

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Timor-Leste 2023

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



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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – 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 Timor-Leste

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

The 2023 performance indicators were selected based on the last year's assessment. The IAT planned to assess the indicators which were not assessed for a long time after ever since the Comprehensive Report.

In total 7 UN agencies and 7 colleagues joined as the IAT this year. For Indicator 2.1, M&E focal person from RCO, IOM, UNFPA evaluated the Joint Program(JP) monitoring mechanism across UNCT. For Indicator 4.2 and 5.1, GTG coordinator conducted the perception survey across UNCT and comprehensive review on GTG mechanism. For Indicator 4.3, OMT focal person from UNDP evaluated overall gender parity in Staffing by incorporating all the human resource information from all the UN agencies. For Indicator 5.2, Gender focal point from WHO and UNICEF, which is one of the active agencies on capacity development of GEWE, evaluated the current status of the capacity development strategy in UNCT level. For Indicator 6.1, M&E focal person in RCO who is in charge of GEM has analyzed the resources and capacities in place in UNCT Timor-Leste. The Coordinator organized IAT Introductory meeting, covering the technical guidance for each indicator and overall process. Also, managed the workplan(Including the Action Plan Development), Resource Archiving, Communication mechanism between the GTG Co-chairs and the IAT, and overall technical guidance.

UNCT has shown overall engagement, but it further recalls for more active participation and interest in this collective assessment, as there were difficulties encountered when the coordinator and the IAT members reaching out to the UNCT during the assessment process.

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

Coordinator: Gloria Si Eun HWANG (UN Women)

Indicator 2.1: RCO(SangHwa LEE), IOM (Bilal Ahmed), UNFPA (Velomanana Razafimamonjy)

Indicator 4.2: UN Women (Si Eun HWANG)

Indicator 4.3: UNDP (Ronald Kumar)

Indicator 5.1: UN Women (Si Eun HWANG)

Indicator 5.2: WHO (Angelina Amaral Gusmao), UNICEF (Soumen Ray)

Indicator 6.1: RCO (SangHwa LEE)

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	APPROACHING	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	EXCEEDS	No
PI 2.1 Joint Programmes	MEETS	Yes
PI 2.2 Communication & Advocacy	MEETS	No
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	MEETS	No
PI 4.2 Organizational Culture	MEETS	Yes
PI 4.3 Gender Parity	APPROACHING	Yes
PI 5.1 Gender Coordination Mechanism	APPROACHING	Yes

PI 5.2 Gender Mainstreaming Capacities	MISSING	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Timor-Leste 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
APPROACHES MINIMUM REQUIREMENTS

Planning

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

Overall, the Common Country Analysis (CCA) Timor-Leste has a broad gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. However, sex-disaggregated and gender-sensitive data is still missing and lacking in most of section of the CCA which is not met the one of the criteria of minimum requirement.

Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5: Met; Gender equality is included in the introduction, human rights, social situation, economic situation (including employment), environmental situation. The CCA provides a problem, causal and/or risk analysis including gender equality for most SDGs, and especially, under section 4. Country Progress Towards the 2030 Agenda and the SDGs. Gender analysis is incorporated in the majority of sections in the country progress focusing on SDG 2,3,4, 5, 7, 8, 10, 13, 16 and 17. Also, in risk analysis, it analyzed that social cohesion and gender equality is one of the five main clusters of risks that could hinder Timor-Leste's from achieving the SDGs.

Some sex-disaggregated and gender sensitive data: UNMET ; Some data use sex-disaggregated data where data was deemed to be available including agriculture, gender equality, employment. However, no disaggregation was provided in the majority of sectors including health, education, climate change, governance and environment. Also, The section on gaps and challenges towards achieving the 2030 agenda includes reflections in the need for more gender disaggregated data, despite improvements which explains disaggregation of data is more lacking in current situation.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

EXCEEDS MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; 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 UNSDCF Timor-Leste (2021-2025) has 6 Outcomes: 1) Nutrition, food security and sustainable agriculture, 2) Sustainable economic opportunities and decent work for all, 3) Early childhood development and life-long learning outcomes and skills, 4) Quality health care and well-being, 5) Accountable, inclusive and participatory governance and quality public services; 6) Sustainable management of natural resources and resilience to climate change. Gender equality is clearly and visibly mainstreamed in all Outcomes and their Sub-Outcomes in line with the SDG priorities (including SDG 5) and the Theory of Change. The content in all Outcomes and its Sub-Outcomes include substantive references to gender equality, and there is a good connection between the challenges to gender equality identified in the CCA and the Outcomes. The needs of and the inequalities experienced by the most marginalized groups including women and girls are taken into consideration and addressed in the content of all Outcomes.

The UNSDCF has one gender-targeted outcome (Outcome 5), with gender equality and empowerment of women and girls as a primary objective, and in line with the UNSDCF Theory of Change and SDG priorities, including SDG 5. The Outcome 5: Accountable, Inclusive and Participatory Governance and Quality Public Services has 4 Sub-Outcomes, which specifically target gender equality, and the intended results are to ensure transparent, inclusive, accountable and gender-responsive governance systems that are focused on people's rights and needs, and promote equal participation in democratic institutions and increased access to inclusive and efficient public services at sub-national levels, particularly the excluded or under-represented, including women, children and migrants. The intended result of the Outcome 5 is not only access to the

rule of law and public services for all people of Timor-Leste, but also improvement of social cohesion and inclusiveness and an end to violence against women and children.

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
EXCEEDS MINIMUM REQUIREMENTS**

Planning

More than half of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

The six Outcomes under UNSDCF for Timor-Leste consists of a total of 104 indicators across all outcomes. From this number, 63 indicators, or nearly 61% of all indicators, are considered as measuring change in gender equality and empowerment which include data disaggregation nearly in all outcomes. The data disaggregation contains sex (gender), age, municipalities, etc. However, around 15% of the UNSDCF result matrix indicators for baseline data is missing and around 30 % of the (total/aggregated) indicators do not have targets for 2025. The M&E group is currently in discussion on how best to address these missing data.

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
MEETS MINIMUM REQUIREMENTS**

**Programming and
M&E**

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

Findings and Explanation

Criterion a) Gender equality is visibly mainstreamed into at least 50% of JPs operational at the time of assessment.

Meets criterion a

As of early 2023, UN agencies reported a total of 8 JPs to RCO.

Based on guidance (p.31), IAT assessed 50% of JPs to ensure a reliable sample size.

All the 50% of JPs met all three sub-criteria (gender-mainstreamed situation analysis, program priorities, and results-based framework) and thus were assessed as 'visibly gender-mainstreamed'.

By sub-criteria, all JPs satisfied gender-mainstreamed situation analysis to some extent, including the analysis on addressing how the existing gender inequalities in the country/society make greater impacts of the current situation/problem (e.g., climate change, economic crisis after COVID-19) on women and girls. What made 3 out of 8 JPs not being qualified as 'visibly gender-mainstreamed' were due to their program priorities - not incorporating their gender-related analysis results into their intervention areas, not making it clear how their programs will ameliorate the analyzed aspects on gender inequality, and their results-based framework not

visibly show GEEW results on outcomes, sub-outcomes or outputs.

Criterion b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNSDCF period in line with SDG priorities including SDG5

Meets criterion b

There are 3 ongoing JPs that promote GEEW and are operational over current 2021-2025 UNSDCF period in line with SDGs, including SDG 5. The JPs are namely Spotlight Initiative, Together for Equality, and Entrepreneurship, Energy, Empowerment for Women (3E4 for Women). These JPs go beyond just gender targeting, and mainstreams GEEW in their situation analysis, program priorities, and work plans including outcome indicators for M&E; These JPs analysed relationships between men and women, their access to resources and activities, and multidimensional factors that condition women to have limited access to those compared to men. The main objectives of these JPs are GEEW including elimination of VAWG, they conduct gender-sensitive analysis and consider its result in program activities over areas of policy advice, capacity building and more specifically for empowering women and girls in policy/decision-making process and transforming social norms and attitudes of societies towards GEWE. JPs' key outcomes in results matrix are gender-mainstreamed, such as 'Enhanced legislation and policy environment for eliminating violence against women and girls and other forms of gender discrimination, is in place and translated into action', and 'Number of journalists better able to sensitively report on GEWE more broadly'.

Criterion c) A system is in place to ensure gender mainstreaming in JPs.

Do not Meet criterion c

There is no system in place to ensure gender mainstreaming in JPs, at UNCT level. There is a coordination meeting with UN Women done on a regular basis (Gender Thematic Group (GTG) meetings), but no screening or quality control mechanism nor checklist or any other systematic approach to verify that gender mainstreaming is done.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. Addressing Protection Risks in Humanitarian Settings in Timor-Leste and Papua New Guinea (IOM; UNICEF)
2. Building Resilience & Ending Vulnerabilities in Small Island Developing States (SIDS) (FAO; WFP; WHO)
3. Entrepreneurship, Energy, Empowerment for Women (3E4Women) (UNDP; UN Women)
4. Hamutuk ba Igualdade/Together for Equality (UNDP; UNFPA; IOM; UN Women)
5. Spotlight initiative to eliminate violence against women and girls (ILO; UNDP; UNICEF; UNFPA; UN Women)

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

- IOM & UNICEF (2022) ADDRESSING PROTECTION RISKS IN HUMANITARIAN SETTINGS IN TIMOR-LESTE AND PAPUA NEW GUINEA; IOM & UNICEF (2021) ASSESSING VULNERABILITIES AND RESILIENCE IN BORDER COMMUNITIES IN TIMOR-LESTE THROUGH THE HUMAN SECURITY APPROACH IN THE CONTEXT OF COVID-19; WFP, FAO & WHO (2023) Joint SDG Fund Building Resilience & Ending Vulnerabilities in SIDS - Joint Programme 2022 Annual Progress Report.
- UNEP (2021) Gender Assessment FP171: Enhancing Early Warning Systems to build greater resilience to hydro- meteorological hazards in Timor-Leste; UNEP (2021) Gender Action Plan FP171: Enhancing Early Warning Systems to build greater resilience to hydro- meteorological hazards in Timor-Leste;
- FAO, UNEP & UNOPS (2022) Annual Performance Report FP171: Enhancing Early Warning Systems to build greater resilience to hydro- meteorological hazards in Timor-Leste;
- UNDP & UNW (n.d.) Joint Programme Document and Fund Transfer Request - Development Emergency Modality - Response to the Global Crisis on Food, Energy, Finance.;
- IOM, UNDP, UNFPA, & UN Women. (2020). Hamutuk ba Igualdade (Together for Equality: Preventing and Responding to Gender-Based Violence in Timor-Leste).;
- WFP & WHO (2021) SAY NO TO 5S (Starvation, Soil-transmitted helminthiasis, Skin diseases, Smoking and Sugary/Alcoholic Drinks) in Schools (2021-2025/USD 7.86M) 2021 KOICA Project/Program Proposal ;
- UN. (2022). Spotlight Initiative To Eliminate Violence Against Women and Girls Country Programme Document Timor-Leste.

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.

This Performance Indicator was not re-assessed in 2021. According to the Consolidated Report submitted in 2020, the explanation of why it was rated as "Meets minimum requirements" is as follows:

To meet this requirement the UNCT was required to demonstrate that they had undertaken gender equality and women's empowerment GEEW communication activities and advocacy i campaigns. Additionally, the UNCG (or other relevant group) should have a current Annual Workplan (or equivalent) which visibly includes gender equality and women's empowerment communication activities are . Throughout the UNDAF period, the UNCT has undertaken communications and sdvocracy initiatives to advance gender equality and women's empowerment . The 2019 International Women's Day was a joint advocacy event of all the UN agencies toward gender equality and empowerment of women (GEEW). During the event, UN Women, sister UN Agencies, and partners of Timor-Leste lead activities, showed how innovation and collaboration could contribute to creating more efficient and gender-responsive public space planning and practices. This acted as a catalyst for high-level commitment for safer and more inclusive public spaces for women, girls and all people.

In addition to this, several UN agencies have actively participated and contributed to an annual joint campaign and events on GEEW advocacy. On November 2018, UN agencies UN Children's Fund (UNICEF), UN Population Fund (UNFPA), World Food Program (WFP) and UN Women committed to participate and contributed to the 16 Days Campaign themed 'Orange the World: #Hear Me Too' in Dili and Baucau, involving various communities and age groups. This worked in tandem to the international campaign on the prevention and elimination of violence against women and girls. One event in particular focused on promoting gender-equitable caregiving called "Swedish and Timorese Dads"; a photo exhibition and workshop for parents. Since 2015, the UNCT has supported national gender equality campaigns, related to the Beijing +20 in 2015, and as part of the 2020 preparations for Beijing+25 (with #GenerationEquality utilized across agencies in 2019, especially around the 16 Days Campaign) and mobilizing around the Safe Cities/#DiliSeguru efforts to end sexual harassment since 2017.

In terms of communications strategies throughout UN agencies, the UNCG works to ensure all members are well-updated on all the major campaigns or events run by each agency, including those relevant to GEEW. Within this platform, members can also plan and decided the communication strategy for the events and campaigns. In this regard, the UN in Timor-Leste since 2013 and via the UN GTG has consistently supported joint communications as part of the 16 Days Campaign, for example, since 2017 having joint inter-agency events and also joint events featuring gender equality issues at other times during the year, approaches the minimum requirements set by the Scorecard. There were also joint events for international youth day in 2018 which highlighted issues of sexual harassment through advocacy.

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.

2022 performance assessment on gender sensitivity results in M&E components shows that two of the below criteria are met.

The UNCT has met the criteria(a). UNSDCF Results Matrix data for gender sensitive indicators were gathered as planned. The Monitoring & Evaluation remains a clear component of the result management plan of the UNSDCF. There is a clear dedication to measure gender equality and GEWE given the UNSDCF M&E Strategy is developed at the country-level based on the principle of Leaving No One Behind and reflects on sex disaggregated data. cf. UNSDCF Results framework) The UNSDCF Results Matrix data aims to measure progress against gender-specific results, as guided by the annual availability of this data. Measuring and filling gaps on disaggregated data still remains the main challenge for the M&E group . During the Mid-Year Review of the UNSDCF, Results group 5 conducted the meeting to assess the progress against gender specific results, however most of the updated data were neither generated nor collected for updates, partly due to either missing and unavailable data in the country. Given that the Decadal Census is currently being conducted and results will be available in 2023, these gaps are likely to be filled.

The UNCT has met the criterion (c). The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNSDCF cycle.

UN Women organized a two-day training for the GTG & the UNSDCF M&E Group focal points on 9th and 10th August. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points, respectively. The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E. The Census 2022 and the DHS 2023 will be key documents for providing disaggregated data. There is also potential to include more gender responsive language in the Joint Work Plan (JWP) activities/sub-output themselves.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

<p>Performance Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS</p>	<p>Partnerships</p>
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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.

The UNCT Timor-Leste meets the criteria (a). The UNCT collaborated with over two government institutions on two joint initiatives for promoting elimination of gender-based violence (GBV) within the current UNSDCF cycle (2021-2025). Through the two joint large scale programmes on GBV – EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, UN Women, UNFPA, UNDP, UNICEF, IOM and ILO partnered with the Government institutions, including Secretariat of State for Equality and Inclusion (SEII), Ministry of Social Solidarity and Inclusion (MSSI), Ministry of Health, Ministry of Justice and National Police of TL (PNTL), Secretariat of State for Youth and Sports to promote improved access to essential public services (health, justice and social services) for women and girls, among other survivors of violence, and promoting enabling legislation and policy environment for eliminating violence against women and girls and other forms of gender discrimination.

Additionally, in 2022, the UN has signed MoUs / Partner Agreements with the Government counterparts including the Office of President, Ministry of Public Work, Ministry of Education, Secretariat of State for Civil Protection, and Civil Protection Authority to strengthen strategic partnership to advance national agenda of gender equality.

The UNCT also meets the criteria (b). The SEII, as the national women's machinery, participated in all stages of the UNSDCF processes. In 2020, when the UNSDCF 2021-2025 (and UN Women's Strategy Note which contributes to and aligns with the UNSDCF) was being drafted, the SEII participated in the consultation and validation. From 2021 till now, the SEII has been actively collaborating with the UNCT in the UNSDCF implementation (particularly Outcome 5.4 - ending gender-based violence). In December 2021 and July 2022, the SEII, as the UNSDCF Joint Steering Committee member, participated in the Joint Steering Committee meetings (monitoring) and provided feedback to the UNCT in the UNSDCF implementation.

The UNCT meets the criteria (c), as it has made substantial and joint contribution within the current UNSDCF cycle to strengthen the capacity and engagement of the Government in gender-related SGs localization and implementation. The UNCT, through the EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, provides technical assistance and financial support to the SEII in the development of the third National Action Plan on Gender Based Violence for period of 2022 – 2032. The third NAP GBV was approved by Council of Ministries on 28 September 2022, and will be launched in November 2022. With the extensive technical and advisory support of UN Women, the Ministry of Interior and the NAP 1325 Secretariat have enhanced capacity in leading the planning and coordination of the development of the second National Action Plan on United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security (2022 -2026) – NAP 1325. The NAP 1325 Secretariat, with the support of UN Women, has increased coordination capacity and initiated rounds of national and sub-national consultations with 15 line ministries and 9 CSOs to review lessons learnt and good practices of the first NAP, which informed the drafting of second NAP. The MoI and line ministries have demonstrated increased national ownership of the WPS agenda with the government-led NAP development process, and implementation and monitoring mechanism in the second NAP framework. The NAP 1325 will be launched in December 2023.

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.

The UNCT Timor-Leste meets the criteria (a). Through the two joint programmes on GBV – EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, the UNCT collaborated with over 10 civil society organizations (particularly those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization), including Rede Feto, Belun, ADRA, Alola Foundation, CODIVA, CBDRM, Ba Futuru, FOKUPERS, Scout, CRS, Plan International, and World Vision International to strengthen the civil society's capacity in effectively influencing and advancing progress on GEWE and ending GBV, including DV/IPV. The UN through the Spotlight Initiative works with numerous alliances and networks reaching around 7 key organizations on gender issues and any more indirectly, to support and build the women's movement.

The UNCT also meets the criteria (b) and (c).

Rede Feto Timor-Leste, which is a network of organizations in Timor-Leste working to promote gender equality and women's empowerment through advocacy and networking, is a member of the UNSDCF Joint Steering Committee. It is engaged in most of the processes in the UNSDCF cycle, including development of the UN Women's Strategy Note 2021-2025 (which directly contributes to the UNSDCF in Outcome 2 and 5) and implementation of the UNSDCF (particularly in Outcome 5).

Thus, it meets the criteria b

Through the UN joint programmes on GBV, the UNCT engaged and provided technical and financial support to Rede Feto in strengthening the civil society network and advocacy for leading the transformative change in gender norms and eliminating violence against women and girls. Besides, in 2022, UN Women partnered with Rede Feto in developing capacity of CSOs' staff and local communities on Women's Safety Audit (WSA). 16 public spaces will be audited in Dili, Covalima, Baucau, and RAEOA. Additionally, Rede Feto through EVAWG Forum has conducted series of activities to increase members' knowledges and skills on VAWG and strengthen coordination with marginalized group, rede referral, community police and community leaders. Furthermore, in September 2022, RCO organized CSO dialogue to strengthen the CSOs' participation and engagement. Leaving no one behind approach was integrated in every aspect of the agenda, focusing on disadvantaged groups (including marginalized women, indigenous peoples, persons with disability, youth, minorities and victims of racism, LGBTIQ+ people, migrants, older persons).

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.

This Performance Indicator is not re-assessed in 2021. According to the Consolidated Report 2020, it was rated as "Meet minimum requirements" and the reasons for the rating are as follows:

Gender equality is addressed in the UNCT meetings as both a separate agenda item and integrated into UNCT discussions as relevant. From March 2018 to July 2019, the Resident Coordinator demonstrated leadership and commitment on gender equality in all 17 speeches made over this period. Additionally, at UNCT meetings, gender themes were mentioned/discussed approximately 36 times from March 2018 to May 2019. In regard to performance metrics, there is no assessment of results and competencies related to gender mainstreaming by the UNCT in the last 12 months. This matches the minimum requirements of the Scorecard indicator.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

Leadership and
organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The survey was sent to all HOAs with instructions to distribute to all personnel through the RCO and UNCT-SWAP Gender Equality Scorecard Coordinator. The results, with nearly equal participation from National/International and Male/Female staff, with over 95% of the Confidence Level (144 staffs), yielded an overall positive rating of 76.2% (6% Negative, 17.8% Neutral), surpassing the minimum requirement of 65% across 10 questions addressing gender equality, discrimination, and work-life balance.

The score for UN system's efforts for equal gender representation at all levels was the highest at 84.56%. Perception of Equal treatment for all UN personnel in UNCT was also high with 83.09%. Followed by the perception of UN personnel's demonstration of commitment to gender equality in the workplace, which was 82.35%.

Support from Heads of Agencies on adequate balance between work life and home life scored the lowest with 65.44% of positive ratings, encouraging the need for UNCT Timor-Leste's Heads of Agencies to improve a flexible working environment for the improvement.

Refer to the Supporting Document for more detailed information.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Results of the survey of staff perception of organizational environment for gender equality (total 144 responses of 700 personnel; confidence interval of 7.5)

PI 4.3 Gender Parity

Performance Indicator 4.3:
Gender parity in staffing is achieved
APPROACHES MINIMUM REQUIREMENTS

Leadership and
organizational culture

(a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Meets criterion a

The UNCT Timor-Leste does not have a separate mechanism to measure gender parity in staffing however OMT keeps a record of individual agency's gender parity records through the agency HR focal points and reports to UNCT as and when required. As of November 2023, women comprised 46% of the Fixed Term International Professional Staff (21 out of 46) and Fixed Term GS Staff 48% (30 out of 62), Fixed Terms National Officers of which 49% are women (35 out of 71) and 67% of the UN Volunteers 20 out of 30) achieving gender parity as per definition. The service contract 41% (105 out of 257) were women hence did not achieve gender parity in this category compared to 2022.

Moreover, the assessment found that further improvement for achieving gender parity in staffing is in areas of UN drivers may be required whereby 100% are male however given the current market in Timor-Leste it will be difficult. But it is worth mentioning that the UN agencies made attempts to recruit eligible women drivers in Timor-Leste in 2023, however due to lack on interest from female, all male applicants were received.

Overall, women made up 46% of the total number of UN staff (if drivers are not included in the calculation), which is slightly less than 2022 which was 47%.

Do not meet criterion b

It is encouraging that the consistency on hiring female staff overall remains similar in comparison to last year however no further progress has been made. Efforts are mainly at the agency level and being reported as required.

Meets criterion c

Under the Timor-Leste Common Human Resources services in BOS, the gender parity has been indicated. These efforts has been mainstreamed in the Human resources efforts on recruitment and under the respective agency HR policy.

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.

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	55
G2	31	32
G3	0	0
G4	0	0
G5	0	0
G6	0	0
G7	0	0
NOA	20	10
NOB	105	152
NOC	38	36
NOD	0	0
P1	0	0
P2	0	0
P3	22	25
P4	0	0
P5	0	0
P6	0	0
D1	0	0
D2	0	0

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

2023 Sex-disaggregated staffing data

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.

Meets criterion a

The Gender Theme Group (GTG) Timor-Leste has been chaired by HoAs from UN Women (Ms. Amy Nishtha Satyam) as the Chair and UNFPA (Ms. Pressia Arifin Cabo) as the Co-Chair. The composition of the leadership is stated in the GTG ToR that the Chair and Co-Chair shall be the appointed Head of Agency from UNCT.

Meets criterion b

The Gender Theme Group (GTG) Timor-Leste has a comprehensive set of operational guidelines, known as the Terms of Reference (ToR). These guidelines outline the group's overarching purpose, specify the structure of its membership and leadership, set the frequency of meetings and reporting, assign various responsibilities, and establish the framework for financial allocations. Moreover, the GTG has been formulating an annual work plan, indicative of its commitment to deliver tangible results.

However, it is noteworthy that the current ToR, approved by UNCT in June 2021, does not fully capture the recent internal developments and the group's present focus areas. Consequently, several provisions within the ToR have not been effectively executed as pledged, particularly concerning the composition of the group including the focal points' performance appraisals, reporting procedures, and financial arrangements. As a result, the GTG's oversight of the Annual Work plan has been inadequate and lacks the necessary sustainability measures.

Do not meet criterion c

The current composition of the Gender Theme Group (GTG) Timor-Leste predominantly comprises technical staff members selected by their respective Heads of Agency, in alignment with the provisions outlined in the Terms of Reference (ToR). The ToR specifies that the focal points and alternate staff participating in the GTG should be designated by their Heads of Agency, acting under the delegated authority of their respective superiors. It further emphasizes the accountability of the Heads of Agency to the United Nations Country Team (UNCT) for their agency's involvement in the GTG. Notably, the current roster of members lacks the representation of senior personnel (P4 and above).

Do not meet criterion d

The GTG Timor-Leste has not collectively contributed substantially to the United Nations Sustainable Development Cooperation Framework (UNSDCF). Instead, individual agencies have primarily engaged with the UNSDCF, often relying on internal resources provided by UN Women, rather than leveraging the collective capabilities of the GTG.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has a TOR and an approved annual work plan.
- A coordination mechanism for gender equality is chaired by a HOA.

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)

- TOR for UNCT Gender Theme Group Timor-Leste
- 2023 GTG Annual Work Plan

PI 5.2 Gender Mainstreaming Capacities

**Performance Indicator 5.2:
UNCT has adequate capacities developed for gender
mainstreaming
MISSING REQUIREMENTS**

**Gender architecture and
capacities**

Did you reassess the Performance Indicator in this reporting year

- Yes

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

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

Meets criterion a

Internal communications conducted with Gender Focal Point from each agency including UNICEF, WHO, UNFPPA, UN Women and UNDP and it was found that there are no Interagency conducted during the year of 2023.

2022 capacity development was conducted to the GTG focal points as well as the UNSDCF and M&E group members from each agency. To ensure in addressing the specific needs and strengthen the capacity on key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in Programme planning, implementation, and M&E. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points respectively which supporting their Agencies to mainstream gender in programming (including JWP, joint programmes), and contributing to system-wide efforts in promoting gender equality.

Criteria b, c) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. / UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Do not Meet criterion b and c

a. We do not meet the requirement; It is identified that there is no capacity development plan developed based on the capacity assessment and or undertaken within the UNSDCF cycle.

b. We do not meet the requirement: While several agencies have gender specific orientations to staff, there are no uniformized induction package for UN staff identified.

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

- Concept Note Lists of participants, Photo of the training sessions and sessions materials for day 1 and 2.

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

APPROACHES MINIMUM REQUIREMENTS

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

Meets criterion a

UN Women organized a two-day training for the gender thematic group (GTG) and the UN monitoring and evaluation (M&E) group on 9th and 10th August 2022. In total, 22 colleagues from 9 Agencies participated in the training (GTG members n = 6, M&E n = 3).

The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E.

Do not meet criterion b

UNCT in Timor-Leste has not established a financial target for program allocation for GEWE. For the financial target, 70% or more available resources should be with GEM 2 or 3, according to QCPR indicator 1.4.18. However, it has not been discussed

at UNCT level. This was confirmed by a GTG coordinator at UN Women.

“The inter-agency UNCT-Gender Equality Marker (UNCT-GEM) is a UNSDG tool to capture how UNCTs are allocating resources collectively towards GEWE. ... A financial threshold of 70% of the UNCT annual funding framework available resources to be allocated to activities with gender equality as a significant or principal objective (UNCT-GEM 2 or UNCT-GEM 3) was introduced in 2021 (QCPR indicator 1.4.18).... (UNW, 2023, p.3)”

Note: In Timor-Leste, UNCT has a tracking system on GEWE through Gender Equality Marker (GEM) collected through joint work plan of the current 2021-2025 UNSDCF. However, GEM data has not been reported/updated by UN agencies in a consistent manner (last update: 2021), nor quality-assured with a clear mechanism (e.g., before updating in UN INFO, GTG to verify GEM code decisions and justifications submitted by agencies).

Do not meet criterion c

UNCT in Timor-Leste has not established a financial target for program allocation for GEWE (failing the criterion b).

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)

- Concept Note Lists of participants, Photo of the training sessions and sessions materials for day 1 and 2.

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

The UNCT is on track to achieve all GEWE results (particularly the gender-targeted results) as planned in the UNSDCF outcomes in line with SDG principles, including SDG 5. 2021 is the first year of the UNSDCF implementation. Some of the planned GEWE results at the outcome level will take a few years to be fully achieved, however, the planning and implementation is progressing as intended. Under Sub-Outcome 5.1 (Rule of Law and Access to Justice), the support provided to Ministry of Interior- DNPCC in launching the national gender-responsive mediation guideline and strengthening capacity of women mediators is in progress and contributing to the women's participation in the alternative dispute resolution processes. Under Sub-Outcome 5.2 (Reform of Public Administration), the ongoing technical support contributed to three key legislations promulgated in 2021 (2 in the area of decentralization – municipal electoral law and law on local administration, and 1 in the area of justice – organization of the justice sector). UNDP and UN Women provided extensive support in Gender Responsive Budgeting. These are the keys in realizing the decentralization agenda, as well as ensuring dedicated budget in pursuit of gender equality in Timor-Leste. Under Sub-Outcome 5.3 (Citizen's participation and decentralized service delivery), the ongoing technical support to the COVID-19 resilient election and the planning of women's leaders capacity development for increasing women's participation in elections are in progress and contributing to the pursuit of safe, democratic and transparent elections, and equal participation in public decision-making roles. Under Sub-Outcome 5.4 (elimination of GBV and violence against children), the implementation of two joint-UN programmes: EU-UN Spotlight Initiative of Ending Violence Against Women and Girls, KOICA-UN Together For Equality are ongoing. The joint-UN UNPRPD Empower For Change (ending violence against women and girls with disabilities) ended in January 2021.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Timor-Leste 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
Dimension 1 - Planning				
1.1 Common Country Analysis	N/A	NA	NA	N/A
1.2 Cooperation Framework Outcomes	A checklist of gender-responsive actions will be created for mainstreaming gender into UNSDCF Outcomes and Outputs and to support the development of results frameworks for Joint Work Plans and Joint Programmes under the UNSDCF.	The GTG conducted training sessions for mainstreaming gender into UNSDCF Outcomes (and Activities) and to support the development of results frameworks for Joint Work Plans and Joint Programmes under the UNSDCF. In January to February 2021, the GTG members conducted a peer review and gender mainstreaming analysis for the UNSDCF JWP 2021, including the review of indicators, outcomes and activities statements and the GEM scoring. The suggestions from the peer review were shared and presented to the UNSDCF M&E Group for their further review on	UN Women organized two-day training for the GTG & the UNSDCF M&E Group focal points on 9th and 10th August. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points respectively. The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E.	N/A

		mainstreaming gender in the JWP. In March 2021, the GTG and the RCO delivered a technical training session to the UNSDCF M&E Group for mainstreaming gender in the UNSDCF JWP (indicators and disaggregated data collection), and the scoring of GEM in the JWP.		
1.3 Cooperation Framework Indicators	A checklist of gender-responsive actions will be created for mainstreaming gender into UNSDCF Outcomes and Outputs and to support the development of results frameworks for Joint Work Plans and Joint Programmes under the UNSDCF	The UNSDCF M&E Group has been working on collecting the disaggregated data for the baseline and target values in the UNSDCF. There were technical sessions to review and discuss the collection of disaggregated data for the indicators and its importance.	In this UNSDCF 2021-2025, the M&E Group ensured that the indicators are regularly reviewed and disaggregated, including by sex and age, to the extent possible. Since, the Census 2022 and DHS 2023 are not yet completed, hence, the comprehensive review and update of indicators data has not been done yet. For the integration of GEWE and the Gender Marker in the UNSDCF, the Mid-year review emphasized on the integration of Gender/climate/child markers in future programming. The data on gender marker was collected last year and was planned to be entered during this time period, however, due to non availability of gender tab in UNINFO it is still not uploaded. In 2022, the follow up trainings were conducted to strengthen capacity of the GTG focal points and the UNSDCF M&E Group members in supporting their Agencies to mainstream gender in programming (including joint programmes), and contributing to system-wide efforts in promoting gender equality.	N/A
Dimension 2 – Programming and M&E				
2.1 Joint Programs	Develop a toolkit for gender-responsive Results-based Management capacity development package for inter-	In the GTG Annual Work Plan 2021, the GTG planned to develop a toolkit for gender-responsive Results-based Management	UN Women organized two-day training for the GTG & the UNSDCF M&E Group focal points on 9th and 10th August. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points respectively.	Incorporate an adequate screening mechanism, internal peer review, or any other quality control system at UNCT level to integrate and

	<p>agency results groups and corresponding checklist to inform gender mainstreaming joint workplans and inter-agency results groups and joint programmes - and Conduct training to Results Groups on integrating gender-responsive approaches in their programs and results frameworks using tools developed. Develop Country Gender Equality Profile with SEII and GDS, including secondary analysis of existing and upcoming research.</p>	<p>capacity development package for inter-agency results groups and corresponding checklist to inform gender mainstreaming in joint workplans and inter-agency results groups and joint programmes, as well as to conduct training to Results Groups on integrating gender-responsive approaches in their programs and results frameworks using tools developed. However, due to the limited capacities of the organising agency (UN Women) in 2021, this initiative will be postponed to 2022. In December 2021, the GTG organized the first Annual Learning Session on GEWE JPs. The programme teams from the Spotlight, Together for Equality and Empower for Change shared lessons learnt and reflections of the JP implementation. This serves as a good opportunity for encouraging inter-agency and cross-programme dialogue for mutual learning and knowledge sharing on the GEWE JP implementation.</p>	<p>The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E. Additionally, through the two joint programmes on GBV – EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, UN Women, UNFPA, UNDP, UNICEF, IOM and ILO partnered with the Government institutions, including Secretariat of State for Equality and Inclusion (SEII), Ministry of Social Solidarity and Inclusion (MSSI), Ministry of Health, Ministry of Justice and National Police of TL (PNTL), Secretariat of State for Youth and Sports, as well as the civil society organizations to promote improved access to essential public services (health, justice and social services) for women and girls, among other survivors of violence, and promoting enabling legislation and policy environment for eliminating violence against women and girls and other forms of gender discrimination.</p>	<p>assess gender equality and women's empowerment (GEWE) across Joint Programmes (JPs) comprehensively. In addition, to ensure active participation from all agencies to the GTG sessions is suggested because the low attendance from the agencies in GTG sessions further hinders UNCT to ensure all JPs to mainstream GEWE.</p>
2.2 Communication and Advocacy	Develop a joint communications	UNCG to report.	A joint communication strategy	N/A

	workplan and an advocacy strategy (including guidelines or training related - specifically with trauma-informed approaches, and gender-specific objectives)			
2.3 Cooperation Framework M&E	Develop a toolkit for gender-responsive Results-based Management capacity development package for inter-agency results groups and corresponding checklist to inform gender mainstreaming joint workplans and inter-agency results groups and joint programmes - and Conduct training to Results Groups on integrating gender-responsive approaches in their programs and results frameworks using tools developed. Develop Country Gender Equality Profile with SEII and GDS, including secondary analysis of existing and upcoming research.	As per the previous UNCT-SWAP card assessment (February 2020), it was noted that the UNDAF outcomes and objectives were not commonly understood and indicators were not specific, measurable, achievable, relevant or time based (SMART goals), or regularly monitored. In this UNSDCF 2021-2025, the M&E Group has ensured that the indicators are regularly reviewed and disaggregated, including by sex and age, to the extent possible. In the previous assessment, no training had been conducted in the M&E Group over the UNDAF cycle. During the first year of the UNSDCF, 2021, the GTG has conducted short trainings on the GEM scoring, the M&E Group conducted a gender review of the UNSDCF activities/sub-outputs, and the GTG conducted a peer	In this UNSDCF 2021-2025, the M&E Group ensured that the indicators are regularly reviewed and disaggregated, including by sex and age, to the extent possible. Since, the Census 2022 and DHS 2023 are not yet completed, hence, the comprehensive review and update of indicators data has not been done yet. For the integration of GEWE and the Gender Marker in the UNSDCF, the Mid-year review emphasized on the integration of Gender/climate/child markers in future programming. The data on gender marker was collected last year and was planned to be entered during this time period, however, due to non availability of gender tab in UNINFO it is still not uploaded. In 2022, the follow up trainings were conducted to strengthen capacity of the GTG focal points and the UNSDCF M&E Group members in supporting their Agencies to mainstream gender in programming (including joint programmes), and contributing to system-wide efforts in promoting gender equality.	N/A

		<p>review of the gender score in the UNSDCF Joint Work Plan (JWP). Therefore, there has been strong developments in this front. The M&E Group has identified, however, that there still remains gaps with regards to missing disaggregated data, but this is primarily due to lack of availability of data, rather than due to lack of monitoring, especially as several reviews have been done to fill in data gaps, in particular when it comes to sex, age and municipality-level data.</p>		
Dimension 3 - Partnerships				
3.1 Government Engagement	<p>Ensure representation of women's machinery and women's rights CSOs in UNSDCF National Steering Committee.</p>	<p>The national women's machinery (SEII) and CSOs advocating for gender equality are the members of the UNSDCF National Steering Committee.</p>	<p>The UNCT collaborated with over two government institutions on two joint initiatives for promoting elimination of gender-based violence (GBV) within the current UNSDCF cycle (2021-2025). Through the two joint programmes on GBV – EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, UN Women, UNFPA, UNDP, UNICEF, IOM and ILO partnered with the Government institutions, including Secretariat of State for Equality and Inclusion (SEII), Ministry of Social Solidarity and Inclusion (MSSI), Ministry of Health, Ministry of Justice and National Police of TL (PNTL), Secretariat of State for Youth and Sports to promote improved access to essential public services (health, justice and social services) for women and girls, among other survivors of violence, and promoting enabling legislation and policy environment for eliminating violence against women and girls and</p>	N/A

			<p>other forms of gender discrimination. The UNCT also meets the criterion (b). The SEII, as the national women's machinery, participated in all stages of the UNSDCF processes. In 2020, when the UNSDCF 2021-2025 (and UN Women's Strategy Note which contributes to and aligns with the UNSDCF) was being drafted, the SEII participated in the consultation and validation. From 2021 till now, the SEII has been actively collaborating with the UNCT in the UNSDCF implementation (particularly Outcome 5.4 - ending gender-based violence). In December 2021 and July 2022, the SEII, as the UNSDCF Joint Steering Committee member, participated in the Joint Steering Committee meetings (monitoring) and provided feedback to the UNCT in the UNSDCF implementation. The UNCT has been jointly working on strengthening the capacity and engagement of the Government in gender-related SGs localization and implementation. The UNCT, through the EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, provided technical assistance and financial support to the SEII in the development of the third National Action Plan on Gender Based Violence for period of 2022 – 2032. The third NAP GBV was approved by Council of Ministries on 28 September 2022, and will be launched in November 2022. With the extensive technical and advisory support of UN Women, the Ministry of Interior and the NAP 1325 Secretariat have enhanced capacity in leading the planning and coordination of the development of the second National Action Plan on United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security (2022 - 2026) – NAP 1325. The NAP 1325 Secretariat, with the support of UN Women, has increased coordination capacity and initiated rounds of national and sub-national consultations with 15 line ministries and 9 CSOs to review lessons learnt and good practices of the first NAP, which informed the drafting of second NAP.</p>	
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			The MoI and line ministries have demonstrated increased national ownership of the WPS agenda with the government-led NAP development process, and implementation and monitoring mechanism in the second NAP framework. The NAP 1325 will be launched in December 2023.	
3.2 GEWE CSO Engagement	GTG to share directory of organizations working on gender equality to consistently engage with mainstream sector activities, especially in non-traditional areas.	The SEII developed a directory of CSOs promoting gender equality, UN Women has been requesting for the e-copy version which will be shared with the GTG members.	Through the two joint programmes on GBV – EU-UN Spotlight Initiative and KOICA-UN Together for Equality Project, the UNCT closely collaborated with civil society organizations (particularly those representing youth and groups facing multiple and intersecting forms of discrimination/marginalisation), including Rede Feto, Belun, ADRA, Alola Foundation, KP, Esterlla CODIVA, CBDRM, Ba Futuru, FOKUPERS, Scout, CRS, Plan International, and World Vision International to strengthen the civil society's capacity in effectively influencing and advancing progress on GEWE and ending GBV, including DV/IPV.	N/A

Dimension 4 – Leadership and Organizational Culture

4.1 Leadership	Annual inclusion of gender equality indicators for UNCT Assessment of Results (e.g. The RC leads UN in advocating for follow-up in reporting on key gender equality normative frameworks and is a public champion for gender equality). GTG Oversees PSEA Task Force and monitors UNCT PSEA Action Plan	Implementation of the UNCT Gender Scorecard (2019) action plan is one of the performance indicators in the 2021 UNCT Performance Appraisal. RC continues to publicly advocate for gender equality in his engagement with the Government, civil society, media and other stakeholders in Timor-Leste. The GTG chairs presented the PSEA IP assessment tool draft to UNCT for endorsement, and	The PSEA IP assessment tool was adopted. The respective UN agencies started using the PSEA assessment tools for the assessment with IP in December 2021. The PSEA refresher training for the UN Staff (PSEA Focal Points) and the joint-UN training for the IPs were conducted in November 2022.	N/A
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		<p>the tools will be translated in Tetum (waiting for translation). The respective UN agencies can start using the PSEA assessment tools for the assessment with IP in December 2021. The GTG online depository is created for saving and sharing all PSEA IP assessment results in the past years and in the future. The PSEA ToT training for the UN Staff (PSEA Focal Points) will be conducted in Q1 2022.</p>		
4.2 Organizational Culture	GTG retreat to be conducted and determine actions to respond to SWAP Action Plan	<p>GTG Retreat was conducted in February 2021, and the key follow-up action including review and revision of GTG ToR was completed. The new ToR was approved by UNCT in June 2021.</p>	NIL.	<p>The Head of Agencies of the UNCT Timor-Leste improve a cultivation of flexible working environment, flexible parental leave, and use of breastfeeding facility in the workplace, through Awareness campaign and active monitoring on the 4.2 survey.</p>
4.3 Gender Parity	<p>OMT to conduct analysis of recruitment barriers and parity issues. UNCT to explore workshops internally on career development, and sharing resources on preparing for competency-based interviews to promote gender parity.</p>	<p>Most agencies monitor the status of gender parity at individual agency level. Some agencies took actions to address the gap actively, for example, UNFPA and WHO tried to recruit women drivers who are eligible for the positions in 2021, despite the challenges of deeply ingrained gender</p>	<p>UN agencies monitor the status of gender parity at individual agency level. Despite the challenges of deeply ingrained gender norms and stereotypes in the local context, agencies tried actively for female drivers through its recruitment process although were unsuccessful.</p>	<p>Submit the gender parity staffing data every 6 months to UNCT.</p>

		norms and stereotypes in the local context.		
Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	All agencies to contribute to capacity development initiatives via GTG using their respective tools to build feminist values and a critical gendered lens of the gender focal points.	<p>The GTG conducted training sessions for mainstreaming gender into UNSDCF Outcomes (and Activities) and to support the development of results frameworks for Joint Work Plans and Joint Programmes under the UNSDCF. In January to February 2021, the GTG members conducted a peer review and gender mainstreaming analysis for the UNSDCF JWP 2021, including the review of indicators, outcomes and activities statements and the GEM scoring. The suggestions from the peer review were shared and presented to the UNSDCF M&E Group for their further review on mainstreaming gender in the JWP. In March 2021, the GTG and the RCO delivered a technical training session to the UNSDCF M&E Group for mainstreaming gender in the UNSDCF JWP (indicators and disaggregated data collection), and the</p>	<p>With the support of the ROAP, UN Women organized two-day training for the GTG & the UNSDCF M&E Group focal points on 9th and 10th August. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points respectively. The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E.</p>	<p>1. Revision of Terms of Reference (ToR): Ensure that the GTG's Terms of Reference (ToR) accurately reflect internal developments and align with current focus areas. The ToR, to be added in the Next UNSDCF Document.</p> <p>2. Membership Expansion and Focal Point Appointment: Actively promote the expansion of GTG membership across the UNCT and ensure appointed Focal Points possess relevant knowledge and experience.</p> <p>3. Collaboration for Gender Mainstreaming: Collaborate closely with the UNCT, especially the Resident Coordinator's Office (RCO), to promote joint initiatives focused on gender mainstreaming.</p>

		scoring of GEM in the JWP.		
5.2 Capacities	Gender Organize and conduct refresher Sessions on PSEA with Focal Points, staff and partners	In 2021, the GTG had planned to develop a toolkit for gender-responsive Results-based Management capacity development package for inter-agency results groups and corresponding checklist to inform gender mainstreaming joint workplans and inter-agency results groups and joint programmes, as well as to conduct training to Results Groups on integrating gender-responsive approaches in their programs and results frameworks using tools developed. However, due to the limited capacities of the organising agency (UN Women) in 2021, this initiative will be postponed to 2022. The PSEA ToT training for the PSEA focal points across all agencies will be held in Q1 2022.	With the support of the ROAP, UN Women organized two-day training for the GTG & the UNSDCF M&E Group focal points on 9th and 10th August. In total, 22 colleagues from 9 Agencies participated in the training, 6 and 9 of whom are the GTG Focal Points and the UNSDCF M&E Focal Points respectively. The two-day training provided an overview of key concepts of gender mainstreaming, and principles and approaches for gender mainstreaming for gender equality results - including the application of Gender Equality Marker, and the integration of gender lens in programme planning, implementation and M&E.	1. Mapping of each agency's capacity building plan 2. Mapping the staffs oriented or trained with gender mainstreaming and or GEWE 3. Development of and or adoption of a training tools within the country context for GEWE and Gender mainstreaming to UN staff to be endorsed by UN RC. 4. If not done yet, make sure to add an indicator in the GTG report that shows the number of capacity-building sessions conducted by each agency, either independently or collaboratively with UN staff, every quarter. Also, ensure that these activities are included in the PMT meeting agenda.
Dimension 6 - Resources				
6.1 Financial Resources	Explore inclusion of gender marker across UNCT activities (annually) in line with the roll-out of UN INFO	GEM has been included across all UNSDCF activities. The GTG and RCO organized sessions on mainstreaming gender in the UNSDCF JWP and GEM scoring in the	In 2022, the GTG member Agencies continued to support cost-sharing for the GTG Annual Work Plan implementations to promote mainstreaming GEWE in the UN systems, e.g. PSEA training, and the joint 16 Days Campaign.	UNCT to discuss and establish a financial target for program allocation for GEWE. (Note: 70% or more available sources should be aimed to be with Gender Equality Marker (GEM) 2

		<p>JWP in January and March 2021, for the GTG and UNSDCF M&E Group. The UNCT has not established a financial target for program allocation for GEWE in the JWP. Nonetheless, in 2021, GTG with the extensive support from its member agencies started the cost-sharing for the GTG Annual Work Plan implementations to promote mainstreaming GEWE in the UN systems.</p>		<p>(significant contribution) or 3 (principal objective), as introduced in 2021 according to QCPR indicator 1.4.18 (UNW, 2023, p.3).) This should be addressed and discussed at UNCT level.</p>
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Dimension 7 - Results

7.1 GEWE Results	<p>GTG to convene annual learning session on Joint UN gender equality programmes to share lessons learned and good practices that can be applied across Results Groups.</p>	<p>In December 2021, the GTG organized the first Annual Learning Session on GEWE JPs. The programme teams from the Spotlight, Together for Equality and Empower for Change shared lessons learnt and reflections of the JP implementation. This serves as a good opportunity for encouraging inter-agency and cross-programme dialogue for mutual learning and knowledge sharing on the GEWE JP implementation.</p>	<p>The GTG is planning to organize an Annual Learning Session in December 2022.</p>	<p>N/A</p>
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9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	UN Timor Leste CCA 2020 Final	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	1. Timor Leste UNDSCEF 2021-25 Final	
Other	UN Timor Leste CCA 2020 Final	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	1. Timor Leste UNDSCEF 2021-25 Final	
Other	3. JWP UNDSCEF Timor-Leste Annual 2021	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	2023 UNCT Timor-Leste JPs 2.1	

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	UN Timor-Leste Gender Scorecard Report-2019-2020 for UNCT-final_rev	

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	Concept Note Training for GTG and UNSDCF M&E Group 9-10 August 2022	
Cooperation Framework reviews/monitoring data	JWP UNSDCF Timor-Leste Annual Planning 2022 Final	
Cooperation Framework reviews/monitoring data	UNCT Timor Leste Day 1 and 2 sessions on gender transformative programming and the UNCT GEM 3 Aug 2022	
Cooperation Framework reviews/monitoring data	UNCT Timor Leste Day 2 sessions 5-7 on the UNCT GEM 3 Aug 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	JWP UNSDCF Timor-Leste Annual Planning 2022	
Government engagement	MoU UN Women Civil Protection Authority 2022	
Government engagement	MoU UN Women UNDP Office of the President 2022	
Government engagement	Timor Leste UNSDCF 2021-25 Final	
Government engagement	UN Timor Leste CCA 2020 Final	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	8. Project Document UN-KOICA GBV Project Together for Equality 23Nov2020	
Other	Final UNSDCF JSC meeting notes 29 Jul 22	
Other	Partner Agreement-TLS-2020-003-Rede Feto	
GEWE CSO engagement	6. Project Document Timor Leste Spotlight Country Programme final Dec2019	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	

Other	UN Timor-Leste Gender Scorecard Report-2019-2020 for UNCT-final_rev

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 Timor-Leste	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	UNCT Timor-Leste 2023 StaffingData on Personnel	

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	
GTG TOR/AWP	TOR UN GTG Timor-Leste 3 June 2021 Approved by UNCT Latest (1)	
GTG TOR/AWP	GTG Workplan TL 2023	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Concept Note Training for GTG and UNSDCF M&E Group 9-10 August 2022	
Capacity development	Group Facilitator Participant List Training GTG & UNSDCF M&E Focal Points 9-10 August 2022	
Capacity development	UNCT Timor Leste Day 1 and 2 sessions on gender transformative programming and the UNCT GEM 3 Aug 2022	
Capacity development	UNCT Timor Leste Day 2 sessions 5-7 on the UNCT GEM 3 Aug 2022	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	

Other	Concept Note Training for GTG and UNSDCF M&E Group 9-10 August 2022
Financial resources	Group Facilitator Participant List Training GTG & UNSDCF M&E Focal Points 9-10 August 2022
Financial resources	UNCT Timor Leste Day 1 and 2 sessions on gender transformative programming and the UNCT GEM 3 Aug 2022
Financial resources	UNCT Timor Leste Day 1 and 2 sessions on gender transformative programming and the UNCT GEM 3 Aug 2022
Financial resources	UNCT Timor Leste Day 2 sessions 5-7 on the UNCT GEM 3 Aug 2022

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	1. Timor Leste UNSDCF 2021-25 Final	
Cooperation Framework reviews/monitoring data	UNSDCF Mid-Year Review (draft for RG Chair review) Timor-Leste	
Other	3. JWP UNSDCF Timor-Leste Annual 2021	

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

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