

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Malawi 2023

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



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1. Background

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

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

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

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

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

Cooperation Framework Guidance (2019)

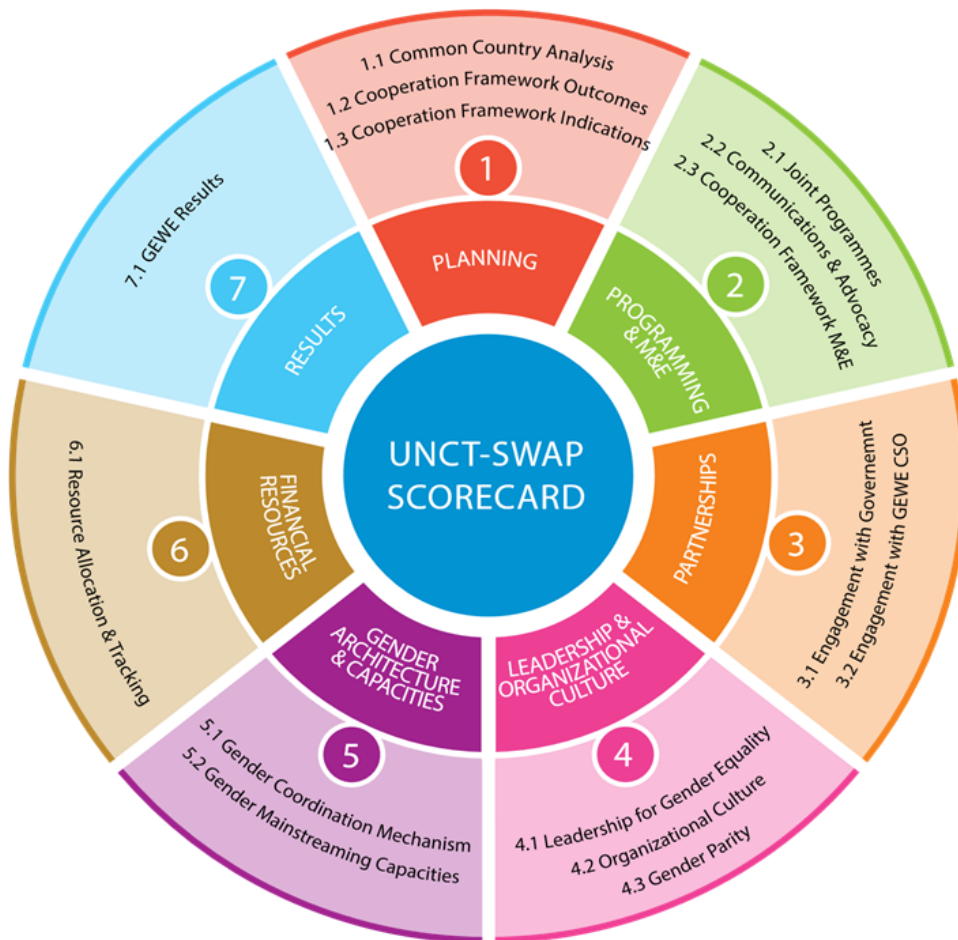
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Malawi

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

the process involved meeting with the Meeting of the Inter-agency team (IAT) to undergo a training in UN SWAP Score card background as well as reporting obligations noting that two members were new elected to the IAT. After which, then was a selection the 5 indicators to assess in 2023 that the team identified based on the review of last years performance of all the indicators and the action plan. these were then presented at the PMT group meeting and also the Chairs of GTG to approve them. the Inter-agency team then shared roles among them and coordinated the assessment of the indicators working from the UN working groups namely MEAL, PMT, OMT, GTG

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

The following were the coordinators that participated

Pamela Mkwamba -UN Women

Nelly Ngwaluko - UN Women

Mtisunge - Mngoli- UN Women

Beatrice Kumwenda - UNFPA

Chrsitobel Chakwana - UNICEF

Lydia Fiwa - RCO

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

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

Table 1:

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

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

CCA Includes 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 as well as clearly stipulating the vulnerable groups to ensure everyone is not behind.

(a) Gender analysis across the all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5 :The CCA updated its report in 2022. This report presents a gender analysis of key thematic issues; an assessment of progress towards implementation of SDG 5; and identifies challenges and measures for mitigating them in the near to medium term. Gender is covered in all the CCA thematic areas.

b) Sex-disaggregated and gender sensitive data is consistently provided and used in the CCA. Population groups left behind or at risk of being left behind in the country are included, assessing the evidence of who is left behind and to what degree and the underlying intersection of drivers of risks and vulnerabilities. There is a data gap in gender sensitive data on sex workers.

c) Results of the CCA includes a Gender analysis across all sectors but falls short of elaborate the underlying causes of gender inequality and discrimination in most of sectors i.e Education, Health just to mention some
The UN GHRTWG developed a Gender Mainstreaming Strategy (2016) that guides gender analysis of underlying causes of gender inequality and discrimination using gender equality markers by targeted gender analysis of those furthest behind such as the elderly, people with HIV/AIDS, persons with disabilities, particularly albinism, refugees, asylum seekers and migrants and the Lesbian, Gay, Bisexual, Transgender and Intersex Community (LGBTI and prisoners). The UN GHRTWG also developed an annual work plan with a key activity of conducting targeted gender analysis of groups that are furthest behind. However as compared to CCA of 2021 the 2022 CCA has also not made reference to Female Sex Workers and inadequate targeted gender analysis of these groups.

List the Means of Verification. (E.g. CCA document)
Malawi Common Country Analysis, 2022

Did you reassess the Performance Indicator in this reporting year

- Yes

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

PI 1.2 Cooperation Framework Outcomes

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

Planning

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

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

Six (6) out of the 9 outcomes described in the Malawi UNDAF 2019-2023, visibly mainstream gender. While gender is not visibly mainstreamed in the remaining 3 outcomes, the outcomes address human rights for marginalized groups and governance issues that have a huge bearing on gender issues and are referred to in outputs and indicators of gender-targeted indicator.

Three outcomes are well explicit on GEEW (outcomes 2, 5 and 6):

- Outcome 2: Gender equality and the empowerment of women and girls in Malawi is enhanced.
- Outcome 5. Girls and boys 6-17 years, particularly the most marginalized, benefit from an integrated package of quality education, health, nutrition, HIV/AIDS and protection services.
- Outcome 6. Men, women and adolescents access high impact comprehensive sexual and reproductive and HIV and AIDS health rights.

Gender is not visible at the outcome level but addresses human rights for marginalized groups and governance issues that have a huge bearing on GEEW are referred to in outputs and indicators - gender-targeted indicator:

- Outcome 1: Rights holders in Malawi access more accountable and effective institutions at the central and decentralised levels that use quality disaggregated data, offer integrated service delivery and promote civic engagement, respect for human rights and rule of law;

- Outcome 3: Malawi has strengthened institutional capacities for sustaining peace, inclusive societies and participatory democracy.
- Outcome 4: Children 0-5 years will have increased access to comprehensive quality Early Childhood Development (ECD) services. Use of an evidence-based approach to achieve multiple and interrelated rights of girls and boys.
- Outcome 7: Households have increased food and nutrition security, equitable access to WASH and healthy ecosystems and resilient livelihoods.
- Outcome 8: Malawi has more productive, sustainable and diversified agriculture, value chains and market access. Value chains interventions are aimed at providing sustainable income opportunities for small-scale farmers especially women and youth; agro entrepreneurship and processing focuses on the empowerment of women and youth; and access to land for women and the marginalized.
- Outcome 9: Malawi has strengthened economic diversification, inclusive business, entrepreneurship and access to clean energy. Economic diversification, inclusive business, entrepreneurship and access to clean energy. Intervention 1 (promotion of the Buy from Women initiative); intervention 2-promotion of entrepreneurship skills among women

(b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5

One outcome 2 is specific on gender. Gender equality and the empowerment of women and girls in Malawi is enhanced. In addition, gender is mainstreamed in other outcomes (cross-cutting thematic area)

- Improved coordination and management of the National Gender Machinery
- Implementation and monitoring of all global, regional and national obligations and commitments on gender equality and empowerment of women and girls
- Production, analysis and dissemination of sex-disaggregated data

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.

41.23 % of CF Outcome and Output Indicators measure changes in gender equality and empowerment of women. Strategic Pillar 2: Population management and inclusive human development has 23 Indicators measuring GE and women empowerment of the 36 total indicators (Malawi Results Framework, 2019-2023). Additionally, during the 2022 gender assessment report, it was documented that of the 15 performance indicators assessed, 8 had met minimum requirements. Four of the indicators exceed minimum requirements, four are approaching minimum requirements while only one was rated missing requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Malawi 2022 Gender Cap Score Card Report;

Malawi Indicator Framework 2019-2023

Malawi UNDAF 2019-2023

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.

Currently, the most notable joint programme in operation and contributing towards accelerating the implementation of SDG 5 on gender equality and women empowerment is the Joint Programme on Girls education as opposed to 7 that were operational in 2022..

One key lesson learnt with the ended Spotlight joint programme is the technical coherent leadership which was very strong and needs to be emulated in all the upcoming joint programmes. UNCT has to be very very proactive in resource mobilisation to ensure that another big joint Gender programme is secured as soon as possible to sustain the gains and achievements of the Spotlight initiate programme.

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:

Joint Program on Girls Education

Joint Program on HIV and AIDS

Spotlight Initiative on Violence Against Women and Girls

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

Malawi spotlight country programme document

UN Joint programme on Girls education III: Learning for all in Malawi, Ensuring the realization of girls and boys rights to equality, inclusive and equitable education and life skills

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: and these are the 16 days of Activism against Gender Based Violence in 2022 whose theme was “UNiTe! Activism to end violence against women and girls”. International Women’s Day, the Day of the African Child, the Rural Women’s Day

a. The UNCT Annual Work Plan visibly includes GEEW communication and advocacy.

b. UN Communication Group (UNCG) supports planning and implementation of UNCT Advocacy and communication activities. The UNCG AWP includes specific GEEW advocacy and communication activities such as coordinating communication and

visibility of Joint Programmes through relevant JP comms task teams and preparing and sharing joint advocacy messages. The UNCT has a website and uses Social Media (Twitter, Facebook) as tools for public relations and media relations on GEEW.

(Agency-specific communication interventions visibly include GEEW communication and advocacy, evidence of joint communication activities and/or advocacy campaigns).

- UNCT annual work plan; knowledge products; media coverage; advocacy materials
- UN Malawi Social Media profiles
- Speeches by UNCT members
- Media briefings and Media field visits
- Reports on advocacy activities and commemoration days

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).

- UNDAF 2019 to 2023
- UN Communications Strategy 2019 to 2023
- UNCT annual work plan; knowledge products; media coverage; advocacy materials
- UN Malawi Social Media profiles
- Speeches by UNCT members - <https://malawi.un.org/en/press-centre/speeches>
- Reports on advocacy activities and commemoration days
- Malawi 2020 UN Country Results Report

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.

(a) UNDAF Results Matrix data for gender-sensitive indicators gathered as planned: The UNDAF Results Matrix includes indicators that are gender-responsive and sex-disaggregated. The UNDAF Reports of 2019 and 2020 have specific sections on Gender Equality and Women's Empowerment where gender-specific results are assessed and reported against. However, some of the indicator results are not disaggregated by gender as indicated in the UNDAF Result matrix.

(b) UNDAF reviews and evaluations assess progress against gender-specific results: UNDAF reviews were conducted in 2019 and 2020. The UNDAF Report of 2019 and 2020 have specific sections on Gender Equality and Women's Empowerment where gender-specific results were assessed and reported against. However, some of the indicator results are not disaggregated by gender as indicated in the UNDAF Result matrix.

(c) The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle: During the period, the M&E Advisory Group (MEAG) received training on Rights-Based Results-Based Monitoring (RRBM) and Reporting that included a focus on gender. The MEAG ToR includes in its responsibility for providing technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality. Monitoring exercises for the current UNDAF were mostly internal stocktaking that did not involve external agencies due to the COVID-19 outbreak.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:

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

EXCEEDS MINIMUM REQUIREMENTS

Partnerships

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

The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. The National Women's Machinery has participated in 2022 in country analysis and Joint assessment of the PSEA . Finally, 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 continued to collaborate with more government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle: Malawi UNCT has continued to collaborate with several Government Agencies on joint programme initiatives that address gender equality and women empowerment within the current Joint Workplan between the Government of Malawi and the UNCT. Currently, the UN is collaborating with ten (10) Ministries and Development Agencies (MDAs) and District Councils. Key MDAs include Ministry of Agriculture; Ministry of Gender, Children and Social Welfare; Ministry of Health; Ministry of labour; Ministry of Economic Planning, Development and Public Sector Reforms; Ministry of Local Government and Rural Development; Ministry of Finance; Ministry of Education; Ministry of Justice; Department of Disaster Management Affairs, National Assembly (Parliament), Malawi Human Rights Commission; Malawi Local Government Association (MALGA); Malawi Law Commission, Malawi Police, and, District Assemblies. The UNCT has also partnered with non-traditional ministries Finance, Economic Planning and Development and Foreign Affairs and International Corporation.

Joint Programme on HIV- UNFPA,UNAIDS,UN Women,UNDP,UNICEF,WHO,UNHCR collaborating with Ministry of Gender and Ministry of Health

Spotlight Initiative-UN Women, UNICEF,UNDP,UNFPA collaborating with Ministry of Gender and Ministry of Local Government

Joint Programme on Girls Education- UNFPA,UNICEF,WFP collaborating with Ministry of Gender and Ministry of Education
Integrating health and SRHR-UNFPA,UNAIDS collaborating with Ministry of Health

(c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation: The UNCT supported the GOM in the reporting of SDGs implementation in 2022 to which Gender was one of them (VNR report)

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)

VNR

- UNCT Progress Reports as well as 2022 Annual report
- . Joint programs report i.e SI mid year and annual report 2022

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.

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 year continue to be implemented. (b) GEWE CSO participated in consultations towards the analysis and development of the 2022 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.

The UNCT collaborated and engaged with Women's/Gender Equality CSOs and women's rights advocates on a number of initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

Women/Gender Equality CSOs actively participated in the development, implementation, monitoring and reporting of Joint Programmes and Initiatives including advocacy and capacity building at district level o a number of issues including feminist movement building at all levels.

- Spotlight Initiative - CSOs as members at high level governance, technical, and, district level meetings/consultations and TWGs.
- Joint Programme on Girl Education – Providing financial support to CSOs to mobilizing and strengthening capacity of community structures to support girl education.

The UNCT continued to provide technical and financial support to coordination and networking of CSOs e.g. NGO GCN. It also provided support for Advocacy initiatives covering political and financial transparency and accountability, women in decision making, SGBV including 16 Days of Activism Campaign, elections, child marriage, adolescent education, male engagement, harmful cultural practices and health including HIV/AIDS and COVID-19 response.

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
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.

Gender equality issues are discussed during HOA meetings in 2022. The RC demonstrated public championing of gender equality in the 2022 in close collaboration with UNW Representative. The HOA have personnel committed to gender equality in the workplace during the last 12 months these include the gender officers and Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

a. The UNCT Leadership has demonstrated the effort to champion gender equality through discussions in their meetings. Nevertheless, the UNCT does not have Gender equality as a regular topic of discussion at its meetings. Gender equality is usually discussed within human rights topics.

- Heads of Agencies are advocates on GEEW Some of Gender Equality topics issues discussed in HOA meetings:
- Teen pregnancies and child marriage
- 16 Days of activism
- International Women Day commemoration
- Engendering Humanitarian Action
- He for She Champion
- Presidential engagements
- Protection Against Sexual Exploitation and Abuse

b) RCs public speeches usually touch on the issue of gender equality as part of speeches and advocacy programmes in the 2022

70% of GEEWs perspective is included in RC speeches ie. 16 days launch and all other related activities during the period i.e World Aids, Human rights day and beyond 16 days i.e. International rural women's day, the Day of of the African child. These events were also attended by the RC and the head of particular agencies.

c) not met. survey not done in 2022.

d) Gender equality is to a certain extent reflected in ARC. The UNCT made efforts to ensure that its annual work plans took gender-related activities and thus results. A case in point was the support of the UNCT for the effective implementation of gender Joint programmes in particular the Spotlight Initiative.

Did you reassess the Performance Indicator in this reporting year

- Yes

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)

UNCT HOA meeting minutes for past 12 months; ARC

RC/UNCT Annual Report

RC speeches or communications that champion GE

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.

A total of 348 UN staff members from 14 UN entities participated in the UNCT Scorecard Organisational Culture survey. Out of which 78.2% were national staff and 21.8% were the international staff. Besides, 45% of the respondents were women. The survey consisted of 10 questions generating a total of 3,480 responses.

UN personnel scored a positive rating of 73% regarding the question on the personnel perception of organizational environment for the promotion of gender equality. Besides, the UNCT in this country has adequate procedures in place to prevent and address sexual harassment; and, The UNCT in this country has adequate procedures in place to protect my personal safety and security.

About 70% of the UN staff indicate that Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life; The package of entitlements (e.g., maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance (71%); and, UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation (72%).

An average score of 75% regarding the three questions: I believe the UNCT in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels (75%); heads of Agencies in this UNCT are committed to gender equality in the workplace (77%) and; UN personnel in this country are committed to gender equality in the workplace (73%).

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
APPROACHES MINIMUM REQUIREMENTS

Leadership and
organizational culture

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

Gender equality remains a work in progress, as indicated by the latest data on staff distribution in the UN agencies, last updated in August 2023. On average, male staff members constitute 56.92%, while female staff members make up 43.07%. However, striking disparities exist within specific agencies, underscoring the need for ongoing efforts to achieve gender parity.

For instance, within the United Nations Department of Safety and Security (UNDSS), the gender gap is pronounced among national staff, with male employees comprising 92.3% and females just 7.6% of the workforce. Similarly, at the International Labour Organization (ILO), national staff exhibits a significant gender imbalance, with 70.9% male staff and 23% female staff. The World Bank's international staff also faces a notable gender disparity, with 81.8% being male and only 18.1% female. Similarly, UNWomen in terms of the national staff, male employees account for 30%, while female employees constitute 70%. These statistics underscore the imperative for continued efforts and initiatives aimed at achieving gender equality and eliminating disparities across agencies.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

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

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	6	46

G3	0	8
G4	4	7
G5	34	33
G6	28	31
G7	13	10
NOA	13	21
NOB	27	23
NOC	14	16
NOD	0	1
P1	0	0
P2	10	7
P3	4	5
P4	7	7
P5	2	8
P6	0	0
D1	2	1
D2	0	0

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

Sex dis-aggregated staffing data. Agencies who have submitted are UNFPA, UNAIDS, WHO, WFP, UNDP, UNHCR, UN Women and IOM

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
EXCEEDS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets all four 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.

The UNCT continues to have a coordination mechanism for gender equality which is chaired by a HOA .

The Joint UN Gender and Human Rights Technical Working Group main function is to strengthen the UN's capacity to deliver results on human rights and gender equality results, in a well-coordinated and unified approach. It also provides strategic support to the government and partners to promote gender equality, human rights, and women's empowerment.

- There are dedicated Gender officers or gender focal persons in some Agencies

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

- The TWG is co-chaired by UN Women and UNFPA as of 2022. In 2022 the TWG has meet quarterly. Ad-hoc meetings have also been held when required. UN Women is both the chair and the Secretariat of the GHRTWG.
- The group has a working relationship with the UNCT and other TWGs through reporting and provision of technical assistance, updates and seeking policy guidance from UNCT.

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

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).

- The UN GHRTWG comprises of 28 members from 11 UN Agencies (FAO, UNICEF, UNDP, UNHCR, UNFPA, WFP, RCO, ILO, UNAIDS, UNESCO, UN Women). One member is D1 and 1 is P4.

3 members of the GTG group are at P4 level thus the chair being UN women Representative (D1) and Co chair who is the Deputy for UNFPA (P4). And then we also have the Head of Programs who is at P4 level at UN women. The rest of the GTG members are at P3 level to P2 levels. Most of these are at senior level of the UN in terms of grades (FAO, UNCHR, UNFPA, UNAIDS, UNICEF, UNDP, WFP- thus NOC to NOB levels).

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

The group in 2022 has made substantive input into the development of the CCA.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- 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)

- TOR and composition for TWG
 - 2022 Joint Workplan for Gender and Human Rights TWG
 - Malawi Draft CCA
 - Meeting Minutes and Reports
- ☑ Un Gender and Human Rights Technical Working Group Annual Retreat, FEBRUARY 2020
- ☑ Meeting minutes on Ad hoc meeting on advocacy campaigns on 16 days of activism

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

Meets two of the following three: (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.

There has not been one substantive Inter-Agency gender capacity development activity for UN personnel that has been carried out in 2023, however, in the joint GHRTWG plan, activities for interagency Capacity assessments are well highlighted. A lot of Capacity building has gone towards PSEA which contains elements of Gender mainstreaming and equality among officers. In 2023, the Basic Agency-specific Online Orientation session on gender for staff which all agencies are encouraged to do was followed up in all agencies by the Gender focal points. Agency induction packages have components on gender and mostly online

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Mission report

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

<p>Performance Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</p> <p>APPROACHES MINIMUM REQUIREMENTS</p>	Resources
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(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

The UN provided capacity building support to the GoM (DoDMA, MoGCDSW) and CSOs on Gender mainstreaming in Disaster Resilience and Recovery in humanitarian settings; and Advocacy; and, generation of gender statistics, analysis, production, and use, especially in programming.

Gender marker in programming is mandatory. The development of the new UNSDCF starting 2024-2028 also ensured the rating of all the activities against the gender markers.

The UN has agency specific strategies on capacity building on gender mainstreaming in various interventions both at country and district level. However, the UNCT has not carried out structured capacity building of the gender of the marker in 2023, but plans do so for the next UNSDCF cycle that starts in 2024 cycle.

Criterion b. The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.

In 2023, the UNCT has strived to secure resources for joint programmes on GEEW in 2023 except Joint Programs on HIV AIDS which amongst other issues it was addressing the social norms to prevent HIV among women and adolescent girls.

The national budget for the Ministry of Gender has relatively remained the same 2021-2022 and 2023-2024 year. In nominal terms MK6.6 billion (USD...) in 2021/22 to MK6.5 billion (US million) in 2023/24. A slight decrease to the 2022 budget. However, it is important to state that a total of MK 37 billion was allocated to on budget social protection programs in 2022 and 36 MK billion in 2023. On the other hand, there is still financial gap targeted for GEEW for both gender targeted, and gender mainstreamed interventions.

These trends are heavily influenced by on-budget donor funding patterns for the social cash transfer programme (SCTP). The financing of the social protection sector remains overwhelmingly donor-dependent, with donors funding over 90% of the flagship SCTP, raising sustainability concerns over the medium-to-long term.

The UNCT has in place a system to track and utilize some country-level gender budgetary data In addition, there is a parameter for tracking budget allocation for gender equality interventions.

Criterion c. The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.

The SDG Fund seeks to allocate a minimum 30% of its resources to activities that promote GEEW. Additionally, the SDG Fund prioritizes intervention that include crosscutting approaches that also empower youth and include a Human Right Based Approach.

The Joint Annual work plan for UNCT set annual targets for resources towards GEEW. 78.2% resources planned for outcomes which were found to be gender sensitive under indicator 1.3. The SDG Fund supports a gender sensitive approach throughout the project cycle.

While the total budget of available resources falls short of the targeted resources, the UNCT exceeded financial targets for outputs 1.2.3, 2.1.3 and 3.3.2. The financial target was met for output 1.3.2.

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)

In 2023, the UNCT has strived to secure resources for joint programmes on GEEW in 2023 except Joint Programs on HIV AIDS which amongst other issues it was addressing the social norms to prevent HIV among women and adolescent girls.

The national budget for the Ministry of Gender has relatively remained the same 2021-2022 and 2023-2024 year. In nominal terms MK6.6 billion (USD...) in 2021/22 to MK6.5 billion (US million) in 2023/24. A slight decrease to the 2022 budget. However, it is important to state that a total of MK 37 billion was allocated to on budget social protection programs in 2022 and 36 MK billion in 2023. On the other hand, there is still financial gap targeted for GEEW for both gender targeted, and gender mainstreamed interventions.

These trends are heavily influenced by on-budget donor funding patterns for the social cash transfer programme (SCTP). The financing of the social protection sector remains overwhelmingly donor-dependent, with donors funding over 90% of the flagship SCTP, raising sustainability concerns over the medium-to-long term.

The UNCT has in place a system to track and utilize some country-level gender budgetary data In addition, there is a parameter for tracking budget allocation for gender equality interventions.

Work-plan showing budgets

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
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(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.

The UNCT has implemented at least 25 GEWE treaty recommendations; 10 district councils implementing gender responsive budgeting while 30 institutions are implementing gender responsive budgeting. SGBV and HP decreased from 60% to 35%; 4047 women accessed business finance.

UNCT ensures promotion of gender equality in all interventions including adoption of gender transformative approaches focusing on girls and women while ensuring needs of boys are met or men are involved to become champions of GE e.g., the JPGE III; the cash assistance to refugees boosting female headed household food security. The SDG Acceleration Fund allocates at least 30% towards GE.

Training of 310 GBV service providers on ESP for GBV standardized data collection system hub and linking the NSO observatory hub with the MoG’s GBVMIS.

MoG improved coordination and management of GE initiatives leading into integration in policies and programs through partnership with UN agencies (UNDP, UN Women, UNFPA, UNHCR).

Also, the new CF development process has included more gender equality and gender related indicators. The CF is guided by GE principles and is gender sensitive.

However, the integration of GE varies across agencies and depending on the different interventions and M&E.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- 2022 UN Malawi Results Report
- Malawi SDG Acceleration Fund 2022 Annual Report Final
- Final CF Evaluation Report 2022

8. UNCT in Malawi Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	Program Management Team conduct targeted gender analysis of groups that are furthest behind i.e. the elderly, PLHIV, persons with disabilities, persons with albinism, refugees, asylum seekers and migrants, Lesbian, Gay, Bisexual, Transgender and Intersex individuals (LGBTI) and Female Sex Workers and highlight the underlying causes of gender inequality and discrimination in line with SDG 5 in the 2022 CCA.	Program Management Team conduct targeted gender analysis of groups that are furthest behind i.e. the elderly, PLHIV, persons with disabilities, persons with albinism, refugees, asylum seekers and migrants, Lesbian, Gay, Bisexual, Transgender and Intersex individuals (LGBTI) and Female Sex Workers and highlight the underlying causes of gender inequality and discrimination in line with SDG 5 in the 2022 CCA.	Program Management Team conduct targeted gender analysis of groups that are furthest behind i.e. the elderly, PLHIV, persons with disabilities, persons with albinism, refugees, asylum seekers and migrants, Lesbian, Gay, Bisexual, Transgender and Intersex individuals (LGBTI) and Female Sex Workers and highlight the underlying causes of gender inequality and discrimination in line with SDG 5 in the 2022 CCA.
1.2 Cooperation Framework Outcomes	Program Management Team	Program Management Team	Program Management Team

	mainstream gender equality in all the Strategic priorities of the next Corporation Framework and develop one outcome that specifically targets GEEW	mainstream gender equality in all the Strategic priorities of the next Corporation Framework and develop one outcome that specifically targets GEEW	mainstream gender equality in all the Strategic priorities of the next Corporation Framework that will start in 2024 -2028
1.3 Cooperation Framework Indicators	The Monitoring and Evaluation Advisory Group ensures that more than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5	The Monitoring and Evaluation Advisory Group ensures that more than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5	The Monitoring and Evaluation Advisory Group ensures that more than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5
Dimension 2 – Programming and M&E			
2.1 Joint Programs	a. Gender and Human Rights Technical Working Group develops a joint checklist/formal screening and monitoring tools to ensure the quality of gender mainstreaming across JPs and share tools with planners in partner organizations b. Gender and Human Rights Technical Working Group prioritizes the mainstreaming of GEEW in all JPs building on the CCA findings. Gender specialists in the agencies are key in ensuring that	a. Gender and Human Rights Technical Working Group develops a joint checklist/formal screening and monitoring tools to ensure the quality of gender mainstreaming across JPs and share tools with planners in partner organizations b. Gender and Human Rights Technical Working Group prioritizes the mainstreaming of GEEW in all JPs building on the CCA findings. Gender specialists in the agencies are key in ensuring that gender	a. Gender and Human Rights Technical Working Group develops a joint checklist/formal screening and monitoring tools to ensure the quality of gender mainstreaming across JPs and share tools with planners in partner organizations b. Gender and Human Rights Technical Working Group prioritizes the mainstreaming of GEEW in all JPs building on the CCA findings. Gender specialists in the agencies are key in ensuring that gender is visibly mainstreamed in

	gender is visibly mainstreamed in sector-specific plans, indicators, results, and capacity strengthening	is visibly mainstreamed in sector-specific plans, indicators, results, and capacity strengthening	sector-specific plans, indicators, results, and capacity strengthening
2.2 Communication and Advocacy	a. Gender and Human Rights Technical Working Group reviews the gender mainstreaming strategy b. UN Communication Group includes GEEW communication and advocacy in its Annual Work Plan. c. UNCT implement at least one joint advocacy campaign on GEEW	a. Gender and Human Rights Technical Working Group reviews the gender mainstreaming strategy b. UN Communication Group includes GEEW communication and advocacy in its Annual Work Plan. c. UNCT implement at least one joint advocacy campaign on GEEW ie. the international Women;s Day commemoration and 16 Days of Activism Against VAWE in 2022	a. Gender and Human Rights Technical Working Group reviews the gender mainstreaming strategy b. UN Communication Group includes GEEW communication and advocacy in its Annual Work Plan. c. UNCT implement at least one joint advocacy campaign on GEEW
2.3 Cooperation Framework M&E	a. The Monitoring and Evaluation Advisory Group disaggregate all the required indicators by sex and ensure that the sex-disaggregated is updated in the UNDAF results Matrix. b. UN Women train the MEAG and outcome group members on gender-sensitive M&E at least once a year. c. Agencies ensure evaluation reports include details on how the different	a. The Monitoring and Evaluation Advisory Group disaggregate all the required indicators by sex and ensure that the sex-disaggregated is updated in the UNDAF results Matrix. (b) Agencies ensure evaluation reports include details on how the different interventions have impacted men and women, boys and girls, or vulnerable groups differently.	a. The Monitoring Evaluation and Learning Group disaggregate all the required indicators by sex and ensure that the sexdisaggregated is updated in the UNDAF results Matrix. b. UN Women train the MEAL and outcome group members on gender-sensitive M&E at least once a year. c. Agencies ensure evaluation reports include details on how the different interventions have impacted men and

	interventions have impacted men and women, boys and girls, or vulnerable groups differently.		women, boys and girls, or vulnerable groups differently.
Dimension 3 - Partnerships			
3.1 Government Engagement	a. Gender and Human Rights Technical Working Group support development of Compendium of key MDAs working on GEEW and SDG 5 b. Gender and Human Rights Technical Working Group stipulate the role of the National Women's Machinery during the next CCA and new Cooperation Framework design process. c. Gender and Human Rights Technical Working Group strengthen engagement with MDA on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.	a. Gender and Human Rights Technical Working Group support development of Compendium of key MDAs working on GEEW and SDG 5 b. Gender and Human Rights Technical Working Group has continued to stipulate the role of the National Women's Machinery during the 2022 CCA and new Cooperation Framework design process. c. Gender and Human Rights Technical Working Group strengthened its engagement with MDA on GEEW during planning, review, reporting and financing in the year.	a. Gender and Human Rights Technical Working Group support development of Compendium of key MDAs working on GEEW and SDG 5 including the National Development Commission. 5 b. Gender and Human Rights Technical Working Group stipulate the role of the National Women's Machinery during the next CCA and new Cooperation Framework design process. c. Gender and Human Rights Technical Working Group strengthen engagement with MDA on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.
3.2 GEWE CSO Engagement	a. Gender and Human Rights Technical Working Group support development of Compendium of key CSOs, private sector and Development Partners working on GEEW and SDG 5 b. Gender and Human Rights Technical Working Group promote information	a. Gender and Human Rights Technical Working Group support development of Compendium of key CSOs, private sector and Development Partners working on GEEW and SDG 5 b. Gender and Human Rights Technical Working Group promote information	a. Gender and Human Rights Technical Working Group support development of Compendium of key CSOs, private sector and Development Partners working on GEEW and SDG 5 b. Gender and Human Rights Technical Working Group promote information exchange among gender advocates and

	exchange among gender advocates and between the GHRTWG and other coordination groups such as Operations Management Team, and the Monitoring, Evaluation and Advisory Group c. Gender and Human Rights Technical Working Group strengthen engagement with development partners, CSOs and Private Sector on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.	exchange among gender advocates and between the GHRTWG and other coordination groups such as Operations Management Team, and the Monitoring, Evaluation and Advisory Group c. Gender and Human Rights Technical Working Group strengthen engagement with development partners, CSOs and Private Sector on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.	between the GHRTWG and other coordination groups such as Operations Management Team, and the Monitoring, Evaluation and Advisory Group c. Gender and Human Rights Technical Working Group strengthen engagement with development partners, CSOs and Private Sector on GEEW during planning, review, reporting and financing throughout the UNDAF cycle.
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	a. UNCT make GEEW a regular topic during UNCT meetings b. RC and UNCT ensure all RC speeches and press statements include GEEW	a. UNCT make GEEW a regular topic during UNCT meetings b. RC and UNCT ensure all RC speeches and press statements include GEEW	a. UNCT make GEEW a regular topic during UNCT meetings b. RC and UNCT ensure all RC speeches and press statements include GEEW
4.2 Organizational Culture	a. UNCT launch a diversity and inclusion policy setting compulsory targets, e.g., “UN System in Malawi towards achieving gender balance by 2022”. b. Agencies apply the best practices set out in the International Gender Champions’ Gender Responsive Assemblies Toolkit,	a. UNCT launch a diversity and inclusion policy setting compulsory targets, e.g., “UN System in Malawi towards achieving gender balance by 2022”. b. Agencies apply the best practices set out in the International Gender Champions’ Gender Responsive Assemblies Toolkit,	a. Agencies apply the best practices set out in the International Gender Champions’ Gender Responsive Assemblies Toolkit, which draws on innovative, tried-and-tested best practices from other international organizations. b. UNCT reviews

	which draws on innovative, tried-and-tested best practices from other international organizations. c. UNCT reviews implementation of the endorsed action plan	which draws on innovative, tried-and-tested best practices from other international organizations. c. UNCT reviews implementation of the endorsed action plan	implementation of the endorsed action plan
4.3 Gender Parity	a. Operation Management Team institutionalize gender equality measures to the greatest extent possible to bring about structural change, thus ensuring that the gender parity gap is closed. b. Agencies make candidate shortlists gender-balanced. This will reduce the gender gap. c. Gender and Human Rights Technical Working Group apply temporary special measures with clearly defined gender targets. This could include mandatory alternation between genders d. Operation Management Team track, collect staffing data on gender parity disaggregated by sex, grade, and agency.	a. Operation Management Team institutionalize gender equality measures to the greatest extent possible to bring about structural change, thus ensuring that the gender parity gap is closed. b. Agencies make candidate shortlists gender-balanced. This will reduce the gender gap. c. Gender and Human Rights Technical Working Group apply temporary special measures with clearly defined gender targets. This could include mandatory alternation between genders d. Operation Management Team track, collect staffing data on gender parity disaggregated by sex, grade, and agency.	a. Operation Management Team institutionalize gender equality measures to the greatest extent possible to bring about structural change, thus ensuring that the gender parity gap is closed. b. Agencies make candidate shortlists gender-balanced. This will reduce the gender gap. c. Gender and Human Rights Technical Working Group apply temporary special measures with clearly defined gender targets. This could include mandatory alternation between genders d. Operation Management Team track, collect staffing data on gender parity disaggregated by sex, grade, and agency. C. UNDSS also collects data of staff disaggregated by Sex to ensure
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	Gender and Human Rights Technical Working	Gender and Human Rights Technical Working	Gender and Human Rights Technical Working Group

	GrouProvide inputs on GEEW into the new Cooperation Framework design, including the country analysis, strategic prioritization, results framework, and M&E.	GrouProvide inputs on GEEW into the new Cooperation Framework design, including the country analysis, strategic prioritization, results framework, and M&E.	Provided inputs on GEEW into the new Cooperation Framework design, including the country analysis, strategic prioritization, results framework, and M&E.
5.2 Gender Capacities	a. UNCT produce a UN induction package for UN staff that provides key information about GEEW b. Gender and Human Rights Technical Working Group develops set targets, cost, and operationalise capacity development plan on GEEW c. Gender and Human Rights Technical Working Group orients new staff on gender within one year of recruitment d. Gender and Human Rights Technical Working Group institutes and build capacity of gender focal points in key institutions, MEAG and M&E specialists on how to use gender screening tools e. Gender and Human Rights Technical Working Group promotes the undertaking of joint initiatives in the areas of planning, supervision visits; assessments, reviews, mentorship;	a. UNCT produce a UN induction package for UN staff that provides key information about GEEW b. Gender and Human Rights Technical Working Group develops set targets, cost, and operationalise capacity development plan on GEEW c. Gender and Human Rights Technical Working Group orients new staff on gender within one year of recruitment d. Gender and Human Rights Technical Working Group institutes and build capacity of gender focal points in key institutions, MEAG and M&E specialists on how to use gender screening tools e. Gender and Human Rights Technical Working Group promotes the undertaking of joint initiatives in the areas of planning, supervision visits; assessments, reviews, mentorship; ownership;	a. UNCT produce a UN induction package for UN staff that provides key information about GEEW b. Gender and Human Rights Technical Working Group develops set targets, cost, and operationalise capacity development plan on GEEW c. Gender and Human Rights Technical Working Group orients new staff on gender within one year of recruitment d. Gender and Human Rights Technical Working Group institutes and build capacity of gender focal points in key institutions, MEAL and M&E specialists on how to use gender screening tools e. Gender and Human Rights Technical Working Group promotes the undertaking of joint initiatives in the areas of planning, supervision visits; assessments, reviews, mentorship; ownership; accountability for results and GM processes

	ownership; accountability for results and GM processes	accountability for results and GM processes	
Dimension 6 - Resources			
6.1 Financial Resources	a. UN Women organize a capacity-building event on the application of gender markers over the current Cooperation Framework b. UNCT set the financial target by outcome for program allocation towards GEEW	a. UN Women organize a capacity-building event on the application of gender markers over the current Cooperation Framework b. UNCT set the financial target by outcome for program allocation towards GEEW	a. UN Women organizes a capacity-building event on the application of gender markers over the current Cooperation Framework b. UNCT set the financial target by outcome for program allocation towards GEEW
Dimension 7 - Results			
7.1 GEWE Results	a. Pillar Leads in collaboration with RCO involve GHRTWG during annual reviews to ensure that GEEW issues are addressed b. The Monitoring and Evaluation Advisory Group support evidence-based research and assessments on GEEW c. RCO and UNCT includes GEEW results in the Annual UN Country Result Reports	a. Pillar Leads in collaboration with RCO involve GHRTWG during annual reviews to ensure that GEEW issues are addressed b. The Monitoring and Evaluation Advisory Group support evidence-based research and assessments on GEEW c. RCO and UNCT includes GEEW results in the Annual UN Country Result Reports	a. Pillar Leads in collaboration with RCO involve GHRTWG during annual reviews to ensure that GEEW issues are addressed b. The Monitoring Evaluation and Learning Group support evidence-based research and assessments on GEEW c. RCO and UNCT includes GEEW results in Midterm and Annual UN Country Result Reports

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	

CCA or equivalent	For review - Draft Common Country Analysis for Malawi 01122022

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Malawi UNDAF 2019-2023	
Cooperation Framework	Malawi UNDAF 2019-2023	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Malawi Indicator Framework 2019-2023 (1)	
Cooperation Framework results framework	Malawi UNDAF 2019-2023	
Cooperation Framework results framework	Malawi-2022 Gender SWAP Scorecard Report	

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	Malawi Spotlight Country PROGRAMME DOCUMENT FINAL OSC APPROVED AND SIGNED 31 Jan 19 copy final	
Joint Program documents	Malawi-2021-faabad0f-ceef-409d-92d8-344af068c9c3	

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	Malawi UN Annual Report 2020	
Communication/Advocacy	UNCG AWP - 2022	
Communication/Advocacy	UNCG AWP - 2022.06.02 - revised	

Communication/Advocacy	UNDAF Communications Strategy Draft V2
Communication/Advocacy	UNDAF Communications Strategy Draft V2

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	Malawi Indicator Framework 2019-2023	
Cooperation Framework reviews/monitoring data	Malawi Indicator Framework 2019-2023	
Cooperation Framework reviews/monitoring data	Malawi TOR MEAG 2019	
Cooperation Framework reviews/monitoring data	Malawi TOR MEAG 2019	
Cooperation Framework reviews/monitoring data	Malawi UN Annual Report 2019	
Cooperation Framework reviews/monitoring data	Malawi UN Annual Report 2019	
Cooperation Framework reviews/monitoring data	Malawi UN Annual Report 2020	
Cooperation Framework reviews/monitoring data	Malawi UN Annual Report 2020	
Cooperation Framework reviews/monitoring data	Malawi UNDAF 2019-2023	
Cooperation Framework reviews/monitoring data	Malawi UNDAF 2019-2023	

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	
	No documents uploaded	

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality 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	Malawi Final Survey Summary Results 2020	
Organizational culture survey results	Malawi Final Survey Summary Results 2020	
Organizational culture survey results	Malawi UNCT SCORECARD ORGANIZATIONAL CULTURE SURVEY 2020	
Organizational culture survey results	Malawi UNCT SCORECARD ORGANIZATIONAL CULTURE SURVEY 2020	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	Gender parity data UNDS	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	2022 UN GHRTW Work Plan (1)	
GTG TOR/AWP	Common Country Analysis for Malawi 01122022	
GTG TOR/AWP	UNGHR TWG Meeting Minutes 18 November 2022-V2	
GTG TOR/AWP	UNGHR TWG Meeting Minutes 26 July 2022	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
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Category	Documents
Capacity development	ASWAP Community Based gender Responsive Mission Report UNall upload

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	Copy of UN Women Malawi WP Plan 14112023141020	
Financial resources	UN CCA Malawi Final 0	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	02_UN_COUNTRY_RESULTS_REPORT-1	
Cooperation Framework reviews/monitoring data	Malawi SDG Acceleration Fund 2022 Annual Report-FINAL	
Cooperation Framework reviews/monitoring data	REVISED UNSDCF MALAWI FINAL Evaluation Report	

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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