

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Pakistan 2023

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



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1. Background

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

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

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

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

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

Cooperation Framework Guidance (2019)

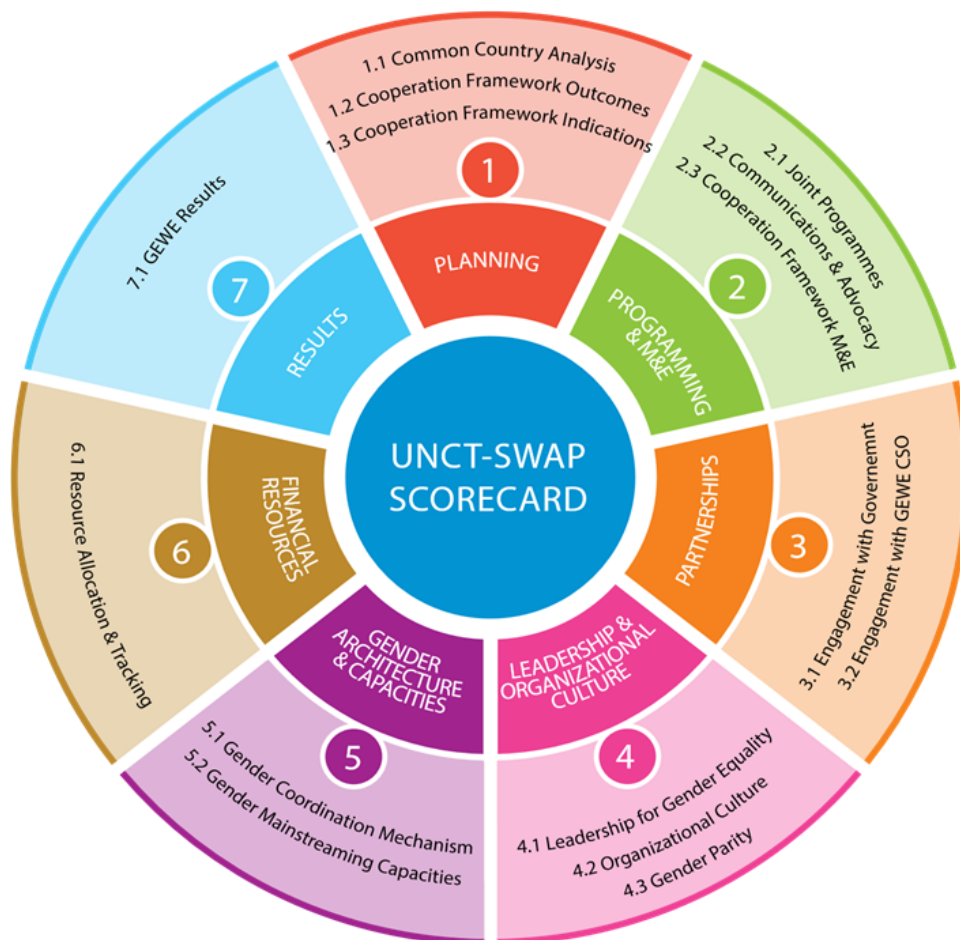
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Pakistan

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

Consultations with Agencies' focals

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

UNICEF

UNODC

UNDP

UNOPS

UNFPA

UNWOMEN

WHO

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

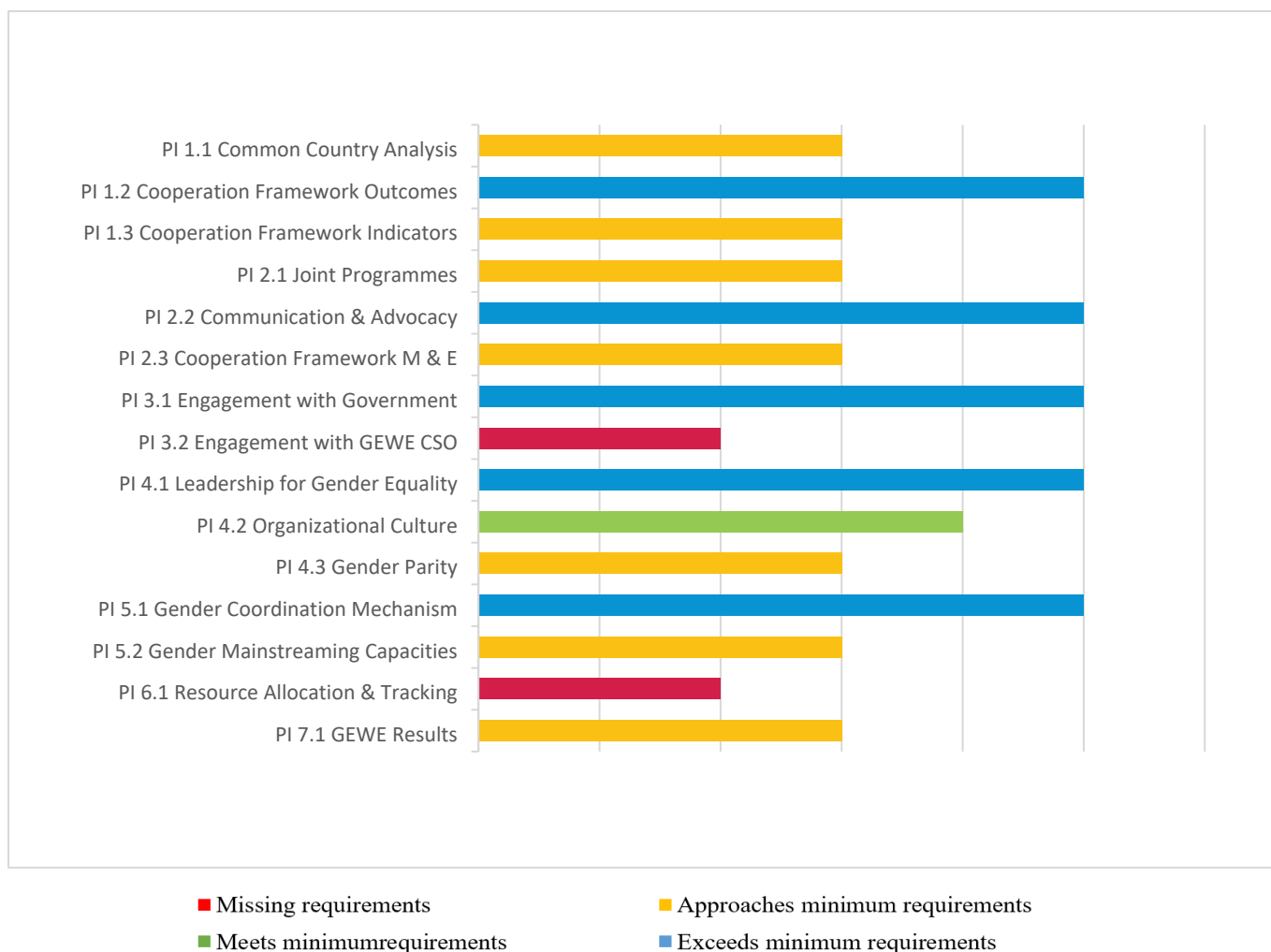
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

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

a) The CCA Pakistan, dated 2020-21, includes gender analysis across the majority of sections (55%), including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

Section 1 of CCA, Context analysis, contains in-depth gender analysis across the majority of sectors (80%). It provides gender-disaggregated data and also addresses transgender, PWDs, minorities and other vulnerable groups' issues. It refers to the groups that might be considered the most vulnerable in the complex context of Pakistan. It also suggests reevaluating the COVID-19's impact from a gender perspective.

Section 2, Progress on the 2030 Agenda and the SDGs, have some sex-disaggregated and gender-sensitive data. However, in-

depth gender analysis is missing in some thematic areas such as gender-based violence, rule of law, gender justice and strengthening institutions at all levels. Also, there is need to gather and use gender-disaggregated data for evidence-based planning, budgeting, monitoring and evaluation. However, realizing the issue of unavailability of authentic data, the section essentially proposes to improve data collection on SDGs including gender-sensitive and qualitative data analyses about those furthest behind.

Section 3, SDG financing landscape, does not mentioned gender budgeting or gender responsive financing and therefore, this section of CCA is completely gender blind and makes no reference to gender equality. There might be limitations in terms of availability of gender-disaggregated data and analyses of debts, financing, and budgeting but, however, way forward section should highlight such gaps and propose future actions.

Section 4 of CCA, Leaving no one behind, human rights, gender equality and women’s empowerment, includes gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. In addition, this section has consistent sex-disaggregated and gender-sensitive data.

Section 5, Multi-dimensional risk, is gender blind and has no reference to women’s empowerment lens. Women, girls and other vulnerable groups facing specific risks, are completely ignored in this section.

Section 6, Economic transformation, has some sex-disaggregated and gender-sensitive data. It highlights Government efforts to accelerate progress on SDG 5 (gender equality), including the collection and reporting of gender-disaggregated data, paired with quotas for women’s employment in the public sector. Moves to address discrimination, bridge the gender pay gap and promote decent work in the care economy are emerging. Provincial governments are finalizing policies and laws that address home-based workers, domestic workers, violence and harassment, and maternity protection. However, section barely discusses rural women’s contribution towards agriculture and effects of declining growth on women farmers.

Section 7, Environment and climate change, has mainstreamed gender equality to some extent.

Section 8, Governance, legal frameworks and institutional capacity, mentions transgender, domestic particularly IPV, and women harassment issues, low women’s political participation and women’s economic empowerment and land rights, inheritance rights, child rights, etc. but it is mostly gender blind.

Section 9, Prevention and humanitarian development-peace collaboration, has no reference to gender equality and women’s empowerment.

b) Some sex-disaggregated and gender-sensitive data are included in the CCA, as explained in criterion a) when analyzing the different CCA sections.

c) Gender analysis of those furthest behind is included in section LNOB for some groups. However, some of the sections do not cover various vulnerable groups such as transgender, PWD, Indigenous groups, ethnic minorities, and others.

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
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(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) All five outcomes of UNSDCF 2023-27 target women and vulnerable groups and their concerns are mainstreamed in interventions planned across sectors. These outcomes are related to equitable service delivery, decent livelihood opportunities, inclusive, accountable and evidence driven governance systems, and adaptation in wake of deteriorating climate conditions.

(b) For the first time, UNSDCF has included a dedicated outcome (Outcome 2) on gender equality and women empowerment. In addition to introducing the dedicated GEWE outcome, guiding principles for the Theory of Change underscore the importance of gender equality, positioning it as a cross-cutting issue throughout the framework.

The four out of five outcomes explicitly mention women and girls/children as their target beneficiaries whereas the first

outcomes mentions them as most vulnerable groups. Keeping in view the most vulnerable groups defined in the document, this outcome also covers the gender mainstreaming component of the statement.

Definition of Vulnerable in UNSDCF (UNSDCF Page 14, Under 1.2. Those at risk of being left behind): “The UN Pakistan has identified the following groups as the most vulnerable and disadvantaged in the country: women; adolescents; children; women exposed to gender-based violence; climate affected population (flood and drought); the working poor; food-insecure households headed by women; out-of-school children; transgender persons; persons with disabilities; the elderly; refugees, including Afghan refugees; stateless persons; migrants; internally displaced persons; people living in crisis-affected areas; residents of urban slums; women home-based and domestic workers; agricultural workers; and religious minorities.”

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

All 5 outcomes statements of UNDCF read as follows:

Outcome 1: By 2027, the people in Pakistan, especially the most vulnerable and deprived, have increased equitable access to and utilization of quality, sustainable basic social services (BSS).

Outcome 2: By 2027, women, girls and transgender persons in Pakistan, especially those at greatest risk of being left behind, benefit from an enabling environment where they are empowered and reach their fullest potential; and their human, social, economic, cultural and political rights are fully protected and upheld.

Outcome 3: By 2027, people living in the Indus River Basin, particularly the most vulnerable, including women, girls, boys, persons with disabilities and senior citizens, have their lives positively impacted by the restored and protected health of the Indus Basin, and by being better equipped to adapt to climate change and to mitigate its impact.

Outcome 4: By 2027, people in Pakistan, especially those at risk of being left behind and becoming further marginalized – including youth, women, persons with disabilities and other vulnerable groups – benefit from a broad-based, job-rich and gender-responsive recovery with decent work opportunities for all. This will be achieved through: integrated employment policy responses; the private and public sector and the social and solidarity economy as generators of employment, providers of skills training and education; harnessing the potential of job-rich economic sectors like agriculture, the creative economy and the care economy; upholding fundamental principles and rights at work, social dialogue and tripartite cooperation; diversifying livelihoods to reduce dependency on one form of livelihood (particularly agriculture or livestock rearing/management); and enabling longer-term resilience-building and rural economic development of the most vulnerable communities prone to various shocks and stressors.

Outcome 5: By 2027, the people in Pakistan, especially women, children, the most vulnerable and marginalized, have increased access to fundamental rights, gender equality and fundamental freedoms through inclusive, accountable, effective and evidence-driven governance systems and rule of law institutions at all levels of government, that contribute to good governance and stability.

List the Means of Verification. (E.g. Cooperation Framework document)

UNSDCF (2023-2027)

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS	Planning
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Between one-fifth and one-third (20-32 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.

31% outcome and output indicators of UNSDCF (33/106 indicators) measure changes in gender equality and empowerment of women. 8 outcome indicators (out of 25 indicators) and 25 output indicators (out of 81 indicators) contribute directly to measure this change. Outcome 2 has the most GEWE-related indicators i.e., 5 outcome indicators and 10 output indicators. RCO and M&E group reviewed the existing output indicators of UNSDCF and identified 20 potential indicators which can be replaced with the indicators from the UNSDG Output Indicator Framework. These 20 indicators underwent a technical review, encompassing three basic social services, five focused on gender equality and women's empowerment (GEWE), five on climate change and the environment, five related to sustainable and inclusive economic growth alongside decent work, and two indicators pertaining to governance.

Although the number of indicators (31%) measuring changes in GEWE are less than 33%, they reflect high impact and most relevant thematic areas including livelihoods and agriculture, governance, climate adaptation, and social service delivery. The indicators have been aligned with SDGs enabling them to contribute to several indicators under SDG targets. Following an exercise of alignment, it was found that a total of 33 indicators contribute to 18 SDG indicators.

Note –Given the alignment of UNSDCF indicators with SDG indicators the impact of measuring changes related to GEWE is much more than the mere 33 indicators and may indirectly reach the meeting minimum standards. Further , these interventions aim to reach out to a greater number of women which justifies the scoring of meeting the minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

UNSDCF 2023-2027

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS	Programming and M&E
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(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (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.

Gender equality is visibly mainstreamed into 60% of JPs operational at the time of the assessment. In December 2021, the following JPs were operational:

- ☑ Pakistan Growth for Rural Advancement and Sustainable Progress (GRASP) Programme. Participating UN Agencies: International Trade Center (ITC), Food and Agriculture Organization (FAO). SDG 5 is not a thematic area of this JP.
- ☑ The project for the Restoration of Livelihoods in KP Tribal Districts. Participating UN Agencies: UN Resident Coordinator Office, Food and Agriculture Organization (FAO). SDG 5 is not a thematic area of this JP.
- ☑ Strengthening economic resilience and food security for women Home Based Workers and women farmers. Participating UN Agencies: UN Resident Coordinator Office, Food and Agriculture Organization (FAO), UN Women. This JP is specifically addressing SDG 5.
- ☑ Working for Health (W4). Participating UN Agencies: WHO, ILO. SDG 5 is not a thematic area of this JP.
- ☑ Governance of Labor Migration in South and South-East Asia (GOALS). IOM and UN Women. Gender is mainstreamed into this JP.
- ☑ Eliminating child labor and forced labor in the cotton, textile and garment value chains: an integrated approach. Participating UN Agencies: FAO and ILO. SDG 5 is not a thematic area of this JP.
- ☑ Empowering and Protecting Pakistan’s Women, UNICEF and UNFPA. This JP is specifically addressing SDG 5.
- ☑ Naway Waraz (Khyber Pakhtunkhwa Merged Districts Support Programme). Participating Agencies: UNICEF, UNRCO, FAO, UNWOMEN, UNDP. Gender is mainstreamed into this JP.

2 Promoting Rule of Law and Enhancing the Criminal Justice System in Khyber Pakhtunkhwa including Newly Merged Districts, and Balochistan (January 2021 to May 2025). Participating UN Agencies: UNODC, UNDP, UNWOMEN. This JP is addressing SDG 5.

From the analysis of the above joint programmes, the following conclusions have emerged:

2 Currently there is a gap when it comes to facilitation of holistic responses to the complex institutional, social and cultural dynamics perpetuating gender inequality, joint gender programmes can further help transform gender relations by changing institutions, legislation, policies, behaviors, attitudes and social norms through cross sectoral and inter agency collaboration. As per review, some of the JPs are mainstreaming gender equality across operations. However, it is rather sporadic across the UN JP portfolio. The programmes can further maximize results by consolidating funding and technical assistance for gender equality and women's empowerment; joint programmes in these areas can foster innovation and secure impact instead of creating programmes in silos.

2 JPs can increase visibility of gender equality and women's empowerment at the national level, including with Finance and Planning Ministries and that is not an integral part of the overall design of JP operations. Agencies are focusing on women and girls' specific initiatives in some cases. However, the required shared vision on gender equality does not come out clearly.

2 Another observation is that although the JP can facilitate a more multi-sectoral approach, which can better address the complex challenges of promoting gender equality and women's empowerment and which allows entry points into government ministries that may not have previously put gender equality at the fore front, a holistic strategic visioning can further enrich the programmes to achieve the required results.

2 There is also a dearth of women and girl specific interventions across the JP portfolio and hence the required focus particularly with the lowest gender indices globally. There is need to look into the entire spectrum in terms of age cohorts hence the 10-19 adolescence girls onwards to the youth and then adult women. Currently, that's not the case and there is need for girl and women centric programming instead of current thematic focus.

b) A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5. It is the JP on Strengthening economic resilience and food security for women home-based workers and women farmers.

c) There is not a system in place in UNCT to ensure gender mainstreaming in joint programmes.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

**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.

(a) Two joint campaigns were launched this year and they are still underway. One was step-up challenge campaign wherein UNDP, UNOPS, UNICEF, UNODC, UN Women, UNFPA, UNHCE, RCO participated. This campaign was launched on IWD and meant to seek personal and institutional commitments and pledges on GEWE from UN agencies, government officials, diplomats and donor community.

Another campaign on preventing child marriage is implemented jointly by UNFPA, UNICEF and UN Women. This campaign has attracted a range of audience including government officials, civil society activists and general masses.

(b) The 16 days of activism resulted in several joint campaigns including with UNDP, and UN Women. UNFPA, UNICEF, UNHCR, and WFP deputy representatives joint advocacy messages which were broadly disseminated. The social media tool kit developed by UN Women for the 16 days was used by all UN agencies resident in Pakistan. The joint approach by the UN to promote # No Excuse was picked up and amplified by non-UN partners including EU , Norway and Sweden.

(c) According to the survey conducted in year 2022, the UN Communications Group (UNCG) recognizes GEWE as the top priority, assigning it a priority score of 9 out of 10. Additionally, the workplan underscores the importance of GEWE as key priorities within the UNSDCF.

The identified target audience in this workplan encompasses vulnerable and marginalized groups, including transgender individuals, persons with physical or mental disabilities, minorities, women, girls, refugees, migrants, etc. It also extends its focus to young women and men, including school/university students.

The primary objective of the UNCG Workplan for 2023 is to advocate for and communicate initiatives that bring the UN closer

to the people in Pakistan, with a specific emphasis on prioritizing women and members of marginalized groups within the country.

Moreover, it highlights the coordination of events such as meetings between women who serve as UN representatives and female UN staff with students around Women's Day. These events aim to strengthen advocacy efforts and enhance communication strategies to promote gender equality and women's empowerment in Pakistan.

(d) Lead by UNAIDS, UNFPA UNICEF, UNDP, UNESCO and UN Women came together to advocate against the stigma related to AIDS and to advocate for equitable services for transgender people. This campaign was organized around the international AIDS day, and meets the requirement of a non- traditional area.

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).

- Step up challenge and preventing child marriage campaign notes
- Mapping of 16 days activism events
- UNiTE – 16 days campaign Deck
- UNCG Workplan 2023
- World Aids Day - Advocacy

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

APPROACHES MINIMUM REQUIREMENTS

Meets one of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperative Framework reviews/evaluations assess progress against gender-specific results.

a) This criterion is not met as there were missing data specifically for outcome 8 “Gender Equality and Dignity”. Though there were certain data tools and online surveys used to collect data progress, however, the sources relied on government-administered surveys which are accessible on search engines. It is difficult to analyze UN’s relative contribution to different high-level OP III performance indicators (pitched at SDG/NDS level) given the lack of concrete data about different sources of funding for the respective comprehensive national effort.

b) Progress on gender equality was reported in OP III annual assessment 2019 and ONE UN annual report 2020. In addition, UNDAF final evaluation report (December 2021) has assessed progress on gender equality results. The online surveys conducted with internal and external stakeholders for the evaluation of the UNDAF 2018-2022 (OP III) had gender-specific questions such as the extent of gender mainstreaming in the OP III programming and implementation, and the extent of budget and M&E being gender sensitive. The final evaluation report revealed in a narrative form that the issues of gender, vulnerable groups and the LNOB principle are addressed structurally at the highest level in programming. However, this outcome only constitutes 1% of the target budget and less than 1% of the cumulative expenditures during the first three years of OP III implementation, which is the lowest among all ten outcomes. It also highlighted the absence of mentioning gender equality, LNOB and human rights as cross cutting issues in the joint programme documents.

In the evaluation report it was also noted that information available, although limited, on programme implementation through annual reports and other documents show that gender, LNOB, human rights principles and the humanitarian-development-peace nexus have been incorporated into UNDAF implementation to varying extents. The COVID-19 pandemic often intensified women’s vulnerability to loss of income, health issues and violence.

As stated in the final evaluation report, work on gender and diversity issues, LNOB and other UN principles can be rated as satisfactory even though the component of human rights-related work requires further strengthening.

c) The M&E group was re-activated in early 2020 and since then no technical training has been organized.

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 UNCT has collaborated with several government agencies on joint initiatives that foster gender equality within the current UNDAF cycle.

In 2019, UNAIDS and WHO scaled up the Health System Response to Sexual and Gender-Based Violence initiative in development and humanitarian settings, addressing the needs of vulnerable groups, including refugees, and responding to outbreaks of disease, such as HIV/AIDS, through multiple partnerships, with the Ministry of Health. More than 300 health facilities were strengthened to provide care to survivors of violence. Over 1,000 health care providers – including Medical Officers, Women Medical Officers, Medico-Legal Officers, Lady Health Visitors and community midwives, were trained across all four provinces on the National Sexual and Gender-based Violence (SGBV) and Health Response Package, including its clinical handbook on providing care and services for survivors as a multi-sectoral responsibility.

The Transgender Persons (Protection of Rights) Act was enacted in 2018 through the joint efforts of UNAIDS, UNDP, UNRC Office, transgender communities and Ministry of Human Rights (MOHR). It is very important for transgender people because it gives them legal protection. The groundbreaking changes provide access to rights previously denied to transgender people. This Act also allows for measures that are designed to meet the specific needs of transgender people. This includes the establishment of protection centers and safe houses and special vocational training programmes. This act provides an enabling environment for transgender people to access health care, social justice, equality and dignity in society while enjoying productive lives. The act prohibits harassment of transgender people in the home and in public. It is now against the law for employers, educational institutions, health services, traders, public transport and property owners or sellers to discriminate transgender people in anyway.

UNAIDS, UNDP, MOHR have been undertaking different training and capacity building initiatives on addressing stigma and discrimination against transgender persons in health care settings and also drafting national strategy on stigma and discrimination. Towards this end, the Ministry of Human Rights established a National Implementation Committee for the Transgender Persons (Protection of Rights) Act 2018 and is leading the process of implementing the said Act. The National Implementation Committee is comprised of 13 members with the Secretary of MOHR as its Chairperson for the effective implementation of the Transgender Persons (Protection of Rights) Act, 2018. The Ministry has also appointed a Transgender Person to work as the Transgender Expert and to serve as the coordinator of the said National Committee.

MOHR has also developed Guidelines for Police authorities with respect to the treatment of Transgender citizens to ensure compliance of Section 6(b) of the Act. Police plays a critical role in protecting and upholding fundamental rights of all citizens. This includes protection of vulnerable and marginalized segments of society such as transgender persons. Towards this end the MOHR has conducted sensitization sessions and consultations on the said guidelines with Islamabad and Rawalpindi Police. The purpose of these sensitization workshops was to increase the capacity of Police officials to effectively deal with issues pertaining to transgender persons.

Moreover, MOHR is in the process of establishing the first Government-initiated Transgender Protection Centre in the Federal Capital, in compliance with section 6(a) of the Transgender Persons (Protection of Rights) Act, 2018 (the Act). MOHR has conducted Two consultation sessions with the relevant stakeholders to establish referral mechanism for the protection

center.

b) National Women Machinery includes National Commission on Status of Women -Women Development Departments (WDD) at provincial level-, and Ministry of Human Rights (in post devolution scenario). These institutions have participated in the consultations for the development of the UNDAF. They have also participated in the final evaluation through the stakeholders' online survey implemented in 2021.

c) In 2018, a national SDG framework was launched envisaging national vision, plan and strategy to localize the full potential of SDGs in the country. At institutional level, Parliamentary Taskforce on SDGs in the National and Provincial Parliaments were created. Women Parliamentary Caucus Members are part of this Task Force. Similarly, a Sub-Committee of National Economic Council (NEC) for SDGs at the National level was formed.

At national level, Federal SDG Unit exists along with SDG Units at provincial level, supported by UNDP. These units support in mainstreaming SDGs in plans, policies and resource allocation alignment, SDG monitoring & reporting, capacity building and innovation.

In Balochistan, the SDG Unit facilitated SDG mainstreaming in Balochistan Gender Policy in 2019. The policy was approved in October 2020 by Balochistan Government. For the policy document itself, UN Women provided support to Women Development Department while UNDP supported SDG Unit in Planning & Development Department Balochistan, which provided technical support for SDG mainstreaming.

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
MISSING REQUIREMENTS

Partnerships

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 context in Pakistan demands tailor-made approaches to ensure the effective engagement of CSOs. Shrinking civic space and procedural requirements including non-objection certificates are barriers that discourage CSO engagement. However, UNCT has taken initiatives where CSOs are engaged to lead the implementation of large-scale joint UN programmes promoting GEWE. One example in this regard is that of Deliver Justice project – funded by EU and implemented by UNDP, UNODC and UN Women – aimed at improving rule of law and gender responsive justice in two provinces of Pakistan. Tarraqi Foundation and Aurat Foundation are engaged in this programme as implementing partners. Likewise, UNICEF and UNFPA are implementing another joint programme titled AAWAZ II – funded by FCDO – wherein they have engaged four CSOs namely Rozan, Strengthening Participatory Organisation, Legal Aid Society and STEP.

RCO held series of localization of SDG dialogues in major cities across Pakistan wherein community representatives and civil society activists participated. In these dialogues, SDG 5 and gender issues were not only discussed in detail but UNCT also motivated the government institutions to honour commitments made vis-à-vis GEWE through this initiative. The process leading to develop UNSDCF and CCA included a series of consultations with representatives of civil society and rights groups. UN Women alone organised 7 consultations across provinces to finalise its strategic note for five years.

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

- Project documents of EU RoL and AAWAZ II
- Reports of RCO led SDG localization dialogues.
- UN Women's Strategic Note

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.

Findings and explanation:

- a) There were 12 meetings of the UNCT conducted in the last 12 months (January-December 2021). The Criterion is met since Gender Equality and Women's Empowerment was on the discussion in all the meetings (100%), with active engagement of heads of offices in the discussions and the leadership of RC.
- b) The available 10 speeches of the UNRC in the last one year (Feb 2021-Dec 2021) were analyzed. The analysis was done on the basis of talking points for the RC speeches. The criterion is met since the RC defended gender equality and women's empowerment in all his speeches (100%).
- c) A survey of personnel perception of organizational environment for the promotion of gender equality was implemented in December 2021. According to the survey results, 85.71% staff agree or strongly agree that heads of agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.
- d) The UNCT results statement/performance appraisal are carried out annually. For 2021, it is still ongoing so the team used the result statement/performance appraisal for 2020. The UNCT collective result statement includes indicator on sectoral COVID-19 socio-economic recovery and resilience plan that is human rights and gender equality and GBV-responsive, along with this it reflects capacity response and vaccination support disaggregated by gender. Under the SDG implementation Result statement 2/3 (inclusive economic development), the indicator mentions gender-responsive approaches. Similarly, under result statement 3.1, gender specific needs in community resilience strategies are mentioned. There is a specific result statement (5.1) on Leaving No One behind (LNOB), with specific mention of gender equality and human rights. Result Statement 6 is focused on gender parity in the UN. One of the indicators is related to the Action plan to reach gender parity in all categories of staff by 2025, while the other one is focusing on conducive working conditions to support gender parity.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and
organizational culture

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

A staff survey on of personnel perception of organizational environment for promotion of gender equality was implemented in December 2021. The survey was answered by a total of 151 staff members (67 women and 84 men). 93% of the respondents were national staff, while 7% were international staff. The job of the 54% of the respondents included supervisory functions.

The survey results show an overall positive response of 73%, with 69% overall positive response received from women and

76% overall positive response from men. Thus, UNCT meets the minimum requirements for organizational culture.

The survey had 3 fundamental set of questions: promotion of gender equality (3 questions); discrimination in the workplace (3 questions) and work-life balance (3 questions). The results by set of questions are as follows:

☐ Promotion of gender equality: This is the set with the highest percentage of positive responses, 79%, being 74% from women and 84% from men.

☐ Discrimination in the workplace: This set obtained an overall average positive response rate of 75%, being 69% from women and 75% from men.

☐ Work-life balance: This set of question was the lowest rated, with only 69% positive responses overall, being 66 from women and 71% from men.

The overall positive response received from women is considerably lower than the one received from men. This is true for absolutely all the questions. In particular, the lowest-rated responses among women were received for the following questions:

☐ The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization: This question obtained a positive female rating of 63% while the positive male rating was 74%, with 11 points of difference. C'est également la question la moins bien notée par les hommes.

☐ The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance: The positive female response to this question was also only 63%, while the male response was 70%.

Interestingly, the lowest rated response among men was received for the following question:

UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation. Men rated positively this question at 67%, which curiously, is the same rate received from women to the same question.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

Performance Indicator 4.3:
Gender parity in staffing is achieved
APPROACHES MINIMUM REQUIREMENTS

**Leadership and
organizational culture**

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

a) UNCT, with the support of OMT, has recently established a mechanism for monitoring gender parity in staffing. Under the Programme Management Team (PMT) a Gender Theme Group has been established which is led by UNWOMEN. This, group, under the direct supervision of RC, looks after gender parity among staffing and security of female colleagues. The chair of Human Resource (HR) Working Group is part of the gender group. With the support of RCO, data from agencies has been gathered on staffing to review status of gender parity. The mechanism established has recently included all staff categories of the UN system (General Service staff and all professional levels). RC has advised to monitor the trends of recruitment among various agencies and share the report with UNCT on regular basis. During the last meeting of HR working group, it was agreed to monitor gender parity and prepare the report on bi-annual basis.

b) The UNCT in Pakistan is implementing several measures from HQ to country offices aimed at achieving equal representation of women and men at various recruitment levels, such as initiatives for recruiting more women, an equal representation at interview panels, etc. The UNCT consolidated sex-disaggregated staffing data analysis has showed that the representation of women is low, with an overall representation rate of 25% for women, compared to 75% for men.

☐ Concerning international staff, women have a representation rate of 41%, compared to 59% for men. It is highlighted that there are only 4 women (31%) compared to 9 men (69%) at the highest levels of responsibility (D1 and D2).

☐ Concerning national staff and service contracts, women have a representation rate of 27%, compared to 73% for men. SB (Service Contract) level is 26% female and 74% male. G is 22% women and 78% men. Whereas, at NO levels, percentage of females is slightly higher than G staff category i.e. 36% women compared to 64% men. Interestingly, the only professional category that has more representation of women than men is NOD (the highest level of responsibility), with 7 women compared to 5 men. There is a wide disparity at the SB-1 and G1 to G3 level, with only 3% and 2% of women respectively. The highest disparity is found at the G1 to G2 level, with no women (0%) compared to 109 men (100%). This is because jobs at this level are traditionally perceived as reserved for men, such as driver, clerk, cleaner, dispatch rider, mechanics and messengers etc.,

Concerning other UNCT staff (UNV, SSA/IC, etc.), the trend is moderately lower than as for national and international staff. The representation of women is only 19% compared to 81% for men.

c) The Business Operation Strategy 2018-2022 was developed with the six (6) Common BOS Outcome Areas of Procurement, Common Finance Services including Harmonized Approach to Cash Transfer, Human Resources, ICT, General Administration including management of Common Premises Services, and Business Continuity with the main aim of reducing transactional costs, harnessing economies of scale and enhancing the quality of service. Gender-specific actions are visible in the BOS document; however, indicators are related to quality improvement and not defined in numbers. These gender specific actions are nuanced under Human Resource and Procurement outcome areas of the BOS, where both working groups are working to enhance quality and performance for the UN human resources by utilizing several parameters including gender inclusion. BOS outputs include Gender Parity which outlines the following:

1. Participation in job fairs as part of the advertisement campaign to promote gender parity and encourage females to apply for UN jobs.
 2. Local internship programmes to offer female candidates an entry point to the UN.
 3. Organize UN career fairs with a focus on targeting fresh female graduates from universities and technical institutions.
- Furthermore, an output in BOS under procurement activities includes Gender Responsive Procurement which outlines assessing UN Vendors and Partners from gender lens which encourages UN vendors and partners to engage more women in their workforce. Aim is to provide more business opportunities to those vendors and partners who are providing employment opportunities to females. OMT in Pakistan has further expanded the scope of vendor assessment and while finalizing bids/LTAs vendors are being assessed on sexual harassment policies within their respective companies. Additionally, UNCT has approved sustainable procurement policies in 2018 which are being implemented by the Procurement Working Group under the OMT in Pakistan. The policies specifically focus on gender parity and other related initiatives including includes gender responsive procurement. PWG has recently started piloting these policies for establishing One UN LTAs and assessment of vendors were carried out to see the percentage of female workers in respective organization, availability of PSEA/PSHA policies and how gender parity is promoted in these organizations.

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
EXCEEDS MINIMUM REQUIREMENTS**

Gender architecture and capacities

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

Gender Thematic Group (GTG) established with clear mandate of inter-agency coordination on gender concerns is chaired by Country Representative of UN Women and co-chaired by Country Representative of UNFPA. The other members include senior representatives from 18 agencies. Including Chair and Co-chair, out of 26 members, 17 (65%) are NOC and P4 or above level. Out of these 17, 2 are P5s, 4 are P4s, 4 are NODs, 7 are NOCs. GTG has comprehensive ToRs and the annual approved workplan, that are reflective of the gender coordination and capacity needs of UNCT.

GTG has substantively contributed to the development of Country Context Analysis and UNSDCF last year and now providing technical assistance to operationalize the outcome 2 of UNSDCF on Gender Equality and Women Empowerment and was involved in finalizing the corresponding results framework. In addition to that, GTG is also leading the process of Gender Strategy for UNCT Pakistan. GTG, during the reporting period, has conducted seven regular and two special meetings to discuss monthly agenda, finalize ToRs for gender strategy and share findings of rapid gender needs assessment carried out in wake of floods 2022.

As a long term approach, UNCT has allocated funds to support the GTG staff and it's operations. Joint cost sharing has not only ensured financial support and sustainability of GTG secretariat but also enhanced ownership of this forum to provide thematic guidance among agencies. Allocation of these resources are categorized as smaller, medium, and large contributions

ranging from 6% to 13% for various agencies to cover the yearly expenses of GTG secretariat. The same percentage formula was applied for the contribution as is used for UNDSS funding. This mechanism has not only ensured ample financial support and sustainability of GTG secretariat but also reinvigorated agencies' commitment to gender mainstreaming.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- Members include at least 50% senior staff (P4 and above; NOC and above).
- The group has a TOR and an approved annual work plan.
- 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.

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 TORs;
- GTG focal person list;
- GTG meeting minutes and agenda

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

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

Inter-agency gender capacity development plan was instituted during the reporting year through Gender Theme Group. GTG has identified key topics that members needed their knowledge and skills to be enhanced on and developed a plan of learning sessions. During the reporting period, GTG organised a capacity building session on CEDAW reporting. Gender focal persons of ten agencies including UN Women, UNFPA, UNDP, FAO, WFP UNOPS, UNODC, UNOCHA, UNDSS and RCO participated in this event. Participants were oriented about the mandate and timeline of different reports submitted against CEDAW (Confidential, State and Shadow), and guidelines to develop UNCT confidential report. Following this training session, technical committees were also formed from the members of GTG who provided support for the entire CEDAW reporting process.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- GTG Agenda (training session)
- Guidelines document and PPT
- Attendance sheet

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

- No

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 UNCT is on track to achieve some gender equality and the empowerment of women results as planned in the OP III outcomes.

As reflected in the One UN Annual Report 2020, Outcome 8 on “Gender, Equality and Dignity” had a delivery of 90.33% as of December 2020. The OP III final evaluation report has assessed progress on gender equality at outcome level. Progress is evident under the 4 indicators of the gender-targeted outcome (Outcome 8).

- During the implementation of UNDAF 2019-2022, UN agencies worked to address the root causes of gender inequality, especially social norms and practices that pose structural barriers to women’s empowerment. The UN supported legal and policy reforms to establish functional accountability mechanisms, both national and sub-national, to keep women and girls safe and enable them to claim their rights. All four provincial governments finalized and endorsed Gender Equality and Women’s Empowerment Policies, replete with implementation frameworks, and Khyber Pakhtunkhwa and Punjab included gender-responsive planning and budgeting in their annual plans.
- UN agencies trained 600 law enforcement and justice officials to address GBV.
- 10.15 million people were sensitized on psychological support and GBV.
- With UN support, government partners monitored and reported on Pakistan’s international commitments. UN research shed light on urgent issues, such as the Gap Analysis of Legislation Related to Ending Violence against Women Reports, based on which the UN helped draft amendments to select legislation to make them more pro-women through consultative, legal expert-led processes.
- A Women’s Safety Audit in Public Places offered evidence-based recommendations to overcome challenges to women’s safety and mobility, while a study on Child Marriage in Khyber Pakhtunkhwa and Punjab contributed to UN advocacy on ending child marriage with women parliamentarians, parliamentary caucuses and Alliances for Ending Violence against Women and Girls.
- UN agencies leveraged existing government initiatives on GBV for maximum impact, including at the provincial level in Khyber Pakhtunkhwa and Punjab, such as the Punjab Police’s Women Safety Application, as well as at the federal level, such as the Ministry of Human Right’s Cyber Harassment Helpline.
- Based on a rapid assessment of COVID-19’s impact, the UN distributed relief packages to transgender persons, as well as to women and other vulnerable groups in remote areas, shelters and prisons to ensure that the COVID-19 response leaves no one behind.
- More than 100.000 rural women were sensitized on COVID-19 prevention.
- In Pakistan, the UN ramped up support for government efforts to spearhead economic recovery, protect small and medium-sized enterprises (SMEs) and develop a roadmap for inclusive and sustainable industrial development (ISID).
- In Balochistan and Khyber Pakhtunkhwa, the Project for Agri-food and Agri-industry Development Assistance revitalized livelihoods in the cattle meat and apple value chains – among farmers, herders and food processors, especially women and

youth.

- The Skill Development Programme provided certified vocational and technical skills training to 4,715 young refugees and Pakistani host community members. Among them, 200 refugees were placed in internships for on-the-job training. Acquiring skills in demand by the labor market, and receiving certificates from a recognized training institution, helped trainees secure work.
- Entrepreneurship education, career counselling and support services for 74,394 young people (38% of whom are women and 0.03% are transgender persons) aimed to unleash youth's economic potential.
- UN research provided a strong evidence-base for further progress, including on Pakistan's international commitments, gender-responsive budgeting, young women's economic empowerment and labor migration. A seminal Decent Work Country Profile and strategy on promoting decent work in the rural economy were finalized, as was a policy paper on private sector engagement and the ease of doing business in Khyber Pakhtunkhwa's Newly Merged Districts – vital prerequisites for the region's economic and social development.

Nevertheless, OP III 2018-2022 final evaluation report (December 2021) shows progress on indicators per outcomes. In relation to the 4 indicators under outcome 8, progress is as follows:

☐ Indicator 8.1 Proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence. As of December 2021, 34% of ever-married women age 15-49 report ever having experienced physical and/or emotional violence from their spouse. The target of 29% is not achieved.

☐ Indicator 8.2 Provincial governments have systems to track and make public allocations for gender equality and women's empowerment. Data are not available, but work is in progress and some results have been achieved, as explained above.

☐ Indicator 8.3 Proportion of seats held by women in national parliaments and local governments. Data are not available.

☐ Indicator 8.4 Number of legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of gender. Achievements are as follows: Criminal Law (Amendment) (Offences in the name or pretext of Honor) Act of 2016; Transgender Persons (Protection of Rights) Act 2018; Sindh Women Agriculture Bill 2019.

b) There is no evidence that one outcome level OP III result has contributed to transformative change in relation to gender equality and the empowerment of women.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Pakistan 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	1.1 Include gender analysis across all sections, in the upcoming revisions of the CCA, referring to underlying causes of gender inequality and discrimination	
1.2 Cooperation Framework Outcomes	1.2 In addition to formulating one outcome specifically targeting gender equality, the UNCT should visibly mainstream GEWE	

	across all outcome areas in the upcoming UNSDCF	
1.3 Cooperation Framework Indicators	1.3 Formulate at least 50% of indicators that can measure changes in GEWE in the results framework of the upcoming UNSDCF	
Dimension 2 – Programming and M&E		
2.1 Joint Programs	2.1 Put in place a system to ensure gender mainstreaming in the formulation of joint programmes (e.g. peer review, inter-agency committee checklist, GTG screening, etc.)	
2.2 Communication and Advocacy	2.2 Visible mainstream GEWE communication and advocacy across the Interagency Communication Group Annual Work Plan or equivalent	
2.3 Cooperation Framework M&E	2.3 Organize at least one joint communication and/or advocacy activity in any non-traditional thematic area every year. 2.4. Organize technical training on gender-sensitive M&E addressed at UN M&E group	
Dimension 3 - Partnerships		
3.1 Government Engagement	3.1. Ensure full involvement and participation of the National Women's Machinery and GEWE CSOs in the upcoming UNSDCF consultations (revision of CCA, strategic prioritization, M&E)	
3.2 GEWE CSO Engagement	3.2. Collaborate with GEWE CSOs to substantively strengthen their participation and engagement in gender-related SDGs localization and/or implementation	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	4.1. Collect gender-disaggregated staffing data from the UN system on a bi-annual basis to regularly monitor parity trends	
4.2 Organizational Culture	4.2. Make concrete recommendations based on the findings from monitoring gender parity in staffing to inform UN	

	processes and decision making at UNCT leadership level	
4.3 Gender Parity	Not applicable	
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	5.1. Develop the GTG annual work plan 2022 and endorsement by UNCT	
5.2 Gender Capacities	5.2. Make a substantive input (GTG) into the upcoming UNSDCF (CCA revisions, strategic prioritization, results framework and M&E) 5.3. Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis 5.4. Conduct an inter-agency gender capacity assessment and develop a capacity development plan based on needs	
Dimension 6 - Resources		
6.1 Financial Resources	6.1. Organize a capacity building event on the gender marker targeting UN staff during the next programming cycle 6.2. Establish a financial target for programme allocation for Gender Equality and the Empowerment of Women.	
Dimension 7 - Results		
7.1 GEWE Results	7.1. Formulate realistic gender-sensitive indicators in the results framework of the upcoming UNSDCF that can be measured with available government tools/data 7.2. Include responsibility in the TOR of consultants in charge of UNSDCF reviews and evaluations to extensively assess the achievement of the GEWE results planned in the UNSDCF outcomes, including the assessment on whether any outcome level UNSDCF result has contributed/is contributing to transformative change in relation to gender equality	

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 EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Pakistan UNSDCF Final	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Pakistan UNSDCF Final	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES 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 EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Mapping of 16 Days of Activism Events 2023	
Communication/Advocacy	UNiTE-16 Days Campaign Deck (23 Oct 2023)	
Communication/Advocacy	a) Social Media StepupChallenge	
Communication/Advocacy	c) UNCG - Workplan for 2023	
Communication/Advocacy	d) WORLD AIDs Day without ROCHE	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES 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 MISSING REQUIREMENTS		Partnerships
Category	Documents	
Other	Aawaz II programme for BoS	
Other	Background note - Global Output Indicator Framework	
Other	PCO Strategy Note - Final - v3	
Other	RoL - Quarterly Progress Report #4	

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 MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	GTG TORs	
GTG TOR/AWP	GTG - Focal Persons	
GTG TOR/AWP	20231026 - GTG Agenda	
GTG TOR/AWP	20231026 - GTG Action Points	
GTG TOR/AWP	20230824 - GTG Agenda	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	GTG Agenda	
Capacity development	Guidelines for UNCT Reporting on CEDAW-GTG Pakistan	
Capacity development	CEDAW Reporting and role of GTG	
Capacity development	Attendance sheet GTG Meeting	

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	
	No documents uploaded	

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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