UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Namibia

2023

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

Contents

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.

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).

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).

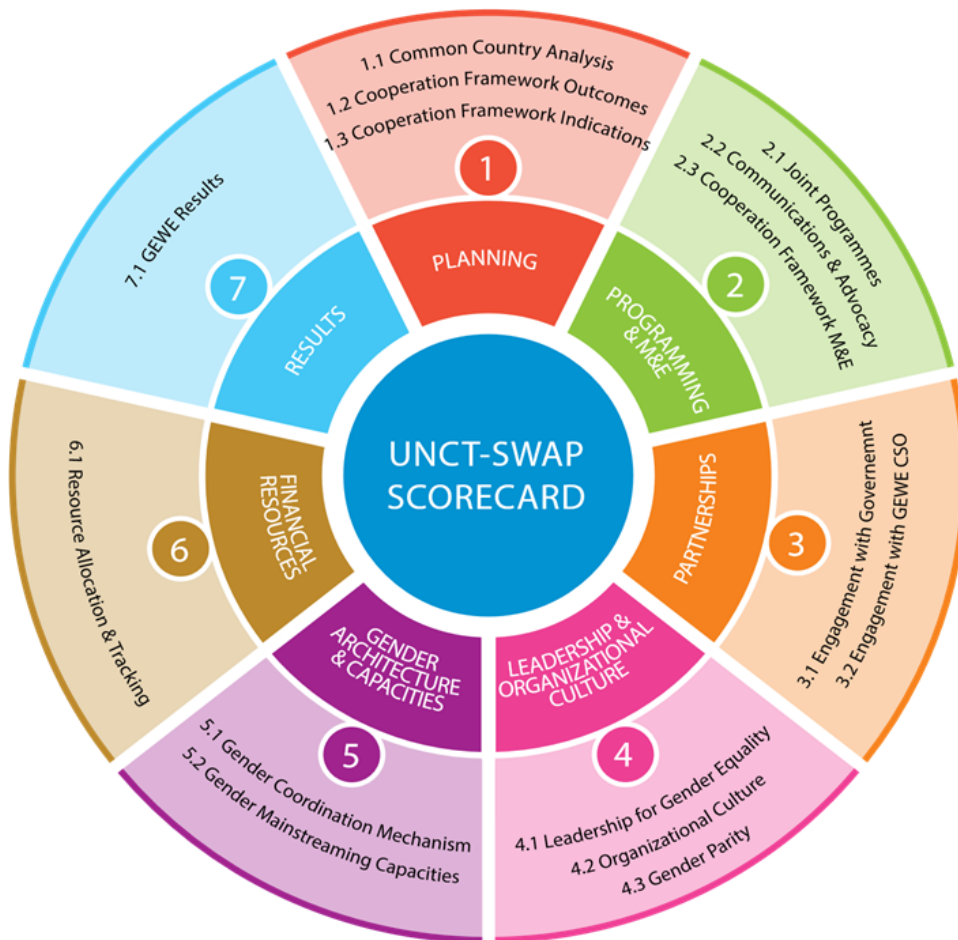## 2. The UNCT-SWAP Framework

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.

UNCT-SWAP SCORECARD

1 PLANNING
- 1.1 Common Country Analysis
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7 RESULTS
- 7.1 GEWE Results

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 Namibia

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 UNCT gender swap scorecard commenced after the GTG meeting, where a session was facilitated by Kebe from the UNWomen Regional Office on what the scorecard is and its accountability importance. the GTG members agreed that all members should be present during the reassessment. with the coordination guidance of UNRCO, the agencies met and reviewed the indicators and choose the indicators which regressed.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Due to prioritizing commitments, not all agencies could attend the assessment meeting. Below are the agencies that attended:
ILO, UNFPA, UNESCO, WFP and coordination support by UNRCO

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

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

PI 1.1 Common Country Analysis	
PI 1.2 Cooperation Framework Outcomes	
PI 1.3 Cooperation Framework Indicators	
PI 2.1 Joint Programmes	
PI 2.2 Communication & Advocacy	
PI 2.3 Cooperation Framework M & E	
PI 3.1 Engagement with Government	
PI 3.2 Engagement with GEWE CSO	
PI 4.1 Leadership for Gender Equality	
PI 4.2 Organizational Culture	
PI 4.3 Gender Parity	
PI 5.1 Gender Coordination Mechanism	
PI 5.2 Gender Mainstreaming Capacities	
PI 6.1 Resource Allocation & Tracking	
PI 7.1 GEWE Results	

■ Missing requirements ■ Approaches minimum requirements
■ Meets minimumrequirements ■ Exceeds minimum requirements

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 **APPROACHES MINIMUM REQUIREMENTS**	Planning

CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.
The assessment reveals that the CCA integrates gender and makes use of some sex disaggregated and gender sensitive data in sectors such as health, gender-based violence and education, although gender analysis has not been integrated in some sectors.

The Common Country Analysis integrates gender analysis and makes use of sex disaggregated data in the documents especially in the areas of Health, such as HIV and AIDS, as well as Gender Based Violence. Gender dissemination of data is also evident in areas such as food insecurity through referencing that women are prone to higher levels of food insecurity than

men. Issue of access to land is also dis-aggregated and analyzed. Well gender disaggregation of data is also evident in areas such as education and WASH where data are somewhat sex disaggregated, especially in the area of Menstrual Hygiene Management and school attendance. Gender analysis is however not explicitly and consistently used throughout the document. For example, data on poverty and inequality are not sex desegregated but only disaggregated based on race; residential i.e. urban/rural; age; multiple deprivations, etc. Although data on unemployment is sex disaggregated (unemployment high among women, among others), other data are not sex-disaggregated such as in social protection.

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 **APPROACHES MINIMUM REQUIREMENTS**	Planning

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

Out of the 7 outcomes of the UNPAF, GEEW is visibly integrated in the 4 Social Transformation Outcomes but not so explicitly mainstreamed in the Economic Progression, Environmental Sustainability and Good Governance outcomes.

Specifically, UNPAF Namibia Social Transformation Pillar Outcomes 2.1-2.4 are gender mainstreamed and outcomes recognize the different vulnerable groups such as vulnerable women, children, young people, marginalized, the poor etc. For example: Outcome 2.1 states that "By 2023, vulnerable women, children, adolescents and young people in Namibia have access to and utilize quality integrated health care and nutrition services – universal health coverage (UHC)"; Outcome 2.3 states that "By 2023, vulnerable women and children are empowered and protected against violence, abuse, neglect and exploitation) specifically targets gender equality in line with SDG priority. However, Outcomes of Economic Progression; Environmental Sustainability and Good Governance are not so gender responsive. Thus, gender equality and the empowerment of women is visibly mainstreamed only in some of UNPAF Outcomes, giving the indicator the scoring of "approaches minimum requirements".

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 **MEETS MINIMUM REQUIREMENTS**	Planning

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

The UNPAF 2019-2023 has 7 Outcomes with 44 outcome indicators out of which 32 can be engendered to measure changes in gender equality. However out of the 32 indicators only 15 (47%) indicators are gender sensitive as they are sex disaggregated and can measure the changes in gender equality and the empowerment of women in the respective sectors, in line with SDG targets. The rest of the indicators have not been disaggregated by sex, so one cannot easily measure the impact and or effects of changes in such indicators to the different groups. Examples of indicators that are not disaggregated by sex include the completion rate for the TVET (Technical Vocation Education and Training); number of identified victims of

trafficking; number of vulnerable refugees resettled.
In line with the above assessment criteria, this indicator only Meets Minimum Requirements as the indicators that measure gender equality are between one third and half (47%).

Did you reassess the Performance Indicator in this reporting year
- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities **MEETS MINIMUM REQUIREMENTS**	Programming and M&E

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

The only operational JP at the time of the assessment is the "The United Nations Joint Programme Support for HIV / AIDS in Namibia 2019-2023", five-year strategic document intended to guide planning of the Joint UN Team on AIDS (JUTA). The JPS constitutes the commitment of JUTA to the national HIV response in Namibia and it is aligned with the 2019-2023 UNPAF, in which HIV/AIDS is addressed as a cross cutting issue. The current JPS is a follow up of the UN Joint Programme of Support on AIDS (JPS) 2014-2018, which revealed significant contributions in areas of combination prevention, young people and adolescents, PMTCT, SRH/HIV integration, treatment, key population, system strengthening, M&E, and CSO engagement.
In this document, gender equality has been fully mainstreamed, thanks to a continuous reference to gender as one of the key enablers to ensure the smooth implementation of the basic programmes. The project document refers to gender equality in its outputs, in line with the social transformation outcomes provided in UNPAF (2.1, 2.2, 2.4). Target populations are clearly identified (young people and adolescents, Men who have Sex with Men (MSM), Female Sex Workers (FSW), transgender people) and vulnerable sectors of the population are prioritized (prisoners, people who use drugs, migrants, disabled). The country and epidemiological context are analyzed through gender lenses and gender disaggregated indicators.
In view of the above, this indicator has been rated as "meets minimum requirements".
In addition to JUTA, UNPAF recognizes other cross cutting issues that need to be addressed through JPS (Youth, Disaster Risk Management, Area-based Programme) which are currently under development.

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:
N/A

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).
- "The United Nations Joint Programme Support for HIV/AIDS in Namibia 2019-2023".
- UN Joint Programme of Support on AIDS (JPS) 2014-2018.
- UNPAF 2019-2023.

PI 2.2 Communication & Advocacy

Performance Indicator 2.2: Communication and advocacy address areas of gender inequality **APPROACHES MINIMUM REQUIREMENTS**	Programming and M&E

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

The Joint UN Communications Team (UNCG) is composed of communications officers or focal points from all resident UN agencies. Significant outreach initiatives have been organized on gender equality and women's empowerment in 2018/19.
Activities included:

a International Women's Day: The RC delivered a joint statement on behalf of the UN System in Namibia. The theme was "Investment in women and girls in Science for Inclusive Green Growth." Institutional Partners were Ministry of Gender Equality and Child Welfare (MGECW) and the Khomas Regional Council (2019).

b World Menstruation Hygiene Day (MH Day) Campaign - #ItsTimeForAction #MenstruationMatters: During the campaign period (April – May) UNCG and stakeholders collected 3,000 sanitary pads and 3,000 bars of soaps which were donated to disadvantaged adolescent girls and young women. The observance took place in Rundu, Kavango East Region. The Institutional Partners were the Ministries of Health and Social Services (MoHSS),
Ministry of Education, Arts and Culture (MoEAC) and the African Youth and Adolescents Network (AfriYan)
Namibia (2019). @UNNamibia

c 16 Days of Activism Against Violence Against Women: UN System in Namibia hosted a Town Hall Women Leadership series in collaboration with First National Bank of Namibia. UNCT members shared their journey about "women's empowerment and toxic masculinity." @FNBNamibia @ashwynmberi as part of @UNNamibia's #16DaysofActivism Women's #Leadership Series! #SDG5 (2018)

The Joint UN Communications Team, in charge of One UN Voice in Namibia, is guided by the UNPAF 2019-2023 Joint UN Communications Strategy. The UNCT joint Annual Work Plan provides a clear framework of Gender Equality and Women's Empowerment advocacy and communication activities, such as the observance of a) International Women's Day b) 16 Days of Activism Campaign addressing Violence Against Women and/or key thematic areas.
The UNCG needs to incorporate GEEW activities with their Joint annual work plan for effective and gender responsive communication and advocacy. There is no evidence for gender related communications activities or campaigns in non-traditional areas.
Therefore, the indicator has been scored as "approaches minimum requirements".

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).
- UNCT Joint Communication's Work Plan 2019,
- UNPAF 2019-2023 Communication Strategy,
- International Women's Day 2019: @UNNamibia;
- The World Menstruation Hygiene Day Campaign: @UNNamibia;
- The 16 Days campaign 2018: @UNNamibia

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS	Programming and M&E

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.

2019 is the first year of implementation of UNPAF 2019-2023. As part of the Common Country Analysis (CCA) in 2017, the UN conducted training on mainstreaming gender in the Common Country Analysis process. The training included members of the UN Monitoring and Evaluation group and the Gender theme group. As a result, most of the indicators in UNPAF 2019-

2023 are gender sensitive and have gender desegregated data for both baseline and targets. Members of the UN M&E group are encouraged to complete the mandatory online gender training offered by their respective agencies, of which the majority of the members have completed.

In view of the above and considering that the RBM group has not received technical training on gender sensitive M&E during the current UNPAF cycle, this indicator has been rated as "Meets Minimum 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** **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 development and design of the UNPAF and CCA required participation of National Planning Commission and other Government offices/Ministries/Agencies inclusive of the Ministry of Gender Equality and Child Welfare who took active role in development of the UN strategic framework.

The coordination mechanisms for the implementation of the UNPAF, are jointly spearheaded by both Government and UNCT such that meetings of the Joint Steering Committee, Outcome Pillars and sub pillars are co-chaired by the Government and respective UN agencies including the Violence sub-pillar which is co-chaired by the Ministry of Gender Equality and Child Welfare.

UNCT is collaborating with many different government agencies i.e. National Planning Commission and the Kavango East and West Regions on initiatives such as the Area Based Programming, which amongst others, targets the poorest and those left behind, especially AGYW.

UNCT Namibia has significantly contributed to strengthening Government participation and engagement in gender related SDGs localization and/or implementation such as the development of the Gender Responsive Budgeting guidelines and GRB roadmap and capacity building for all government Offices/Ministries and /Agencies.

Based on the above, the indicator is scored as "exceeds minimum requirements".

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

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

Meets two 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 regularly collaborates on GEEW with CSOs and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women. Examples of this cooperation include the joint Commemoration on 16 days of Activism Against Gender-Based Violence Campaign; the International Women's Day commemoration with the Khomas Regional Council and support CSO's participation in the Commission on the Status of Women.

JUTA collaboration with CSOs' representatives of key populations, with the particular focus on gender related issues.

GEEW CSOs participate in UNPAF consultations: country analysis, strategic prioritization, implementation, M&E, the development of key UNCT programming documents. UNCT in collaboration with CSOs' such as the Be Free Movement campaign, AfriYan Menstrual Hygiene Campaign and many other GEEW CSOs on interventions related to gender-based violence, Adolescents Sexual and Reproductive Health issues.

Based on findings, the indicator s been rated as "meets minimum requirements".

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

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

Leadership was scored as "exceeds minimum requirements" as evidence has demonstrated that the RC publicly championed gender equality; the reflection of GEEW commitment in the RC Assessment Report; gender equality is a regular topic of UNCT Meetings as it's a standard Agenda item through the Report of the GTG. The results of the online staff survey reveal also that HoAs are seen by personnel as committed to gender equality in the workplace.

UNCT in Namibia is committed to gender equality and promotion of gender equality in the workplace. Inter alia, this is evident through the commitment they took in 2018 to employ capacities of Gender Specialist within the RC Office. In their annual retreat of 2019, they also committed to carry out the SWAP Gender Score Card.

The commitment is also reflected in the RC Assessment Report in which it is states that UN will provide support to the government on GBV and gender equality as well as her championing of gender equality and the empowerment of women in her public statements/speeches.

From the UNCT meetings, it is evident that GTG reports on GEEW issues, on support provided to the government and in line with UNPAF. GTG reports are provided at each UNCT meeting. Topics that are brought to the attention of UNCT, exclusively depend on what was discussed in that period of time within GTG. Hence, gender related matters are discussed at each UNCT meeting.

Based on the online survey in which 66% of female and 34% male participated, altogether 65.3% (24.5% strongly agree and 40.8% agree) of personnel believes that Heads of Agencies in this UNCT are committed to gender equality in the workplace; while 26% being neutral and 14% disagreeing.

Did you reassess the Performance Indicator in this reporting year
- No

PI 4.2 Organizational Culture

<table>
<tr>
<td>Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
APPROACHES MINIMUM REQUIREMENTS</td>
<td>Leadership and organizational culture</td>
</tr>
</table>

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

On the promotion of GEEW by the Organizational culture, the score was "approaches minimum requirement" as the staff online survey reveals an overall positive rating of 60.7% (26.3% neutral and 14% negative), which is below the minimum requirement (65%) set as an average across the 10 questions of the online staff survey.

The Gender Scorecard Online Survey was distributed to all personnel pf the UN Namibia. Results scored an overall positive rating of 60.7% (26.3% neutral and 14% negative). The overall score of 60.7% is below the minimum requirement (65%) set as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance to meet the requirement. Subsequently, the minimum requirements of 65% were only met individually in 4 of the 10 questions with 6 of the 10 questions scoring below the 65% threshold.

The score for the package of entitlements (e.g. maternity, paternity, breastfeeding) to support personnel to achieve adequate work-life balance was the highest at 66.4%. Perceptions of Heads of Agencies and UN personnel commitment to gender equality in the workplace; as well as equal treatment of UN personnel irrespective of sex, gender identity or sexual orientation scored second highest at 65.3% each.

Staff perception on the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) to support personnel to achieve adequate work-life balance and HoAs supportiveness of personnel to establish an adequate relationship between work life and home life scored the lowest both at 53% respectively; while 24% of personnel were neutral and 23% of personnel being negative.

Did you reassess the Performance Indicator in this reporting year
- No

PI 4.3 Gender Parity

<table>
<tr>
<td>Performance Indicator 4.3:
Gender parity in staffing is achieved
MEETS MINIMUM REQUIREMENTS</td>
<td>Leadership and organizational culture</td>
</tr>
</table>

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

Mechanisms for monitoring of gender parity in staffing is available at individual agency levels and is not commonly monitored at UNCT level. Although UNCT does not have a mechanism in place for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels, the current overall positive trends towards achieving gender parity in staffing, demonstrates UNCT's commitments towards GEEW. Females make up 58% of staff at the GS level; 62.5% at the NO level; 40% at the P level and 100% at the D level. Parity has been achieved at all levels, with the exception for the P level where females are at 40% compared to their male counterparts at 60%.

The BOS however does not include gender-specific actions and indicators to foster gender equality and women's empowerment, and this needs to be addressed.

Did you reassess the Performance Indicator in this reporting year
- No

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.

The Gender Theme Group (GTG) as a coordination mechanism for GEEW is led by the UNFPA Representative to provide a forum for a joint UN strategic response to promote gender equality and equity. The GTG has its approved ToRs and 2019 Annual Work Plan in place. The GTG like all the other thematic and results groups have been involved and have given substantive inputs into the UNPAF including the country analysis, strategic prioritization, results framework and M&E.
The indicator has been scored as "Meets Minimum Standard", due to insufficient representation of senior staff in the forum.

Did you reassess the Performance Indicator in this reporting year
- No

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
- Yes

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

There were no inter-agency capacity development activity for UN personnel on gender equality and women empowerment

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

N/A.

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1: **Adequate resources for gender mainstreaming are allocated and tracked** **MISSING REQUIREMENTS**	**Resources**

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 UNCT has not carried out capacity building event on the gender marker over the current UNDAF cycle, which has just commenced with implementation in the current year. Equally, UNCT has not established a financial target for programme allocation for Gender Equality and the Empowerment of Women.
In view of the above, this indicator has been rated as "Missing Minimum Requirements".

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)

- UNPAF 2019-2023 page 63: Common Budgetary Framework
https://www.un.org.na/home_htm_files/UNPAF%202019-2023,%20Digital.pdf

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.

3 of the 4 targeted results of the cooperation framework outcome on violence were achieved, however, the country has not updated its DHS which provides routine data on violence against women. The country plans to conduct the DHA in 2024

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)

UNPAF Annual Report

8. UNCT in Namibia 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
Dimension 1 - Planning		
1.1 Common Country Analysis	- There is need for consistent use of sex and gender disaggregated data in the reviews (CCA and UNPAF).	The use of sex and gender disaggregated data is constantly used in the review of the CCA.
1.2 Cooperation Framework Outcomes	The Medium-Term Review of the UNPAF 2019-2023 should consider: ⯀ engendering all the Outcomes, Outputs and their respective Indicators to ensure that they measure changes in the status of women and men; boys and girls in line with SDG 5. ⯀ the use of terms such as vulnerable groups/communities/people are gender neutral and needs to be explicit to specifically mention who these people are for example women and the youth as the case maybe.	None
1.3 Cooperation Framework Indicators	N/A.	None
Dimension 2 – Programming and M&E		
2.1 Joint Programs	- Establish procedure that each Joint Programme goes through the review of GTG for gender sensitivity.	Joint Programme such as the Spotlight Regional Initiative proposal have gone through the review of GTG for gender sensitivity.
2.2 Communication and Advocacy	The Joint UN Communications Group to develop GEWE component in its annual work plans, in close coordination with Gender Theme Group.	None
2.3 Cooperation Framework M&E	- Capacity building of the RBM Group on gender sensitive M&E provided at least once during the current UNPAF cycle.	There was a capacity building of the RBM Group on gender sensitive M&E reporting in 2023.
Dimension 3 - Partnerships		

3.1 Government Engagement	N/A	UNCT Namibia continue to significantly contributed to strengthening Government participation and engagement in gender related SDGs localization and/or implementation. There was a UNCT and Government engagement meeting as well as a CSO Engagement primarily focusing on strengthening the relationship between the UN and its stakeholders.
3.2 GEWE CSO Engagement	N/A	There was a UNCT and Government engagement meeting as well as a CSO Engagement primarily focusing on strengthening the relationship between the UN and its stakeholders.
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	N/A	None
4.2 Organizational Culture	- More sensitization and awareness be raised for staff on issues of Gender Mainstreaming, organizational culture, gender equality, discrimination, work-life balance, sexual harassment in the work place.	None
4.3 Gender Parity	- - Put in place mechanisms for monitoring gender parity for all levels in the country team. - BOS to include an indicator under HR to foster gender equality.	BOS has included a clause which encourages women to apply for vacancies.
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	- Gender Theme Group takes active part in UNPAF implementation and midterm review to give substantial, group-level input to engender the results framework and M&E etc.	Gender Theme Group has taken active part in UNPAF implementation and midterm review to give substantial, group-level input to engender the

		results framework and M&E etc.
5.2 Gender Capacities	-Conduct an inter-agency gender capacity assessment. Based on the results, develop the capacity development plan on Gender Equality and Women's Empowerment aimed for all staff. - Develop a mandatory Gender Equality and Women's Empowerment inductions package for all UN Agencies.	None

Dimension 6 - Resources

6.1 Financial Resources	- UNCT to carry out at least one capacity building event on the gender marker over the current UNDAF cycle. - UNCT to establish a financial target for program allocation for Gender Equality and the Empowerment of Women.	None

Dimension 7 - Results

7.1 GEWE Results	N/A	None

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
	No documents uploaded	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
	No documents uploaded	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	**Documents**	

	No documents uploaded

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

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
	No documents uploaded	

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**	
	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**	
	No documents uploaded	

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS 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 APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
Organizational culture survey results	Namibia_2019_Org & Culture Survey_Results	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
UNCT BOS	Namibia_2019_Consolidated data on Gender Parity	

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**	
	No documents uploaded	

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**	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	**Documents**	
Other	UN Namibia_Report 2022	

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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