UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Morocco

2022

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

Center: 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 Morocco

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

As the new Cooperation Framework for Morocco has been formulated, the performance indicators 1.2 and 1.3 were selected for annual review as to include an assessment of the Outcomes and the Results Framework.
Indicator 2.2 was selected as the UNCG has formulated its Strategy and Action, including GEWE considerations. Joint communication on GEWE has continued under the 16 days of activism and on other key themes such a child/girl marriage.
Indicator 3.2 on UNCT and CSO collaboration on GEWE, this has been a performance indicator identified for improvement previously, and the UNCT is now able to demonstrate joint CSO actions as well as the consultation of CSOs during the CCA review process.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
The Inter-Agency Assessment Team for the 2022 annual review was led by UN Women with the contributions of the RCO and UNICEF.

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

The findings presented in the below table indicate the ratings scored by the UNCT in Morocco for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022

PI 1.1 Common Country Analysis	(Exceeds minimum requirements)
PI 1.2 Cooperation Framework Outcomes	(Meets minimum requirements)
PI 1.3 Cooperation Framework Indicators	(Approaches minimum requirements)
PI 2.1 Joint Programmes	(Meets minimum requirements)
PI 2.2 Communication & Advocacy	(Meets minimum requirements)
PI 2.3 Cooperation Framework M & E	(Meets minimum requirements)
PI 3.1 Engagement with Government	(Exceeds minimum requirements)
PI 3.2 Engagement with GEWE CSO	(Meets minimum requirements)
PI 4.1 Leadership for Gender Equality	(Meets minimum requirements)
PI 4.2 Organizational Culture	(Meets minimum requirements)
PI 4.3 Gender Parity	(Approaches minimum requirements)
PI 5.1 Gender Coordination Mechanism	(Meets minimum requirements)
PI 5.2 Gender Mainstreaming Capacities	(Meets minimum requirements)
PI 6.1 Resource Allocation & Tracking	(Approaches minimum requirements)
PI 7.1 GEWE Results	(Approaches minimum requirements)

■ Missing requirements   ■ Approaches minimum requirements
■ Meets minimumrequirements   ■ Exceeds minimum requirements

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 **EXCEEDS MINIMUM REQUIREMENTS**	Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

Among the CCA guidelines, the gender approach has been indicated as an imperative for the assessment and analysis of the progress of the SDGs in Morocco. The Moroccan CCA has integrated this principle by ensuring to indicate, whenever relevant, the differentiated impact of policies and socio-economic conditions according to gender. In addition, the constitution of databases of indicators upstream of the analysis work also integrated disaggregation by sex. A specific chapter "Leaving no one behind" analyses intersectional discrimination patterns and focuses on those vulnerable groups that are furthest behind, containing sex-disaggregated data.

Finally, the CCA drafts were systematically reviewed by the focal points of the gender thematic group.

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** **MEETS 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; OR (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

Morocco's Cooperation Framework 2023-2027 includes 4 outcomes. Gender equality and Women's Empowerment is visibly and explicitly mainstreamed across all 4 of these outcomes. This is apparent in either the formulation of the outcomes, who explicitly mention gender equality and/or women's empowerment, or within the narrative on the "strategic priorities" under these outcomes:

Outcome 1: The Moroccan economy is competitive, inclusive, and creates decent jobs, especially for women and youth, through a structural transformation based on sustainable development and resilience, including climate resilience.
Outcome 2: The population in Morocco benefits from sustainable universal coverage through quality, integrated and resilient education, training and health services as well as increased access to culture.
The integration of the gender and human rights perspective in the design, implementation and evaluation of strategies for access to health, education and cultural services is a guarantee of the protection of fundamental rights, as to ensure that no one is left behind.
Outcome 3: Social protection is universal and sustainable, and social, local, regional and gender inequalities are reduced to leave no one behind
Outcome 4: Public policies are effective, inclusive, territorialized, integrating sustainable development, evidence-based, and sensitive to gender and human rights, in accordance with the Constitution and Morocco's international commitments.

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

List the Means of Verification. (E.g. Cooperation Framework document)
Morocco's Sustainable Development Cooperation Framework 2023-2027

PI 1.3 Cooperation Framework Indicators

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

Between one-fifth and one-third (20-32 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Morocco's Cooperation Framework 2023-2027 includes 75 indicators at the Output level. No outcome indicators have been agreed with the Government of Morocco. Out of 75 indicators, 22 can be considered being able to measure change on GEWE (29%). This indicates that while the CF, its Outcome narratives, priority areas and theories of change are very gender-sensitive, this has not translated into the Results Framework.

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

List Means of Verification. (E.g. Cooperation Framework results framework)
Morocco Cooperation Framework results Framework 2023 - 2027
Excel file including identified gender sensitive indicators

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities **MEETS MINIMUM REQUIREMENTS**	Programming and M&E

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

A "gender checklist" for joint programmes was developed to make sure that gender inequalities are taken into account from the initiation phase. Despite the existence of a gender checklist, scoring has not changed to "exceeding minimum requirements" for this indicator because no new JP was developed since and therefore the system in place has not been tested yet.

Carried over from 2018 comprehensive assessment by Helpdesk: Of the 7 Joint Programs, one has gender equality as the main objective (MedFilm), and all have visibly integrated gender across the program. MedFilm is a joint program between UNESCO and UN Women which aims at "Strengthening the gender-sensitive film sector in Algeria, Egypt, Jordan, Lebanon, Libya, Morocco and Tunisia", specifically dedicated to the fight against gender stereotypes in the film industry. (See full comprehensive report for more details, pages 8-9).

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.

Two joint interventions were conducted in 2022 aimed at promoting gender equality. These include:
1. An exhibition of drawings by children on child marriage, organized on the occasion of March 8 by UN Women, UNICEF and UNFPA-(visual and press release attached).
2. The 16 days of activisim campaign on fighting violence against women and girls. Several agencies have contributed technically and financially to the campaign.
The Agencies participating in the 16 days campaign of 2022 are: UN Women, UNAIDS, UNESCO, WHO, UNICEF, IOM, UNFPA,

UNHCR, UNDP, RCO, UNV, ILO, UNDCO, and FAO.

The UNCG communication strategy and action plan visibly integrate gender equality. Indeed, the document explicitly states that the narrative of UNCG's intervention is based on the global priorities of the UN system, including the promotion of human rights and the fight against inequalities in all their forms, while taking into account gender equality as a cross-cutting theme. Human rights and gender equality are also among the guiding principles of the joint UNCT communication. In terms of the results of UNCT communication, the third axis dedicated to advocacy and mobilization includes the fight against inequalities, particularly gender inequalities. Women, as well as NGOs defending gender equality, are also targeted among the UNCGs intervention audience. The 2022-23 action plan includes an action to develop a communication plan for the gender thematic group.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

Inter-agency Communication Group Strategy
Press release art exhibition UNICEF, UNFPA & UN Women on child marriage / visuals

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.

The GTG and RCO organized a 2.5 day workshop on Gender-based Monitoring & Evaluation in May 2019.

A final independent evaluation was conducted and specifically assessed progress on UNDAF contribution to achieving gender equality and women empowerment, at strategic, programmatic and operational levels.

Did you reassess the Performance Indicator in this reporting year

- No

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.

2020: UNCT engaged in two joint programs launched in 2020. The first JP relates to establishing a roadmap for an inclusive sustainable development goals financing framework. The participating UN agencies are UNDP, UNICEF and WHO with the Ministry of Finance and civil society. The JP is marked with Gender marker 2. The second JP will ensure the continuity of essential primary health care and hospital services for most vulnerable populations and develop prevention and hygiene measures for essential non-health sectors during the COVID-19 pandemic. WHO, UNFPA and UNIDO are the participating agencies with the Ministry of Health, the National Women's Machinery, and the the Ministry of Industr y and civil society. iThe JP is marked with Gender marker 2

The National Women's Machinery (Ministry of Solidarity, Social Development Equality and Family) actively participated in the national dialogues during the CCA development process and co-chaired 2 sessions on (i) Vulnerabilities, social inclusion and migration, and (ii) Inclusive economy, poverty and inequality. The outcomes of these sessions will inform the Cooperation Framework consultations.

2019: The JPs indicated during the baseline assessment are still ongoing and include at least 2 government agencies.
The UNCT provided technical input on gender during the national consultation on SDG 2019 by developing a gender-sensitive paper on Prosperity.

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 MEETS MINIMUM REQUIREMENTS	Partnerships

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

Morocco's UNCT has collaborated, in the past year, on two joint initiatives fostering GEWE :
1. UN Women, WHO and the CSO "l'Arbre du Voyageur" have jointly organized, on 26th of March 2022, a day for the fight against menstrual precarity. This day was open to boys and girls from the Ait Bougmez valley and took place at the Tabant high school in the province of Azilal. This action aimed at raising the awareness of young girls in rural areas and their entourage to the importance of a good intimate hygiene, the deconstruction of biases to fight against the taboos around menstrual cycle and to facilitate access to basic effective and ecological intimate hygiene products.
2. UN Women and the RCO organized, together with the civil society organization IPDF "Association Initiatives pour la Protection des Droits des Femmes" a public event and study visit to the Batha Multifunctional Center for the empowerment of women victims of gender-based violence on the 22nd of March 2022.

Civil Society working on GEWE was consulted during the CCA review informing the CF 2023-2027, through external online conferences. Civil Society representatives also chair in the Joint Steering Committee of the Cooperation Framework, as is detailed in the section on the governance mechanisms of the UNSDCF :
"The Joint Steering Committee is co-chaired by the MoFA and the UN Resident Coordinator. It is composed of representatives of key ministries and other relevant national institutions as well as two (2) representatives of civil society, members of the Country Team and the national and UN co-chairs of the outcome groups. The Joint Steering Committee will:
(i) Conduct periodic reviews and evaluations;

(ii) Review and validate the UNSDCF's periodic monitoring reports;
(iii) Recommends, if necessary, the orientations necessary to achieve the expected results of the UNSDCF;
(iv) Formulates proposals for resource allocation;
(v) Encourages joint approaches and actions;
(vi) Validates the co-chairing of outcome groups;
(vii) Validates the joint annual work plans of the four outcome groups;
(viii) Approves the final independent evaluation of the UNSDCF, which will cover all programs, projects and activities implemented by the UNCT jointly with national partners. (See Section 4.1 Monitoring, Evaluation and Learning Plan).
While the 2 CSO's haven't been selected yet, RCO has been informed on the Gender Scorecard minimum standards and has been sensitized on the need to include GEWE considerations in this selection process.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)
- List of CSO participants to the CCA
- UNSDCF Morocco 2023-2027 (reference is made to the section on its governance mechanism).
- Press release UNWomen, WHO and "Arbre du Voyageur"
- Study visit programme UN Women, RCO & IPDF (22nd of March 2022)

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1: UNCT leadership is committed to championing gender equality **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 is regularly discussed in HoA meeting - even more so during the last 12 months with the covid-19 crisis, during which vulnerabilites namely related to women and girls were taken into consideration at UNCT level.

b) The RC has demonstrated her commitment to championing gender equality during the 16 days campaign against gender-based violence. 2 videos showcasing all HoA were produced to advocate against GBV and to sensitize on gendered impacts of the crisis.

d) Gender equality is reflected on IMS (ARC platform having been discontinued) through the gender profile

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 **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. Results scored an overall positive rating of 68.4 %. The minimum requirement (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 9/10 questions with only one result on work-life balance falling below the threshold (52% of positive responses). It must be noted however, that a sex-disaggregated analysis of responses shows a difference in perceptions between women and men. Women are less likely to agree on the statements regarding non-discrimination, sexual harassment and equal representation and participation than men.

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

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.

The UNCT has introduced a mechanism for monitoring gender parity in staffing and has collected data in 2019, 2020, 2021 and 2022. This is introduced as an order of business during the UNCT HoA meeting. Subsequently, the RCO sends out a periodic email to all Head of Agencies, with attached the excel file collecting the data on staffing. This data is filled by the HR officers of each agency and consolidated by RCO.

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.

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	4
G2	1	10
G3	1	8
G4	13	17
G5	23	14
G6	27	6
G7	12	7

NOA	11	5
NOB	16	12
NOC	6	5
NOD	1	5
P1	0	0
P2	3	2
P3	6	5
P4	8	6
P5	3	1
P6	0	0
D1	1	2
D2	0	1

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

Sex-disaggregated staff 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 **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.

Criteria (a): The Gender thematic Group is chaired by UN Women's Representative, and disposes of Terms of Reference that have been reviewed in the course of 2019. These terms of reference reflect the strengthened role of the GTG in the planning and programming phase of the new UNSDCF.

Criteria b): The group has an approved annual work plan for 2021, which was also presented to and approved by UNCT.

Criteria d): The draft zero of the CCA was shared with a restricted group of members of the GTG to review and provide inputs (the email message can be provided as source of verification but Outlook format ".msg" is not supported for upload).
A taskforce was constituted within the GTG to review CCA drafts from a gender perspective. The taskforce included colleagues from UNICEF, UNDP and ILO. Recommandations included the following:
- greater emphasis on vulnerability of women in times of covid-related crisis (incorporated into the final document)
- provision and reference to sex-disagreggated data (incorporated into the final document whenever available)
- recommandation to address gender inequality in the digital gap (taken into consideration incorporated into the final document whenever data was available)
- gender vulnerability and climate change (incorporated into the final document)
- emphasis on the link between gender equality and economic growth (GDP) (incorporated into the final document)
- reference to absence of sex disaggreggated data on access to social security (NOT incorporated into the final document - lack of sex disaggregated data)
- adressing abortion (NOT incorporated into the final document for political sensitivity)
- environmental degradation and its impact on women (incorporated into the final document)

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

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.

2020: In May 2020, GTG members were sensitized to applying a gender perspective to the Covid-19 context. Impacts of the health crisis on gender inequalities, such as the upsurge in domestic violence were discussed and members were guided how to programme responses through an inclusive socio-economic recovery. A checklist and online training resources were presented and disseminated within the group. The group was also trained on the Impact of COVID 19 on Gender Equality and Women's Rights.

2019: A gender capacity needs' assessment was conducted to identify training needs. This assessment will be translated into a GTG training plan in 2020.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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.

A specific session dedicated to the "Gender marker" was conducted during the Gender M&E Training in May 2019.

Did you reassess the Performance Indicator in this reporting year

- No

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	**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.

Après examen du cadre de résultats attendus de l'UNDAF 2017-2021 et en nous basant sur les conclusions des indicateurs 1.2 Les résultats du UNDAF intègrent les questions liées à l'égalité de genre et 1.3 Les indicateurs du UNDAF mesurent les évolutions en matière d'égalité de genre, il en ressort que l'UNDAF vise des résultats attendus qui intègrent l'égalité de genre, mais ne contient pas un résultat spécifique à l'égalité de genre.

Pour ce qui est de l'évaluation/mesure du progrès des résultats en matière d'égalité des sexes, nous n'avons suffisamment de données disponibles à ce jour pour évaluer le progrès accomplit. L'UNDAF est à sa 2ème année de mise en œuvre. L'examen des résultats des indicateurs 2.1 Programmes conjoints, 2.2 Communication et plaidoyer, et 2.3 Suivi et évaluation du PNUAD indique l'intention à contribuer à la réduction des inégalités genre, fait ressortir le plaidoyer et les efforts de communication autour des inégalités en matière de genre et fait ressortir les points à améliorer en matière de suivi-évaluation des résultats contribuant à l'égalité de genre.

A la lumière de ces éléments, et au regard de la mise en œuvre de l'UNDAF, les programmes sont en bonne voie pour contribuer de manière significative à l'égalité de genre dans le pays.

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

8. UNCT in Morocco 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	Le Bilan Commun Pays intègre une analyse genre: - Les TdRs pour le développement du BCP intègrent un focus sur les causes sous-jacentes des inégalités et sur les catégories de population les plus démunis et marginalisés - Le GTG est consulté au moment de la validation du document final du BCP - Les moyens sont mobilisés pour	N/A	GTG members were solicited for input during the formulation of CCA ToRs	GTG consulted for the CCA review.	N/A

	associer une expertise genre à l'exercice BCP				
1.2 Cooperation Framework Outcomes	Les Résultats du UNDAF intègrent une approche genre - L'intégration transversale du genre dans les 6 résultats/effets du UNDAF est garantie et maintenue - Dans le prochain UNDAF, un débat sera mené avec les autorités nationales pour examiner l'opportunité d'élaborer un outcome spécifique sur le genre	N/A	N/A	The formulation of a dedicated outcome on GEWE within the 2023-2027 CF was discussed during UNCT.	Members of GTG were included in the national consultations for CF formulation and strategic prioritization
1.3 Cooperation Framework Indicators	Les indicateurs du UNDAF mesurent le progrès vers l'égalité genre - > 50% des indicateurs d'effet (outcome) et de produits (output) dans le cadre de résultats du prochain UNDAF sont sensibles au genre. - La cartographie des données sensibles au genre réalisé par ONU Femmes et HCP est partagée et informe la planification UNDAF et les indicateurs du cadre de résultats - Le HCP / système national statistique est impliqué dans la planification UNDAF et la formulation des indicateurs	N/A	N/A	N/A	N/A

<table>
<tr><td colspan="6" style="background-color:green;color:white">Dimension 2 – Programming and M&E</td></tr>
</table>

2.1 Joint Programs	La programmation conjointe tient compte des problématiques genre et des inégalités identifiées dans le BCP, et est alignée avec les priorités et problématiques genre du Maroc - L'expertise genre du GTG est sollicitée pour avis technique quant à l'intégration du genre	A "gender checklist" for joint programmes was developed to make sure that gender inequalities are taken into account from the initiation phase.	The gender checklist was disseminated again during the GTG meeting in May 2020 around gender equality/covid-19 context and recovery	Gender checklist continues to be shared regularly within the GTG.	N/A

	dans les Programmes Conjoints. Une « Check List Genre » est développée pour permettre aux Agences de vérifier la prise en compte des inégalités genre dès la phase d'identification et formulation du programme conjoint				
2.2 Communication and Advocacy	- La synergie et collaboration inter agence autour de la Journée Internationale contre les VFF est maintenue et répliquée lors d'autres Journées Internationales (ex. 8 mars) en garantissant une attention sur l'égalité genre - Identifier 2 ou 3 sujets/année non-traditionnels de communication et plaidoyer conjoint sur l'égalité genre - Un workshop/séminaire sur une communication sensible au genre et pour l'égalité (la déconstruction des stéréotypes genre), avec l'appui et l'expertise technique du GTG est inséré dans le plan de travail et organisé	N/A	Strong engagement of UNCT during the 16 day campaign against gender based violence. Agencies contributed to knowledge management by producing briefs on the impact of covid-19 on vulnerable populations.	UNCT strongly involved in 16 days of activism - contributing both technically and financially to the campaign.	UNCG's annual work plan visibly includes communication and advocacy on gender equality and women's empowerment.
2.3 Cooperation Framework M&E	- Un atelier de formation mandatoire sur le S&E sensible au genre est organisé	The GTG and RCO organized a 2.5 day workshop on Gender-based Monitoring & Evaluation in May 2019.	N/A	N/A	RCO organized a 3day training on RBM with participation of the GTG.
Dimension 3 - Partnerships					
3.1 Government Engagement	N/A	N/A	UNCT engaged in developing several joint proposals. Two joint programs relating	N/A	UNCT continues to work with national partners on gender equality and women's

			to gender equality were approved and launched in 2020. The first JP relates to establishing a roadmap for an inclusive sustainable development goals financing framework. The participating UN agencies are UNDP, UNICEF and WHO with the Ministry of Finance and civil society.The second JP will ensure the continuity of essential primary health care and hospital services for most vulnerable populations and develop prevention and hygiene measures for essential non-health sectors during the COVID-19 pandemic. WHO, UNFPA and UNIDO are the participating agencies with the Ministry of Health, the National Women's Machinery, and the the Ministry of Industr y and civil society.		empowerment, and has ensured the participation of the ministry responsible for equality in all stages of CF formulation
3.2 GEWE CSO Engagement	Les OSC contribuent à la Deuxième consultation nationale /ODDs (2019) particulièrement sur la transversalité du genre dans les ODDs et l'ODD 5.	N/A	GTG rallied strong participation from CSOs during the 16 day campaign of activism against gender-based violence.	GTG rallied strong participation from CSOs during the 16 day campaign of activism against gender-based violence. CSOs	2 joint initiatives (besides the 16 days of activism) have been undertaken with CSOs on GEWE thematic areas.

				have been consultes during the CCA process.	

Dimension 4 – Leadership and Organizational Culture					
4.1 Leadership	- L'UNCT présentera de manière fréquente et régulière une thématique substantielle avec une perspective genre	UNCT is discussing the development of a joint programme on GEWE.	Joint programmes and initiatives on GEWE were a continuous discussion during 2020, especially in the context of crisis.	N/A	N/A
4.2 Organizational Culture	- Les principes de work-life balance et des pratiques de non-discrimination sont promues au sein des bureaux -Des ateliers spécifiques de sensibilisation du personnel du SNUD sur le harcèlement sexuel et la violence sexiste sont organisés (2 sessions ciblant le staff masculin et 2 sessions ciblant le staff féminin)	Principles of work-like balance and non-discriminatory practices are promoted within agencies (adoption of flexitime).	The Operations Management Team was solicited to develop a roster of women-owned enterprises.	The staff survey on organizational culture for GEWE was carried out and results were analysed.	Results of the staff survey on organizational culture were discussed during UNCT meetings.
4.3 Gender Parity	Un mécanisme pour le suivi régulier (annuel) de la parité genre parmi le personnel du SNU Maroc est établi au sein du Opérations Management Team (OMT) - L'OMT mettra en place un roster de sociétés et entreprises détenues par des femmes	UNCT put in place a bi-annual mechanism to monitor and report on gender parity in staffing. RCO launched a reminder in July 2019 to update the January data but only 2 agencies replied (UNAIDS, UNICEF). UNCT is in majority composed of women. A roster of women-led enterprises has not been developed yet.	Agencies report annually on the gender-parity monitoring exercise.	Agencies continue to report annually on the gender parity monitoring exercice.	The estbalishment of a "vision" or "strategy" for maintaining parity at all levels of staff has been discussed at UNCT.

Dimension 5 – Gender Coordination and Capacities					

5.1 Gender Coordination Mechanism	- L'adhésion au GTG est formalisé à travers une nomination au début de chaque année, avec la nomination d'un membre et d'un suppléant. La guidance indique que 50% des membres du GTG devront êtredes cadres supérieurs (P4 et au-dessus ; NOC et au-dessus). Cependant, il est recommandé d'assigner des points focaux attitrés et engagés des agences. - Les Termes de Référence du GTG sont reformulés pour inclure son implication formalisée et son appui technique dans le processus UNDAF (BCP, narratif, résultat, indicateurs et évaluation) Le Groupe Thématique Genre dispose d'un budget qui permet la réalisation de son plan de travail et les sessions de formations/workshop prévus	GTG TORs have been revised to formalize its technical support to agencies at the following processe: (i) UNSDCF preparation and development, (ii) joint programming and (iii) implementation of the UNCT SWAP Scorecard action plan. GTG's role as a capacity builder is also recognized in the revised TORs. A formal exercice to identify the seniority level of GTG members has yet to be conducted. A budgeted workplan was developed but no resources were mobilized.	GTG revised ToRs have been widely disseminated; HoAs have been solicited to designated senior focal points.	GTG ToRs have been disseminated and agencies have appointed GTG focal points. Newly appointed focal points have received a list of online Gender Trainings (I Know Gender, and other).	Formal appointment of GTG focal points. GTG has participated in the presentation of the new GTG Standard & Procedures
5.2 Gender Capacities	p- Une enquête pour l'évaluation des besoins en renforcement des capacités du staff du SNU basée sur le «Gender Equality Capacity Assessment Tool » est lancée et analysée. - Un plan de formation annuel en matière d'égalité de genre est élaboré pour le GTG et plus largement pour le staff du SNU - Le personnel nouvellement recruté dispose de matériel d'orientation qui inclut les engagements et les défis concernant l'égalité genre dans le pays	A gender capacity needs assessment was conducted to identify training needs. This assessment will be translated into a GTG training plan in 2020.	A capacity building session on applying a gender perspective to covid response, recovery, planning and programming was held in May 2020.	N/A (GTG does not dispose of budget to carry out capacity development activites.)	N/A (GTG does not dispose of budget to carry out capacity development activites.)
Dimension 6 - Resources				

6.1 Financial Resources	- Un workshop d'une journée sur le Marquer Genre est organisé à l'attention des Groupes des Résultats et des Groupes Travail (OMT, GTSE) - Une checklist ou un outil d'appui pour UNCT Maroc en FR sur le Marqueur Genre est développé - Un objectif financier d'allocation de ressources de programme pour l'égalité genre et l'autonomisation des femmes est établi par le UNCT	A session of the gender marker as a tool for gender-sensitive monitoring was organized.	N/A	N/A	A training on GEM is planned in december 2022/january 2023.
Dimension 7 - Results					
7.1 GEWE Results	- Les revues annuelles et périodiques de l'UNDAF sont sensibles au genre - Le rapport annuel de l'UNDAF démontre comment l'UNCT contribue aux changements des normes sociales, des valeurs culturelles et des structures de pouvoir ainsi que les causes profondes des inégalités de genre et de la discrimination.	The annual UNCT report has a dedicated section on Gender results.	N/A	N/A	N/A

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS	Planning

Category	Documents
CCA or equivalent	BILAN-ONU-A4-DEF-Web

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS	Planning

Category	Documents
Cooperation Framework	5. UNSCF 2023-2027_Morocco_Vers29juillet2022

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
Cooperation Framework results framework	Morocco_Cooperation_Framework_Results-Framework_2023-2027	
Other	Copy of UNCTSWAP Scorecard 2022_Indicateur 1.3	

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	MedFilm JP UNESCO-UNW	
Joint Program documents	Morocco_Checklist Genre_ProgConjoints_2019	

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	Visuel - Exposition mariage des enfants	
Communication/Advocacy	UNMorocco_CommunicationsStrategy_&_Plan_2022_2023	
Communication/Advocacy	CP - Exposition mariage des enfants	
Communication/Advocacy	collaborations techniques_16 days UNCT	
Communication/Advocacy	Contributions financières_16 days	

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	AGENDA Formation Genre mai2019
Cooperation Framework reviews/monitoring data	Rapport Final-EFI-UNDAF2017-2021-logos_vf

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	Morocco JP SDG-F_Roadmap for inclusive SDG Financing Framework	
Government engagement	Morocco MPTF COVID19_Continuity essential health care and services	
Government engagement	Note conceptuelle_ECO-C_Economie inclusive pauvreté et inégalités	
Government engagement	Note conceptuelle_SOC-A_Vulnérabilités exclusion sociale et migrations	
Government engagement	Rapport Bilan ODD 27 novembre 2019	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations MEETS MINIMUM REQUIREMENTS		Partnerships
Category	**Documents**	
Other	PressRelease_UNW_WHO_CSO_menstrual precarity	
Other	UNW_RCO_CSO study visit_survivors violence	
Other	CSOs in CCA	
Other	5. UNSCF 2023-2027_Morocco_Vers29juillet2022	

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	Rapport - 16 jours d'activisme - 2020_UNCT	
RC communications	UNCT Morocco_2020 planned Results_final 14.09.2020	

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	Enquete perception personnel 2021

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-cons_Gender Scorecard2022-AnnexII-4.2GenderParity_suivi_Master_nov2022

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	GTG_AWP 2021
GTG TOR/AWP	Liste Points Focaux Genre Agences SNUD 2021_actualisée Oct2021
GTG TOR/AWP	TdR_GTG_ONUFemmes_26032019-clean

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	Impact COVID-19 droits des femmes
Capacity development	List of gender-related covid-19 resources by entity (8-May-2020)
Capacity development	Mapping of essential services during lockdown
Capacity development	Morocco_2019_Résultats de l'enquête

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS	Financial Resources
Category	**Documents**
Financial resources	Morocco_Gender-sensitive M&E training_Agenda_May2019

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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