

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Philippines 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)

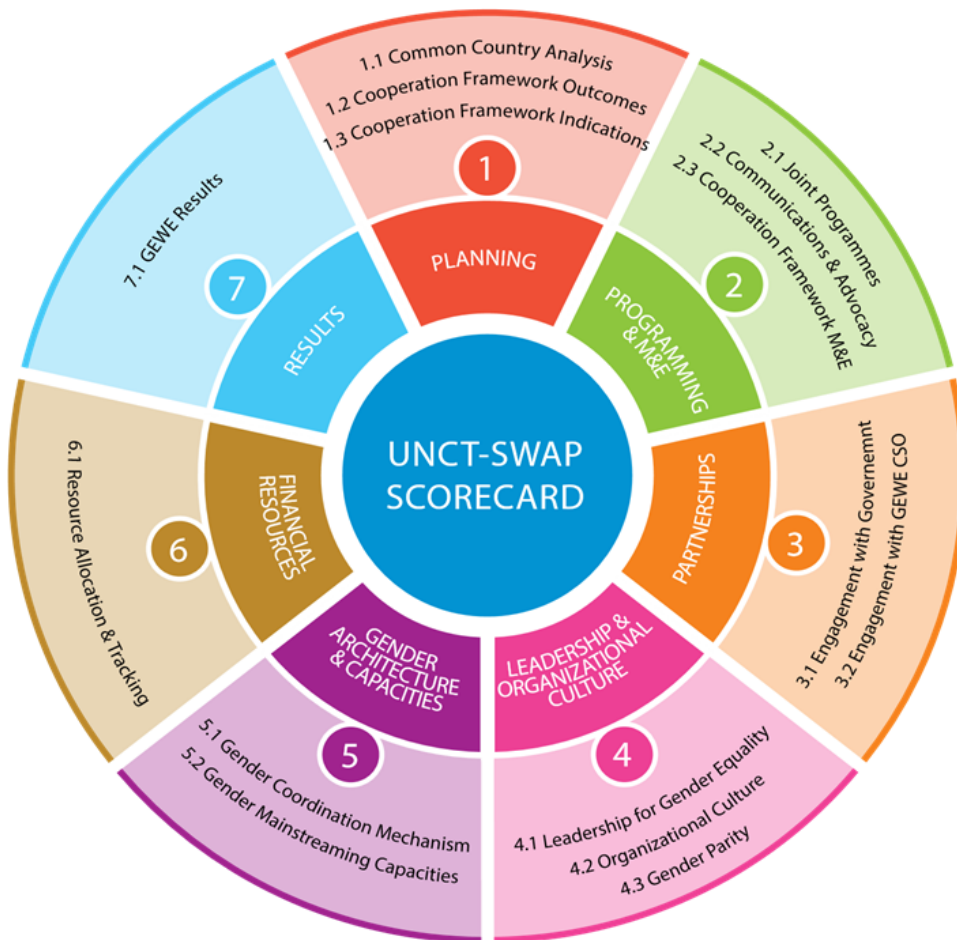
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

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 UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and 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).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

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. Findings on key trends are presented in 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 Philippines

Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

Upon the recommendation of the Gender Theme Group (GTG), the UN Country Team (UNCT) agreed in June 2022 to conduct of the UNCT-SWAP GE Scorecard for the Philippines.

An International Consultant was hired in October 2022 to facilitate the Philippines UNCT-SWAP Scorecard exercise and assess the effectiveness of the UNCT in gender mainstreaming, promotion of gender equality, and women's empowerment as well as to provide a set of actions for improvements.

The process began with the Consultant's Orientation on the UNCT SWAP Scorecard exercise. The Chair and the Co-chair identified GTG members as part of the Inter-agency Assessment Team (IAT). The IAT was then divided into six groups that would cover the 15 indicators. The Consultant met each group to explain how to do the scoring for their assigned indicators. The IAT was given two

weeks to finalize the scoring. The Consultant consolidated the assessment results and presented these to the IAT and GTG for validation. The Scorecard was updated in September 2023 to reflect efforts to mainstream gender equality in the process of developing the Philippines UN Sustainable Development Cooperation Framework (UNSDCF) for 2024-2028 and other activities. The IAT and GTG finalized the full assessment report in September 2023.

The final Indicator Results and Action Plan were endorsed by the GTG Chair, Dr. Leila Saiji Joudane to the UNCT for approval. The Action Plan and the UNCT GE Scorecard Assessment results were approved by the UNCT in September 2023.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team

IAT Members and GTG Members who participated in the UNCT SWAP Assessment are the following:

IAT Members

- People Pillar Group - UNESCO
- Planet and Prosperity - UN-Habitat and United Nations Industrial Development Organization (UNIDO)
- M&E Groups - United Nations Population Funds (UNFPA)
- HR/OMT Group- United Nations Children's Fund (UNICEF) and United Nations Office for Project Services (UNOPS)
- UNCCG Group - United Nations Population Fund (UNFPA) and United Nations Information Centres (UNIC)

Gender Thematic Group

- Chair - United Nations Population Fund (UNFPA)
- Co-chair - UNWomen

GTG Members

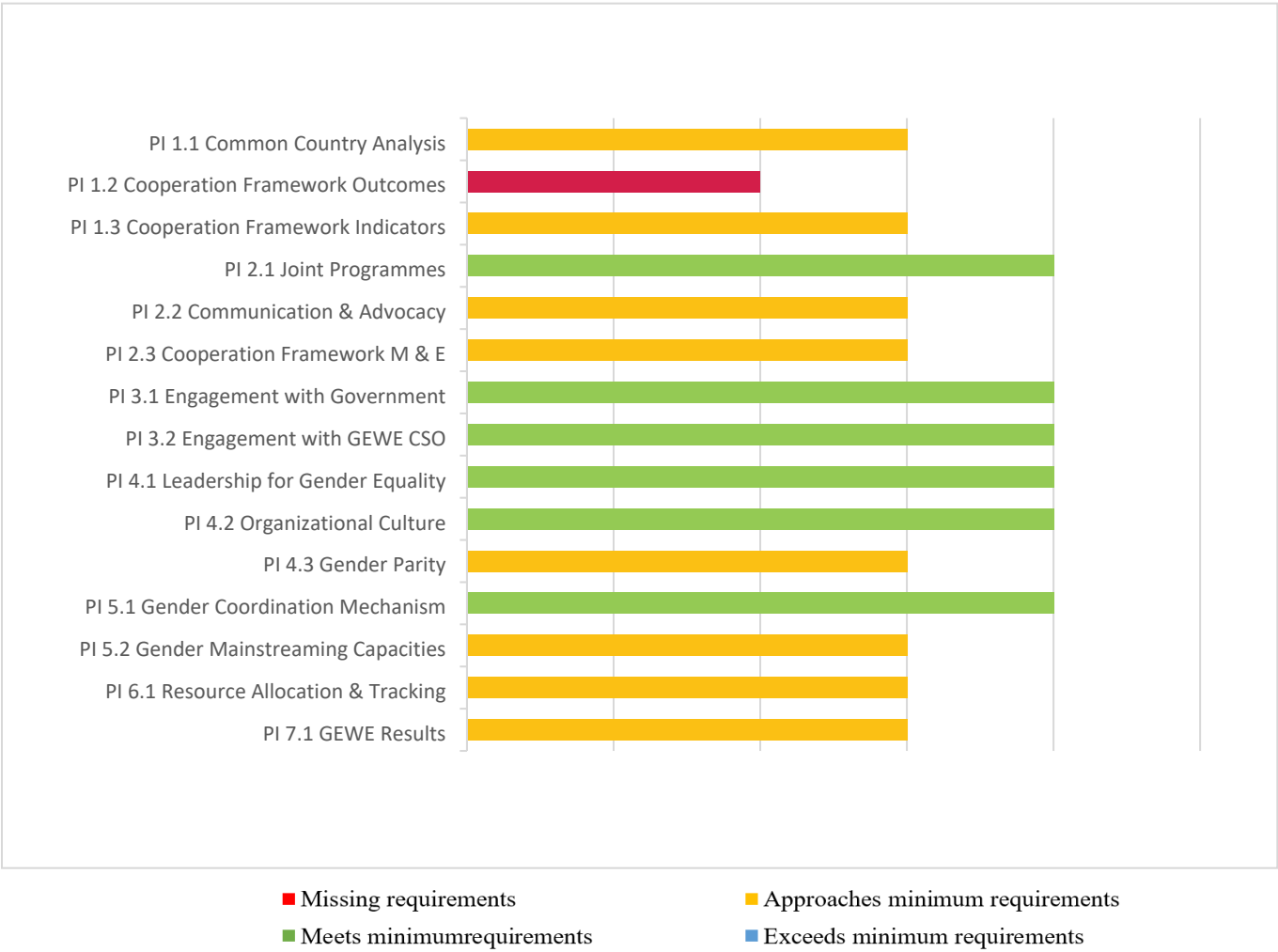
- UN Resident Coordinator Office (UN RCO)
- United Nations Development Programme (UNDP)
- United Nations Children's Fund (UNICEF)
- World Food Programme (WFP)
- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations High Commissioner for Refugees (UNHCR)
- International Labour Organization (ILO)
- United Nations Industrial Development Organization (UNIDO)
- United Nations Office for Coordination of Humanitarian Affairs (OCHA)
- Food and Agriculture Organization (FAO)

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

6. Overview of Results by Performance Indicator

The findings presented here indicate the ratings scored by the UNCT for each Performance Indicator across the seven dimensions of analysis.

Table 1: Philippines UNCT-SWAP Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicator

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.

Criterion (a): Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5. MET. Gender analysis is present across all sectors: 1) Political and Governance; 2) Conflict, Peace and Development; 3) Economic Transformation; 4) Social Development; and 5) Environment, Climate Change and Disaster Risk Reduction. However, depth of analysis varied across each of the sectors discussed.

Criterion (b): Some sex-disaggregated and gender-sensitive data. MET. There is some use of sex-disaggregated data, but it was not consistent and could use more disaggregation especially in education, health, vocational, labor force participation and gendered effects of the pandemic.

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

UN Philippines Common Country Analysis for the 2024-2028 Sustainable Development Cooperation Framework

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

MISSING REQUIREMENTS

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria (a, b).

Include relevant details and analysis

Due to the COVID-19 pandemic, the UN and the Government of the Philippines updated the Partnership Framework for Sustainability Development (PFSD) 2019-2023, releasing the UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines 2020-2023 (SEPF).

The PFSD/SEPF has three pillars, namely People, Prosperity and Planet, and Peace – each having an outcome statement. These outcomes are fleshed out into three intermediate outcomes in the PFSD. Although some intermediate outcomes included terms such as women empowerment, gender-responsive programme, and gender-sensitive framework, they do not explicitly mention or reference gender equality outcomes.

Criterion (a): Gender equality and the empowerment of women is visibly mainstreamed across some/all outcome areas in line with SDG priorities including SDG 5. NOT MET. There is no explicit mention or reference to gender equality outcomes in the actual outcome statement

Only three of the nine intermediate outcomes mention one of the following: women empowerment, gender-responsive programme or gender-sensitive framework.

Given that very few of the outcomes demonstrate gender equality mainstreaming, the outcomes of PFSD 2019-2023/SEPF 2020-2023 are missing minimum requirements. Most of the outcomes are gender-blind.

Peace Pillar

- Contains two intermediate outcomes that mention women empowerment and the need for a gender-responsive programme corresponding to SDG 5 targets:
- Intermediate outcome 2: Government in conflict-affected areas demonstrating collaborative leadership, with men and women empowered and systems for accountability, responsiveness and justice. (SDG 5.5)
- Intermediate outcome 3: Communities/barangays in conflict-affected areas establishing risk-informed, gender-responsive and conflict-sensitive governance system. (SDG 5.C)

Prosperity and Planet Pillar

- Has one intermediate outcome addressing the need to implement an integrated programme using a gender-sensitive framework:
- Intermediate outcome 1: Government at national and sub-national levels adopting evidence-based policies, structures, and mechanisms, using gender-sensitive frameworks that support the integration of climate change, urbanization and inclusive economic growth, promoting and creating decent and green jobs/livelihoods and resilient and sustainable communities. (SDGs 5.A and 5.C)

Criterion (b): One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5. NOT MET. The PFSD/SEPF does not have at least one gender-targeted outcome, with the principal purpose of advancing gender equality and the empowerment of women, with a clear link to the SDGs, including SDG 5.

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

Philippine Partnership Framework for Sustainable Development 2019-2023 Results Framework

UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines 2020-2023

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS

Planning

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.

The 3 pillars of the PFSD/SEPF Results Framework include the following outcome indicators and intermediate outcome indicators:

- People (a total of 7 outcome indicators and 4 intermediate outcome indicators);
- Prosperity and Planet (a total of 5 outcome indicators and 5 intermediate indicators);
- Peace (a total of 4 outcome indicators and 6 intermediate indicators).

The criterion “Between one-fifth and one-third (20-33 percent) of UNDSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5” was MET. Between less than one-fourth or within one-fourth of all the results framework outcome indicators and intermediate outcome indicators are able to track gender progress and/or are gender identified.

Only 4 out of 16 outcome indicators (25%) results framework are able to track gender progress. However, these are not explicitly indicated in the outcome indicators’ statements and it is assumed that reporting of the data shall be disaggregated with reference to the M&E Plan.

Only 3 out of 15 intermediate outcome indicators (20%) of the results framework are able to track gender progress as well but at the same time similar with the outcome indicators comment above.

Majority of the outcome and intermediate indicators are not gender related except for People Pillar with one or two indicators in Prosperity and Planet and Peace Pillars:

People Pillar

- Outcome Indicators- 1 out 7 indicators is gender-sensitive (14%)
- Intermediate indicators – 1 out 4 of indicators is gender-sensitive (25%)

Prosperity and Planet Pillar

- Outcome Indicators – 0 out of 5 indicators are gender sensitive (0%)
- Intermediate Indicators – 1 out of 5 is gender-sensitive (20%)

Peace Pillar

- Outcome Indicators- 1 out of 4 indicators is gender-sensitive (25%)
- Intermediate Indicators – 1 out of 6 indicators is gender-sensitive (17%)

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

Philippine Partnership Framework for Sustainable Development 2019-2023 Results Framework

UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines 2020-2023

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS

Programming and
M&E

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

Criterion (a): Gender equality is visibly mainstreamed into all JPs operational at the time of the assessment. MET. All six (6) JPs evaluated JPs visibly exhibit gender equality mainstreaming:

- 1) Enhancing Resilient & Gender Responsive Livelihoods of Women & Youth IDPs (FAO, UNFPA)
- 2) Accelerating the Reduction of Adolescent Pregnancy in the Philippines in the aftermath of COVID-19 (UNICEF, UNFPA, WHO)
- 3) Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) (ILO, UN Women)
- 4) Safe and Fair (SAF): Realizing women migrant workers' rights and opportunities in the ASEAN region (ILO, UN Women)
- 5) Project BRAVE: Building COVID-safe Responses and Voices for Equity (WHO, UNICEF, UNFPA)
- 6) Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) (UN Women, UNDP)

Criterion (b): A JP promoting gender equality and empowerment of women is operational over the current CF period in line with SDG priorities including SDG5. MET. The following JPs clearly focus on promoting gender equality:

- 1) Enhancing Resilient & Gender Responsive Livelihoods of Women & Youth IDPs (FAO, UNFPA)
- 2) Accelerating the Reduction of Adolescent Pregnancy in the Philippines in the aftermath of COVID-19 (UNICEF, UNFPA, WHO)
- 3) Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) (UN Women, UNDP)

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

- 1) Enhancing Resilient & Gender Responsive Livelihoods of Women & Youth IDPs
- 2) Accelerating the Reduction of Adolescent Pregnancy in the Philippines in the aftermath of COVID-19
- 3) Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)

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

Program documents for:

- 1) Enhancing Resilient & Gender Responsive Livelihoods of Women & Youth IDPs
- 2) Accelerating the Reduction of Adolescent Pregnancy in the Philippines in the aftermath of COVID-19
- 3) Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)
- 4) Safe and Fair (SAF): Realizing women migrant workers' rights and opportunities in the ASEAN region
- 5) Project BRAVE: Building COVID-safe Responses and Voices for Equity
- 6) Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)

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.

Criterion (a): The UNCT has contributed to at least one joint communication activity on GEEW during the past year. MET. The UNCT led a solidarity march with government agencies, women's rights organizations, and other stakeholders to unite and demonstrate their collective stand as part of the 18-day campaign to end violence against women in 2022. The UNCT also participated in the production of a video to celebrate International Women's Day on 8 March 2023. Additionally, a joint forum between ILO, UN Women, UNFPA and RCO on Democracy and Women's Leadership was held last 17 October 2023.

Criterion (b): The UNCT has contributed to at least one joint advocacy campaign on GEEW during the past year. NOT MET. While the UNCT led a solidarity march with government agencies, women's rights organizations, and other stakeholders to unite and demonstrate their collective stand as part of the 18-day campaign to end violence against women, it was a one-off joint activity and not a series of activities over a sustained period of time, which is required to meet this criterion.

Criterion (c): Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. MET. The Final Communication and Advocacy Strategy of the UN Country Communication Group Document includes support for the implementation of work plans that highlight processes in cross-cutting themes including women/gender, including campaigns to end gender-based violence, promote gender-responsive approach to innovation, technology and digital education, and increase access of adolescents (especially pregnant adolescents) to sexual and reproductive health services.

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).

Social media posts
Newspaper articles
UNCG Annual Workplan

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) Cooperation Framework reviews/evaluations assess progress against gender-specific results.

Criterion (a): UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned. NOT MET. The SEPF states “Monitoring of the SEPF, as an update to the PFSD, is an ongoing action-learning cycle that takes place throughout the implementation phase, ensuring that the UNCT is delivering its commitment to achieve results...Endorsed JWPs are the basis for the annual performance review, which feeds directly into the preparation of the annual country results report to the government. Monitoring of the SEPF, including its assumptions, takes place in close consultation with stakeholders.” (SEPF 2020-2023, pages 58-59). In addition to indicators in the SEPF Results Framework, the UN in the Philippines also “monitors the programmatic socioeconomic response to COVID-19 through a set of programmatic indicators that has been developed at the global level. This set of critical indicators have been translated into UN INFO as the primary monitoring and reporting tool of all UNCTs for this purpose, including the UNCT in the Philippines.” (ibid.)

For the SEPF Results Framework, an assessment of the annual reviews and annual reports published by the UNCT shows that the monitoring and reporting of the SEPF results is:

Not yet results-based and still lacks an assessment of progress vis-à-vis agreed upon benchmarks and committed results indicators and targets at both outcome and output levels;

Mainly an enumeration/narrative of various joint and individual UN agency initiatives vis-à-vis key areas of support under each Pillar (e.g. for the People Pillar - Health, Food Security and Nutrition, Education, Social Protection); and Unable to determine gaps and areas for improvement based on clear evidence of progress and performance.

As a result, progress of the gender-sensitive indicators identified in the RF cannot be tracked, which does not allow the full set of lessons to be learned from gender results as planned in the framework.

For the indicators related to the UN’s programmatic socioeconomic response to COVID-19, progress made was tracked and reported only in 2020 and most of the indicators that would have allowed for sex disaggregation were reported in aggregate. This assessment found that monitoring systems are inconsistent about collecting sex-disaggregated data (and/or gender-sensitive information).

Criterion (b): UNSDCF reviews/assess progress against gender-focused results. MET. Notwithstanding the weakness in tracking and the lack of data on progress vis-à-vis gender-sensitive indicators as cited above, progress against gender results was nonetheless captured in the annual results reports covering the first three years of implementation. GEWE features strongly in the summary of highlight results and innovative approaches, particularly for the People and Peace Pillars. The results reports however have yet to include a specific section on gender analysis (as a possible sub-section under the review of programming principles).

Criterion (c): The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNSDCF cycle. NOT MET. Targeted gender training has yet to take place, but some workshops have included a component on the importance of gender in reporting and the use of gender tags. UN INFO reporting on SEPF activities and indicators requires staff to include gender tags and provide gender marker comments on key activities, however most activities have still not been assigned tags. It would be useful to treat gender M&E in a more focused way as a stand-alone item in training and guidance documents to draw more attention to the importance of conducting gender-sensitive UNSDCF M&E.

List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

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
MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two 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.

Criterion (a): The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality and empowerment of women within the current UNSDCF cycle. MET.

One particular programme during the review period involving several UN agencies and endorsed by the UNCT have clearly engaged with two or more government agencies: Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) jointly implemented by IOM, ILO and UN Women. The following government agencies are engaged in the implementation of BRIDGE:

- Department of Foreign Affairs - DFA is one of the primary government partners for the project. Their data collection practices on overseas Filipino workers (OFWs) are mapped in order to feed into a broader, harmonized data system across government. Activities include gender-responsive data collection and improvement of coordination mechanisms on data management among Gender and Development (GAD) focal points.
- Technical Education and Skills Development Authority - TESDA is a vital figure in the harmonization of data across agencies. Increased access to data and figures on returning OFWs will help TESDA create programmes that would respond to the profile and desires of returning workers. Activities include enhancement of front line services for returned OFWs and contribute towards effective and gender-responsive reintegration services based on international best practice and standards.

Criterion (b): The National Women's Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E. MET. The National Women's Machinery in the Philippines, known as the Philippine Commission on Women (PCW) is envisioned to be the premier policy-making and oversight agency successfully influencing development efforts toward gender equality and the empowerment of all women and girls. The PCW was consulted in the preparation of the CCA and defining priorities for the 2024-2028 UNSDCF.

Criterion (c): The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation. NOT MET. Individual agencies have been making efforts to jointly engage various government agencies to localize gender-related SDGs, but not at the level of the UNCT.

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

UN Philippines Common Country Analysis for the 2024-2028 Sustainable Development Cooperation Framework
 Attendance sheets
 BRIDGE program document

PI 3.2 Engagement with GEWE CSO

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

Partnerships

Meets two of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that foster 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.

Criterion (a): The UNCT has collaborated with GEWE CSO and women's rights advocates on at least one/two joint initiatives that fosters gender equality and empowerment of women within the current UNDAF cycle. MET. UNCT has engaged GEWE CSOs in its implementation and activities in two projects, namely:

1) Peacebuilding Fund (PBF): Promoting conflict prevention, social cohesion, and community resilience in BARMM in the time of COVID-19 implemented by IOM, UNFPA and UN Women. Two particular CSOs were engaged for this: Unyphil, which supports women mediators in Maguindanao, Lanao Sur, and Special Geographic Areas to strengthen their capacity and support their advocacy to be integrated into conflict mediation mechanisms in their community; and The Moropreneur, Inc., which helps build capacities of conflict-affected women from the various marginalized groups and engage them in strengthening community resilience and dialogue for conflict prevention and social cohesion through the implementation of case-based intervention, life-skills and skills-based trainings, and technical support including financial and other business development services.

2) Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) implemented by UN Women and UNDP. At least 3 organizations were deliberately identified and consulted to inform how the JP will be implemented: Teduray Lambangian Women's Organization, Inc., UNYPHIL Women, UNYPAD (United Youth for Peace and Development). These CSOs are doing on the groundwork to build the capacities of community leaders, raise awareness of the wider community as well as engage in policy advocacy and programming with various local government organizations.

Criterion (b): GEWE CSO participated in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E. MET. The process for developing the 2024-2028 UNSDCF has been inclusive and participatory. As a part of that, GEWE CSOs were fully consulted in the preparation of the CCA and defining priorities for the 2024-2028 UNSDCF.

Criterion (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. NOT MET. Individual agencies would consciously create a platform to discuss with CSOs gender-related SDGs and its localization, but not at the level of the UNCT.

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)

UN Philippines Common Country Analysis for the 2024-2028 Sustainable Development Cooperation Framework

Attendance sheets

PBF program document

Empowering women for sustainable peace in BARMM program document

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.

Criterion (a): Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. MET. Gender equality is often recognized as an important issue that needs to be addressed by the UNCT and various gender equality issues were discussed in at least 60% of the monthly UNCT meetings. In discussions on the UNSDCF, which take place during almost every UNCT meeting, gender equality and the need for stronger gender mainstreaming within the Cooperation Framework is a regular topic.

Criterion (b): The RC demonstrates public championing of gender equality during the last 12 months. MET. The RC was present and actively participated at key gender events over the past year such as International Women's Day and the Campaign to end Violence Against Women and Girls. The RC/UNCT also promotes gender balance amongst speakers/resource persons during the UN-organized public events. In addition, out of 35 speeches, 12 included references to gender equality and women's empowerment.

Criterion (c): HOAs are seen by personnel as committed to gender equality in the workplace. MET. Results from the survey on gender and organizational culture found that a total 69.19 percent of staff strongly agreed or agreed that that HOAs demonstrate workplace leadership and commitment to gender equality. Sex disaggregation of the responses to the statement showed that 67.62 percent of women responded positively (Strongly Agree/Agree), slightly lower to the 72.31 percent of men. Reasons for differences in female and male perceptions, particularly for "Strongly Agree" responses, would require more exploration given that male responses (30.77 percent) were twice those of female responses (15.24 percent).

Criterion (d): Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. NOT APPLICABLE. There is no ARC report for the Philippines UNCT since the ARC was discontinued.

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

Minutes of UNCT meetings

RC speeches

Gender and Organizational Survey Results Report

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.

Findings and Explanation

The criterion above for "Meets Minimum Requirements" was met as the survey results showed an overall positive rating of 71% (with 8% negative and 21% neutral) across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. Refer to annexed charts for detailed information.

The survey link was shared by the RC with HOAs for them to share with their respective staff. The total number of responses was 184 (112 women; 70 men; 2 others). Based on the population size of 301, responses yielded a confidence interval of 4.4%. Therefore, we can be confident that responses are representative of the larger population.

Highest scores:

UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation. (81% positive)

The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority. (76% positive).

The three questions focused on work-life balance scored the lowest.

Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life. (59% positive)

The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance. (67% positive)

The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance. (67% positive).

On average, male respondents were more positive than females in all areas, with males as a group providing an overall positive rating of 76.74% in contrast to a female positive rating of 68.34%. The widest disparity between males and females relates to their perception on whether or not UN personnel are treated equally irrespective of sex, gender identity or sexual orientation. Reasons for differences in male and female perceptions will require qualitative assessments.

Additional questions:

Staff defined gender as a learned role or relations between males and females (84.28 %) and agrees that it is very much relevant in the mandate of the organization (84.91%). However, only 22.15% are very familiar with the international and regional conventions on gender equality and empowerment of women and 66.66% responded that they are only somewhat familiar with it. Moreover, the two highest gender-related training that would help staff strengthen their work are gender equality in programming (63.87%) and gender and communications and advocacy (61.94%).

Among the respondents, 42.03% are able to partially apply their knowledge on gender to their everyday activities while 13.23% are able to apply it consistently. The top three identified challenges in addressing gender equality at work are: limited knowledge (56.69%), limited skills (52.87%) and lack of time (52.23%). Moreover, respondents strongly agree that gender equality is a universal human right (74.05%), agrees that the UN system has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority and that gender equality should be promoted even when it conflicts with local tradition (62.02%).

List Means of Verification. (E.g. results from organizational culture and gender equality survey)

Results of survey on gender and organizational culture (total 184 respondents).

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.

Criterion (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: MET. The UNCT has a mechanism in place for monitoring and reporting on gender parity at the country level. The HRTT working group is tasked to consolidate the data and prepare the analysis for reporting to the OMT, which then reports to the UNCT. There was one data collection and analysis done in 2023. However, moving forward, the HRTT will do this exercise twice a year (every January and July) and will be included in the annual workplan of the HRTT.

The collection followed the baseline SWAP collection from 2022, which allowed for comparative analysis of 2023 data vs. 2022 data. Furthermore, 2023 data collection was significantly improved compared to the baseline data collection:

- For 2023, data was disaggregated by contractual modality type (GS, professional), level and gender. The disaggregated data collection also allowed disaggregation between national and international personnel.
- For 2023, data collection covered all personnel categories – staff and other contractual modalities – which now included almost half of the UN Philippines workforce, which was previously excluded.
- Compared to 2022, in 2023 all 21 UN entities with personnel in the Philippines were included in the data collection, which also increased the representativeness of data.

The August 2023 analysis reveals the following:

- Overall, gender ratio consistently ranges within \pm three percentage points of all personnel category (57% F / 43% M):
 - o for all staff (59% F / 41% M)
 - o for all non-staff (56% F / 44% M)
- This ratio is, however, not within the recommended \pm three percentage points range of 50% (i.e., between 47-53%), which subsequently means there is no gender parity among all personnel.
- When disaggregated by seniority, the numbers are reversed for professional staff:
 - o For senior professional staff (D2, D1, P6, P5, P4, NOD, NOC), 46% are female and 54% are male, while for junior professional staff (P3, P2, P1, NOB, NOA) 63% are female and 37% are male.
 - o While this is closer to the recommended parity range (i.e., between 47-53%), it demonstrates a significant shift compared to

all-personnel and all-level figures.

- There is no significant reversal for general service staff when numbers are disaggregated by seniority (G7, G6 vs. G5, G4, G3, G2, G1).

Criterion (b): The UNCT can demonstrate positive trends toward achieving gender parity: NOT MET.

The assessment found that women comprise 57 percent of staff overall (1,108 out of 1,927) compared to 43 men:

- 60 percent (382 out of 635) of General Service Staff (G1-G7)
- 57 percent (218 out of 380) of Professional (NO, P, D)
- 56 percent (508 out of 912) of Other Personnel (non-staff).

With gender parity defined as +or- three percentage points (47-53 percent), there is no gender parity across all three categories.

The closest to gender parity is the senior professional staff category (D2, D1, P6, P5, P4, NOD, NOC), with 46% female and 54% are male, however this category is also the most divergent from all personnel overall data (13% difference for male / female, respectively).

Compared to 2022 (smaller data set, only including staff), there was no significant change for comparable categories (all staff – GS, professional). For both years, women comprise 59% and men 41%.

Criterion (c): The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment: MET. It is part of the work plan of the Human Resources Task Team (HRTT) of the OMT that UN agencies should specifically indicate that all of its vacancy announcements include a statement that women are encouraged to apply. This is closely monitored by the HRTT and reported in BOS.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	1	6
G2	1	31
G3	16	15
G4	87	38
G5	155	86
G6	99	57
G7	23	20
NOA	73	36
NOB	67	35
NOC	33	24
NOD	1	5
P1	0	1
P2	7	5
P3	14	19
P4	16	22
P5	4	10
P6	0	1
D1	3	2
D2	0	2

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

2022 Gender Parity Worksheet, 2023 Gender Parity Worksheet + report, HRTT Workplan, HRTT testimonials and emails

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.

Criterion (a): A coordination mechanism for gender equality is chaired by a HOA. MET. An earlier Gender Theme Group (GTG) was established in 2019 but was not active at that time. The GTG was reactivated in June 2022 and is chaired by the heads of UN Women and UNFPA, and has met at least once every quarter.

Criterion (b): The group has a TOR and an approved annual work plan. MET. The GTG has a TOR approved by the UNCT in 2022, which describes the group's roles and responsibilities, functions, priority areas, and accountability. The GTG has agreed on a workplan for 2023 based on the initial results of the UNCT-SWAP exercise conducted during the fourth quarter of 2022, which has been approved by the UNCT and being used by the UNCT to track progress on gender equality.

Criterion (c): Members include at least 50% senior staff (P4 and above; NOC and above). NOT MET. The GTG is comprised of representatives of 12 UN agencies. Only three out of 17 members that regularly attend meetings are senior staff (NOC/P4 and above), which constitutes 18 percent of GTG members.

Criterion (d): The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework, and M&E. MET. The GTG has been substantively involved in the development process for the 2024-2028 UNSDCF, including leading gender analysis and ensuring the integration of gender equality and women's empowerment in the results framework.

Please select minimum requirement(s) met:

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

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

GTG TOR

GTG 2023 Workplan

GTG Membership List

Analytical piece on gender

Email correspondence

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.

Criterion (a): At least one inter-agency substantive gender capacity development activity in the past year. MET. Capacity building for GTG members on use of UN INFO and gender equality marker (GEM) was conducted in July 2023 by RCO.

Members of the GTG also participated in a regional training on UN systemwide Accountability Frameworks including GEM. ILO led the coordination of the training and worked with the RCO to engage a trainer as well as UNFPA to organize the session

and send invitations. Members of the GTG also participated in a regional training on UN systemwide Accountability Frameworks including GEM. The activities have been jointly discussed and planned by GTG members during regular meetings. Criterion (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. NOT MET. There has been no UN system-wide capacity assessment on gender during the current cycle. Criterion (c): UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. NOT MET. There is no induction package for new UNCT personnel. Individual agencies handle induction without central coordination. The UN Department of Safety and Security requires new UN staff to undertake a security briefing, which includes some advice regarding gender-related crimes.

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

Interview with UNDSS staff
Powerpoint slides from UN INFO and GEM training
Program and attendance sheet for regional training

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Criterion (a): The UNCT has carried out at least one capacity-building event on the gender marker over the current UNSDCF cycle. MET. Capacity building for GTG members on use of UN INFO and gender equality marker (GEM) was conducted in July 2023 by RCO. Members of the GTG also participated in a regional training on UN systemwide Accountability Frameworks including GEM. ILO led the coordination of the training and worked with the RCO to engage a trainer as well as UNFPA to organize the session and send invitations. Members of the GTG also participated in a regional training on UN systemwide Accountability Frameworks including GEM. The activities have been jointly discussed and planned by GTG members during regular meetings. Criterion (b): The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women. NOT MET. The UNCT has not set a target for resource allocations to GEWE for the current Cooperation Framework (PFSD/SEPF).

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

Powerpoint slides from UN INFO and GEM training
Program and attendance sheet for regional training

Dimension Area 7: Results

PI 7.1 GEWE Results

<p>Performance Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</p> <p>APPROACHES MINIMUM REQUIREMENTS</p>	Results
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(a) The UNCT has achieved or is on track to achieve some gender equality and empowerment of

women results as planned in the Cooperation Framework outcomes in line with SDG priorities, including SDG 5.

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

Due to the COVID-19 pandemic, the UN and the Government of the Philippines updated the Partnership Framework for Sustainability Development (PFSD) 2019-2023, releasing the UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines 2020-2023 (SEPF). The PFSD/SEPF has three pillars, namely People, Prosperity and Planet, and Peace – each having an outcome statement. These outcomes are fleshed out into three intermediate outcomes in the PFSD. This assessment covers the results reported in the PFSD/SEPF annual reports for 2020 to 2022.

Note however that most of the results are presented on the activity-level rather than output level. Furthermore, the results-based reporting is not robust and comprehensive enough to lead to evidence-based conclusions, thus, making the contribution towards the outcomes difficult to ascertain.

People Pillar

Intermediate Outcome 3: Government at national and sub-national levels implementing harmonized, evidence-based, inclusive policies which are equitably resourced and monitored

Output 1: Policies and Framework on key targeted issues including on LNOB are adopted/implemented (SDG 5)

The UNCT provided significant technical and funding support to the government, NGO and CSO partners to successfully pass pieces of legislation on prohibiting child marriage, raising the age of sexual consent from 12 to 16, recognition and protection of foundlings, among others.

The UNCT supported local governments in addressing key targeted issues by adopting policies and frameworks such as the expansion of child protection response services for women and child victims of violence through telemedicine, which were rolled out in seven cities and 55 barangays, and the launching of a national helpline for case management.

The UNCT supported evidence-generation to advocate for the formulation of policies, framework, and guidelines, such as (SDGs 3 and 5): assessment of the impact of COVID-19 on the national HIV response, with its recommendations used to influence the rapid, coordinated response of the stakeholders; and rapid gender assessment to examine the gender impact of the pandemic, which led to the UN-supported activation of the Gender-Based Violence Sub-Cluster, thus, strengthening the coordination of the action in the area

Prosperity and Planet Pillar

Intermediate Outcome 1: Government at national and sub-national levels adopting evidence-based policies, structures, and mechanisms, using gender-sensitive frameworks that support the integration of climate change, urbanization and inclusive economic growth, promoting and creating decent and green jobs/livelihoods and resilient and sustainable communities

Focus Area 6: Strengthen resilience in all sectors and all levels of government

Initiatives, projects and technical assistance supporting business resilience for MSMEs, women- other vulnerable groups-led enterprises (SDGs 5 and 8)

With significant support from the UNCT, four policy briefs were developed proposing specific recovery actions for inclusive economic growth for different stakeholders, including women entrepreneurs. This is partly the result of the UNCT's support to several initiatives in 2020 targeting women entrepreneurs and women-owned businesses to connect them to regional and global value chains and markets, financing, and expand their opportunities for capacity building and networking.

Integrated response, recovery and resilience planning processes, utilizing risk and evidence-based information/ data (SDGs 5 and 16)

The UNCT supported female Overseas Filipino Workers, especially those at risk of violence and abuse. The integrated response – through interagency mechanisms in health, justice and policing, and social services – was expanded during the pandemic to meet the specific needs of women migrant workers.

Peace Pillar

Intermediate Outcome 2: Government in conflict affected areas demonstrating collaborative leadership, with men, women, and youth empowered and establishing systems for accountability, responsiveness and justice

Output 2:

Normalization and political tracks of the Comprehensive Agreement on the Bangsamoro effectively supported Former combatants assisted/trained to participate in local governance and socio-economic development (disaggregated by sex and age) (SDGs 5, 8, and 16)

The UN Peacebuilding Fund supported a joint programme to promote conflict prevention, social cohesion and community resilience in the BARMM region. It provided livelihood assistance to the Bangsamoro Islamic Women Auxiliary Brigade – a group of approximately 2,000 women former combatants.

Under the normalization process, the UNCT supported the socio-economic reintegration of approximately 1,200 ex-combatants, 900 of them women, in BARMM through multi-sectoral livelihood interventions and the deployment of eight joint Peace and Security Teams.

BARMM regional policies, plans and legislations that conform with ratified international conventions and integrate risk-informed and evidence-based, gender-responsive, youth friendly and conflict sensitive data and information with UN

assistance (SDGs 5 and 16)

With significant support from the UNCT, BARMM launched the Bangsamoro Regional Action Plan on Women, Peace, and Security 2020-2022. This resulted from the various technical assistance provided by the UNCT in strengthening the capacities of the BARMM government and the Bangsamoro Women Commission in developing gender-sensitive laws and policies, and tools and guidance notes on women, peace, and security.

Output 3:

Community-based conflicts were reduced, community security effectively addressed, and community economic empowerment strengthened

Communities with social cohesion and community resilience initiatives successfully implemented and sustained

The UNCT supported the strengthening of 87 Barangay Peacekeeping Action Teams and 11 women-led Community Quick Response Teams.

Social dialogue, advocacy, and political engagement spaces facilitated with the participation of at-risk populations and groups

The UNCT supported the training of women IDP leaders and mediators to document good practices on women's roles in conflict prevention and mediation in the communities.

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

PFSD/SEPF Annual Reports 2020,2021 and 2022

PFSD/SEPF Results Framework

8. UNCT in Philippines Action Plan

Enter your action points from your Action Plan in the fields below. 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
Dimension 1 - Planning	
1.1 Common Country Analysis	Ensure next CCA contains more substantive and systematic gender analysis.
1.2 Cooperation Framework Outcomes	Continue engaging the GTG and Gender Focal Points to contribute in the development of the UNSDCF to ensure a gender lens is applied across all outcome statements. Conduct capacity-building of the GTG and UN-MET on mainstreaming gender in UNSDCF outcomes and other UNSDCF processes. Design and implement technical training on gender transformative approach in the programming cycle and gender-responsive M&E for the GTG and UN M&E Group and UNSDCF-WG/Results Coordination Group members.
1.3 Cooperation Framework Indicators	Same as 1.2
Dimension 2 – Programming and M&E	
2.1 Joint Programs	Develop a system to ensure gender mainstreaming in UN joint programmes, such as a gender marker

2.2 Communication and Advocacy	Continue to include joint communication and advocacy plan on GEEW in the UNCCG Annual Work Plan March 8 - International Women's Day November 25 -12 December - 18 Days of Activism
2.3 Cooperation Framework M&E	Linked to capacity-building under Indicator 1.2 M&E group who are capacitated will ensure that the M&E matrix and indicators are gender responsive Design and implement a technical training on gender transformative approach in the programming cycle and gender responsive M&E for the UN M&E Group and Results Coordination Group members Develop a checklist to ensure gender mainstreaming in the result framework
Dimension 3 - Partnerships	
3.1 Government Engagement	Ensure participation of PCW in UNSCDF consultations on common country analysis, strategic prioritization, implementation and M&E
3.2 GEWE CSO Engagement	Ensure GEWE CSO participation in UNSCDF consultation, in particular for CCA, strategic prioritization, implementation phase and M&E strategy Collaborate and support GEWE CSO in localizing key SDG priority/ies of with support from UNCT Conduct capacity development/ refresher for use of tools on gender audit
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	Include gender equality as an agenda in quarterly UNCT Meetings and support UNCT and HoA to implement the gender mainstreaming action plan Quarterly Reporting to UNCT on the progress of the action plan
4.2 Organizational Culture	Organize brown-bag sessions for staff on the following: Mental health Work-life balance Complaint redress mechanisms PSEAH Respect for Diversity Annual Review of Gender Equality Culture
4.3 Gender Parity	Discuss setting up a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service Staff and all Professional levels Ensure that vacancy announcements explicitly indicate the clause on encouraging persons with disabilities and diverse gender identities to apply
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	Develop a GTG Annual Workplan for 2023 with budget allocation, timeline and responsible agencies Engage in UNSDCF processes to ensure gender is visibly mainstreamed in all key steps, including the development of the CCA and results framework. The M&E system should include indicators that are capable of monitoring progress of GEWE across all outcomes Linked to action plan for Indicator 1.2

5.2 Gender Capacities	Conduct a capacity assessment and develop a capacity development plan
Dimension 6 - Resources	
6.1 Financial Resources	Organize a capacity-building activity on gender marker and link to indicator 1.2
Dimension 7 - Results	
7.1 GEWE Results	Develop and organize a training for UNCT programme officers and or M&E Officers on Gender M&E and Results-based Gender Reporting

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	PHL Common Country Analysis FINAL(June-2023)	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MISSING REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	PHL UN Partnership Framework for Sustainability Development	
Cooperation Framework	PHL UN Socioeconomic and Peacebuilding Framework	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	PHL UN Partnership Framework for Sustainability Development	
Cooperation Framework results framework	PHL UN Socioeconomic and Peacebuilding Framework	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities	Programming and M&E
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MEETS MINIMUM REQUIREMENTS	
Category	Documents
Joint Programmes documents	PHL PD 1. Enhancing Resilient Gender Responsive Livelihoods of Women Youth IDPs
Joint Programmes documents	PHL PD 2. Accelerating the Reduction of Adolescent Pregnancy in the Philippines in the aftermath of COVID-19
Joint Programmes documents	PHL PD 3. Bridging Recruitment to Reintegration in Migration Governance Philippines
Joint Programmes documents	PHL PD 4. Safe and Fair - Realizing women migrant workers' rights and opportunities in the ASEAN region
Joint Programmes documents	PHL PD 6. Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao

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	PHL Article UNCT 18-day campaign	
Communication/Advocacy	PHL IWD	
Communication/Advocacy	PHL UNCCG 2023 Events	

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	
Cooperation Framework reviews/monitoring data	PHL UN Partnership Framework for Sustainability Development	
Cooperation Framework reviews/monitoring data	PHL UN Socioeconomic and Peacebuilding Framework	
Cooperation Framework reviews/monitoring data	PHL 2022 Annual Report DRAFT	
Cooperation Framework reviews/monitoring data	PHL UNCT Country Results Report 2020	
Cooperation Framework reviews/monitoring data	PHL UNCT RESULTS REPORT 2021	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	

Government engagement	PHL CF Attendance BARMM
Government engagement	PHL CF Attendance Gov
Government engagement	PHL Common Country Analysis FINAL(June-2023)
Government engagement	PHL PDBRIDGE Programme

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
GEWE CSO engagement	PH CF Attendance GEWE CSO	
GEWE CSO engagement	PHL Common Country Analysis FINAL(June-2023)	
GEWE CSO engagement	PHL PD Empowering women for sustainable peace in BARMM	
GEWE CSO engagement	PHL PD Promoting conflict prevention, social cohesion and community resilience in BARMM at the of COVID-19	

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	PHL RC Speech 20221125	
RC communications	PHL Summary RE Survey Responses	

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	PHL Summary RE Survey Responses	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	PHL UNCT gender parity data 2022-Sep	
Human Resource documents	PHL UNCT gender parity data 2023-Aug	
Human Resource documents	PHL UNCT gender parity data 2023-Aug	

Other	PHL Email Exchange Gender Parity

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	PHL GTG SWAP Workplan 2023	
GTG TOR/AWP	PHL TOR UN Phil Gender Theme Group June 2022	
GTG TOR/AWP	PHL UN Representative to the UN GTG - IAT Members	
GTG TOR/AWP	PHL Email GTG Review	

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	PHL Agenda Asia Pacific regional training on UN system accountability frameworks	
Capacity development	PHL Email GTG Meeting	
Capacity development	PHL GTG Learning Session on UN INFO and GEM	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	PHL Agenda Asia Pacific regional training on UN system accountability frameworks External draft 180923	
Financial resources	PHL Email GTG Meeting	
Financial resources	PHL GTG Learning Session on UN INFO and GEM 3 August 2023 Final	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	PHL 2022 Annual Report DRAFT	
Cooperation Framework reviews/monitoring data	PHL UN Partnership Framework for Sustainability Development	

Cooperation Framework reviews/monitoring data	PHL_UN Socioeconomic and Peacebuilding Framework
Cooperation Framework reviews/monitoring data	PHL_UNCT Country Results Report 2020
Cooperation Framework reviews/monitoring data	PHL_UNCT RESULTS REPORT 2021

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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