

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Liberia 2023

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



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## 1. Background

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

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

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

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

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

## 2. The UNCT-SWAP Framework

### 2.1 Performance Dimensions and Indicators

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

### Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

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

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

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

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

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

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

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

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

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

### 3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

### 3.3 Supporting Evidence and Knowledge Hub

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

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

## 4. Quality Assurance and Global Reporting

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

## 5. The UNCT-SWAP Process in Liberia

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

Like previous years, a small team of 9 representatives from the Resident Coordinator's Office (RCO), UN Women and members of the Gender Theme Group (GTG) completed the Scorecard process for 2023. The team gathered the information for the final report from six (6) indicators that measure progress made toward UNCT SWAP on Gender Equality: 1) the Country Common Analysis (CCA); 2) the Joint programs; 3) Engagement with government; 4) the gender parity; 5) Gender coordination mechanism; 6) Resources Allocations and tracking. Participants chose these performance indicators during the last GTG retreat in 2023.

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

The list of the five men and four women, staff UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting is as follows: Manuel Filipe(RCO), Seidi Stevenson(UNESCO), Casimir Youmbi(UN Women), Ernree Neeple(UNDP), Patricia Jallah Scott(UNFPA), Nathan Birch( UN Women), Margaret Gulavic(RCO, reviewer), Samuel K. Goteh(RCO, Monitoring and Evaluation), Comfort Lamptey(reviewer), Ina Christensen( UNICEF).

The overall coordination was ensured by Casimir Youmbi(UN Women) at GTG Secretariat

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

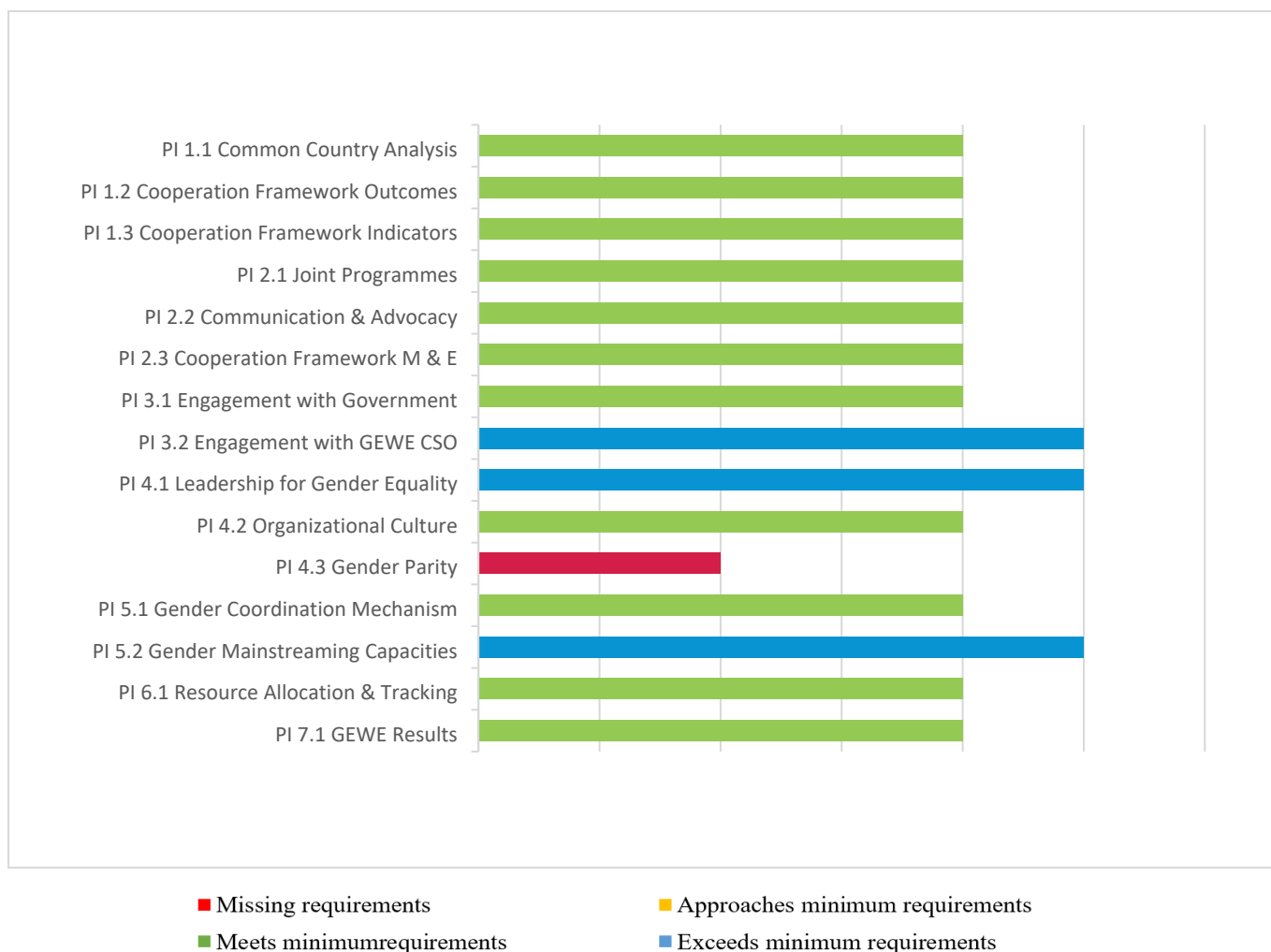
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Liberia for each Performance Indicator across the seven dimensions of analysis as they stand in 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

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

**Planning**

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

The criteria for assessing this indicator consist of three points in the CCA or equivalent which includes: (a) Gender analysis across all sectors, including an examination of the underlying causes of gender inequality and discrimination in alignment with SDG priorities, particularly SDG 5. (b) Consistent use of sex-disaggregated and gender-sensitive data. (c) Targeted gender analysis of those who are the furthest behind.

Criteria (a): gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5. This criterion is Met, the 2022 CCA was reviewed and approved by UNCT in late 2022 and the 2023 CCA is under review. CCA include gender analysis across sectors and Leaving No One Behind as key thematic areas for

analysis. The process of revision of the CCA like last year will involve several members of the GTG who ensured implementation of the principle “leaving no one behind”.

Criteria (b): consistent sex-disaggregated data and gender sensitive data. This criterion is “Met”, sex-disaggregated and gender sensitive data are used across the CCA, including in a dedicated section that focused on critical gender issues. The 2023 CCA review include subsection devoted to deep gender issues analysis of key crosscutting issues and complements the data and analysis presented in other sectors of the CCA.

Conclusion: Based on the above achievements, the 2023 Common Country Analysis (CCA) review is ongoing and the version of 2022 available. The PI scores “Meets minimum requirements”. The CCA annual review process conducted last year confirmed that the current CCA report is gender transformative and the 2023 CCA under review considers gender issues across, in addition to specific sections on gender and LNOB issues.

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

- No

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

**MEETS MINIMUM REQUIREMENTS**

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

Criteria (a): Gender equality and empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG5.

Met, GEWE is visibly mainstreamed across all outcomes on the UNSCDF. The evidence of this is that they can be seen on outcome 1 and 4 of the UNSCDF. Another indirect way to see it is that 41.4% (45) of the UNSCDF total 92 indicators were reported to track progress towards gender equality and women’s empowerment. Indicators are tailor of outcomes.

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

- No

#### PI 1.3 Cooperation Framework Indicators

##### Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

**MEETS MINIMUM REQUIREMENTS**

**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.**

Criteria is met because in 2020 review report, 41.4 % of the UNSCDF total 92 indicators were reported to track progress toward gender equality and women's empowerment

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

- No



## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

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

**Programming and  
M&E**

**(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

The criteria for assessing this indicator are 2: Criteria: (a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment and Criteria (b): A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

Criteria (a): Gender equality is visibly mainstreamed into all Joint Programmes (JPs) operational at the time of assessment. This criteria is "Met" as the UNCT is implementing 12 JPs in 2023 all of which have a Gender Equality Marker (GEM) value of 3 which is the highest (this is an increase from zero JPs in 2019 and three in 2020, eight in 2022).

Criteria (b) : A Joint Programme aimed at promoting gender equality and the empowerment of women and girls is currently operational within the current Cooperation Framework period, aligning with SDG priorities, including SDG 5. This criterion is marked as "Met," as the GEM (Gender Equality Marker) is utilized across all programming areas. Notable projects within this initiative include "Building Funds Support for Women's Participation in Elections in Liberia," jointly implemented by UN Women, UNDP; "Enhancing peace and social cohesion through the promotion of equitable access to and use of land for rural women in conflict-prone communities and concession areas (UN Women, WFP, UNDP, ) (2023 – 2026); "Empowering citizens and communities to foster social accountability and transparency in governance and public service delivery (UN Women, UNDP and Integrity Watch Liberia (2023 – 2026)"; "Accelerating Digital Opportunities for Youth Civic Participation as a lever for Building and Sustaining Peace in Liberia (UN Women, UNFPA, and OHCHR) (2024 – 2025). Additionally, the Spotlight Initiative project in Liberia, which focuses on combating violence against women, girls, and FGM (Female Genital Mutilation), is in the final stages of implementation and led by the Resident Coordinator's Office and implemented by UN Women, UNICEF, UNDP, UNFPA, and UNOHCHR. See list of joint programs for 2023. Furthermore, the strategic note underscores programmatic synergy by highlighting the collaborative efforts between UN Women, UNDP, and WFP in the domain of women's land rights programming (this is another Peace Building Fund support for Land Governance). Last JPs approved/funded (land Governance phase 2) were 100 % focus on addressing peace issues affecting young girls and young women.

Conclusion: Based on the above achievements UN Liberia Joint Programme indicator "Exceeds minimum requirements" in 2023. UNCT has 12 joint programmes, compared to 8 in 2022 that are under implementation (2 projects were completed in 2022 and 6 new ones secured). All these JPs are characterized by stronger gender analyses, an application of an intersectional approach, especially at planning stages. UN agencies have made a committed and effective effort, primarily through Joint Programmes (JPs), to collaborate closely with the Government of Liberia (GoL). Their goal is to enhance their influence on matters related to gender equality and to increase political will among legislators and key ministries, ensuring adequate funding for Gender Equality and Women's Empowerment (GEWE) across various sectors. The Joint Programmes have also partnered with Liberian Civil Society Organizations (CSOs) and community-based organizations (CBOs), contributing significantly to bolstering the advocacy and leadership capacity of these CSOs. However, it's important to note that there are still some challenges related to coordination, communication, and effective joint monitoring that need to be addressed.

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

- Yes

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

- 1.The Sustaining Peace and Reconciliation through Strengthening Land Governance and Dispute Resolution Mechanisms Project
- 2.Promoting Inclusive Political Participation and Elimination of Violence Against Women in Politics
- 3.Spotlight Initiative is a global EU/UN partnership aiming to eliminate sexual and gender-based violence and harmful practices in Liberia and other 24 countries.
4. Building Resilience of Youth, Women, and Vulnerable Groups through Social Protection Floor in Liberia using Liberia using ICT

(UHSTF.

5. Joint programme on HIV AIDs.

6. Towards Legal Identity for All in Liberia by 2030 project.

7. Promoting Peaceful Electoral Environment and Community Security in Liberia.

8. Delivering Peace Dividends in Liberia: Consolidating National, Regional and Local Reconciliation and Social Cohesion Opportunities.

9. Enhancing Social Cohesion through Rehabilitation and empowerment of At-Risk Youth in Liberia.

10. Enhancing peace and social cohesion through the promotion of equitable access to and use of land for rural women in conflict-prone communities and concession areas.

11. Empowering citizens and communities to foster social accountability and transparency in governance and public service delivery.

12. Community-Based Forestry and Protected Area Management

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

List of Joint Programs

#### 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) Met, as the UNCT - UNCG continued to support key annual joint advocacy campaigns on GEWE namely the International Peace Day, International Women's Day. The 16 days of activism against GBV 2023 concept notes is available and preparation works started. UNCT has submitted to Ministry of Gender the consolidated technical and financial support to be provided by entire UN agencies in Liberia for the current current 16 days of activism 2023.

b) Met as the 16 days of activism against GBV 2023 in Liberia is jointly organized, and supported by UNCT. UNCT sent a consolidated support to be provided by UN agency to Ministry of Gender which owns the 16 days of activism from pre launching, up to launching, closing and any other activities as in the Concept Note.

c) met, as GEWE is part of the UNCG annual workplan and includes this year action on the International Rural Women day, the 16 days of activism against GBV.

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

- Yes

**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).**

Government Concept Notes for the 16 Days of Activism against GBV. UN Liberia Website, the support is also technical for instance procurement, facilitation of meetings, panel discussions, field visit, etc.. UNCG supported the advocacy on the elimination of FGM in Liberia and advocacy on "women political participation, specifically 30 percent gender quota and Violence Against Women in Election or Vawie protocol. See National Election Commission website.

Women's Month activities supported by UNCG including the radio program that UNCT (RC, CR of UN Women etc.. participated in hosted by OHCHR) on ECOWAS Radio.

#### 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**

## MEETS MINIMUM REQUIREMENTS

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

Criteria (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned.

Met. Cooperation Framework progress assessment is conducted by the M and E working group and results Matrix includes gender specific results.

Criteria (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results.

Met, From the 2021 UNCT Annual Report, this is the statement from the Resident Coordinator: "The UN supported efforts to increase women's political participation and leadership in all spheres of Government by advocating the passage of the New Elections Law (Article 4.5) that enforces mandatory 30% gender quota for all political parties and women representation in the National Legislature. In 2022 the Results met to ensure that significant number of outputs and indicators were reviewed with gender lens (data disaggregated by age and by sex). Reports are in UNINFO.

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

Not met. The M&E Working was established were not trained formally on the gender responsive M and E, only some introduction during retreat with thematic topics aiming at improving skills in GEWE and human rights.

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

- No

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

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

**Partnerships**

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

Criteria(a): The UNCT has collaborated with at least one government agency on a joint initiative aimed at promoting gender equality within the current Cooperation Framework cycle. This criterion is marked as "Met" because the UNCT, in partnership with the Ministry of Gender, Children, and Social Protection (MGCSP) of Liberia, jointly planned and implemented a program/project initiative to prevent and respond to Sexual and Gender-Based Violence (SGBV) and Harmful Traditional Practices in Liberia. The participating UNCT agencies included UN Women, UNFPA, UNDP, UNICEF, and OHCHR The project is currently ongoing and is scheduled for completion in December 2023. Furthermore, it's noteworthy that the Ministry of Justice is taking the lead in the Land Governance project's current phase, building on the lessons learned from phase 1.

Criteria (b): The National Women's Machinery participates in Cooperation Framework consultations: country analysis,

strategic prioritization, implementation, M & E. This criteria is “Met”, the 2023 CCA process just started and the UN will be intentional in involving the National Women’s machinery through Ministry of Gender, Children and Social Protection who lead the National Women machinery in Liberia. They were involved in the development of the UNSDF cooperation Framework and the CCA review in 2022. It is worth mentioning that with the Ministry of Gender, UNCT is currently implementing, and monitoring projects such as women’s participation in Elections, Land Governance phase 2 and Spotlight Initiative against SGBV and Harmful practices. The Ministry of Gender participated for the first time to the 2023 GTG Retreat and provided significant and constructive feedback.

Criteria (c) : The UNCT has made at least ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and or implementation. This criterion is “Met”, UNCT provided technical and financial support to the Ministry of Finance and Development Planning for a two-day National Consultation Validation of the SDG Acceleration Roadmap with key stakeholders (Government, UN, CSOs, Diplomatic Corps, et). Mobilizing finance and investment and means of implementation for SDG, building resilience and Leaving No One Behind and gender parity came out strongly.

Conclusion: all the 2 criteria are met and thus this performance indicator “Meets Minimum Requirement”

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

- Yes

**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)**

Joint programs list

### PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

a) Met. The UNCT is collaboration with at least 10 GEWE CSOs across multiple joint initiatives. Examples are the implementation of Women Support in Elections Project (UNDP and UN Women), the Spotlight Initiative (UNICEF, UNDP, UN Women and UNCHOR) and the Land Rights for Women JP (UN Women, UNDP, UNOCHR), all ongoing and performing well.

b) met as all UNCT project implementing partners were consulted systematically during the CCA and UNSCDF development. This is a must for all countries. GEWE CSOs are also contributing to the implementation of the UNSDCF, including through the joint initiatives mentioned above in criteria a.

c) met, The UNCT is engaging GEWE CSOs in the implementation of initiatives that align with SDG 5 implementation under the joint EU/UN funded Spotlight Initiative program. In addition, a Civil Society National Reference Group has been established and is regularly consulted by the UNCT as a robust mechanism to ensure CSO participation and engagement on SDG localisation and implementation.

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

- No

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

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

**Leadership and  
organizational culture**

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

Criteria (a): Gender Equality is a regular topic of discussion in HoA meeting during the last 12 month.

Met, UNCT has systematically GEWE as topic in the HoAs meetings in Liberia in a proportion of 1 out of 5 topics from the agenda in average. For instance, last month meeting provided enough time for GTG to present the key outcomes and recommendations, and actions points of the GTG retreat of 8 to 9 September 2022. .

Criteria (b) RC demonstrated public championing of gender equality during the last 12 months.

Met, through effective communication and presence at all levels, RC has demonstrated an excellent ability as champions of gender equality during 100 % of the public event such as GTG retreat 2022 opening remarks, during 16 Days of Activism, International Women's Day, International Peace Day, ONE UN Day amongst others. He has just appointed a female HoA( UN Women as Acting RC in his absence.

Criteria (c) : HoAs are seen by personnel as committed to gender equality in the workplace during the last 12 months .

Met, A total of 86% of respondents declared that HoAs are committed to GEWE in the workplace against 85 % for UN personnel (Gender Mainstreaming Strategy for Liberia, GMS 2021).

Criteria (d) : Gender equality is reflected in the assessment of results and competencies (ARC) of UNCT during the last 12 months

Met, in Liberia, gender equality is reflected systematically in assessment results and competencies (ARC) of UNCT every year and this information is confirmed by RCO but confidential.

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

- No

### PI 4.2 Organizational Culture

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

**Leadership and  
organizational culture**

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

This criteria is Met, survey result of personnel perception of organizational environment done in 2021 and the scored 88 % . ( GMS 2021)

Based on data collected during the Gender Mainstreaming Strategy survey in 2021, the key findings indicate a significant majority of respondents had a favorable view of HoAs and UN personnel's commitment to GEWE in the workplace (86% and 85%, respectively). 88% of respondents also believed that UNCT/HoAs demonstrated zero tolerance for sexual harassment, exploitation, and abuse (SHEA). 71% of respondents indicated that the UNCT makes adequate efforts to fulfill its mandate to achieve gender parity in staffing at all levels. 75% of respondents answered that UN personnel in Liberia are treated equally

irrespective of sex, gender identity or sexual orientation. 68% of respondents answered that they were provided with opportunities to reflect, voice opinions, and share ideas on how to further improve gender equality and diversity in the workplace, and 50% felt that gender training and sensitization engages men on how gender roles and norms affect men. Based on the 2021 score and the fact that there was no survey conducted in 2022, the indicator score is meets minimum requirements. Suffice to note that the UNCT has ensured that the internal UN culture - values, attitudes, and behaviors reject violence, prevents abuse and conflicts through continuous advocacy and discussions.. As several Heads of Agencies and Deputy Representatives indicated in the survey leading to the Gender Mainstreaming Strategy, GEWE is a collective responsibility. The UNCT Liberia policy promotes a strong culture that supports promotion and integration of gender equality and women's empowerment and also negates any form of violence and discrimination against women, including in all programmatic and operational work. .

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

- No

#### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

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

- Yes

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

#### Include relevant details and analysis

Progress in 2023:

Criterion (a): The UNCT currently lacks a mechanism for monitoring gender parity in staffing that is regularly utilized to assess parity levels for General Service staff and all professional levels. This criterion is marked as "Not Met." Nevertheless, it's important to note that in 2023, data on parity was collected from 14 out of 15 agencies. In general, the UNCT in Liberia did not achieve gender parity in 2023, with males comprising 67.55% and females 32.45%. A comparison to 2022 shows a slight improvement, as in that year, the figures were 64.8% for males and 35.2% for females. In 2023, UN Women (39.50% male and 60.50% female) and the Resident Coordinator's Office (RCO) (50% male and 50% female) successfully achieved gender parity, as indicated by the August 2023 staff parity survey. In the previous year, UN Women Liberia (51.5%) and OHCHR Liberia (50%) also met gender parity in staffing among agencies.

Criterion (b): The UNCT cannot demonstrate positive trends towards achieving parity commitments, based on the figures presented above. Similar to 2022, gender-related issues and updates remained central components of the UN Country Team's bi-weekly meetings' agenda.

Conclusion: and thus still "Missing minimum requirements" in 2023, just as it was in 2022. In support of this, the Gender Theme Group (GTG), led by UN Women, and featuring members from various agencies, has remained at the forefront of briefings and addressing gender issues. They have been actively discussing how the UN System can enhance the visibility and significance of gender equality in Liberia. Regarding the efforts of other agencies, there has been some observed progress, although it remains somewhat modest. Notably, UNDP Liberia embarked on its Gender Equality Seal Certification journey in 2021, which is aimed at supporting gender mainstreaming and empowerment activities conducted by UNDP Liberia and its implementing partners. This initiative seeks to contribute to the achievement of gender equality outcomes set for the organization at the corporate level and complement the goals outlined in the Country Programme Document at the local level. In line with this, the GTG, led by UN Women, along with representatives from different agencies, has been at the forefront of briefings related to gender issues. Their discussions continue to focus on how the UN System can enhance the visibility and importance of gender equality in Liberia. Furthermore, the first female Resident Coordinator has demonstrated her commitment to championing gender equality through her interventions and communications during various events, including the GTG Retreat 2023, International Peace Day, International Women's Day, among others. She has formally requested the GTG to conduct a survey to assess barriers to gender parity within UNCT Liberia and provide practical recommendations for improvement. The Terms of Reference (ToR) for this survey are readily available, and consultations are currently underway.

## 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	4	31
G3	1	3
G4	4	7
G5	13	14
G6	14	14
G7	8	7
NOA	3	57
NOB	18	34
NOC	7	19
NOD	0	0
P1	0	0
P2	2	5
P3	11	10
P4	5	9
P5	5	7
P6	0	0
D1	0	1
D2	0	0

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

gender parity data 2023

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

#### Performance Indicator 5.1:

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

Gender architecture and capacities

**Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

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

This criterion is “Met”, because a UNCT Gender Theme Group (GTG) exists and chaired by UN Women Head of Agency. The GTG organized meetings more frequently than before (see GTG 2023 meeting reports), depending on the issues urgency to discuss or reflect on topics and themes on gender equality and women empowerment (GEWE) across the UN system.

Criteria(b): the group has a TOR and an approved annual work plan. This criterion is “Met”, the GTG also had a ToR and an approved Annual Work Plan (AWP) for 2023, which is under implementation. GTG organized a retreat in 2023 which gave opportunity to reflect on GTG work and prospects in UNCT Liberia especially the positioning of GTG as top working group to influence UNCT in all gender related strategic issues. Lessons learnt from other UNCT in West and Central Africa enabled UN



Women to start gradually to the implementation of the new GTG standards and procedures (GTG 2.0).

Criteria(c): Members include at least 50% senior staff (P4 and above; NOC and above). This criterion is not “Met”, less than 50 % of GTG members are senior staff.

Criteria (d): The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework, and M&E. This criterion is “Met”, as UNCT the 2022 CCA, the Peace Building Funds (PBF) Strategic Framework. UNCT is in the process of reviewing the CCA, GTG provided substantive inputs to the process, participated to key important meetings gender mainstreaming into the design and implementation of many joint programs designed under UNCT/RCO leadership.

Conclusion: this Performance Indicator is rated “Meet Minimum Requirement” as only 3 out 4 criteria are met.

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

- Yes

### Please select minimum requirement(s) met:

- A coordination mechanism for gender equality is chaired by a HOA.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- The group has a TOR and an approved annual work plan.

### 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)

GTG annual workplan 2023

#### PI 5.2 Gender Mainstreaming Capacities

##### Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

**EXCEEDS MINIMUM REQUIREMENTS**

Gender architecture and capacities

**Meets all of the following: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

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

Met, GTG In 2021 organized an induction training for 12 members staff from UNDP, UNW, Unfpa, WFP, Unicef,...on Gender mainstreaming strategy and tools. In 2022, GTG organized a face-to-face retreat, share results, discussed recommendations and plan for activities in the framework of the new GTG standards and procedures with the effective participation of at least 12 Agencies( Unfpa, UNDP, UN Women, UNHCR etc..).

GTG also conducted in 2021 and in 2022 a life refresher / familiarization of GTG members( Unicef, UN Women, UNDP, UNFPA, WFP..) on the new UNCT Gender mainstreaming strategy,

Criteria (b) : A capacity development plan based on an interagency capacity assessment is established or updated at least once per cooperation framework cycle and targets are on track.

Met, during development of the Liberia UNCT Gender Mainstreaming Strategy (GMS) in 2021, staff capacity building needs were also identified as well as recommended actions. See GMS 2021. That is the framework actually used for GTG members and or staff training. However, some agencies such as UNDP went far and developed specific and tailored capacity building plans on Gender equality.

Criteria (c): UNCT induction materials includes gender equality and empowerment of women commitments and related development challenges of the country.

Met, all UNCT induction materials includes gender equality and empowerment of women and inclusion commitments, and related development challenges as explained in the capacity building manual and GMS 2021.



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

- No

### Dimension Area 6: Financial Resources

#### PI 6.1 Resource Allocation & Tracking

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

Resources

**Approaches minimum requirements AND (b) The UNCT has established and met a financial target for programme allocation for gender equality and empowerment of women.**

Criteria (a): The UNCT has carried out at least one capacity building event on the UNCT gender equality marker over the current cooperation framework cycle. This criterion is “Met”, as UN GTG organized in 2022 and 2023 many familiarization sessions to GTG members of Gender Equality Markers (GEM), GTG new standards. During project development, agencies put their gender markers in the template to be captured in UNINFO.

Criteria (b) : The UNCT has established and met a financial target for Programme allocation for gender equality and empowerment of women. This criterion is “Met” because significant effort has started by the RCO to input breakdown budget per gender in the system, track and do easy analysis. In addition to that there are more and more JPs (8 in 2022 and 12 in 2023), in which are all above 86 % gender sensitive (Women’s Participation in Elections, EU Spotlight Initiative project, Land Governance Project phase 2).

Conclusion: this Performance indicator is rated “Meet Minimum Requirement as criteria a) and b) are met.

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

- Yes

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

GTG 2023 retreat report

### Dimension Area 7: Results

#### PI 7.1 GEWE Results

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

Results

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

a) met, UNCT is on the track to achieve all gender equality and women empowerment results as planned in the UNSCDF outcomes in line with SDG priorities. Also, The National Road Map DEVELOPMENT on GBV was supported by the UN and was a major milestone as well as the Spotlight Initiative results which also have an important gender component. b) met, on track to achieve all GEWE results as planned in the UNSCDF as explained above, data are being collected regularly against all indicators including for SDG 5.

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

- No

## 8. UNCT in Liberia Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3	ACTIVITIES UNDERTAKEN IN YEAR 4	ACTIVITIES UNDERTAKEN IN YEAR 5
<b>Dimension 1 - Planning</b>						
1.1 Common Country Analysis	Ensure that gender analysis and the use of sex disaggregated data is consistent across all sectors and all throughout the CCA. Analysis should include the most marginalized based on their gender. Analysis should be supported by discussions on underlining causes of the issue/s under discussion and associated challenges; causes of inequality and discrimination Recommendation should include suggestions on how inequality and discrimination could be reduced and how those marginalized could be used as agents of change in moving Liberia forward.	UNCT has developed has designed UNSDCF 2020-2024 informed by new generation guidelines and has ensured in-depth gender analysis.	The Common Country Assessment was completed in 2018 (the same year as the SWAP Gender Equality Scorecard). Sex disaggregated data is limited in Liberia – the last census was conducted in 2008 To the best of each agencies abilities, they conduct evaluations that include age and sex disaggregated data, however this is limited to the resources and capacity of the UN Agency/team/activity. The CCA methodology followed guidance from the UNDG (2017) Common Country Analysis: UNDAF Companion Guidance in terms of assessment and analysis including	GTG to monitor and contribute to the possible review of the CCA in 2023. GTG to support the dissemination of the Country Gender Equality Profile	UNCT has started the review of 2023 CCA though it has not yet completed at this reporting time. Gender being integrated in the 2023 analysis. GTG to disseminated the Country Gender Equality Profile to all development stakeholders in Liberia.	GTG to monitor and participate to the CCA review process in 2023.

			<p>identification of key thematic areas. The assessment component encompassed key areas of the 2030 Agenda including; the well being of people in the country, the political, policy and legislative environment for achievement of SDGs, and other national commitments. This also included obligations under international conventions to which Liberia was State Party. With respect to analysis, the CCA relied on UNDG guidance pertaining to the identification, of the immediate, underlying and root causes of multidimensional poverty inequalities and discrimination and reasons why particular groups were being left behind. Guidance was also given on examining gaps in the capacities of Duty Bearers to fulfil their obligations and of Right Holders to make their claims. Special emphasis was paid to gender equality and women's empowerment as</p>			
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			<p>well as geographical analysis at the macro-meso- and micro levels. Where relevant conflict analysis was undertaken on underlying and root causes and identifying potential triggers as part of the early warning and conflict prevention roles of the UN. The UN comparative advantage was informed by the Comparative Advantage Analysis Framework as defined in the UNDG (2017) guidance. Recommendations on CCA are wide-ranging and include suggestions on how inequality and discrimination could be reduced and how those marginalized could be used as agents of change in moving Liberia forward.</p>			
1.2 Cooperation Framework Outcomes	<p>Review/revise the UNDAF-AWP-2018 and incorporate existing gender targeted and gender transformative programmes at the output level: JP Elimination of SGBV/HTP at the output level, +</p>	<p>UNCT has developed has designed UNSDCF 2020-2024 informed by new generation guidelines and has ensured in-depth gender analysis</p>	<p>The UNDAF was developed in 2018 (the same year as our SWAP Gender Equality Scorecard) under the same four pillars of the Pro-poor Agenda for Prosperity and Development</p>	<p>UNCT and UNSCDF Results Group will continue to monitor, track progress and report on results under their respective UNSDCF outcomes</p>	<p>Liberia is implementing the UNSDCF rigorously. UNCT four (4) Results Groups (RGs) met frequently to monitor, track and report under their</p>	<p>RCO to continue monitor and train staff on UNINFO. GTG to continue participating to various Results and Working groups</p>

	<p>Spotlight and possibly at the outcome level. Build firm links with the GOL to influence Gender Sensitive Pro-Poor Agenda Advocate and influence the creation of an outcome of Gender mainstream to enhance the achievement of gender equality in the country and ensure that the UNDAF Outcomes are gender-mainstreamed (in line with UNDAF Theory of Change and the SDG priorities) that include a monitoring of progress of GEWE.</p>		<p>(PAPD) Liberia. The four pillars are 1) Power to the people, 2) The Economy and Jobs, 3) Sustaining Peace, and 4) Governance and Transparency. UN Liberia and the GoL worked closely together to develop the PAPD ensuring further Gender Mainstreaming and Leaving No One Behind (LNOB). Joint Programs under the UNDAF include several key gender mainstreaming and women's empowerment implementations and activities including the Spotlight Initiative to Eliminate Violence Against Women and Girls, Social Economic Empowerment of Disadvantaged (SEED) Youth, Sustaining Peace and improving social cohesion through the promotion of rural employment, Advancing Reconciliation through Legislative Reforms and Civic Engagement, Strengthening Local Governance and Land Rights, Rural women's economic</p>		<p>respective UNSCDF outcomes. Gender Theme Group members were included in all result groups and in other working groups and contributed to the Stakeholders consultation for the SDG acceleration, the National Sectoral Portfolio Review, the Drivers of Sustainable and inclusive Development Study, PAPD review</p>	
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			<p>empowerment (RWEE), Strengthening capacity for Small and Micro-Medium Entrepreneurs (SMMEs), and Women's Empowerment through Climate-smart Agriculture. Sex and age disaggregated data were highlighted as key priorities or indicators under several plans within the UNSDCF plan. However, it was recognized as a difficult task due to the outdated Liberian Census (2008) and the limited resources in place to develop sex disaggregated data. A light revision of the UNDAF was planned for 2020 due to the changing circumstances of the outbreak of COVID-19. Plans to further engender aspects of the UNDAF are underway. This has been postponed to 2021 due to the competing priorities.</p>			
1.3 Cooperation Framework Indicators	Ensure the next UNDAF visibly mainstreams gender across all outcome	N/A	The 2018 UNSDCF saw approximately 52% of indicators	Not applicable. UN agencies and programmes should continue	In 2020 review report, 41.4% (45) of the UNSDCF 92	UN agencies and their programmes should

	<p>areas with sex-disaggregated or gender-sensitive indicators. Increase the number of gender sensitive indicators and create mechanism to track progress toward gender equality within the UNDAF Train the technical staff of the GoL to mainstream SDGs on gender and ensure the inclusion of sex disaggregated indicators. Assuring agreements and funded plan to collect data for the indicators that lack Means of Verifications in the results establishing baselines and targets for the next UNDAF results framework, considering the need for data disaggregation (by sex and age) to lead to gender-specific targeting to address areas of inequality</p>		<p>relating to GEWE whereas the 2013- to 2017 saw approximately 12%. That is an increase of around 40% of indicators relating to or incorporating GEWE Training the GOL technical staff in mainstreaming GEWE is ongoing. Examples of training that took place in 2020 are training in Gender Responsive Budgeting and the Training on Gender, Land and Concessions (2020)</p>	<p>to report on UNSCDF indicators through their respective Results Groups Conduct UNSCDF Mid term review</p>	<p>indicators were reported to track progress towards gender equality and women's empowerment. In 2023, Result Groups met several times to ensure that significant number of Outputs and indicators were reviewed with gender lens (data disaggregated by sex and age).</p>	<p>continue to report on UNSCDF indicators through their respective Results Groups</p>
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## Dimension 2 – Programming and M&E

2.1 Joint Programs	<p>Create and use internal mechanisms to ensure the quality of gender mainstreaming across all joint programmes (for instance the Gender and Age Marker tool on which the staff of all the UN agencies was trained by the GenCap Consultant) Increase inter-agency trainings on gender analysis for Programme staff of all</p>	<p>UNCT is Collectively developing JPs and flagship programmes that are gender-marker compliance</p>	<p>Further incorporation of internal mechanisms is ongoing. Members of the Gender Theme Group attended training on the Gender Equality Marker and joint programs have been incorporating The UNCT are addressing GEWE</p>	<p>Review current JPs to ensure that gender equality is visibly mainstreamed. Meet with a minimum of three (3) JP teams to discuss mainstreaming gender in their activities and utilising the Gender Equality Marker. Ensure the use of GEM</p>	<p>UNCT is implementing 12 JPs in 2023 while 8 in 2022(2 completed). Important JPs are Peace Building Funds which support Land Governance project Phase 2 ( UNDP, UNW, WFP ) and Women'</p>	<p>UNCT to review current JPs to ensure that gender equality is visibly mainstreamed. GTG to meet with a minimum of three (3) JP teams to discuss mainstreaming gender in their activities and utilising the</p>
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	UN agencies UNCT addresses gender equality by ensure to have at least one JP on promoting GEWE under the current/future UNDAF (still in line with UN policies and SDGs priorities)		through several joint programs such as the Spotlight Initiative to eliminate violence against women and girls; Social Economic Empowerment of Disadvantaged (SEED) Youth; Sustaining Peace and improving social cohesion through the promotion of rural employment; Advancing Reconciliation through Legislative Reforms and Civic Engagement; Strengthening Local Governance and Land Rights; Strengthening Cross-border security (Liberia Côte d'Ivoire); Rural women's economic empowerment (RWEE); Strengthening capacity for Small and Micro-Medium Entrepreneurs (SMMEs); and Women's Empowerment through Climate-smart Agriculture that all contain elements to address gender equality.	across all programming areas.	participation in elections project implemented by: UNDP, UN women, UNICEF, UNFPA, etc. Last JPs approved/fund ed ( land Governance phase 2) were 100 % focus on addressing peace issues affecting issues young girls and young women	Gender Equality Marker.
2.2 Communication and Advocacy	Communications strategy and workplan to include specific component	a) UNCT Comminutions and Advocacy strategy "Exceeds	The proposed communications strategy and workplan has a	GTG and UNCG will work closely on implementation	UNCG continued to support key annual events	The working Group should Implement as planned the



	<p>that deals with ensuring gender equality in access to information, targeting of audiences and establishment of feedback mechanism Follow up to ensure action plan is implemented as planned (gender-sensitive communications and advocacy) UNCT advocacy strategy that is gender sensitive (adequate funding for gender-sensitive programming and joint or One Voice concept of advocacy)</p>	<p>Minimum Standards". As part of the its communication efforts, the UN Country Team collectively supported the 16 Days of Activism, Orange Day and International Women's Day geared towards GEWE in 2019. b) The UN Communications Group is implementing its updated communications strategy in 2019 which serves as the advocacy and awareness tool for the UNDAF. UNCG 2019 annual work plan had key activities on working will media institution, work groups and gender related programs to enhance advocacy and awareness on the work of the UN in Liberia. c) Also, the UN-GoL Joint Programme on SGBV has a joint communications strategy which server as instrument for raising awareness on the preventions and response in curtailing SGBV. The strategy considers the use of traditional and non-traditional</p>	<p>component on promoting gender equality and women's empowerment. In 2020, UN Women had a partnership agreement with the Liberia Broadcasting System and this was intended to promote information relating to GEWE. Apart from the LBS agreement, UN Women aims to enhance its visibility through by increasing partnerships with other media organisations and ensuring that all events relating to GEWE get the necessary media coverage. Information on GEWE is also disseminated through social media platforms, Facebook and Twitter. There is constant monitoring to ensure that all action plans are implemented and that all communication is gender sensitive.</p>	<p>of the as planned gender-sensitive communications and advocacy. Ensure that the One UN Comm and Advocacy Strategy captures Gender dimensions Collaborate with UNCG for commemoration of IDP with scale-up communications activities including live radio appearance</p>	<p>namely "16 days of Activism against GBV", International Women's Day etc and participate to GTG meetings. UNCG supported the advocacy on the elimination of FGM in Liberia and advocacy on "women political participation, specifically 30 percent gender quota and Violence Against Women in Election or Vawie protocol. Women's Month activities were also supported by UNCG including the radio program that UNCT (RC, CR of UN Women etc.. participated in hosted by OHCHR. GTG and Communication Group organized and coordinated the "One UN" technical and financial support to the Government on these advocacy events(16 days</p>	<p>gender-sensitive communication s and advocacy. UNCG must start planning to have a "One UN" Comm and Advocacy Strategy. GTG to collaborate with UNCG for commemoratio n of IDP with scale-up communication s activities including live radio appearance.</p>
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		method of communications for awareness and outreach.			of activism against GBV).	
2.3 Cooperation Framework M&E	<p>All focal points responsible for reporting under each pillar should be orientated on the existing M&amp;E framework including set targets and gender specific targets and indicators. Staff responsible for data compilation should ensure that all inputs provided reflect what is required. Annual work planning should be closely guided by M&amp;E staff who is aware of UNDAF set targets. The M&amp;E Working Group members should receive a technical training/have a workshop on gender sensitive M&amp;E at least twice a year Gather data for gender sensitive UNDAF indicators across the UNCT's coordination mechanism groups</p>	N/A	<p>UNCT M&amp;E focal points assigned to UNDAF pillar working groups provided technical guidance during the development of AWP;</p>	<p>The M&amp;E Working Group will continue to meet monitor and report on progress/results of JWPs and its annual work plan including on the gender indicators. The UNSDCF M&amp;E/Data strategy and training will highlight tracking gender indicators and disaggregated reporting. Conduct a technical training on gender sensitive/responsive M&amp;E for 2022</p>	<p>One UN M&amp;E Group is functioning and meets to support UNCT monitor, and track progress of the gender equality results, and their quarterly meeting reports are subsequently endorsed by Inter-Agency Programming Team (IAPT) and UNCT. A two-year Annual Work Plan (AWP) for the MEWG was developed for 2021-2023. The M&amp;E Working Group in collaboration with UNCG organized the first joint UNCT Field Monitoring Mission to four counties to monitor UN supported programmes and provide recommendations for effective implementation and regular monitoring</p>	<p>The M&amp;E Working Group will continue to meet monitor and report on progress/results of JWPs and its annual work plan. It will draft the first UNCT Joint data/statistical capacity building programme to strengthen capacity of LISGIS and data producing government ministries, agencies, and commission to produce, analyze and stored data effectively. The programme will establish a data repository for government programming and policy making. M&amp;E Group will lead on producing 2023 UNCT Annual Results Report, End of Cycle evaluation of the cooperation and CCA update. Data from the agencies to state in the</p>

						workplan how their activities contribute to gender equality (markers:0-3), and human right marker.
Dimension 3 - Partnerships						
3.1 Government Engagement	Enhance government capacity to scale from being gender neutral to gender responsive and transformative through training, capacity building and institutional strengthening (provision of relevant materials/equipment /GBV IMS/ DNA machinery/ etc.) GTG to conduct mapping of existing coordination on GEWE and create a strong link with them	See justification column	Core training given to Government related to increased capacity for gender mainstreaming includes the Gender Responsive Budgeting conducted late 2020 Mapping of existing coordination is yet to be actioned	GTG to conduct mapping of existing coordination on GEWE and create a strong link with them. GTG to support UNCT in the development and implementation of a tailored partnership approach or plan to strengthen partnerships on coordination with UNCT and HoAs	GOL/UN Joint Programming initiative to prevent and respond to SGBV and Harmful Traditional Practices in Liberia Joint Inclusive Security: Nothing for Us Without Us (GOL, UN Women, UNFPA, UNDP, UNICEF, UNHCR) is ongoing and will be completed in December 2023. MoGCSP can now do their annual planning on a basis of an approved Strategic Plan developed with the support of UN Women. In addition to that UN Women started the process of setting up a gender coordination mechanism at both national and local level	GTG to conduct mapping of existing coordination on GEWE and create a strong link with them. GTG to support UNCT in the development and implementation of a tailored partnership approach or plan to strengthen partnerships on coordination with UNCT and HoAs

					with all actors namely UN Agencies, CSOs and Government institutions.	
3.2 GEWE CSO Engagement	Improve partnership engagement with 20 selected / targeted CSOs by promoting bottom- top approach in planning and decision-making processes	<p>In consideration of the recommendations to the UNCT the following actions were taken: Improved CSO engagement and capacity development on Joint programming. Within the framework of the Spotlight Initiative, a National reference group was established to support the implementation and monitoring of the Spotlight Initiative in Liberia. The project team also facilitated the CSO capacity assessment and mapping exercises. As a result, capacity building training were conducted for 95 CSOs working in Spotlight counties in the area of GEWE with key focus on Violence Against Women (VAW) and Girls. These CSOs have been integrated into Networks and/or coalitions</p>	Under the UN Ending Violence Against Women pillar, the EU Spotlight Initiative team conducted a participatory capacity gap assessment for 4 local NGOs in order to develop training module for their members. Equally in order to know covid impact on women and girls, participatory needs assessment were conducted targeting community based organizations and from that UN women was able.	Improve partnership engagement with 20 selected / targeted CSOs by promoting bottom- top approach in planning and decision-making processes GTG to use the platform of one of the JPs to have a conversation of the expected role of GTG in supporting CSOs for the mainstreaming of gender and advocacy for women and girls' rights	High level meetings held with robust groups of CSOs engaged in promoting GEWE in, Women Political Participation and Leadership, Ending Violence Against Women, for instance, support provided to WONGOSOL led to the development of their capacity building plan and they are now playing an active role for the women's participation in Election joint project. Elections JP provided lot of capacity building to CSO including Peace hut members, young girls, and bottom -up approach were part of the package delivered too CSO members.	GTG to working with existing JP to improve engagement with CSOs including Peace Huts to promote bottom- top approach in planning and decision-making processes. RCO to enable the use of the partnership group or platform of the JPs to have a conversation of the expected role of GTG in supporting.

		<p>to work in 5 Spotlight countries. The UN Country team has improved planning and coordination with CSO on celebration of days like FGM Day, International Women's Day and 16 Days of Activism. The 2019 celebration of these Days were preceded by joint planning meetings and even giving CSOs more leverage on the Planning of these events. For the first time the internal UN celebration of 16 Days of Activism also included speeches and sensitization efforts from CSOs. The UNCT held a consultative meeting with CSO on the United Nations Sustainable Development Cooperation Framework (UNSDCF) including the Common Country Analysis (CCA). During the entire process, CSOs' have been engaged leading to the finalization of the UNSDCF.</p>				
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4.1 Leadership	UNCT members need to meaningfully address GEWE in at least 50% UNCT meetings.	Maintained Gender Equality as recurrent item at UNCT meetings/discussions	GEWE was not meaningfully addressed in 50%+ of UNCT Meetings.	UNCT will continue to address GEWE	The RC and Head of Agencies in majority have demonstrated through effective communication and presence at all levels an excellent ability as champions of gender equality during International Women's Day, International Peace Day amongst others. Some agencies contributed for ONE UN action during advocacy and took ownership in conducting gender capacity building and action planning budget allocation	UNCT members need to outline systematically and address meaningfully GEWE issues in 100% UNCT's meetings. UNCT members to take ownership for effective implementation of the Gender Mainstreaming strategy with budget allocation.
4.2 Organizational Culture	N/A	N/A	N/A	PSEA working group with support of GTG to Discuss with UNCT the need to make mandatory GEWE courses such as "I Know Gender," "UN Coherence, Gender Equality and You," "Safeguarding Essentials," "Prevention of Sexual Exploitation and Abuse",	An UNCT PSEA working group was created to be more effective in tracking progress. UNCT during 2023 has systematically GEWE as topic in the HoAs meetings in Liberia in a proportion of 1 out of 5 topics from the agenda in average. RC has	PSEA working group to Discuss with UNCT the need to make mandatory GEWE courses such as "UN Coherence, Gender Equality and You," "Safeguarding Essentials," "Prevention of Sexual Exploitation and Abuse", and Abuse of

				<p>“Prevention of Harassment, Sexual Harassment, and Abuse of Authority”, and “UN Cares: HIV in the Workplace” for all UN Agencies.</p>	<p>demonstrated an excellent ability as champions of gender equality during all her public interventions such as GTG retreat 2023 opening remarks. The RC organized a face-to-face meeting with all female staff from all UN agencies on safeguarding. The Resident Coordinator and the ASG for Victims support discussed PSEA with UN female staff to increase awareness on channels of support . In addition to that, the Resident Coordinator organized a “meet and greet” session with the female staff of the United Nations in March and June 2023 to reflect on the work of the UN and brainstorm on suggestions on how she can support the gender journey within the UN and in Liberia</p>	<p>Authority”, for all UN Agencies. RC to continue organizing gathering for UN female staff and to protect/encourage female staff to report on abuses</p>
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4.3 Gender Parity	<p>The HR working group needs to provide information related to resources allocated to staff training, offering to both women and men opportunities to move to more specialized positions (for all types of contracts); This must be presented it to UNCT. Create more comprehensive HR procedures ensuring the evaluation of high level of CVs coming from female candidate UN Common System Strategy: Simplified target calculation methodology for gender parity applied at overall institutional architecture for implementation Creation of entity-specific implementation strategies and the UN Country Team (UNCT) implementation strategy in which annual gender parity targets are set for each entity/level combination, and in which annual gender parity targets are calculated based on the gap to parity. Ambitious implementation of Gender Scorecard, effective internal oversight monitoring mechanisms, reporting semi-annually to the head of the entity, data supplemented though UN Women for system-wide data</p>	N/A	N/A	<p>UNCT will continue to work towards gender parity and leadership in the coming year. More detailed disaggregated data from the HR working Group on resource allocation and move to specialized positions</p>	<p>Data collected from 14 out of 15 agencies reveals that as of August 2023, only UN Women Liberia (60.50% female and 39.50% male) and RCO Liberia (50% female and 50% male) have achieved gender parity in staffing among agencies. However, on average, UNCT did not meet gender parity in 2023, with males comprising 67.55% and females 32.45%. In response to these challenges, the RC and UNCT have assigned the UN Gender Theme Group (GTG) the task of conducting an assessment to identify the barriers to achieving gender parity and developing concrete action plans to address them. It is important to note that the HR working group is yet to provide comprehensive information regarding resources</p>	<p>The GTG set up a small team that will develop a concept note on a strategy to improve gender parity in UNCT in Liberia. The primary objective of this initiative is to assess barriers and recommend a strategy to enhance gender parity within the UNCT in Liberia, fostering a more inclusive and representative workforce that reflects the country's diverse population. The strategy would aim at encouraging more women to take on leadership roles and participate in decision-making processes, the UN can better address gender-specific challenges and contribute to a more equitable society. GTG to organize a lesson learning/sharing with another UNCT / GTG that has made good progress</p>
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	collection on appointments, career advancement, separations, staff-selection/recruitment and flexible work arrangement usage of staff. Sourcing from UNCT level, and overall reporting on implementation and oversight by UN Senior Management, UN System of Chief Executives Board for Coordination (CEB), Senior Advisor on Policy at Executive Office of the Secretary General (EOSG) and UN Women.				allocated to staff training, both for women and men, as well as opportunities for advancement to more specialized positions.	on this. The HR working group to provide systematically related to resources allocated to staff training (to both women and men).
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#### Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	<p>To organize annual retreat of the GTG UN agencies to appoint GTG members at the senior management staff (e.g. P4 and above) and ensure their attendance to GTG meeting for decision making</p> <p>Implemented a costed GTG AWP</p> <p>Build the capacity of the UNCT for gender mainstreaming</p> <p>Ensure that GTG is involved into all UNDAF pillars and particularly during the UNDAF development processes. Strengthen participation and responsibilities of GTG members by including GTG work in individual performance reviews to improve member</p>	N/A	<p>A GTG retreat was held in February 2020 and GTG members are currently planning for the 2021 GTG Retreat. UN Agencies have appointed a gender focal person to GTG as well as an alternate. Many GTG staff are P4 and above. The 2020 GTG AWP was only partially costed, however, due to the difficulties the GTG faced in 2020 (low attendance, delays in meeting etc.) very few indicators were implemented.</p>	<p>GTG to play a stronger role in advancing gender issues across the UN system. Develop a realistic GTG AWP and ToR for focal persons based on new standards and procedures template</p> <p>Incorporate in the GTG AWP 2023 activities on advocacy on women and girl's child social issues, gender responsive budgeting</p>	<p>The GTG met quarterly to discuss topical issues on gender equality across the UN system and has an approved Annual Work Plan (AWP 2022) which is aligned with the standard format.</p> <p>Advocacy on women and girl's child social issues, gender responsive budgeting is included in the GTG AWP 2023. RC during the opening ceremony of the GTG retreat recommend to</p>	<p>Develop GTG ToR for focal persons based on new standards and procedures template. Start jointly with UNFPA the implementation of the GTG new standards and procedures.</p> <p>Train GTG member of the new Gender Marker tool developed by UN Women Head Quarter</p>
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	<p>accountability.</p> <p>Organize an Annual Gender Forum to invite HoA, Government officials, representatives of CSOs working on gender issues, for knowledge sharing with a wider UN technical audience.</p>				<p>GTG to be very visible and influencing on women and girls' issue and on issue or gender parity at UNCT.</p>	
5.2 Gender Capacities	<p>Conduct an inter-agency capacity assessment to improve gender mainstreaming within the UN System and develop a capacity development plan for targeted UN coordination mechanism (IAPT, UNCG, OMT, HR, etc.) Carry out an annual inter-agency gender capacity development training for UN personnel, that should include participation in international event such the UNITE Campaign and International Women's Day. Implement a ONE UN induction package that contains information on UNCT commitment and activities on GEWE (including action toolkit, country's gender context and a basic gender training such as the online training "I know Gender") Map out system-wide opportunities for online gender training to assess gender-</p>	<p>1. Carried out UN System-wide training on Programming Principles 2. Mainstreamed GEWEE in the new UNSDCF 3. Each Agency has at least one Mandatory Training on Gender for staff</p>	N/A	<p>GTG to conduct an inter-agency capacity assessment to assess gaps in gender mainstreaming within the UN System. Identify gender-related goals and priorities based on available information and results from assessment Continue training on the Gender Mainstreaming Strategy and the SWAP Gender Equality Scorecard for Gender Focal Points and UNCT Monitor and evaluate progress and outcomes of coordination mechanisms, gender mainstreaming strategy and swap gender equality scorecard.</p>	<p>In 2023 GTG organized a face-to-face retreat, share results, discussed scorecard recommendations and key initiatives where GTG must be positioned (PADP review, SDG Acceleration and Transformation , GTG also conducted on life familiarization of GTG members on the peaceful Elections and techniques on encouraging women's participation. With support from UN Women Regional Office GTG members were familiarized on the new GTG standards and procedures, Gender</p>	<p>GTG to conduct an inter-agency capacity assessment to assess gaps in gender mainstreaming within the UN System. Identify gender-related goals and priorities based on available information and results from assessment. Continue training on the Gender Mainstreaming Strategy and the SWAP Gender Equality Scorecard for Gender Focal Points and UNCT Design and implement gender-focused capacity-building programs aimed at empowering women within the UN System in Liberia.</p>

	related knowledge/status of staff compliance with mandatory gender training and to develop a strategy (i.e. a learning and action plan) to foster 100% compliance.				equality Scorecard and on Gender Responsive Budgeting	
Dimension 6 - Resources						
6.1 Financial Resources	Create a dedicated separate outcome for gender under each pillar for targeted actions besides mainstreaming Monitoring and Implementation need a clear reporting line on results and gaps on gender (using the new gender markers being developed by the UN) Gender Theme Group to discuss the possibility of members conducting a baseline study of percentage of total individual budgets that go towards addressing gender related issues. This could be included in the GTG AWP and put to the UNCT for endorsement. This can be an initial step towards establishing gender targets for budget allocation to gender equality and women's empowerment programming.	GEWE is Mainstreamed into UNSDCF and efforts are underway to apply Gender Marker across all agencies.	Under PBF's support, not less than 30% of every approved project budget goes to GEWE. This is mandatory and underpinned by its 2018 revised guidelines on p.17-18. Most agencies including UNFPA and UNDP have been mainstreaming gender in its programming.	GTG to discuss the possibility of conducting a baseline study of percentage of agencies with gender responsive budgets on how to address gaps. GTG to Follow up on RC recommendation during GTG retreat 2022 to all UN agencies to provide financial support GTG annual workplan.	There is more and more JP (12 in total in 2023) which are more than 86 % gender transformative with more than 75 % of the project budget invested/allocated on initiative aiming and promoting gender equality. During project development, agencies put their gender markers in the template to be captured in UNINFO. RCO organized a familiarization session of UN agencies focal person on how to better work on UNINFO and improve data entry and analysis and from there resources allocation for gender mainstreaming could be easily tracked.	GTG to discuss the possibility of conducting a baseline study of percentage of agencies with gender responsive budgets on how to address gaps. GTG to Follow up on RC recommendation during GTG retreat 2022 to all UN agencies to provide financial support GTG annual workplan. UNCT to ensure that data from the agencies entered in the UNINFO state in the workplan how their activities contribute to gender equality (markers:0-3) to enable and easy analysis of gender and human right markers.

## Dimension 7 - Results

7.1 GEWE Results	GTG to closely monitor achievement of GEWE targets in the current UNDAF on an annual basis for a generated by comprehensive overview drawing on data UNDAF pillars/UN agencies	N/A	N/A	<p>The CCA incorporated gender analysis, PSEA 2022 Work plan integrated gender GTG to Continue training on the Gender Mainstreaming Strategy and specific capacity building for Peace huts in the process of coming elections</p> <p>GTG with the support of UN Women disseminated the Country Gender Equality Profile throughout the nation targeting GoL, CSOs and Diplomatic corps. UNCT supported the advocacy on the ban and or elimination of FGM in Liberia and influenced on “women political participation, specifically 30 percent gender quota and Violence Against Women in Election protocol. UN Women's effective coordination with a diverse array of stakeholders, including various UN agencies, the Resident Coordinator's Office, and civil society, for the purpose of advocating for gender-related legislative reforms and combatting gender-based violence,</p>	<p>GTG to Continue training on the Gender Mainstreaming Strategy and specific capacity building for Peace huts in the process of coming elections.</p>
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					closely resonates with the strategy's call for collective endeavors and strategic partnerships.	
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## 9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	<a href="#">CCA Updates Liberia -Revised</a>	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	<a href="#">UNSDCF Liberia, 2020-2024</a>	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">UNSDCF Liberia Final</a>	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	<a href="#">Joint Program and Projects 10.03.2023 UNCT FINAL FINAL</a>	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS	Programming and M&E
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Category	Documents
<b>Communication/Advocacy</b>	<a href="#">Final Concept Note 16 Days of Activism 2023</a>

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Programming and M&amp;E</b>
Category	Documents	
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">2021 UN Country Annual Results Report Liberia March 31 2022</a>	
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">Copy of Copy of RG1 Final Consolidated Joint Work Plan 10.11.21 power to the people</a>	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
Category	Documents	
<b>Other</b>	<a href="#">Joint Program and Projects 10.03.2023 UNCT FINAL FINAL</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
Category	Documents	
<b>Other</b>	<a href="#">Final Strategy WONGOSOL 15.2.22</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
Category	Documents	
<b>Other</b>	<a href="#">2022 United Nations Gender Theme Group Retreat REPORT FINAL</a>	

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

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	<a href="#">gender parity data august 2023</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">GTG 2023 Annual Workplan 24 july 2023 FINAL</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">UNCT GMS presentation 30.03.22</a>	
Capacity development	<a href="#">UNCT Liberia GMS.v5 020921 FINAL</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> MEETS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Other	<a href="#">United Nations Gender Theme Group Retreat Draft Report 2023 FINAL 30 June 2023</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">2021 UN Country Annual Results Report Liberia March 31 2022</a>	

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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