

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Guyana
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)

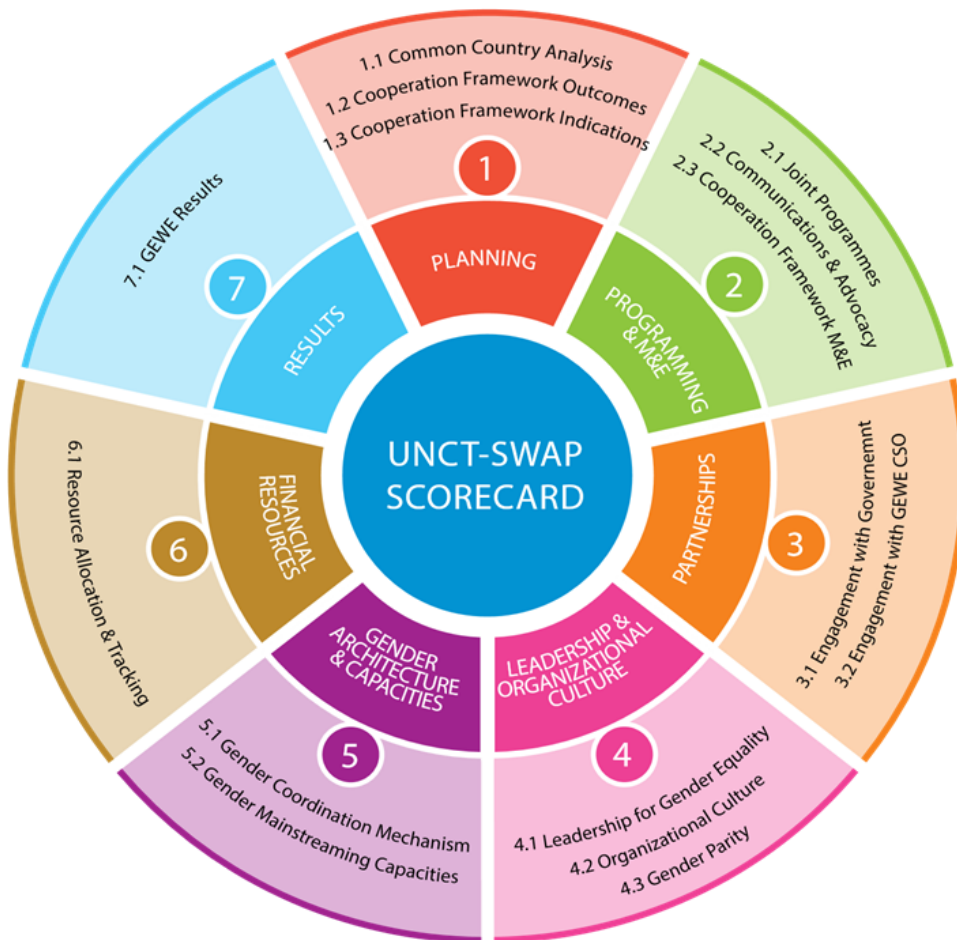
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

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

The UNCT-SWAP Scorecard assessment was conducted in the Caribbean Region between October 2022 and March 2023, starting during the first year of implementation of the 2022-2026 Multi-Country Sustainable Development Cooperation Framework (MSDCF). The 2022-2026 MSDCF is a multi-country, outcome level, strategic framework that presents a coordinated approach to support the six UN Country Teams covering the 22 countries and territories in the region. The MSDCF aims to support the region to advance a localized response to the global 2030 Agenda for Sustainable Development tailored to each country's national priorities. Each of the six UNCTs develop corresponding Country Implementation Plans (CIPs) that set out UNCT specific output level results, designed to contribute to the overall outcome level MSDCF results. Implementation and annual progress reporting of the CIP is managed at the individual UNCT level.

Given this regional collaboration, the six Caribbean UNCTs decided to undertake the Scorecard exercise concurrently, to allow for a collective and regional reflection of current practices and performance. The Scorecard exercise was conducted in the as a guided self-assessment with internal coordination support provided by the six RCO Team Leads and UN Women. Given the regional configuration, a two-pronged approach was taken to assessing the Scorecard's 15 Performance Indicators, enabling engagement at both levels while also capturing both regional and UNCT specific performance. To this end, dimensions 1 and 7 were assessed at the regional level, with the remaining 5 dimensions (2, 3, 4, 5 and 6) assessed separately by each of the six UNCTs.

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

As the body responsible for coordination at the regional level, the Regional Programme Management Team (RPMT) undertook the assessment of the first set of indicators. The RPMT (assessing indicators 1.1, 1.2, 1.3 and 7.1) was comprised of 20 members from 11 agencies (FAO, ILO, IOM, RCO, UNDP, UNEP, UNFPA, UNHCR, UNICEF, UN WOMEN and WFP) based in the Caribbean Region.

In consultation with the RCO Team Leads and Heads of Agencies (HOA), members of the UNCT specific Programme Management Teams (PMT) served as the Interagency Assessment Team (IAT) for each UNCT. These groups include representation across fields and functions, helping to ensure a sound knowledge base on joint UN actions. In the Guyana UNCT, the IAT comprised of 15 members from 10 agencies (FAO, IOM, RCO, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UN Women and WFP).

Assessment team members worked collaboratively to provide a rationale and supporting evidence for indicator ratings. Due to the geographical realities that not all staff contributing to the work of a specific UNCT are sitting in country, all assessment teams worked virtually, using remote facilitation including on-line group consultations. After working in clusters, draft findings were presented to the IAT in an online meeting, providing an opportunity for validation and/or alternative views to emerge before finalizing findings and recommendations for the Action Plan.

Working closely with the RCO internal coordinators and an external gender specialist provided coordination and technical support throughout the process to facilitate and ensure validity of findings and rigor of analysis. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings.

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

Action Plan and SWAP Report to be uploaded once review is completed.

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: Guyana 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.

Overall, the 2022-2026 Common Multi-Country Analysis (CMCA) approaches the minimum requirements. Gender analysis (aligned with SDG priorities including SDG 5) is included in majority of sectors in the CMCA, with some presenting more extensive gender analysis than others. Some sex-disaggregated and gender sensitive data also incorporated. However, several key CMCA sectors lack gender analysis and/or sex-disaggregated and gender sensitive data, resulting in the CMCA ‘approaching’ the UNCT-SWAP minimum requirements.

(A) Gender analysis evidenced across most sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. - MET

Relevant analysis in CMCA is presented across two key sections. The largest section assesses the Caribbean region's progress towards the 2030, containing chapters on (i) economic transformation; (ii) environment and climate change; (iii) social exclusion analysis; (iv) compliance with international human rights norms; (v) humanitarian-development nexus; (vi) multi-dimensional risk; and (vii) financing landscape. In its concluding section, the CMCA also explores the key challenges and opportunities for advancing 2030 agenda/ SDGs in the region, as well as groups of persons are left furthest behind.

With this structure in mind, the scorecard assessment found that gender analysis is included (some more in depth than others) in the sections covering Economic Transformation; Environment and Climate Change; Social Exclusion Analysis; Compliance with International Human Rights Norms; Humanitarian-Development Nexus; and the Conclusion.

Examples of the issues for which gender analysis is included in these sections are:

Economic transformation: Analysis makes only minimal reference to GEWE, highlighting greater equality in labour force participation as a potential growth driver. Reference made to women's participation in the tourism sector. Analysis could benefit from reflecting gender dimensions of economic transformation.

Environment and climate change: Analysis considers role of women as default 'first responders' in the event of serious climatic events, but otherwise makes no reference to the role of women or gender equality with respect to climate change and natural resource management.

Social exclusion analysis: This chapter presents the most significant analysis of GEWE, containing a dedicated box on women. Covers negative gender stereotypes and the impact on advancing GEWE; workforce inequality and women's vulnerability to poverty; the strongly gendered workforce and job market; women's earning power; as well as briefly touching on equality of access to education. Details are included of the widespread violence and discrimination faced by LGBTQ+ persons, and persons living with HIV-AIDS, and refer both to institutional barriers and social norms that serve to exclude LGBTQ+ and PLHIV. The brief sub-section on indigenous peoples considers women with respect to their vulnerability to gender-based violence and highlights comparative paucity of data relating to such communities.

Sub-section on youth covers disparities in youth unemployment (young men and young women). Sub-section on migrants and refugees broadly refers to the risks posed to women and girls who find themselves in sex work, survival sex, and people trafficking.

Compliance with international human rights norms: Reference is made to the ratification of CEDAW and the CRC and the extent to which the GEWE normative framework has been embedded in national legal frameworks. GEWE is also covered in reference to specific human rights (particularly security, access to justice and freedom from exploitation). Reference is also made to specific protections for women and girls (the right to an adequate standard of living; right to health and education). However, in general this section needed more in-depth gender analysis. There are very few references to sex-disaggregated data. For example, the sub-section on equality and non-discrimination is among the briefest, stating only that many countries in the region still fail to protect their populations on the grounds of identity, including gender/sex.

Humanitarian-Development Nexus: Issues of violence against women and girls are explored in this section, particularly with reference to security risks faced by women. Data and statistics on femicide across the region are included. However, this could be more comprehensively linked to the components on the proliferation of small arms and climate change.

Gender analyses not included in the sections covering Regional Political Integration (indeed a reflection of women's leadership and political participation is largely missing from the CMCA); Multi-Dimensional Risk; and the Financing Landscape.

As demonstrated in examples above, gender analysis incorporated across the majority of sectors in the CMCA. However, several critical GEWE priorities set out in the SDGs are missing or only briefly considered. Also, analysis could benefit from more consideration of the underlying causes of gender inequality and discrimination issues covered in the document. In addition, while not covered under this indicator, assessment team found no evidence that consultations were held with gender equality and women's rights organisations or advocates as part of the CMCA development. Collaboration with these partners could strengthen the CMCA and corresponding efforts to address gender inequality and discrimination. Finally, while present, analysis of those furthest behind is currently quite limited. More in-depth and broader gender analysis and data from this perspective is needed, particularly of migrant women and girls, ethnic minorities, older and adolescent women and women and girls with disabilities.

B) Some sex-disaggregated and gender sensitive data. Met

CMCA use of data and statistics is variable. Most likely a consequence of the difficulty of producing a synthetic and concise 'regional' analysis: reference to a single national statistic from one country raises the challenge of referring to comparable national statistics from all other countries in the sub-region (rendering the document unmanageable). Comprehensive 'aggregated' regional statistics as a substitute are rarely available or reliable.

In this context, some sex-disaggregated and gender sensitive data was provided in the CMCA in sections relating to Women; Persons living with HIV/AIDS; youth; Right to Health; Right to Education and Violence against women and girls. While acknowledging the challenges of data availability, CMCA could benefit significantly from the addition of sex-disaggregated and gender sensitive data. In addition, the CMCA does not currently, but would benefit from including details of the impact on programming of data gaps.

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

2021 UN Caribbean Common Multi-Country Analysis.

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

APPROACHES MINIMUM REQUIREMENTS

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

The Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026 (MSDCF) includes eight outcomes across four strategic priorities. Of these eight outcomes, three are considered gender-blind and five mainstream gender equality and women's empowerment priorities (GEWE), in line with SDG priorities including SDG 5. None of the eight outcomes specifically targets GEWE. Gender mainstreaming is more clearly articulated under priority areas 2 and 4, while the priority areas 1 and 3 are largely gender blind.

Criteria a) GEWE is visibly mainstreamed across some outcome areas. - MET

A review of the outcome statements themselves revealed that only one of the eight (outcome five) specifically references gender. However, a more in-depth analysis of the outcome theory of change (TOC) concluded that GEWE has been visibly mainstreamed across outcomes 3, 4, 5, 7 and 8.

Conversely, GEWE is not mainstreamed in Outcomes 1, 2 and 6, as both the outcome statement, narrative and TOC were assessed as being largely gender blind. As such, the MSDCF can be considered as 'approaching' minimum requirements. Details of gender mainstreaming in the MSDCF outcomes is as follows:

Outcome 1: More productive and competitive business ecosystem designed to improve people's standards of living and well-being.

The outcome narrative and TOC sets out a broad approach to putting the most vulnerable at the centre of economic policy. It makes some reference to the impact of strengthening food production and food systems for women, reducing the cost of doing business and improving market access for women and other vulnerable groups. It includes a focus on sustainable livelihoods and decent work, particularly for women. While there is some evidence of gender mainstreaming, this is limited to one of the 10 priority interventions in the TOC. This was deemed insufficient to consider gender visibility mainstreamed.

Outcome 2: The Caribbean has fully transitioned to a more diversified and sustainable economy that supports inclusive and resilient economic growth.

The outcome TOC speaks to the intention for economic growth to be inclusive and inherently address inequalities, assuming that this will benefit women and girls. However, the narrative text does not specifically mention gender issues, not does it outline how women will be included or what barriers need to be addressed for them to benefit from the anticipated growth. This was similarly deemed insufficient to consider gender visibility mainstreamed.

Outcome 3: National governments and regional institutions use relevant data to design and adopt laws and policies to eliminate discrimination, address structural inequalities and ensure the advancement of those left furthest behind. The outcome narrative and TOC include a focus on reducing inequalities, eliminating discrimination, supporting equity, equality and gender and shock responsive social protection and services. The outcome also encompasses addressing legislative gaps in relation to gender equality and the protection of the rights of sexual minorities. The outcome emphasises the need for strengthening the collection and use of sex-disaggregated data and on strengthening statistical systems by integrating gender-sensitive data collection and analysis.

Outcome 4: People in the Caribbean equitably access and utilize universal, quality and shock-responsive, social protection, education, health, and care services.

The outcome narrative and TOC include a focus on access to shock and gender responsive quality services to build fairer and more equal societies. Supporting the delivery of a standardised package of essential services to women and girls subject to violence and reinforcing social protection and other social services. The outcome also encompasses increasing women's participation in the labour force, addressing inequalities in income and the uneven burden of care.

Outcome 5: Caribbean people, communities, and institutions enhance their adaptive capacity for inclusive, gender responsive DRM and climate change adaptation and mitigation.

The outcome narrative and TOC refers to reducing vulnerabilities to climate change, including for women and girls. Although the outcome statement includes 'gender responsive', the narrative does not include details to specify what gender responsive DRM and climate change adaptation and mitigation would look like and what existing challenges need to be addressed to achieve it. However, given that the outcome statement is gender responsive and some important GEWE issues are covered, the outcome was considered to have mainstreamed GEWE to some degree.

Outcome 6: Caribbean countries manage natural resources and ecosystems to strengthen their resilience and enhance the resilience and prosperity of the people and communities that depend on them.

Although a brief reference is made to supporting women's engagement in management of water and ecosystems, GEWE is not referenced in either the outcome narrative or theory of change in any level of detail. As such, this outcome was not considered to have visibility mainstreamed gender.

Outcome 7: Regional and national laws, policies, systems, and institutions improve access to justice and promote peace, social cohesion, and security.

The outcome TOC has a strong focus on preventing and responding to GBV, particularly through the design of multi-sectoral protection measures to ensure adequate care for survivors. The outcome also includes a focus on addressing trafficking and forced labour, and the adoption/alignment of legislative, policy and regulatory frameworks for the prevention and eradication of all forms of GBV.

Outcome 8: People in the Caribbean and communities actively contribute to and benefit from building and maintaining safer, fairer, more inclusive, and equitable societies.

The outcome narrative and TOC highlight addressing the root causes that hinder safe, inclusive, and equitable societies, inclusive of gender dimensions. The outcome includes a focus on addressing negative social norms, attitudes and behaviors towards women and girls and other groups that face discrimination. It also focuses on ensuring women and girls are able to enjoy their rights, including by promoting peaceful and positive expressions of masculinity.

Criteria b) - NOT MET

The MSDCF 2022 – 2025 does not include a gender-targeted outcome, in which the principal purpose is to advance gender equality and the empowerment of women, as reflected in the theory of change, with a clear link to gender-related SDGs, including SDG 5.

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

Caribbean Multi-Country Sustainable Development Cooperation Framework 2022-2026

PI 1.3 Cooperation Framework Indicators

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

Planning

MEETS MINIMUM REQUIREMENTS

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.

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

The Caribbean MSDCF 2022 – 2025 consists of 53 indicators across 8 outcomes.

Output level indicators are included in UNCT specific Country Implementation Plans (CIPs, the regional equivalent of the joint workplan) rather than the UNSDCF itself. With CIPs developed at country level, it was not possible to include outputs in the analysis of this indicator.

A total of 21 of the 53 (40%) indicators allow for tracking of gender. As such, this 'meets' minimum requirements (criteria stipulates that 33-50 per cent of indicators must allow this).

When analysed by outcome area, outcome 8 has the highest proportion of indicators allowing for GEWE tracking (all 8 indicators), followed by outcome 4 (6 out of 8 indicators), outcome 3 (3 out of 6), outcome 7 (2 out of 7), outcome 1 (1 out of 4) and outcome 5 (1 out of 7 indicators). None of the indicators for outcomes 2 or 6 consider GEWE. See Annex 1 for details of analysis per indicator.

Of concern from the perspective of tracking progress towards GEWE results, almost all indicators presented in MSDCF lack baseline data and targets. Establishing these and ensuring all intended indicators include a sex-disaggregated baseline will be important to set and track all GEWE targets to more effectively demonstrate the results achieved.

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

Multi-Country Sustainable Development Cooperation Framework for the Dutch and English Speaking Caribbean. Note that the Cooperation Framework itself contains the skeleton Results Framework. Also available to view is a sample 'Country Implementation Plan' from Guyana, which locates the overall regional CF at national level.

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.

a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment: MET

UNCT-SWAP technical guidance (2018) defines a joint program (JP) as a set of activities contained in a joint work plan that involves two or more UN agencies and national partners. Based on this latter description, the IAT for Guyana identified seven JPs as operational at the time of the assessment. Given that the UNSDCF is in its first year of implementation, many of these JPs are a continuation of joint work that began under the previous CF but were still included in the assessment for the purposes of assessing.

> The Spotlight Initiative to Eliminate Gender-Based Violence (October 2020 - December 2023): UNFPA, UN WOMEN, UNICEF, UNDP. NB in addition to the Guyana-specific Spotlight Initiative, there is also a "Regional Spotlight Programme" for the Caribbean.

- > The Response for Venezuelans (R4V) (2018 -): This is a regional programme coordinated jointly by UNHCR and IOM. In Guyana, R4V implementation also involves UNICEF and UNFPA.
- > Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER) (March 2019 - February 2023): UNDP, UNICEF, UN WOMEN, and WFP.
- > Joint SDG Fund (June 2022 - March 2023) FAO and WFP.
- > Partnership for A Green Economy (PAGE) (2015 - 2023) UNEP, ILO, UNIDO, UNITAR and UNDP.
- > Catalysing Multisectoral Action for Non-Communicable Diseases (CMANCD); (September 2017 - November 2021) WHO and UNDP.
- > The Joint United Nations Programme on HIV AIDS (UNAIDS) (2020 - 2023) UNICEF, WFP, UNDP, UNFPA, UNODC, UN Women, ILO, UNESCO, WHO and the World Bank.

In line with the UNCT-SWAP technical guidance, five of the identified JPs were reviewed. A review of all available documentation found that all five JPs include results for GEWE, with JPs reviewed addressing SDG 5 priorities as follows: The Spotlight initiative focuses on preventing and responding to GBV.

The R4V JP addresses health, education, humanitarian transportation, food security, integration, protection, nutrition, shelter and WASH. Programme implementation in Guyana visibly mainstreams GEWE in its work, particularly with respect to children's education and integration, protection, and GBV interventions.

The Joint SDG Fund project is both a livelihoods and social protection initiative, which specifically targets women as beneficiaries.

The aim of the UNAIDS JP is to achieve universal access to HIV prevention, treatment, care and support. The 2023 workplan for the UNAIDS multi-country office is organised around five pillars, of these, two pillars are scored as a Gender Equality Marker 2. Women (including young women) are consistently identified as a key group to be reached.

EnGenDER is based on the premise that socio-economic vulnerabilities and structural inequalities can be compounded by climate disasters. The project seeks to generate actionable analysis of gender inequalities that can be used to ensure that the same are reduced and not amplified during disaster risk reduction and response initiatives.

Two out of the five JPs reviewed are focused on achieving dedicated GEWE results and the remaining three JPs reviewed include GEWE as a significant component of the project and visibly incorporate gender perspectives.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5. - MET

Two of the JPs in the list detailed above are focused on promoting GEWE. The first is the Spotlight JP, the main objective of which is to end GBV, including by capacity building of women's civil society organisations; working with men and boys on combating toxic or destructive masculinities; and on re-shaping the Guyana educational curriculum to address GEWE and GBV.

The second is the EnGenDER JP, which is based on the premise that socio-economic vulnerabilities and structural inequalities can be compounded by climate disasters. The project seeks to generate actionable analysis of gender inequalities that can be used to ensure that the same are reduced and not amplified during disaster risk reduction and response initiatives.

c) A system is in place to ensure gender mainstreaming in JPs. - NOT MET

There is no internal mechanism at present to ensure the quality of gender mainstreaming across joint programs. The Guyana UNCT lacks a systematic process/tool to support or review gender mainstreaming across key elements of joint programs (e.g., to assess gender mainstreaming in core components of a joint initiative such as a situation analysis, theory of change, selection of beneficiaries and implementing partners, and the results framework).

Programme Coordination is conducted through the 4x Results Groups (RG1 - Economic Resilience; RG2 LNOB/Equality; RG3 Disaster Risk Reduction and Natural Resource Management; and RG4 Peace, Safety, Justice and RoL. Each is Chaired or Co-Chaired by a Head of Agency. These RGs have nominal responsibility for mainstreaming normative agendas (human rights, GEWE, disability rights etc.), but have not so far had capacity building sessions or tools in place to equip them to discharge this function systematically.

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

Joint UN/EU Spotlight Initiative to Eliminate Gender Based Violence (Guyana)

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

Programme documents and work plans for:

Joint Programme Document - FAO and WFP Joint Development Emergency Programme for Food Security and Livelihoods Resilience in Guyana

Spotlight Initiative Work Plan

Joint UN AIDS Work Plan

PAGE Workplan

Monitoring and Evaluation Framework - WHO-UNDP Global Joint Programme on Catalyzing Multisectoral Action for Non-communicable Diseases

Engender Project Document

WASH Project: a) UNICEF and UNDP WASH Agreement b) List of Activities and intervention agreed between UNDP and UNICEF.

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

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

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

Over the past year (and in previous years), the UNCT in Guyana has collaborated jointly on several joint communication activities. Examples include:

1. Joint communication activities during the 2021 and 2022 (and indeed going further back) 16 Days of Activism to end Gender Based Violence. In the last two years, '16 Days' communications events have been planned and executed in direct support of the Ministry of Human Services and Social Security (MHSSS).
2. The Spotlight Initiative provides a further avenue for joint communications. Typically, individual Agencies (including Agencies, like UNHCR, that are not Spotlight RUNOs) are asked to identify/submit Agency-specific communications activities that they are planning. Then, through Guyana's UN Communications Group, these are tabulated into a single grid, allowing mutual recognition and support of Agency activities.

In addition to the efforts detailed above, the Spotlight Initiative has a dedicated Communications Plan. The latter is implemented by Spotlight RUNOs.

3. Guyana's Spotlight RUNOs contribute to the Newsletter for the Regional Spotlight Programme for the Caribbean. The December 2021 edition of this newsletter made no fewer than 12 mentions of Guyana in 24 pages. The national Programme Coordination Unit has published articles in three issues to date.

4. The UNCT in Guyana in 2022 communicated jointly on International Women's Day via a joint press event with the Minister of Human Services and Social Security and associated social media campaign, as well as through a one hour television production "Conversations with Her", hosted by the RCO Communications & Advocacy Officer, in partnership with UN RUNOs. The programme was aired on the National Communications Network Facebook Live and later published on UN Guyana's YouTube page. The production collectively garnered 1,800 views and focused on GBV, how it affects young people and how the internet can contribute to bullying.

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

As part of the Spotlight Initiative, RUNO's engagement with both the Guyana Football Federation and Guyana Cricket Board can be considered advocacy campaigns, intended to enhance gender equality, end gender-based violence, and prevent sexual exploitation and abuse in grassroots football and cricket teams.

Further, Spotlight outreach and engagement activities in Region 1 (Matthews Ridge and Baramita); Region 4 (Mon Repos-Lusignan; Diamond/Golden Grove) and Region 7 (Batavia and Waramadong) are also to be considered advocacy campaigns since they involved meeting both community members and community leaders and engaged in a series of activities to raise awareness of GBV and sexual abuse among minors.

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

The 2022 Communications, Engagement and Advocacy Strategy for the UNCT in Guyana 2022 includes a focus on joint communications on a number of GEWE issues. These include ending GBV (using multiple international days as a key opportunity for communication) and raising awareness of the rights of LGBTIQ+ persons, and issues faced by the community. This is also complemented by the Spotlight Joint Communications Workplan.

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

FAO, UNHCR, UNICEF, PAHO/WHO, WFP, UNFPA, UNAIDS, IOM, UNDP and the RCO used observance of International Day of World's Indigenous Peoples Day to jointly promote Gender Equality. The UNCT highlighted the critical role of women in preserving indigenous heritage by hosting more than 50 representatives of the Pakuri Indigenous Village, the National Toshias Council and Ministry of Amerindian Affairs at UN House as part of an "Indigenous Peoples Drive" through Georgetown. The event saw the community walk from different landmarks in the city (including State House, the UN House, and the Canadian Embassy) and share Amerindian cultural performances. Speeches from both the Resident Coordinator ad interim (Dr. Gillian Smith) and the Minister of Amerindian Affairs referred directly to gender equality.

In June 2022, the UN RC invited members of Guyana's LGBTIQ community to UN House (several CSOs) to observe the raising of the Pride Rainbow Flag at the UN Compound. At this session, also attended by the Minister of Parliamentary Affairs and Governance, the Resident Coordinator spoke to the work of the Joint Programme on HIV/AIDS (implemented by UNDP, UNFPA, UNICEF, PAHO and IOM) which seeks to promote a culture of acceptance for different sexual and gender orientations.

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).

UNCG Annual Workplan;
JP Prodocs and progress reports;
Newsletter for the Regional Spotlight Programme for the Caribbean;
joint press event with the Minister of Human Services and Social Security;
Conversations with Her;
engagement with both the Guyana Football Federation and Guyana Cricket Board;
Indigenous Peoples Drive;
raising of the Pride Rainbow Flag at the UN Compound;

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

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

Programming and M&E

MISSING REQUIREMENTS

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

Criteria a) UNDAF/SDCF Results Matrix data for gender sensitive indicators gathered as planned. - NOT MET

No evidence was identified to demonstrate that data for gender sensitive indicators was gathered as planned across the implementation of the 2017-2021 CIP. A review of annual reports highlighted inconsistencies in the approach for presenting data as well as missed opportunities. While the 2017 and 2018 annual report include details of the CIP output level indicators

and targets, no information is included to document progress towards these indicators during these 2 years. Furthermore, the remaining three annual reports do not include details of the whole CIP results matrix. In addition, while the 2019 report includes some details of results matrix tracking, it does not relate to gender sensitive indicators and does not present disaggregated data (even though the indicator language demands it). For example, under Output 1 the indicator ‘Number of new HIV infections per 1,000 uninfected population, by sex, age, and key population’ presented (and thus presumably tracked) aggregated data.

Criteria b) UNDAF/SDCF reviews/ evaluations assess progress against gender-specific results. - NOT MET

Since the MSDCF evaluation was carried out at the regional level, only annual reports were considered in the evaluation of this criteria to assess this indicator for Guyana. A review of the 2017-2021 annual reports concluded that progress towards gender specific results was not consistently included in all five reports. Specifically, annual reports for 2017 & 2018 – for the most part make no reference to gender results nor do document progress towards key indicators. The reports produced from 2019 onwards included more substantive details of progress towards gender sensitive results, however these were not frequently presented within the context of progress towards higher results to be achieved and were more activity focused. In addition, reports focused on key activities that had been completed, without including analysis of remaining gaps and priorities to address these towards the full achievement of anticipated results. Finally, while progress was detailed in related to gender targeted or specific results, such as ending GBV, there was very limited if any detail about progress towards achieving ‘gender mainstreamed’ results. As these findings fall short of the requirements set out in the UNCT-SWAP Technical framework, which notes that every UNDAF review or assessment should assess progress against GEEW results, criterion (b) is not considered met.

To implement the CF (and specifically, its CIP) Guyana UNCT has established 4x ‘Results Groups’ in place of the previous (single) ‘Programme Coordination Group’. Results Groups Chairs are each responsible for two of the eight CF Outcomes. RG Chairs provide oversight and guidance for all sub-outputs (projects) in their respective area. The RGs are also responsible for providing financial information about individual sub-outputs, as well as populating Gender Marker scores.

Criteria c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle. NOT MET

Whilst individual Agencies (notably UNICEF) have provided gender sensitive M&E training to their staff, no evidence was found that the Guyana M&E network has systematically received gender sensitive M&E training. Further, the ‘status’ of the M&E group is uncertain: Guyana’s programme coordination (as highlighted above) is conducted through four Results Groups. Whilst an informal network of M&E officers in Agencies exists, its operations are principally as an email distribution list, enabling the submission of annual results to the RCO Data, Management, Reporting and Results Officer once a year.

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)

- Guyana UNCF 2017-2021 annual progress reports (2017-2018-2019-2020-2021)
- IAT Meeting Minutes

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
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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.

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

The UNCT has collaborated with multiple Government agencies on initiatives that foster gender equality and the empowerment of women, primarily in the context of implementing JPs:

- The UNCT collaborates with the Ministry of Human Services and Social Security, the Ministry of Education, the Ministry of Home Affairs, the Ministry of Legal Affairs and the Judiciary through the implementation of the Spotlight Initiative.
- Collaboration with the Ministry of Foreign Affairs and International Cooperation and the Ministry of Parliamentary Affairs and Governance to address the gender dimensions of the influx of migrants from Venezuela into Guyana, under the R4V JP. In addition, the 'Gender-based Violence Sub-Working Group' of the R4V (chaired by UNHCR and UNFPA) involves regular collaboration with the Ministry of Human Services and Social Security (GBV Unit) and the Ministry of Home Affairs' Counter-Trafficking in Persons Unit.
- In collaboration with the Ministry of Human Services, UN WOMEN and WFP contributed to a Community Advocates Network (I-CAN) initiative under the EnGenDER JP. The initiative specifically encouraged participants to submit a pledge to end gender-based violence.
- Under the joint UN Programme on HIV/AIDS, UNDP collaborates with the National AIDS Programme on promoting awareness towards the prevention of stigma and discrimination against HIV Key Population groups, including sexual minorities.

b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. - NOT MET

In Guyana, the National Women's Machinery (NWM) is constituted by the Gender Unit/Women's Affairs Bureau at the Ministry of Human Services & Social Security, as well as the Women & Gender Equality Commission.

The Common Country Analysis for Guyana was drafted in 2020. It drew upon two consultations hosted under the 'UN75 have your say' banner. During these consultations, the RCO presented findings of the draft CCA for comment. The IAT did not find any evidence that the National Women's Machinery (NWM) took part in these consultations.

Though the Gender Unit/Women's Affairs Bureau at the Ministry of Human Services & Social Security contributes to the implementation of the CF, through their engagement in JPs, participation of the wider NWM in joint CF/CIP strategic planning and monitoring in Guyana to date was assessed as being limited.

There is opportunity here for the UNCT to more systematically engage government partners responsible for GEWE in strategic planning and M&E processes.

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

In October 2022, the Office of the Resident Coordinator, representing the UN System in Guyana, submitted to the Ministry of Finance and Bureau of Statistics an 'SDG Data Repository.' The report (which drew upon available Multi Indicator Cluster Survey data [supported by UNICEF] and from the 'Guyana Women's Health and Life Experiences Survey' [supported by UNDP and UN WOMEN]) reported that data "relevant" to the 231 unique SDG indicators existed in 36% of cases. However, data gathered in direct alignment to the required SDG indicator methodology was only available in 17% of cases. Moreover, there are a significant number of years in the period 2015-2022 for which no data is available. As such, even the 17% figure reflects more favourably on the availability of recent SDG data than is the reality. From these findings, it can be inferred that Guyana has significant progress to make with respect to gender-related SDGs localization. The submission of this report nevertheless shows that the UNCT has used specific, evidence-based analysis to demonstrate to national authorities that there remain significant gaps in (gender-sensitive) SDG data collection in Guyana.

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)

- Online Article: EnGenDER supports gender-based violence campaign in Guyana – News Room Guyana
- 2020 Guyana Common Country Analysis Consultation report
- The Spotlight Initiative to Eliminate Gender-Based Violence JP documents.
- The Response for Venezuelans (R4V) JP documents.
- Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean JP documents.
- Joint SDG Fund JP documents.
- SDG Data Repository Report - Unpublished

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.

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. - MET

The UNCT is collaborating on several joint initiatives with GEWE CSOs and women's rights advocates that foster GEWE within the current CF cycle. Examples include;

- Pillar 3 of the Spotlight Initiative is directed at shifting gender inequitable social norms, attitudes, and behaviours change at the community and individual levels (e.g. Help & Shelter; Red Thread).
- Initiatives under pillar 6 of the Spotlight Initiative are implemented primarily through women's rights groups, autonomous social movements, and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization (Guyana National Youth Council; Society Against Sexual Orientation Discrimination; Proud to be Trans etc.).
- Under the RV4 JP, the UNCT collaborates with the Guyana Women Miners' Organisation (GWMO), The Guyana Sex Worker's Coalition, the Society Against Sexual Orientation Discrimination, the Guyana Association of Women Lawyers, and the Guyana Responsible Parenthood Association (among others). The focus of the initiative is to prevent and respond to GBV in the context of migration (working with migrant communities from Venezuela and from host communities).
- Under the Joint UNAIDS Programme, UNDP collaborates with CSOs from the HIV Key Population Groups, including representatives of Transgender Women, in promoting awareness of Stigma and Discrimination.

b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. - NOT MET

The Common Country Analysis for Guyana was drafted in 2020. It drew upon two consultations hosted under the 'UN75 have your say' banner. During these consultations, the RCO presented findings of the draft CCA for comment. This notwithstanding, participation of GEWE CSOs in joint CF/CIP formulation in Guyana must be considered modest/limited.

National authorities have not indicated a willingness to involve civil society in the national steering committee for the MSDCF/CIP. The Civil Society National Reference Group (CSNRG), a part of the Spotlight Initiative, offers some opportunities for broader discussion of the UN's work, but its core focus remains GBV.

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. - Met

The UNCT has significantly strengthened GEWE CSO participation and engagement in the localisation and implementation of SDG 5 priorities, in particular through the design and delivery of the Spotlight Joint Programme. Through this initiative, GEWE CSOs are engaged as key actors in legislative reform, the development of national policy on ending VAWG, strengthening the availability and use of data on VAWG.

Spotlight outreach and engagement activities implemented in partnership with local GEWE CSOs include; in Region 1 (Matthews Ridge and Baramita); Region 4 (Mon Repos-Lusignan; Diamond/Golden Grove) and Region 7 (Batavia and Waramadong).

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)

- 2020 Guyana Common Country Analysis Consultation report
- Programme documents and reports from referenced JPs
- IAT Meeting Minutes

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

Leadership and organizational culture

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

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months - Not Met

A review of available HOA minutes concluded that while gender equality is regularly a topic of discussion during meetings (6 out of 9 available), this is typically at the level of information sharing rather than demonstrating evidence of substantive discussion about gender equality (e.g. decision-making and follow through). The one exception was a meeting in August 2022 focused on the inclusion of the normative agenda in the 2022-2023 CIP, in which there was agreement of the importance of ensuring gender equality and other normative principles were included in the CIP. As only one of the agenda can be considered as including substantive discussion and decision making in relation to GEWE, this falls short of the requirement set out in the UNCT-SWAP Technical guidance for 60% of discussion in HOA meetings during the last 12 months. Information was most frequently shared in relation to programming related to ending violence against women and girls, the UNCT-SWAP Scorecard and the UN's Prevention of Sexual Exploitation and Abuse policy.

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

A review of RC speeches given in the year preceding assessment (a total of 13 were available to the IAT) found that the RC included gender equality messaging in 62 per cent of the speeches and talking points. Examples of events at which the RC gave a speech that included messaging on and covered issues of gender equality include; World Interfaith Harmony Week; Advocating for the rights and protection of the LGBTIQ+ community; World Press Freedom Day; Youth led innovation; and Rallying Indigenous peoples' knowledge systems towards sustainable development pathways.

The RC also champions GEWE by serving alongside Spotlight Initiative Coordinator (Ms. Adele Clarke) as joint Senior Managers for the Spotlight Initiative. The RC also personally co-chairs the National Steering Committee for the Spotlight Initiative with the Minister of Human Services and Social Security.

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

Results from the survey on gender and organizational culture found that 78 per cent of staff agree (29 per cent strongly agree and 49 per cent agree) that HOAs demonstrate workplace leadership and commitment to gender equality. Sex disaggregation showed that 72 per cent of women responded positively to the statement, with 89 per cent of men agreeing, a 17-percentage point discrepancy.

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. - Not Met

While the ARC is no longer in use in the UNCT Guyana, the assessment team has been unable to identify an alternative HOA level evaluation to assess against criteria d).

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)

- UNCT Meetings Minutes
- RC speeches available on the UNCT website
- Results of the Guyana Organisational Culture Survey; 2022/2023

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.

The survey link was shared by the UN Women Regional Director and Resident Coordinator's Office with Heads of Agencies to circulate amongst their respective staff. The total number of responses was 97 (63 female, 33 male and 1 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UNCT population was 81, so the UNCT can be confident the responses are representative.

Results scored an overall positive rating of 73% (6% negative and 21% neutral). The minimum requirement (65%) is MET as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 9/10 questions with only one result on work-life balance falling just below the 65% threshold. Refer to Annex A for detailed information.

Highest scores:

- The UN system in this country makes adequate efforts to fulfil its mandate to achieve an equal representation of women and men at all levels. (82% positive).
- The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority (80% positive).

Questions with less than 70% of positive responses:

- The package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance (56% positive).
- The UN system in this country has adequate procedures in place to protect my personal safety and security. (65% positive).
- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (68% positive).

Across 9 questions, male respondents were more positive than female respondents. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men. Given that only one respondent identified as other these results have not been included for the purposes of maintaining anonymity. The widest disparities between males and females were observed for the following questions:

- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (positive rating of 59% for female respondents as compared to 86% for male respondents).
- UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation (positive rating of 70% for female respondents as compared to 93% for male respondents).

Interestingly, women were more positive than men on the tenth question:

- The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance (positive rating of 58% for female respondents as compared to 54% for male respondents).

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

- Results of the UNCT Guyana survey of staff perception of organizational culture for gender equality.

PI 4.3 Gender Parity

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

Leadership and
organizational culture

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

Include relevant details and analysis

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. NOT MET

The UNCT does not have a system in place for monitoring gender parity at the country level. UNDSS collects data on staff and their dependents. This is typically organised by “International”, “National” and “Dependents” categories. Data on gender/sex is not requested, though can be easily inferred from a ‘manual count’ conducted by UNDSS. The data is not subject to regular review by the UNCT, and data on gender/sex was not made available during this exercise. The data collected for the Scorecard assessment may serve as a baseline for regular monitoring at UNCT level.

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

Baseline not available at time of review.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEWE. NOT MET

The only known gender-specific initiative as part of the BOS are plans to introduce a lactation/breast-feeding room for staff. This is planned under the auspices of the Operations Management Team, but not yet reflected in the BOS itself.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	0
G3	0	0
G4	0	0
G5	0	0
G6	0	0
G7	0	0
NOA	0	0
NOB	0	0
NOC	0	0
NOD	0	0
P1	0	0
P2	0	0
P3	0	0
P4	0	0

P5	0	0
P6	0	0
D1	0	0
D2	0	0

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

- UNCT Guyana 2021-2023 Business Operations Strategy, Review 1.

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

Gender architecture and capacities

MISSING REQUIREMENTS

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

NOT MET.

The UNCT in Guyana has no stand-alone gender coordination mechanism and the IAT faced difficulties in applying the criteria for a gender coordination mechanism to the inter-agency groups in existence who could potentially fulfil this function. These are:

1. Linked to the UNCT's priority to prevent and respond to GBV (including through the Spotlight initiative) a coordination mechanism is in place that brings UN partners together to implement GBV prevention and response initiatives. However, this group falls short of the requirements for Gender Theme Groups because its formal responsibilities are limited to Results-Based Management (RBM) in respect of the aforementioned priority issues - it does not have gender mainstreaming responsibilities across other Results Groups or UN coordination mechanisms. In addition, the group does not have a formal role to provide support and advice to all RGs, to provide advice or technical support to the UNCT systematically and does not engage in project or programme RBM. The group's role is particularly limited if compared to the expected roles and responsibilities set out in recently released UNSDC Gender Theme Group Standards and Procedures.

2. Under the R4V JP, UNHCR and UNFPA co-chair The GBV Sub-Working Group. It is responsible for coordinating inter sectoral initiatives to mitigate the risk of GBV for women girls and LGBTI people from Venezuela and from host communities; designing strategies for community engagement on GBV prevention; and strengthening the capacity of local and national actors to provide services to refugee and migrant GBV survivors from Venezuela and host communities. However, this group falls short of the requirements for Gender Theme Groups because its formal responsibilities are limited to the implementation of the JP. As such it's responsibilities are even more limited than the above mentioned GBV coordination mechanism.

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

A coordination mechanism for gender equality does not exist and therefore criterion a) is not met.

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 UNDAF including the country analysis, strategic prioritization, results framework, and M&E.

Criterion b), c) and d) above are not met because a stand-alone coordination mechanism for gender equality does not exist.

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)

See the GBV Sub-Working Group (part of the R4V Joint Programme) ToRs, Workplan, and list of participants.

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

MISSING REQUIREMENTS

Gender architecture and capacities

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

Include relevant details and analysis

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. - NOT MET

UNDP Panama and DCO/RCO's held a 'Gender Minority Sensitization' training on including LGBTI rights and inclusion. However, this was conducted in June and July of 2021 and thus is outside of the timeframe that can be considered for the UNCT-SWAP assessment (which began in October 2022).

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. - NOT MET

There has been no UN system-wide capacity assessment on gender during the current or previous CF cycle.

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

Induction to the duty station includes a briefing session by the UN Department of Safety and Security. In addition, written guidance on personal safety, safety during the Christmas/New Year season, and residential safety is circulated. Each of these written documents includes gender-specific training, and informs staff about key gender-related cultural and security-related issues in the country and UN strategies to address these.

In addition, UNDSS is in the process of developing an aide memoire to ensure that gender considerations are made in Security Risk Management processes. This is due to be circulated among the UNCT in November/December 2022. It contains details for staff and security personnel as to how to respond to incidents of gender-based violence that may have affected staff whilst not on the UN premises. The aide memoire is a global requirement of field offices from UNDSS.

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

List documents and sources used to verify findings

- See UNDSS guideline/letter.
- UNDSS Induction presentation
- Gender Minority Sensitization' training concept note and participant list

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Resources

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

Criteria a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNSDCF cycle. - NOT MET

The UNCT in Guyana has not carried out a capacity-building or orientation event on the [UNCT] GEM during the current UNSCF cycle (2022-2026), or the preceding 12 months.

Criteria b) Approaches minimum requirements and the UNCT has established and met a financial target for program allocation for gender equality and the empowerment of women. - NOT MET

A financial target for program allocation to GEWE has not been set by the UNCT. However, the application of the UNCT Gender Equality Marker (GEM) to all sub-outputs in the Joint Work Plan (JWP) provides an opportunity for the UNCT to more easily track, set a target for and report on resources allocated to programs with a gender equality focus (defined as sub-outputs coded as UNCT-GEM 2 and UNCT GEM 3).

Criteria c) Meets minimum requirements and the UNCT has established and exceeded a financial target for program allocation for gender equality and the empowerment of women.
See response to criterion b) above.

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)

- IAT meeting minutes and RCO emails confirming institutional knowledge

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

a)
Met

The UNCT-SWAP technical guidance notes that for the UNCT to meet requirements for this indicator, it should be able to demonstrate that it has met both mainstreamed and targeted results outlined in the Cooperation Framework. Given the regional focus of the Cooperation Framework, this indicator was assessed based on the findings and evidence presented in the final evaluation of the United Nations Multi-Country Sustainable Development Framework (MSDF) 2017-2021. A review of this document highlighted the following results across the MSDF four priority areas:

Outcome 1. An Inclusive, Equitable and Prosperous Caribbean

- Improved education and development outcomes and equitable and inclusive learning environments for boys and girls.
- The generation of research on violence against children.
- Improved national systems and policies to address multiple deprivations affecting the most vulnerable boys and girls.
- Development of tools to support implementation of a domestic violence act(s) and strengthened data collection capacities.

Outcome 2. A Healthy Caribbean

- Supported for maternal health.
- Development of policies around SRH.
- Support for programmes in support of sex workers.
- Design and delivery of a comprehensive sexuality education programme.
- Training of doctors on mental health and supported outreach activities on VAW/G.
- Development of a national action plan to reduce adolescent pregnancy.
- Support to vulnerable groups living with HIV/AIDS, primarily vulnerable children and men who have sex with men.

Outcome 3. A Safe, Cohesive, and Just Caribbean

- Development of the National Plan of Action on GBV
- Women's Health Survey
- A qualitative study on GBV
- Development of sexual offences guidelines
- Development of gender protocols for judicial officers
- CEDAW training and report
- Rapid assessment of emergency shelters
- Research and education on challenges for the LGBTI community

Outcome 4. A Sustainable and Resilient Caribbean

- Integration of GEWE in the National Adaptation Plan.
- Gender mainstreaming in disaster responses.

While these clearly demonstrate that the UNCT is on track to achieve some GEWE results, there are several limitations (both within the evaluations itself as well as challenges in M&E, highlighted by the evaluation) which make it hard to conclusively demonstrate that the UNCT has met or is on track to meet all GEWE results as set out in the Cooperation Framework. It is also worth noting that many of the planned results are continued on into the new 2022-2026 MCSDF, providing opportunities to continue efforts towards the full realisation of results.

Limitations deriving from the MSDF 2017-2021 evaluation:

- Most substantive and gender targeted results are detailed in the section presenting results for priority area 3. However, most of these are either at key activity or output level and there is little evaluation of the impact policies and protocols introduced have had. Furthermore, there is no substantive assessment of the progress these results represent towards achieving the intended outcome level results. This is also true of the gender targeted results covered across the remaining three priority areas.
- There is a section dedicated to the implementation of the Regional Spotlight Initiative, even here there is no analysis of progress towards the initiatives Outcome level results.
- Results which are not gender targeted are all but invisible, this makes it hard to assess the extent to which gender mainstreamed priorities have been achieved. Many of the results highlighted in the report (that are not gender targeted) are detailed at the aggregate level (youth/children/adolescent-friendly/households, etc) with no reference to specific GEWE results within the issues discussed. Where there is reference to new systems or policies, there is no analysis of their potential or proven impact on GEWE.
- Several pertinent sections of the evaluation are gender blind, most crucially the sections evaluating the UNs contribution to transformational change and the section related to financing.

It is unclear whether these limitations in the evaluation are due to the availability of evidence, or due to the expertise within the evaluation team to undertake a gender responsive assessment. However, it is possible that this links to the challenges with data availability and M&E documented in the evaluation, and link to the second set of challenges with conclusively demonstrating that the UNCTs in the region are collectively on track to achieve all GEWE results set out in the Cooperation Framework.

The evaluation notes that its assessment of progress towards results was hampered by several factors a 'lack of disaggregation of data by gender'; a 'lack of baselines and targets' and a 'lack of data on the indicators identified'. This further suggests that it is not possible at this time to demonstrate that progress towards all GEWE results in the CF are achieved or on

track to be achieved.

The UNCT-SWAP assessment process also highlighted an apparent disconnect in monitoring and reporting towards outcomes level GEWE (mainstreamed and targeted) results. While results towards individual CIPs GEWE priorities are tracked and presented annually (often focused at the key activity and output level), annual reports don't systematically incorporate analysis on their contribute towards the CF Outcomes and associated indicators. In addition, annual progress reports are not produced at the regional level and as such progress towards the overarching outcome level GEWE results of the CF don't appear to be systematically tracked or assessed until the end of the CF implementation period. This provides limited space to demonstrate how each UNCT is contributing to higher level GEWE results and also makes it harder to assess (either along the way or at the end of the cycle) progress towards the CF outcomes.

Criteria b)
NOT MET

While results for GEWE were achieved through the implementation of the 2017-2021 CF, it is difficult for the above noted reasons to conclude whether there are the outcome level results that could be considered transformative, as per the definition given under the UNCT-SWAP technical guidance. In addition, it is likely at least some of the results achieved have been rolled back by the negative impact of COVID-19.

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

2021 Evaluation of the United Nations Caribbean Multi-Country Sustainable Development Framework (MSDF) 2017-2021
Available UNCT Annual Progress Reports 2017-2021

8. UNCT in Guyana 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	GER-RI1: Ensure all population-based data in CMCA revisions is sex-disaggregated. Where data not available, highlight gaps and implications. >> GER-RI2: In updates to CMCA (or CCAs), include gender analysis across all sectors. Highlight underlying causes of gender inequality & discrimination and include targeted gender analysis of those furthest behind. >> GER-RI3: At a regional level, engage GEWE CSOs and National Women's Machineries in the update of the CMCA and/or CCAs.
1.2 Cooperation Framework Outcomes	N/A
1.3 Cooperation Framework Indicators	GER-RI4: Ensure ALL baselines and targets for UNSDCF outcome indicators are complete and tracked as planned across the CF implementation.

Dimension 2 – Programming and M&E	
2.1 Joint Programs	GER1: Apply all gender equality recommendations to future joint programmes.
2.2 Communication and Advocacy	GER2: UNCG workplan(s) continue to visibly include GEWE communication and advocacy (including on non-thematic GEWE issues). >> GER3. UNCT Annual reports provide dedicated focus on GE results.
2.3 Cooperation Framework M&E	GER4: CIP Results Framework reports sex-disaggregated data wherever appropriate. >> GER5. Relevant programme staff are trained on: •Gender sensitive M&E •Gender equality markers •Gender budgeting •Gender reporting
Dimension 3 - Partnerships	
3.1 Government Engagement	N/A
3.2 GEWE CSO Engagement	GER6. Systematic engagement with National Women's Movement/Machinery (at national level) is continued. >> GER7. Synergies with GEWE CSOs (at national level) are identified and developed.
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	GER8. Institute GEWE as a standing agenda item in quarterly UNCT.
4.2 Organizational Culture	GER9. The UNCT undertakes specific measures to respond to the results of the organisational culture survey (in Guyana).
4.3 Gender Parity	GER10: UNCT-wide gender parity in staff headcount is tracked. >> GER11: Gender-specific actions & indicators in BOS introduced.
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	GER12. Gender Theme Group or equivalent (e.g. 'inclusion' group) is established, following UNSDC Gender Theme Group Standards and Procedures. >> GER13. Inter-Agency working group ToRs screened to ensure treatment of gender equality issues.
5.2 Gender Capacities	GER14. UNCT-wide induction materials and training materials on GEWE are reviewed, updated, and circulated. >> GER15. UNCT determines whether to undertake a full 'gender capacity assessment', and, if yes, applies findings to capacity-building measures.

Dimension 6 - Resources	
6.1 Financial Resources	GER16. Set financial and Gender Equality Marker targets in the CIP >> GER17. Meet the Gender Equality Marker target and the financial target
Dimension 7 - Results	
7.1 GEWE Results	GER-RI5: Ensure the TOR for the 2022-2026 MSDCF final Evaluation includes a requirement to systematically assess progress towards GEWE at all levels. >> GER-RI6: Ensure the Evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E. >> GER-RI7: Introduce more regular reporting at regional level (at least every two years) and ensure a mid-term review of progress towards all CF results. >> GER-RI8: Establish regional inter-agency Gender Theme Group (complementing national GTGs where the UNCTs has the human resources and/or see the additional benefit).

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	CMCA 2021	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	MSDCF 2022-2026 Final pdf - January 2022	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	MSDCF 2022-2026 Final pdf - January 2022	
Cooperation Framework results framework	UNMSDCF CIP Guyana.v6.0	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Programmes documents	UNAIDS - 2023 Work Plan - Guyana	
Joint Programmes documents	Spotlight Initiative- Guyana - Mid-Term Assessment - DRAFT - August 2022	
Joint Programmes documents	FAO-WFP - Guyana - Joint Programme - Global Crisis on Food-Energy-Finance	
Joint Programmes documents	UNDP-UN WOMEN - EnGenDER - Multi-Country Joint Programme - Project Document - 2019	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Copy of FINAL - Communications-Advocacy-Engagement Workplan 2022	
Other	August 9th Op-Ed from UNESCO	
Other	Conversations with Her	
Other	Indigenous drive hosted to observe Indigenous Peoples Day 2022	
Other	Spotlight newsletter Second Issue Singles	

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	Annual-Report-2019 final	
Cooperation Framework reviews/monitoring data	FINAL - UN AnnualResults Guyana2021	
Cooperation Framework reviews/monitoring data	UNCT Annual Results Report 2020	
Cooperation Framework reviews/monitoring data	Proceedings of the Guyana SWAP GE Scorecard IAT - 2022	

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	EnGenDER Project Summary
Government engagement	Online Article - EnGenDER supports gender-based violence campaign in Guyana – News Room Guyana
Other	R4V GBV WG Work Plan 2022. 27.1
Government engagement	Joint SDG Fund - Guyana-FAO-WFP Final signed
Other	UN SDG LeavingNoOneBehind RapporteursReport Nov2020

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	UN SDG LeavingNoOneBehind RapporteursReport Nov2020	
Other	Proceedings of the Guyana SWAP GE Scorecard IAT - 2022	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	11052022 - MINUTES - UNCT Guyana - March 2022	
RC communications	Organisational Culture Survey - GUYANA - Responses by Gender	
RC communications	UN Gender and Organizational Culture Survey - Guyana 2022	

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	Organisational Culture Survey - GUYANA - Responses by Gender	
Organizational culture survey results	UN Gender and Organizational Culture Survey - Guyana 2022	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	BOS- Review No 1	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Guyana R4V GBV Working Group ToR Final.docx	
GTG TOR/AWP	R4V GBV WG Work Plan 2022. 27.1	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Gender Minority UN Guyana Staff Training	
Capacity development	Gender Minority UN Guyana Staff Training Participation List	
Capacity development	UNDSS Guyana - Operations - Aide memoire - 1 November 2022.docx	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	Final Evaluation MSDF 2017-2021_0	
Cooperation Framework reviews/monitoring data	Final Evaluation MSDF annexes_0	
Cooperation Framework reviews/monitoring data	MSDF 2017-2021 - Management Response_0	

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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