

UNCT Gender Equality SWAP-Scorecard

United Nations Country Team
South Sudan



Final Report

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ACRONYMS

ARC	Assessment of Results and Competencies
BOS	Business Operational Strategy
CCA	Common Country Analysis
CEDAW	Convention on Elimination of Discrimination Against Women
CSO	Civil Society Organisation
DaO	Delivering as One
DRR	Disaster Risk Reduction
FAO	Food and Agriculture Organisation of the United Nations
GBV	Gender-Based Violence
GenCap	Gender Standby Capacity Project
GEWE	Gender Equality and Women's Empowerment
GIHA	Gender in Humanitarian Action
GTG	Gender Theme Group
GoSS	Government of South Sudan
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HOAs	Heads of Agency's
HR	Human Rights
IASC	Inter-Agency Standing Committee
ILO	International Labour Organisation
IOM	International Organisation for Migration
JP	Joint Programme
LGBTI	Lesbian, gay, bisexual, transgender, bisexual and intersexual
MoGCSW	Ministry of Gender, Child and Social Welfare
MoFP	Ministry of Finance and Planning
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organisation
OHCHR	Office of the High Commissioner on Human Rights
OMT	Operations Management Team
PSEA	Protection against Sexual Exploitation and Abuse
PVAW	Prevention of Violence Against Women
PWD	Persons with Disabilities
RC	Resident Coordinator
RCO	Resident Coordinator's Office
ToRs	Terms of Reference
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCF	United Nations Cooperation Framework

UNCT	United Nations Country Team
UNDG	United Nations Development Group
UNDSS	United Nations Department of Safety and Security
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations, Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNMAS	United Nations Mine Action Service
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNOPS	United Nations Office for Project Services
UNSDCF	UN Sustainable Development Cooperation Framework
UNV	UN Volunteers
UPR	Universal Periodic Review
VAW	Violence Against Women
WFP	World Food Programme
WHO	World Health Organisation
UNV	United Nations Volunteers
UN Women	UN Entity for Gender Equality and the Empowerment of Women

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INTRODUCTION

This UNCT-SWAP Gender Equality Scorecard Report is the final product of the Consultancy - Gender Score Card Exercise. The assessment took place from April to July 2021, during the third year of the United Nations Cooperation Framework UNCF 2019-2021 implementation (recently extended to 2022).

Its objective was to assess the effectiveness of the UN Country Team in gender mainstreaming and the promotion of gender equality and women's empowerment, as well as to provide a set of actions for improvements. The lessons learned and the recommendations included in the Action Plan presented at the end of the report will support the design of the upcoming UNSDCF 2023-2025.

The UNCT-SWAP Gender Equality Scorecard (Scorecard from here onwards) is a UN corporate and standardized rapid assessment of UN agencies' gender mainstreaming practices and performance at country level. It focuses on the performance of the UN system, highlighting the growing importance of interagency collaboration and coordination to achieve gender equality and women's empowerment results at country level.

The UNCT-SWAP Scorecard was updated to align with the SDGs and harmonized with the UN-SWAP to strengthen¹ accountability for gender mainstreaming and development results at country level. It is also aligned with the Sustainable Development Goals (SDGs), recognising the importance of gender equality and women's empowerment to human rights attainment and SDGs achievement. Through the implementation of the Scorecard, it is expected to encourage a constructive dialogue within the UNCT about the status of support for gender equality and women's empowerment, and how it can be improved.

The South Sudan UNCT-SWAP Gender Equality Scorecard exercise was a self-assessment, as indicated in the UNDG methodology. It was carried out by an Interagency Assessment Team (IAT) integrated of 16 UN staff from 12 agencies plus the Resident Coordinator's Office (RCO), led by UN Women and the RCO.

The report presented here starts with introductory chapters including the context of the UN in South Sudan, the objective of the assessment and the methodology applied. These are followed by the results of the assessment for each of the dimensions analyzed and their respective indicators, with a last chapter including the proposed action plan for improvement. The report includes four annexes that present: 1) the list of participants in the IAT Scorecard; 2) the gender analysis of UNCF indicators; 3) the results of the UN staff survey on the working environment; 4) the data tables of UN staff composition.

1. South Sudan UNCT Context

1.1. UNCT in South Sudan

South Sudan was admitted as a member of the United Nations on 14 July 2011, the same year the country attained its independence. At that time UN support focused on the Country's transition from conflict to recovery and on a path to development. In 2013 and 2016 civil conflicts broke out and disrupted development efforts. In 2018 the situation began to improve

with the peace agreement, and in 2020 a new Transitional Government of National Unity is in place. Currently, UN support is increasingly focused on recovery and resilience.

The UNCT in South Sudan is formed of FAO, IOM, OHCHR, UNOCHA, UNAIDS, UNDP, UNESCO, UNFPA, UNHABITAT, UNHCR, UNICEF, UNIDO, UNMAS, UNOPS, UNWOMEN, WFP and WHO. The size of each agency and scope of work varies significantly, with some having numerous staff and financial resources and others having a more limited presence. As of 2021, IFAD and ILO have re-engaged in South Sudan, while UNEP continues its engagement with the government of South Sudan. UN has also deployed the United Nations Mission in South Sudan (UNMISS), a peacekeeping mission established on 8 July 2011 by United Nations Security Council Resolution 1996 (2011), as of May 2019, composed of 15,000 military personnel, 1,800 police, and 2,800 civilian workers. It is headquartered in the capital, Juba. UNMISS contributes to UNCF priority area of building peace and strengthening governance as part of the Mission's mandate. Given the UNMISS is not a UN agency in its own, it will not be considered for the Scorecard assessment.

1.2. The UNCF 2019-2022

In January 2019, the Government and UNCT South Sudan launched the UN Cooperation Framework (UNCF) 2019-2021 for South Sudan, aligned to the National Development Strategy (NDS), which outlines the joint priorities for the next 3 years (2019-2021) in support of national development priorities. The UNCF was finally extended to December 2022 to align with the transitional period of R-TGoNU (Revitalized Transitional Government of National Unity).

To ensure that the UNCT contributes effectively to the implementation of the UNDS reforms, the Heads of Agencies (HOAs) signed in 2020 a code of cooperation aligned to the Management and Accountability Framework (MAF). This Code brings together existing priorities of UNCT members outlining required cooperation principles to ensure a consistent inter-agency approach and commitment to implement the UNCF.

The UNCT, under the leadership of the Resident Coordinator, has oversight and is accountable for the implementation of the Cooperation framework. The UNCF work planning, quality assurance and oversight is done through four Results Groups, one for each of the priority areas and the Programme Management Team (PMT). Other UNCT groups include the UN M&E Working Group, responsible for monitoring and reporting on UNCF implementation; the UN Communications Group (UNCG) which supports the UNCT communication and advocacy; the Operations Management Team (OMT) responsible of interagency operations; and the UN Gender Theme Group, recently revived, which supports the UNCT in advancing gender equality and women's empowerment

The UN Country Team in South Sudan contributes towards national development priorities and the Agenda 2030 for Sustainable Development through a joint cooperation agreement between the UN and Government of South Sudan expressed in United Nations Cooperation Framework (UNCF 2019-2021). Support under the UNCF is focused on the following four priority thematic areas:

1. Building peace and strengthening governance;
2. Improving food security and recovering local economies;
3. Strengthening social services;

4. Empowering women and youth.

Besides, for the period 2019-2020 the UNCF has been implemented through several activities clustered around the four priority areas and a Core Contribution. The Core Contribution is a collection of nine high-impact flagship initiatives anchored in the UNCF and designed to deliver tangible, transformative results before the end of 2020. The nine joint flagship programmes focus on:

1. Fighting Gender Based Violence
2. Essential health services
3. Educating children and the young with a focus on pastoral communities
4. Food and nutrition security
5. Governance and access to justice
6. Area-based economic recovery
7. Families returning from displacement
8. Preparing for national census
9. Empowering women

Currently these flagship programs are being revisited to update them according to the current UNCT context.

It is important to mention that humanitarian related UN agencies in South Sudan integrate the Humanitarian Country Team, whose coordinated work is guided by the Humanitarian Response Plan South Sudan (2021). Though the guide for the Scorecard assessment will be the UNCF, wherever relevant, activities within the HCT plan will be considered for the assessment.

The UNCT South Sudan has already developed the roadmap for the UNSDCF 2023-2025. The roadmap calls for greater UNCT effectiveness and accountability on gender equality and women's empowerment. The Gender Scorecard here presented aims to contribute to this commitment.

1.3. South Sudan Gender Scorecard Assessment 2016

The first Gender Scorecard exercise was conducted in South Sudan in May 2016 at the end of the first quarter of implementation of the Interim Cooperation Framework (2016-2017), and in the context of the Transitional Government of National Unity put in place after the 2015 conflict resolution agreement signed.

At that time, the Scorecard methodology was a bit diverse from the present one mainly because:

- a) Compared to the current 7 dimensions and 15 indicators, it included 22 indicators across eight dimensions: planning, programming, partnerships, UNCT capacities, decision making, budgeting, monitoring and evaluation and quality and accountability; even though, the key areas and elements assessed have not changed substantially
- b) a quantitative score (0-5) was allocated to each dimension according to UNCT's performance.

In 2016 the UNCT achieved a mean of 2,45 points out of 5. Coming from this assessment, three overarching recommendations and eight more specific ones were identified:

Overarching recommendations

- Institutionalize gender mainstreaming through the development of a gender mainstreaming strategy. The gender mainstreaming strategy will unite the UNCT in its gender mainstreaming efforts rather than consider gender mainstreaming as the responsibility of a few agencies. The gender mainstreaming strategy will provide UNCT with common goals and commitments to achieve gender equality and lead to greater collaboration and commitment to gender equality.
- Improving the capacity of the UN System to mainstream gender; it may be necessary to conduct a quick capacity assessment to ascertain the gender capacity needs within each of the UN agencies.
- Ensure that the undg Guidance Note on application of programming principles to UNDAF is followed during the preparation of the next UNDAF.

Specific recommendations

- In the next UNDAF, prioritize gender mainstreaming and ensure that the Common Country Assessment (CCA) has a gender analysis built into it, to ensure that the context analysis is gender responsive and clearly identifies the gender gaps.
- As the next UNDAF is prepared it is important to ensure that overall, at least one outcome and 33% of all the outputs address gender equality and women's empowerment and ensure as much as possible that the baseline data are sex- disaggregated.
- Implement a joint gender equality program to ensure strengthening of gender programming.
- Support implementation and monitoring of gender budgeting to improve gender responsive allocation of resources.
- Engage CSOs and government, specifically national machinery, to participate in the next UNDAF processes.
- Improve gender mainstreaming capacities in the whole of UN System.
- UNCT should initiate a tracking system to monitor budgetary provisions and expenditures related to gender equality and women's empowerment
- Improve gender mainstreaming in key UNCT monitoring and evaluation processes.

According to the findings of 2021 Scorecard, some of these recommendations were partially implemented, while others remain undone. The actual implementation of each one of them will be analyzed and indicated in this new Gender Scorecard report when addressing the indicator to which it corresponds to and will be taken into consideration in the Action Plan for improvement proposed here.

2. The UNCT-SWAP Gender Equality Scorecard Methodology

2.1. Description of the Scorecard instrument

The UNCT SWAP Gender Equality Scorecard measures gender mainstreaming within the UN System coordinated work. The framework focuses on assessing processes, assuming that the UN System is solely responsible for its processes, while the results depend upon a collective and much wider effort of numerous and diverse actors, and on external variables that are beyond the UN System control.

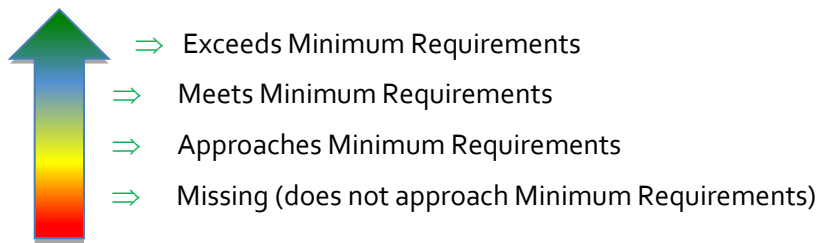
The instrument assesses gender mainstreaming across seven dimensions, measured by 15 indicators, to present a comprehensive and holistic overview. The seven dimensions are: 1) Planning; 2) Programming and M&E; 3) Partnerships; 4) Leadership and Organizational Culture; 5) Gender Architecture and Capacities; 6) Resources; and 7) Results. The methodology relies on cross-sectorial consultation, collection of relevant documentation, and collective analysis to score the country team for each indicator against minimum standards.

Table 1 UNCT-SWAP Gender Equality Score Card Indicators

DIMENSIONS	INDICATORS
Planning	Indicator 1.1 Common country analysis integrates gender analysis
	Indicator 1.2 Gender equality mainstreamed in UNCF outcomes
	Indicator 1.3 UNCF indicators measure changes on gender equality
Programming and M&E	Indicator 2.1 Joint programs contribute to reducing gender inequalities
	Indicator 2.2 Communication and advocacy address areas of gender inequality
	Indicator 2.3 UNCF monitoring and evaluation measures progress against planned gender equality results
Partnerships	Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women
	Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs
Leadership and Organizational Culture	Indicator 4.1 UNCT leadership is committed to championing gender equality
	Indicator 4.2 Organisational culture fully supports promotion of gender equality and the empowerment of women
	Indicator 4.3 Gender parity in staffing is achieved
Gender Architecture and Capacities	Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE
	Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming
Resources	Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked
Results	Indicator 7.1 UN programmes make a significant contribution to gender equality in the country

The assessment has been designed as a self-assessment, to promote UNCT's accountability and ownership of the results and the recommendations included in the action plan. It is based on evidence, so it should be supported with objective means of verification. It is also important to note that it looks at UN agencies joint and coordinated work, so the individual agencies' activities are not relevant and will not be analysed here.

The indicator's rating system is structured according to the following four levels:



UNCTs achieve a score of “Exceeds Minimum Standards”, “Meets Minimum Requirements” or “Approaches Minimum Requirements” depending upon which criteria they meet, as established by the UNCT SWAP-Gender Equality Scorecard Guidance.

The UNCTs should aim to achieve “Meets Minimum Requirements” in all indicators. However, this should be considered as a starting point, from which the UNCT should work to strengthen its efforts for gender mainstreaming and towards achieving better results and exceeding minimum standards.

If the UNCT fails to meet the criteria under “Approaches Minimum Requirements”, the indicator is scored as “Missing”. An indicator may score as “Missing” if it does not reach the minimum criteria established for a given indicator, even in cases where additional criteria are fulfilled within the same indicator.

2.2. The UNCT-SWAP Gender Scorecard Assessment in South Sudan 2021

The Gender Scorecard methodology is based on a self-assessment exercise. For this reason, the UNCT South Sudan constituted an Interagency Assessment Team (IAT) responsible to undertake the exercise. The team included 16 UN staff from 12 UN agencies (FAO, IOM, UN Women, UNFPA, UNAIDS, UNESCO, UNDP, UNHCR, UNICEF, UNMAS, UNOCHA, WFP) under the leadership and facilitation support from the RCO and UN Women. The members of the team organized in subgroups for the different indicators. Each group collected and reviewed the available evidence, analysed them, and provided the rationale for the scoring in each case. The consultant worked with the IAT to guide the process, providing support, as needed, for the collection and review of relevant documentation, facilitating discussion meetings and supporting the drafting of the final report and the action plan.

Given the COVID-19 crisis, the assessment was carried out online.

2.3. Phases of the assessment

The assessment process included three main steps:

1. Preparatory phase:

It included the following activities:

- Preparatory meetings with RCO and UN Women. These meetings had the purpose of providing the necessary context to the consultant, discussing the expected process, and clarifying any doubts around it.
- Briefing the UNCT. The objective of this meeting was explaining HOAs about the objectives and the methodology of the assessment and getting their support and

engagement.

- Opening a Google Drive. This was created as an accessible repository for the IAT to access to the Scorecard guidelines and instruments, and to compile the necessary evidence for the assessment.
- Integration and basic training of the IAT. Following the indications provided by the consultant, each HOA nominated one or two representatives to integrate the IAT. A first online meeting was organized for briefing the IAT members about the objectives and the methodology of the Scorecard and their responsibilities as members of the team.
- Distribution of indicators among IAT members. Each one of the IAT members selected one or two indicators and integrated the respective subgroups. The subgroups organized among each other to gather, analyze, and score each indicator.
- Online meetings between the consultant and the subgroups. Responding to the needs of the specific subgroups, online meetings were held with the consultant to clarify any doubts and to support the identification and analysis of the required evidence.
- Staff anonymous survey. The online anonymous staff survey was sent to the agencies to be distributed among their personnel. It was completed by 795 respondents, 499 men (64%) and 290 women (36%), nearly 16% of UN staff in South Sudan.
- UN sex disaggregated data. A table for the compilation of sex disaggregated data of UN agencies staff was sent to the UNCT team for them to request the data from their respective Human Resources offices. At the end of the mission, a total of 11 agencies plus the RCO, accounting for 12 UN entities including those that are not present in the country, shared their sex-disaggregated staff data.¹
- Online Mission agenda: the IAT leads (UN Women and RCO), with the support of the consultant, prepared the mission agenda.

2. Scorecard assessment mission (online):

The mission was held from May 25 to June 15 2021 using the online modality due to the COVID-19 restrictions. It included:

- Mission's kick-off meeting: a brief meeting was held with the IAT, to present to the IAT the state of the activities implemented up to this moment, and the specific situation of the scoring of each indicator, and the agenda for the mission.
- Subgroup's discussion meetings: The consultant met with the different IAT subgroups to discuss their findings, finalize the scoring and identify potential recommendations.
- Interviews with UNCT groups: PMT, UNCG.
- Interviews with Heads of Agencies (HOAs): UNESCO, OCHA, UNMAS, FAO, ILO, UNESCO, UN Women, RCO.
- IAT debriefing meeting: Once the results from all groups were gathered, two debriefing meetings were held to discuss the results and the actions to be included in the Action Plan. Individual and team discussions and consensus building over the assessment

¹ UNMAS, UN Women, UNICEF, UNESCO, UNAIDS, UNHCR, RCO, OCHA, IOM, FAO, UNFPA, WFP

process helped to minimise subjectivity and to ensure the reliability of the findings.

3. Reporting:

Using the findings and feedback from the two previous phases, the consultant prepared the draft UNCT Gender Equality SWAP Report, according to Annex 5 of the UNCT SWAP Technical Guidance. The draft report was reviewed and commented by the IAT, from which the consultant developed the final version and its corresponding presentation.

3. FINDINGS

Summary results

The UNCT South Sudan meets or exceeds a total of 6 (40%) of the Scorecard indicators. The best scoring was obtained when looking at gender mainstreaming in UNCF 2019-2022 results framework (Indicator 1.2), which requirements were exceeded. The UNCT also met six indicators distributed among the four first Scorecard dimensions (1. Planning; 2. Programming, 3. Partnerships and 4. Leadership and organizational culture). Overall, the best results were obtained in dimension 2 on Programming where two out of three indicators were met (2.1 Joint programs and 2.2 UNCT communication). Other indicators met refer to UNCF indicators (1.3); UNCT engagement with the government on gender equality (3.1); and gender equality as part of the UN organizational culture (4.2).

On the other hand, challenges were identified in most dimensions, with a total of 9 indicators either approaching or missing. As so, the UNCT in South Sudan needs to strengthen efforts in UNCF monitoring and evaluation (2.3); UNCT engagement with GEWE CSOs (3.2), UNCT leadership on gender equality and women's empowerment (4.1), UNGTG organization and influencing (5.1), and UNCF results (7.1). Efforts should also be increased in those indicators that scored missing, starting with gender mainstreaming in the UNCF common country analysis (1.1); gender parity (4.3); overall UN gender capacities (5.2); and mainstreaming gender in UNCF budgeting (6.1).

Fig. 1 UNCT South Sudan Gender Scorecard Results 2021

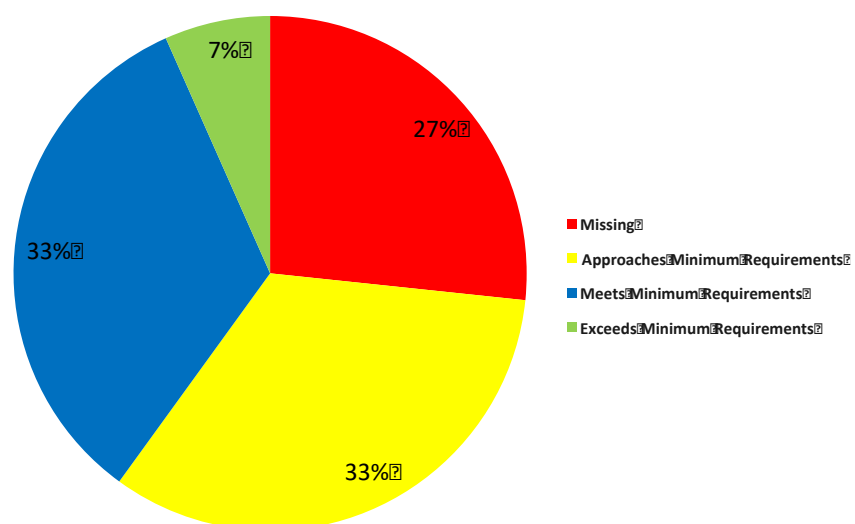
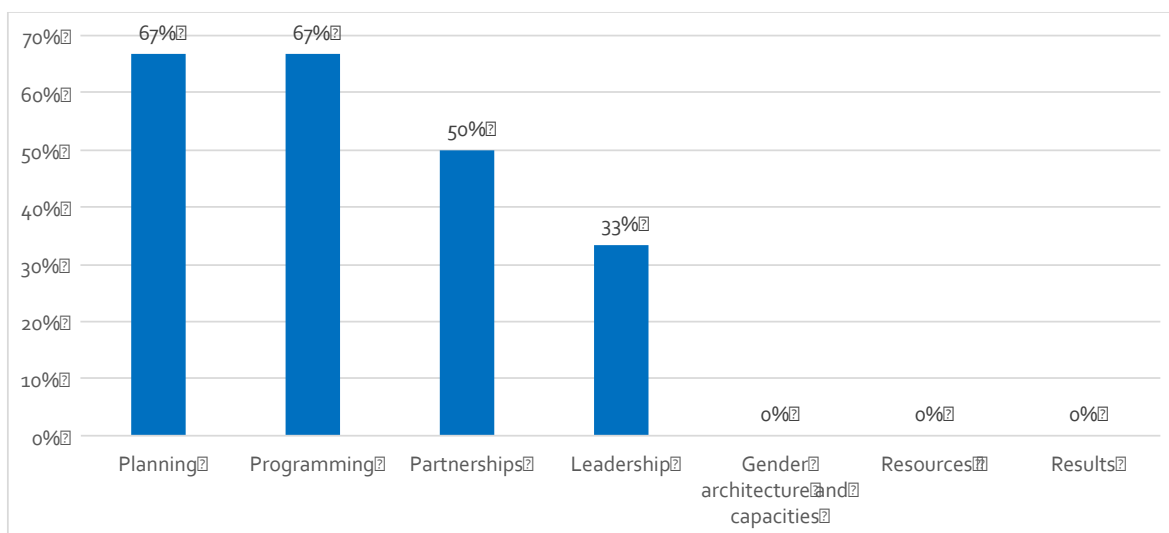


Table 2 UNCT South Sudan Gender Scorecard Results-July 2021

INDICATORS	Missing	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
PLANNING				
Indicator 1.1 Common country analysis integrates gender analysis				
Indicator 1.2 Gender equality mainstreamed in UNCF outcomes				
Indicator 1.3 UNCF indicators measure changes on gender equality				
PROGRAMMING				
Indicator 2.1 Joint programs contribute to reducing gender inequalities				
Indicator 2.2 Communication and advocacy address areas of gender inequality				
Indicator 2.3 UNCF monitoring and evaluation measures progress against planned gender equality results				
PARTNERSHIPS				
Indicator 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women				
Indicator 3.2 UNCT collaborates and engages with women's/gender equality CSOs				
LEADERSHIP				
Indicator 4.1 UNCT leadership is committed to championing gender equality				
Indicator 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women				
Indicator 4.3 Gender parity in staffing is achieved				
GENDER ARCHITECTURE AND CAPACITIES				
Indicator 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE				
Indicator 5.2 UNCT has adequate capacities developed for gender mainstreaming				
RESOURCES				
Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked				
RESULTS				
Indicator 7.1 UN programmes make a significant contribution to gender equality in the country				
TOTAL	4	5	5	1
PERCENTAGE	27%	33%	33%	7%

Fig.2 UNCT South Sudan Gender Equality Scorecard. Percentage of compliance by dimension.



Findings by dimension

Dimension 1. Planning

This dimension looks at the integration of a gender perspective in UNCT key planning instruments. UNCT South Sudan performs partially well but unevenly, scoring missing on the common Country Analysis, exceeding when looking at the UNCF results framework and meeting requirements when looking at its indicator matrix.

INDICATOR 1.1. Common country analysis integrates gender analysis with a racial perspective

Scoring: Missing

Scoring: This indicator is missing as the UNCF Strategic Prioritization Synthesis Note (December 2017), which corresponds to the CCA, neither does include gender analysis across most of the sectors analyzed, nor presents consistent sex disaggregated and gender sensitive data. The need of mainstreaming gender in the CCA had already been recommended in the Scorecard Report in 2016.

Explanation:

a) The CCA includes gender analysis across the majority (approaches) or all (meets) of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. The context analysis in the UNCF Strategic Prioritization Synthesis Note refers to 1) *Conflict and Fragility*; 2) *Linking humanitarian and development concerns*; 3) *Displacement*; 4) *Food insecurity and resilience*; 5) *Economic recovery & employment*; 6) *Essential social goods and services*; and 7) *Political and economic governance*. Out of this seven key recovery and development challenges, gender analysis is considered only when talking about *Displacement* and barely when referring to *Essential goods and services*. The *Displacement* section refers to women and children being most displaced people and forced to deal with unmet needs for basic

goods and services, including education and health; mentions gender inequality and GBV as pervasive and culturally sustained, and GBV's extended use as a war weapon, the high prevalence of women headed households, and child marriage. It reckons, "At the heart of the matter lie structural, economic social gender inequalities, which underpin women's persistently low development indicators and inadequate representation in public and private life". When addressing *Essential goods and services* the CCA refers only to women's reproductive health. Very limited reference to gender in/equality or women's specific needs and situation are mentioned in other key chapters: The final sentence of *Lessons Learned from the ICF* indicates the importance of building partnerships on highly sensitive issues (including SGBV and transitional justice); the proposed *Theory of Change*, while mentioning that "The ICF theory of change put a particular emphasis on inequality and poverty", makes not specific reference to gender inequalities and/or discrimination against women.

In positive terms is important to mention that the COVID-19 UN Social Economic Response Plan includes a specific subchapter on women and youth, recognizing how the crisis is exacerbating gender inequalities and SGBV, and identify key recommendations for action within the UN core contribution initiatives on empowering women and fighting GBV.

b) Presence of some (approaches) or consistent (meets) sex-disaggregated and gender-sensitive data. In general, there is very little quantitative data in the report, partly due to the lack of reliant data in the country; the only sex disaggregated data identified regards the number of pregnant women receiving at least one antenatal visit and the per cent of deliveries attended by skilled personnel.

c) Targeted gender analysis of those furthest behind. No gender analysis in terms of those furthest behind (elderly people, war widows, orphans, religious and ethnic minority groups, people living with mental and physical disabilities, at-risk children and youth, SGBV survivors, ex-combatants, and HIV/ AIDS affected individuals and households) is present in the UNCF Strategic Prioritization Synthesis Note.

Means of verification: UNCF Strategic Prioritization Synthesis Note. December 2017.

INDICATOR 1.2 Gender equality mainstreamed in the UNCF outcomes	Scoring: Exceeds Minimum Requirements
<p>Scoring: UNCT South Sudan exceeds Minimum Requirements as all four Priority Areas visibly mainstream gender equality, with Priority Area 4 specifically targeting gender equality and women's empowerment. Is positive to mention that this result is in line with one of the recommendations of the Scorecard 2016, which asked the UNCT "to ensure that at least one outcome and 33% of all the outputs address gender equality and women's empowerment". It was not possible to identify what happened in between the elaboration of the CCA and the UNCF, for indicators 1.1. and 1.2 to have so different scorings.</p> <p>Explanation:</p> <p>a) Gender equality and the empowerment of women is visibly mainstreamed across <u>some (a) or all (b) outcome areas in line with SDG priorities including SDG.</u> UNCF South Sudan has four priority areas; in all of them, with different degrees, gender equality and women's empowerment is addressed, as indicated below.</p> <p>I. Building Peace and Strengthening Governance: The main strategies and activities here will be concentrated on developing gendered approaches to building peace and strengthening women's</p>	

organizations in peace building efforts while challenging gender norms. Activities mentioned include technical assistance to support women and women's organizations engagement in the political processes; supporting the development of gender sensitive legislation; strengthening institutional capacity for gender responsive planning, budgeting, and monitoring; working with the National Bureau of Statistics to enhance disaggregated data collection and analysis; and capacity building to review and engender legislation.

II. Improving Food Security and Recovering Local Economies: Gender equality approaches will be concentrated in: applying gender analysis to inform policies and programs; reducing gender-based inequalities at all stages of the food value chain; paying particular attention to women in local economies recovery activities; reducing the time spent by women and children in accessing biomass for fuel and lighting.

III. Strengthening Social Services: women and children are the focus of this area. Gender related activities mentioned refer to building gender literacy in all social service sectors, improving reproductive and maternal health (including reduction of maternal mortality, midwifery services), and humanitarian rapid response also for the clinical management of rape. In Education the focus will be on comprehensive sexuality education and functional adult literacy, with a focus on women's literacy.

IV. Empowering Women and Youth: this area focuses on increasing women's participation in decision making at all levels and in the peace process; strengthening male and community engagement in addressing discriminatory social norms; supporting gender sensitive justice reforms. GBV will be addressed by the development of a baseline on GBV incidence from where monitoring progress and setting targets; assistance to survivors; addressing the impunity of perpetrators; GBV sensitization campaigns, awareness on available services, and institutional capacity building; supporting GBV legal framework, mainstreaming gender equality in planning, policy strategies and reporting mechanisms (e.g., NAP 1325, National Gender Policy, National strategy to address child marriage). Other strategies would focus on enhancing women's key role in safeguarding cultural heritage and economic recovery and addressing harmful social norms (forced and child marriage, abduction of women, women's rights to property and reproductive health and safety).

c) One UNDAF outcome specifically targets gender equality in line with UNCF Theory of Change and SDG priorities including SDG 5. As mentioned above, Priority Area 4 specifically targets gender equality in line with the UNCF theory of change and SDG priorities.

Means of verification: UNCF 2019-2021.

INDICATOR 1.3 UNDAF indicators measure changes on gender equality	Scoring: Meets Minimum Requirements
<p>Scoring: UNCT South Sudan meets Minimum Requirements as, overall, 39% of the UNCF indicators, both outcome and output are gender sensitive. These results are in line with the Scorecard Report 2016 that suggested the UNCT to ensure "as much as possible that the baseline data are sex- disaggregated".</p> <p>Explanation: UNCF 2019-2022 has a total of 14 Outcome and 66 Output indicators, adding up to a total of 80. Overall, 57% at Outcome level are gender sensitive while this percentage lowers down at Output indicators with 35%, making up a total of 39% gender sensitive indicators. Priority Area 4 <i>Empowering Women and Youth</i> has the highest level of gender sensitive indicators</p>	

(60% overall, 67% Outcome and 58% Output) followed by Priority Area 3 *Strengthening Social Services* (50% overall, 80% Outcome and 42% Output), and Priority Area 1 *Building Peace and Strengthening Governance* (26% overall, 67% Outcome and 35% Output). It is worth noting that while the wording in Priority Area *Improving Food Security and Recovering Local Economies* includes some specific gender objectives, as mentioned in indicator 1.2, it is by far the less gender sensitive in terms of indicators, with just one gender sensitive indicator out of 18 (6% overall, 0% Outcome and 7% Output). Undoubtedly this lack of specific indicators will reduce the UNCTs possibility to show gender impact in this Priority Area. It is also important to note that some indicators (2.2.3; 3.2; 3.5) which in the wording stated sex disaggregation, such was not provided neither in the baseline nor at the level of target.

Table 1. Gender sensitive indicators in UNCF 2019-2022 Results Matrix

TYPE OF INDICATORS	Total number of indicators	Number of Sex disaggregated Indicators	Number of Gender Specific Indicators	Total gender sensitive indicators	% Gender sensitive indicators
OUCOME-Total	14	4	4	8	57%
Priority Area 1	3	1	1	2	67%
Priority Area 2	3	0	0	0	0%
Priority Area 3	5	3	1	4	80%
Priority Area 4	3	0	2	2	67%
OUTPUT-Total	66	7	16	23	35%
Priority Area 1	20	2	5	7	35%
Priority Area 2	15	1	0	1	7%
Priority Area 3	19	4	4	8	42%
Priority Area 4	12	0	7	7	58%
TOTAL	80	11	20	31	39%

Means of verification: UNCF 2019-2021; UNCF Annual Reports 2019, 2020.

Dimension 2. Programming, Monitoring and Evaluation

UNCT South Sudan meets two indicators in this dimension, regarding Joint Programs and UNCT communication, while approaches the third one referred to UNCF monitoring and evaluation.

INDICATOR 2.1 Joint programs contribute to reducing gender inequalities	Scoring: Meets Minimum Requirements
<p>Scoring: UNCT South Sudan meets minimum requirements according to the analysis of the JPs that were accessible to the assessment.</p> <p>Explanation: It was not possible to identify of Joint Programs currently in place in South Sudan, as they do not necessarily pass through the RCO. Given so, the only evidence found regarded the six JPs currently being funded under the PBF. In this sense, it is important to note that the sample used might not be representative enough and even somehow skewed given the fact that JPs have to achieve certain levels of gender responsiveness to be approve by the PBF.</p> <p>Out of them three are gender specific while the other three integrate gender into their objectives</p>	

and activities to some extent. This result is in line with what one of the recommendations of the Scorecard 2016, which suggested the UNCT to implement a gender specific joint programme.

a) Gender equality is visibly mainstreamed into at least half percent (a) or all (b) of JPs that are operational at the time of assessment. Out of the six JPs identified, gender is visibly mainstreamed in three of them, while the other three are gender specific. The first group includes: 1) *Strengthening dialogue for peace and reconciliation in South Sudan* (UNDP, UNESCO, UN Women, IOM, UNMISS CAD; 2017-2020); 2) *Breaking the silence of violence rehabilitating justice and accountability mechanisms* (UNICEF, UNDP, OHCHR; 2019-2021); 3) *Youth action for reduced violence and enhanced social cohesion in Wau* (IOM, UNESCO; 2019-2021).

b) A Joint Program on promoting gender equality and the empowerment of women is operational over the current UNDAF period in line with SDG priorities including SDG 5. This requirement is very well met by the UNCT South Sudan, as there are at least three gender specific JPs: 1) *Protecting women and girls in South Sudan: addressing GBV as catalyst for peace/GBV prevention and response in South Sudan 2017-2020* (UNFPA, UNICEF, UNDP, UN Women; 2019-2021); 2) *Gender mainstreaming in security sector reform* (UN Women, UNDP; 2020-2021) and 3) *Enhancing women's access to land to consolidate peace in South Sudan* (UN HABITAT, FAO, ROL-UNMISS; 2019-2021).

c) A system is in place to ensure gender mainstreaming in JPs. So far, the UNCT in South Sudan has not put in place a joint mechanism to ensure all JPs integrate the gender perspective in a clear and effective way.

Means of verification:

- Peace Building Fund support to sustaining peace in South Sudan Report.

INDICATOR 2.2 Communication and Advocacy Address Areas of Gender Inequality	Scoring: Meets Minimum Requirements
<p>Scoring: UNCT South Sudan meets minimum requirements as three out of four criteria in this indicator are met.</p> <p>Explanation:</p> <p>a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. The UNCT implemented interagency communication activities while marking the International Women's Day on March 8, 2021. The commemoration was framed in "Generation Equality" in collaboration with the Ministry of Gender, Child and Social Affairs, and included a panel discussion, entertainment and exhibition events that showcased talented young women with a strong message on how to bridge the gender equality gap in South Sudan. The panel discussions helped bring members of the Legislative Assembly, women in uniform and others to discuss on how best to achieve real gender equality and allowed the participation of women groups. During 2020, the UNCT published a report which looked at issues of women economic empowerment in the context of COVID-19 pandemic in South Sudan. UNCG COVID-19 task force trained over 60 journalists including editors and freelance journalists to enhance skills on reporting on health issues, with a focus on COVID-19, ethical reporting and GBV among others. Additionally, UNCT South Sudan publishes periodically a Newsletter where it highlights key issues in the country and communicates about UN work. May and November 2020, and March 2021 Newsletters touch different topics regarding women's specific situation, gender</p>	

discrimination and GBV; even though, there seems not to be a mandate on ensuring a gender perspective throughout all newsletters.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. The UNCT carried out in 2020 the campaign on 16 days of activism against GBV, during which several activities were organized: a High level dialogue on “Addressing the shadow pandemic of Gender-based Violence in South Sudan”; a joint UN and Ministry of Gender, Child and Social Welfare press release; a film festival ; media discussions on multiple exclusions suffered by HIV positive GBV survivors; a forum on the role of health and social workers in providing survivor-centered services to GBV survivors; a National level dialogue with traditional leaders on child marriage to follow up and review the 2019 chiefs’ conference; and a girls’ Football tournament. UNESCO, UNICEF and UNFPA (2020) organized a social and behavioral change communication campaign for preventing child marriage called “Let’s talk, pregnancy at the right time” which included national and state level launching events, press releases and engagement with different government and non-government stakeholders.

c) The Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. The UNCT in South Sudan does not have a stand-alone communication work plan, as its workplan is embedded in the UNCT Annual Work Plan, under priority area 3-5 “One voice”. The plan includes one activity for the commemoration of Women’s International Day, and communication for PSEA as part of the activities for communication on emergency and crisis. The UNCT has a United Nations Country Team Communications Strategy 2020-2021 named “One UN, One Voice” which states UNCT’s communication objectives. Promoting gender equality and women’s empowerment is not mentioned among them and no specific reference to it is included in the document.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. This criterion is not met as no interagency communication or advocacy on non-traditional thematic areas have been identified.

Means of verification:

- Concept Note for Commemoration of 16 Days of Activism against GBV campaign 2020.
- Concept Note of International Women’s Day 2020.
- UNCT Newsletter May 2020, November 2020, and March 2021.
- Concept Note Training Programme for Journalist in South Sudan.
- UNCT South Sudan Communication Strategy 2020-2021.

INDICATOR 2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results

Scoring: Meets minimum requirements

Scoring: The UNCT meets minimum requirements, as only one out of the three criteria required are met.

Explanation:

a) The UNCF Results Matrix data for gender sensitive indicators gathered as planned. The UNCT in South Sudan did not meet the criteria as not all the gender sensitive indicators in the UNCF indicators matrix were gathered as planned in the UNCF Annual Reports 2019 and 2020 (the UNCF 2020 Mid-Year Implementation Report did not report data on UNCF indicators but the overall level of achievement by Output and Outcome). In the Annual Report of 2019, 84% of gender sensitive indicators were gathered as planned, while a bit less in the Annual Report of 2020 (77%). UNCF Priority Area 2 is the one presenting higher challenge both in terms of the lack

of gender sensitive indicators and their monitoring: while only one out of its 18 indicators is gender sensitive, the data presented on it is not disaggregated in any of the two annual reports. In Priority Area 3, out of the 12 gender sensitive indicators identified, only for 7 (58%) the data was gathered as planned. Priority 4 on Women and Youth provides more gender sensitive indicators, and the data for them was gathered as planned.

b) UNCF review evaluations assess progress against gender specific results. UNCF midyear Review 2020 assessed progress against gender specific outcomes and outputs, following the Scorecard 2016, which recommended the UNCT to improve gender mainstreaming in key UNCT monitoring and evaluation processes. An independent evaluation of the 2019-2022 UNCF, led by the UN M&E WG, is planned for Q2/Q3 2021 to inform the CCA and new UNSDCF formulation process. Its ToR requires the integration of gender perspective as a cross-cutting principle, assessing results on gender specific results, and responding to the question of to what extent did the UNCF succeed in promoting gender equity and equality standards and principles. In terms of challenges, it does not require the evaluation team to integrate specific gender expertise.

c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNCF cycle. This requirement is not met, as the UNM&E Group has not received any gender sensitive M&E training during the current UNCF cycle.

Means of verification:

- Annual Results Report 2019 and 2020.
- UNCT Core Contribution to Recovery and Resilience in South Sudan (2019-2020).
- Terms of reference evaluation 2019 -2022 South Sudan UNCF.

Dimension 3. Partnerships

UNCT South Sudan meets one indicator in this dimension regarding UNCT's engagement with the government on gender equality, while the second indicator on engagement with civil society only approaches minimum requirements.

INDICATOR 3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women

Scoring: Meets Minimum Requirements

Scoring: UNCT South Sudan meets Minimum Requirements, as it complies with two out of the three criteria required for this indicator.

Explanation:

a) The UNCT has collaborated with at least one (approaches) or two (exceeds) government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. The UNCT in South Sudan has collaborated and is currently engaged in the context of the UNCF 2019-2021 with several public institutions on joint initiatives aiming to foster gender equality. Examples include: UN Women and UNDP (10 states of South Sudan, Jan 2020-Dec 2021) are working with the Ministry of Gender, Child and Social Welfare (MoGCSW), the Ministry of Defense, South Sudan National Police Service (SSNPS), National Security Services and local authorities on mainstreaming gender in the security sector reform, supporting the implementation of the Revitalized Agreement on the Resolution of Conflict in South Sudan (R-ARCSS). UN-Habitat and

FAO (Wau, Jan 2019-Feb 2021) are working with the Ministry of Lands, Housing and Urban Development, MoGCSW, Ministry of Justice, Parliament, Land Commission and the State Ministry of Physical Infrastructure on enhancing women's access to land, by conducting a review of land management procedures, awareness raising on women's land rights by means of opening six information centers, a training needs assessment and capacity mapping of women and men leaders, and supporting the amendment and finalization of the draft national land policy.

Under the JP on GBV (1 UNCT South Sudan Flagship Initiative), UNFPA, FAO, IOM, UNAIDS, UNDP, UNESCO, UNHCR, UNICEF, UN Women and WHO work with the Ministry of Health, MoGCSW, South Sudan Human Rights Commission, and the Ministry of Justice and Constitutional Development to put in place One Stop centers for survivors of sexual and gender-based violence, developed community-led discussions for addressing negative community practices and promoting positive norms; and provided capacity building for prosecutors, judges, police and social workers for a more gender responsive case management.

IOM and UNESCO (Wau Town, Western Bahr el Ghazal State, Dec 2019-May 2021) are working with the Ministry of Youth, Culture and Sports for preventing youth violence and crime in urban settings, utilizing gender and social-transformative strategies that help youth unlearn violent behaviors and attitudes, including GBV. UNICEF, UNDP, OHCHR (HRD) (Bor Pibor, Bentiu, Aweil and Juba; Oct 2019-Oct 2021) are working with the MoGCSW at national and state level, and Ministry of Justice to enhance the capacity of public justice systems to ensure access to fair, gender-responsive and equitable judicial services for children and youth.

UN Women, FAO, IOM, UN HABITAT, UNDP, UNEP and UNESCO, under the 9 UNCT South Sudan Flagship Initiative "Empower women" in collaboration with the MoGCSW, the Women's Parliamentary Caucus and the National Transformational Leadership Initiative, women leaders from political parties and CSOs were capacitated with leadership skills and supported to advocate for the realization of 35% quota for women representation in the R-TGoNU; they also supported the establishment of women's savings and loans cooperatives, allowing women to access skills, assets and grants to improve livelihoods, training women leaders in customary court law and in transformational leadership, peacebuilding and mediation skills.

The UNCT (2019), in collaboration with the Ministry of Gender, Child and Social Welfare, supported the National Women Peace Campaign and the National Mediation Training Workshop for Women Leaders, and the Regional Women Peace and Security Conference. UNCT continued to support the training of nurses and midwives and provided in-service training on midwifery, gender mainstreaming in sexual and reproductive health (SRH) programs and HIV/SRH/GBV linkages. It also supported the Ministry of Gender in the preparation and review of the progress reports on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Beijing platform for action and United Nations Security Council Resolution (UNSCR) 1325, and to participate in the 63rd Session on Commission of Status of Women (CSW) in New York by developing a position paper on the status of women in South Sudan. The UNCT, as part of implementation of the Strategic National Action Plan for Ending Child Marriage, supported advocacy on ending child marriage which resulted in the establishment of community mobilization mechanisms for ending child marriage in Juba, Wau, Bor, Aweil, Torit, Yambio, Malakal, Kapoeta, Akobo, Rumbek, Malualkon.

In partnership with the Ministry of Humanitarian Affairs and Disaster Management and the Ministry of Gender, Child and Social Welfare, the UNCT in South Sudan (2020) conducted a rapid gender analysis on COVID-19 to inform the National Preparedness and Response Plan and the Humanitarian Inter-Cluster Coordination Group scenario planning session for COVID-19 response,

and a toolkit on Gender and Conflict Sensitive Reporting.

b) The National Women's Machinery participates in UNCF consultations: country analysis, strategic prioritization, implementation, and M&E. This requirement is not met. Though the Scorecard 2016 already recommended the UNCT to "Engage CSOs and government, specifically national machinery, to participate in the next UNDAF processes", no evidence of such participation was encountered.

c) The UNCT has made at least one contribution to substantively strengthen Government's participation and engagement in gender equality related to SDGs localization and/or implementation. UNCT South Sudan has supported and facilitated the establishment of the SDG Monitoring National Taskforce, chaired by the National Bureau of Statistics, for coordinating mechanisms for tracking and reporting on SDGs, comprising among its member public institutions the Ministry of Gender, Child and Social Welfare. A national SDG Data Landscape Diagnostic Report (April 2021) was carried out by the UNCT in support of the National Bureau of Statistics for identifying country's data landscape to improve the availability of data for meeting and monitoring the SDGs, which clearly states that gender data is weak and urges the UNGTG to strengthen its work for advancing gender data production in the country.

Means of verification:

- 2019 and 2020 UNCT Reports
- Peacebuilding Fund support to sustain peace in South Sudan
- The United Nations country team core contribution to recovery and resilience in South Sudan 2019–2020
- SDG Monitoring National Taskforce Consultative meeting held on 25 June. Draft report, 29 June 2020
- South Sudan SDGs Data Landscape Diagnostic Report. April 2021.

INDICATOR 3.2 UNCT collaborates and engages with women's/gender equality CSOs

Scoring: Approaches minimum requirements

Scoring: UNCT South Sudan approaches minimum requirements as out of the three criteria required, only the one referring to UNCT's collaboration with GEEW CSOs and women's rights advocates has been met in the current UNCF.

Explanation:

a) *The UNCT has collaborated with GEEW CSOs and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of within the current UNCF cycle.* Under the UNCF priority 4, UNCT collaborated with several NGOs and women's rights advocates; examples are presented here. The UNCT in collaboration with the South Sudan Law Society, law enforcement and legal actors were trained on gender-based violence core concepts as well as customary/ justice systems and the role of the police and the traditional leaders. UN-Habitat and FAO (2019-2021) are working with Women Peace Forum, South Sudan Women's Empowerment Network; CEPO, South Sudan Women Lawyers Association, South Sudan Law Society, and the Wau Women's Development Group for promoting women's access to land property, including the review of existing land management procedures, awareness on women's land rights, amendment and finalization of the draft national land policy; a training needs assessment and capacity mapping of women and men leaders undertaken in Juba and Wau for both National and State officers, traditional authorities and leaders and women

groups. With the support of the UNCT, women's CSOs participated in the preparation and review of the progress reports on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Beijing Platform for Action, led by the Ministry of Gender. UNESCO, UNFPA and UNICEF (October 2020) supported the Ministry of General Education and Instruction and thirteen CSOs to launch the Early and Unintended Pregnancy campaign. The UNCT supported the training of women's CSOs, together with the Ministry of Gender, on leadership and advocacy for the realization of the 35% gender quota under the R-ARCSS.

Even though, the 2020 Annual Results Report results matrix priority result 4 shows a low coverage of 15 percent on capacity building of women's organizations on GEEW. Notably the 2020 Annual Results Report recognizes importance of CSO engagement by the establishment of a Joint Partnerships Working Group but there is no explicit mention of GEEW CSOs.

b) CSO promoting GEEW participate in UNCF consultations: country analysis, strategic prioritization, implementation, and M&E. As already mentioned in indicator 3.1 Gender Scorecard 2016 recommended the UNCT to engage with CSOs in the UNCF development and implementation process, even though such evidence was not found. Positively, the UNSDCF 2023-2025 Roadmap clearly states the need to involve NGOs and civil society groups, including those representing the most marginalized and 'furthest behind'.

c) The UNCT has made at least one contribution to substantively strengthen participation and engagement of CSOs promoting GEEW in gender-related SDGs localization and/or implementation. There is no evidence of the participation of GEWE CSOs in the SDG Monitoring National Taskforce promoted by the UNCT, neither in the development of the recent SDG Data Landscape report.

Means of verification:

- 2019 and 2020 UNCT Reports
- Peacebuilding Fund support to sustain peace in South Sudan
- The United Nations country team core contribution to recovery and resilience in South Sudan 2019-2020
- SDG Monitoring National Taskforce Consultative meeting held on 25 June 2020. Draft report, 29 June 2020.
- Early and unintended pregnancy (EUP) campaign: Minutes of meetings convened, reports, concept note and link to website.
- UNSDCF 2023-2025 Roadmap

Dimension 4. Leadership and Organizational Culture

UNCT South Sudan results in this dimension are uneven, with one indicator met, one approaching minimum requirements and another one missing. The best results were obtained regarding UN staff's perception of HOAs commitment to gender equality and women's empowerment, followed by the commitment of UNCT leadership to championing gender equality. The UNCT fails on gender parity, as none of the three criteria of indicator 4.3 are met.

Indicator 4.1 UNCT leadership is committed to

Scoring: Approaches Minimum

championing gender equality	Requirements
<p>Scoring: The UNCT South Sudan approached minimum requirements as two out of four requirements for this indicator were met, regarding RC public championing and UN staff perception regarding HOAs commitment to gender equality.</p> <p>Explanation:</p> <p>a) Gender equality has been a regular topic of discussion in HOA meetings during the last 12 months. This requirement is not met as out of the 24 UNCT meetings held during 2020, in 12 of them (50%) gender equality was addressed in some way, under the 60% benchmark. The most touched topic was PSEA (13/2; 20/8; 1/10; 29/10), followed by the 8th March (16/1; 13/2; 27/2), the CEDAW report preparation (28/5; 25/6); 16 Days of activism against GBV (1/12); PBF opportunities (12/11), and gender in the UNCF (17/12). Even though the minutes regard mostly information sharing and evidence of decision-making is limited. In this sense, it is worth mentioning that the UNCT 2021 joint coordination work plan includes only one activity or mention to gender equality or women's empowerment related to the development of the Scorecard.</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months. According to the appreciation of the Gender Scorecard Interagency Assessment Team, the RC demonstrated public championing of gender equality during the last 12 months, both in the context of women's rights and gender specific issues (RC speeches during the International Women Day 2020 and the High Level Dialogue on GBV during 16 Days of Activism to end Gender Based violence 2020), and also in the context on non-specific activities, through postings on twitter.</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. Overall, 78% of UN personnel responding the Scorecard anonymous Staff survey consider that Heads of Agencies in UNCT South Sudan demonstrate leadership and commitment to gender equality in the workplace, so the requirement is met. Noticeably, there is a significant gender gap between women and men in this regard, where only 66% women consider so compared to 85% men.</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. The UNCT 2020 Coordination Work Plan and Budget-Annual Progress Report 2020 includes 7 Priority Areas. Gender Equality is included in Priority Area 7 named Accountability, which includes 4 items: M&E WG; Workplan accountability; PSEA TF; and Gender. In terms of Gender includes just one activity regarding the implementation of the Gender Scorecard, which was rated at the end of 2020 as partially on track. Therefore, the criteria is scored as not met as gender equality and women's empowerment is not visibly mainstreamed across the Plan and the Progress Report.</p>	
<p>Means of verification:</p> <ul style="list-style-type: none"> • Scorecard staff anonymous survey. • UNCT meeting minutes 2020. • UNCT 2020 Coordination Work Plan and Budget- Annual Progress Report. • RC speeches on International Women's Day 2020, and 16 Days Campaign. Evidence of RC's communication on twitter. 	

Indicator 4.2 Organizational Culture Fully Supports Promotion of Gender Equality and the Empowerment of Women	Scoring: Meets Minimum Requirements
<p>Scoring: UNCT South Sudan meets this indicator, as 76% of the UN staff survey respondents agreed or strongly agreed with the questions regarding the organizational culture.</p> <p>Explanation: A total of 795 staff responded to the survey, 36% women, 64% men (similar to the sex distribution in UN staff in South Sudan), representing a 16% of the total UN South Sudan staff, and covering the staff sample required for a confidence level of 95% and a confidence interval of 4% (536 responses required). Overall opinions of the UN staff in South Sudan are quite positive achieving a 76% agreement. The highest level of satisfaction regarded "The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels" (81%) and "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority" (79%); on the opposite, the lowest agreement "The package of entitlements (e.g. maternity, paternity, breastfeeding, etc.) are adequate and sufficient to achieve adequate work-life balance" (68%).</p> <p>Noticeable, significant gender gaps were evidenced in most of the areas, with men having an overall, much higher positive opinions than women (83% vs.64%); therefore, the indicator would not have been met if only women's opinions were considered. The biggest gender gaps attain "Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life" (60% women vs. 81% men); "UN personnel in this country demonstrate commitment to gender equality in the workplace" (63% women vs. 85% men); "The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels" (68% women vs.89% men); and "The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization" (65% women vs.85% men). See Annex 2 for more detail.</p>	
<p>Means of verification: Results of the Scorecard anonymous staff survey.</p>	

4.3 Gender Parity in staffing is achieved	Scoring: Missing
<p>Scoring: The indicator is missing as none of the three requirements are met.</p> <p>Explanation:</p> <p>a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service Staff and all professional levels. UNCT South Sudan does not have a mechanism, so this requirement is not met.</p> <p>b) The UNCT can demonstrate positive trends towards achieving parity commitments. As of May 2021, UN staff in South Sudan comprises a total of 4,953 staff, 1,675 women and 3,278 men, including both international, national, and national volunteer contracts (data gathered from UNMAS, UN Women, UNICEF, UNESCO, UNAIDS, UNHCR, OCHA, IOM, FAO, UNFPA, WFP and the RCO). Therefore, in general terms gender parity is far from being achieved, with women being 36% and men 64%. The biggest gap is in national staff, where women account only to 23%,</p>	

followed by international staff (40% women vs. 60% men). It is national volunteer contracts the only category where gender parity is close to be achieved (47% women and 53% men). Within national staff categories, in GS women's participation is only one out of five staff (20%), similarly to NO contracts (26% women vs. 74% men). More detail is presented in Annex 3. No positive trends can be demonstrated, as there is up to now no system in place to track gender parity.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment. The BOS 2018-2022 includes Gender Parity as a Common Human Resources Service, indicating that there is an opportunity for UNCT to develop a gender responsive procurement strategy that could be used by all AFPs as a standard during procurement process. It indicates UNDP as the lead agency with participation of all 18 UN agencies, mentioning its potential contribution to gender inequality reduction and the leave no one behind agenda, empowering women and improving service provision. Even though, neither specific actions and indicators nor allocated budget are reflected in the document, and therefore the requirement is not met.

Means of verification:

- UN agencies sex disaggregated staff data.
- BOS South Sudan 2018-2022.

Dimension 5. Gender Architecture and Capacities

Dimension 5 is where UNCT South Sudan presents significant challenges, as none of the indicators are met. Best scoring was obtained when looking at the gender coordination mechanism (the Gender Thematic Group UNGTG), rating Approaches Minimum Requirements, while the second one in wider UNCT gender capacities is Missing.

INDICATOR 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEEW	Scoring: Approaches Minimum Requirements
<p>Scoring: The indicator approaches minimum requirements as two out of four criteria are met, regarding the UNGTG being chaired by an HoA, and the GTG contribution to the UNSDCF development.</p> <p>Explanation:</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA. The UNGTG was created in 2012 as a coordination mechanism for advancing gender equality and women's empowerment. According to the evidence gathered, the group was not very active for the past two years, with only one meeting in 2020. It was recently reactivated (May 2021), with two meetings during the present year 2021. The UN GTG is chaired by UN Women HoA while co-chairing rotates among agencies.</p> <p>b) The group has a TOR and an approved annual work plan stating a commitment to GEWE. The GTG has its ToRs reviewed and updated in 2021. It has recently (June 2021) developed a draft work plan 2020/2021 which, so far, includes four outputs: 1.1: <i>Gender mainstreaming actions are prioritized in the UNSDCF Roadmap</i>; 1.2: <i>Critical gender equality issues identified in the CCA inform the Cooperation Framework Design</i>; 1.3: <i>GTG supports aspirations of the host Government to reach SDG 5 and GEWE targets across the SDGs, and related GEWE priorities; and</i></p>	

1.4: *Women's leadership and participation in humanitarian action promoted.* According to the evidence, the plan is not yet finalized (pending the definition of Output 1.5, indicators definition and budget allocation), and is pending approval from UNCT. Therefore, the criteria is not met.

c) Members include at least 50% senior staff (P3, P4 and above; NOB, NOC and above). The list of GTG members includes representatives from UN Women, UNFPA, UNICEF, UNDP, UNMISS, FAO, UNAIDS, UNESCO, WFP, WHO, OCHA, IOM, OHCHR, UNHCR, UNIDO, UNMAS, the World Bank and the African Development Bank. Evidence of GTG members' contract categories and levels was not available and therefore the criteria was not possible to assess.

d) The group has made substantive inputs into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. The current UNCF was developed in 2018. No evidence has been found regarding GTG contributions into the current UNCF development, implementation and monitoring. Looking at the upcoming UNSDCF 2023-2025, UN Women led and produced, together with the GTG, a paper to inform the UN South Sudan Common Country Assessment exercise; the paper sets out the current country situation in South Sudan in relation to GEWE, including progress towards the 2030 Agenda, as well as gaps and challenges; and proposes priorities for the forthcoming updated UN South Sudan Sustainable Cooperation Framework to build a comprehensive agenda of transformative change to achieve GEWE outcomes South Sudan's national development goals.

Means of verification:

- UN Gender Theme Group-Focal Points June 2021.
- UN GTG meeting notes 24th May 2021; 17th June 2021.
- Revised Tor for GTG-edited 3rd May 2021.
- List of UN GTG attendees-24th May 2021.
- CCA South Sudan - GEWE Analysis - Version 1 090721.
- 2021 UN-GTG Work plan-draft June 2021.

INDICATOR 5.2 UNCT has adequate capacities developed for gender mainstreaming

Scoring: Missing

Scoring: This indicator is missing as no evidence was found on UNCT's compliance with any of the three requirements.

Explanation:

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. The criteria is not met as no substantive interagency gender capacity development activities was identified during the past year.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. The UNCT South Sudan has not undertaken inter-agency assessments on capacity needs neither has it developed any capacity development plan, so the requirement is not met. It is significant to mention that, according to the results of the anonymous staff survey carried out during the Scorecard, overall, 85% of UN South Sudan staff consider themselves to have either excellent or adequate capacities for mainstreaming gender in their work. Significantly, this self-opinion is more extended among

men, with 88% men respondents compared to 80% women respondents assess themselves this way.

c) **UNCT induction materials includes gender equality and the empowerment of women commitments and related development challenges of the country.** The UNCT does not have a tailored system-wide induction training material on gender equality and empowerment of women, so the requirement is not met.

Means of verification:

- Scorecard anonymous staff survey results

Dimension 6. Resources

The UNCT South Sudan scored Missing on gender mainstreaming in UNCF resources, as no evidence on capacity building on gender budgeting was identified. The UNCT established a financial target for UNCF priority area 4 on Women's and Youth Empowerment, but it was not possible to assess if it was met or not.

INDICATOR 6.1 Adequate resources for gender mainstreaming are allocated and tracked	Scoring: Missing
<p>Scoring: This indicator is missing as none of the three criteria are met.</p> <p>Explanation:</p> <p>a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle. No evidence of capacity building on the gender marker or on gender budgeting during the current UNCF cycle were identified.</p> <p>b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women. UNCT established the targets for program allocations for gender equality and empowerment of women under the Priority Area IV of UNCF. The other UNCF Priority Areas that do have GEEW components could not be tracked as specific gender budgeting was not implemented in the current UNCF 2019-2022 (a recommendation in this sense was already done in the Scorecard 2016). In 2019, the total budget target for PA IV where \$28.5M, while resources finally raised amounted \$14.9M, leaving a financing gap of \$14M (50%); for 2020 the total budget for Pillar IV was reduced to \$9,5M, and only 48% of it was achieved.</p> <p>c) The UNCT has established and exceeded a financial target for pro- gram allocation for Gender Equality and the Empowerment of Women. The requirement is not met because of the reasons indicated in b).</p>	
<p>Means of verification:</p> <ul style="list-style-type: none"> • UNCF annual progress reports 2019, 2020. • UN Cooperation Framework 	

Dimension 7. Results

The indicator in this dimension approaches minimum requirements, as the gender equality results targeted in the UNDCF 2019-2022 are, so far, only partially achieved.

Indicator: 7.1 UN Programmes Make a Significant Contribution to Gender Equality in the Country	Scoring: Approaches Minimum Requirements
<p>Scoring: UNCT South Sudan approaches minimum requirements as some gender related targets were achieved during this UNCF period.</p> <p>Explanation:</p> <p>a) The UNCT has achieved some (approaches) or all (meets) gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5 or has made progress towards that goal. So far there has not been any external evaluation of the UNCF 2019-2022, so the information gathered here refers to the UNCF reports 2019 and 2020. According to the UNCF Annual Report 2019 the level of achievement for Priority Area IV on Empowering women and youth was 74% at Outcome level and 114% at output level. The effectiveness of UNCT work on gender equality in this area lowered down in 2020 achieving a 67% at Outcome and a 75% at Output level. For both years, Priority Area IV is the one with lowest achievement at Outcome level, and in 2020 also at Output level. The most relevant results reported by the UNCT in 2019 and 2020 are: increasing the number of GBV cases reported to authorities receiving judgment in the formal justice and provision of integrated GBV case management at GBV One Stop Centers in health facilities and streamlined referrals to other services including to recreational, counselling and women's empowerment centers; the presentation to the parliament for approval of a draft law incorporating gender aspects of land tenure and ownership; gender sensitive reviews of the national security sector laws including Police Service Act 2009, SPLA Act 2009 (now SSDPF), National Security Service Act 2014, Prisons Service Act 2011 and Wildlife Service Act 2011 and Gender Based Violence Act 2019; advances in the Ministry of health, Ministry of Education and MoFP providing disaggregated data to monitor progress towards the SDGs; the establishment of the GBV and Juvenile Court and a National Conflict Early Warning and Response System (CEWAR) for timely reporting, prevention and mitigation of community level conflicts; and the launching of the Strategic National Action Plan (SNAP) for Ending Child Marriage, the establishment of a national multi-sector task force for ending child marriage, the passing of state resolutions for ending child marriage, and the establishment of community mobilization mechanisms for ending child marriage in several provinces.</p> <p>b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women. No specific transformative changes in relation to gender equality and the empowerment of women are identified in the context of the UNCF 2019-2022 implementation.</p>	
<p>Means of Verification:</p> <ul style="list-style-type: none">• UNCF Annual Report 2019 and 2020.	

ANNEX

1. IAT members

Table 3. List of UNCT South Sudan Gender Scorecard Interagency Team

SN	Name	Sex	Agency	Contact
1.	Alice Liani	F	UNICEF	aliani@unicef.org
2.	Ndangariro Moyo	F	UNICEF	ndmoyo@unicef.org
3.	Diana Anyanzo	F	UNMAS	dianaan@unops.org
4.	Abigail Wathome	F	FAO	Abigail.Wathome@fao.org
5	Shruty Upadhyay	F	UNFPA	shupadhyay@unfpa.org
6	Castarina Lado	F	UNESCO	c.lado@unesco.org
7	Betty Araba	F	UNAIDS	ArabaB@unaids.org
8	Margaret Mathiang	F	UNDP	margaret.mathiang@undp.org >;
9	Ms. Kimberly Roberson	F	UNHCR	roberson@unhcr.org
10	Mr. Allehone Abebe	M	UNHCR	abebe@unhcr.org
11	Ms. Shakeela Ellahi	F	WFP	shakeela.ellahi@wfp.org
12	Ms Luluwa Ali	F	OCHA	ali19@un.org
13	Catherine Hingley	F	IOM	cahingley@iom.int
14	Ellen Lado	F	RCO	poni.allen@un.org
15	Alinane Kamlongera	F	UN Women	alinane.kamlongera@unwomen.org
16	Elizabeth Awate	F	UN Women	Elizabeth.awate@unwomen.org
17	Paulina Chiwangu	F	UN Women	paulina.chiwangu@unwomen.org

2. Gender Analysis of UNCF indicators

Table 4. Gender Analysis of UNCF indicators. Overall results

TYPE OF INDICATORS	Total number of indicators	Sex disaggregated Indicators (A)	Gender Specific Indicators (B)	Total gender sensitive indicators (A+B)	% Gender sensitive indicators
OUCOME	14	4	4	8	57,1%
OUTPUT	66	7	16	23	34,8%
TOTAL	80	11	20	31	38,7%

Table 5. Priority Area 1

Indicator	Baseline	Target	Total number of indicators	Sex disaggregated Indicators	Gender Specific Indicators	Total gender sensitive indicators	% Gender sensitive indicators
PRIORITY AREA 1- OUTCOME			3	1	1	2	67%
Indicator 1.1: Percentage of individual respondents with confidence in peace and security disaggregated by sex, age, and geography.	Baseline:(2018): 47.4% (46.6% male and 48.7% female) individual respondents with confidence in peace and security	Target (2021): 60% (58% male and 62% female)	1	1	0	1	
Indicator 1.2: Number of HLRF-agreed governance and security reforms completed and implemented	Baseline (2018): The High-Level Revitalization Forum (HLRF) attempts to revive stalled 2015 peace agreement for the completion and implementation of key transitional	Target (2021): Permanent constitution with full guarantees of rights and non-discriminatory drafted, 3 rule of law institutions' Acts reviewed, engendered and enacted, 20 transitional institutions and mechanisms	1	0	0	0	
Indicator 1.3: Number of national and sub-national development policies, plans, budgets and revenue management systems that are SDG aligned, inclusive and utilize gender disaggregated data.	Baseline (2018): 1	Target: 5	1	0	1	1	
PRIORITY AREA 1 OUTPUT			20	2	5	7	35%
1.1.1: Number of gender-sensitive reform policies frameworks designed, signed and established	N/A		1	0	1	1	
1.1.2: Number of national security institutions revitalized and strengthen to provide peace, justice and human rights	0		1	0	0	0	
1.1.3: Number of targeted R- TGoNU and/or NPTC institutions with improved capacity to deliver on key mandates	0		1	0	0	0	
1.1.4: Permanent constitution in place	0		1	0	0	0	
1.2.1: Number of civil service institutions with capacities and independence to deliver reforms and core functions including basic services	1		1	0	0	0	
1.2.2: Number of institutional frameworks developed and implemented to promote the participation of women, youth and marginalized groups in reform processes	0		1	0	1	1	
1.2.3: Number of gender responsive, risk and data-informed development frameworks, including disaster risk reduction and early warning systems in place	0		1	0	1	1	
1.2.4: Number of states with unified tax systems and level and impact of public investments in social sector institutions	1		1	0	0	0	
1.3.1: Number of conflict management and reconciliation activities (dialogue forums, conferences, workshops) implemented at the national and	200		1	0	0	0	
1.3.2: Number of a functional multi-sectoral coordination mechanism that advocates for youth participation	2		1	0	0	0	
1.3.3: Number of communities (counties) with functional mechanism for conflict prevention, dialogue and conflict resolution	35		1	0	0	0	
1.3.4: Number of national and subnational infrastructures for peace established or strengthened	4		1	0	0	0	
1.4.1: Number of GBV cases reported to authorities receiving judgment in the formal justice	1,324 (58% female)		1	0	1	1	
1.4.2: Number of police and community relationship committees established and operational at community level	5		1	0	0	0	
1.4.3: Number of individuals provided with legal aid services, capacity building and advocacy for a child friendly justice system disaggregated by gender.	220 (68 female, 152 male)		1	1	1	0	
1.4.4: Number of 5GBV survivors benefitting from victim redress mechanisms, including on transitional justice	125 (50 female, 75 male)		1	1	0	1	
1.5.1: Number of R-ARCSS aligned governance reforms and reconstitution of institutions undertaken with the participation of CSOs	0		1	0	0	0	
1.5.2: Number of national & subnational institutions and structures that engage youth in governance, rule of law, peacebuilding and human rights and decision-making processes	0		1	0	0	0	
1.5.3: Number of institutions that have strengthen capacities and policies for media diversity and pluralism including community media	4		1	0	0	0	
1.5.4: Number of communities using radio communication to promote intercommunal peace and reconciliation	4		1	0	0	0	

Table 6. Priority Area 2

Indicator	Baseline	Target	Total number of indicators	Sex disaggregated Indicators	Gender Specific Indicators	Total gender sensitive indicators	% Gender sensitive indicators
PRIORITY AREA 2- OUTCOME			3	0	0	0	0%
Indicator 2.1: Average household level Consumption-based Coping Strategy Index (iCSI)	Baseline (2017): 9.4	Target (2021): 7	1	0	0	0	
Indicator 2.2: Percentage of households with poor Food Consumption Scores (FCS)	Baseline (2017): 20%	Target (2021): 15%	1	0	0	0	
Indicator 2.3: Reduction in food consumption gap from national production	Baseline (2018): Food consumption gap is equivalent to 5 months cereal production	Target (2021): Food gap reduced from 5 months to 2 months in project areas.	1	0	0	0	
PRIORITY AREA 2- OUTPUT			15	1	0	1	7%
2.1.1 Amount of area (sqm) surveyed, cleared and released	26,213,725 sqm		1	0	0	0	
2.1.2 Number of national coordination mechanisms, policies, strategies, plans and programmes informed by project analytical products	6		1	0	0	0	
2.1.3 Number of women, men, boys and girls receiving capacity strengthening/training/technical support by type	426,708 and 500 CBPP Exercises involving 9,000 people (data not disaggregated)		1	0	0	0	
2.1.4 Number of acres allocated by local authorities/communities to support displaced women/returnees with economic recovery efforts	600		1	0	0	0	
2.2.1 Number of women, men, boys and girls receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers	1,104,408 (data not disaggregated)		1	0	0	0	
2.2.2 Number of assets built, restored or maintained, and livelihoods diversified by targeted households (by type and unit of measure)	0		1	0	0	0	
2.2.3 Number of smallholder farmers/Households/cooperatives supported/trained disaggregated by sex and type of support/training	16,05		1	1	0	1	
2.2.4 Number of technical assistance/support activities provided (by type)	0		1	0	0	0	
2.3.1 Number of women, men, boys and girls receiving capacity strengthening/training/technical support by type	0		1	0	0	0	
2.3.2 Number of tools, systems or products developed or revised to enhance national food security and nutrition systems as a result of capacity strengthening support	4		1	0	0	0	
2.3.3 Number of institutions benefiting from embedded or seconded expertise as a result of capacity strengthening support	11		1	0	0	0	
2.4.1 Number of women, men, boys and girls receiving capacity strengthening/training/technical support by type	18 RACs, 4630 (data not disaggregated)		1	0	0	0	
2.4.2 Number of groups accessing private-sector jobs as a result of capacity strengthening support	300		1	0	0	0	
2.4.3 Number of women, men, boys and girls receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers	200 (data not disaggregated)		1	0	0	0	
2.4.4 Number of targeted persons receiving agriculture production kits and market oriented agricultural training	6987		1	0	0	0	

Table 7. Priority Area 3

Indicator	Baseline	Target	Total number of indicators	Sex disaggregated Indicators	Gender Specific Indicators	Total gender sensitive indicators	% Gender sensitive indicators
PRIORITY AREA 3- OUTCOME			5	3	1	4	80%
Indicator 3.1: Proportion of births attended by skilled health professionals, disaggregated by geography	Baseline (2016): 14,7%	Target (2021): 25%	1		1	1	
Indicator 3.2: Number of people newly infected with HIV in the reporting period	Baseline (2017): All Ages: 14,000; Adults 15+: 12,000; Women: 7000; Children 0-14 = 1,800	Target (2021): 4,800	1	1	0	1	
Indicator 3.3: % of children 6-59 months with SAM/MAM who are admitted for treatment and recover, disaggregated by sex and geography.	Baseline (2017): SAM: 87%; MAM: 85%	Target (2021): SAM: 90%; MAM: 87%	1	0	0	0	
Indicator 3.4: % of children, youth and adults enrolled in formal and non-formal education (sex and age- disaggregated)	Baseline (2016): ECDE 10% (9% female, 10% male); primary 57% (48 female, 64% male); secondary 7% (4% female, 8% male); Out of school children and youth (aged 6-17) enrolled in Accelerated Learning Programme (ALP), Community Girls School (CGS) and Pastoralist Education Program (PEP) 6% (2015) - percentage of female 42%	Target (2021): ECDE 15% (15% female, 15% male); primary 75% (70% female, 75% male); secondary 11% (8% female, 13% male); Out of school children and youth (aged 6-17) enrolled in Accelerated Learning Programme (ALP), Community Girls School (CGS) and Pastoralist Education Programme (PEP) 16% - percentage of female 45%	1	1	0	1	
Indicator 3.5: % of households with basic water services, disaggregated by sex and geography	Baseline (2017): 50%	Target (2021): 60%	1	1	0	1	
PRIORITY AREA 3-OUTPUT			19	4	4	8	42%
3.1.1 % of pregnant women attending at least 4 antenatal care visits(ANC coverage)	17%		0	0	1		
3.1.2 Coverage of DPT3- Hib Hep(Pentavalent vaccine) among children under 1 year	26%		0	0	0		
3.1.3 Number of outpatient department consultations.	0.6 per capita/year		1	0	0		
3.1.4 Percentage of service delivery points that have reported no stock-out of essential medicines/ vaccines in last 3 months	40%		0	0	0		
3.1.5 Maternal death review coverage (%)	No data		0	0	0		
3.2.1 # of adults and children on ART	Adults: 22,793 PMTCT: 5,358 Children:1,205		1	0	0		
3.2.2 # of people reached with HIV combination prevention services	All: 180,757; M= 96966, F=83,791		1	1	0		
HIV and GBV services		1,584,500	1	0	0		
3.3.1 Number of children aged 6-59 months with SAM who are admitted for treatment	210,689		1	0	0		
3.3.2 Number of children aged 6-59 months with MAM who are admitted for treatment	512,941 (M: 246,212 F:266,729)		1	1	0		
3.3.3 Number of pregnant and lactating women (PLW) with acute malnutrition who are admitted for treatment	F: 356,458		1	0	1		
3.3.4 Number of primary caregivers of children aged 0-23 months who received IYCF counselling	607,539		1	0	1		
3.3.5 Number of under-five children & PLW enrolled in B5FP in targeted locations/counties	995,322 (U5 M:334,428 UF:362,297 and PLW: 298,597)		1	0	0		
3.4.1 Number of people (including host communities, IDPs and Refugees) who access and use safe drinking water with minimum quality and quantity as agreed with cluster	982,659		1	0	0		
3.4.2 Number of people (including host communities, IDPs, refugees) who access and use adequate sanitation with minimum quality and quantity as agreed with cluster	498,75		1	0	0		
3.4.3 % of health facilities with functional WASH facilities	36%		1	0	0		
3.4.4 Number of guidelines, policy, contingency, cholera and Ebola preparedness and response plan reviewed/developed	0		1	0	0		
3.5.1 # of boys and girls aged 3-18 accessing basic education services through formal ECD, primary or alternative education system	ECD: 150,769; Primary:467,571 Total: 618,369		1	0	0		
3.5.2 # of adolescent and youth in school and out of schools provided with life skills and livelihood.	3,017 (M=2,096 F=921)		1	1	0		
3.5.3 # of children and youth of pastoralist communities provided education services through formal ECD, primary or alternative education system	1,514		1	0	0		
3.5.4 # of boys and girls receiving school feeding assistance, disaggregated by activity (On-site meals or Vulnerability Incentive (Take-home ration) (output)	(2018): 16,000 (Vulnerability Incentive) and 364,000 (On-site Meals)		1	0	0		
3.5.5 # of community-based centres or education hubs established to provide second chance education (SCE) opportunities are provided to women, adolescents and young girls.	0		1	0	1		
3.5.6 # of graduates from functional adult literacy and second chance education (SCE) program are equipped with resilience and empowerment skills.	0		1	1	0		

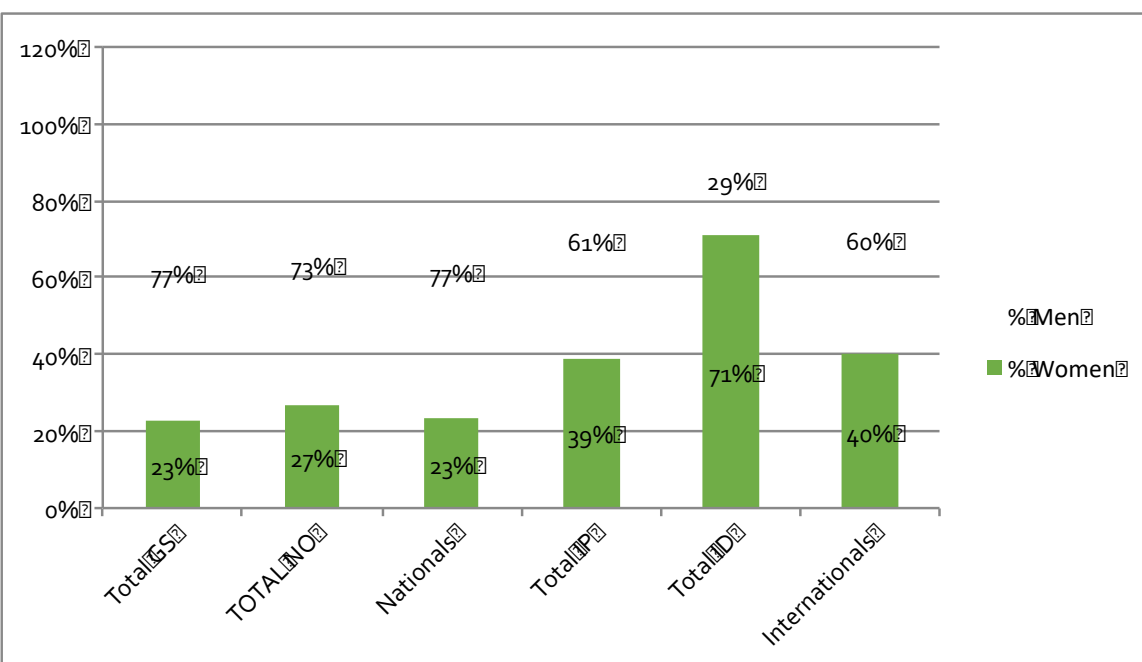
Table 8. Priority Area 4

Indicator	Baseline	Target	Total number of indicators	Sex disaggregated Indicators	Gender Specific Indicators	Total gender sensitive indicators	% Gender sensitive indicators
PRIORITY AREA 4-OUTCOME			3	0	2	2	67%
Indicator 4.1: Percentage of Women in leadership position both at National, state level.	Baseline (2018): 26.25% NLA, 10% Ministries NG	Target (2021): 40% NLA; 15% ministries	1	0	1	1	
Indicator 4.2: Existence of youth act that institutionalize youth leadership and participation at national and state level	Baseline (2018): No	Target (2021): Yes	1	0	0	0	
Indicator 4.3: Percentage of women aged 20-24 years married before 18 years.	Baseline (2017): 45	Target (2021): 40	1	0	1	1	
PRIORITY AREA 4-OUTPUT			12	0	7	7	58%
4.1.1 # of women organizations that are capacitated to advocate for women's participation in national and state level political and governance discourse	70		1	0	1		
4.1.2 # of women trained in effective leadership, mediation and peace-building skills to facilitate their engagement in decision making processes at national, state level and interface with the Revitalized Agreement on the Resolution of the Conflict in South Sudan (R- ARCSS)	195		1	0	1		
4.1.3 % of women position in government structures and parliament	27%		1	0	1		
4.1.4 # of community engagement platforms established to promote positive social norms on gender equality and women empowerment.	4		1	0	1		
4.2.1 # of capacity strengthening opportunities and awareness raising designed and delivered to relevant target groups for GBV prevention and response.	10		1	0	1		
4.2.2 # of common charted of demands and public declarations developed and endorsed on elimination child, forced marriages and harmful traditional practices.	1		1	0	1		
4.2.3 # of GBV one stop center, women empowerment center and women and girls space established to provide services to women and girls including survivors.	4		1	0	1		
4.2.4 # of community support groups formed/strengthened, self-sustained and mainstreamed within existing protection structure.	5		1	0	0		
4.3.1 # of operational multi- sectorial youth coordination mechanism established to coordinate and report on youth engagement in humanitarian development and peace nexuses.	3		1	0	0		
4.3.2 # of youth and young women engaged in humanitarian development and peace nexuses at national and state level.	805		1	0	0		
4.3.3 # of programmes designed to empower youth and young women as a standalone pillar.	5		1	0	0		
4.3.4 # of laws, policies or procedures adopted and implemented to promote and improve youth participation at the national and state level.	4		1	0	0		

3. Results of the anonymous staff organizational culture survey

Table 9. Anonymous staff survey. Overall results

GENDER EQUALITY	ALL			WOMEN			MEN			OTHER			Gender gap
	Total	+	%	Total	+	%	Total	+	%	Total	+	%	
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.	773	628	81%	279	190	68%	489	436	89%	5	2	40%	-21%
Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace	770	600	78%	279	184	66%	486	413	85%	5	3	60%	-19%
UN personnel in this country demonstrate commitment to gender equality in the workplace.	767	586	76%	278	175	63%	484	409	85%	5	2	40%	-22%
MEAN			78,5%			65,7%			86,2%			46,7%	-21%
NON DISCRIMINATION	ALL			WOMEN			MEN			OTHER			Gender gap
	Total	Nº	%	Total	+	%	Total	+	%	Total	+	%	
The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.	764	592	77%	277	179	65%	482	410	85%	5	3	60%	-20%
UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.	765	542	71%	275	159	58%	485	380	78%	5	3	60%	-21%
The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.	768	607	79%	278	190	68%	485	414	85%	5	3	60%	-17%
The UN system in this country has adequate procedures in place to protect my personal safety and security.	771	588	76%	279	187	67%	487	398	82%	5	3	60%	-15%
MEAN			75,9%			###			82,6%			60,0%	-18,2%
WORK AND LIFE BALANCE	ALL			WOMEN			MEN			OTHER			Gender gap
	Total	Nº	%	Total	+	%	Total	+	%	Total	+	%	
The package of entitlements (e.g. maternity, paternity, breastfeeding, etc.) are adequate and sufficient to achieve adequate work-life balance.	768	523	68%	277	157	57%	486	363	75%	5	3	60%	-18%
The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.	768	574	75%	279	180	65%	484	392	81%	5	2	40%	-16%
Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.	771	565	73%	278	166	60%	488	397	81%	5	2	40%	-22%
MEAN			72,0%			###			79,0%			46,7%	-18,7%
OVERALL AGREEMENT			76%			64%			83%			52%	-19%



4. Sex disaggregated data of staff

Figure 3. Overall distribution of women and men in UNCT South Sudan July 2021

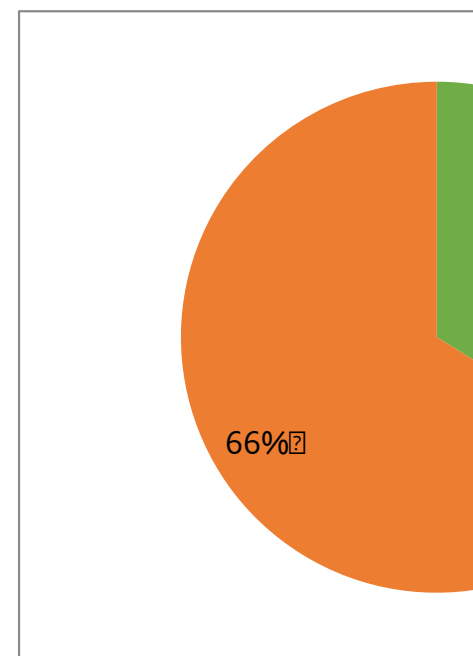


Table 10. Distribution of women and men across UN contract categories in South Sudan

Table 11. Distribution of women and men across UN contract categories in South Sudan

Cathegory	% Women	% Men	Cathegory	% Women	% Men
G1	15%	85%	P1	33%	67%
G2	5%	95%	P2	48%	52%
G3	25%	75%	P3	38%	62%
G4	29%	71%	P4	35%	65%
G5	31%	69%	P5	34%	66%
G6	25%	75%	Total IP	39%	61%
G7	24%	76%	D1	80%	20%
Total GS	23%	77%	D2	50%	50%
NOA	22%	78%	Total ID	71%	29%

NOB	31%	69%	Internationals	40%	60%
NOC	35%	65%			
NOD	0%	100%			
TOTAL NO	27%	73%			
Nationals	23%	77%			

Table 12. International staff. Detail.

International Professional Staff Category	No. Women	No. Men	Gender parity (% of women)
IUNV	17	13	57%
Consultants/Deployees	65	109	37%
Intern	0	0	0%
Total Other International	82	122	40%
% Other International	40%	60%	40%
P1	2	4	33%
P2	46	50	48%
P3	67	112	38%
P4	30	55	35%
P5	13	25	34%
P6	0	0	0%
Total IP	158	246	39%
% IP	39%	61%	39%
D1	4	1	80%
D2	1	1	50%
Total ID	5	2	71%
% ID	0%	0%	0%
National Staff (General Service and Professional Staff Category)	No. Women	No. Men	Gender parity (% of women)
G1	13	71	15%
G2	22	381	5%
G3	46	135	25%
G4	129	323	29%
G5	119	265	31%
G6	77	227	25%
G7	13	41	24%
Total GS	419	1443	23%
% GS	23%	77%	23%
NOA	29	102	22%
NOB	39	85	31%
NOC	11	20	35%
NOD	0	8	0%
Total NO	79	215	27%
% NO	27%	73%	27%
UNV	8	5	62%
Consultants	84	302	22%
Intern	3	0	100%
Service Contracts	1	4	20%
Total Other	96	311	24%
% OTHER NATIONAL	24%	76%	24%
Sub Total NATIONAL	594	1969	
Sub Total NATIONAL	23%	77%	

Table 13. National staff

Table 14. National volunteer staff

National Volunteer Contracts Category	Nº Women	Nº Men	Gender parity (% of women)
Skilled Volunteer	275	511	35%
Semi-skilled Volunteer	75	84	47%
Unskilled Volunteer	485	344	59%
Sub Total	835	939	47%
Subtotal (volunteers)	47%	53%	