

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Palestine 2023

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



Contents

2. The UNCT-SWAP Framework	4
2.1 Performance Dimensions and Indicators	4
2.2 Performance Indicator Ratings and Explanation.....	4
3. The UNCT-SWAP Methodology – Annual Progress Reporting	5
3.1 Participatory Self-Assessment.....	5
3.2 UNCT-SWAP Annual Progress Assessments.....	5
3.3 Supporting Evidence and Knowledge Hub	7
4. Quality Assurance and Global Reporting	7
5. The UNCT-SWAP Process in Palestine.....	7
6. Overview of Results by Performance Indicator.....	8
7. UNCT-SWAP Detailed Findings by Performance Indicator.....	9
Dimension Area 1: Planning	9
PI 1.1 Common Country Analysis.....	9
PI 1.2 Cooperation Framework Outcomes	9
PI 1.3 Cooperation Framework Indicators	10
Dimension Area 2: Programming and M & E	11
PI 2.1 Joint Programmes	11
PI 2.2 Communication & Advocacy.....	12
PI 2.3 Cooperation Framework M & E	12
Dimension Area 3: Partnerships.....	13
PI 3.1 Engagement with Government.....	13
PI 3.2 Engagement with GEWE CSO.....	14
Dimension Area 4: Leadership & Organizational Culture	15
PI 4.1 Leadership for Gender Equality	15
PI 4.2 Organizational Culture	16
PI 4.3 Gender Parity	16
Dimension Area 5: Gender Architecture and Capacities.....	17
PI 5.1 Gender Coordination Mechanism.....	17
PI 5.2 Gender Mainstreaming Capacities.....	18
Dimension Area 6: Financial Resources	18
PI 6.1 Resource Allocation & Tracking	18
Dimension Area 7: Results	19
PI 7.1 GEWE Results.....	19
8. UNCT in Palestine Action Plan.....	20
9. Supporting Evidence	21

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)

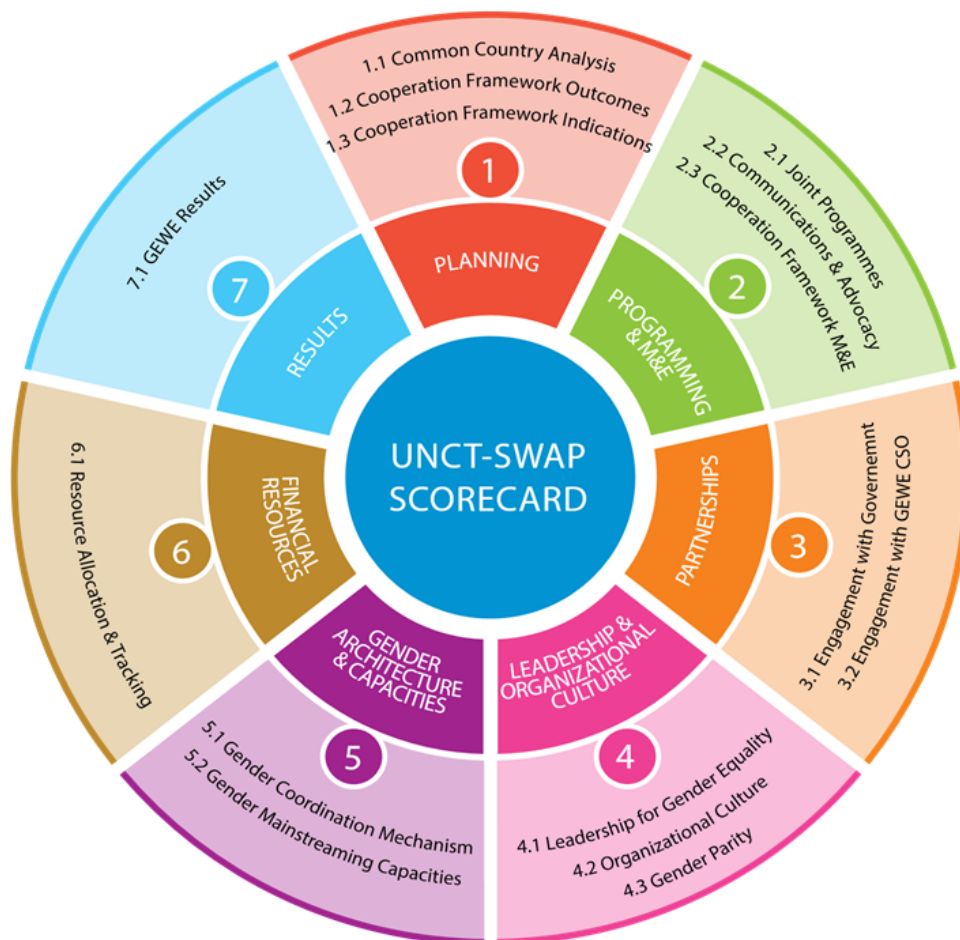
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation 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 Palestine

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 comprehensive UNCT-SWAP Gender Scorecard assessment of UNCT Palestine was endorsed by the UNCT together with the Action Plan on 25 February 2022. The present assessment of five out of the 15 indicators was the first yearly review of progress prepared after that, and the first one undertaken during the current UN Sustainable Development Cooperation Framework (UNSDCF) cycle (2023-2025).

For the 2023 yearly assessment of 2023, the following five indicators were assessed:

1.1 Common Country Assessment

1.3 UNSDCF indicators

2.1 Joint Programs contribute to reducing gender inequalities

5.1 Gender coordination mechanism is empowered to influence the UNCT for GEEW

5.2 UNCT has adequate capacities developed for gender mainstreaming

Members of the UNCT Gender Task Force (GTF) in Palestine participated in an exercise to undertake the yearly assessment of the UNCT-SWAP Gender Equality Scorecard. The five indicators assessed during this reporting round were agreed by consensus of the GTF, based on a proposal by UN Women. The indicators reflect areas where new developments have taken place, or where improvement was necessary. During the reporting period, an intense escalation of hostilities between Israel and Palestine broke out on 7 October 2023, and is ongoing at the time of submitting the report. Necessary adjustments were made to mitigate the impacts to reporting; for example, the indicator 4.2 was replaced with indicator 1.1 to ensure supporting the indicators with sufficient and quality reassured evidence.

The UNCT-SWAP Gender Equality Scorecard exercise was conducted in the Palestine as a guided self-assessment. The participatory methodology relies on evidence-based analysis and consultation to rate the UNCT for each indicator based on standardized criteria. The 5-indicators assessment was launched with an informational meeting for the GTF and an agreement on the division of labour. A briefing was then provided to the UNCT. Members of the GTF worked in three working groups, each group assessing one or two indicators. UN Women facilitated the exercise. The five indicators and division of working groups were decided in a GTF meeting, after which the working groups met in separate meetings. Assessment teams' members worked to provide a rationale and supporting evidence, including different UNCT reports, minutes, communication materials, and Joint Programme documentation, for each rating.

The Action Plan from 2022 was revised with minor updates only, reflecting the advancements so far.

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

Coordinator: UNV Women

Working group 1: Resident Coordinator's Office, UNDP, UN Women

Working group 2: UNESCO, UNICEF, WFP, UN Women

Working Group 3: FAO, UNRWA, UNFPA, UN Women

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

As highlighted above, an intense escalation of hostilities between Israel and Palestine broke out on 7 October 2023 and is ongoing at the time of submitting the report. Necessary adjustments were made to mitigate the impacts to reporting, for example, the indicator 4.2 was replaced with indicator 1.1 to ensure supporting the indicators with sufficient and quality reassured evidence. Due to the circumstances the assessment team was not in all cases able to obtain all relevant information (for example, from the humanitarian front under indicator 5.1).

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

Table 1:

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

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

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



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

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

a) Gender analysis is evidenced across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

The chapter structure of the 2022 CCA is based around 1) Introduction, 2) The development context: occupation, internal political division and conflict, 3) The national vision for sustainable development, 4) Palestinian commitments under international norms and standards, 5) Progress on the 2030 Agenda, 6) Leaving no one behind: patterns of Palestinian vulnerability, 7) The sustainable development financing landscape, 8) Multidimensional Risk Analysis and 9) Pathways to achieving the 2030 Agenda.

The CCA was reviewed in its entirety, with focus on sections 2, 5 and 6 with the most extensive analysis and various subsections. The CCA gives a good general overview of the situation across Palestine and recognizes specific groups of women and girls among the most vulnerable groups. The assessment concluded that the CCA includes a gender dimension across all sectors. This is an improvement from the 2016 CCA, where a gender dimension was included in majority of sectors.

The CCA reaches beyond sectoral level and captures intersectional gendered issues, especially under the section 6 of the report. The CCA includes dedicated areas to SDG 6, Gender and multidimensional vulnerability, and LGBT+ and women and girls under LNOB.

There are several references to relevant normative frameworks, including to CEDAW and recommendations of the CEDAW Committee. The CCA highlights gaps in legal frameworks as it relates to gender equality and the empowerment of women. On health, it is positively noted that in addition to sex-disaggregated data, maternal health and SRHR service, the CCA analysis now also includes gender-related barriers to health information and services. On peace and security, the analysis includes references to gender-specific impacts, but could further include references to gendered impacts of political violence and to women's agency in the field of peace and security.

Gender analysis is most reflected, as expected, in traditional sectors such as health and education, but also included in less traditional areas like energy, infrastructure and responsible production and consumption. Where national disaggregated data is not available (for example, use of public transportation and employment in manufacturing) the CCA makes an effort to refer to studies as alternative source.

b) Consistent use of sex-disaggregated and gender sensitive data.

Overall, there is consistent use of sex-disaggregated and gender sensitive data. Sex-disaggregated data is available in most sectors, and the CCA also states the barriers to obtain it in certain sectors. Key population-based data in relation to the main development challenges is sex-disaggregated, or the barrier of missing the data is stated and the analysis is supported by qualitative gender analysis.

The CCA is considered to meet the indicator criterion b).

CCA notes various gaps of gender-sensitive data on achievement of Sustainable Development Goals. For example, the gendered impacts of climate change on women and the impacts and implications of marine pollution on different groups of men, women, girls and boys in Gaza are important gaps that need to be addressed.

CCA should lead by example and present all data as disaggregated as possible. Though the use of sex-disaggregated is generally consistent, use of non-disaggregated data can be observed especially in relation to children and youth (for example, child labour, children in kindergarten, number of children experiencing physical punishment, number in need of MHPSS services). It seems that for some of these indicators, sex-disaggregated data should have been available, and the CCA could

improve this practice. In some cases, such as with child labour, gender dimensions were still considered in analysis. It was also noted that in some instances data and analysis included in the CCA are disaggregated but not necessarily explained (such as through the citation of other data sources, such as qualitative evidence/research, studies etc.), for example, the considerably higher under-5 child mortality among boys than girls.

In some cases where national disaggregated data is not available, for example on use of public transportation and employment in manufacturing, the CCA makes an effort to refer to studies as alternative source. The CCA notes that the Palestinian Central Bureau of Statistics has invested in strengthening its organizational and institutional capacities, including in the generation of sex-disaggregated data, to serve policymaking as well as implementation and reporting.

Positively, the CCA has taken note of the findings of the UNCT-SWAP Gender Equality Scorecard comprehensive report 2022 on the lack of gender-inclusive analysis on WASH and access to water resource, noting the need for additional quantitative work and discussing the qualitative aspects of gender equality and women's empowerment on this field.

c) Targeted gender analysis of those furthest behind

The CCA includes analysis of those furthest left behind, and some analysis of those that are furthest behind and marginalized based on their gender, such as female victims and survivors of violence. The CCA 2022 has a refined approach to vulnerability in comparison to the 2016 report, and it quantifies the multidimensionality and intersectionality of vulnerabilities across demographic groups and geographies. However, the analysis would benefit from including more gender analysis of those different kind of individuals furthest behind, for example, analysis of Bedouin women and women in detention. It is concluded that more in-depth, targeted gender analysis would be needed to fulfill the criterion c).

Did you reassess the Performance Indicator in this reporting year

- Yes

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

CCA document, 2022

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

MEETS MINIMUM REQUIREMENTS

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

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

The UNDAF 2018 – 2022 identifies 14 outcomes across the following four strategic priorities:

- Strategic Priority 1: Supporting Palestine's path to Independence.
- Strategic Priority 2: Supporting equal access to accountable, effective, and responsive democratic governance for all Palestinians
- Strategic Priority 3: Leaving no one behind: Supporting sustainable and inclusive economic development
- Strategic Priority 4: Leaving No One Behind: social development and protection

There is no Theory of Change articulated in the UNDAF. The UNCT strategy includes four core programming principles, one of which is GEWE, alongside a commitment that these principles "are interwoven throughout this UNDAF and in particular, within the proposed areas of intervention". The assessment team found that while the content in several outcomes contain gender-sensitive language, substantive references to GEWE, and inclusion of gender analysis, were largely absent (save for outcome 2.4 which is dedicated to GEWE). An illustrative example is the reference to a UNCT joint programmatic response to gender-based violence (GBV) which is not explained further in the document. A contributing factor may be the summary style presentation of the UNDAF, since the results matrix makes the gender-sensitive approaches adopted by UN implementing

entities per outcome area more visible. To this extent, the results matrix contains more evidence of gender mainstreaming across individual outcome areas as compared to the main sections of the UNDAF. The results matrix also demonstrates a commitment to the collection of some disaggregated data, including sex-disaggregated data, where this is missing in the UNDAF narrative.

Gender is considered in most outcome areas: Five of them are gender sensitive (1.1, 2.1, 2.2, 2.3 and 4.2), and another four partially try to integrate a gender dimension (1.2, 3.2, 3.4, and 4.1).

There are four outcomes (1.3, 3.1, 3.3 and 4.3) where there is no consideration of gender or gender equality. The cover areas such as geopolitical fragmentation, diversification of productive sectors in the economy, natural and cultural resources, and climate/DRR.

b) One UNDAF outcome specifically targets gender equality.

There is one UNDAF outcome (2.4) “State and national institutions promote and monitor gender equality and enforce non-discrimination for all” that specifically targets gender equality in line with SDG priorities including SDG 5.

Whilst there is no overarching Theory of Change set out in the UNDAF, the outcome statement makes a clear connection between the outcome and GEWE, with gender-related SGDs referenced implicitly (rather than explicitly).

For example:

- The UN will provide dedicated support to the development and implementation of institutional policies and laws that enhance gender equality and enforce non-discrimination in public domains including the work space. [relevant to SDGs 5, 8,10].
- Programmatic contributions under this outcome will specifically strengthen national institutional capacities, processes and systems to combat gender-based violence, as well as provide assistance to put in place adequate legal frameworks to promote, enforce and monitor equality and non-discrimination on the basis of gender, age, disability and population group. [relevant to SDGs 5, 10].
- Technical assistance will also be provided to track and make public allocations for gender equality and women’s empowerment [relevant to SDG 5, 10].

Despite the positive inclusion of a gender-targeted outcome, the assessment team noted that the approaches outlined in the UNDAF are not gender-transformative and reflect an understanding of GEWE mostly as a women’s issue, something to be considered when framing the outcome or area of work, instead of trying to change the underlying stereotypes and attitudes that cause gender (and other) inequalities (which is surprising given the 2016 CCA includes a strong focus on identifying the drivers of vulnerability).

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
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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 UNSDCF 2023-2025 Results framework consists of 33 outcome level indicators that cover 4 Outcome areas. 36 per cent of UNSDCF outcome indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

A total of 12 out of 33 outcome level indicators (36 per cent) were sensitive to measure progress in gender equality and the empowerment of women (GEEW). The analysis shows that the indicator framework of the UNSDCF 2023-2025 meets minimum requirements.

- Outcome 1 [Inclusive and Sustainable Economic Development] – 33 per cent of indicators (2/6) are gender-sensitive.
- Outcome 2 [Social Protection] - 60 per cent of indicators (6/10) are gender sensitive.
- Outcome 3 [Rule of Law/Governance] - 43 per cent of indicators (3/7) are gender-sensitive.
- Outcome 4 [Culture / Climate] 10 per cent of indicators (1/10) are gender-sensitive.

Outcome area 2 (Social protection) contains the greatest proportion of gender-sensitive indicators, 60 per cent. Outcome area 4 (Culture and Climate) only contains one gender-sensitive indicator (10 per cent of total), while all other Outcome areas contain at least two gender-sensitive indicators. On Outcome area 4, gender-sensitivity could be enhanced by integrating more sex-disaggregated data (indicators 4.1 and 4.1.1 on living in slums and informal settlements, and 4.6 on food insecurity). Out of the 12 gender-sensitive indicators, five indicators measure change specifically in an issue of gender equality (indicators 2.4, 2.5, 2.9, 3.7, 3.3), while seven indicators measure change in gender equality by integrating sex-disaggregated data.

The percentage of gender-sensitive outcome indicators in the UNSDCF 2023-2025 is higher than during previous UNDAF framework (36 per cent in 2023, 20 per cent in 2022). The UNCT-SWAP indicator 1.3 now meets minimum requirements. However, UNSDCF has fewer indicators in total and the substantive amount of gender-sensitive indicators has remained similar to previous framework (12 out of 33 indicators in 2023, 13 out of 66 indicators in 2022).

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Results Matrix: United Nations Development Sustainable Development Cooperation Framework. State of Palestine. 2023 – 2025 (pages 76 – 84)

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS	Programming and M&E
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(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

The UNCT in Palestine continued to meet the minimum requirements for joint programmes (JPs). Gender was visibly mainstreamed across all JPs identified as operational at the time of the assessment. The JPs cover programming across health, education, social protection, access to justice, food security and agriculture, and multisectoral response to gender-based violence (GBV). More than half of these JPs have GEEW as their principal objective. However, no formal system to ensure gender mainstreaming is in place at UNCT level.

a) Gender equality is visibly mainstreamed into all Joint Programmes operational at the time of the assessment.

Nine joint programmes (JPs) were identified by the assessment team as operational. Gender equality was assessed as being visibly mainstreamed into all of these programmes, based on their project documents and associated documents. These JPs are:

1. Promoting the Rule of Law in Palestine Sawasya II Joint Programme (UNDP, UN Women and UNICEF).
2. HAYA on Eliminating Violence Against Women (UN Women, UN-Habitat, UNFPA, UNODC).
3. Palestine Education Cannot Wait Multi-Year Resilience Programme (UNICEF, UNRWA, UNDP, UNESCO).
4. Building the capacities of farmers and women’s cooperatives or associations targeted by FAO project to efficiently and sustainably apply international cooperative practices and good cooperative governance to their businesses (FAO, ILO).
5. Strengthening the food security coordination system in the West Bank and Gaza Strip (FAO and WFP).
6. Strengthening sexual, reproductive, maternal, neonatal, and young children health in Gaza (UNFPA, WHO, UNICEF).

7. Towards a universal and holistic social protection floor for persons with disabilities and older persons in the State of Palestine Joint Programme (UNICEF, WFP, ILO).

8. Food Assistance to Bedouins and Herders in Area C (WFP, UNRWA)

9. Women and girls who have experienced/are experiencing gender-based violence (GBV) or are at risk of GBV benefit from provision of and access to quality services and empowered to increasingly engage in decision making and leadership in GBV response, mitigation, and prevention (UN Women, UNFPA through the Central Emergency Response Fund 'CERF').

The Sawasya II Joint Programme addresses gender justice gaps and tackles discrimination against women in the justice and security systems, with a focus on SDG 5 and SDG 16. Gender analysis underpinned the development of Sawasya II and is visible across the Programme Document. GEEW is mainstreamed across the whole intervention strategy, plus Outcome 4 is specifically focused on improving women's access to justice.

The Education Cannot Wait Multi-Year Resilience (Joint) Programme has GEEW mainstreamed across the results framework, with outcomes and outputs targeting both girls and boys, being gender-sensitive and/or gender-responsive.

UN Women and UNFPA in Palestine are partners (through the CERF) in a multi-country joint programme on GBV, implemented in partnership with GEEW CSOs, designed to strengthen the role of women-led organizations and facilitate the access of vulnerable women to life-saving information and services. The intervention places a strong emphasis on women's leadership at local level, with over 30 per cent of funds going directly to Palestinian women-led organizations, whilst also working with men and boys to address and transform harmful social norms that sustain GBV.

b) A Joint Programme on promoting gender equality and the empowerment of women is operational over the current UNSDCF period in line with SDG priorities, including SDG 5.

As demonstrated above, there are several examples of Joint Programmes promoting specifically GEEW, in line with SDG priorities including SDG 5.

These include:

1. Promoting the Rule of Law in Palestine Sawasya II Joint Programme (UNDP, UN Women and UNICEF).
2. HAYA on Eliminating Violence Against Women (UN Women, UN-Habitat, UNFPA, UNODC).
3. Palestine Education Cannot Wait Multi-Year Resilience Programme (UNICEF, UNRWA, UNDP, UNESCO).
4. Building the capacities of farmers and women's cooperatives or associations targeted by FAO project to efficiently and sustainably apply international cooperative practices and good cooperative governance to their businesses (FAO, ILO).
5. Strengthening sexual, reproductive, maternal, neonatal, and young children health in Gaza (UNFPA, WHO, UNICEF).
6. Women and girls who have experienced/are experiencing gender-based violence (GBV) or are at risk of GBV benefit from provision of and access to quality services and empowered to increasingly engage in decision making and leadership in GBV response, mitigation, and prevention (UN Women, UNFPA through the Central Emergency Response Fund).

c) A system is in place to ensure gender mainstreaming in Joint Programmes.

Gender is effectively mainstreamed across the Joint Programmes, however, there is no formal internal mechanism at present to ensure the quality of gender mainstreaming across Joint Programmes (JPs).

The reviews of programme documents from a gender perspective have taken place ad-hoc, for example through sharing the documents with members of the UNCT Gender Task Force, rather than in a systematic manner. The need to institutionalize the current informal quality assurance process, leveraging the technical expertise on the Gender Task Force and expanding membership to include resident agencies that are involved in current or planned joint programmes, is recognized in the Action Plan.

Use of gender markers is considered an effective mechanism for ensuring gender mainstreaming into JPs. This should be continued and built upon as a good practice.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. Promoting the Rule of Law in Palestine Sawasya II Joint Programme (UNDP, UN Women and UNICEF).
2. HAYA on Eliminating Violence Against Women (UN Women, UN-Habitat, UNFPA, UNODC)
3. Palestine Education Cannot Wait Multi-Year Resilience Programme (UNICEF, UNRWA, UNDP, UNESCO).
4. Building the capacities of farmers and women's cooperatives or associations targeted by FAO project to efficiently and sustainably apply international cooperative practices and good cooperative governance to their businesses (FAO, ILO).
5. Strengthening sexual, reproductive, maternal, neonatal, and young children health in Gaza (UNFPA, WHO, UNICEF).
6. Women and girls who have experienced/are experiencing gender-based violence (GBV) or are at risk of GBV benefit from provision of and access to quality services and empowered to increasingly engage in decision making and leadership in GBV response, mitigation, and prevention (UN Women, UNFPA through the Central Emergency Response Fund).

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

- Internal Management System, Resident Coordinator's Office, Palestine
- Programme documents ('Prodocs') relating to the Joint Programmes outlined above.
- UNCT-SWAP Gender Equality Scorecard Assessment Results and Action Plan, United Nations Country Team, State of Palestine, 2022

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.

- a) The UNCT has contributed to at least one joint communication activity on GEEW during the past year.
- b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.

There are several examples of joint communications and advocacy on gender equality and the empowerment of women and/or girls. Many of these initiatives have taken place within the context of joint UN programmes that have a GEEW focus, for example:

1. UNFPA/UN Women press release to combat rising gender-based violence (GBV) in Palestine (May 2021)
2. UNDP/UNICEF/UN Women communications on supporting women's access to justice through legal aid services amidst COVID-19 (December 2020)
3. UNFPA/UNODC/UN-Habitat/UN Women developed and continue to implement a joint communication and visibility plan with a specific GEEW focus as part of the HAYA joint programme on eliminating violence against women (EVAW) in Palestine. Examples of joint outputs include production of radio programmes and TV shows focused on EVAW and support to media professionals to ensure media reporting on VAW is respectful of survivors' fundamental human rights, conducted in a non-discriminatory manner, and highlighting survivors' stories as advocates for positive change.
4. UNFPA in collaboration with UN entities, including WHO and UNICEF, have undertaken several communication/advocacy-related initiatives focused on male engagement in SRHR.
5. UNMAS in collaboration with UNRWA have undertaken joint advocacy to promote the empowerment and participation of girls in all aspects of community life, including games and sports.
6. UNMAS in partnership with UN Women and other UN entities collaborated on gender-responsive disability mainstreaming guidelines, highlighting the specific needs and capacities of women and girls with disabilities as part of wider efforts to promote inclusion of those with disabilities of different ages and genders.

In addition to the above, the assessment also noted the UNCT has a track record of excellent interagency collaboration on the 16 Days of Activism against Gender-Based Violence campaign throughout the current UNDAF period, including the 2020 campaign.

In 2020, the 16 Days Campaign in Palestine, titled "Together for Homes Free of Violence", aligned with national priorities identified by GEEW CSOs. These were: (i) supporting the prompt adoption of the Family Protection Bill; (ii) raising awareness among target groups, especially youth and men; and (iii) promoting better access to services for survivors of GBV. Facilitated by UN Women, the 16 Days campaign engaged 72 national and international partners consisting of 21 UN entities (including the involvement of two Joint UN Programmes), more than 40 civil society organizations, international NGOs, at least 12 donors, and 3 media institutions.

Between 25 November – 10 December 2020, more than 100 on-site and online activities were implemented throughout Palestinian cities and villages, covering more than 20 geographic areas in the Gaza Strip, Hebron, Nablus, Bethlehem, Jericho, Jenin, Tulkarem, Tubas, Ramallah, and East Jerusalem. Between between 2,000 – 3,000 men, women, girls, and boys were engaged through on-site events, with an accompanying radio campaign reaching more than 400,000 listeners with information related to GBV. The social media reach was estimated at over 3 million through 56 active social media accounts of the 72 national and international partners, including 21 UN entities.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.

As at the time of the assessment, the UNCT Communications Group in Palestine functions as an information sharing forum and does not have an Annual Work Plan. Therefore, criterion c) is not met.

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

Through a joint UN-Habitat, UN Women, UNFPA and UNODC programme (HAYA on eliminating violence against women), there has been ongoing advocacy and communications during 2020 – 2021 in public space design, community participation, and women's safety. Criterion d) is therefore met since public space design has not been a traditional thematic area for GEWE in Palestine, and the ability to safely access and participate in the urban public realm is a relatively new focus for joint GEEW communication and advocacy. In 2021, joint UN communications activities and initiatives in Palestine have included engagement of young men and women in the digital environment to design inclusive public spaces that are safe for women.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
MISSING REQUIREMENTS

Programming and M&E

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.

a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.

The UNCT has collaborated with multiple Government agencies within the current UNDAF cycle on several joint initiatives

with a gender equality focus/component. Many of these have taken place within the context of Joint Programmes with a GEWE focus (ref. UNCT SWAP Indicator 2.2). Illustrative examples include:

- Collaboration with the Ministry of Women's Affairs, Ministry of Interior, Ministry of Justice, Ministry of Social Development and Ministry of Local Governance on the Sawasya II Joint Programme on promoting the Rule of Law in Palestine (UNDP, UN Women and UNICEF), including initiatives such as new standard operating procedures for the prosecution of violence against women (VAW), support to the Palestinian Bar Association in Gaza to develop its gender strategy, and awareness-raising with 86 lawyers to enhance their knowledge on the personal status law, VAW, and international human rights.
- Collaboration with Ministry of Women's Affairs, Ministry of Health, Ministry of Social Development and Ministry of Local Government on the HAYA Joint Programmes on eliminating Violence Against Women (UN Women, UN-Habitat, UNFPA, UNODC). An illustrative example is the collaboration with the Palestinian Ministry of Health to establish GBV rooms in hospitals and primary healthcare directorates in the West Bank as well as one in Al Shifa Hospital in Gaza. These GBV rooms have dedicated personnel who ensure privacy, confidentiality, and the protection of survivors seeking medical, social, and psychological services.
- Collaboration with Ministry of Women's Affairs, Ministry of Agriculture, and community-based organizations to conduct a legal analysis/study on women's rights and access to land in the OPT (FAO, UNDP, UN Women).
- Collaboration with the Ministry of Women's Affairs, Ministry of Agriculture, and community-based organizations to conduct an assessment on SDG indicator 5.2 (Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control) (FAO, UN Women).
- The Ministry of Agriculture is a member of the technical committee alongside UNDP, UN Women, FAO, and WFP for the Joint UN Programme "Mitigating the impacts of COVID-19 on women's economic participation in the State of Palestine".
- Technical assistance to the Ministry of Women's Affairs in support of the gender sectoral strategy (UN Women, UNDP, UNFPA, and others).
- Collaboration with the Ministry of Health to support the development of a gender-responsive remarriage counselling protocol in Gaza under the Joint UN Programme "Strengthening sexual, reproductive, maternal, neonatal and young children health in Gaza" (UNFPA, WHO, UNICEF).

b) The National Women's Machinery participates in UNDAF consultations; country analysis, strategic prioritization, implementation, M&E.

The National Women's Machinery is defined as the Ministry of Women's Affairs (MOWA). MOWA was consulted during the development of the 2016 Common Country Analysis (version: May 2020) and is listed as consulted in the UNDAF 2018 – 2022 (Annex 2, page 71). The larger issues with UNDAF implementation and M&E (ref. UNCT-SWAP Indicator 2.3) explains why MOWA was unable to participate in these processes. Criterion b) is still considered met.

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

Under the Sawasya II Joint Programme (UNDP, UN Women, UNICEF), the UNCT has supported efforts to strengthen localization and monitoring of SDG indicators - including gender-related SDG indicators - working closely with the Ministry of Local Governance. Through the SDG 16 Working Group (led by the Ministry of Justice), UNDP, UN Women, UNICEF and OHCHR have further sought to raise awareness among governmental institutions on gender-related SDGs including the gender dimensions of SDG 16, particularly in the Gaza Strip. Relevant government partners included the Ministry of Interior, the Palestinian Anti-Corruption Commission (PACC) and the Palestine Central Bureau of Statistics (PCBS).

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**

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.

The UNCT has collaborated with CSOs on several joint initiatives that foster gender equality and the empowerment of women/girls. Many of these have taken place within joint UN programmes that have a GEEW focus. Specific examples include:

- Collaboration with several GEEW CSOs as key implementing civil society partners of the HAYA Joint Programme on eliminating Violence Against Women. These include the Sharek Youth Forum (Sharek), Palestinian Working Women's Society for Development (PWWSD), Women's Affairs Center (WAC) and Palestinian Center for Human Rights (PCHR). Examples of initiatives undertaken with these CSO partners include updating of the national GBV referral system.
- Collaboration with women's rights advocates through the Women Business Forum as part of efforts to address the economic impact of COVID-19 on women. This was under the Joint Programme to mitigate the impacts of COVID-19 on women's economic participation in the State of Palestine (UN Women, UNDP, FAO, WFP).
- Collaboration with GEEWs CSOs to foster gender equality and women's economic empowerment as part of the multi-donor project "Reform and Development of Markets, Value Chains and Producers' Organizations" (FAO, ITC).
- The unique positioning of the Sawasya II Joint Programme (UNDP, UN Women and UNICEF) in the justice sector was critical to secure a space for civil society, including GEEW CSOs, to engage on the reform of the justice sector. During consultations on the reform process, the UNCT facilitated the participation and engagement of 27 CSO representatives, taking care to ensure (i) the inclusion of GEEW CSOs and (ii) gender balance across representatives themselves (44 per cent of these 27 CSO representatives were women).

Beyond collaborations through implementation of joint UN programmes there are other examples of joint UN initiatives with civil society to foster GEEW. These include:

- Collaboration with community-based organizations, including those that champion GEEW, to conduct a legal analysis/study on women's rights and access to land in the OPT (FAO, UNDP, UN Women).
- Collaboration with GEEW CSOs to conduct an assessment on SDG indicator 5.2 (Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control) (FAO, UN Women).
- Collaboration with GEEW CSOs to provide food assistance to survivors of gender-based violence through the cash-based transfers modality in the West Bank (WFP, UNFPA).

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.

GEEW CSOs were consulted during the development of the 2016 CCA and in the UNDAF 2018 – 2022 (Annex 2, page 71). The UNDAF experienced challenges in implementation with no periodic reviews or evaluations, therefore CSOs, including GEEW CSOS, were not engaged since these types of M&E processes did not take place in the first instance.

c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender-related SDGs localization and/or implementation.

Through the SDG 16 Working Group (led by Ministry of Justice), UNCT members (UNDP, OHCHR, UN Women and UNICEF) strengthened GEEW CSO participation and engagement in SDG localization/implementation. Under the Sawasya II Joint Programme and with OHCHR, the UNCT facilitated the engagement of key civil society players, which cover both the West Bank and the Gaza Strip, including CSOs that promote gender equality and the human rights of women in efforts to localize the SDGs. These include the Palestinian Human Rights Organizations Council (PHROC) and the Coalition for Accountability and Integrity (AMAN) as well as the Independent Commission for Human rights (ICHR). In line with the advocacy role of the SDG 16 WG, UNCT members raised the awareness of civil society and governmental institutions on the 2030 Agenda and SDG 16,

including the gender dimension of its indicators, particularly in the Gaza Strip, targeting the Civil Society Team for Enhancing Public Budget Transparency (CSTPBT) and other CSOs, which acts as the primary SDG platform.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

**Leadership and
organizational culture**

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

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months.

While there has been reference to gender and gender issues in HOA meetings this has focused on general information sharing (e.g., updates on the UNCT-SWAP Gender Equality Scorecard process, information sharing on the 16 Days of Activism against Gender-based Violence campaign, women and youth participation in elections, Generation Equality Compact on Women, Peace and Security and Humanitarian Action). Based on a review of available HOA meeting minutes from December 2020 – October 2021 there was limited substantive discussion about gender equality and/or issues related to the empowerment of women and girls. Therefore, criterion a) is not considered met.

b) RC demonstrates public championing of gender equality during the last 12 months.

Between September - December 2020 there was no RC in place which accounts for the smaller sample size of statements and speeches that would normally be the case over a 12-month period.

A total of 14 statements and speeches were analyzed since the current RC took up post in January 2021; five were found to be gender-sensitive and nine were found to be gender-blind. This constitutes 35 per cent of statements and speeches analyzed. With UNCT-SWAP technical guidance (2018) requiring that, at a minimum, at least a third of speeches over the last 12 months should reference how the UNCT is promoting gender equality, criterion b) is met.

It was further noted that the RC was present and actively participated at key gender events including International Women's Day, the International Day of the Girl Child, and on the 21st anniversary of resolution 1325 on women, peace and security.

c) HOA are seen by personnel as committed to gender equality in the workplace during the last 12 months.

Results from the survey on gender and organizational culture (ref. UNCT-SWAP indicator 4.2) found that 75 per cent of staff feel HOA demonstrate workplace leadership and commitment to gender equality. With UNCT-SWAP technical guidance (2018) requiring that at least 65 per cent of staff must feel that HOA demonstrate leadership and commitment to gender equality in the workplace, criterion c) is met.

Sex disaggregation showed that 68 per cent of women responded positively to the statement compared to 83 per cent of men. One survey responded self-identified as 'other' and this person gave a neutral response. This highlights a discernible difference in female, male and other perceptions, with almost 20 per cent difference between male and female positive responses to this question.

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

By December 2020, the annual UN Country Results Report had replaced the ARC in Palestine.

The 2020 UN Country Results Report for the State of Palestine explicitly incorporates gender equality and there is a stated commitment by the UNCT to continue to place gender mainstreaming at the forefront of UNCT support to government (page 31).

The annual report highlights UNCT support to promoting gender equality and women's and girls' empowerment during 2020, with a focus on addressing their needs and vulnerabilities during the COVID-19 pandemic. This included UNCT support to increase women's economic empowerment; improve girls' access to education; ensure women's and girls' continued access to health information and services; implementing gender-responsive social protection; and working with Government, civil society, media, health providers, educators and the justice and law enforcement systems to support a multi-sectoral response to gender-based violence. The importance of UNCT support to address underlying causes of gender inequality and discrimination is reflected in the advocacy campaign that sought to address social norms around women's employment.

There is also some use of sex-disaggregated and gender-sensitive data in the report, for example on women's labour force participation and studies that suggested increased prevalence of gender-based violence (GBV) during the pandemic, although this could have been strengthened.

Across the report, SDG 5 is highlighted as a priority SDG within several thematic areas: health; education (including emergency education and health support); social protection; human rights, women, children, and youth. However, some areas overlook gender equality considerations, notably in the WASH, food security and agriculture, environment, and housing sections.*

* An interesting observation made by the assessment team was that WASH and the environment are two sectoral areas where the 2016 CCA was also found to have overlooked gender equality considerations (ref. UNCT-SWAP indicator 1.1).

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.

Survey results with a positive rating of 65-80% means the minimum requirements are met.

The survey link was shared by the Resident Coordinator's Office (RCO) with Heads of Agencies (HOA) to circulate amongst their respective staff.

The total number of responses was 192 (97 women; 93 men; 2 other). Based on the estimated UNCT Palestine population size of 1025, responses yielded a confidence interval rate of 6.38. Therefore, we can be confident that responses are representative of the larger population plus or minus 6.38 percentage points.

Results scored an overall positive rating of 73% (11% negative and 16% neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination, and work-life balance.

Highest scores:

- UN system in Palestine makes adequate effort to fulfil its mandate to achieve equal representation of women and men at all levels (78% positive response, 8% negative response).
- The UN system in Palestine has adequate procedures in place to prevent and address sexual harassment, exploitation, and abuse of authority (78% positive response, 7 % negative response).

Questions on work-life balance scored the lowest.

- “HOA are supportive of personnel to establish an adequate relationship between work life and home life” scored lowest with a 62% positive response rate, and 23% negative responses.
- “The package of flexible working arrangements supports personnel to achieve an adequate work-life balance” scored second lowest (68% positive response, 14% negative response).
- “The package of entitlements to achieve adequate work-life balance” had a 72% positive response rate with a 12% negative response.

On average male respondents were more positive than female respondents across all survey questions. The widest disparities between male and female responses relate to personal safety and HOA commitment to gender equality in the workplace.

In addition to disparities between male and female responses, the only survey question that the person13 who self-identified as ‘other’ recorded a negative response to, was the question “The UN system in this country has adequate procedures in place to protect my personal safety and security”.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

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

Leadership and
organizational culture

Did you reassess the Performance Indicator in this reporting year

- 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 indicator 5.1 on Gender coordination mechanism currently meets the criteria a), b), and d), but not the requirements of criterion c). This means that the indicator reaches three of the four criteria, meeting the minimum requirements.

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

The UNCT Gender Task Force (GTF) is chaired by the head of UN Women in Palestine and meets quarterly (on average) so criterion a) is met. There is regular representation from eleven of the nineteen resident agencies of the UN in Palestine.

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

The TOR of GTF has been revised in 2023 and endorsed by the UNCT.

The GTF has an Annual Work Plan in place for 2022 – 2023 that includes resource and responsibility designation, endorsed by the UNCT. The work plan from 2022 has been extended to some of 2023 and the development of a new work plan for 2023-2024 is underway. The new plan is not yet formally finalized or endorsed by UNCT, however, the GTF has discussed the priorities for year 2023 (in April 2023) and action points to be included in the work plan (in June 2023). At the time of reporting, Palestine is facing a period of intense escalation of hostilities between Israel and Palestine. The GTF will work to finalize the new work plan and share it for the endorsement of UNCT as soon as the country context allows. In the light of these observations, the criterion b) is considered met.

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

The GTF has a membership list. At the time of the assessment, membership does not comprise at least 50 per cent of senior staff (defined as P4 and above; NOC and above) so criterion c) is not met. Over the 2022 – 2023 period, there has been some senior staff representation but in no meetings of the GTF has this constituted a majority of those present. The GTF should aim to reach increased senior staff attendance and include currently inactive resident agencies.

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

Overall, criterion d) is considered met. The GTF has been involved and were informed of the developing process of the UNSDCF 2023-2025. The UNSDCF was shared with group members in June 2022 and presented to them by Resident Coordinator Office and the consultant in September 2022. Following the presentation, UNSDCF has had one point under agenda of every GTF meeting.

GTF has been an important mechanism to coordinate, share information, and informally track joint UN work on gender equality. A majority of GTF member organizations are directly engaged in joint UN programmes that have a gender equality focus or visible gender mainstreaming.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

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

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

- UNCT Gender Task Force Work Plan 2022. Occupied Palestinian Territory.
- Gender Task Force Meeting Minutes: 3/2022, 2/2023
- Gender Task Force TOR

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.

The UNCT currently approaches minimum requirements on indicator 5.1., “The UNCT has adequate capacities developed for gender mainstreaming”.

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during

the past year.

Criterion a) is met as there have been inter-agency capacity development activities for UN personnel on gender over the past 12 months.

For example, in May 2023, GTF members attended an orientation meeting on gender transformative approach, organized by UNFPA, based on which an Action Plan was developed. In September-December 2023 members from UNCT Gender Task Force participated in online training sessions, coordinated with the UN Women Regional Office, on the global norms and standards, on UNCT SWAP, gender equality exercise, and how it could inform the UNSDCF process.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.

There has been no inter-agency capacity assessment on gender nor a development of a capacity development plan during the current UNSDCF 2023-2025 cycle so criterion b) is currently not met.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

There is no induction package for new UNCT members so criteria c) is not met. Individual agencies (both resident and non-resident agencies) handle induction without central coordination, including any content related to gender equality and the empowerment of women.

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)

Interviews with members of the UNCT Gender Task Force, email exchanges

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

a) The UNCT has carried out at least one capacity building event on the gender marker during the UNDAF cycle.

In 2020 and 2021, UN Women in partnership with OCHA, conducted capacity building trainings on the Inter-Agency Standing Committee (IASC) Gender and Age Marker (GAM) for members (including but not limited to UN personnel) of the six clusters/sectors active in OPT that coordinate the activities of international and national partners. This training of trainers (TOT) on the IASC-GAM was part of the UN Women-OCHA joint action plan organized with Gender Focal Points through the Humanitarian Gender Group (HGG). Participants received an in-depth orientation on the IASC-GAM and practical training on application of GAM coding through different simulation exercises. As part of the TOT approach, the trained Gender Focal Points and cluster coordinators conducted orientations on the GAM with 400 cluster members in the West Bank and Gaza. UN Women and OCHA also organized several 'Gender Clinics' to provide guidance for cluster members during the preparation for the 2020 and the 2021 Humanitarian Response Plans (HRPs). Criterion a) is therefore considered met.

b) The UNCT has established and met a financial target for programme allocation for Gender Equality and Women's Empowerment (GEWE).

The UNCT has not set financial targets for programme allocation in relation to gender. However, one of the 14 UNDAF 2018 - 2022 outcomes is dedicated to gender equality and the empowerment of women (outcome 2.4). This assessment found that at the planning stage (ref. UNDAF 2018 – 2022, pages 25 – 34) outcome 2.4 was the second smallest in budgetary terms. The

figure would be higher if the value of all outcomes that are gender mainstreamed were added up, but even so there is no financial target and no specific UNCT-wide tracking mechanisms to follow resources for gender equality and the empowerment of women at the time of the assessment. Therefore, criterion b) and, consequently, criterion c) are not met. This has been exacerbated by the documented challenges with UNDAF implementation and M&E over the current cycle.

c) Meets minimum requirements and the UNCT has established and exceeded a financial target for programme allocation for gender equality and the empowerment of women.

See response to criterion b) above.

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.

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

Analysis of results, measured at output level through a variety of sources, demonstrate that the UNCT is on track to achieve gender equality and the empowerment of women (GEWE) results as planned in the UNDAF 2018 - 2022 outcomes in line with SDG priorities including SDG 5.

Across the fourteen UNDAF outcome areas there are examples of contributions toward both gender-targeted and gender-mainstreamed targets. This includes results demonstrating UNCT commitment to transformative change through addressing social and cultural norms, power structures, and the root causes of gender inequality and discrimination.

However, the UNCT does not meet minimum standards due to lack of monitoring and reporting on UNDAF outcomes, including those incorporating gender equality results. This makes it difficult to conclude with certainty that the UN is on track to achieve all gender-sensitive outcome results. In the absence of annual reviews and mid-term evaluation of the UNDAF, the assessment team identified other documentation to ascertain progress towards GEWE results as it relates to UNDAF outcomes, including the gender-targeted UNDAF outcome 2.4.

The UNCT in Palestine has multiple joint programmes (JPs) with a GEWE focus (ref. UNCT-SWAP Indicator 2.1) that directly relate to UNDAF outcomes that include gender results (notably outcomes 2.4, 3.2, 4.1 and 4.2). Annual reporting on these JPs and related documentation (ref. UNCT-SWAP Indicators 2.2, 3.1 and 3.2) has been key to establishing that the UN in Palestine is on track to achieve many of the gender results planned in the UNDAF. For example, even though there is no UNDAF interagency M&E group, UN agencies implementing GEWE focused JPs still continued to gather and report data as planned for almost all UNDAF gender-sensitive indicators (ref. UNCT-SWAP Indicator 2.3).

Based on the above, and the 2020 UN Country Results Report which offers supplementary evidence of output-level gender results, examples of progress toward intended gender results by UNDAF outcome area are outlined below, the other is presented in the report.

Under UNDAF outcome 2.4 (State and national institutions promote and monitor gender equality and enforce non-discrimination for all) two joint programmes (JPs) have been instrumental in enabling the UNCT to achieve progress toward

gender results outlined: strengthening national institutional capacities, processes and systems to combat gender-based violence (GBV), as well as assistance to put in place adequate legal frameworks to promote, enforce and monitor equality and non-discrimination on the basis of gender, age, disability and population group.

43

Through the JPs Sawasya II on Promoting the Rule of Law in Palestine (UNDP, UNICEF, UN Women) and HAYA: eliminating Violence Against Women (UN Women, UN-Habitat, UNFPA, UNODC), important strides have been made toward aligning policy frameworks with international standards, including through the adoption of two milestone decree laws protecting women from early marriage and expanding women's parental rights. The Sawasya JP contributed to important advances at policy level, including launch and rollout of standard operating procedures for the prosecution of violence against women (VAW), support to the Palestinian Bar Association in Gaza to develop its gender strategy, and awareness-raising with 86 lawyers to enhance their knowledge on the personal status law, VAW, and international human rights. The improved prosecutorial and litigation environment is likely to have contributed to the 31 per cent increase in the number of convicted perpetrators observed in 2019. The UNCT also supported the Palestinian Judicial Institute to launch two specialized training programmes on VAW for regular and family judges and a gender training curriculum for police officers. The UNCT further strengthened the policy and accountability environment, with more than 10,600 criminal court hearings monitored, for the first time, in both the West Bank and Gaza Strip, to highlight critical gaps in service delivery and strengthen the capacity of civil society to conduct evidence-based advocacy.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women (GEEW)

Results achieved during the current UNDAF cycle make a considerable contribution to GEEW. The UNCT in Palestine has several gender equality-focused joint programmes (ref. UNCT-SWAP Indicator 2.1) that have adopted gender-transformative approaches in their design and implementation. However, owing to larger issues with UNDAF implementation and M&E processes (ref. UNCT-SWAP Indicator 2.3), it is not possible to conclude with certainty whether at least one outcome level UNDAF result has contributed to transformative change.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Palestine 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	Ensure next CCA (under development as of December 2021) meets UNCT-SWAP requirements for gender mainstreaming i.e., gender analysis across all sectors including underlying causes of gender inequality*, with consistent use of sex-disaggregated data. This includes sectors such as WASH, environment, peace and security, where gender analysis was weaker or lacking in the 2016 CCA.	The action was successfully conducted.
1.2 Cooperation Framework Outcomes	For the next Cooperation Framework, ensure a dedicated gender equality outcome whilst mainstreaming gender visibly mainstreamed across all other outcomes. When framing an outcome/area of work, focus on trying to change underlying norms, attitudes that cause gender (and other) inequalities.	-
1.3 Cooperation Framework Indicators	During next Cooperation Framework development, review outcome-level indicators, baselines & targets to achieve between 33-50% gender-sensitive outcome indicators; and do the same at output-level during development of the UNCT Joint Work Plan results matrix.	The action was successfully conducted.
Dimension 2 – Programming and M&E		
2.1 Joint Programs	Institutionalize the current informal (but effective) quality assurance process for gender mainstreaming and inclusion of gender-transformative approaches into all joint programmes (i.e., during joint programme formulation, reviews, and evaluations), leveraging the technical expertise on the Gender Task Force and expanding membership to include resident agencies that are involved in current or planned joint programmes. Continue to use gender markers for quality control and assurance.	-
2.2 Communication and Advocacy	Liaise with UNCT Communications Group (CG) Chair(s) to discuss formalizing a country communications and advocacy plan per UNSDG SOP guidance (2022). During the UNSDCF 2023-2025 cycle, ensure integration of GEEW communication and advocacy (noting this has already been done effectively by the UNCT via other mechanisms such as joint	-

	programmes just not within the scope of the CG).	
2.3 Cooperation Framework M&E	<p>(In line with UNSDG guidance, create an interagency mechanism with responsibility for results monitoring and evaluation of the next Cooperation Framework, with greater attention placed on tracking and reporting outcome-level results.) Provide the interagency Monitoring, Evaluation and Learning Group – along with Data Group and Gender Task Force – with a technical training on gender-sensitive M&E during development of the next Cooperation Framework. Ensure M&E Plan, as set out in the next Cooperation Framework, includes visible gender mainstreaming. For example, by stating periodic reviews of the Results Framework and mid-term/end term evaluations include a dedicated section on gender equality results; include commitment to gathering and reporting of disaggregated data (minimum by sex and age); and reporting of gender equality results annually in the UN Country Results Report.</p>	The interagency Measure, Evaluation and Learning group has been established.
Dimension 3 - Partnerships		
3.1 Government Engagement	<p>No specific actions were identified due to strong performance in this area, however there were two observations made across different working group discussions that were also relevant for Partnerships: 1) A strengthened Gender Task Force can serve as a platform for coordinated collaboration with key partners from the Government and civil society, supporting their engagement in key planning processes. 2) Strong UNCT performance in this assessment – including the Partnerships dimension - was positively correlated with a sizeable number of gender equality focused and gender mainstreamed Joint Programmes. Continuing to develop, resource and implement these types of programmes will be key to UNCT Palestine continuing to meet – and exceed – UNCT SWAP minimum requirements in the Partnerships dimension, as well as for achieving progress in the Programming</p>	-

	<p>and M&E, and Results dimensions. 3) Increasing the scope of joint UN initiatives and related partnerships that go beyond gender mainstreaming in the project/programme cycle to focus on the structural drivers of gender equality could help achieve transformative and lasting change in the lives of women and girls, men, and boys in Palestine. Strong articulation of gender transformative approaches in multisectoral joint programming and partnerships could further support the UNCT in meeting and exceeding minimum requirements across several UNCT SWAP dimensions.</p>	
3.2 GEWE CSO Engagement	<p>No specific actions were identified due to strong performance in this area, however there were two observations made across different working group discussions that were also relevant for Partnerships: 1) A strengthened Gender Task Force can serve as a platform for coordinated collaboration with key partners from the Government and civil society, supporting their engagement in key planning processes. 2) Strong UNCT performance in this assessment – including the Partnerships dimension - was positively correlated with a sizeable number of gender equality focused and gender mainstreamed Joint Programmes. Continuing to develop, resource and implement these types of programmes will be key to UNCT Palestine continuing to meet – and exceed – UNCT SWAP minimum requirements in the Partnerships dimension, as well as for achieving progress in the Programming and M&E, and Results dimensions. 3) Increasing the scope of joint UN initiatives and related partnerships that go beyond gender mainstreaming in the project/programme cycle to focus on the structural drivers of gender equality could help achieve transformative and lasting change in the lives of women and girls, men, and boys in Palestine. Strong articulation of gender transformative approaches in multisectoral joint programming and partnerships could further support the UNCT in meeting and</p>	

	exceeding minimum requirements across several UNCT SWAP dimensions.	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	Ensure GEWE is reflected in discussions at UNCT meetings and in RC/HC public statements/speeches.	-
4.2 Organizational Culture	Hold a dedicated UNCT meeting to review data from staff survey to better understand and address areas of lower satisfaction. Starting points for discussion include: <ul style="list-style-type: none"> • Adequacy of procedures in place to protect personal safety and security. • Lower levels of satisfaction with work-life balance. 	-
4.3 Gender Parity	Track gender parity levels across UNCT Palestine annually, using the 2021 data from the Scorecard exercise as a baseline. Expand personnel categories to ensure all major national and international staff categories of Resident Agencies are included (e.g., SC, LICA and others). Incorporate this requirement into next BOS. Improve gender sensitivity of joint operations, particularly in procurement and human resources. Ensure updated BOS includes gender-specific actions and indicators and engage UNCT Gender Task Force for peer review. Example actions could include: (i) integration of gender equality considerations into recruitment processes (many UN agencies do this at entity level already); (ii) UNCT gender trainings such as PSEA; (iii) mechanism for annual monitoring of gender parity in staffing (see above).	-
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	Ensure 2022 Gender Task Force (GTF) Annual Work Plan (AWP) is endorsed at UNCT level, and annually thereafter.	The GTF Annual Work Plan 2022 is endorsed at UNCT level and a revised action plan is to be developed.
5.2 Gender Capacities	Carry out a UN Palestine gender capacity assessment for gender equality skills and knowledge as it pertains to UN	Gender was mainstreamed in TORs of the

	development assistance in the OPT, and develop a capacity development plan to address weaknesses identified. Mainstream responsibilities for gender and gender equality and women's and girls' empowerment in TORs of other interagency coordination mechanisms beyond the Gender Task Force (examples include OMT; Communications Group, Data Group, Deputies Group).	Programme Management Team (PMT), Monitoring, Evaluation and Learning (MEL) Group, UNSDCF Results Groups and Strategic Communications Group (SCG).
Dimension 6 - Resources		
6.1 Financial Resources	Conduct training for relevant UNCT personnel (i.e., members of the Data Group; Gender Task Force, RCO, staff supporting M&E processes for the next Cooperation Framework) on applying the UNCT Gender Equality Marker (GEM) to the UNCT-wide Joint Work Plan. Apply UNCT Gender Equality Marker (GEM) to all UNCT sub-outputs in the draft Joint Work Plan to identify UNCT initiatives (and associated financial resources) that have a gender equality focus. Following application of the UNCT GEM to the next Joint Work Plan, clarify with DCO the steps required, and technical support available, to the UNCT to generate analysis and insights (including data visualizations) on resource allocations in support of GEWE using the UN INFO platform.	Orientation and support was organized to the UNSDCF Outcome groups and the Programme Management Team to apply the GEM to JWP. Gender Equality Marker was applied to all UNCT sub-outputs in the Joint Work Plan.
Dimension 7 - Results		
7.1 GEWE Results	Ensure the UNSDCF 2023 - 2025 evaluation builds on the findings and analysis of this UNCT SWAP exercise to include a section that assesses progress towards gender equality and the empowerment of women and girls. Support the evaluation team by providing access to the UNCT-SWAP assessment report and, where helpful, members of the interagency assessment team for further consultation.	-

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	United Nations Common Country Analysis for the Occupied Palestinian Territory	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Palestine-UNDAF 2018 - 2022 highlighted	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	UNSDCF 2023-2025 Palestine	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	ECW.project document	
Joint Program documents	Haya EVAW JP Prodoc_1 April 18	
Joint Program documents	Sawasya Pro Doc signed	
Joint Program documents	Gaza MNCH Proposal Draft V.1 with LOGFRAME FINAL	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Palestine- MPTF COVID-19 - Project Document	
Communication/Advocacy	Palestine-102754-SAWASYA II Pro DOC	
Communication/Advocacy	Palestine-102754-SAWASYA II Pro DOC	

Communication/Advocacy	Palestine-Joint Program document HAYA

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	Palestine-Results Matrix_UNDAF 2018 - 2022	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Palestine - SDG 16+ Report - Country Case Study	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	Palestine - SDG 16+ Report - Country Case Study	
Other	Palestine-Evidence of joint communications with GEEW CSO	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Palestine- RC statement on International Day of the Girl_ 10 Oct 2021	
RC communications	Palestine-LHastings Remarks UNRWA-V6	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	

Organizational culture survey results	Palestine Breakdown of Survey Results_Graphs

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	Palestine BOS 2019-2022 Rev 12Mar19 (Final Draft) (002)	
UNCT BOS	Palestine UNCT Gender Parity Staffing Data	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	GTF Draft TORs 270223	
GTG TOR/AWP	GTF Meeting 26 June 2023 FINAL	
GTG TOR/AWP	UNCT WP on Gender 2022	
Other GTG documents	MoM third meeting September 2022 Final	

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