

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Jamaica 2023

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



Contents

2. The UNCT-SWAP Framework	3
2.1 Performance Dimensions and Indicators	3
2.2 Performance Indicator Ratings and Explanation.....	4
3. The UNCT-SWAP Methodology	4
3.1 Participatory Assessment.....	4
3.2 UNCT-SWAP Comprehensive Reporting.....	5
3.3 Supporting Evidence and Knowledge Hub	5
4. Quality Assurance and Global Reporting	5
5. The UNCT-SWAP Process in Jamaica.....	5
6. Overview of Results by Performance Indicator.....	6
7. UNCT-SWAP Detailed Findings by Performance Indicator.....	7
Dimension Area 1: Planning	7
PI 1.1 Common Country Analysis.....	7
PI 1.2 Cooperation Framework Outcomes	8
PI 1.3 Cooperation Framework Indicators	9
Dimension Area 2: Programming and M & E	10
PI 2.1 Joint Programmes	10
PI 2.2 Communication & Advocacy.....	10
PI 2.3 Cooperation Framework M & E	11
Dimension Area 3: Partnerships.....	12
PI 3.1 Engagement with Government.....	12
PI 3.2 Engagement with GEWE CSO.....	13
Dimension Area 4: Leadership & Organizational Culture	14
PI 4.1 Leadership for Gender Equality	14
PI 4.2 Organizational Culture	14
PI 4.3 Gender Parity	15
Dimension Area 5: Gender Architecture and Capacities.....	16
PI 5.1 Gender Coordination Mechanism.....	16
PI 5.2 Gender Mainstreaming Capacities.....	16
Dimension Area 6: Financial Resources	17
PI 6.1 Resource Allocation & Tracking	17
Dimension Area 7: Results	18
PI 7.1 GEWE Results.....	18
8. UNCT in Jamaica Action Plan.....	18
9. Supporting Evidence	19

1. Background

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

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

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

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

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

Cooperation Framework Guidance (2019)

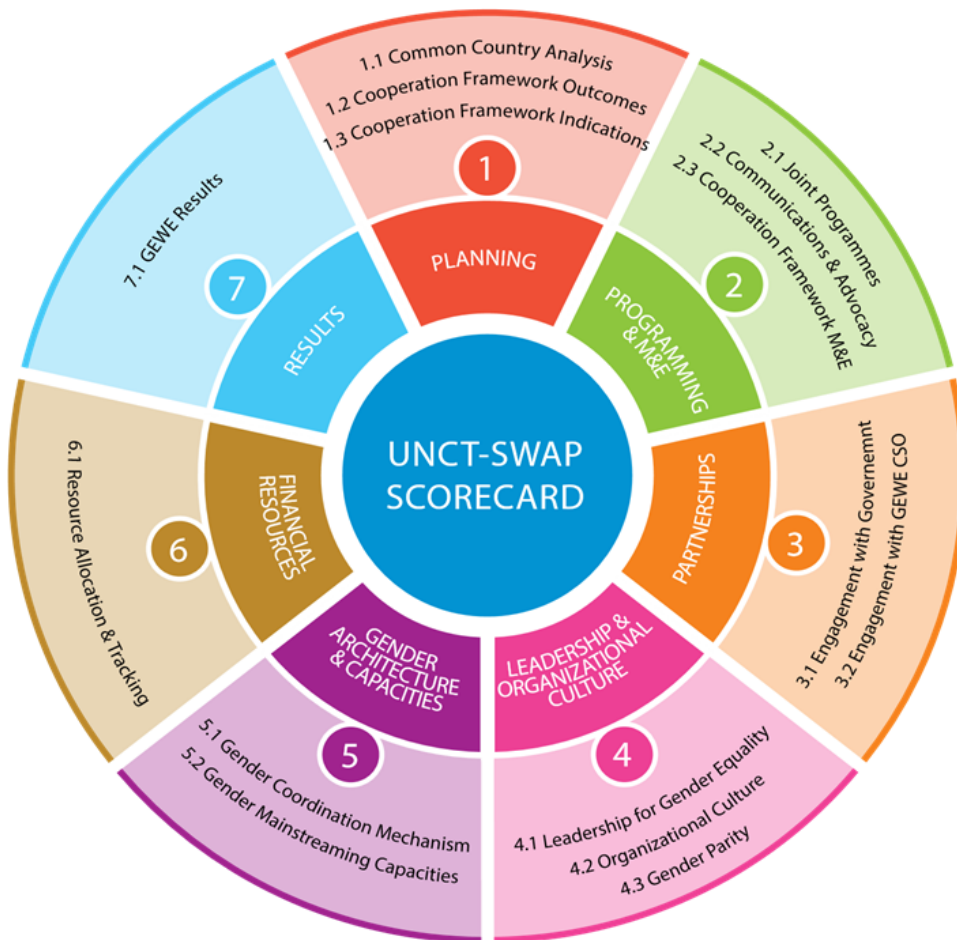
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology

3.1 Participatory Self-Assessment

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

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

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

3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below).

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

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

3.3 Supporting Evidence and Knowledge Hub

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

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

5. The UNCT-SWAP Process in Jamaica

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

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

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

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

In consultation with the RCO Team Leads and Heads of Agencies (HOA), members of the UNCT specific Programme Management Teams (PMT) served as the Interagency Assessment Team (IAT) for each UNCT. These groups include representation across fields and functions, helping to ensure a sound knowledge base on joint UN actions. In the Jamaica UNCT, the IAT comprised of 10 members from 7 agencies (UNDP, UNESCO, UN WOMEN, WFP, UNAIDS, UNHCR and the RCO).

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

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

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

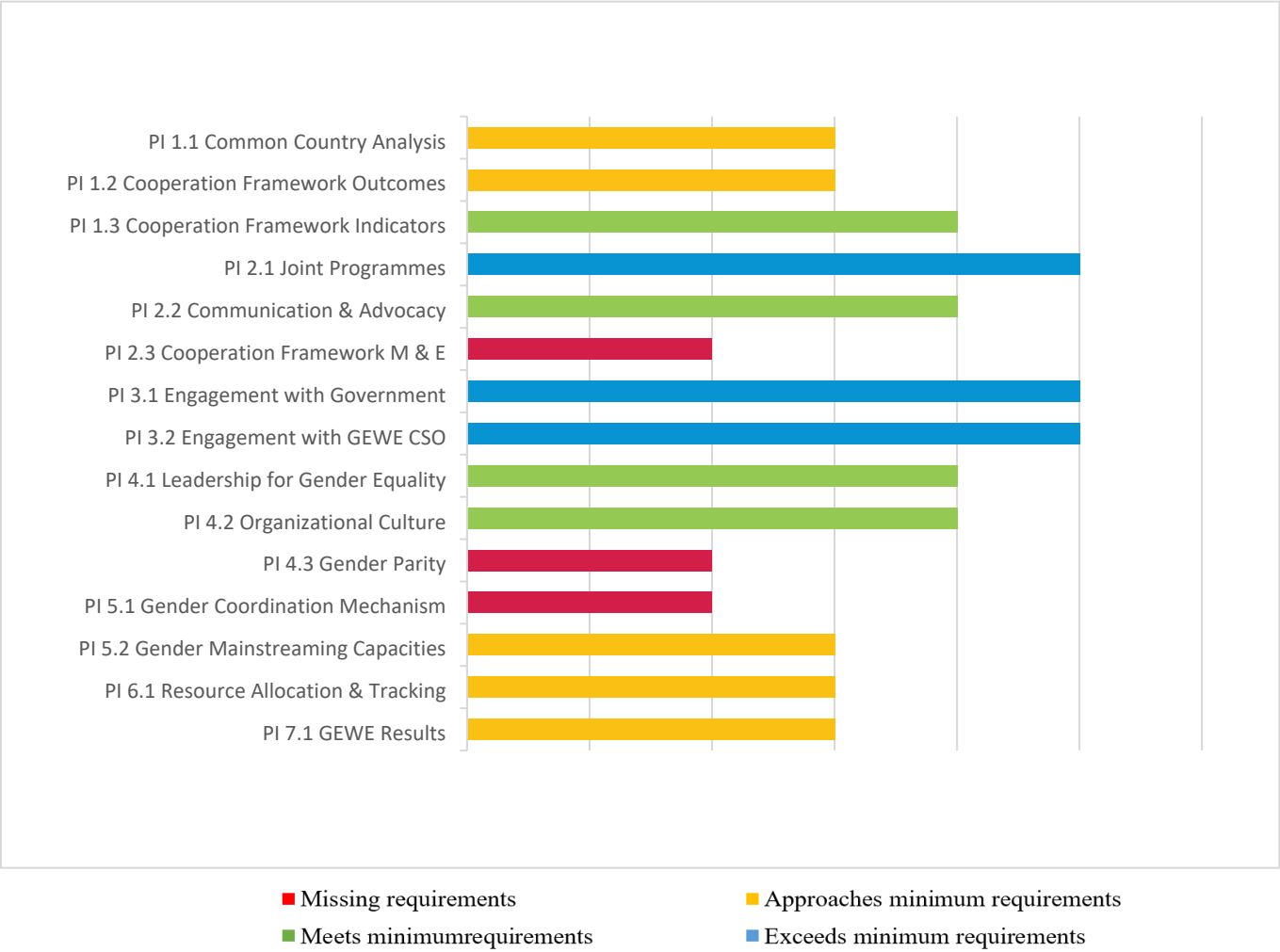
The UNCT SWAP was led by UN Women Coordinators Isiuwa Iyehen and Monique Long. In the Jamaica UNCT, the IAT was comprised of 10 members from 7 agencies (UNDP, UNESCO, UN WOMEN, WFP, UNAIDS, UNHCR and the RCO).

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

6. Overview of Results by Performance Indicator

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

Table 1: Jamaica UNCT-SWAP Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicator

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

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

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

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

Relevant analysis in CMCA is presented across two key sections. The largest section assesses the Caribbean region’s progress

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

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

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

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

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

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

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

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

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

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

B) Some sex-disaggregated and gender sensitive data. MET

CMCA use of data and statistics is variable. Most likely a consequence of the difficulty of producing a synthetic and concise 'regional' analysis: reference to a single national statistic from one country raises the challenge of referring to comparable national statistics from all other countries in the sub-region (rendering the document unmanageable). Comprehensive 'aggregated' regional statistics as a substitute are rarely available or reliable.

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

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

2021 UN Caribbean Common Multi-Country Analysis.

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

Planning

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

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

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

Met

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

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

Details of gender mainstreaming in the MSDCF outcomes is as follows;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Criteria b)
Not Met

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

List the Means of Verification. (E.g. Cooperation Framework document)
 Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026

PI 1.3 Cooperation Framework Indicators

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

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

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

Met

The Caribbean MSDCF 2022 – 2025 consists of 53 indicators across 8 outcomes.

Output level indicators are included in UNCT specific Country Implementation Plans (CIPs, the regional equivalent of the joint workplan) rather than the UNSDCF itself. With CIPs developed at country level, it was not possible to include outputs in the analysis of this indicator.

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

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

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

List Means of Verification. (E.g. Cooperation Framework results framework)
 Caribbean MSDCF 2022 – 2026 Results Framework

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

**Programming and
M&E**

Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

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

Met

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

1. Spotlight Initiative to End Violence Against Women and Girls; 2020-2023; UNDP, UNFPA, UNICEF & UN Women.
2. The Reducing Small Arms & Light Weapons in Jamaica joint programme; January - December 2022; UNDP; ODA; UNLIREC; UNODC; UNESCO.
3. Accelerating sustainable financing towards SDG in Jamaica; 2020-2022; UNICEF, PAHO, UNDP.
4. Strengthening Jamaica's Resilience to Food and Water Insecurity; August - December 2022; IOM & UNESCO.
5. Modernising Social Protection System in Jamaica; 2021-2023; UNICEF, UN Women, WFP.
6. Joint SDG Fund, Building Back Equal through Innovative Financing for Gender Equality and Women's Empowerment; FAO, UNDP, UNESCO & UN Women.

A review of all available documentation found that all JPs target results for GEWE, with five out of the six directly addressing SDG 5 priorities. All JPs were assessed using the Gender Equality Marker, with four scoring GEM 2, and two GEM 3.

Accordingly, two out of the six are focused on achieving dedicated GEWE results and the remaining four include GEWE as a significant component of the project and have visibly taken gender perspectives into consideration at the initial planning phases. Key GEWE issues incorporated into the six JPs include women's access to economic resources and rights; addressing violence against women and girls, including violence in the community and Firearms Proliferation; women's leadership and participation; equal access to education; maternal health and increasing the availability and use of sex-disaggregated data to inform policy and planning. Examples of specific JP GEWE priorities include:

The SALIENT JP, included a focus (under the Global Citizenship Education framework) on building the capacities of teachers and students in two localities of Jamaica on peacebuilding and violence prevention, through a gender lens.

The Strengthening Jamaica's Resilience to Food and Water Insecurity JP is geared towards strengthening water management capacities and strategies in the rural women farming ecosystems of Jamaica's Breadbasket Belt, through sex-desegregated data and information, scenarios, policy-recommendations and the co-development of practical water management solutions. The intervention focused primarily on one of the society's most vulnerable groups to water insecurity and poverty: rural women in the farming ecosystems.

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

Met

Two of the JPs in the list detailed above are focused on achieving dedicated GEWE results. The spotlight initiative aims to strengthen the institutional capacity of government and civil society partners to advocate, coordinate, provide services and report on gender equality and violence against women and girls in Jamaica. The JP focuses on four parishes (Clarendon, Kingston, Westmoreland and St. Thomas) with particularly high levels of family violence, complemented by legislation and policy efforts at the national level.

The second, Building Back Equal through Innovative Financing for Gender Equality and Women's Empowerment, focuses on empowering women (and youth), especially those that own MSMEs or are otherwise engaged in key economic sectors - tourism, agriculture, the cultural and creative industries. It aims to catalyse the achievement of SDG #5 #8 and #9 – to achieve gender equality and to promote full and productive employment and decent work for all.

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

Met

The UNCT in Jamaica has in place a Joint Programme General Screening Criteria Evaluation Matrix. This Matrix is used by the UNCT and RCO to screen proposals submitted for consideration by the UNCT and includes a requirement for all draft proposals to assign the JP a rating using the Gender Equality Marker (GEM).

This tool serves as a means to ensure the UNCT submits JPs that rate either GEM 2 or 3, as well as confirming that each JP document includes details of relevant gaps in gender equality and how the JP plans to address them and ensure the inclusion and empowerment of women and/or girls. It also helps the UNCT to document how they are supporting governments to implement international commitments including the Beijing Platform of Action, through gender responsive programming. Furthermore, the tool helps the UNCT to ensure;

- Full buy-in and commitment by all participating UN agencies around the GEWE priorities incorporated in JP proposals.
- Accountability for gender responsive results, through JP implementation and monitoring.
- Results frameworks for each JP that include gender-responsive indicators.
- Details on how JP participating UN agencies will communicate on the results of the JP.

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

1. Spotlight Initiative to End Violence Against Women and Girls; 2020-2023; UNDP, UNFPA, UNICEF & UN Women.
2. Joint SDG Fund, Building Back Equal through Innovative Financing for Gender Equality and Women's Empowerment; FAO, UNDP, UNESCO & UN Women.

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

Joint Programme documents for:

1. Spotlight Initiative to End Violence Against Women and Girls.
2. The Reducing Small Arms & Light Weapons in Jamaica joint programme.
3. Accelerating sustainable financing towards SDG in Jamaica.
4. Strengthening Jamaica's Resilience to Food and Water Insecurity.
5. Modernising Social Protection System in Jamaica.
6. Joint SDG Fund, Building Back Equal through Innovative Financing for Gender Equality and Women's Empowerment.
7. UNCT Jamaica Joint Program Evaluation Matrix

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

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

Met

Over the past year, the UNCT has collaborated jointly on communication activities on GEWE, primarily through the Spotlight Joint Programme. Examples include:

- International Women's Day Joint statement in 2022.
- Multiple articles and media communication on the launch and priorities of Joint SDG Fund Project on Building Back Equal through Innovative Financing for Gender Equality.

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

Met

The UNCT campaigns jointly on an annual basis during the 16 Days of Activism Against Campaign. In 2022, the focus of joint this advocacy was on heightening awareness of the Spotlight Initiatives' outcomes, implemented jointly by UN Women,

UNICEF, UNDP, and UNFPA (with UNAIDS and PAHO also contributing). Advocacy aimed to promote the diverse ways in which JPs target audiences can access the many resources available as was in line with the broader goal of addressing all forms of violence against women and girls (VAWG) and Gender-Based Violence (GBV).

Diverse traditional and new media strategies were utilized to heighten awareness of Spotlight Initiative resources and interventions available to support persons affected by VAWG/GBV across target parishes and nationally.

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

The Jamaica UN Communications Work Plan and budget for 2022 includes a focus on joint advocacy on several GEWE issues. These include: International Women's Day, International Day Against Homophobia, Biphobia & Transphobia (although planned did not actually take place) and the 16 Days of Activism Against GBV.

However, the communication plan and advocacy strategy could be strengthened from a gender perspective by ensuring that communications activities that are not focused on specific gender issues also include a gender lens. In addition, for example, results statements could include a focus on GEWE and other LNOB issues as a priority for joint communication. Similarly, for the list of key activities, there could be a specific commitment to ensure a focus on GEWE and LNOB. For example, the activity 'Goal of the month campaign on social media channels to disseminate information on the SDGs' could specify that one month will focus on goal 5, or that gender indicators within each SDG will be included in the information disseminated to ensure this was prioritised. The key activity to 'Develop four joint campaigns throughout the year' could also make specific reference to ensuring that GEWE was mainstreamed in these campaigns and even that at least one will focus on a GEWE/LNOB priority issue. Comms strategy that corresponds to the workplan could also be more gender sensitive.

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

Not Met

The assessment team did not find any evidence that the UNCT has communicated or advocated on any non-traditional thematic issues over the past year.

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

- Jamaica UN Communications Work Plan and budget for 2022
- UN Jamaica Multi-country Communications & Advocacy Forecast 2022
- UN Jamaica Communications Strategy, 2022-2026

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

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

Programming and M&E

MISSING REQUIREMENTS

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

As the Caribbean region is in the first year of implementing its current CF, the IAT reviewed M&E practices for the previous CF, MSDCF 2017-2021 to assess M&E practices. Jamaica implements a 'Country Implementation Plan' (CIP, equivalent to a Joint Workplan) that is derived from the regional MSDCF. The regional MSDCF contains four 'Priority Areas' and eight 'Outcomes', which are common to all 6 UNCT CIPs across the region. However, at 'Output' level and below, results and indicators are identified and tracked by each UNCT separately. As such, when considering "Results Matrix Data" Outcome Indicators should be identical for all UNCTs while at Output level, there is considerable variation. As annual reporting is overseen at the UNCT level, this indicator was assessed individually by the six UNCTs in the Caribbean region (complemented by the review of the MSDCF 2017-2021 evaluation that was assessed at the regional level).

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

Not Met

Evidence from the M&E strategy and tracking tools was not available for review. However, results matrix monitoring data was included in two out of the three Jamaica CIP annual reports and as such this formed the basis of the assessment team’s review. Data was not included in the 2017 report and in addition a report was not produced for 2018 (the 2020 report included results matrix data for 2019 and 2020). In addition, the indicators tracked are focused at the CIP level and not the overall MSDCF Outcome level, giving an incomplete picture of Jamaica's contribution towards achieving the higher level MSDCF results. Given that results matrix monitoring data was not included in all annual CIP reports and evidence that results matrix monitoring data was collected is missing for two of the 2017-2021 years, there is insufficient evidence to demonstrate that criteria a) is met.

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

Not Met

As with criteria (a), the IAT reviewed M&E practices for the CIPs 2017-2021 to assess criteria (b). Progress against gender equality specific results, as set out in the MSDCF, was captured in annual results reports covering four of the five years of implementation (2017, 2019, 2020 & 2021 of the UNPF 2017-2021). Reports include details of progress towards results on ending violence against women and girls; strengthened access to gender-sensitive justice; the development of a National Comprehensive Transgender Health Strategy; and a gender-responsive COVID-19 socio-economic response and recovery plan. However, as there is no documented progress towards GEWE results for 2018 (an annual progress report was not produced for this year) the UNCT is not considered to have met criteria b. In addition, it is also worth noting that the focus in reports was on the CIP results, with limited focus on the linkages and contributions of the Jamaica UNCT towards achieving the higher level MSDCF results. Furthermore, the majority of information pertains to gender dedicated results, with limited information about progress towards gender mainstreamed results.

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

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

Met

As part of RCO lead UN Info training, training has been conducted on data collection, including the gender equality marker, and gender sensitive results reporting. The RCO lead two trainings in 2022, one for agency staff in Jamaica and one in Bahamas, with multiple agencies attending both sessions

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

- CIP Results Matrix with gender sensitive data requirements/parameters
- MSDCF Document and Results Matrix
- MSDF Evaluation and Annexes
- Agenda and Participant list for UN M&E Group training (Jamaica & Bahamas)

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

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

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

Met

The UNCT has collaborated with at least two Government agencies on initiatives that foster GEWE. Examples include:

- Through the Spotlight initiative, UNDP, UNFPA, UNICEF & UN Women are collaborating with the Ministry of Education, Youth and Information; The Ministry of Justice; The Ministry of Culture, Gender, Entertainment and Sport (including through the Bureau of Gender Affairs); and the Police on multiple initiatives to prevent and respond to VAW. This includes the implementation of community programmes to strengthen the economic independence of women survivors of GBV and increasing access to quality services for survivors who reside in rural communities.

- Through the SALIENT JP, the UNCT is collaborating with the Ministry of Education and Youth and Information to build the capacities of teachers and students in two localities of Jamaica on peacebuilding and violence prevention, through a gender lens. Similar capacity development initiatives have also been undertaken with local stakeholders, specifically the Ministry of National Security and Port Authority and the Jamaica Customs Agency.

- IOM & UNESCO are collaborating with the Ministry of Transport and Mining; The Ministry of Local Government & Rural Development; the Rural Agricultural Development Authority; the National Irrigation Commission; the Water Resource Authority and the Planning Institute of Jamaica to increase the availability of sex-disaggregated water data and information. Data has been used to map water access, usage and management for food production by rural women farmers in Jamaica.

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

Met

Because the UNCT was in its first year of implementing the new CF when the UNCT-SWAP assessment began, the IAT looked at evidence related to the CF development. The Jamaica Strategic Planning Retreat (SPR), held in June 2021 for the development of the MSDCF, included a consultation with key stakeholders. The Bureau of Gender Affairs (A Division of the Ministry of Culture, Gender, Entertainment & Sport, MCGES) contributed to the consultation. The retreat reiterated the need for a human-centered development approach, with a focus on marginalized persons and those often-facing inequitable opportunities, such as women, children, and youth, despite strong legal frameworks. The SPR agreed that core concepts of gender equality, inclusion of youth, and a human rights-based approach to development must be integrated into the four MSDCF priority areas and outcomes.

In addition, the Bureau of Gender Affairs contributes to the implementation of the 2022-2026 CF through JP implementation, and as such will also contribute to subsequent M&E.

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

Met

The RCO, UNICEF, UNFPA, UN Women, and UNDP jointly supported the Planning Institute of Jamaica (PIOJ), through technical and financial support, to develop The Government of Jamaica 2022 SDG Voluntary National Report (VNR). The development of the report included a series of consultations, including a dedicated consultation to ensure young men and women's perspectives were captured. The final VNR report includes a specific section on progress towards SDG 5. The report also recognized the contribution made by the Spotlight Initiative to eliminating all forms of violence against women and girls, noting its' approach to partnership and its' support to the implementation of the National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) in Jamaica 2017-2027.

Government participation and engagement in gender related SDGs localization and implementation has also been strengthened through the implementation of JPs, particularly Spotlight and ENGenDER.

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

- SALIENT JAMAICA: Reducing Small Arms & Light Weapons in Jamaica Programme Documents and Reports.
- Spotlight initiative Programme Documents and Reports.
- Voluntary National Review (section on SDG 5: Gender Equality) Jamaica Voluntary National Review 2022 | United Nations in Jamaica and internal RCO report.
- MSDCF development process (section on methodology) and role of SPR: United Nations Multi-Country Sustainable Development Framework in the Caribbean | United Nations in Jamaica

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

Partnerships

Meets all of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that foster gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

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

Met

The UNCT is collaborating on several joint initiatives with GEWE CSOs and women's rights advocates that foster GEWE within the current CF cycle, primarily through the implementation of Joint Programmes. Examples include:

- The spotlight initiative is building the capacity of the women's movement and strengthening the capacities of GEWE CSOs to champion GEWE and to end family violence. Spotlight contributing agencies are also collaborating with the following GEWE CSOs to implement EVAW initiatives:

1. With EVE for Life to implement a "community change maker" initiative to sensitise residents, particularly men on the issue of family violence.

2. With Men of God Against Violence and Abuse to conduct sensitization sessions with men and boys on the issue of "Toxic Masculinity" and its correlation with GBV.

3. With WE Change to provide psycho-social interventions and counselling to victims of GBV.

- The SALIENT Jamaica Project is collaborating with CSOs to administer a fund management mechanism, which supports the achievement of the JP gender focused results.

- Implementation of the Strengthening Jamaica's resilience to food and water insecurity JP is guided by consultations with key stakeholder, including through focus group discussions with the Jamaica Network of Rural Women Producers (farmers' cooperatives).

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

Consultations as mentioned above - add details and examples of a few GEWE CSOs.

Met

Because the UNCT was in its first year of implementing the new CF, the IAT looked at evidence related to the CF development. The Jamaica Strategic Planning Retreat (SPR), held in June 2021 for the development of the MSDCF, included a consultation with key stakeholders. A number of GEWE CSOs contributed to the consultation, including Equality for All Jamaica Foundation Jamaica, Eve for Life, Family Parenting Centre, Girls Guide Association of Jamaica, Jamaica Family Planning Association, Pride in Action, We Change, Women Inc, Women of Unlimited Worth, Women's Resource and Outreach Centre, Women Entrepreneurs Network and Women in Maritime Association Caribbean. The retreat reiterated the need for a human-centered development approach, with a focus on marginalized persons and those often-facing inequitable opportunities, such as women, children, and youth, despite strong legal frameworks. The SPR agreed that core concepts of gender equality, inclusion of youth, and a human rights-based approach to development needed to be integrated into the 2022-2026 MSDCFs four priority areas and outcomes.

GEWE CSOs are key contributing partners to the implementation of the current 2022-2026 CF and as a result its M&E. In addition, the Spotlight Initiative implementation is overseen by a Civil Society National Reference Group, which supports monitoring and documenting of lessons learned.

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

Met

The RCO, UNICEF, UNFPA, UN Women, and UNDP jointly supported GEWE CSOs to engage in the development of the Jamaica 2022 SDG Voluntary National Report. The development of the report included a series of consultations, including one with CSOs, and participating agencies provided financial support to ensure CSOs could participate in the High-Level Meeting in New York where the report was presented. In particular, the Jamaica Community of Positive Women (which focuses on a

range of priorities including women's empowerment; developing the leadership skills of positive women; promoting women's rights, sexual reproductive health, prevention and ending violence against women) and the Girl's Brigade in Jamaica (which aims to empower girls, children and young women in local communities) were supported to participate in the process, with the final report including a specific section on progress towards SDG 5.

GEWE CSOs participation and engagement in gender related SDGs localization and/or implementation has also been strengthened through the implementation of JPs, particularly Spotlight and ENGenDER.

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

- Spotlight initiative
- SDG Fund Joint Programs (small grants)

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

**Leadership and
organizational culture**

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

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

Not Met

A review of available HOA minutes concluded that gender equality was only a topic of substantive discussion in 4 out of 11 meetings in the last year. This falls short of the requirement set out in the UNCT-SWAP Technical guidance for 60% of discussion in HOA meetings during the last 12 months. Information was most frequently shared in relation to programming related to PSEA policy and action as well as the Gender SWAP Scorecard and exercise.

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

Met

In 2022 the RC delivered 7 speeches/remarks highlighting the issues of GEEW, including official statements on International Women's Day and International Day for the Elimination of Violence Against Women & Launch of 16 Days of Activism. This represents 40% of the 17 total speeches/remarks delivered.

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

Met

Results from the survey on gender and organizational culture found that 68% of staff agree (17% strongly agree and 51 agree) that HOAs demonstrate workplace leadership and commitment to gender equality. This exceeds the 65% required by the UNCT-SWAP Technical framework and as such this criteria is met. Looking in further detail at the survey results, sex disaggregation showed that 62% of women responded positively to the statement, with 78% of men agreeing, a 16-percentage point discrepancy.

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

Met

Initiatives and priorities on GEEW were included in 2021 UNCT-RCO Annual Results Assessment & subsequently reflected in 2022 UNCT-RCO Results Report. Priorities included;

1. Support and coordinate the development of a rights based, gender mainstreamed Regional Multi-country Sustainable Development Framework (2022-2026).
2. Conduct of UN Gender SWAP Analysis (Multi-country or regional level)

3. Systematically revitalize, capture, monitor and measure performance on mainstreaming gender perspectives into the work of the UN system.
4. Support the integration of human rights and gender into the response and recovery plan to COVID-19

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

- RC speeches/remarks uploaded into data collection file for reference.
- Organizational Culture Survey results
- 2021 UNCT-RCO Annual Results Assessment
- 2022 UNCT-RCO Results report excerpt

PI 4.2 Organizational Culture

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

**Leadership and
organizational culture**

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

Meets Minimum Requirements

The survey link was shared by the UN Women Regional Director and Resident Coordinator's Office with Heads of Agencies to circulate amongst their respective staff. The total number of responses was 105 (73 female, 32 male and 0 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UNCT population was 95, so the UNCT can be confident the responses are representative.

Results scored an overall positive rating of 67% (12% negative and 21% neutral). The minimum requirement (65% positive) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 7/10 questions with three results falling below the 65% threshold: The question on whether the UN system in Jamaica has adequate procedures in place to protect staff personal safety and security; The question on the package of entitlements (e.g. maternity, paternity, breastfeeding) supporting staff to achieve adequate work-life balance and; The question on whether Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life. Refer to Annex A for detailed information.

Highest scores:

- The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization (79% positive).
- UN personnel in this country demonstrate commitment to gender equality in the workplace (74% positive).

Questions with 65% or less of positive responses:

- The UN system in this country has adequate procedures in place to protect my personal safety and security (58% positive).
- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (58% positive).
- The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance (59% positive).
- The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (65% positive).

Across the 10 questions, male respondents were more positive than female respondents. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men. The widest disparities between males and females were observed for the following questions:

- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (positive rating of 51% for female respondents as compared to 72% for male respondents).
- The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels (positive rating of 61% for female respondents as compared to 78% for male respondents).
- The UN system in this country has adequate procedures in place to protect my personal safety and security (positive rating

of 52% for female respondents as compared to 69% for male respondents).

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

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

PI 4.3 Gender Parity

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

Leadership and
organizational culture

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

Include relevant details and analysis

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

Not Met

The UNCT in Jamaica does not have a system in place for monitoring gender parity at the country level. UNDSS collects data on staff and their dependents and the data collected is disaggregated by sex, however the data is not subject to regular review by the UN Senior Management Team, neither is it used to track trends in gender parity.

Previously, the data was not disaggregated by post level. The RCO is currently in the process of finalizing the collection of staff data updates inclusive of the post designation information. This is currently being validated by the agencies after which data will be available to determine the proportion of men and women at the 3 different levels set out in the UNCT-SWAP Technical Guidance, which are: General Service Staff (G1-G7); mid-level staff (NOA, NOB, P1 – P3); and senior-level staff (NOC/P4 and above).

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

Not Met

Baseline not available at time of review.

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

Not Met

The Jamaica Business Operations Strategy REVIEW N° 2 (BOS), does not integrate any gender-focused actions or indicators.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	0
G3	0	0
G4	0	0
G5	0	0
G6	0	0
G7	0	0
NOA	0	0
NOB	0	0
NOC	0	0
NOD	0	0
P1	0	0
P2	0	0
P3	0	0
P4	0	0

P5	0	0
P6	0	0
D1	0	0
D2	0	0

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

- Jamaica Business Operations Strategy REVIEW N° 2

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:

Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women

Gender architecture and capacities

MISSING REQUIREMENTS

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

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

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

There is in place a Gender Equality Coordination Group, however this includes representatives from UN Agencies and external partners working on GEWE, thus it does not serve the function of a UN inter-agency coordination mechanism on GEWE.

b) The group has a TOR and an approved annual work plan.

c) Members include at least 50% senior staff (P4 and above; NOC and above).

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

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

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

Jamaica Gender Focal Team ToR

Jamaica PSEA Focal Point ToR

PSEA Action Plan 2021/2022

PSEA Network ToR

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

Gender architecture and capacities

APPROACHES MINIMUM REQUIREMENTS

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

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

Met

In December 2022, UNFPA and UN Women lead an Inter-agency training on the Prevention of Exploitation and Abuse. Participation included representatives from over seven UN agencies. The training was designed to build participants'

understanding of PSEA Principles, by exploring key definitions, reporting mechanisms and obligations and victim support; as well as exploring emerging and existing PSEA issues within the Jamaican context.

In addition, as part of RCO lead UN Info training, training has been conducted on data collection, including the gender equality marker and gender sensitive results reporting. The RCO led two trainings in 2022, one for agency staff in Jamaica and one in Bahamas, with multiple agencies attending both sessions.

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

Not Met

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

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

Not Met

There are no UNCT wide induction materials in place for the UNCT in Jamaica at present.

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

Training reports and attendance records

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

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

Met

As part of RCO lead UNInfo training, training has been conducted on data collection, including the gender equality marker and gender sensitive results reporting. The RCO led two trainings in 2022, one for agency staff in Jamaica and one in Bahamas, with multiple agencies attending both sessions.

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

Not Met

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

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

Not Met

See response to criterion b) above.

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

CIP/Gender Marker training materials and participant lists

Dimension Area 7: Results

PI 7.1 GEWE Results

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

Results

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

a)

Met

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

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

Outcome 1. An Inclusive, Equitable and Prosperous Caribbean

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

Outcome 2. A Healthy Caribbean

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

Outcome 3. A Safe, Cohesive, and Just Caribbean

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

Outcome 4. A Sustainable and Resilient Caribbean

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

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

Limitations deriving from the MSDF 2017-2021 evaluation:

- Most substantive and gender targeted results are detailed in the section presenting results for priority area 3. However, most of these are either at key activity or output level and there is little evaluation of the impact policies and protocols introduced have had. Furthermore, there is no substantive assessment of the progress these results represent towards achieving the intended outcome level results. This is also true of the gender targeted results covered across the remaining three priority areas.
- There is a section dedicated to the implementation of the Regional Spotlight Initiative, even here there is no analysis of progress towards the initiatives Outcome level results.
- Results which are not gender targeted are all but invisible, this makes it hard to assess the extent to which gender

mainstreamed priorities have been achieved. Many of the results highlighted in the report (that are not gender targeted) are detailed at the aggregate level (youth/children/adolescent-friendly/households, etc) with no reference to specific GEWE results within the issues discussed. Where there is reference to new systems or policies, there is no analysis of their potential or proven impact on GEWE.

- Several pertinent sections of the evaluation are gender blind, most crucially the sections evaluating the UNs contribution to transformational change and the section related to financing.

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

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

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

Criteria b)

Not Met

While results for GEWE were achieved through the implementation of the 2017-2021 CF, it is difficult for the above noted reasons to conclude whether there are the outcome level results that could be considered transformative, as per the definition given under the

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

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

8. UNCT in Jamaica Action Plan

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

Link to Performance Indicator	Action Points
Dimension 1 - Planning	
1.1 Common Country Analysis	Ensure all population-based data in CMCA revisions is sex-disaggregated. Where data not available, highlight gaps and implications. In updates to CMCA (or CCAs), include gender analysis across all sectors. Highlight underlying causes of gender inequality & discrimination and include targeted gender analysis of those furthest behind. At a regional level, engage GEWE CSOs

	and National Women's Machineries in the update of the CMCA and/or CCAs.
1.2 Cooperation Framework Outcomes	Explore additional opportunities to mainstream gender across the CIPs
1.3 Cooperation Framework Indicators	Ensure ALL baselines and targets for UNSDCF outcome indicators are complete and tracked as planned across the CF implementation.
Dimension 2 – Programming and M&E	
2.1 Joint Programs	<ul style="list-style-type: none"> • Update tool to ensure linkages with current UNSDG guidance on the use of the gender equality marker; available here UNCT GEM UN INFO final draft June 2019.pdf
2.2 Communication and Advocacy	<ul style="list-style-type: none"> • Build on CG achievements to institutionalize gender mainstreaming in other interagency fora. Consider mainstreaming responsibilities for GEEW into TORs for all interagency coordination mechanisms. • Ensure the UNCG continues to visibly include GEWE in joint communications and advocacy in a coordinated manner, including mainstreaming GEWE in all joint communication. • Identify opportunities for the UN to jointly communicate on at least one non-traditional GEWE theme annually.
2.3 Cooperation Framework M&E	<ul style="list-style-type: none"> • Ensure the collection of gender sensitive and disaggregated output and outcome data as per the CF/CIP framework. • Conduct regular training with relevant UNCT staff on the integration of GEEW into programming/results frameworks/gender sensitive M&E, budgeting and reporting. • Ensure a gender sensitive, GEEW inclusive CF evaluation. • Include progress towards gender equality results (targeted and mainstreamed) in all 2022-2026 annual CIP Results Reports and ensure periodic reviews of CF/CIP Results Framework include a dedicated section on GEEW.
Dimension 3 - Partnerships	
3.1 Government Engagement	<ul style="list-style-type: none"> • There is the need to improve on multi-sectoral coordination of gender initiatives to eliminate Violence Against Women and Girls. • Ensure continued and systematic engagement National Women's Machinery participation in key CCA UPDATES and CIP strategic planning processes and M&E.
3.2 GEWE CSO Engagement	<ul style="list-style-type: none"> • Need for UNCT to systematize the engagement of CSOs on gender responsive programming • Ensure continued and systematic engagement of GEWE CSOs participation in key CCA UPDATES and CIP strategic planning processes and M&E.
Dimension 4 – Leadership and Organizational Culture	

4.1 Leadership	<ul style="list-style-type: none"> · Propose regular schedule of review/discussion by UNCT/PCG on the progress and issues surrounding gender equality. · Ensure that regular communications on GEEW are circulated by individual HoAs as well as collective UNCT/RC messaging to a wide range of networks. · Ensure that the RC actively advocates for gender equality through op-eds, interviews and/or engagement in communications campaigns. Including targeted communications on GEWE and mainstreaming GEWE in other communications/speeches. · Ensure focus on gender sensitive and inclusive reporting within the UNCT Annual Results Report.
4.2 Organizational Culture	<ul style="list-style-type: none"> ● Review the safety and security measure in place and ensure that staff are fully aware of all protections and responsibilities under the UN safety and security framework ● Work with staff to identify ways that Senior Managers/HoAs could encourage/emulate balanced relationship to staff ● Undertake further analysis to unpack and reflect on the results of the staff organization culture survey (including accuracy), particularly the low scoring areas.
4.3 Gender Parity	<ul style="list-style-type: none"> ● Ensure staffing data collected by UNDSS is disaggregated by level. In the OMT/HR working group annual work plan, include an action for the group to analyse and present gender parity data to the senior management team at least once a year. ● During the next update of the BOS, identify opportunities to include gender-specific actions and indicators. ● Improve gender sensitivity of joint operations by ensuring systematic inclusion of gender issues in the TOR and annual work plan of the Operations Management Team (OMT).
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	<ul style="list-style-type: none"> ● Establish a gender coordination mechanism, or combine GTG responsibilities with an existing coordination structure to influence UNCT on GEWE, ensuring that a mechanisms is in place that meets the criteria of the UNCT-SWAP GE Scorecard and aligns with the UNSDC Gender Theme Group Standards and Procedures. ● Institutionalize gender mainstreaming in other interagency fora (PMT, ??), starting with mainstreaming responsibilities for GEEW into TORs for all existing interagency coordination mechanisms.
5.2 Gender Capacities	<ul style="list-style-type: none"> ● Undertake an inter-agency assessment of UN gender mainstreaming capacity & develop and implement a capacity development plan based on the findings. ● Establish UNCT wide induction materials and ensure it incorporates a dedicated section on UN GEWE commitments and related development challenges in all joint UNCT induction materials and training.
Dimension 6 - Resources	

6.1 Financial Resources	<ul style="list-style-type: none"> • Conduct training on applying the UNCT Gender Equality Marker (GEM) to the JWP for relevant UNCT personnel. • Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs • Present GEM data to UNCT towards setting a target for programme allocation on GEWE and use available tools for tracking and ensuring target is met.
Dimension 7 - Results	
7.1 GEWE Results	Ensure ALL baselines and targets for UNSDCF outcome indicators are complete and tracked as planned across the CF implementation. Ensure the TOR for the 2022-2026 MSDCF final Evaluation includes a requirement to systematically assess progress towards GEWE at all levels. Ensure the Evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E. Introduce more regular reporting at regional level (at least every two years) and ensure a mid-term review of progress towards all CF results.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	CMCA 2021	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	UN MSCDF 2022-2026 - December 2022	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	UN MSCDF 2022-2026 - December 2022	

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

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Media Evidence to Joint Programme Interventions	
Communication/Advocacy	UN Jamaica MCO Communications and Advocacy Forecast 2022_update 10.9	
Communication/Advocacy	UNCT Communications Group Work Plan and Budget 2022	
Communication/Advocacy	UNCT Jamaica MCO Communications Strategy 2022-2026_final	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	CIP Annual Report 2022 slides FocalPoints	
Cooperation Framework reviews/monitoring data	Final Evaluation MSDF	
Cooperation Framework reviews/monitoring data	Final Evaluation MSDF - Annexes	
Cooperation Framework reviews/monitoring data	Jamaica_CIP_2022_PIOJ_Updated Nov2022	
Cooperation Framework reviews/monitoring data	UN MSCDF 2022 - 2026	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	3.1JCO-Report (002)	
Government engagement	SignedProjectDocument-SALIENTJamaica	
Government engagement	UN MSCDF 2022 - 2026	
Government engagement	VNR 2022 Jamaica Report (1)	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
GEWE CSO engagement	Agenda - MSDFStakeholder Consultations - 24 June	
GEWE CSO engagement	CSO Stakeholders ONLY Jamaica	
GEWE CSO engagement	Spotlight Initiative CSO Report-IGDS-Quarter 1 UNDP Report	
GEWE CSO engagement	Spotlight Initiative IGDS Advocacy Training Manual - Final	
GEWE CSO engagement	Spotlight Stakeholder Consultation 2022	

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

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	Jamaica Organizational Culture Survey Data All 230221	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	BOS Jamaica	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	5.1 JAM-ToR Gender Focal Team 2022	
GTG TOR/AWP	Jamaica PSEA Focal Points TORs	
GTG TOR/AWP	PSEA 2021-2022 Action Plan Jamaica	
GTG TOR/AWP	PSEA Network Terms of Reference Jamaica	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	5.2Communicating with the LGBT Community_610189556	
Capacity development	5.2Gender 101 Session	
Capacity development	5.2Gender Mainstreaming in Projects	
Capacity development	ALL STAFF PSEA SENSITIZATION SESSION - Attendance report 13-12-22 (1).csv	
Capacity development	Jamaica PSEA Sensitization Workshop_Dec2022v1	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	6.1Gender Budget!TRACKING- (Excel)	
Financial resources	CIP_Annual Report 2022 slides FocalPoints	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	A6 - Final Evaluation MSDF	
Cooperation Framework reviews/monitoring data	2020 Country Report of the United Nations in Jamaica (1)	
Cooperation Framework reviews/monitoring data	A7 - Final Evaluation MSDF - Annexes	
Cooperation Framework reviews/monitoring data	Jamaica ANNUAL REPORT 2017	
Cooperation Framework reviews/monitoring data	Jamaica UNCT Annual Report - 2021 (1)	

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG



UNITED NATIONS
SUSTAINABLE
DEVELOPMENT
GROUP

