UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Bangladesh

2023

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

Contents

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.

UNCT-SWAP SCORECARD

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2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Bangladesh

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

A draft selection of indicators was made by the Gender Theme Group (GTG) co-chairs (UN Women and UNFPA country representatives) with support from the scorecard coordinators based on a review of the previous reports, the current context, and the priorities of the UNCT. These five indicators were presented to GTG for their endorsement before being presented to the UNCT. Upon UNCT agreement, the inter-agency assessment team (IAT) was assembled. The IAT were empowered to undertake the reporting independently, by reviewing, analyzing, and discussing relevant materials. The coordinators provided technical guidance to the IAT on the indicator criteria. The IAT submitted the draft reports to the coordinators, who coordinated a quality assurance review with the six GTG members who participated in the Asia-Pacific regional training on UN system accountability frameworks (September 2023). After review and feedback, the reports were shared back with the IAT members for final review before submission for endorsement by the GTG co-chairs. The co-chairs reviewed and upon discussion revised the scoring on indicator 4.3 to accurately reflect the status of gender parity. UN Women Country Representative met with the Resident Coordinator (RC) to review the reporting, after which the RC then shared the reporting with UNCT, giving them a timeline for review. The reporting and scoring were presented to UNCT in a meeting on 13 November 2023, during which the report was endorsed. The rationale for selecting the five indicators was as follows:

Indicator 1.1 - Common Country Analysis integrates gender analysis: Bangladesh underwent a light update of the CCA in 2023 and is due for a full review of the CCA in 2024 (post-election). Reporting on this indicator represented an opportunity to leverage the scorecard to further bolster the gender analysis and mainstreaming in the upcoming review.

Indicator 2.3 - UNSDCF monitoring and evaluation measures progress against planned gender equality results: This indicator had not been reported on since the comprehensive reporting in 2019. Last year (2022) was the first year of UNSDCF reporting, and hence, this year represented an opportunity to assess the reporting to inform monitoring and evaluation for the remainder of the CF.

Indicator 4.3 - Gender parity in staffing is achieved: Gender parity is a priority of the UNCT, and in February 2023 the UN in Bangladesh Gender Parity Strategy was endorsed. The scorecard reporting represented an opportunity to review progress to date and maintain continued momentum and commitment to gender parity and the implementation of the strategy.

Indicator 5.2 - UNCT has adequate capacities developed for gender mainstreaming: Building on the comprehensive gender capacity needs assessment carried out in 2021, the Gender Capacity Building Plan was endorsed in February 2023. The scorecard reporting represented an opportunity to review progress to date and maintain continued momentum and commitment to gender capacity building.

Indicator 6.1 - Adequate resources for gender mainstreaming are allocated and tracked: The scorecard annual reporting represents an opportunity to advocate for resource allocation for gender equality. As Bangladesh is closing on the graduation from Least Developed Country, scheduled for 2026, it is crucial that financing for gender parity is prioritized. According to the financing roadmap SDG-5 under Integrated National Financing Framework for SDGs financing (INFF4SDGs) project, Bangladesh needs $53 billion to realize SDG-5 for the fiscal years 2021 to 2030. The UNSDCF strategic priority (SP) 5 on Gender Equality and Eliminating Gender-Based Violence is also the SP that face the largest relative funding gap at 71%. Moreover, financing for gender equality is highly topical at the moment, being the theme of this year's 16 Days of Activism Against Gender-Based Violence and in line with the priority theme of the sixty-eighth session of the Commission on the Status of Women.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Coordinators: Elina Hedman (lead coordinator), UN Women, and Ebba Nygren, UN Women.
UN Entities in Inter-Agency Assessment Team: RCO, ILO, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNOPS, WFP, and UN Women.

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

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

Table 1:

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

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

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

7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

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

Criteria A: The original Common Country Analysis (CCA) provides a thorough gender analysis across various sectors. In instances where sector-specific gender analysis is absent, the overall assessment is amplified by a specialized section that conducts a comprehensive examination of the foundational factors contributing to gender inequality and gender-based violence. This analysis aligns with the Sustainable Development Goal (SDG) priorities, particularly SDG 5. The current CCA is complemented by a shorter contextual analysis to capture critical changes since 2020. The additional CCA (2023) incorporates gender equality issues to a lesser extent than the original version.

Criteria B: The CCA ensures the inclusion of consistent sex-disaggregated and gender-sensitive data wherever available at the national level. It explicitly identifies areas where data is absent, for example in the statement "women's command over economic resources is approximately 39 per cent of that of men, while unpaid work in the domestic and agricultural sectors is heavily skewed towards women and is insufficiently reflected in Government data gathering" (CCA, 2020). This emphasizes the importance of advocating for the generation and utilization of disaggregated data.

Criteria C: The original CCA and the updated version, although to a lesser extent, include targeted analysis of marginalized groups and those furthest behind. These groups include indigenous people, religious and ethnic minorities, dalits, persons with disabilities, LGBTQI people, migrant workers, sex workers, persons living with HIV/AIDS, and the Rohingya population, among others. To some extent the original CCA highlights intersecting gender disparities for these groups, for example by noting that while gender parity in primary education has been reached throughout the country, fewer girls in indigenous communities are enrolled due to the limited opportunities available.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. Confidential: Common Country Analysis 2020 (original version)
2. Confidential: Common Country Analysis 2023 (updated version)

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **EXCEEDS MINIMUM REQUIREMENTS**	Planning

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

targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

The UNCT has recognized gender equality and GBV as a strategic priority area in the UNSDCF and all Outcomes are gender mainstreamed with the Theory of Change under each outcome containing specific reference to the required gender-responsive measures to reach the Outcome.

b) The UNSDCF contains a specific gender equality-targeted outcome in line with SDGs and SDG5.
NB that the Bangladesh UNSDCF is still in draft form but that the Outcomes and the specific Gender Equality Outcome were developed during Q3&4 in 2020 and agreed upon by the UNCT at the Strategic Prioritization Exercise workshop in December 2020.

Did you reassess the Performance Indicator in this reporting year
- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality **MEETS MINIMUM REQUIREMENTS**	Planning

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.

There are five strategic priorities in the UNSDCF (2022-2026) with five outcomes, and 22 indicators. Of the 22 outcome indicators 11 (50%) track progress towards gender equality results in line with SDG priorities, indicating a significant improvement over previous UNDAF, where only 35% of the outcome indicators measured changes in GEEW. The analysis found that there were significantly higher levels of gender sensitive indicators in SP5 (100%), followed by SP2 (62.5%) and SP1 (40%), with lower levels for SP3 and SP4, suggesting a need for greater attention to gender sensitive indicators in the future.

Under SP1 (Inclusive and sustainable Economic Development): Outcome 1, there are five indicators, of which 2 (1.3 and 1.4) are disaggregated by sex, or gender specific. Indicator 1.4 is particularly a strong indicator that track progress towards GEEW and is able to measure gender-related changes in relation to the results statement, in line with SDG 5.4.1. Note: Indicator 1.2 can be marked as a gender- sensitive indicator because Bangladesh's Household Income and Expenditure Survey provides sex-disaggregated information for this indicator.

Under SP2 (Basic Services and Social Protection): Outcome 2, there are 8 indicators, of which 5 are gender specific and disaggregated by sex (2.1,2.3,2.4,2.6, and 2.8). Indicators 2.2 and 2.5 require more focus to improve gender sensitivity by disaggregation of the data vis-à-vis indicators 2.3, 2.4 and 2.8 are good examples to measure gender-related changes.

Under SP3 (Sustainable, healthy, and resilient environment): Outcome 3, there are 3 indicators, and none of the indicators are gender specific. The outcome statement is gender responsive, but there are no indicators present to measure the GEEW change.

Under SP4: Transformative, participatory, and inclusive governance): Outcome 4, there are 2 indicators, and none of the indicators are gender specific. Although the outcome statement is gender responsive, there are no indicators presence to measure the GEEW change.

Under SP5 (Gender equality and eliminating Gender-based violence): Outcome 5 is the gender targeted outcome of the UNSDCF where all 4 indicators (5.1,5.2,5.3, and 5.4) measure changes in gender equality and women's empowerment in line with SDG targets, especially SDG-5.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex and/or a definition that is gender specific, taking into account Means of Verification that were specific to gender (e.g. CEDAW reporting).

Did you reassess the Performance Indicator in this reporting year
- No

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.

Nine Joint Programmes operational at the time of the assessment have been reviewed to determine the Indicator score.
a) 9 JPs operational at the time of assessment have been reviewed. 7 have visibly mainstreamed gender with sex-disaggregated and gender-sensitive indicators and data and gender analysis except the JPs on "Local Government Initiative on Climate Change (LoGIC)" and "National advocacy and training on comprehensive harm reduction and legal issues related with harm reduction. "do not visibly mainstream gender equality.
b) Besides the gender-mainstreamed joint programmes listed above, there have been a number of other JPs aimed at promoting GEWE over current UNSDCF period and in line with SDG priorities, including SDG5: 'Women's Empowerment for Inclusive Growth (WING); Support the Department of Social Services (DSS) and MoWCA to build the capacities and establish the mechanism for community engagement to end AIDS; and Provision of Community-led Sustainable and Integrated SRHR and HIV prevention programme for Female Sex Workers around 8 brothels in Bangladesh.
c) There is currently no system in place to ensure gender mainstreaming in JPs.

Did you reassess the Performance Indicator in this reporting year
- No

PI 2.2 Communication & Advocacy

Performance Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS	Programming and M&E

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

The UN Communication Group (UNCG) in Bangladesh conducted joint communication activities on gender equality and women's empowerment, on a number of occasions, including 16 Days of Activism against GBV, International Women's Day (IWD) and other. For instance, in March 2022, UN agencies jointly with development partners (DPs) in Local Consultative group on Gender marked the International Women's Day by developing a pledge for inclusion. The pledge signed by UN and DPs together showcases their commitment to equal participation of all women in all aspects of life, and to improving the representation and leadership of women and marginalized groups in public dialogue.
c) The annual workplan of UNCG visibly includes communication and advocacy initiatives on GEWE. Gender equality is one of the six thematic areas, along with human rights, in the UNCG annual workplan.

d) The UN system has not contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3: **Cooperation Framework monitoring and evaluation measures** **progress against planned gender equality results** **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**

Meets two 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. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

Criteria A: There are five strategic priorities (SP-1: Inclusive and Sustainable Economic Development, SP-2: Equitable Human Development and Well Being, SP-3: Sustainable, Healthy and Resilient Environment, SP-4: Transformative, Participatory and Inclusive Governance, SP-5: Gender Equality and Eliminating Gender-Based Violence) in the UN Sustainable Development Cooperation Framework (UNSDCF) (2022-2026) with five outcomes and 22 outcome indicators. Of them, 12 (55%) indicators measure progress against planned gender equality results. This marks a notable advancement compared to the previous UN Development Assistance Framework (UNDAF), where only 35 per cent of the outcome indicators measured gender equality results. In addition, there are 111 UNSDCF output indicators of which 44 (40%) indicators are gender-sensitive and measure progress in gender equality in Bangladesh. The indicators are reported in UNINFO and data has been collected for 100 per cent of the indicators as planned.

Under SP-1 there are five outcome indicators, of which Indicators 1.3 and 1.4 are disaggregated by sex to measure gender equality results. Gender disaggregated data is not available for indicator 1.1, 1.2 and 1.5 in national surveys. Under SP-2 there are eight indicators, of which five are gender-specific and disaggregated data is available by sex (2.1, 2.3, 2.4, 2.6, and 2.8). Indicators 2.2 and 2.5 are not fully gender-sensitive. Under SP-3 there are three outcome indicators, none of which are gender-specific. The outcome statement is gender-responsive, but there are no indicators present to measure gender equality results. Under SP-4 there are two indicators, and none of which are gender-specific. Although the outcome statement is gender-responsive, there are no indicators present to measure gender equality results. Under SP-5 the entire outcome is targeted to achieve gender equality and women's empowerment (GEWE) results, where all four indicators (5.1, 5.2, 5.3, and 5.4) measure changes in GEWE in line with SDG targets, especially SDG-5.

Criteria B: The '2022 UN Country Team Results Report Bangladesh' assesses progress against gender-specific results. As 2022 represented the first year of UNSDCF implementation, the mid-term or endline review is yet to be done. However, progress against gender-focused results was presented in the UNCT 2022 Results Report, with the dedicated section on SP-5 focused on gender equality. Gender results were also highlighted in other SPs, particularly SP-1 with a focus on women's inclusion in sustainable economic development. In SP-2 gender results were included related to migration but largely missing from the other subareas. In SP-4, some gender results were presented related to women's safety in public places and the implementation of the country's first-ever National Action Plan on Women Peace and Security. In SP-3, gender results are missing except for the mention of the support given to the government on Bangladesh National Action Plan on Women's Entrepreneurship for Renewable Energy. The report also includes a section on 'Working together for gender equality', laying out the gender results achieved through inter-agency coordination. Examples of these results are the development of a Gender Capacity Building Plan, capacity building on the gender equality marker, and a gender-responsive procurement workshop.

Criteria C: No technical training on gender-sensitive M&E has been offered to the M&E Group in the current UNSDCF cycle. However, a capacity-building workshop on the Gender Equality Marker (GEM) was held in June 2022 that included the M&E Group. Targeted capacity building on gender-sensitive M&E is being planned for the M&E group in the coming year.

Did you reassess the Performance Indicator in this reporting year
- Yes

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)

1. UNSDCF Indicators (exported from UNINFO)
2. UNDAF evaluation
3. 2022 UNCT Result Report of Bangladesh - https://bangladesh.un.org/en/246140-un-country-team-result-report-bangladesh-2022
4. UNINFO platform www.uninfo.org
5. GEM training report

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

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

a) UNCT has collaborated with several government agencies on initiatives that foster gender equality:

The National Strategic Plan (NSP) on HIV and AIDS, 2018 to 2023 is in place and interventions are designed around the outlined strategic approaches. The current NSP (attached) addresses sexual and reproductive health rights, including gender-based violence and better access to services which helps address HIV in a more integrated manner, rather than through a vertical approach. Plans are already in place to revise the current Strategic Plan for HIV and AIDS, so the new one will come into effect from 2023 without any disruption. The AIDS/ATD Programme (ASP) AIDS/STD Programme (ASP) is led by Directorate General of Health Services Ministry of Health and Family Welfare who is coordinating with UNAIDS, UNICEF, WHO, UNFPA and UNODC for joint technical support to the ASP to ensure an inclusive process with female, male and transgender sex workers contributing to the revision of the strategies.

UN Environment Programme and UN Women have together produced a report on 'State of Gender Equality and Climate Change in Bangladesh', in coordination with the Ministry of Environment, Forest and Climate Change, and has played a critical role in revising the Government's 'Climate Change Gender Action Plan (ccGAP 2022). This ccGAP would further strengthen government's commitment to gender mainstreaming in climate change adaptation, which has been urged by UNFCCC through it's Lima Work Programme originally adopted in 2014 and subsequently extended and adopted GAP in COP23 (2017)

b) The National Women's Machinery (Ministry of Women and Children Affairs and gender focal points from other ministries) were involved in the development of the UNSDCF (2022-2016). In addition to a higher-level UNSDCF consultation coordinated by the Economic Relations Division, Ministry of Finance, a targeted gender consultation was carried out with the Ministry of Women and Children Affairs (MoWCA), led by UN Women and UNFPA in collaboration with the UNSDCF results group leads from other UN agencies, including ILO, UNDP, UNICEF, and FAO. The evaluation of the previous UNDAF included consultations with government representatives, including the National Women's Machinery. Under the first year of the current UNSDCF rollout, UN Special Rapporteur on the promotion and protection of human rights to human rights in the context of climate change, Mr. Ian Fry, visited Bangladesh in September 2022. During his visit Mr. Fry met with the Secretary for Foreign Affairs, the Secretary for the Environment, the Secretary for Disasters, and the Secretary for Agriculture, among others. Mr. Fry

highlighted the disproportionate effects that climate change has on women and urged the Government to give particular attention to women, older persons and persons with disability in climate change planning. Earlier to this UN High Commissioner for Human Rights, Ms. Michelle Bachelet, visited Bangladesh in August 2022, where she met Prime Minister Sheikh Hasina Wazed and the Ministers for foreign affairs, home affairs, law, education, and other State officials. Among the many issues, she complimented the country's progress on gender equality and called on the Government to take proactive measures to increase the number of women in decision-making positions at all levels and to take further steps to respect, protect and fulfil the fundamental human rights of LGBTIQ+ persons.

c) As part of UN's efforts to SDG implementation, the UN supported the government to update the Development Financing Framework (DFA) and to prepare a national financing framework. Gender is mainstreamed across the social and economic sectors in the DFA and financing strategy. The financing strategy projected total additional synchronized cost $ 1045.81 billion (for all goals) is needed to meet SDGs requirement, out of which estimated $ 11.40 billion is needed for SDG-5. UN Women, ILO, UNDP and UNCDF are working closely with RCO on this through- Integrated National Financing Framework (INNF) project for SDGs and is currently in conversation with government to reinforce implementation of this strategy and advocate for the adequate financing required for the implementation of SDGs.

The UN agencies intensively supported the government to review the progress of SDGs implementation in Bangladesh. The SDG implementation review (SIR) focused on goal wise progress including SDG-5. The UN provided technical support to Ministry of Women and Children affairs (MoWCA) in preparation and background work on the overview and progress presentation on SDG-5. The SIR is participated by all lead ministries (goal specific), development partners and civil society organizations were present.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2: **UNCT collaborates and engages with women's/gender equality civil society organizations** **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 fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

a) UNCT had collaborated with GEWE CSOs and women's rights advocates on various initiatives. For example:

During the 2022 flash floods in north-eastern Bangladesh, affecting 7.2 million people across 7 districts, the Gender in Humanitarian Action Working Group (GiHA WG) carried out a rapid gender analysis. GiHA WG comprises focal points from thematic clusters, and gender experts from national and international NGOs. The aim of the group is to support the realization of gender responsive programming by mainstreaming gender equality in the overall joint response and preparedness efforts throughout the humanitarian action phase. The assessment was carried out with special support from ActionAid, CARE, Oxfam, Save the Children, World Jewish Relief, the United Nations Population Fund (UNFPA), and UN Women. The gender analysis assessed the gendered effects of the floods, providing recommendations for both immediate and long-term responses.

The UNCT, under the leadership of OMT and Procurement group, led a workshop with CSOs and women led business entrepreneurs to promote gender equality and empowerment of women through increased participation by women-owned businesses and gender responsive vendors in UN supply chains. It is a first step in the process of creating synergy between UN agencies and harmonize the efforts of one UN to implement a gender-responsive procurement system, as committed in the Business Operations strategy. Around 150 participants joined the workshop and nearly all the participating vendors represented women-owned or women-led organizations and businesses. Through this workshop they received an introduction to and instructions for the UN global marketplace.

b) GEWE CSOs were involved in the development of the UNSDCF (2022-2016). GEWE CSOs participated in the formulation of the common country analysis through a targeted consultation. In April 2021, a gender consultation was carried out with civil society organizations as part of the strategic prioritization of the UNSDCF. In addition, the evaluation of the previous UNDAF period included consultations with CSOs representatives. Under the first year of the UNSDCF roll out, UN Special Rapporteur on the promotion and protection of human rights to human rights in the context of climate change, Mr. Ian Fry, visited Bangladesh in September 2022. During his visit Mr. Fry met with various civil society organisations, including women's groups and youth groups. Mr. Fry highlighted the disproportionate effects that climate change has on women and the crucial role of civil society in climate crises. Earlier to this, UN High Commissioner for Human Rights, Ms. Michelle Bachelet, visited Bangladesh in August 2022 where she met with a number of representatives from civil society. She complimented the country's progress on gender equality but also recognized that challenges remain, not least when it comes to violence against women and access to justice. She highlighted that civil society is an important resource to tap in to and that a democratic and civic space is highly important, especially during the coming election year.

c) UNFPA and UNICEF as the lead of Gender Based Violence (GBV) and Child protection (CP) clusters respectively in Bangladesh with the Department of Women affairs, have jointly expanded GEWE CSO participation and engagement in these platforms – around 73 national CSO/NGOs are actively participating in these platforms. Joint GBV-CP Working group at district level - Jamalpur, Kurigram, Gaibandha, Bogura, Patuakhali and Rangamati were established to strengthen NGO and CSO's role in addressing GBV and CP in emergency context. The mobilization and participation of CSOs at the local level reinforces the GEWE agenda within local contexts and implementation of SDG-5.

Did you reassess the Performance Indicator in this reporting year
- No

Dimension Area 4: Leadership & Organizational Culture
PI 4.1 Leadership for Gender Equality

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

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

a) Gender equality was a regular topic of discussion in HOA meetings during the last 12 months: in 12 out of 22 sets of UNCT meeting minutes, Gender Equality-related issues are discussed; in a majority of these 12 meetings it has been one of the main agenda items (gender in the UNSDCF, gender parity, gender scorecard, GETG work plan, GBV and gender issues related to COVID etc). The UNCT meetings that did not contain gender discussion were dominated by COVID response-related updates. The consequences of COVID and its response have had serious gender dimensions in Bangladesh (both internally in the UN and externally among rights holders) but as is very common in crises, gender is an afterthought, not a priority from the outset.

b) RC demonstrates public championing of gender equality during the last 12 months: The RC has consistently championed Gender Equality and the Ending of GBV during 2021: the RC supported the development of a stand-alone strategic priority on GEWE and GBV in the UNSDCF and frequently linked this to the Government of Bangladesh's new 8th Five-Year Plan in public engagements; the RC systematically referred to the gendered dimensions of COVID-19 (incl. GBV, unpaid care work, the gendered digital divide etc.) to promote a gender sensitive response among counterparts; the RC engaged publicly through speeches and tweets in multiple forums on key gender events including IWD and 16 Days of Activism; and the RC promoted gender equality in global forums including a DESA panel discussion and the UNGA 3rd Gender Advisory Group meeting in

June.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months: 87,3% of staff (387 out of 433 respondents) Agreed or Strongly agreed that HOAs were committed to gender equality in the workplace during the last 12 months.

d) Gender equality is reflected in the 'Bangladesh UNCT Planned Results for 2021' under Result Area # 2 Leaving No One Behind, Human Rights and the SG's Prevention Agenda.

Did you reassess the Performance Indicator in this reporting year
- No

Performance Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women **EXCEEDS MINIMUM REQUIREMENTS**	Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

The survey link was sent by RC to all HOAs with instructions to distribute to all personnel, with 10 days allocated for provision of responses. Overall, results are positive ("strongly agree" and "agree" answers account to 80.1% on average; "neutral" – 12%; "disagree" and "strongly disagree" – 7.9%). Exceeding minimum requirement (above 80% of positive scores) has been met with regard to four questions Q7 "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace" (highest score – 87.3%); Q6 "UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels" and Q8 "The UN system in this country adequately facilitates the equal participation of personnel irrespective of sex, gender or sexual orientation at all levels of the organization" (both scored 86%)"; and Q11 "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority."(82.5%). Responses to other six questions have met minimum requirements, with positive scores of above 65%: Q9-80.0%, Q10-78.2%, Q12-80.4%, Q13-78.5%, Q14-72.2% and Q15-69.8%.
Question 15 on Heads of Agencies support to establish work-home life balance received the lowest positive rating of 69.8% compared to other questions. When disaggregated by sex it is found that, more men respondents were satisfied with work life balance support (76.9%) compared to women respondents (57.3%)

Did you reassess the Performance Indicator in this reporting year
- No

Performance Indicator 4.3: Gender parity in staffing is achieved **MEETS MINIMUM REQUIREMENTS**	Leadership and organizational culture

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.
Criteria A: In February 2023 the UN Country Team (UNCT) endorsed the UN in Bangladesh Gender Parity Strategy. The strategy aims to improve women's representation at all contract levels, through measures for recruitment; retention; and

career advancement, creating a safe and enabling environment, and advancing UN leadership and accountability. As part of the Gender Parity Strategy, a monitoring mechanism has been set up in which the HR Working Group, with support from the Gender Equality Theme Group, will collect staff data annually and report progress on gender parity to the UNCT. The first data collection under the Gender Parity Strategy was undertaken in August-October 2023, the first year of implementation.

Criteria B: The UNCT can demonstrate a positive trend towards gender parity.
G1-G3: Negative trend by 7.2 percentage points since 2021
G4-G7: Positive trend by 1.8 percentage points since 2021
P1-P3: No change in gender parity since 2021
P4-P6: Positive trend by 5.4 percentage points since 2021
D1-D2: Positive trend by 16.7 percentage points since 2021
NOA-NOB: Negative trend by 2.6 percentage point since 2021
NOC-NOD: Negative trend by 0.5 percentage points since 2021
National UNV: Positive trend by 6.5 percentage points since 2021
International UNV: Positive trend by 19.4 percentage points since 2021
SB1-SB5 + SSA1-9: Negative trend by 1.3 percentage points since 2021
Total (aggregated staff categories): Negative trend by 1.2 percentage points
Across the staff categories above, the data demonstrates positive trend (towards gender parity) across five staff categories, negative trend (away from gender parity) across four staff categories, and no change in one staff category. The change in percentage points is far greater in the positive trends than in the negative trends, as such the UNCT can demonstrate a positive trend towards gender parity. However, it should also be noted that the overall women's representation has decreased from 35 per cent in 2021 to 33.8 per cent in 2023 (1.2 percentage points) suggestomg that actions are required to achieve gender parity in the UNCT. Moreover, the strongest positive trends are concentrated in international staff categories, indicating disparities in gender parity between international and national staff.

Criteria C: With substantive input from the Gender Equality Theme Group, the Business Operations Strategy (BOS) was developed in 2020 and includes the following gender-specific actions: (1) develop a strategy for gender parity in staffing based on findings of HR data and (2) gender-responsive procurement sourcing.

NOTE: The Bangladesh UNCT wants to note that while the criteria for exceeding minimum requirements are technically fulfilled, the assessment is that Bangladesh is meeting minimum criterias. This is due to the overall representation of women in the UN system in Bangladesh having decreased from 35% in 2021 to 33.8% in 2023. Moreover, the representation of women in most national staff categories has also decreased.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- 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.
- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment.
- The UNCT can demonstrate positive trends towards achieving parity commitments.

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	1
G2	9	57
G3	1	47
G4	34	79
G5	94	124
G6	108	161
G7	27	69

NOA	65	153
NOB	76	116
NOC	29	42
NOD	5	5
P1	0	0
P2	31	47
P3	56	50
P4	37	55
P5	21	18
P6	1	0
D1	4	2
D2	1	3

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

1. Gender Parity Strategy.
2. Meeting minutes from UNCT meeting when Gender Parity Strategy was endorsed.
3. Gender Parity Data, as submitted by agencies.
4. Business Operations Strategy.

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women **MEETS MINIMUM REQUIREMENTS**	Gender architecture and capacities

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

Findings and Explanation

a) The Gender Equality Theme Group (GETG) is chaired by the heads of UN Women and UNFPA and meets at least once every two months; and more frequently during labour intensive periods (e.g. ISERP, UNSDCF). GETG focal points regularly attend the Programme Management Team (PMT) of UNDAF/UNSDCF to provide advisory support to ensure gender-sensitive programming in common country programming.

b) The GETG has a ToR and normally an endorsed AWP, which describe the Group's priority areas, activities, indicators, and budget estimations. In 2020 the GETG held an AWP planning workshop led by the HoA of UN Women and UNFPA and in which the RC participated to emphasize the UNCT's commitment to GEEW. Due to COVID-19 however, the GETG had to adapt the AWP to the ISERP process and the postponed UNSDCF process on an ongoing basis and so the AWP was not formally endorsed during 2020.

c) GETG is comprised of representatives of 18 UN agencies. Less than 50% of members are senior staff (NOC/P4 and above).

d) The GETG has been proactively involved in the country analysis (both in 2019 and the COVID-19 updated CCA in 2020), strategic prioritization, results framework and M&E (2020 UNDAF evaluation). This has resulted in a strategic priority area for Gender Equality and GBV in the forthcoming UNSDCF. During the UN Sustainable Cooperation Development Framework development exercise, GETG prepared position briefs and strategized effectively to participate in the Theory of Change exercise to ensure that the new Cooperation Framework would reinforce UN Development System work in Bangladesh to accelerate gender-equality and women's empowerment and towards the achievement of SDG 5 in Bangladesh.

Did you reassess the Performance Indicator in this reporting year

- No

Performance Indicator 5.2: **UNCT has adequate capacities developed for gender mainstreaming** **MEETS MINIMUM REQUIREMENTS**	**Gender architecture and capacities**

Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Criteria A: One substantive inter-agency gender capacity building initiative for UN personnel in the last year was carried out. The Gender Analysis Training for gender focal points, held on 6 September 2023, was attended by 18 participants, including facilitators, from 13 agencies. Participants were oriented on the different dimensions of a gender analysis and had the opportunity to put the learnings into practice through case-based exercises. The learnings from the training were summarized into a checklist for gender analyses.

Criteria B: A gender capacity building plan (GCBP) was endorsed in February of 2023. The GCBP was developed based on a comprehensive gender capacity need assessment, conducted between October and December 2021, to establish a baseline of the UNCT's gender-related knowledge and gender-related capacity gaps/learning needs of the UN personnel. Implementation of the GCBP started in 2023 with the Gender Analysis Training (6th September) and scheduled initiatives; cross-thematic learning session on gender equality and food systems (November), Workshop on Special Measures for Gender Parity (9th November), and Gender-Responsive Procurement Training (20th November).

Criteria C: There is currently no common induction package for new UNCT members. Development of an induction package is planned for 2024.

Did you reassess the Performance Indicator in this reporting year
- Yes

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)
1. Gender Analysis Training: Participants list
2. Gender Analysis Training: Training plan
3. Gender Capacity Building Plan
4. Meeting minutes from UNCT meeting where GCBP was endorsed by the UNCT
5. RC's email to the UNCT on the endorsed GCPB

Dimension Area 6: Financial Resources

Performance Indicator 6.1: **Adequate resources for gender mainstreaming are allocated and tracked** **APPROACHES MINIMUM REQUIREMENTS**	**Resources**

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

Criteria A: The UN Country Team (UNCT) conducted a capacity-building workshop in June 2022 on the Gender Equality Marker (GEM) at the beginning of the current UN Sustainable Development Cooperation Framework (UNSDCF) (2022-2026) implementation. The training brought together 45 participants from different UN agencies representing the Gender Equality Theme Group (GETG), UNSDCF Strategic Priority Results Groups, Monitoring and Evaluations Group, and the Resident Coordinator's Office (RCO). The training was the first orientation on the GEM for UNCT in Bangladesh and included the development of a roadmap to ensure quality assurance of the Joint Work Plans in UNINFO.

Criteria B: The UNCT has not established nor met a financial target for program allocation for gender equality and the empowerment of women. At the time of reporting, a target setting exercise had not taken place; however, a discussion is ongoing at the UNCT to agree on a threshold for financial targets for gender equality and the empowerment of women, using GEM. Current analysis indicates that 23 per cent of the UNSDCF budget is scored as GEM 3, 33 per cent of the UNSDCF budget is scored as GEM 2, and 38 per cent of the UNSDCF budget is scored as GEM 1. However, an independent validation on the GEM scoring has not taken place. The UNSDCF Strategic Priority 5 on Gender Equality and Eliminating Gender-Based Violence (GBV), currently constitutes 6.3 per cent of the total UNSDCF budget (USD 839 m), which is a slight increase from 5.6 per cent in 2022.

Criteria C: The UNCT has not established nor exceeded a financial target for program allocation for gender equality and the empowerment of women.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. GEM training report
2. GEM training participant list
3. GEM training - Road map
4. UNSDCF budget
5. GEM budget
6. UN INFO Bangladesh www.uninfo.org

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1: UN programmes make a significant contribution to gender equality in the country **APPROACHES MINIMUM REQUIREMENTS**	**Results**

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

The exercise revealed that the indicator for this dimension "approaches minimum requirements", as UNCT is on track to achieve some gender results planned in UNDAF. Based on information provided in UNDAF Annual Report 2017 and UN Joint Programme documents, the UN system is contributing to a number of gender-specific results, such as improvement of maternal health, national legislation and strategies on elimination of child marriage, and reduction of sexual harassment, among other.

a) The progress against UNDAF indicators has not been collected on annual basis, whereas the UNCT produces annual UNDAF reports. It is challenging, therefore, to determine the linkage between the progress reported in the annual reports and UNDAF Outcome indicators. As noted in the findings and explanation with regard to Indicator 2.3. (UNDAF M&E), the UNCT developed Joint Annual Work Plans (JAWPs) that contain individual agency-specific indicators relevant to common programming areas. Broadly, with regard to UNDAF Outcomes, 2017 UNDAF annual report and progress described in 2018 Joint Annual Work Plan notes, for instance, UNCT's support in operationalizing CEDAW Concluding Observations; in ending

child marriage and conducting GBV-related activities; launch of gender-responsive National Resilience Programme; formulation of Gender Programme on Social Security, among other.

Progress against some planned gender results can be observed with regard to joint UN programmes that focus on GEWE, for instance, support to launching the study on the Context of Child Marriage and its Implications in Bangladesh; clinical service trainings for field workers, and other.

b) The work on the elimination of child marriage initiated by a wide range of stakeholders, including UN, has potential to contribute to transformative change in relation to gender equality and the empowerment of women in future.

Did you reassess the Performance Indicator in this reporting year
- No

8. UNCT in Bangladesh Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3	ACTIVITIES UNDERTAKEN IN YEAR 4
Dimension 1 - Planning					
1.1 Common Country Analysis	Upcoming UNDAF/UNSDCF design stage: - Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) a targeted gender analysis of those furthest behind. - There should be consistent sex-disaggregated and gender sensitive data across all sectors.	Ensured that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) a targeted gender analysis of those furthest behind	N/A	N/A	N/A

1.2 Cooperation Framework Outcomes	Upcoming UNDAF/UNSDCF design stage: - Ensure that next UNDAF/UNSDCF has more Outcomes that are gender-mainstreamed and/or gender targeted - To contribute to overall gender-responsiveness of UNDAF/UNSDCF implementation, UN agencies should ensure gender-sensitive programming at individual level.	Ensured that all Outcomes of the next UNSDCF have gender equality mainstreamed and one Outcome specifically targets gender equality in line with UNSDCF Theory of Change;	N/A	N/A	N/A
1.3 Cooperation Framework Indicators	Upcoming UNDAF/UNSDCF design stage: - Ensure that at least 50% or more of UNDAF/UNSDCF Indicators measure changes in gender equality in line with SDG priorities, including SDG 5.	N/A	Done	N/A	N/A
Dimension 2 – Programming and M&E					
2.1 Joint Programs	- Consider establishing a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for Joint Programme (JP) proposals. - The checklist shall be filled in by UN agencies planning to implement a JP and submitted for GETG's and UNCT's review together with draft programme document.	N/A	N/A	N/A	A checklist to support gender analysis in programming was developed with gender focal points. In addition, UNCT arranged a joint gender mission with development partners in pursuit of joint programming on gender equality. The mission was led by the Resident Coordinator; organized by UN Women and

					UNFPA; and included ILO, FAO, UNICEF, European Union, Embassy of Germany, and Embassy of Switzerland. The Head of Development Cooperation from the Embassy of Switzerland provided a reflection of the mission in the Local Consultative Group Principles Meeting in November 2023.
2.2 Communication and Advocacy	Undertake one joint communication or advocacy campaign in at least one non-traditional thematic area	N/A	N/A	Joint Comms initiative- Inclusion in Dialogue pledge- jointly conducted with Development partners.	N/A
2.3 Cooperation Framework M&E	- UNDAF/UNSDCF M&E tools and mechanisms should measure progress against planned gender equality results (Cp: Results PI 7.1 below).	N/A	N/A	N/A	Annual reporting for 2022 collected data for gender equality indicators of UNSDCF as planned and progress against gender results were reported in the UNCT results report.
Dimension 3 - Partnerships					
3.1 Government Engagement	- National Women's Machinery should be involved in all UNDAF/UNSDCF processes (CCA, prioritization, design of Results Matrix, implementation and M&E). - UNCT should identify engagement and participation opportunities for government and CSOs	The actions planned under the 3.1 is a work in progress. The actions have been shifted to 2021 due to the change in UNSDCF timeline for COVID19.	Government involved in UNSDCF development process: CCA, prioritization consultation and UNDAF evaluation	MOWCA enagaged in UNSDCF implementation process	MOWCA continues to engage in UNSDCF implementation process.

	in gender related SDGs localization and/or implementation, where at least two UN agencies are involved.				
3.2 GEWE CSO Engagement	- CSOs working on gender equality issues should be involved in all UNDAF/UNSDCF processes (CCA, prioritization, design of Results Matrix, implementation and M&E). - UNCT should consider facilitation/ strengthening of a platform that includes a wide range of actors working on gender equality issues (e.g. Outcome-level type annual meeting on gender equality).	The actions planned under the 3.2 is a work in progress. These actions have been shifted to 2021 due to the change in UNSDCF timeline for COVID19.	GEWE CSOs involved in UNSDCF development process: CCA, prioritization consultation and UNDAF evaluation	CSOs engaged in UNSDCF implementation process	CSOs continue to engage in UNSDCF implementation process.

Dimension 4 – Leadership and Organizational Culture					
4.1 Leadership	N/A.	N/A	N/A	N/A	N/A
4.2 Organizational Culture	- It is recommended for UNCT to keep track of the agency-wise practices (e.g. on prevention of sexual harassment and abuse of authority in the workplace; gender parity, etc.) to maintain the culture of gender equality and women's empowerment. - Run an internal survey to understand the elements/needs that addresses the work life balance, and take needful actions accordingly.	Completed implementation of UNCT Action Plan for Prevention of Sexual Harassment and Abuse or Authority	Staff survey conducted	GETG-HRWG workshop revealed key issues on improving organization culture and has been incorporated in the gender parity strategy draft.	The UNCT adopted a PSEA action plan in 2023 and implementation is ongoing. In addition, a jointly funded national PSEA coordinator is being onboarded, hiring process has not yet been completed.
4.3 Gender Parity	- It is recommended for UNCT to collect agencies' HR data on	Gender Mainstreamed the Business	1. Develop a strategy for gender parity in staffing	Gender parity strategy draft completed. The	Gender Parity Strategy endorsed in February and

	regular basis (e.g. annually), monitor trends and discuss them at UNCT meetings. The HR data collected for this exercise can be used as a baseline. - Since a BoS is going to be developed, it should ensure containing gender-specific actions and indicators, such as joint strategy on addressing work-life balance issues; best practices on attracting candidates from underrepresented groups; monitoring disaggregated data on male-, and female-led vendors, etc.	Operations Strategy (BOS) to include gender-specific actions. The current approved strategy included PSEA, PSHAA under HR plan and Gender responsive procurement in the procurement plan.	based on findings of HR staff parity data and survey responses from all staff on organizational culture, collected as part of the Gender Scorecard exercise. 2 Review implementation of the Gender Parity strategy and collect agencies' HR data on an annual basis. basis to demonstrate positive trends towards achieving parity commitments	process was jointly led by HR WG and GETG, with support from RCO. GETG worked closely with OMT- Procurement group on gender responsive BOS	implementation has started with an HR open day for gender equality, the launch of a mentorship programme, tracking and reporting of gender parity data, and a workshop on special measures for gender parity.

Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	- GETG should be involved in all UNDAF/UNSDCF processes including, but not limited to development of CCA, UNSDCF prioritization, design of results matrix, UNSDCF implementation, monitoring and evaluation, as a group. - To maximize GETG's effectiveness, UN agencies should nominate staff who has decision-making power (ideally, above NOC/P4 level), also taking into account GETG's gender balance. - GETG should have multi-annual pooled budget with contributions of UN agencies (this	The GETG has been proactively involved in the country analysis (both in 2019 and the COVID-19 updated CCA in 2020), strategic prioritization, results framework and M&E (2020 UNDAF evaluation). This has resulted in a strategic priority area for Gender Equality and GBV in the forthcoming UNSDCF. During the UN Sustainable Cooperation Development Framework development exercise, GETG prepared position briefs and	N/A	GETG TOR revised in line with S&Ps; Gender capacity building plan submitted to UNCT for endorsement on multi-annual pooled budget with contributions of UN agencies.	N/A

	would allow for more efficient coordination of GETG and more tangible results). - To strengthen its own capacity, GETG needs more exposure to external learning opportunities (e.g. through ToT, pool of trainers).	strategized effectively to participate in the Theory of Change exercise to ensure that the new Cooperation Framework would reinforce UN Development System work in Bangladesh to accelerate gender-equality and women's empowerment and towards the achievement of SDG 5 in Bangladesh.			
5.2 Gender Capacities	- UNCT should conduct system-wide capacity needs assessment and design a capacity building plan that follows UNDAF/UNSDCF cycle. Implementation of the plan requires joint resources: agencies should contribute with budget allocations for the plan. - UNCT is recommended to include induction package for all new staff and personnel that should include materials with description of gender equality situation in Bangladesh. - UNCT, as a group, should regularly receive refresher trainings on gender awareness, gender programming.	N/A	Capacity development plan draft in place. To be finalized and rolled out from 2022 onwards.	A system-wide gender equality capacity assessment completed, and a capacity building plan developed based on the findings of assessment, survey and desk review. Submitted to UNCT for endorsement.	Gender Capacity Building Plan endorsed in February 2023 and implementation started with a gender analysis training for gender focal points, hosted by UNICEF and facilitated by UN Women, UNFPA, and UNICEF.

Dimension 6 - Resources

6.1 Financial Resources	- UNCT should carry out at least one capacity building event on the gender marker over UNDAF/UNSDCF cycle. - Ensure that UNCT tracks and utilizes UNDAF/UNSDCF budgetary data to ensure adequate allocation of resources for GEWE. Annual budgetary target for GEWE expenditures for the whole UNDAF/UNSDCF should be set, for instance, by calculating annual expenditures on gender-related Joint Annual Work Plans Outputs; monitored and reported on.	N/A	N/A	A training was organized on the UNCT gender equality marker (GEM) for M&E group, PMT, Results Groups and GETG at the beginning of the new UNSDCF cycle.	N/A
Dimension 7 - Results					
7.1 GEWE Results	- Annual reporting against UNDAF/UNSDCF indicators should be conducted in order to see progress against gender-specific indicators, among other. - Next UNDAF/UNSDCF Results Matrix should contain indicators that allow measuring UN contribution to Outcomes.	N/A	N/A	N/A	N/A

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS	Planning
Category	**Documents**

CCA or equivalent	1. Confidential_Bangladesh Common Country Analysis 2020 (original version)
CCA or equivalent	2. Confidential_Bangladesh Common Country Analysis 2023 (updated version)

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
Cooperation Framework	BGD_CF_ SP1 ToC and UN Contributions_Final draft	
Cooperation Framework	BGD_CF_ SP2 Outcomes - UN Contributions SP 2 template	
Cooperation Framework	BGD_CF_ SP3 Outcomes - UN Contributions SP3 with TOC 04.02.2021	
Cooperation Framework	BGD_CF_ SP4 UN Contributions_v060221	
Cooperation Framework	BGD_CF_ SP5 Outcome and TOC_final draft	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
Cooperation Framework results framework	Bangladesh UNSDCF 2022-2026_	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
Joint Program documents	2021-09-29_Signed Prodoc LoGIC 2nd Revised_LOGIC	
Joint Program documents	INFF Revised Prodoc till Dec22	
Joint Program documents	Provati3_logframe	
Joint Program documents	PROVATi³_PDR	
Joint Program documents	WING_Final_Revised_Prodoc_FINAL	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
Communication/Advocacy	16 Days Newsletter 2021	
Communication/Advocacy	Final_ Inclusion in Dialogue Pledge	

Communication/Advocacy	UNCG Priorities and Workplan 2022

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
Cooperation Framework reviews/monitoring data	1. Bangladesh_UNSDCF Indicators_Export	
Cooperation Framework reviews/monitoring data	2. Bangladesh_UNDAF 2017-2021 Evaluation Report 2021	
Cooperation Framework reviews/monitoring data	3. Bangladesh_UNCT Results Report 2022_compressed	
Cooperation Framework reviews/monitoring data	5. Bangladesh_GEM Training report- 20-21 June 2022	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	**Documents**	
Government engagement	INVITA~1	
Government engagement	NATION~1	
Government engagement	UNDAF_~1	
Government engagement	UNSDCF~1	
Government engagement	UNSDCF~2	

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	ATTEND~1	
GEWE CSO engagement	bd-Rapid-gender-analysis-north-northeaster-flood-2022	
GEWE CSO engagement	Invitation_Letter_GBV_CP_WG Jamalpur20April2022	
GEWE CSO engagement	UNDAF_~1	
GEWE CSO engagement	UNSDCF~1	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
RC communications	Survey Bangladesh ALL	
RC communications	UNCT Bangladesh PLANNED RESULTS FOR 2021	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
Organizational culture survey results	Survey Bangladesh ALL	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
UNCT BOS	4. BOS Bangladesh report 2020	
Human Resource documents	3. Bangladesh_Gender Parity Data 2023	
Other	1. UN Bangladesh Gender Parity Strategy 2023-2028	
Other	2. Bangladesh_Meeting_Minutes_UNCT_27 Feb 2023	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	**Documents**	
GTG TOR/AWP	BGD_Gender Equality Theme Group revised TOR_24October2017_rev	
GTG TOR/AWP	BGD_GETG- Focal Points (updated 03 February 2021)	
GTG TOR/AWP	BGD_GETG_Workplan_2020 DRAFT	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	**Documents**	
Capacity development	1. Bangladesh_Participants list_Gender Analysis Training	

Capacity development	2. Bangladesh_Gender Analysis Training Plan
Capacity development	3. UN Bangladesh Gender Capacity Building Plan 2023-2026
Other	4. Bangladesh_Meeting_Minutes_UNCT_27 Feb 2023
Other	5. Bangladesh_RC Email GCBP

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	**Documents**	
Financial resources	4. Bangladesh_UNSDCF Budget (sub-output level)	
Financial resources	5. Bangladesh_GEM budget	
Other	1. Bangladesh_GEM Training report- 20-21 June 2022	
Other	2. Bangladesh_GEM Training participant list	
Other	3. Bangladesh_GEM Roadmap	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	**Documents**	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard

https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability

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