

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Mexico 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). 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 Mexico

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

UN WOMEN summoned up a core group in order to review the SWAP indicators for 2023. This core group was integrated by: UN WOMEN, UNFPA and the RCO. A larger Inet-Agency Assessment Team was did not participate due to time constraints. The core group discussed the 5 indicators to be reported for 2023 with the Representatives of UN WOMEN, UNFPA and the RCO Team Leader.

The rational of choice was the following:

Area 2: Programming / Indicator 2.1 Joint Programmes. Although this indicator was reported in 2022, the analysis of the Joint Programmes is considered very relevant for this year. There were 6 JPs implemented and it was the last year of implementation of the Spotlight Initiative.

Area 4: Leadership /Indicator 4.1 UNCT Leadership is committed to Championing Gender Equality. The RC and the Heads of Office have regularly discussed gender equality and the empowerment of women in the UNCT meetings, retreat , programmatic fora, and in meetings with partners such as the Directive Committee.

Area 4: Leadership /Indicator 4.3 Gender Parity. Gender parity is a topic that has been discussed in the UNCT and the RC and Heads of Office have worked on, not to mention that it is a key strategy from the Secretary GEneral. A survey was conducted within the UN System in order to provide evidence on staff that works in the UN Mexico, disaggregated by sex.

Area 5: Gender Architecture and Capacities /Indicator 5.1 Gender coordination Mechanism is empowered to influence the UNCT for GEEW. There is a new coordination scheme in the Gender Thematic Group, with a modality of pool funding, which is very relevant and could serve as a good practice in other countries. This was discussed during the GTG retreat with all UN agencies.

Area 6: Financial Resources / Indicator 6.1 Resource allocation and tracking. The UNCT has not carried out a capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle, which is crucial. The core group wanted to highlight this issue and consider it for the 2024 work plan.

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

UN WOMEN

UNFPA

RCO

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

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

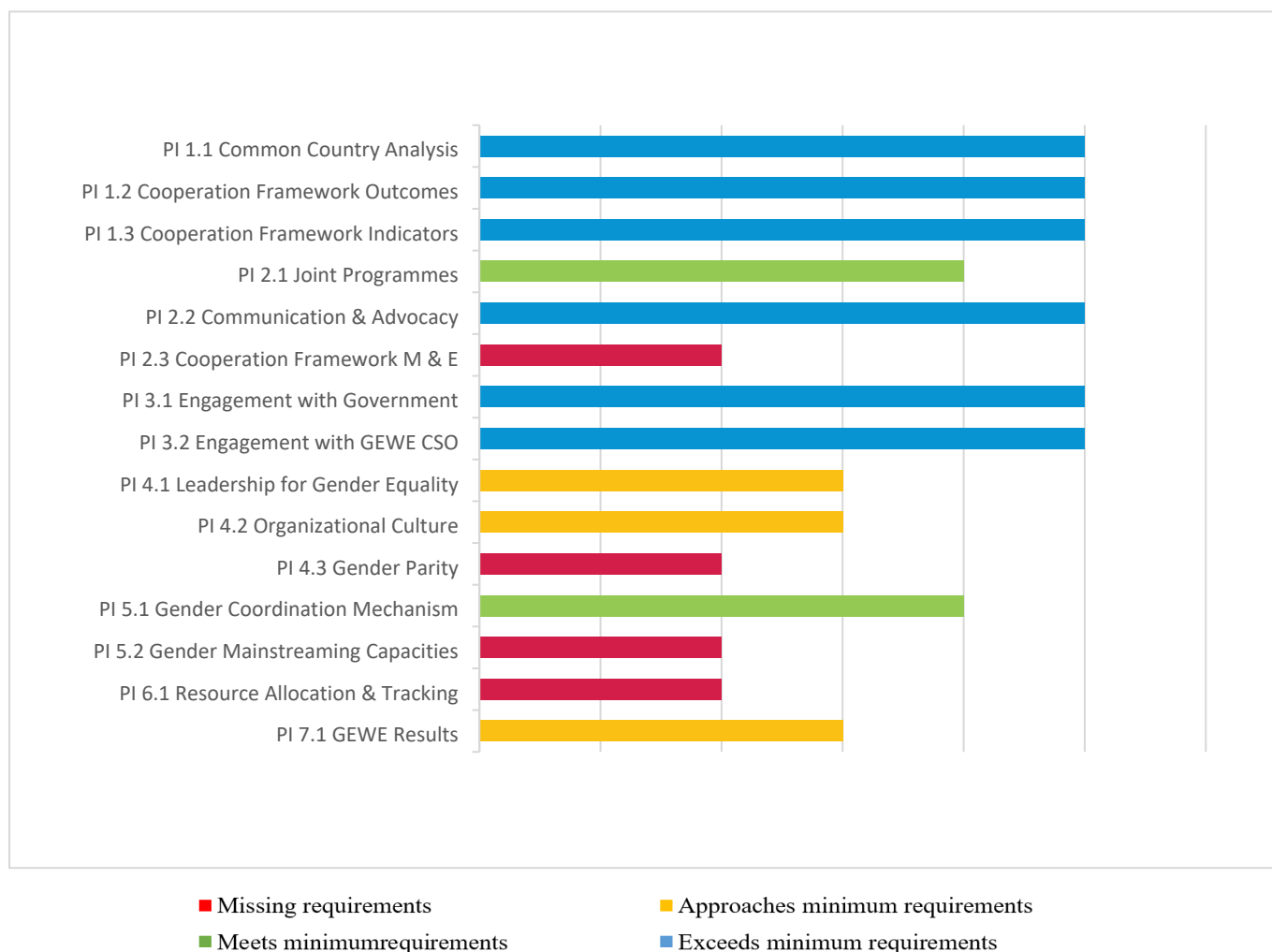
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	EXCEEDS	No
PI 2.1 Joint Programmes	MEETS	Yes

PI 2.2 Communication & Advocacy	EXCEEDS	No
PI 2.3 Cooperation Framework M & E	MISSING	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	APPROACHING	Yes
PI 4.2 Organizational Culture	APPROACHING	No
PI 4.3 Gender Parity	MISSING	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	Yes
PI 5.2 Gender Mainstreaming Capacities	MISSING	No
PI 6.1 Resource Allocation & Tracking	MISSING	Yes
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Mexico 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
EXCEEDS MINIMUM REQUIREMENTS**

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

A) Gender equality and women's empowerment are visibly mainstreamed in all result spheres (areas of cooperation) in line with the priorities of the SDGs, including SDG 5. COMPLIES. The Cooperation Framework 2020-2025 is the third joint planning cycle of the UNS in Mexico and the first fully aligned to the 2030 Agenda and the SDGs, which places gender equality as a requirement at the top of interagency planning, accelerator and result of the sustainable development of the country. By establishing for the first time a cross-cutting area of gender equality and empowerment of women and girls (IGEM), the Cooperation Framework 2020-2025 incorporates a strong gender perspective that explicitly impacts the theory of change, the postulates of the four areas of cooperation (Equality and inclusion, Prosperity and innovation, Green economy and climate change, and Peace, justice and rule of law), the articulation of the 10 direct effects —3 with GEM score 3 (see criterion B) and 7 with GEM score GEM 2—, as well as the integration of 45 strategic lines that contribute to the achievement of the results of IGEM, in line with SDG 5 and the gender goals of the other SDGs. The four areas of cooperation point to the need for a cultural change towards gender equality and the eradication of social norms and habits that discriminate against women and girls.

B) An outcome of the UNSDCF explicitly refers to gender equality as a primary goal, in line with the UNSDCF theory of change and the priorities of the SDGs, including SDG 5. COMPLIES. The three 3 direct effects (ED) that specifically focus on human rights, the empowerment of women and girls, address structural challenges in key areas for the achievement of gender equality in Mexico. Direct Effect (ED) 2 proposes as expected change the full exercise of social rights and access to universal services, including for the first time access to a comprehensive quality care system. ED 5 points to the integration of decent work programs and the protection of labor rights to address the needs of the labor market, including and particularly the economic participation of women. DE 8 contemplates the prevention and punishment of all forms and manifestations of violence, with an emphasis on violence against women and children and adolescents.

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
EXCEEDS 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; AND (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 women's empowerment are visibly mainstreamed in all result spheres (areas of cooperation) in line with the priorities of the SDGs, including SDG 5. COMPLIES. The Cooperation Framework 2020-2025 is the third joint planning cycle of the UNS in Mexico and the first fully aligned to the 2030 Agenda and the SDGs, which places gender equality as a requirement at the top of interagency planning, accelerator and result of the sustainable development of the country. By establishing for the first time a cross-cutting area of gender equality and empowerment of women and girls (IGEM), the

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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 EXCEEDS MINIMUM REQUIREMENTS	Planning
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More than half 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.

More than half of the UNSDCF outcome indicators measure changes in gender equality and the empowerment of women in line with the goals of the SDGs, including SDG 5. COMPLIES. Of the 57 indicators included in the Indicative Results Matrix of the Cooperation Framework 2020-2025, more than half (30, equivalent to 53%) are gender-sensitive indicators, of which 11 are gender-specific, 12 establish in a manner The disaggregation by sex is explicit in its definition and 7 propose the availability of disaggregation by sex to monitor the gender aspects of the Results Matrix. By area of cooperation, the analysis found the greatest strengths in the areas of Equality and Inclusion, with 67% of their indicators sensitive to gender; Prosperity and Innovation, with 63%; followed by the Peace, Justice and Rule of Law area, with 56%; while in the area of Green Economy and Climate Change, 18% of its indicators are gender sensitive. Although there are areas with greater strengths than others, the analysis concludes that the Indicative Results Matrix of the Cooperation Framework 2020-2025 managed to ensure the mainstreaming of the gender perspective in the definition of indicators for all areas of cooperation.

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
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(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.

Meets minimum requirements. Six Joint Programmes were financed by vertical funds in 2022 and 2023:

1. Spotlight Initiative. The Spotlight Initiative to eliminate violence against women and girls (2019-2022). UN WOMEN, UNDP, UNFPA, UNODC, UNICEF and OHCHR. Gender equality is visibly mainstreamed. It had a potential direct benefit for more than 35 million women and girls. As a result, three federal reforms, as well as 15 laws were approved at the state level to strengthen the prevention and elimination of femicide; 59 knowledge products for public servants and civil society organizations (CSOs); and the strengthening of more than 40 CSOs and women's collectives in Chihuahua, the State of Mexico and Guerrero.
2. SDG Fund. Governance and Financing for Sustainable Development. UNODC, UNDP and UNEP. (2020-2022). Gender equality is visibly mainstreamed. Members of the banking sector, retirement fund administrators, and insurance companies' associations have gained greater knowledge to understand the causes and impact of climate change and the implications these events can have in the different financial institutions. They possess improved skills in using and interpreting climate change scenarios for assessing physical and financial risks and impacts. They have a better understanding of the challenges and opportunities for strengthening gender balance in the country's financial institutions, and mainly, the participating private sector is more sensitive to integrating gender equality in their boards of directors, committees, and high-level decision-making positions. Workshops included capacity development on gender-related issues regarding the increased participation of women in decision-making bodies within the Mexican financial sector.
3. MMPTF. Socioeconomic integration of migrants, refugees and displaced persons in Mexico City and Santiago de Chile. ILO, IOM and UNHCR. (2020-2023). Gender equality is visibly mainstreamed. Public officials strengthened capacities in adopting tools to include the gender and diversity based approach in the legal framework on human mobility.
4. DPPA. Violencemeter of political gender-based violence against women. UNDP and UN WOMEN. (2023). Gender equality is visibly mainstreamed. Jointly with the National Electoral Institution and the National Commission for Gender Equality, the project identifies conducts that constitute gender-based political violence against women.
5. UNHSTF. Promoting the Human Security Approach for the Protection, Empowerment, and Economic Inclusion of Youth-at-Risk during and after the COVID-19 Pandemic. UNFPA, UNIDO and UNODC. (2021-2023). Gender equality is partially. Key stakeholders were trained in order to understand youth issues and design, implement, and evaluate participatory and evidence-based policies and programmes through the human security and gender approaches in the state of Hidalgo. To ensure that decision-making is targeted to the specific needs and vulnerabilities of young people, the programme is generating disaggregated data by gender, age, ethnicity, and municipality, and engaging youth in participating in the local assessments of current and emerging challenges. There was balanced participation of women and men in the workshops.
6. UNHSTF. Applying the human security approach as comprehensive response in health and migration on the Northern Triangle of Central America and Mexico. IOM and WHO/PAHO. (2022-2023). Making further enquiries, this programme has not been implemented yet, we would like to withdraw it from his report.

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:

The Spotlight Initiative is responding to all forms of violence against women and girls, with a particular focus on domestic and family violence, sexual and gender-based violence and harmful practices, femicide, trafficking in human beings and sexual and economic (labour) exploitation. In Mexico, it has been implemented from 2019 to 2023.

DPPA. Violencemeter of political gender-based violence against women. UNDP and UN WOMEN. (2023).

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

The Spotlight Initiative Mid-Term Evaluation.

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

**Programming and
M&E**

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

b) During 2022 several communication initiatives were deployed in collaboration with various UN agencies in the country. These initiatives raised awareness towards gender equality and the elimination of violence against women and girls. 2022 kicked off with the launch of the interagency communication campaign #EsLoJusto as part of the SDG Joint Programme “Closing gaps: making social protection work for women in Mexico” that aimed to increase employers' awareness towards the rights of women domestic workers. The initiative was launched by UN Women, ILO and FAO through January to March, and it was successfully supported by several government institutions, NGO's and UN agencies, as well as domestic workers' leaders.

Its main content was a video that showed a social experiment where employers faced the lack of labor rights that domestic workers currently face in the country. This content generated a lot of conversation amongst the targeted audiences. The communication campaign was shared by around 20 opinion leaders and influencers, and it was distributed through social media, media outlets, and around 100 out of home spaces in Mexico City, Guadalajara and Estado de México. The campaign managed to achieve 1,409,278 video views; 12,517, 648 impressions on social media and the media; more than 620,000 interactions through Twitter and Facebook; 98 media hits with an advertising equivalent of \$225,342.35 USD (\$4,587,970.37 MXN) in some of Mexico's major media outlets.

The #EsLoJusto campaign was the first United Nations Communication Campaign in Mexico focused on the work of Domestic Workers. It also became an innovative tool for tightening the relationship with key partners. Since its beginning, several institutions were called upon so they could be part of the development and implementation of the campaign: the National Institute for Social Security (IMSS); the Secretariat of Labor and Social Welfare (STPS); the Simone de Beauvoir's Leadership Institute, as well as the Nacional Union for Domestic Workers and the National Center for the Professional Training and Leadership of Domestic Workers.

https://fb.watch/aE366joHI_/

Also, during the International Women's Day March in Mexico City, a Tik Tok Live was streamed about the work of women for a Sustainable future. Women Representatives from different UN agencies in Mexico participated in the conversation while the march took place around them (UN Women; United Nations Population Fund, UN Environment Programme; Food and Agriculture Organization). <https://www.youtube.com/watch?v=L8CcGQC3EyU>

c) The UN Communication Strategy in Mexico 2022-2025 aims to position the UN by publicizing the joint and comprehensive impact of the work of the agencies in the country and their contribution to the achievement of the 2030 Agenda, particularly through the Common Agenda of the Secretary General and the results of the Cooperation Framework for Sustainable Development of the United Nations in Mexico 2020-2025, which responds to the country's development priorities.

It covers the period 2022-2025, equivalent to the duration of the Cooperation Framework, and will be implemented through an annual Communications Work Plan - designed, financed, executed and evaluated in an inter-agency manner.

The Inter-agency Communications Group (UNCG) is responsible for the design and execution of the Strategy and annual plans, under the leadership of the Chair (CINU) and Co-chair (UNODC), in close liaison with the RCO.

The 2022 Annual Plan operationalizes 5 projected results in the Communication Strategy, (products, activities, indicators, schedule, budget and responsible parties). Some of the products aligned to GEWE are:

1. The UN Mexico Results Report on the 4 work axes of the Cooperation Framework (Equality and Inclusion; Prosperity and Innovation; Green Economy and CC; Peace, Justice and Rule of Law), ensuring that the 3 transversal priorities are reflected (gender, migration and asylum, interculturality + youth).
2. UN Mexico Advocacy Campaigns (Gender, Climate Change, Covid19, ODS, Territorial Strategy)
3. Specialized communication training aimed at representatives, interagency groups, personnel appointed as spokespersons, etc. on inclusive, gender-sensitive communication, attention and press management, crisis management, risk communication to communities, C4D, etc.

In the framework of the Sub-Working Group on GBV for persons in situations of displacement, a joint press released was prepared with the participation of UNHCR, IOM, and several NGOs working on refugees, migration, and displacement in the context of the 16 Days Against Gender Violence.

d) Sociocultural transformation towards positive masculinities, during this period, was strengthened with the deployment of two interagency strategies:

- 1) A series of three workshops about positive masculinities were organized in collaboration with the Sweden Embassy in Mexico and the non-government institution GENDES, which impacted around 50 men from universities, international institutions and the UN System. This strategy strengthened the participant institutions and individuals in terms of human

rights and positive masculinities, putting special focus in the management of emotions, the ability to communicate effectively as well as positive parenthood strategies.

https://twitter.com/SwedeninMX/status/1529132331755356160?s=20&t=YClQtQHnTruPaQJ6s1_semQ

2) A communication campaign for raising awareness towards the role of men in positive parenthood was launched alongside the De Machos a Hombres Institute and UNICEF, with the collaboration of the Mexico's City Secretary of Mobility. This campaign For More Present Paternities (Por Más #PaternidadesPresentes) achieved the following media and social media results: Total hits mentions: We had 32 media hits with an estimated commercial value of: \$2,614,229.40 MX - 128,211.34 US (exchange rate 20.39 Mx per Dollar). One press release was sent and 04 interviews were conducted with Milenio TV; Noticias MVS, W radio and Chilango. Also, we reached more than 275,000 people in all our social media channels.

https://twitter.com/ONUMujeresMX/status/1539399252425576449?s=20&t=YBZj2spYnxPXsZWu_iVJVA

UN agencies joined efforts as part of the UNiTE campaign and the 16 days of activism for the elimination of violence against women and girls. Several Representatives, and UN colleagues posted messages in this regard in order to contribute with the call to action of the campaign. Around 80 cards were produced with messages of UN Agencies Representatives, High level directors of the private sector, government institutions, and NGO's. The cards have been disseminated through UN Women's social media and around 50 social media platforms from our partners and colleagues.

<https://twitter.com/faomexico/status/1598829465970278401?s=48&t=Z00LquawrabLxeA6WUoRyQ>

<https://twitter.com/onuhabitat/status/1600261655702609920?s=48&t=Z00LquawrabLxeA6WUoRyQ>

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

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

Programming and M&E

MISSING REQUIREMENTS

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

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

a) The UNS in Mexico has strengthened its interventions to promote gender equality and empowerment for women and girls from a multiactor and multisector approach that involves various institutions of the Mexican state, both at the federal, state

and municipal levels.

Examples of the foregoing include: (i) the Spotlight Initiative, which involves two federal agencies as main counterparts (CONAVIM, INMUJERES), three state governments (State of Mexico, Guerrero, and Chihuahua) and 6 municipalities; (ii) the JP Closing Gaps, in which four federal agencies (OPR, IMSS, INMUJERES, STyPS) and five state governments intervene; as well as, (iii) the Global Alliance for Care, Convened by the Mexican National Institute of Women and UN Women (INMUJERES) — under the umbrella of the Action Coalition on Justice and Economic Rights in the Generation Equality Forum, the Global Alliance for Care promotes a culture that recognizes, reduces, and redistributes care work among all co-responsible actors and fosters fair remuneration and representation of caregivers. It currently brings together 65 states, institutions, and organizations implementing commitments in the care economy, iv) Local government programs have been directed to address specifically the needs of the target population. In Jalisco, the public program “Fuerza Mujeres”, with a total budget of \$630,000,000 Mexican pesos in 2022, included the modality B focused to indigenous women, which was assigned specifically \$21,000,000 Mexican pesos to address their needs. The objective of the program is to invest in knowledge or specific skills for the development of a productive project, access employment or qualify for a better paid job, by providing economic resources, together with a preloaded training program in an electronic tablet. This strengthened the agenda for rural women from the Secretariat of Substantive Equality in the government of Jalisco.

There are also other types of interagency initiatives, such as the International Meetings on Gender Statistics (UN Women and ECLAC), which are carried out jointly and in coordination with more than one federal institute (INMUJERES, INEGI). The project "Resilience of Indigenous and Rural Women to the Impacts of COVID-19" was jointly implemented by FAO and UNDP in conjunction with the Chiapas Secretariat for Gender Equality.

b) The Mechanism for the Advancement of Women (INMUJERES) actively participated in the consultation with the federal government to review and refine the strategic lines of the 2020-2025 Cooperation Framework, particularly those of the cross-sectional area of IGEM, from a jointly responsible vision for its implementation. In addition, INMUJERES is the counterpart of the two JPs that incorporate the IGEM as their main objective for which it has had a strategic participation in the definition of priorities, the implementation of activities, as well as in monitoring and evaluation of initiatives.

c) The UNS has made more than one substantive contribution to strengthen participation and scale up the commitment of various government entities, both national and local, to promote compliance with the gender aspects of the SDGs. In March 2022, the UNS hold a meeting with the Foreign Ministry and Government Dependencies to follow up on the United Nations Cooperation Framework for Sustainable Development 2020-2025 (Cooperation Framework), as well as promote rapprochement and coordination of joint work.

Also in March, the Forum of Alliances of Mexico, organized by the United Nations in Mexico with the support of the Accelerator of Alliances for the 2030 Agenda of the Division of Sustainable Development Goals of the Department of Economic and Social Affairs of the United Nations (UNDESA) and the Office of Sustainable Development Program of the United Nations, a platform to strengthen participation and relationships between relevant actors and sectors, while promoting a transformative reactivation of COVID-19, ensuring a participatory and inclusive approach for alliances that will accelerate the achievement of the SDGs in Mexico.

<https://mexico.un.org/es/174578-el-foro-de-alianzas-de-mexico#>

On August, the UNCT organizes the meeting with the Committees of the National Council of the 2030 Agenda as an opportunity for the Country Team to learn about the work and functioning of the Committees of the National Council of the 2030 Agenda, and in turn, for the Committees to learn about the work of the United Nations System around the Agenda 2030, and above all, the work of the Results Groups. The meeting allows to establish synergies and identify possible areas of collaboration between Results Groups and Committees of the National Council of the 2030 Agenda.

Also, the following guides were developed (UNDP-UN Women) 1) Practical guide for those responsible for formulating public policies (programming and planning) with a gender perspective; 2) Guide for decision makers on the incorporation of the gender perspective in public programming and in local public decision-making processes; 3) Practical guide for mayors on how to incorporate gender issues into their political priorities and public programming processes. All the guides include aspects on the localization of the SDGs with a gender perspective, especially SDG 5.

Did you reassess the Performance Indicator in this reporting year

- No

**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) The UNS in Mexico has collaborated in more than two joint initiatives that involve the active participation of CSOs that work for the IGEM, either as implementing partners, allies or beneficiaries. An example of this are: (i) the Spotlight Initiative, in which 9 CSOs collaborate as implementing partners and 80 are direct beneficiaries of the project, in addition to civil society being part of the governance of the initiative; (ii) the JP Closing Gaps is implemented hand in hand with the National Union of Domestic Workers (SINACTRAHO) and the Center for Support and Training for Domestic Employees (CACEH), and involves the participation of 26 CSO defenders of the IGEM and the rights of domestic workers; (iii) the JP Youth at risk before and after COVID-19 proposes strategic alliances with local youth organizations and networks, including young women's organizations, for the implementation of various activities.

iv) The Global Alliance for Care, summoned by the Government of Mexico through INMUJERES and UN Women includes the mobilization of civil society within the Alliance has given good results in terms of the articulation of various global networks, including the Huairou Commission, which is the largest global network of grassroots women's organizations with a wide and varied work on the issue. of care; the international confederation of workers in domestic services and in addition to the Ibero-American Confederation of Social Security, in addition to other key networks for the care economy. In addition, the alliances of the UNS to advance the creation of a National System of Care includes the active participation of the Network of Care in Mexico, made up of women's organizations, feminist groups and activists, caregivers, specialists and citizens.

b) The UNSDCF 2020-2025 consultation process was an unprecedented exercise that broadly involved the participation of a great diversity of national, state and municipal CSOs that work for the IGEM, including experts, academics, feminist activists and defenders of women's rights and the girls, who contributed data, strategic inputs and an integrated vision to strengthen the strategic lines of IGEM's cross-sectional area from a co-responsible vision for their implementation. Derived from the above, the Cooperation Framework and the Indicative Results Matrix explicitly incorporate the CSOs that work for the IGEM as strategic partners for the achievement of results. In addition, within the Spotlight framework, the Civil Society Reference Group is involved and has provided technical advice in the processes of strategic prioritization, implementation, monitoring and evaluation of the initiative, this being a good practice that the UNS in Mexico should maintain in other JPs. On the other hand, various agencies (UN-DH, UN Women, UNFPA and UNICEF) have consolidated formal mechanisms of exchange and dialogue with civil society, which involve women's networks, organizations and groups, including community organizations of young women and adolescents, who work for and / or on issues related to the IGEM. These mechanisms have facilitated effective and structured consultations that have strengthened the work of the UNS to achieve the IGEM from the perspective, experience and knowledge of civil society.

c) Within the framework of the complementary processes that contribute to the implementation of the United Nations Cooperation Framework, the 2020-2025 Alliance Strategy was built, based on the Diagnosis of Alliances for the 2030 Agenda in Mexico, through a consultative process within the framework of the Interagency Network of Alliances and Financing for Development.

The 2020-2025 Alliance Strategy highlights the important role of civil society organizations in Mexico as key allies of the United Nations System in Mexico.

The formation of a Civil Society Advisory Group (GASC) will allow the generation of collaborative actions for the positioning of issues, joint advocacy strategies, generation of information, education and communication materials, legislative advocacy, and others in support of cooperation work. that the United Nations System carries out in Mexico, the UNS through the Results Group 1 developed the terms of reference for the Civil Society Advisory Group. The objective of the GASC is to strengthen existing relationships and increase the strategic dialogue of the UNS with civil society at the global, regional and national levels and formally recognize it as one of the most important dialogue groups, establishing a dynamic source of initiatives, ideas, analysis and joint and innovative political perspectives that help UNS Mexico to achieve its strategic objectives.

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
APPROACHES MINIMUM REQUIREMENTS

**Leadership and
organizational culture**

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

a) Throughout 2022 and 2023, the meetings within the UNCT and with key partners, such as the Programmatic Forum, the UNCT Retreat, the Directive Committee, have included presentations and discussions on achievements, barriers, challenges and priorities regarding gender equality and women's empowerment (which are part of the crosscutting axes of the UNDCF).
b) The UNCT has agreed on gender parity in podiums for UN events with partners; include gender mainstreaming and the importance of gender equality in speeches given by Representatives (i.e. the role of women for human rights, in the economy).

c) HOAs are seen by personnel as committed to improve gender equality in the workplace and for the selection of personnel: although some issues appeared in the work-life balance survey conducted by the Gender Technical Group, no is no concrete evidence. A specific survey could be developed in 2024.

In a survey carried out by the GIG with the leadership of UNDP on "Work Life balance survey", the preliminary results aim at strengthening the policies. We could include in the 2024 WP a survey on this matter and include senior management.

Cuidados y doble carga de trabajo.

d) The ARC is no longer in use.

a) Gender equality has not been a topic of discussion in at least 60% of the HoA meetings in the past 12 months. b) The RC sent a letter on gender parity in Mexico to José Manuel Salazar-Xirinachs, Executive Secretary of ECLAC, and Michelle Muschett, UNDP Regional Director, as Regional Directors to advance gender parity in the UNCT Mexico. The RC has also made statements in diverse fora regarding gender equality and the empowerment of women. c) The staff survey on gender and organizational culture was not applied in 2023.

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)

Minute of UNCT,
Letter by RC.

PI 4.2 Organizational Culture

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

**Leadership and
organizational culture**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

The organizational culture survey was applied in 2019 and according to the criteria of this indicator, the results of the perception survey are in the range of a positive rating between 50-64%.

It is expected to apply the survey again in 2022 and report the changes in the perception of the participants

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

At the UNCT level there is still no gender parity mechanism in staff, however there are some interagency efforts that represent some good practices and bases for the consolidation of a general mechanism, as shown below.

The core group that coordinates the self-diagnosis exercise on gender equality UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) designed a survey to measure the degree of compliance of agencies and programs with respect to the indicator of 4.2 Organizational Culture fully supports promotion of gender equality and the empowerment of Women and the indicator Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked.

11 UNS agencies responded to the survey available at:

<https://docs.google.com/forms/d/e/1FAIpQLSfdSFkLS1JmT0jmtRf5QOwFsGoB0AUE5x6Bv6ie7NRxZ5dgKQ/viewform>.

Information is extracted from the results obtained.

100% of the offices that participated in the survey have some mechanism to monitor gender parity at all levels, both general and professional services

63% of participating agencies stated that they have a goal to meet the commitment to gender parity, and in these cases, their goal is to achieve a 50/50 rate. In terms of total staff, 75% of the agencies' structure is typified by having more than 50% of women hired. In professional staff positions, 75% of agencies employ more than 50% women, and in relation to general services staff, 90% of agencies employ more than 50% women.

"100% of the agencies declared that they promote non-discriminatory practices and/or reconciliation practices between personal life and work life.

45% of the agencies stated that they promote the use of criteria aimed at gender equality in supplier contracting processes (for example, having a roster of suppliers that has information disaggregated by gender).

"72% of agencies stated that they promote orientation/training for new staff on the Cooperation Framework and programming principles considering the gender perspective."

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	0
G3	0	0
G4	0	0
G5	0	0

G6	0	0
G7	0	0
NOA	0	0
NOB	0	0
NOC	0	0
NOD	0	0
P1	0	0
P2	0	0
P3	0	0
P4	0	0
P5	0	0
P6	0	0
D1	0	0
D2	0	0

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

UNCT SWAP Survey Responses

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:

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

Gender architecture and capacities

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

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

The gender thematic group is co-chaired by the Heads of Office of UN Women and UNFPA. The GTG has a representation at the highest level and it ensures that all communications are sent to the UNCT. In addition to this, the Office of the Resident Coordinator fully supports and engages in the activities of the GTG.

During 2023 the GTG held a planification retreat at the beginning of 2023 in order to redefine the ways of work and draft a biannual work plan that was approved by all the members and it was presented to the UNCT with the agreement that in order to be able to give a better and faster response to the activities and requests, the GTG needed to have a technical secretariat funded by all the UN agencies. At the moment, 4 agencies have contributed 5,000 USD and 1 with 2,000 USD and some agencies will make their contribution in 2024. This marks a milestone in the group's previous work by securing a budget to guarantee the strengthening of gender equality within the UN System. For example, some of the activities envisioned include training and workshops to reinforce gender equality and mainstream gender equality throughout the system, working with different consultants to support the generation and contribution of reports, as well as the review of projects with a gender perspective.

The GTG held 3 additional meetings this year and it was an important platform to gather inputs for the UNCT report to CEDAW.

The GTG also agreed together with the UNCT to have an annual meeting with all the reps in order to be able to track priorities and focus the work on the national context to mainstream gender equality.

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

The GTG has established its TORs since 2021 and were approved by all its members. The bi annual work plan was agreed after

the retreat and the secretariat will focus on planning and executing the activities envisioned.

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

The GTG Secretariat has been working on the expansion of the membership of other UN Agencies. This year the group was expanded to 21 members, achieving a substantial and diverse representation of mandates that scale its added value. However, the level of seniority of the focal points continues to be below the minimum standard contemplated in this criterion.

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

The GTG had an active and substantive participation in the technical work for the implementation of the Cooperation Framework 2020-2025. The contributions of the GTG are reflected in its involvement and linkage with the Groups of results to guarantee the implementation of the strategic lines of the cross-sectional area of IGEM. The cooperation framework for Mexico will have its review and updates next year and the GTG will serve as a mechanism to ensure gender equality is mainstreamed. Notwithstanding, the GTG coordinated the inputs for the UNCT report to the CEDAW committee as Mexico had to deliver its report on October this year. The group is working on a plan to contribute to the country analysis team and how to link the work with the groups of results.

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 Terms of Reference 2023

GTG AWP 2023

GTG Members 2023

GTG Retreat Results Report 2023

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

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

Resources

MISSING REQUIREMENTS

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

The core group that coordinates the self-diagnosis exercise on gender equality UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) designed a survey to measure the degree of compliance of agencies and programs with respect to the indicator of 4.2 Organizational Culture fully supports promotion of gender equality and the empowerment of Women and the indicator Indicator 6.1 Adequate resources for gender mainstreaming are allocated and tracked.

11 UNS agencies responded to the survey available at:

<https://docs.google.com/forms/d/e/1FAIpQLSfdSFkLS1JmT0jmtRf5QQOWfsGoB0AUE5x6Bv6ie7NRxZ5dgKQ/viewform>.

Information is extracted from the results obtained.

45% of the participating Agencies have carried out a capacity development event (such as workshops and/or missions to another UNCT to learn about their experience) on the gender marker (UN Gender Equality Marker) during the Cooperation Framework cycle current

"66% of agencies consider the application of a marker or label for the execution of activities that promote gender equality and the empowerment of women.

"54% of the agencies have an annual results report that specifies the resources allocated for gender equality and women's empowerment."

9% of the agencies (1) consider that they have exceeded the financial objective for allocating resources for gender equality and the empowerment of women, 72% (8) consider that they have met it and 18% (2) considers that it has not met said objective.

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)

UNCT SWAP 2023 Survey Results

Dimension Area 7: Results

PI 7.1 GEWE Results

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

Results

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

The analysis identified diverse actions within the framework of the UNSDCF 2020-2025, both inter-agency and at the individual level of agencies, funds and programs, which have influenced key areas for the advancement of women and girls, for example: legislative harmonization to eliminate the early union of girls and child marriage without exception; the recognition of the rights to equality and access to social security for domestic workers; the incorporation of the gender perspective and the recognition of the rights of migrant workers in migration legislation; the strengthening of national and state legislation on human trafficking; women's access to justice with a gender perspective; to the promotion of leadership and equal participation of women in political life and in other decision-making spaces, among others.

However, the weaknesses found in the development of indicators disaggregated by sex and / or sensitive to gender (see indicator 1.3), as well as the deficiencies in terms of monitoring and evaluation of gender aspects of the UNDAF (see indicator 2.3), make it difficult to measure accurately and conclusively the contribution of the UNS in Mexico to the achievement of the gender results of the UNSDCF 2020-2025.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Mexico 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
Dimension 1 - Planning				
1.1 Common Country Analysis	Asegurar la revisión sistemática por parte del GIG todos los documentos de planeación estratégica asociados a la implementación del Marco de Cooperación, a fin de garantizar la efectiva incorporación de la perspectiva de género.	OCR: Enviar para revisión del GIG las futuras propuestas a fondos interagenciales, iniciativas conjuntas y demás documentos de planeación del Equipo de País.	Desde la OCR se comparten con las agencias las convocatorias de fondos internacionales para propuestas interagenciales y se fomenta en todas se incluya un fuerte componente para la igualdad de género	Se hizo una actualización del CCA en 2023 y se incluyeron datos desagregados por sexo.
1.2 Cooperation Framework Outcomes	Proveer insumos para asegurar la transversalidad de la perspectiva de género en las líneas estratégicas de los planes de trabajo de los grupos de resultados del UNSDCF.	1.2. Proveer insumos para asegurar la transversalidad de la perspectiva de género en el proceso del UNSDCF, desde la integración de la teoría del cambio (análisis causal y árbol de problemas), la definición de los efectos directos y la Matriz de Resultados, hasta las líneas estratégicas de los planes de trabajo de los grupos de resultados del UNSDCF. GIG GdR Tiempo staff Permanente GIG/GdR: Revisar propuestas de planes de trabajo de Grupos de Resultados (GdR) del	Desde el GIG se asegura a través de los puntos focales que los planes de trabajo de los grupos de resultados incluyan componentes GEWE	Los efectos directos del UNSDCF no se revisan, pero se hizo una revisión exhaustiva de ellos en la fase de diseño para incluir la perspectiva de género.

		UNSDCF a través de PFs designados por el GIG. La acción ya se completó como tal. Se ajustó la redacción para concentrar el foco ahora en los planes de trabajo de los GdR y se puso como temporalidad permanente. 1.2. Proveer insumos para asegurar la transversalidad de la perspectiva de género en las líneas estratégicas de los planes de trabajo de los grupos de resultados del UNSDCF.		
1.3 Cooperation Framework Indicators	Evaluar si se requiere una nueva capacitación técnica en materia de transversalidad de indicadores sensibles al género al Grupo de Trabajo del M&E.	La actividad ya se completó como originalmente planteada. Se modificó la redacción para que en cualquier ajuste que tenga la Matriz de Resultados no se pierda la transversalidad de la perspectiva de género ya lograda.	Una vez designado el oficial del M&E de la OCR en 2023 se incluirá en el plan de trabajo del grupo interagencial de M&E	Se están revisando los indicadores de los productos en 2023 y se asegurará de incluir la perspectiva de género en ellos.
Dimension 2 – Programming and M&E				
2.1 Joint Programs	Acordar lineamientos mínimos para asegurar la incorporación de la perspectiva de género en la formulación de iniciativas interagenciales, ya sean programas, proyectos o campañas de comunicación.	ONU Mujeres: Compartir propuesta de su Oficina Regional. OCR: Compartir el UNCT-Gender marker elaborado por UNSDG GIG/GdR: Ajustar propuestas y aprobar lineamientos	Pendiente de elaborar los lineamientos Se planeará una vez designado el oficial del M&E de la OCR en 2023	No se han desarrollado los lineamientos para incluir la perspectiva de género en los programas conjuntos.
2.2 Communication and Advocacy	Incorporar en la estrategia de comunicaciones y el plan de trabajo del Commgroup líneas de acción en materia de IGEM, incluyendo la definición de indicadores para el monitoreo, la sistematización y la medición de impacto de las comunicaciones	UNCG: Desarrollar estrategia de comunicación del SNU, incorporando igualdad de género. UNCG: Implementarla y monitorear su impacto. UNCG: Coordinar capacitación anual 2021 con GIG/ONU Mujeres y desarrollarla.	La estrategia incorpora las líneas de acción sobre GEWE. Pendiente el monitoreo, se iniciará en 2023 una vez designado el oficial de M&E de la OCR La capacitación se planeará una vez designado el oficial	Se llevó a cabo una capacitación sobre Fortalecimiento de capacidades de comunicación política estratégica de integrantes del Grupo Interagencial de Género a través de una formación con la experta Dra. Virginia Beaudox

	del Equipo de País en este rubro. a) Capacitar a los equipos de comunicaciones de las agencias, fondos y programas del SNU en México, incluyendo a las/los puntos focales del Comgroup, sobre lenguaje incluyente, así como comunicaciones y abogacía con perspectiva de género.		del M&E de la OCR en 2023	
2.3 Cooperation Framework M&E	Realizar el seguimiento y monitoreo de los indicadores del UNSDCF 2020-2025, con énfasis en los indicadores de género/sensibles al género. a) Incluir el marcador de género en el reporte homologado de programas conjuntos e iniciativas interagenciales de ONU México. b) Visibilizar los avances para el logro de la igualdad de género en México en los informes globales del UNSDCF	OCR/M&E/GIG: Definir mecanismo en plan de M&E conforme a las posibilidades de UN Info. GdR/M&E: Monitorear indicadores permanentemente. GdR/M&E: Proveer de insumos; Incluirlo en el Plan de de M&E del UNSDCF y en el Plan de Trabajo del M&E GdR/M&E: Reportar iniciativas permanentemente. GdR/M&E: Proveer de insumos; Incluirlo en el Plan de de M&E del UNSDCF y en el Plan de Trabajo del M&E GIG: Realizar la revisión de los borradores y proporcionar insumos	Acción incluida en el plan de acción del grupo de M&E, iniciará una vez designado el oficial del M&E de la OCR en 2023	El Grupo de M&E ha revisado los productos del Plan de Trabajo Conjunto y revisará los indicadores desarrollados y revisados, alineados con el "Output Indicator Framework".
Dimension 3 - Partnerships				
3.1 Government Engagement	Promover una sesión específica o espacio de trabajo con las contrapartes gubernamentales para la transversalización de la perspectiva de género en el UNSDCF 2020-2025.	Se da por cumplida y ya no aplica;	Se da por cumplida y ya no aplica;	Se ha fortalecido la cooperación tanto con la Secretaría de Relaciones Exteriores (reunión del Comité Directivo) como con la Secretaría de Economía que lidera las acciones de la Agenda 2030 en el país. En ambos espacios se ha dado un espacio para dialogar sobre los temas de igualdad

				(i.e. cuidados, violencia basada en género, protección social, trabajo decente, entre otros.)
3.2 GEWE CSO Engagement	Promover un espacio de diálogo con las OSC, incluyendo OSC y expertos/as que trabajan el tema de la igualdad de género, a través de mesas de consulta para la construcción del UNSDCF 2020-2025.	Se da por cumplida y ya no aplica;	Se crearon los TdR para un Grupo Asesor de Sociedad Civil para el SNU en el país	Se han creado los TdR del Grupo Asesor de Sociedad Civil para temas de género, para que asesorara a todo el UNCT, sin embargo, es una actividad que ha quedado pendiente.
Dimension 4 – Leadership and Organizational Culture				
4.1 Leadership	Impulsar espacios de reflexión a nivel del UNCT sobre los desafíos de México para el cumplimiento de los aspectos de género de los ODS, incluyendo el ODS 5. a) Garantizar que los posicionamientos públicos del CR incorporen la PEG b) Socializar entre el personal las actividades y los resultados del SNU en México para el logro de la igualdad de género y el empoderamiento de las mujeres en México. c) Definir en el MAF una meta y un criterio sobre transversalización de la perspectiva de género en el cumplimiento de los ODS, incluyendo el ODS 5, así como en términos de paridad y capacidades del personal en materia de género.	RC: Incorporar en sus discursos y declaraciones públicos mensajes pertinentes en materia de igualdad de género cuando aplica. UNCT: Socializar resultados en materia de igualdad de género y empoderamiento de las mujeres. OCR/GIG/Commgroup: Circular presentaciones o boletines informativos entre el personal. UNCT: Dar seguimiento al indicador y reportar resultados.	Pendiente de incluir en el plan de trabajo 2023 Se ha incluido en comunicados de la OCR Desde el CINU se distribuyen boletines y comunicados de prensa Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023	A interior del UNCT se discutió el contexto nacional en términos de igualdad, los principales desafíos y áreas temáticas comunes entre las agencias de la ONU. El CINU envía periódicamente boletines informativos que incluyen acciones a favor de la igualdad de género.

<p>4.2 Organizational Culture</p>	<p>Integrar y proponer al Equipo de País, sobre la base de los resultados de la encuesta de percepción, una ruta de acción que responda a las brechas identificadas en términos de discriminación por motivos de género, acoso sexual y/o laboral, así como balance vida familiar-laboral. Mapear el nivel de cumplimiento por parte de las agencias de los estándares mínimos en materia de prevención y atención sobre explotación, abuso y acoso sexual b) Desarrollar capacitaciones anuales, incluyendo foros de discusión y reuniones regulares, y elaborar material comunicacional de apoyo para socializar con el personal de todos los niveles y áreas los estándares mínimos de prevención y atención en materia de explotación, abuso y acoso sexual. c) Generar un documento de análisis sobre buenas prácticas de family-friendly workplace a nivel global y presentar al Equipo de País una propuesta de política para el caso de México. d) Capacitar a los equipos de operaciones de las agencias, fondos y programas del SNU en México en materia de</p>	<p>OCR-OMT: Relanzar la encuesta del UNCT-SWAP. GIG/RRHH-OMT- Revisitar los resultados de la encuesta y hacer los esquemas de seguimiento. COMMGROUP: Fact sheet / recomendaciones a agencias sobre cómo cerrar brechas entre análisis y mecanismos existentes en las políticas de acoso y balance vida-familia; comunicación personal resultado y ruta de acción. Red PSEA: Desarrollar el mapeo OMT/GIG: Con base en mapeo, solicitar a UNW listado de recomendaciones sobre cómo implementar un protocolo de atención al abuso, explotación y acoso sexual para las agencias que no lo tengan Red de puntos PSEA: Con base en los resultados del mapeo, desarrollar capacitación abierta a todo el personal sobre los estándares mínimos de prevención y atención en materia de explotación, abuso y acoso sexual OMT: Análisis elaborado y documento generado. Falta socializar, difundir y monitorear OMT/GIG: Capacitación del personal Definir grupo del gig que va a capacitar OMT: Incluir un punto fijo en la agenda para abordar los aspectos de género en las operaciones. ONU Mujeres: Compartir las posibles reglas, políticas o lineamientos para promover la igualdad de género en los procesos de reclutamiento.</p>	<p>Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023 Se cuenta con un protocolo de denuncia Se crearon TdR para el grupo de PSEA. Se realizaron dos talleres para el personal de SNU coordinados por ONU Mujeres, UNICEF y ACNUR. Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023</p>	<p>Se ha contratado en la OCR una coordinadora para la Red PEAS. Se revisaron los TdR para el grupo de PSEA y se elaboró el Plan de Trabajo del grupo. Se realizaron talleres de capacitación sobre PSEA para todas las agencias del sistemas. Se llevó a cabo la encuesta de "Work Life Balance" por parte del GIG y liderada por PNUD.</p>
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	<p>cultura organizacional para la igualdad de género, el uso de lenguaje incluyente y los temas relacionados con discriminación, acoso sexual y laboral, así como balance vida familiar-laboral, entre otros. e) Destinar de manera regular en las reuniones del OMT una sesión, o un apartado especial, para abordar los aspectos de género en las operaciones de cada AFP.</p>			
4.3 Gender Parity	<p>Promover el compromiso explícito del Equipo de País con la paridad de género en todos los niveles de puesto, a través de la suscripción de 5 acciones catalíticas para su operación. a) Monitorear y dar seguimiento a la paridad de género en las distintas categorías del personal sobre la base de la Tabla de Paridad de Género utilizada en el UNCT SWAP Gender Equality Scorecard. b) En función de la revisión y valoración del indicador en 2023, hacer un análisis de la paridad en las categorías profesionales y superior en el SNU en México y proponer acciones correctivas. c) Garantizar la incorporación de al menos un indicador en la estrategia de operaciones (BOS), incluyendo la</p>	<p>UNCT: Suscribir las 5 acciones catalíticas en posicionamiento hacia todo el personal. OMT: Implementar acciones. OCR: Monitorear avances UNDSS: Reportar resultados consolidados por agencia al OMT OMT: Monitorear paridad de género OCR: Seguimiento con DCO OMT-RRHH: realizar análisis de la paridad GIG: Proponer acciones correctivas en función del análisis del OMT OMT: Capacitación de Procurement y género. Seguimiento a nivel de paridad. Con base en la Annual Review del BOSS a llevarse a cabo en febrero, se incluya una actividad en el grupo de recursos humanos para capacitar al personal encargado de reclutamiento en los esquemas que garanticen la paridad de las mujeres en los distintos niveles de puesto</p>	<p>Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023</p>	<p>Se elaboró una encuesta sobre el personal que trabaja en las agencias, fondos y programas del SNU México, desagregado por sexo. Y detallando las categorías del personal.</p>

	definición de metas específicas e indicadores de género que promuevan la participación paritaria de las mujeres en los distintos niveles de puesto.			
Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	Asegurar una mayor participación de personal senior, así como de personal respaldado por sus agencias para tomar decisiones en el marco del trabajo del GIG, incluyendo la continuidad de trabajo en caso de cambio de puntos focales	GIG: Actualizar TORS del grupo, incluyendo criterios de designación. OCR: Circular lista de Puntos Focales y TORS para confirmación del UNCT. UNCT: Designar PF.	Se cuenta con los TdR del GIG La OCR envió correo con la lista de puntos focales	El GIG está formalizado y tiene reuniones de manera regular y programada. No se ha logrado integrar personal "senior", pero ha tenido resultados concretos. En el retiro del GIG, participaron 25 colegas de 17 agencias del SNU.
5.2 Gender Capacities	Realizar una actualización de la autoevaluación de capacidades en materia de transversalización de la perspectiva de género en las agencias, fondos y programas, como base para el desarrollo de un plan comprehensivo de capacitación. a) Realizar las capacitaciones de acuerdo al plan comprensivo de capacitación de la actividad 5.2 .b) Generar un mapeo de capacitaciones en materia de género disponible para todo el SNU en México.	GIG: Incorporar acción en Plan de Trabajo 2022 del Grupo. GIG: Realizar capacitaciones pendientes conforme contemplado en el Plan de Trabajo 2022 del Grupo. OMT: analizar el mapeo y proponer de manera interagencial cuáles serían las capacitaciones que se estarían tomando por todo el personal cuando ingrese. Mar prepara comunicación). Mencionar resultados durante capacitación OCR/GIG: Circular entre personal.	Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023	Pendiente, se integrará en el Plan de Trabajo de 2024. Entre los cursos obligatorios de nuevo ingreso, está incluido "I know gender".
Dimension 6 - Resources				

6.1 Financial Resources	Definir los parámetros mínimos de presupuestación sensible al género para ser integrados en el mapeo programático y costeo del marco de cooperación a) Realizar el taller/capacitación en materia de presupuestación sensible al género y marcador de género a partir de la experiencia de las agencias para su integración en el BOS. b) Visibilizar los objetivos financieros acordados para la igualdad de género y el empoderamiento de las mujeres en el UNSDCF 2020-2025.	GIG: contratan consultoría, socializan resultados para validación del UNCT; Acompañar procesos y monitorear cumplimiento. GdR: Incorporar consideraciones para ejercicio de costeo de Planes bienales de Trabajo Conjunto. GdR/M&E: Reportar resultados financieros que visibilicen la contribución del SNU a la igualdad de género ONU Mujeres: Solicitar materiales e identificación de experto/a para impartir la capacitación. OMT: Convocar a personal de Finanzas y Programas a la capacitación GdR: Incorporar consideraciones para ejercicio de costeo de Planes bienales de Trabajo Conjunto. GdR/M&E: Reportar resultados financieros que visibilicen la contribución del SNU a la igualdad de género GIG: Acompañar procesos y monitorear cumplimiento.	Pendiente, iniciará una vez designado el oficial del M&E y puntos focales para el SWAP de la OCR en 2023	Pendiente. SE incluirá en el Plan de Trabajo 2024 del GIG. ES importante la vinculación con el OMT (Operations Management Team).
Dimension 7 - Results				
7.1 GEWE Results	Visibilizar el enfoque de género en la parte relativa al cumplimiento de los ODS y las contribuciones al ODS 5 del informe anual del UNDAF y posteriormente del UNSDCF.	GdR/M&E: Proveen insumos para la elaboración de informes. OCR: Elaborar informes y socializar.	Se incluyó en el Reporte anual 2021 del UNSDCF y se tiene proyectado para el Reporte Anual 2023	Se visibilizó tanto el enfoque de género como los resultados de igualdad de género y empoderamiento de las mujeres en el Informe Anual del UNSDCF 2022.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis
EXCEEDS MINIMUM REQUIREMENTS

Planning

Category	Documents
CCA or equivalent	MEXICO UNSDCF 2020-2025
Other joint analysis	Matriz análisis de género indicadores revisados 221121

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Anexo I. Matriz análisis de género revisados Mexico	
Cooperation Framework	ONU-Mexico-Marco-de-Cooperacion-2020-2025	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	ONU-Mexico-Marco-de-Cooperacion-2020-2025	
Other	Anexo I. Matriz análisis de género revisados Mexico	

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	20210405 - Mexico MTA	
Joint Program documents	SR-2023-21 ES	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	SPANISH Strategy Workplan Comms UNMexico 2022 UNCG FINAL	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
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Category	Documents
	No documents uploaded

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Agenda reunión ONU-gobierno Resultados 20-21 y prioridades 2022	
Government engagement	PROGRAMA ENCUENTRO COMITES ONU Agosto 2022	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
GEWE CSO engagement	Anexo 5. TDR grupo asesor de la sociedad civil (27 sep 22)	
GEWE CSO engagement	ESTRATEGIAS ALIANZAS SNU Mexico	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Carta Paridad de Género Reps México a CR 31012023	

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

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Other	UNCT-SWAP Gender Equality Scorecard (Responses)	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	20230525_Informe resultados_Retiro GIG 2023	
GTG TOR/AWP	Plan de Trabajo GIG 2023	
GTG TOR/AWP	TDRs GIG	
Other GTG documents	Directorio GIG 2023	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
Other	UNCT-SWAP Gender Equality Scorecard (Responses)	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	UNSDCF 2020 - 2025 (Spa)	

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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