UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Sao Tome And Principe

2022

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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.

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).

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

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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

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 Sao Tome And Principe

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 exercise was driven by an Inter-agency Assessment Team (IAT) nominated by the UNCT under the overall coordination of the RCO. It also counted on the external technical support of a consultant to guide the group and facilitate the entire exercise, including desk review, systematizing inputs and drafting the assessment report and its action plan. The consultant worked mainly home-based, with a short mission to São Tome e Principe.
The exercise took about one and a half month, starting early in November and ending by December 15th, 2022, with the finalization and submission of the assessment report and action plan. The consultant first discussed the roadmap for this exercise with the RCO team, including with the Head of the Office and the appointed RCO focal point (the Communication and Advocacy Advisor), before its submission and endorsement by the UNCT. A mission agenda of the consultant to São Tome e Principe was also developed,

discussed and agreed with not only the RCO but also the IAT. The one-week mission to São Tome e Principe helped finalize the preparation phase: collect complementary documentation for the desk review, conduct an introductory session with the IAT on the methodology and the scorecard framework, and a working session with each of the four IAT sub-groups to jointly undertake the assessment. At the end, a final workshop was organized with the IAT for the presentation of findings and joint brainstorming on the Action Plan for improvement. The consultant also touched base with key implementing partners, namely the INPG and the National Assembly.
Through analysis and rating exercises, the groups were engaged and benefitted from the opportunity to check their own processes and tools through a gender lens.
Furthermore, the self-assessment was an opportunity to raise awareness and advocacy.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team
The leadership and coordination role of the RCO was critical to ensure timely feedback and high-level engagement of different agencies and inter-agency groups throughout the exercise. With the RCO's support, the UNCT appointed the IAT in October 2022. As per the guidance shared by the consultant, the group included multi-disciplinary representation, including members of different UNCT inter-agency groups, such as the Gender Theme Group (GTG), the Communication Group (UNCG), the Monitoring & Evaluation Group (M&E group) and the Operations and Management Team (OMT). The 17 IAT members (13 Female and 4 Male) are staff with different gender expertise and management knowledge, skills and experiences, coming from the following UN Entities: FAO, ILO, RCO, UNDP, UNESCO, UNFPA, UN-HABITAT, UNICEF, WFP and WHO.
It is worth noting the different levels of engagement of the members of the IAT during the exercise. The majority provided substantive inputs for the preliminary review and assessment of indicators assigned to their working groups, and actively participated in the exercise, while others, due to competing priorities, could not participate as expected.
For the purpose of division of responsibilities to assess specific indicators, the IAT was subdivided into 4 Working Groups assigned to different clustered indicators. The primary purpose of this division of labor was to facilitate the pre-assessment task while paying attention to the time available for the exercise.

Enter any additional comments, including on country context in the field below:
2022 is the last year of implementation of the São Tome e Principe UNDAF 2017-2021, which has been extended to one further year (up to December 2022) to align with the national strategic planning cycle and the country's electoral context. São Tome e Principe held legislative and local elections in October 2022, which led to a change in the ruling political party and the appointment of a new Government in November 2022. The new Government brought meaningful and promising changes for gender equality: in addition to increased proportion of women as members of the cabinet of ministers (4 women were sworn in as ministers out of a total of 11, representing 36%, 12,5% higher than in 2018), for the first time a Ministry of Women's Rights has been created along 10 other Ministries. This represents a significant achievement not only in terms of reinforced governmental capacities but also in terms of high-level political will and prioritization of gender equality issues and women's human rights, placing them among the country's efforts to deliver results on the SDG Agenda and in building an equal, fair and prosper nation. On the other hand, it also represents an important entry-point for the UN in São Tome e Principe to capitalize on institutional capacity building and on the policy, technical and financial support to accelerate the implementation of the SDG gender-related goals. Investments are therefore required to support capacity building, improved coordination, and enhanced capacities to support gender mainstreaming at different levels and sectors.

In the meantime, in 2022, the UN Country Team embarked on the process of developing the new UN Sustainable Development Cooperation Framework (UNSDCF or CF in short) with São Tome e Principe for the next 5 years (2023-2027). The process started with the development of the Common Country Analysis (CCA) – last updated in October 2022 and followed a participatory process involving not only government entities at central, regional, and local levels, but also CSOs, the private sector, academia, and development partners. The CF was already finalized when the scorecard assessment was conducted (and finally signed by the UN and the Government of São Tome e Principe on November 30th, 2022).

As the scorecard dimensions and indicators are closely aligned with the CF cycle (8 indicators directly linked to the UNDAF/ CF), the UNCT in São Tome e Principe used this strategic exercise to take a closer look at its performance and get insights to improve performance at this particular phase of CF finalization and roll-out. Therefore, the UNCT-SWAP GE Scorecard took a deep dive into the CF 2023-2027 to assess the indicators under the Planning dimension (CCA, CF Outcomes, and CF Outcome Indicators) while using as reference the UNDAF 2017-2022 for the assessment of remaining indicators of the framework.

The assessment also benefited from recent evaluations and reporting exercises conducted by the UN and by the Government, namely the UNDAF 2027-2021 Independent Evaluation, the 2022 Country Voluntary National Review (VNR) on implementing the 2030 Agenda, the country's CEDAW combined report (O, I, II, III E IV) of 2020, among others.

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: Sao Tome And Principe UNCT-SWAP Results in 2022

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 **Planning**
APPROACHES MINIMUM REQUIREMENTS

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.

Criteria a) for approaches - met – gender analysis is present in some sectors of the CCA. Some gender analysis is provided under people-social development and peace-governance analysis (SRHR, education, malnutrition, women's participation in

the parliament, access to justice and GBV), while it is weak or almost inexistent in prosperity-economic transformation or planet-environmental and energy analysis (no gender analysis on women in agriculture, women in tourism, women and SMEs, access to technologies, industries or manufacturing, access to energy). It is however worth noting a paragraph under People and Social development analysis (page 17) on GEWE that refers to the national policy frameworks in place (the National Strategy for Gender Equality and Equity, ENIEG, 2019-2026 and the National Strategy to Combat GBV, 2019-2023) and their alignment with the global normative frameworks (CEDAW, Beijing Platform and ICPD). However, in general, the CCA does not reflect a comprehensive analysis of gender equality, including causal analysis, that provides information on underlying causes of gender inequality and women's discrimination, neither on the status of SDG 5 implementation in the country, despite a paragraph under 'Progress towards the UN 2030' that makes a small note about it (page 12). There is also an attempt in annex 1, but the data and information provided are not aligned with the SDG 5 targets or indicators. The introduction of the CCA and the statistics page are also silent on gender.

Criteria b) for approaches – met - some sex-disaggregated data (unmet contraception needs, early childbearing, secondary enrollment rate, women's average time to access water, self-employment rates, labor force participation and unemployment rate) but not consistently throughout the document and across different sectors. The lack of sex disaggregation data, including on key population statistics, is visible across sectors under analysis.

Criteria c) not met – the CCA misses intersectional analysis of LNOB groups. Even though women are identified as one of the 6 LNOB groups in the CCA, there is limited gender intersectional analysis of the other groups: (1) Poor People and Extreme Poor; (2) Women and (3) Children and Youth have limited data and analysis and (4) People working in the informal sector; (5) People Living in the rural areas and in the island of Principe and (6) Elderly and People with Disabilities are gender blind or silent.

According to information shared during the assessment, some recent and ongoing initiatives supported by the UN provide data and analysis that can contribute to strengthening gender analysis in the next CCA update at the end of 2023. In addition, it is important to continue building capacities and awareness on the importance of gender analysis, including causes of discrimination, and make use of the wealth of existing sectorial analysis, reports and plans developed with UN support, to inform and complete gender analyses in different sectors. The consistent use of sex-disaggregated data is of paramount importance to assist the analysis and support targeted evidence-based programming.

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

CCA Sao Tome a Principe (2022)

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.

Criteria a) for approaches – met: GEWE is mainstreamed in 2 out of the 4 CF outcomes. Outcome 1, under SP 1 on Inclusive Social System, and Outcome 4, under SP 4 on Transparent and Accountable Institutions, have some level of gender mainstreaming, including but not limited to the challenges and accelerators analysis, TOC, partnerships, and results matrix (with some gender-sensitive indicators and gender-sensitive language in outcome statements). GEWE priorities in these outcomes are aligned with SDG 5 priorities on EVAW and WPP. Outcomes 2 (under SP 2 on Climate action) and 3 (under SP 3 on Blue & Green Economic Growth) are limited in gender mainstreaming.

The two outcomes with GEWE visibly mainstreamed are as follows:

Outcome 1 - By 2027, people in STP, in particular, the people left behind and most vulnerable, benefit from the quality and inclusive social systems and have access to integrated social protection – even though gender equality is not visibly mainstreamed in the outcome statement, the outcome narrative, including the TOC based on the analysis of challenges, accelerators and UN comparative advantages, have gender equality as one of the permanent and central component. The outcome focuses on health, nutrition, WASH, learning results, social protection and VAWG and VAC. Gender inequalities and

social norms are identified as one of the challenges in promoting quality and inclusive social systems. Under this outcome, and in line with national priorities and SDG 5 priorities on EVAWG, the UN will provide support to: multisectoral coordination case management, community prevention programmes and multi-sectoral behavioral change strategy to address GBV/VAC, capacity building, data collection and evidence-based advocacy, positive parenting, and development of standards for prevention and response (reporting mechanism and referral system). To deliver results, the UN will strengthen its partnership with key sectorial ministries and the National Gender Equity Institute, civil society organizations, private sector and international development actors (AfDB, WB, Global Fund), and Bilateral partners. This is the outcome in the CF with the highest number of gender-responsive indicators (both sex-disaggregated and gender-specific ones), 4 in total.

It is important to note that the references in the outcome statement to 'the people left behind and 'most vulnerable' is insufficient to make it gender-responsible. The requirement is to make it explicit and visible by including who these groups/ people are, for example, women and girls, and youth, as is the case.

Outcome 4 – By 2027, people benefit from transparent, responsive and gender-sensitive institutions – the outcome focus areas are: justice system, rule of law, transparency, control and accountability, disaggregated data collection and analysis for targeted policy and RBM. The outcome identifies gender social-cultural norms that tolerate VAWG as of the challenges and proposes to contribute to two main results: improved women's political and civic participation and improved access to justice and integrated GBV management and response services. The UN will further contribute to initiatives on workers' legal protection and labor standards and initiatives for gender-sensitive budgeting and data collection and analysis. Identified gender partners: CSOs, National Parliament, National Gender Institute and Ministry of Justice. Outcome 4 has two gender-responsive indicators, both aligned with indicators under SDG 5.

There is no gender standalone outcome in the CF 2023-2017

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

UNSDCF Sao Tome e Principe 2023-2027

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.

Meet criteria for minimum requirements: 9 out of 23 Outcome Indicators of the CF results matrix (2023-2027) are gender-sensitive, representing 39% of CF outcome indicators, above the minimum required of 33-50% for meeting the minimum requirement.
Gender indicators (gender-specific, sex-disaggregated, and gender-responsive indicators) cut across the 4 CF's outcomes:
- Four in Outcome 1
- One in Outcome 2
- Two in Outcome 3
- Two in Outcome 4

Outcome 1 has a higher number of outcomes measuring progress on GEWE, while outcome 2 has a lower number, with only one.

The number of gender-neutral indicators is still high (14 out of 23, corresponding to 61%), which will require more concerted efforts on disaggregation and ensuring gender dimensions in measuring the progress of UN investments. Particular attention should be paid to Outcome 2 and Outcome 3, which concentrate the higher number of gender-neutral indicators (9). The following is the list of gender-responsive indicators in the CF:
- 1.1 Maternal mortality rate (per 100 000 live births)
- 1.5 Completion rate (primary education, lower secondary education, upper secondary education), disaggregated by sex and location (urban, rural)

 1.6 Proportion of population covered by social protection floors/ systems, disaggregated by sex
 1.7 Adolescent birth rate (aged <19 years) per 1,000 women in that age group
 2.2 Proportion of local governments that adopt and implement gender-responsive local disaster risk reduction strategies in line with national…
 3.1 Proportion of women's and men's informal employment in total employment
 3.4 Proportion of female and male youth (aged 15-24) not in education, employment or training
 4.3 Proportion of seats held by women in (a) national parliaments and (b) local governments
 4.4 Proportion of women and girls (15-49) that have suffered physical, sexual, or psychological violence by a current or former intimate partner in the past 12 months.

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

UNSDCF Sao Tome e Principe 2023-2027

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

Programming and M&E

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

Criteria a) for approach: met – GEWE is visibly mainstreamed in 2 out of 3 operational JPs: the Joint SDG program 'Promoting sustainable agriculture value chains in STP' – (WFP, UNFPA, ILO, UN-HABITAT), 2022-2023, has two outcomes, being one of them gender-specific (Outcome 2: Vulnerable women have improved access to the labour market and benefit from lower incidence of Gender-Based Violence (GBV), early marriage and early pregnancy), while the Joint SDG Programme 'Reaching the furthest behind first: A catalytic approach to supporting the social protection in Sao Tome & Principe' – (UNDP, UNICEF, ILO, and WHO) - has a significant gender component, by mainstreaming gender at output level and women as one of the targeted groups. Both programs have a Gender Marker 2. In both Programme document the context analysis integrated gender analysis and the results matrix mainstreams gender at the outcome or output level, with some indicators measuring changes on gender equality. The participating UN Agencies (PUNO) also collaborate and engage with CSOs working on gender and with the national gender machinery.
Currently, only the Joint SDG Programme 'Health System strengthening for shock responsive social services for the most vulnerable population' (UNICEF, UNDP), 2022-2023, makes a limited contribution to GEWE (gender marker 1)

Criteria b) not met – At the assessment time, the UNCT had no specific JP on GEWE. However, it had a well-succeeded MPTF JP specific on GEWE called 'Women's Economic Empowerment Window' – MPTF/ COVID-19 - (UNDP, UNICEF, and ILO), which finished in December 2021. The JP made significant contributions in developing entrepreneurial capacities of specific women groups, alternative mechanism for financing women's economic activities, developing new business associative initiatives, that creates synergies between women led MSMEs and enhance market linkages and creating alternative safety nets for women led households, regarding child care and education.

Criteria c) not met – there is no system in place to ensure gender mainstreaming in JPs. The gender markers applied to the JPs are specific requirements from the funds/ donors and part of the proposal templates.

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

Not met

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

- Programme Document (Joint SDG Fund): Promoting sustainable agriculture value chains in STP
- Programme Document (Joint SDG Fund): Reaching the furthest behind first: A catalytic approach to supporting the social protection in Sao Tome & Principe'
- Programme Proposal: (Joint SDG Fund): Health System strengthening for shock-responsive social services for the most vulnerable population'.

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.

Criteria a) met – During the past year (Nov 2021 - Oct 2022), the UN has collectively contributed to some communication and advocacy initiatives on GEWE, including as part of gender-responsive JPs, as explained under indicator 2.1 Eg, a celebration of the 2022 IWD, communication and advocacy activities on gender parity law, and a workshop on dissemination of national reports on human rights global and regional normative frameworks (Relatorios nacionais de DH, UPR recomendacoes and Maputo Protocol), among others. As part of the 2022 celebrations of UN Day, an SDG Awards was organized to raise awareness and encourage stakeholders from governmental institutions, the private sector, and CSOs to act in support of SDG implementation, including SDG5.

Criteria b) met – PSEA – Zero Tolerance campaign launched on UN staff day in 2022. This campaign has been launched internally among the UN personnel and needs to be expanded to the external audience in partnership with CSOs and other partners. In 2022, the UN gave continuity to the 16-Days of activism campaign, after two years gap, due to COVID-19 restrictions. During 2021 and 2022 the UN (UNDP, RCO, UNFPA, UNICEF …) also provided policy, technical and financial support to implement a Gender Parity Law advocacy campaign.

The quadrennial UN newsletter Boletim ONU STP also captures some activities and results on GEWE, mostly linked to GBV, Women's Entrepreneurial ship and WPP. However, there is room for improvement when it comes to visibility of GEWE issues in the different UN STP media channels, Facebook, Twitter and the Webpage. One example is that from the 12 stories published from 6 October 2021 to 30 November 222, only one incudes reference to GEWE.
In fact, the UNDAF 2017-2021 Evaluation recommended that the UNCT in STP develop a Multi-media Communication Strategy for the new CF (2023-2027).

Criteria c) not met – 2022 AWP of the UNCG does not visibly include GEWE communication and advocacy.

Criteria d) not met – Joint communication and advocacy initiatives on GEWE tend to be on GEWE traditional areas only, such as the ones indicated above (GBV and WPP).

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).

- Concept notes, records of Joint Communication and Advocacy events/ campaigns
- Boletim ONU STP (Q1 2021, Q2 2021, November 2021, Q1 & Q2 2022)
- UNCT STP Results Report, 2021
- UNCG AWP 2021

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.

Criteria a) not met – UNDAF 2017-2021Results Matrix data for gender indicators were not gathered as planned. There was limited follow up of the outputs and outcome indicators in the UNCT Annual Results Reports. These mostly feature activities results. According to the UNDAF Evaluation report, data to inform UNDAF gender-responsive outcome indicators and most outputs in the UNDAF results matrix were not available at the time of the evaluation exercise. The evaluation recommends that the M&E, in general, be strengthened. There was no GTG to advise or participate in M&E plan's implementation. However, it is worth noting that the 2022 UNCT Annual Result Report features some gender equality results (at the output and key activity levels) and provides some sex-disaggregated data on projects' beneficiaries of different initiatives supported by the UN in STP. The new CF represents a critical opportunity to address M&E gaps and improve the performance of indicator 2.3, as reflected in chapter 4 (page 37) of the CF document.

Criteria b) met – the UNDAF 2017-2021 independent evaluation captures gender-specific results. The evaluation complies with UNEG policies and guidelines on Evaluation and UNEG good practices of integrating gender equality and human rights in evaluation (in ToRs, scope, methods and tools, …). The evaluation report has a dedicated sub-chapter (page 23) on 'Gender Mainstreaming and Equality' (under Chapter 2.5 on Cross-Cutting Issues). Gender stakeholders (governmental entities and CSOs) were consulted during the evaluation exercise.

Criteria c) not met – there is no evidence that the M&E group has received any technical training on Gender-sensitive M&E during the past years.

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)

- UNDAF Evaluation Report, 2022
- UNDAF 2017-2021, Monitoring and Evaluation Framework (page 40-47)

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

Meets all of the following: (a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

Criteria a) met– Joint support to government agencies (such as INPG, Ministry of Justice, Ministry of Education, National Parliament, among others) to foster gender equality within the current UNDAF cycle. Initiatives of the UN's joint technical and financial support cross-cut the three main GEWE areas: WEE, GBV, and WPP. Examples are:

• The advocacy programme for the adoption and implementation of a parity law, which was carried out from 2021 to 2022 by several civil society organizations, the Network of Women Parliamentarians, and the National Institute for the Promotion of Gender Equality and Equity (INPG). With the UN support (UNDP, UNFPA, and UNICEF), an awareness campaign based on the slogan "It's Time to Change STP" was implemented in order to achieve equal rights and opportunities for Santomean women. As a result, a Gender Parity Law was passed by the Parliament in July 2022 and promulgated by the President of the Republic

of STP in November 2022. The Gender Parity Law provides for 40% of women's participation in political life. In the same context and in preparation for the country's 2022 national elections, the UN (UNOCA, UNDP, UN-DPPA) supported launching the first Sao Tome Women's Portal, aiming to facilitate compliance with the parity law.

• The UN (UNICEF and UNFPA), in collaboration with European Union, supported the National Institute of Statistics in collecting and processing SDG indicators data through the conclusion of the sixth round of the Multiple Indicator Cluster Surveys (MICS6). This exercise allowed data to be updated and progress assessed on the Sustainable Development Goals (SDGs). MICS represents the most important data collection process on the status of children and women and will be essential to influence national priorities in promoting women's rights in issues related to GBV, SSHR and social and economic rights. MICS6 data was instrumental in informing the country's VNR on the implementation status of SDG and the CCA, as the guiding analytical tool for the formulation of the CF.

• The UNS in STP (UNDP and OHCHR) with the support of OCHA (United Nations Office for the Coordination of Humanitarian Affairs), supported the elaboration and dissemination of the country's report (I-V),2021, on the implementation of the UN Convention on the elimination of all forms of discrimination against women (CEDAW), which allowed the country to honor this commitment, for the first time after several years of ratification of the convention.

• Within the ambit of support to the empowerment of vulnerable women in the context of COVID-19 and under the 2-years SDG JP entitled "Reaching the furthest behind first: A catalytic approach to supporting the social protection in STP" (2020-2022), the UN (UNDP, UNICEF, ILO and WHO) supported the government in the designing, implementation and monitoring of a Parental Education Programme (PEP) carried out at the national level by the DPSSF (Directorate of Social Protection and Solidarity), as a complementary social programme to the national cash transfer to vulnerable families, funded by the World Bank. A training-of-trainers programme was developed and covered financial education, gender-based violence, social conduct in adolescence, sexuality for parents and educators, positive disciplines, gender equality for early childhood education, self-esteem of parents and educators, and family intervention strategies in households with addictive behavior. Communication messages on positive parenting practices have been also mainstreamed through TV and Radio programmes. A TV Programme, "Time to reinvent parental education", was broadcast in national TV (12 episodes) discussing PEP thematic with subject-matter experts and families on daily basis. The sessions were simultaneously broadcasted in community radios.

• Under the JP on 'Women Economic Empowerment Window' (UNDP, UNICEF and ILO) implemented in partnership with the Ministry of Labour, Ministry of Education, the National Institute for Gender Equality and Equity and local NGOs, the UN supported initiatives to: (i) increase entrepreneurial technical capacity of startups and MSMEs led by women, particularly those in vulnerable situation; (ii) enhance the funding for startups and MSMEs led by women, particularly those in vulnerable situation; (iii) increase association of startups and MSMEs led by women, particularly those in vulnerable situation through the creation of a digital platform to young girls seeking jobs and (iv) increase education related safety nets available for adolescents' girls and households led by women

Criteria b) met – INPG, as the core of the national gender machinery, participates in CF consultations: UNDAF evaluation, CCA, and CF consultations, including prioritization exercises. This information was also confirmed by the INPG, during an interview in the assessment context. The national machinery has confirmed the UN's instrumental technical and financial support during the current UNDAF cycle in different domains: normative support in aligning national policy and legal frameworks to global standards and commitments, strategic planning and monitoring and reporting (CEDAW reports, development of gender strategic plans, advocacy and technical guidance and assistance in areas such as GBV, WEE and Women's Political Participation). Support has also been provided through other ministries on gender mainstreaming at the sectoral level, for example, the Ministry of Health and the Ministry of Agriculture.

Criteria c) met – The INPG (as the core of the national gender machinery) participated in stakeholder workshop for the elaboration of Sao Tome e Principe's first VNR report (presented 2022) on the status of implementation of the SDG Agenda, resulting in gender equality analysis across the report. Furthermore, a dedicated sub-chapter on the status of the SDG5 implementation has been provided. It is worth noting that the third generation of the National Strategy for Gender Equality and Equity (2019-2026) represents the national framework of the domestication of gender equality SDG's targets, being the results closely aligned with the SDG's goals and targets.

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)

- ●. UNCT Results Report (2020, 2021)
- ● UNDAF Final Evaluation Report
- ● JPs reports

- List of participation in VNR, CCA and CF workshops
- Interviews with IPs (INPG and National Assembly)

PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

Criteria a) met – Joint support to women advocates and CSOs working on WPP (Mama Caxina, SOS Mulher, Ass. Santomense de Mulheres Juristas); joint support to NGOs working on WEE (eg Ass. de Mulheres Agricultoras de STP, Ass. de Mulheres Empresarias e Profissionais de STP) in the context of JPs implementation (refer to analysis under 2.1)

Criteria b) met – GEWE women advocates/ CSO participates in CCA (CSO consultation Nov 2021 (eg Ass. de Mulheres do Principe, Ass. de Mulheres Empresarias e Profissionais de STP, Cooperativa Jocina Machel, Forum Mulher Santomense, Instituto Kitembu, Plataforma de DH e Equidade de Genero, Ass. Santomense de Mulheres Juristas among others) and CF consultations (eg Ass. de Mulheres Empresarias e Profissionais de STP)

Criteria c) met – CSOs working on Gender Equality, such as Kitembu and Ass. de Mulheres Empresarias e Profissionais de STP and Ass. Santomense de Mulheres Juristas participated in the workshop (Nov 2021) on STP's first VNR report, presented in the HLPF in 2022.

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)

- UNCT Results Report (2020, 2021)
- JP Reports
- List of Participation in VNR, CCA and CF Workshops
- Boletim ONU STP (2021, 2022)

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
MISSING REQUIREMENTS

Leadership and organizational culture

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

Criteria a) not met – Only the last 5 Minutes of the UNCT monthly meetings were available for the assessment (May, July, August, September, and October 2022), which is an insufficient basis for accurate assessment, as per the criteria. 4 out of 5 UNCT meeting minutes reflected some discussion on gender-related issues – PSEA Action Plan; preparations for the UNCT-

SWAP Gender Scorecard and information sharing on the Gender Parity-law initiative.

Criteria b) not met – 5 out of 19 RC public speeches/ talking points examined between November 2021 and October 2022 made reference to GEWE (this is below the minimum required of at least 1/3). Issues highlighted: women's entrepreneurship, gender and education, gender and COVID-19, and gender parity law. Gender equality and women's empowerment is not featured in other public speeches related to agriculture, the blue economy, and energy among others.

Criteria c) met: of a total of 83 UN personnel participating in the organizational survey, 89% have a positive perception of HoAs' commitment to Gender equality in the workplace during the past year (27% strongly agree and 62% agree). This is above the minimum requirement of 65%. Male colleagues have a more positive perception than female colleagues (93% and 85%, respectively).

Criteria d) not met: missing means of verification (UNCT's ARC), 2021 RC/ UNCT Performance Appraisal Work Plan, UNCT Annual Work Plan/ Report, UNCT Coordination Results Report…)

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 meeting minutes (May, July, August, September and October 2022)
- In total 19 speeches from the UN RC in STP covering November 2021 to October 2022
- Results to the survey on Organizational Culture (83 participants)

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 RC sent out the Organizational Survey to all UN staff in Sao Tome e Principe on November 3, 2022. It remained open for participation until November 22, 2022, after reaching a positive response rate of 83 staff (41 female and 42 male), out of the 128 personnel in UN Sao Tome e Principe. This is two responses lower than the initial target set at 85. Considering the data from the survey results, the confidence interval was then revised to 5.53.
71.08% of responders were national staff (59 personnel in total, of which 28 were female and 31 male). There was almost the same number of participants with and without supervisory roles, 42 and 41, respectively. The majority of staff with supervisory role are male (23 male; 19 female).
The survey is comprised of 10 questions that deal with issues related to (i) the perception of the leadership on gender; (ii) discrimination in the workplace; (iii) promotion of gender equality in the workplace; (iv) work-life balance measures, policies, and practices. The latter is measured by the extent to which UN staff in Sao Tome e Principe positively perceive the organization's leadership and commitment to ensuring a favorable institutional environment for the promotion of gender equality and a work environment free of discrimination. The Organizational Culture survey results help inform institutional decisions to promote protection, inclusion, equality, and non-discrimination in the workplace.

The minimum requirement (65-80 percent) is met: Survey Results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 75.2% (53.3% agree and 21.9% strongly agree), while 7% negative and 18% neutral. Male personnel have, in general a slightly higher percentage of positive responses than their female colleagues. Negative perceptions (disagree and strongly disagree) are primarily from women personnel (9% of females; 5% of males). Positive ratings are higher related to the perception of committed leadership, equal opportunities and non-discrimination, and UNCT efforts to promote GEWE, and lower on issues related to adequate mechanisms in place to protect from harassment and exploitation, the adequate relationship between work life and home life, including the packages of entitlements and flexible work arrangements.

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

- Organizational Survey Results, responded to by 83 UN personnel

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

Criteria a) Not Met: The UNCT did not put in place a mechanism to track gender parity in staffing and is, therefore, unable to demonstrate trends toward achieving parity commitments. This assessment was seen as an opportunity to set a baseline and to use the template (parity table) for regular/ annual monitoring of trends, ideally by the OMT and reporting to the UNCT. The table provided by the technical guidance was distributed to all HoA by the RC with a request and deadline to submit data from their own entities, with the following instruction: For Resident Entities please complete for all UN personnel to which the categories relate. For Non-Resident Entities, please only provide sex-disaggregated data of staff who are designated focal points/ members of the UNCT Sao Tome e Principe.

Criteria b) Met: there is a positive trend in achieving parity commitments (47-53%). Parity is achieved in General Service (48%) and in International Professional – P1 – P6 (52%), while it is almost achieved in National Professional (56%) and not achieved in the higher senior position of international staff (D1-D2), with only two men and no woman.

According to the STP UNCT Results Report (2021), the United Nation Country Team in Sao Tome and Principe is represented by 8 agencies with in-country presence, although some have their main office in neighboring countries. It is also indicated that another 10 UN entities, without physical presence or permanent staff, provide support to Sao Tome and Principe. Therefore, out of the 18 UN entities of the UNCT, 10 completed the assessment of this indicator, namely, FAO, ILO, OHCHR, UNDP, UNFPA, UN-HABITAT, UNHCR, UNICEF, WFP and WHO). In addition to the data provided by the agencies, data from RCO was taken into account in the analysis.

STP has a small country team with a reduced number of staff members (both national and international). Data collected during the assessment allows the following additional considerations:
• at the UNCT leadership level, the UN RC is a man, and 10 out of 18 HoA (both resident and non-resident) are also men; the majority of UN staff in STP is national (49 against 15 international staff), and female (34 against 30 male);
• There is almost the same number of female and male staff in general: 40 women and 39 men (29/ 27 national staff and 11/12 international).
• Men (8) are the only ones under General Services (G1 – G3), while G5 – G7 are majority women (15 against 8 men). This might be due to the functions of these staff and gender-stereotyped roles linked to particular professions (for example, similar to other UNCTs, all drivers in the UN Sao Tome e Principe are male and/or administrative/ assistant positions for women).
• While there are only women in NOA (2) and NOD (1), the gender parity is total in NOB and NOC: 6 women and 6 men in NOB; 5 women and 5 men in NOC.
• On the other hand, the pattern of female and male international staff is slightly different, with the number of men higher than the number of women in most senior positions. For example, at P4, there are 5 men against 2 women, and at D1, the higher category of staff in the UN in Sao Tome e Principe, only men (2).

In addition to the above, it is worth noting that in the UNCT in Sao Tome e Principe, there is a significant number of personnel under other types of contracts that do not fall under the service and professional categories for the assessment of this indicator: 47 personnel (20 female; 27 male) are under other contracts such as UNV (both national and international, NPSA, IPSA, service contracts, consultants, and others), representing 37% of total UN contracts in STP. More details are in the annex.

Criteria c) met – Under Human Resources, the Business Operation Strategy of STP, which was revised in 2022, considers scaling up actions related to PSEA. It states the following: Better coordination among the agencies to ensure the implementation of an action plan to Protect and Respond to sexual exploitation and abuse (PSEA) is integrated into the UNCT activities. However, it is essential that the BOS is cascaded in the OMT AWPs to ensure the implementation and results. The 2022 OMT AWP is silent on the subject.

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	5
G3	0	3
G4	0	0
G5	5	2
G6	8	3
G7	2	3
NOA	2	0
NOB	6	6
NOC	5	5
NOD	1	0
P1	0	0
P2	2	1
P3	5	2
P4	2	5
P5	2	2
P6	0	0
D1	0	2
D2	0	0

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

- Consolidated, sex-disaggregated staffing data from: FAO, ILO, OHCHR, UNDP, UNFPA, UN-HABITAT, UNHCR, UNICEF, WFP, WHO and RCO (November 2022)
- Business Operation Strategy (BOS) Sao Tome e Principe, Review #1, 2022

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
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets two 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.

Criteria a) met – the group is chaired by the UNFPA Head of Office and co-chaired by the ILO Head of the Office. The Secretariat is supported by the RCO and FAO.

Criteria b) not met – despite GTG's roles having been discussed and reflected in the CF's configuration in line with technical guidance for GTGs and the Standards and Procedures for GTGs, the group does not yet have a TOR or an annual work plan. The group is relatively new (August 2022), and work is in progress to equip the group with TOR and AWP.

Criteria c) met – the group comprises 9 gender focal points representing 9 UN entities (RCO, UNFPA, FAO, WHO, UNICEF, UNESCO, ILO, UNDP, and WFP), 8 women, and 1 man. Most members are senior staff (NOC and above and one P4).

Criteria d) not met – the group was not operational during the CF development process. However, some members contributed in their different technical capacities and representing their respective entities.

Please select minimum requirement(s) met:

- A coordination mechanism for gender equality is chaired by a HOA.
- Members include at least 50% senior staff (P4 and above; NOC and above).

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 Membership list
• UNCT Minutes of Meetings (August 25, 2022 and September 29, 2022)

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

Criteria a) not met – there is no evidence of a substantive inter-agency capacity development activity for UN personnel during the past year.
Criteria b) not met – the UNCT misses a capacity development plan based on an inter-agency capacity assessment in a relevant period of time.
Criteria c) not met – plans to develop an induction material that includes GEWE and related countries' challenges and priorities.

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

Not available

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) not met – There is no evidence of training on the Gender Equality Marker (GEM) during the past years. The UNCT in Sao Tome e Principe will pilot the implementation of the UN INFO from January 2023, in the context of the new programming cycle (CF 2023-2027)
Entry points/ opportunities: development of the CF's budgetary framework and development of JWPs; use of the UN Info, which includes a Gender Equality marker.

Criteria b) and c) not met – the UNCT has not established a specific target for allocations to GEWE. The UNCT in STP might want to consider the global target established by the QCPR Monitoring Plan (2021-2024).
The RCO conducted a mapping exercise of all ongoing projects of UN entities in STP, which integrates a gender marker,

reflecting the projects alignment with SDG 5. According to this systematized information, in addition to the USD 32 702 142.00 financial contributions in the context of ongoing projects contributing directly or partially to GEWE (please refer to analysis under indicator 2.1), a USD 1 715 000.00 investment was made through the implementation of the Gender JP on Women's Economic Empowerment Window (Nov 2020 to Dec 2021).

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)

- UNDAF 2017-2021
- UNDAF Evaluation Report, 2022
- List of UN ongoing projects, including Gender Marker (contributions to SDG5)

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.

Criteria a) for approaching: Met – The UN cooperation with Sao Tome e Principe on Gender Equality is implemented through the provision, among others, of support to policy development, technical assistance, striving to ensure that policy, legal and programmatic interventions are aligned with international commitments on gender, including SDG5 and gender-targeted SDGs. As per the UNDAF evaluation report and UNCT Annual reports, the UNCT has achieved some gender results (both targeted and mainstreamed) planned in the UNDAF in line with SDG 5 priorities. With the UN's technical and financial support, the country has adopted a Gender Parity Law (in line with SDG 5.5.1). However, the impact of the parity law, capacity training, education, and awareness campaigns are yet to be felt at the level of the increased number of women seats in the parliament, as foreseen by the target of the UNDAF Outcome 2 indicator.

Criteria b) Met – All 3 UNDAF outcomes have contributed to GEWE results in different dimensions: policy and legal frameworks, women's entrepreneurship and economic autonomy, GBV, Women's political participation, and SRHR, parental education, among others. Evidence from recent analyses and evaluations, including the Independent Evaluation of the UNDAF 2017-2022 (2022), the Sao Tome e Principe VNR on the Implementation of the 2030 Agenda of SDG (2022), and the country's latest CEDAW combined report (0, I, II, III and IV), show that the UN has contributed to national progress towards the realization of SDGs in STP, through the implementation of the UNDAF 2017-2021, and in particular progress on SDG gender targets. Reports feature gains on legislative framework, reporting capacities, gender strategic planning and policies, gender mainstreaming in specific sectorial plans, among others.
The UNDP Human Development Report (last updated data in September 2022) has also shown some improvement in the country's Gender Development Index, from 0.949 in 2015 to 0.958 in 2021, surpassing the target established in the UNDAF 2021-2017 of 0.950 by 2021.
In addition, the newly adopted framework on gender parity under Outcome 2, represents a great achievement in the context of favorable environment to increase the number of women in the Parliament and other decision-making and political spheres. For instance, as a result of the advocacy implemented with UN support, which resulted in approval of the Parity Law in July 2022 (which only came into force in November 2022), the recent elections (October 2022) in STP brought some figures that shows positive trends: the new Parliament Speaker is a Woman, 8 women were elected for the national parliament (the number has decreased in 2 comparing to 10 women elected in the past elections in 2018), the Deputy Prime-Minister and Minister of Justice is a woman, and 4 out of 11 appointed ministers for the XVIII Constitutional Government of STP, are women (increased from 23,5 in 2018, and corresponding to 36%).
Also, it is worth nothing that for the very first time a Ministry of Women Rights has been created, as a signal of high political commitment in advancing GEWE in the country.

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

- STP VNR report, 2022 (Sub-chapter 3.5 LNOB, page 26; Chapter 4 - Progress against SDG 5, page 51)
- UNDAF 2017-2022 Evaluation, 2022
- STP – CEDAW combined Report (0, I, II, III and IV)
- Interview with the National Parliament in STP (Nov. 2022)

8. UNCT in Sao Tome And Principe 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	1.1.1 Conduct capacity training on gender analysis for GTG members and the CCA Task Team; 1.1.2 Apply the gender twin-track approach to the development of the subsequent CCA by drafting a gender standalone sub-chapter and strengthening gender analysis across CCA sectors, including economic and climate sectors while providing an intersectional gender analysis of LNOB groups; 1.1.3 Organize a seminar with the M&E group and national counterparts on gender-sensitive data and statistics in the context of the SDGs implementation, including gender-relevant SDG indicators; 1.1.4 Ensure consistent use of gender statistics and sex-disaggregated data across all sectors of the CCA; 1.1.5 Organize a webinar on the UNSDG Operational Guide for UNCTs on 'Leaving No One Behind' (in line with the STP UNDAF 2017-2021 Evaluation Recommendation #6); 1.1.6 Ensure a gender quality review of the next CCA that involves the GTG and institutionalize it for the subsequent CCAs; 1.1.7 Put in place a 'UNCT gender data repository' to improve the inventory and use of gender statistics and data (statistics, policy papers, studies and reports)
1.2 Cooperation Framework Outcomes	1.2.1 Undertake technical training on gender mainstreaming to members of CF Results Groups to positively influence gender mainstreaming in the Joint Working Plans; 1.2.2 Ensure at least one working session annually between the CF Results Group and the GTG (Gender Theme Group) to review and assess the Joint Work Plans with a gender lens; 1.2.3 Take the opportunity of a mid-term review of the CF to engender all outcomes of the CF (2023-2027), in particular, Outcome 2 on Climate Change and Outcome 3 on Blue & Green Economic Growth (statement, rationale, ToC, and indicators)

1.3 Cooperation Framework Indicators	1.3.1 Conduct a review of the gender-responsive outcome indicators in the CF (2023-2027) to establish sex-disaggregated baselines and targets; 1.3.2 Ensure that at least between one-third and one-half of the CF's output indicators (in the JWP) are gender-responsive (disaggregated by sex, gender-sensitive, or gender-specific)
Dimension 2 – Programming and M&E	
2.1 Joint Programs	2.1.1 Develop a check-list, which includes a Gender Marker, to ensure that gender equality and women's empowerment is visibly mainstreamed across JPs proposals and institutionalize its use; 2.1.2 Develop at least one Joint Programme proposal on Gender Equality and Women's Empowerment (in line with SDG 5) and engage in joint resources mobilization for its implementation during the CF cycle (2023-2027)
2.2 Communication and Advocacy	2.2.1 Ensure that the CF Communication Strategy and the cascaded AWPs of the UN Communication Group reflect annual goals on gender communication events and advocacy campaigns on GEWE-related issues; 2.2.2 Engender UNCT social media channels (Website, Facebook, Twitter) with gender advocacy contents and knowledge materials linked to gender-related international days in the UN calendar (Women's Day, Girls in the ICT, Girls Child Day, International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia, Women's Rural Day, Statistics Day, International Day for the Elimination of Violence and Discrimination against women and girls, Human Rights Day…); 2.2.3 Undertake a capacity training on gender-responsive communication in the context of the SDGs, including SDG 5, and if possible, extend the participation to national media partners; 2.2.4 Produce communication materials (including promotional) to support the advocacy and dissemination of the SDG gender-related targets, including SDG 5; 2.2.5 Expand the implementation of the PSEA campaign to the external audiences in partnership with government agencies and CSOs (including with audiovisual contents); 2.2.6 Ensure one annual special edition of the Boletim ONU STP featuring UNCT's work on Gender Equality and Women Empowerment in line with gender priorities in the SDG Agenda, including in SDG 5.
2.3 Cooperation Framework M&E	2.3.1 Conduct technical training on gender-responsive monitoring and evaluation for the M&E group in line with the UNEG guidelines; 2.3.2 Mainstream gender equality in the M&E for the CF 2023-2027, including activities related to UNCT-SWAP Gender Equality Scorecard periodical and annual reviews; 2.3.3 Conduct a biannual progress review of CF's gender-responsive output indicators and an annual review of gender-responsive outcome indicators; 2.3.4 Invest in financial and technical capacities to mainstream gender equality in the mid-term review and final evaluation of the CF 2023-2027

Dimension 3 - Partnerships	
3.1 Government Engagement	3.1.1 Provide institutional capacity support to INPG and the newly established Ministry of Women for the acceleration of the SDG gender-related goals, including SDG 5, in line with the National Strategy for Gender Equality; 3.1.2 Provide technical capacity support for gender mainstreaming in non-traditional sectors, including on climate change, blue and green economy, digital inclusion and financial inclusion; 3.1.3 Organize annual briefings with the Ministry of Women on national gender priorities and challenges, as well as progress in the implementation of SDG gender-related targets, including of SDG 5; 3.1.4 Support the Ministry of Women to set up and operationalize a Gender Coordination Group at the country level, involving government entities, CSOs representatives, private sector, academia and development partners; 3.1.5 Ensure INPG and Ministry of Women participation in CF-related processes
3.2 GEWE CSO Engagement	3.2.1 Conduct a mapping and capacity assessment of CSOs organizations, CBOs, and groups working on gender equality; 3.2.2 Support tailored capacity training on gender advocacy, gender mainstreaming, RBM, GEWE normative frameworks and resources mobilization (in line with UNDAF 2017-2021 evaluation recommendation #8); 3.2.3 Ensure gender CSOs representatives have a seat in at least one governance structures of the CF implementation; 3.2.4 Establish a CSO gender advisory group to the UNCT and organize annual consultations to discuss progress and to advise on programmatic priorities and approaches in the context of CF's JWPs implementation; 3.2.5 Provide technical and financial support to the CSOs and Women's groups to engage on SDG related activities, including implementation, monitoring, and reporting
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	4.1.1 Ensure that gender equality and women's and girls' empowerment is a regular topic in UNCT meetings, with adequate time allocated for discussions; 4.1.2 Include discussions on the UNCT-SWAP GE Scorecard Action Plan (2023-2026) as a topic in the UNCT Retreat 2023 and ensure subsequent regular updates on implementation progress during UNCT meetings; 4.1.3 RCO Advocacy and Communication Specialist to work closely with the GTG to provide gender inputs to RC's public speeches and press statements; 4.1.4 Ensure gender equality and women's empowerment goals are part of UNCT's Annual Work Plans throughout the CF cycle; 4.1.5 Agree on UNCT's core messages on CF gender-related priorities to be systematically convened by HoA and RC as well as UN personnel in Sao Tome e Principe

4.2 Organizational Culture	4.2.1 Organize an All Staff Town Hall to discuss on findings of the Organizational Survey and to collect inputs for gender mainstreaming in the BOS and OMT Action Plans
4.3 Gender Parity	4.3.1 Use the gender parity table as a tool and baseline to track UNCT's trends on gender parity in staffing annually; 4.3.2 Use the available list of best practices and suggestions on how to mainstream gender on BOS to ensure gender-related measures across the 6 areas of BOS and ensure that they inform the gender-activities in the subsequent OMT AWPs; 4.3.3 Organize a seminar on gender-responsive procurement for the OMT
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	5.1.1 Organize a GTG retreat to discuss and finalize the group's ToR and to develop the 2023 Annual Work Plan in line with the UNCT-SWAP GE Scorecard Action Plan 2023-2026; 5.1.2 Organize presentation sessions of the UNCT-SWAP GE Scorecard Report and Action Plan to all UNCT inter-agency groups (UNCG, M&E, OMT, Results Groups) to enhance engagement and ownership; 5.1.3 Assign GTG group focal points in all CF's Results Groups to influence the gender mainstreaming across the JWPs and other CF's related processes, including inputs to the UNCT Annual Results Report
5.2 Gender Capacities	5.2.1 Conduct a UNCT rapid capacity assessment and use the results to develop and implement a costed gender capacity building plan on GEWE for all UN personnel in STP; 5.2.2 Aligned with the new CF cycle, develop a mandatory UNCT induction package on GEWE (with key global and national frameworks and information, including statistics on gender development priorities and challenges)
Dimension 6 - Resources	
6.1 Financial Resources	6.1.1 Undertake a training on Gender Equality Marker (GEM) for Results Groups, the M&E group and GTG in the context of the JWP formulation; 6.1.2 Ensure the application of the GEM in the UN-INFO starting in 2023 with the introduction of the JWPs in the system; 6.1.3 Take the opportunity of the UNCT Retreat in 2023 to review the QCPR MF (2021-2024) indicator (1.4.18) and to set a country-level financial target for programme allocation for GEWE, to be reflected in the CF financial framework and the Resource Mobilization Strategy and annually monitored by the M&E group with GTG support
Dimension 7 - Results	
7.1 GEWE Results	7.1.1 Request inputs of the GTG on the reporting processes, including during the drafting and reviewing of the UNCT Annual Results Report to visibly include gender results; 7.1.2 Invest in

	documenting GEWE results at CF output and outcome levels and support dissemination

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS	Planning
Category	**Documents**
CCA or equivalent	CCA STP_ June2022_ Final Version_ Comments for Updating_ Oct22_ clean

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS	Planning
Category	**Documents**
Cooperation Framework	UNSDCF - STP 2023-2027 (Latest Signed)

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS	Planning
Category	**Documents**
Cooperation Framework results framework	UNSDCF - STP 2023-2027 (Latest Signed)

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
Joint Programmes documents	Joint SDG Fund SIDS _Food Value Chain in STP
Joint Programmes documents	JP Prodoc_2_Sao Tome_Reaching the LNOB
Joint Programmes documents	Sao Tome and Principe JP ProDoc - DEM Joint SDG Fund - Health System

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	Links as MoV_communication & Advocacy
Communication/Advocacy	AWP COMMS - UNCG 2022_
Communication/Advocacy	Newsletter UN STP_ Jan - Jun 2022
Communication/Advocacy	Nota Conceptual_Missão Direitos Humanos_CEDAW_UPR_RAP_18 a 21 de Julho de 2022
Communication/Advocacy	UNCT_Annual_Results_Report_2021

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	STP UNDAF Evaluation Final Report-Revised
Cooperation Framework reviews/monitoring data	UNDAF-STP_2017-2021_final-version-PT pages 40 - 47_M&E

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
Government engagement	Final report Sao Tome and Principe_SPLNOB JPs
Government engagement	Final report template COVID-19 MPT FINAL
Government engagement	INPG in CCA; VRN consultations
Government engagement	STP UNDAF Evaluation Final Report-Revised
Government engagement	UNCT_Annual_Results_Report_2021

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
GEWE CSO engagement	CSOs List of Participants CCA_24Nov2021
GEWE CSO engagement	Final report Sao Tome and Principe_SPLNOB JPs
GEWE CSO engagement	Final report template COVID-19 MPT FINAL
GEWE CSO engagement	Newsletter UN STP_Jan - Jun 2022
GEWE CSO engagement	UNCT_Annual_Results_Report_2021

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MISSING REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Leadership (other)	Q5_survey_HoA committed to GEWE in the workplace
RC communications	UNCT meeting minutes & RC Speeches

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	Data_All_221121
Organizational culture survey results	STP_Female_Data_All_221121
Organizational culture survey results	STP_Male_Data_All_221121

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
UNCT BOS	BOS 2.0 STP April 2022 Rev version (1)
Human Resource documents	STP_Gender Parity Table_indicator 4.3

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
Other GTG documents	Minutes UNCT_25 Augt_2022 fv (1)
Other GTG documents	GTG Membership List_STP

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
	No documents uploaded

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS	Financial Resources
Category	**Documents**
Financial resources	List of Ongoing UN Projects_gender (1)
Other	STP UNDAF Evaluation Final Report-Revised
Other	UNDAF_São_Tomé_e_Príncipe_2017-2021_fr

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	STP UNDAF Evaluation Final Report-Revised
Cooperation Framework reviews/monitoring data	UNDAF_São_Tomé_e_Príncipe_2017-2021_fr
Other	STP CEDAW2020 APROVADO CONSELHO MINISTROS
Other	VNR 2022 Sao Tome and Principe Report

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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