanation:

- a) Gender equality is meaningfully addressed across topics in the UNCT HOAs meetings. Minutes of 7 out of 8 UNCT's meetings held between January 2020 and December 2020 reflected meaningful discussion on gender-related issues.
- b) The RC has demonstrated leadership and championing of gender equality on behalf of the UNCT. 20 out of 32 speeches/remarks in multi-stakeholder forums examined between January 2020 and December 2020 made reference to gender issues and the promotion of gender equality. For instance, in January 2020, the RC addressed the Ho Chi Minh Political Academy highlighting the UN Viet Nam's collaboration to enhance women's political leadership and tackle gender bias at both central and local levels through action research and technical advice to provincial leaders. In November 2020, the RC addressed at the International Symposium the Role of Women and Prevention of COVID-19 Pandemic in Peacekeeping Operations in ASEAN and Vietnam, to promote women's meaningful participation in sustaining peace and tackling gender gap in peace operations and senior police leadership. The RC is also co-chairing the Informal Ambassadors Group on Gender Policy in Vietnam, leading and championing the joint work and advocacy on gender equality to engage with the Government at the political level.
- c) According to the staff perception survey (question 5), 78.51% of all respondents see UN HOAs in Vietnam as committed to gender equality in the workplace. However, there is a difference of 9.17% in the UN personnel perception based on gender, where 85.71% of men but only 76.54% of women agreed or strongly agreed with the positive assessment in this issue. Regardless of this gender difference, the requirement is met.
- d) Gender equality is meaningfully reflected in the 2020 RC-UNCT Annual Report/Performance Appraisal across result areas, such as in COVID-19 Response, SDG Implementation, Operationalizing the SG's Prevention Vision, Strategic Finance and Partnerships and Leaving No One Behind, Human Rights and Gender Equality in the 2030 Agenda in Viet Nam.

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.

Findings and explanation:

Since most responses were in the range of the 70%-79%, with an average of 76.58% for all responders (women and men), the UNCT meets the minimum requirements for this indicator (between 65% and 80%).

However, there are differences between the proportion of positive responses expressed by women and men. The results of the men's survey show an average positive score of 81.43%, while the average positive score for women is 75.23%, making a 5.83% difference.

There are 3 questions (Q) that received the highest scores (> 80%) and where the gender gap in the responses was small, showing that there was consensus in the respondents:

☐ Q8 (Women and men are equally treated irrespective of sex, gender identity or sexual orientation): 80.89% agree/strongly agree (a/sa);

☐ Q10 (Adequate measures to protect personal safety and security are in place): 82.45% a/sa;

☐ Q13 (Package of flexible working arrangements support staff to achieve work-live balance): 81.58% a/sa.

The high rating for Q13 on flexible working arrangements must have certainly been impacted by the COVID-19 and the need to be flexible due to the pandemic that all UN Vietnam experienced during the past year.

The lowest rating was given to the package of entitlements (e.g. maternity, paternity, breastfeeding) to support staff to achieve work-life balance (Q12: 69.16%), with a gender gap in the responses of 7.4% (men rated it 75% while women 67.6%).

Some reflections and recommendations around this answer are as follows:

Staff may feel that with regards to this issue, the UN does not promote sufficiently gender equality in the workplace.

Some people may have answered based on only if they have used maternity/paternity leave and breastfeeding entitlements, since the neutral answer was high (25.55%).

Policies are not the same across agencies. For example, while maternity leave is 16 weeks for all, some agencies supplement maternity leave with additional 8 weeks of full pay (subject to request and approval), or the 4-week paternity leave be supplemented with additional 12 weeks.

The Q11 on whether HOAs are supportive of staff to establish work-life balance had a similar rating (70.61% a/sa), which might mean that UNCT leaders should do better to promote work-life balance.

Responses for 3 questions related to HOAs had a gender gap over 5.83% points, with the 3 highest being:

- o Q11 (HOAs are supportive of staff to establish work-life balance) has a 19.23% gap of agreement between men and women (85.71% vs 66.48%), noting the neutrality rate at 12.24% vs. 27.37%, respectively.

- o Q5 (HOAs in this UNCT demonstrate leadership and commitment to gender equality in the workplace) has a discrepancy of 9.17% between men and women (85.71% vs 76.54%, respectively), noting the neutrality rate at 10.20% vs. 20.11% respectively.

- o Q7 (UN system in Viet Nam adequately facilitates equal participation of men and women at all levels of the organization) has 8.39% difference (82.97% for men vs 74.58 for women).

Leadership of UN needs to look at the above issues in a sex-disaggregated manner.

Both women and men perceptions and answers maybe based on personal experiences. Most of survey respondents are national staff. It is important to keep the cultural context and gender roles in mind (i.e. men see the UN packages as generous, but they have different reality when they work from home whereas women working from home will have more unpaid care work they are responsible for).

Overall, female personnel are approximately 4 times higher than male personnel in Viet Nam. The number of women respondents of this survey was also on the same trend.

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.

In 2021 the OMT developed a simple tool to track gender parity in the UN in Viet Nam. It was tracked on an annual basis 2021 and 2022. From 2023, it will be tracked twice per year, at the end of June and at end of December. The results show the majority of UN personnel, almost 75 %, is female at most of the levels, although at some job profiles such as driver and ICT staff that has more men than women. The granular gender parity data below is from end of June 2023.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	2
G2	0	12
G3	2	7

G4	48	9
G5	56	7
G6	33	6
G7	21	4
NOA	55	18
NOB	35	16
NOC	25	10
NOD	6	3
P1	0	0
P2	5	3
P3	3	2
P4	13	8
P5	7	5
P6	0	0
D1	2	1
D2	2	0

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

Gender-disaggregated staffing data from the OMT

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 (the GTG) was established by the UNCT for the implementation and monitoring of the One Strategic Plan 2022-2026. The GTG was chaired by the UN Women Country Representative and the secretariate is done by UN Women. So far, three GTG meeting A total of four (4) GTG meetings were held last year.

b) The GTG has its approved TORs. The GTG TOR was developed in line with the Standards and Procedures (S&Ps) and clearly highlights the distinction and complementarity of the role of GTG and Results group. The 2022 and 2023 workplan of the GTG was developed.

c) The members of the GTG include 29 regular members and alternative members, in which only 7 members (25%) are senior staff (P4 and above; NOC and above); thus, the GTG does not meet the requirement that members include at least 50% senior staff (P4 and above; NOC and above).

d) For the year 2022, the GTG has made substantive inputs into the implementation of the CF 2022-2026, particularly in providing the technical assistance for the application of Gender Equality Marker for the development of the biannual annual work plan of the four UN Result Groups and the development of the outcome and output indicators for the CF 2022-2027. On the application of the GEM, the GTG members facilitated the gender-related discussion to identify the gender interventions to address gender inequality identified in the CCA and to ensure that gender equality and the empowerment of women in visible in the annual UNRGs work-plans.

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.

In 2023, the following inter-agency gender capacity development activities were undertaken: (1) A training session on WPS and NAP for UN staff organized 29 May, (2) a brown bag lunch on GRB for UN staff organized by GTG on 3 July, and (3) a training on gender-mainstreaming in UNJP and GEM for GTG and RGs on 10 November.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Agendas of capacity development activities

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Resources

Meets minimum requirements AND (c) The UNCT has established and exceeded a financial target for programme allocation for gender equality and empowerment of women.

UNCT in Viet Nam applies a 15% financial target for GEWE. This was agreed during the previous strategy cycle, the One Strategic Plan, which ended in 2022, and was carried over to apply to the current UNSDCF 2022 - 2026. Discussions on increasing the target are underway but for this year's SWAP assessment, the 15% target applies. The 2022 Annual Results Report outlines how the UN in Viet Nam spent US\$26 million, equaling 38 percent of its 2022 expenditure on GEWE-related activities. As such, this exceeds the agreed financial target.

On 10 November 2023, a substantial training on the Gender Equality Marker was delivered. This brought together colleagues across the resident agencies in Viet Nam. It was developed as practical as possible to equip staff with the skills to correctly score on the GEM.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Agendas for capacity building events on GEM, Guidance document on JWP MEL

Dimension Area 7: Results

PI 7.1 GEWE Results

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

Results

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

In 2022, the first year of UNSDCF, the UN programmes achieved remarkable results on gender equality for all gender related output targets. For instance, education programmes of the UN contributed to promoting gender equality and girls' education via the deployment of toolkits for empowerment of ethnic minority girl students, e-learning for educators on gender-responsive school counselling, and comprehensive sexuality education that includes prevention of violence and abuse. Similarly, gender equality related results at output level were also highlighted in other programmes such as health, social protection, climate change and risk reduction, green growth, labour and employment, and governance and justice. On gender specific outputs, the UN helped enhance the social, institutional and legal environment to accelerate the achievement of gender equality, women's empowerment and women's participation in decision making, and to combat gender-based discrimination. Various policy and legal documents were developed and/or revised to improve the legal and policy environment, which is expected to lead to impactful results on gender equality at outcome level in coming years. However, there are outcome-level indicators showing a reverse progress on gender equality, such as decrease in met needs for contraception by modern methods (VSDG 3.6.1), increase in sex ratio at birth (VSDG 5.1.1) and child marriage (VSDG 5.3.1). Noteworthy, these outcome indicators are not planned to be achieved after one year of implementation. No gender transformative result at outcome level was achieved in 2022.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

2022 Annual Results Report

8. UNCT in Vietnam 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
Dimension 1 - Planning			
1.1 Common Country Analysis	1.1. Integrate gender analysis and consistent sex and age disaggregated data across all sections of	No action this year 2022	Gender-specific CCA underway, to be finalized end of Q1 2024

	the upcoming revision of the CCA, referring to underlying causes of gender inequality discrimination, deprivations, gendered barriers and opportunities		
1.2 Cooperation Framework Outcomes	Include a targeted gender analysis of those furthest behind in the next revision of the CCA document (PRIORITY)	No action this year 2022	No action this year 2023
1.3 Cooperation Framework Indicators	Ensure one third of outcome and output indicators of the CF 2022-2026 tracking progress toward gender equality results. If possible, formulate more than 50% of output indicators that can measure changes in GEWE in UNCT work-plans	Yes. We included the details in the annual report this year	No specific action 2023
Dimension 2 – Programming and M&E			
2.1 Joint Programs	Put in place a system to ensure visible gender mainstreaming in the formulation of joint programs, such as a checklist or a review panel with GTG members for JP proposals clearance (PRIORITY)	By the time of the annual assessment, the draft guidance for gender mainstreaming is developed and shared with UN Agencies for inputs. We have reported this indicator this year.	Tool kit developed for how to integrate gender into Joint Programmes
2.2 Communication and Advocacy	Organize one training for UN Comms group members on specific tools to mainstream gender in the area of communication and advocacy; Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas every year to communicate the UN	We did plan for the joint activities with the government, CSO and development partners for joint communication activities to advocate for policy commitments to end VAW as part of the UN efforts on 16 days of activism.	Joint communication and advocacy took place, not least for CSW and 16 Days of Activism

	programmes advancing GEWE		
2.3 Cooperation Framework M&E	Strengthen the capacity of the UN MSRWG on gender-sensitive M&E at least once during the next programming cycle	We did report this indicator this year, please refer to the report.	No specific action 2023
Dimension 3 - Partnerships			
3.1 Government Engagement	Ensure full involvement and participation of the National Women's Machinery and GEWE CSOs in the upcoming CF consultations.	Yes, we did engage with the government for IWD and 16 days of activism.	The government was engaged throughout the year, in CSW, IWD, Viet Nam's Women's day and Viet Nam's Action Month
3.2 GEWE CSO Engagement	Keep the collaboration with several government agencies and GEWE CSO on joint initiatives fostering gender equality and joint actions to strengthen their engagement in gender-related SDGs implementation during the next CF 2022-2026	We worked with CSO to advocate for the amendment of Gender Equality Law and ending VAW as part of the 16 days of activism.	CSO was engaged, for example in the 16 days of activism
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	No Action	No Action	
4.2 Organizational Culture	Implement a gender-sensitive survey in UNCT on organizational environment for gender equality to follow up neutral, disagree and strongly disagree responses, paying special attention to work-life balance measures, leaving questions open for staff to provide the reasons of their negative/neutral responses and proposals for improvement; Implement UNCT internal	No Action	

	<p>awareness raising campaign on the gender roles of women and men and the fair redistribution of domestic and care work; Create a compilation/mapping of work-life balance policies and good practices of UN agencies, to capture the differences and highlight the inconsistencies, and propose UNCT-wide practices and recommendations to promote work-life balance and make HOA accountable.</p>		
4.3 Gender Parity	<p>Establish a mechanism for monitoring gender parity in staffing to monitor parity levels for general service staff and all professional levels (PRIORITY); Redesign job descriptions, application forms and processes to maximize candidate pools, including standard inclusion statements in advertisements and in the organization's website, such as mention of persons with disabilities, trans and gender non-confirming individuals, and strengthen messaging that the organization welcomes diversity in all its forms; Map and compile recruitment good practices of UN agencies to encourage generation of knowledge; and Include gender-specific actions and indicators across the Business Operations Strategy (BOS) in at least one Business Operation Area</p>	No Action	<p>A system was put in place to track gender parity</p>

5.1 Gender Coordination Mechanism	GTG to make a substantive input into the development of the next CF including strategic prioritization and results framework; Nominate senior staff for participation in the GTG to include at least 50% senior staff (P4 and above; NOC and above)	Yes we report this indicator this year. Please refer to the report	
5.2 Gender Capacities	Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis; Update the capacity development plan (based on the needs capacity assessment carried out in 2018/19) at least once during the next CF cycle; Distribute the UN gender equality briefing kit to all UN staff and all new UN staff	We did organized two trainings: one training on prevention of VAW and one training on gender mainstreaming into the JPs.	Joint trainings were organized. Please see report for further details.
Dimension 6 - Resources			
6.1 Financial Resources	Organize a capacity building event on the gender marker and gender budgeting targeting programme staff and programme managers.	We continue to coach the UN staff for the application of Gender Equality Marker.	
Dimension 7 - Results			
7.1 GEWE Results	No Action	No Action	Please see result for further details

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Vietnam Cooperation Framework 2022 2026	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	CF Results Framework final	
Other	CF Output indicators	
Other	FINAL CF 2022-2026 ENG	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
JP screening tool/process	(Final) Gender mainstreaming - for non experts	
JP screening tool/process	(Final) Vietnam's Screening Process for gender mainstreaming in JPs (submitted to UNCT)	

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 EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	CF Results Framework final	
Other	Agenda Guidelines on Mainstreaming Gender in UN Joint Programmes in Viet Nam	
Other	CF Output indicators	
Other	OSP EV~1	

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PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Report on the SWAP Scorecard Indicators Viet Nam 24 May 2021 (4)	

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

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

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

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	Gender parity table UN Viet Nam as of 30 June 2023 - Updated	

PI 5.1: 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
Category	Documents	
GTG TOR/AWP	TOR UNCT GTG VN 2022-2026 FINAL 20 May	

Other GTG documents	2022 06 23 CF JWP planning guidance
Other GTG documents	List of GTG members updated by 27 Oct 2022
Other GTG documents	List of GTG members updated by 27 Oct 2022

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Draft Agenda 10 Nov Guidelines on Mainstreaming Gender in UN JP in Viet Nam	
Capacity development	Concept and agenda - Mr. Miki Jacevic to Viet Nam final	
Capacity development	Tentative agenda - BBL on GRB - Viet Nam	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked EXCEEDS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Other	Guidance for CF JWP planning monitoring and reporting, Viet Nam	
Other	Agenda 10 Nov Guidelines on Mainstreaming Gender in UN JP and GEM in Viet Nam	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	2022 UN in Viet Nam Annual Results Report	

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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