UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Myanmar

2023

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

Contents

1. Background

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

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

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

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

> **Cooperation Framework Guidance (2019)**
>
> Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.
>
> (Para 20, page 11).

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

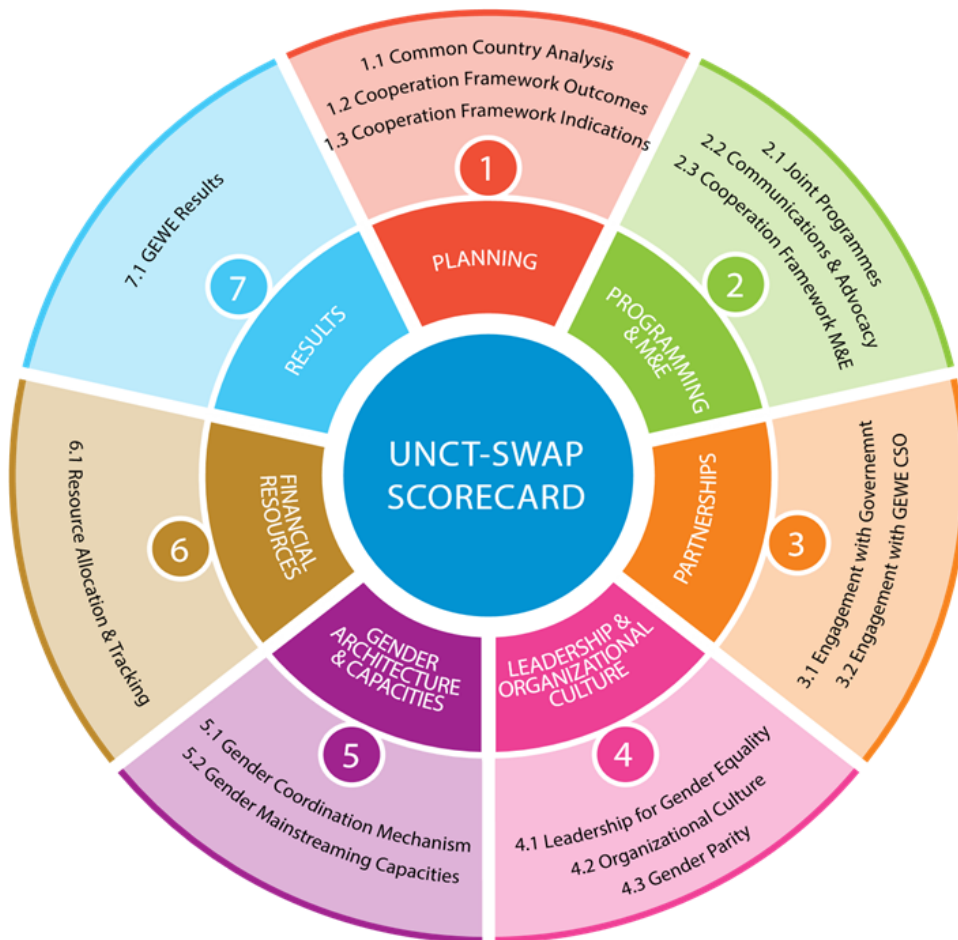## 2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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

UNCT-SWAP SCORECARD

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2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Myanmar

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 Task Force had a planning meeting in the beginning of the Q4 to decide on the indicators and methodology on how to collect the data, after which the work continued in joint working documents and technical meetings through Teams platform. The indicators were selected by their rational: the UNCT was in a process of developing its Transitional Cooperation Framework and therefore the TCF outcomes and indicators were selected for review. Also, the Joint Programmes, GEWE CSOs and Gender Parity as well as Gender Mainstreaming Capacities were selected because for these the UNCT had not yet exceeded the minimum requirements.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
The coordinators included one (1) officer from UN Women, one (1) officer from UNFPA and one (1) from RCO.

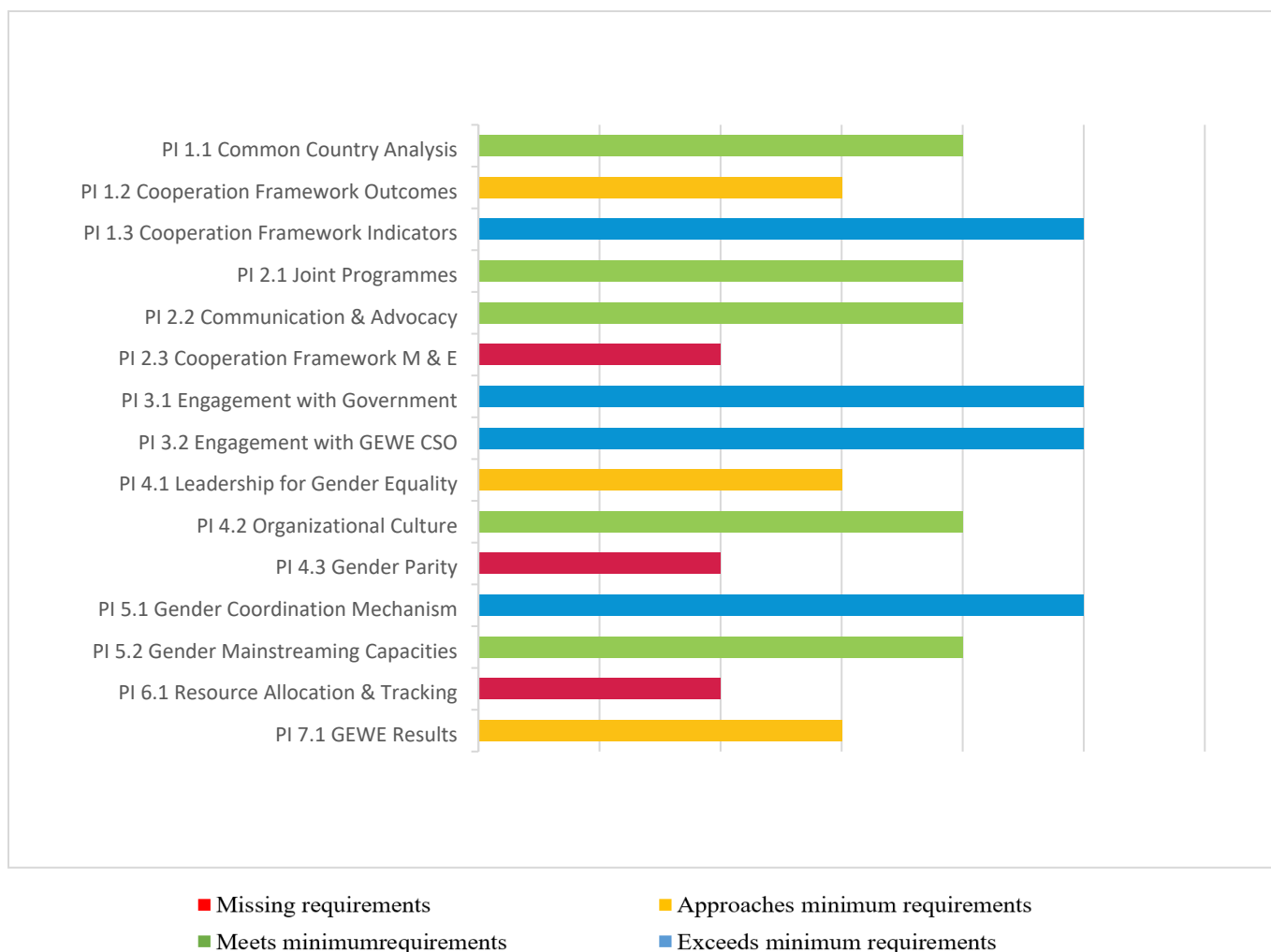*Enter any additional comments, including on country context in the field below:*

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

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Myanmar 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

■ 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 **MEETS MINIMUM REQUIREMENTS**	**Planning**

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

a) The CCA includes gender analysis in all sectors and describes underlying causes of gender inequality. Considering all three documents as the CCA, the Status on the Sustainable Development Goals highlights key gender issues for all SDGs. The summary document includes gender analysis in most chapters and includes gender-specific chapters (I.e. in LNOB on women and girls, and LGBTQI+ populations, SDG 5 paragraph).

b) This criteria is considered to be met as the Status on the Sustainable Development Goals and Conflict analysis includes sex-disaggregated data where available. It's important to note that in certain areas, sex-disaggregated data or data on women is provided mainly for topics considered heavily gendered (i.e. motherhood and women in relation to caregivers, GBV, etc) and

not for overall data. The summary report provides limited sex-disaggregated data.
c) The CCA includes targeted gender analysis of those furthest behind. The context chapter includes an in depth analysis of the underlying causes of gender inequality and social exclusion and highlights the intersections of different marginalized populations. These intersectionalities are then systematically highlighted through the thematic analysis under the SDGs.

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 **APPROACHES MINIMUM REQUIREMENTS**	Planning

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

a) The UNCT approaches minimum requirements because gender and women's empowerment is visibly mainstreamed across some (2,3,4) outcome areas of the TCF in line with SDG priorities including SDG 5
The four outcomes of the TCF are:
Outcome 1: By the end of 2025, those in most severe humanitarian need have received life-saving support and protection services critical to their survival.
Outcome 2: By the end of 2025, people in Myanmar, especially women and those most vulnerable, will have improved access to inclusive, resilient, and essential social services.
Outcome 3: By the end of 2025, people in Myanmar, especially women and those most vulnerable, are empowered and resilient to both man-made and natural shocks and stressors including climate.
Outcome 4: By the end of 2025 people in Myanmar, especially women, are increasingly empowered to actively engage and contribute to mechanisms and local platforms for inclusive dialogue, accountability and conflict management, and protection of their rights.

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

List the Means of Verification. (E.g. Cooperation Framework document)
• UNCT Myanmar Transitional Cooperation Framework 2024-2025
• UNCT Myanmar TCF Results Matrix 2024-2025
• UNCT Myanmar Joint Work Plan 2024-2025
• UNCT Myanmar TCF 2024-2025 with outcome 1

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 UNCT exceeds minimum requirements because 95% (35 out of 37) of the output indicators in the TCF are sex-disaggregated/gender responsive by their indicator statement.
In addition, 32% (12 out of 37) of the indicators are measuring changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Only two output level indicators in the Transitional Cooperation Framework (TCF) are not sex-disaggregated. These indicators include: TCF_MMR_OI_14 and TCF_MMR_OI_16 (please see the annex).

Furthermore, Myanmar SDG Monitoring Mechanism Group will continue SDG outcome level indicator monitoring.

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

List Means of Verification. (E.g. Cooperation Framework results framework)
• ANNEX 6 – Indicator reporting template UNCT Myanmar
• UNCT Myanmar annex showing sex disaggregation in indicators in the TCF
• UNCT Myanmar Transitional Cooperation Framework 2024-2025
• UNCT Myanmar TCF Results Matrix 2024-2025
• Myanmar UNCT Joint Work Plan 2024-2025

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) In 2023 there are 5 ongoing Joint Programmes (JPs). Three are gender-targeted 1) HER Myanmar: Health, Empowerment and Rights: Support for sexual and reproductive health and rights, action against sexual and gender-based violence and harmful practices in Myanmar (UNICEF, UNFPA); 2) GBV prevention and response Kachin state (UN Women, UNFPA); and 3) GBV prevention and response in crisis affected states (UN Women, UNFPA). All these JPs have gender analysis, and they support changes in relation to gender equality (gender norms, power relations) and they have gender mainstreamed indicators. The remaining two 1) Myanmar Climate Change Alliance (MCCA -phase 2) (UN-Habitat, UNEP) and Ship to Shore Rights Southeast Asia (SEA) (ILO, IOM, UNDP) have visibly mainstreamed gender with sex-disaggregated and gender sensitive indicators.
b) A Joint Program on promoting gender equality and the empowerment of women is operational over current TCF period in line with SDG priorities including SDG 5. Three JPs are gender targeted towards women and girls' rights, addressing Socio-Economic Resilience, Safe Migration, and GBV prevention.
c) The country team lacks a 'systematic screening process/tool' in place so there is no internal mechanism to ensure the quality of gender mainstreaming across JPs.

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. HER Myanmar: Health, Empowerment and Rights: Support for sexual and reproductive health and rights, action against sexual and gender-based violence and harmful practices in Myanmar (UNICEF, UNFPA)
2. GBV prevention and response Kachin state (UN Women, UNFPA)
3. GBV prevention and response in crisis-affected states (UN Women, UNFPA)
4. Myanmar Climate Change Alliance (MCCA -phase 2) (UN-Habitat, UNEP)
5. Ship to Shore Rights Southeast Asia (SEA) (ILO, IOM, UNDP)

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).
Excel of Joint Programmes
Guidance note on how to advance GEWE in the TCF

PI 2.2 Communication & Advocacy

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

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

The UNCT meets minimum requirements as it has collaborated on at least one joint advocacy campaign and the UN Communication Group visibly includes GEEW in communication and advocacy.

b) The UNCT has contributed collaboratively to two joint communication activities on International Women's Day, 8 March 2022; and during the 16 days of activism to Eliminate Violence Against Women in 2022. The UNCT has further published a joint article on Rural Women's Day. The Statement by the United Nations in Myanmar on International Women's Day in March 2022 was developed with support by the UN Interagency Communication Group and UN GTG and used to launch the Report "Regressing Gender Equality in Myanmar: Women living under the pandemic and military rule" produced by UNDP and UN Women.
The Joint Statement for 16 days of activism and the Joint Events to honour and acknowledge women's movements and their leadership to end violence against women and girls during 16 days of activism have been jointly developed by the UN Interagency Communication Group and UN GTG. Joint actions consist of the development of a series of "16 days, 16 voices", an internal UN event, a joint statement and coordination of activities at regional and national level.
c) The Interagency Communication Group's strategy and Annual Work Plan includes different GEWE related international events and strategies to ensure GEWE.

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 **MISSING REQUIREMENTS**	Programming and M&E

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

PI 3.1 Engagement with Government

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

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

a) The UNCT Myanmar has collaborated with several government agencies on diverse joint initiatives to foster gender equality during the current UNDAF cycle. Various UN agencies participate in several coordination mechanisms with the government, the main one being the Myanmar National Committee for Women (MNCW), led by MoSWRR, and four technical working groups through which different UN agencies and also government agencies support the government for the development of the National Strategic Plan of Action on Women and its 3 year Action Plan. Examples are:

⬛ The "Joint Communiqué" on the UN Security Council Resolution on Sexual Violence in Conflict. UN, led by UNFPA and UN WOMEN participates in the ad-hoc committee and supports the government on the development and implementation of the action plan.

⬛ UN WOMEN with the support of UN agencies provided assistance to the MSWRR for the development of the National Review on the Implementation of the BPfA, and the Outcomes of the 23rd Special Session of the General Assembly, which was prepared in 2019 with participation of GEWE CSOs.

⬛ UN and the GoM joined forces, together with CSOs, DPs, and embassies to campaign for the 16 Days of Activism. UNICEF, UNAIDS, UNFPA, UNESCO, UN WOMEN, WHO are supporting the MOE for the development of the Comprehensive Sexual Education Policy and Strategy.

⬛ UNICEF, IOM, UNFPA are supporting the MOH for the development and implementation of the One Stop Crisis Centres and the Clinical Guideline for Caring for GBV Survivors for health workers.

⬛ UN WOMEN and UNODC support the Kachin State Government, DSW and the Small Scale Industries and Agriculture Departments to prevent and mitigate the impacts of trafficking.

⬛ UNICEF and UNFPA (HER JP) are supporting the MoHS, MoHA, MSWRR, MoE, and other government institutions to enhance protection and response to SGBV.

⬛ UN Women and ILO technically support the MSWRR to amend related laws, adopt new policies and develop operational guidelines that promote gender equitable access to labour mobility.

⬛ UNFPA and UNODC support the Myanmar Police Force for capacity building to respond to GBV.

b) MNCW, led by the MoSWRR actively participated in UNDAF consultations; in the absence of UNDAF M&E activities, they actively participate in UNDAF's implementation through the activities mentioned before.

c) In 2018, UNODC, UNFPA and UNICEF organised an interagency workshop on coordinating policing and justice responses to GBV with participation of MPF, UAGO, MoHS and MSRR. Currently WHO, OCHA, UNFPA and UN WOMEN, in collaboration with the MoHS are organising a GIHA training for public officers. Several UN agencies supported the MoPF in the development of MSDP 2018-2030, where 30 out of 46 are SDG driven indicators, including one on gender budgeting. UNICEF and UNFPA support the MSWRR to establish a national comprehensive Information Management System that includes data on GBV and human trafficking survivors, in compliance with SDGs. UNODC and UNFPA developed a ToT on effective prosecution responses to cases of VAW GBV, with participation of the Justice sector and Police Task Force.

Did you reassess the Performance Indicator in this reporting year

- No

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

Partnerships

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

a) UNCT organized an IWD event in Yangon, Myanmar dedicated to gender and digital technologies. The event was held on 8th March 2023, and was attended by 95 UN personnel and 22 representatives from CSOs and INGOs. Approximately 67 IWD calendar events took place from 8 to 23 March (hybrid, in-person, and virtual in Shan, Kayin, Chin, Rakhine, and Yangon). During the month of March, UN agencies published a total of 10 impact stories, press releases, and one Op-Ed. Furthermore, the UNCT led on the development of key messages and a resources toolkit for the 16 Days of Activism Against Gender Based Violence which were widely distributed to UNCT/HCT/GBV WG, UN GTG and CPG GEWE, as well as GEWE CSOs. In addition, UN agencies provided technical assistance to GEWE CSOs, who are Implementing Partners of UN agencies to organize joint communication events during 16 Days of Activism to End Violence against Women and Girls. At least 6 Joint events (online and in person events) were organized and led by Women Rights Organizations with technical and financial support from UN agencies at different states and regions such as Yangon, Shan, Southern San, Maungdaw, Hpa An, Daiwe, and Chin of Myanmar. At the same time, the UN released online messages to call for more investment in women organizations for GEWE and ending violence against women and girls. Also, UNFPA and UN Women jointly organized the closing event for the DoA on 8 December 2023, which gathered together 28 in-person attendees (7 UN Women, 16 UNFPA, 1 UNDP, 3 UNRCO, 1 UNIC) to the UN compound in Yangon and 100 online participants. Furthermore, UN Women - UNFPA Join collaboration under the Central Emergency Responses Fund (CERF) worked with GEWE CSOs, and Women Lead Organization to increase GBV service provisions and accessibility to quality services as well as empowered of women and girls, including GBV survivors to increasingly engage in decision making and leadership in GBV response, mitigation, and prevention in Chin, Northern Shan, Kachin and Rakhine states.

b) GEWE CSOs were consulted in February for integrating of gender lens into the TCF development. As part of the UN GTG, a gender analysis of the CCA and The UN socio-economic resilience response plan (UN-SERRP) 2023 including one consultation with W-CSOs, led to the development of the following three guidance briefs on mainstreaming GEWE in the Myanmar UNTCF 2024-2025 Gender Analysis of CCA, Gender Analysis of SERRP/Current framework, Guidance on Gender Mainstreaming in Results Frameworks).

c) The Humanitarian Country Team (HCT) Localization Strategy was developed through collective efforts of the Localization Workstream involving local and national actors, INGOs, the Red Cross/Red Crescent Movement and the UN. The localization workstream members include: OCHA (Chair), Christian Aid, FAO, FCDO, Health Cluster, IFRC, LRC, Metta, Trócaire, SDC, UNFPA, and UNOPS. Consultations at different stages were made with the Inter-Cluster Coordination Group (ICCG) as well as other stakeholders, including local and national actors outside of the HCT. The strategy aims to set out a concrete roadmap to a humanitarian response where local actors, including women organizations are acknowledged and supported as peers and are provided with adequate funding and support to take on leadership roles and deliver effective and accountable responses. It outlines measures that support a shift from asymmetrical power relationships between local and international humanitarian actors to more genuine partnerships. It sets out enabling commitments and mutual obligations from all parties active in the response to achieve these goals and the associated action plan sets out a framework of indicators for measuring progress over time while acknowledging challenges to achieving some of the desired outcomes in the current operational context. An Action Plan to implement the localization strategy was developed and will be implemented in 2024.
The Strategy is closely aligned with the output from the concurrent Coordination Workstream, which is focused on designing and implementing a fit-for-purpose countrywide coordination structure that is streamlined, inclusive and accessible particularly for national partners who are taking on more prominent leadership roles.

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

1. Myanmar UNCT Guidance Note on Gender Strategic Priorities for UNTC 2024-2025, CCA, SERPP and other key docs.
2. Myanmar HCT Localization Strategy
3. Myanmar UNCT ToR Civil Society Workstream
4. Myanmar UNCT TORs GEWE Coordination Group
5. Myanmar UNCT TORs_GEWE_Development Partners Group
6. Myanmar UNCT Development Partners Groups meeting minutes

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

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

UNCT Myanmar approaches minimum standards as it complies with two of the five criteria required: the RC demonstrated public championing of gender equality during the last 12 months, and over 80% of UN staff in Myanmar consider that HOAs are committed to gender equality in the workplace.

Explanation:
a) Gender equality has been a regular topic of discussion in HOA meetings during the last 12 months. The UNCT has had a total of 30 meetings during 2018 and 2019); in 7 of them (23%) gender equality was mentioned in some way. The topics addressed were the visit of the Special Rapporteur on Sexual Violence (10/1/2018; 2/8/2019); the Gender Score Card Assessment (23-24/4/2018 and 14/6/2019); the denial from the government to accept a Senior Women's Protection Advisor as part of the RC (14/6/2019); gender parity being a priority within the UN reform (4/5/2019); women's and girls protection in humanitarian/conflict settings (2/2/2018); and CEDAW report (10/4/2018).
b) RC demonstrates public championing of gender equality during the last 12 months. 15 out of 39 (38%) public speeches by the RC for 2018 and 2019 address gender equality and women's empowerment, either in a specific way or sometimes as part of a broader topic: examples are: women in humanitarian work (19/8/2019); ICPD (11/7/2019); zero tolerance to sexual harassment at work (08/07/2019); LGTBI rights (17/7/2019); international Women's Day (8/3/2019); gender mainstreaming in DERT (02/2018), women in humanitarian contexts (04/2018); international women's day (03/2018); LGTBI rights (05/2018).
c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months: 82% of the staff surveyed considered that HOAs demonstrate leadership and commitment to gender equality in the workplace (79% of women and 84% of men).
d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. Gender equality is not reflected, neither in the UNCT Annual Plan for 2018, nor in the Assessment of Results and Competences.

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.

UNCT Myanmar meets minimum requirements as the results of the anonymous staff survey on staff's perception of organizational environment for promotion of gender equality scored a positive rating of 73.7% (5.65% negative and 21% neutral). Compared to 2020 results, this indicates an 8% decrease of the satisfaction rate.

The survey was sent to all HOAs with instructions to distribute to all personnel. From the 2'200 staff that received the survey, a total of 268 staff responded, of which 50% were women, 49% men and 1 % other.

The minimum requirement (65% positive rating) is met an average across the ten questions that deal with issues of gender equality, discrimination, and work-life balance. Moreover, the minimum requirements were met individually for nine out of ten questions with only one question falling below the 65% threshold, namely on whether adequate procedures are in place to protect staff personal safety and security.

The highest score was achieved on the question of perceived equal representation of women and men at (81% positive rating), followed by commitment to gender equality in the workplace (79.7%). While these are positive results, the decrease in satisfaction rate as well as a gender-disaggregated analysis needs to be taken into consideration for future action planning.

Did you reassess the Performance Indicator in this reporting year

- No

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

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

a) A gender parity concept note has been drafted with the aim to advance gender parity in the UNCT (will be finalized next year for implementation). The objective is to establish a monitoring mechanism on gender parity which is led and implemented by the OMT/HRWG, and which will allow the UNCT to establish a plan to achieve and maintain gender parity. This will contribute to SWAP score card under which gender parity is perceived as +/- three percentage points (47-53%).

b) The 2023 table presents the data from the following agencies: FAO, UNAIDS, ILO, UNDP, UNFPA, UNHCR, UNICEF, UNDOC, WFP, WHO, OCHA, UN Women and UNESCO. Three agencies' data is missing: IOM, UN Habitat and UNOPS.

Women's overall representation has slightly decreased from 46% (2022) to 43% (2023), even though the data might be misleading because we are not measuring all the agencies that took part in the same survey last year. The categories which experienced an increase % of women staff are found in P2 (from 42% to 44%) and D1 (from 14% to 17%); as well as in G2 (from 1% to 2%), and G7 (from 54% to 64%), and NOC (from 55% to 56%) and finally NOD has 4 women staff members compared to 0 men in the same position. What is important to notice is that women's representation has decreased in all the other staff categories and is even lower among the international staff (41%) than the national staff by average (45%). For the D1 and D2 -positions, there is only 1 woman compared to 8 men.

c) The BOS does not integrate any gender-focused actions.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	38	62
G2	2	98
G3	28	72
G4	48	52
G5	60	40
G6	52	48
G7	64	36
NOA	53	47
NOB	54	46
NOC	56	44
NOD	100	0
P1	50	50
P2	44	56
P3	35	65
P4	48	52
P5	44	56
P6	50	50
D1	17	83
D2	0	100

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

• ANNEX 13 – Gender Parity Table, Excel format Myanmar UNCT
• Myanmar UNCT – Gender Parity Concept Note

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 **EXCEEDS MINIMUM REQUIREMENTS**	Gender architecture and capacities

Meets all four 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.

a) The UN GTG is chaired by the Country Representative a.i./HoA from UN Women.
b) The UN GTG has a ToR and approved annual work plan endorsed by UNCT, and reports twice a year on progress to the UNCT.

c) Looking at the primary representatives and Gender Focal Points, 53% of appointed staff to the UN GTG are P4/NOC or above.

d) The UN GTG has made substantial contributions to the UN Socio-Economic Resilience Response (SERRP) and Health Response Contingency Plan (HRCP). UN GTG members had been regularly meeting every 8 weeks, total meeting time is 5 times.

In 2023, UNCT Myanmar initiated the UN Transitional Cooperation Framework development process in February 2023. UN Women as co-chair of the UN GTG conducted consultations with W-CSO to ensure the Comprehensive Country Analysis and the UNTCF responds to the needs of women and girls (See Guidance Note on Strategic Priorities). Similarly, UN Women provided technical assistance to mainstream gender into the UNTCF though the following guidance notes (Gender Analysis of CCA, Gender Analysis of SERRP/Current framework, Guidance on Gender Mainstreaming in Results Frameworks).

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.

a) Training was conducted on UNCT Gender Equality Marker (GEM), Gender Responsive M&E, Human Rights Approach/LNOB and Gender Mainstreaming in programme cycle. The aim was to strengthen the capacities of the GTG members and Gender Focal Points on gender mainstreaming practices, as well as on effective advocacy for the inclusion of gender equality and women's empowerment in all aspects of UNCT.

b) Inter-agency capacity building needs assessment was conducted in April preceding the Gender Focal Point training, which informed the capacity building plan integrated in the UN GTG annual work plan. UN GTG, Head of Agencies and RCO were consulted.

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

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)
- Concept note – Training for Gender Focal Points (GFP) on Gender Mainstreaming
- Concept note – Training for UNCT and UN Personnel on HRBA, GEWE and LNOB
- Concept note – Training for UNCT and UN Personnel on M&E and Gender Mainstreaming
- UN GTG work plan with capacity development activities

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

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** **APPROACHES MINIMUM REQUIREMENTS**	**Results**

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

UNCT Myanmar approaches minimum standards as some of the expected UNDAF's objectives and results are on track to be met. As UNDAF is in its second year of implementation no transformative change for gender equality and women's empowerment in the country is yet evident.

Explanation:

a) The UNCT in Myanmar is on track to achieve some gender equality and women's empowerment results, as planned in UNDAF. The main ones regard the integration of the gender perspective in UN humanitarian response through the GIHA Strategy and Action Plan, and the progressive implementation of the National Strategic Plan for the Advancement of Women 2013-2022 (NSPAW) that UN is supporting through the TWGs part of the National Women's Committee. As part of the NSPAW, the approval of the Prevention of Violence Against Women Law is expected, and has been approved by the MSRR and has been presented to the Cabinet for its review and endorsement prior to entering the Parliament. The UN Myanmar is also advancing UNDAF results for addressing conflict-related sexual violence, bringing to light and discussing with the government the dramatic issue of sexual exploitation and abuse, and it is supporting the government in the implementation of the Joint Communiqué on the UN Security Council Resolution on Sexual Violence in Conflict. Other areas in which clear progress has been made, is the advancement of enhanced availability of health services (including SRH) for women, especially in humanitarian settings, and the improvement of GBV-related policy frameworks and capacity building of public institutions and officials. Advancement is also seen in terms of supporting the government to develop and implement a comprehensive sexuality education curriculum in the public education system.

b) Some of the targets mentioned in the UNDAF such as increasing women's participation as senior employees in public institutions and in peace processes, and women's priorities mainstreamed in Panglong Peace Deliberations are not clearly seen as being on track.

c) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women. This requirement is not met as the UNDAF is in its second year of implementation.

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

8. UNCT in Myanmar 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	- Ensure a more comprehensive and deep gender analysis in the updating of the Myanmar situational analysis (CCA), ensuring that all population related data is sex-disaggregated.	1.In September 2020, UN Women together with OHCHR conducted a training for the Research and Analysis Group on mainstreaming gender, human rights, and LNOB in CCAs. 2.Based on the training, a guidance note was developed and disseminated to the focal points within the UNCT that were developing the thematic CCA inputs 3.The CCA includes systematic gender analysis across all sectors 4. Developed Gender Analysis Section of CCA and mainstreaming of gender in entire CCA.	NA	Q1: Connected to the CCA preparation, a training on GEWE was organized together with the RCO on gender and LNOB. CCA was developed in close collaboration and shared for feedback to the UNGTG Co-Chairs on multiple occasions. Actions for next year: continue CCA engagement, advocate for strengthening of gender in the summary, and support expansion of sex-disaggregated data	N/A
1.2 Cooperation Framework Outcomes	N/A	N/A	NA	Q2: Decision is made to focus on supporting Gender Focal points in engendering SERRP and Health Contingency Plan Mapping instead of UNSDCF. For this, a mapping of Gender Focal Points in	Q4: Myanmar UNCT is applying Gender Equality Marker (GEM) for its TCF to increase accountability in GEWE results and expenditure.

				SERRP was undertaken in May; and the Health Contingency Plan Mapping done in June. The mapping showed the presence of Gender Focal Points in all of the SERRP and HCP pillars. Q3: Decision was made to postpone UNSDCF related activities to 2023* given that, as indicated by the RCO/UNCT the Common Framework Planning for 2023 consists of reviewing the three common frameworks and integrating teh HCP and SERRP, as well as the potential deveolopment of the UNSDCF during 2023, for 2024 and onwards.	
1.3 Cooperation Framework Indicators	N/A	N/A	NA	Q2: Decision is made to focus on supporting Gender Focal points in engendering SERRP and Health Contingency Plan Mapping instead of UNSDCF. For this, a mapping of Gender Focal Points in SERRP was undertaken in May; and the Health Contingency Plan Mapping done in June. The mapping showed the presence of Gender Focal Points in all of the SERRP and HCP	Next year: After the first reporting period, the indicators will be assessed and reviewed by their gender responsiveness

			pillars. Q3: Decision was made to postpone UNSDCF related activities to 2023* given that, as indicated by the RCO/UNCT the Common Framework Planning for 2023 consists of reviewing the three common frameworks and integrating teh HCP and SERRP, as well as the potential deveolopment of the UNSDCF during 2023, for 2024 and onwards.	
Dimension 2 – Programming and M&E				
2.1 Joint Programs	- Approve and communicate a mechanism to ensure gender mainstreaming in the design of new JPs.	Initiated mechanism to track resources allocation and expenditure of the UNCT on gender equality to support setting up and meeting a target for financial resources on GEWE in the upcoming UNSDC.	NA	Screening undertaken for SWAP. institutionalized JP Gender screening tool is in place and will be piloted at the earliest possible convenience - Liaise with Albania who have developed the screening tool. Align better with UNCT (M&E) mapping process of JP which takes place in december	Next year: Establish JPS Development and Review System Create a comprehensive mechanism specifically designed to develop, monitor, and assess the progress of JPs.
2.2 Communication and Advocacy	Develop a UN Communications Strategy and Action Plan covering not only UN humanitarian but also development work, setting specific GEWE strategies and targets (following HACGS experience), for which, consider also: • Revive UN Communication Group, including in its ToRs the necessary gender equality accountability mechanisms. •	UN Communication Group was revived and is operational (RCO). Development of ToR and UN Communication Strategy needs to ensure inclusion	NA	Close collaboration with UN Collaboration Group on GEWE related International Days, opening speeches, etc.	N/A

	Include gender issues as a standing agenda in the UN Communication Group meetings.	of GEWE promotion.			
2.3 Cooperation Framework M&E	- Ensure UNDAF indicator matrix data is collected and updated at least every two years, for which: a) Revive M&E UN Group, including in its ToRs specific accountability for gender equality. b) Ensure the data regarding gender specific indicators is collected and updated. c) Ensure all indicators related to people are sex disaggregated, even when not specifically indicated in the UNDAF framework. d) Provide at least one training on gender sensitive M&E to the M&EWG.	M&E WG for UN SERF established A learning and analysis session was conducted on gender-responsive M&E systems to strengthen capacities of the UN GTG and the UN SERF M&E WG to provide technical support to the SEWS in the development of the UN SERF M&E framework. A guidance note was shared. To ensure timely and qualitative monitoring of the Myanmar UN SERF, the Integrated Monitoring and Evaluation Framework (IMEF) has been developed by the M&R Working Group. The IMEF includes strong representation of gender-sensitive indicators, both Global and Country-level.	NA	NA Next year: capacity development for the M&E WG to prepare the UNSDCF development.	N/A
Dimension 3 - Partnerships					
3.1 Government Engagement	N/A	N/A	NA	NA.	N/A
3.2 GEWE CSO Engagement	- Ensure GEWE CSOs meaningful participation in UNDAF mid-term	GTG and HRTG organized a dialogue	NA	CPG and GiHA CoP continue engagement with	Next year: Maintain the result of this

	evaluation 2020 for a more inclusive consultation.	between UNCT and LGBTQI organizations on COVID-19. Strengthened joint communication and advocacy on gender and GBV and PoVAW law – joint submission to Parliament Strengthened partnership with development partners and CSOs through joint advocacy for implementation of PoVAW Law (e.g. 16 days of activism – ongoing) The CSO will be consulted for the CCA stakeholder consultations. Due to the current military coup in Myanmar, this activity is postponed until further notice		W- and GEWE-CSOs, organizing discussions around CRSV, Socio-economic impact, W-CSO mapping, etc. Continue knowledge sharing, and promote focus on integrating GEWE CSOs in UNSDCF consultations, implementation and M&E: a) CCA consultation with W-CSOs (January) b) UNSDCF consultation with W-CSOs (Q3)	indicator by continuation of engagement with GEWE CSOs and Women Lead Organizations

<table>
<tr><td colspan="5" style="background-color:magenta">Dimension 4 – Leadership and Organizational Culture</td></tr>
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4.1 Leadership	Strengthen UNCT leadership on GEWE knowledge and awareness within the development/international community: a) Implement and offer an annual/bi-annual 1 or 2-hour induction on gender issues in Myanmar for new arrival senior positions (led by UN WOMEN and UNFPA HOAs). b) Produce a UN position paper on GEWE in development effectiveness (CPG). - Ensure GTG reports bimonthly to the UNCT, and that at least UNCT one/two meetings per year allow	Component on PSEA and Sexual Harassment included in Myanmar Security Briefing. (UNDSS and PSEA Network) Advocacy tool for mainstreaming GEWE into the UN Socio-Economic Workstream in Myanmar was	NA	Q2: PSEA training discussed in GTG Meeting (May), UNFPA to coordinate with the HQ PSEA training and send concept note for comments to GFP. Q3: Ongoing conversation with PSEA working group to better define the responsibilities. Proposal for a PSEA	N/A

	for meaningful discussion. - Ensure the RC and UNCT Annual Plan have specific gender objectives and activities, and that they are visibly reported in the ARC.	developed by UN GTG providing guidance in engendering the UN SERF. A resource book and guidance note on Intimate Partner Violence was adapted for UN staff in Myanmar to assist with COVID-19 context Guidance on the gender responsive M&E frameworks for Myanmar SERF		High-level dialogue developed jointly. Decision was taken that UN GTG suggests PSEA do the training for senior management, as well as a high-level dialogue, PSEA working group will consider this for their Annual Planning 2023. Event held on 25 November to raise awareness about IPV and GBV, and support structures available to UN staff.	
4.2 Organizational Culture	N/A	N/A	NA	NA. Organizational Survey undertaken which has identified key action points for next year.	N/A
4.3 Gender Parity	- Establish a systematic mechanism to collect and analyse UN sex disaggregated staff data, to monitor gender parity. - Develop UN Myanmar guidelines for flexible working arrangements and ensure that all UN staff knows the specific agency provisions for flexible working arrangements. - Include specific gender related activities in the BOS: • Ensure sex disaggregated data in all common rosters created (e.g. vendors). • Develop a specific UN Myanmar roster of gender specialists. • Promote and ensure women's access to UN rosters in non-traditional areas (drivers). • Improve working conditions for national staff, particularly women, in hardship areas.	Sex disaggregated data added for rosters; committed to it under Business Operation Strategy. (OMT) More commitment is needed from HRWG to establish a systematic mechanism to collect and analyse UN sex disaggregated staff data to monitor gender parity. the Intimate Partner Violence Resource Manual for the United	NA	Analysis undertaken towards the end of the year, identifying action points for the next year (including a systematic monitoring mechanism).	Next year: Develop a plan to advance gender parity in the Myanmar UNCT, addressing root causes. Develop mechanism to systematically collect, share and analyze HR data for gender parity

		Nations Staff in Myanmar, was launched in December 2020, which aimed at providing staff members and their families with the essential knowledge and tools to understand what intimate partner violence is and how to recognize it.			
Dimension 5 – Gender Coordination and Capacities					
5.1 Gender Coordination Mechanism	- Strengthen UNGTG's capacities to influence UN work for advancing GEWE: a) Ensure that the 2020 GTG Action Plan has a specific joint budget. The up-coming UNDAF and SDG funds could be used as the common budget mechanism. b) Develop, and update annually, a mapping of UN programmes/projects/activities addressing gender gaps and gender related issues, and present it to UN external partners and CSOs. This mapping can be part of the exercise being performed with the UNDP integrator. c) Develop a UN joint GEWE knowledge product focusing on one of UNDAF priority areas: e.g. women's economic empowerment or PSEA. d) Put in place a mechanism to increase GTG's influence in UNDAF Result Groups (RWGs).	Initiated mechanism to track resources allocation and expenditure of the UNCT on gender equality to support setting up and meeting a target for financial resources on GEWE in the upcoming UNSDC.	NA	Mapping of joint UN frameworks and projects undertaken	N/A
5.2 Gender Capacities	- Strengthen coordination between HRWG and the GTG to ensure GEWE is effectively mainstreamed in the Drafting of the Human Rights Strategy for Myanmar. - Develop and implement a UN gender capacity needs assessment and a UN	2 Capacity building sessions (one regional and one for UN GTG members) on the UNCT GEM and MPTF GEM were delivered to	NA	Q1: In February 2022, the UN GTG participated in the preparation of the online Capacity Development Workshop for Myanmar UNCT	Next year: Continue capacity development of the UNCT in gender mainstreaming.

gender capacity plan, learning from the existing experience of the GIHA. - Implement and offer periodic induction sessions for new UN staff on gender issues in Myanmar (OMT/GTG).	introduce the GEMs for the COVID-19 Socio-Economic Response and Recovery and the COVID-19 MPTF. A learning and analysis session was conducted on gender-responsive M&E systems to strengthen capacities of the UN GTG and the UN SERF M&E WG to provide technical support to the SEWS in the development of the UN SERF M&E framework. A guidance note was shared. GTG and HRTG organized a dialogue between UNCT and LGBTQI organizations on COVID-19, which contributed to the human rights strategy formulation		and UN staff on the UN guiding principles of Leave-No-One-Behind (LNOB), Human Rights-Based Approach (HRBA), Gender Equality and Women Empowerment (GEWE), the Multi-dimensional Risk Framework and the HDP Nexus, in view of strengthening capacity for CCA reporting (and overall). Q2: Request was made to hold the GEM training this year, as GEM reporting is required for SERRP. Q3: A rapid informal consultation was held with UN GTG members on their roles, responsibilities and capacities. One of the following recommendations have been to develop a Gender Focal Point Training. UN GTG members participated in the regional training orgaized by UN Women and UNFPA on Human Rights and Gender Equality. Q4: Concept Note for Gender Focal Point Training developed together with UN Women Training Centre/. Actions next year: Training	

				on GEM Focal Point training	
Dimension 6 - Resources					
6.1 Financial Resources	- Map gender equality targeted investment when the UNDAF budgetary framework is developed. - Ensure all new funds put in place in Myanmar such as the SDG or the UNDAF funds require to integrate a gender marker.	2 Capacity building sessions (one regional and one for UN GTG members) on the UNCT GEM and MPTF GEM were delivered to introduce the GEMs for the COVID-19 Socio-Economic Response and Recovery and the COVID-19 MPTF.	NA	NA	N/A
Dimension 7 - Results					
7.1 GEWE Results	N/A	N/A	NA	NA	N/A

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **MEETS MINIMUM REQUIREMENTS**		Planning
Category	**Documents**	
CCA or equivalent	1.1a DRAFT_Common Country Analysis_September	
Other joint analysis	1.1b DRAFT_Status on the Sustainable Development Goals_SEPTEMBER	
Other joint analysis	1.1c Conflict Analysis_Final Draft	
Other joint analysis	1.1d Agenda_Myanmar LNOB HRBA Gender RIsk Nexus training 170222	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **APPROACHES MINIMUM REQUIREMENTS**		Planning
Category	**Documents**	
Cooperation Framework	UNCT Myanmar Transitional Cooperation Framework 2024-2025	
Other	UNCT Myanmar TCF Results Matrix 2024-2025	
Other	Myanmar UNCT Joint Work Plan 2024-2025	
Other	UNCT Myanmar TCF 2024-2025 with outcome 1 added 8.12	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	**Documents**	
Cooperation Framework results framework	[UNCT Myanmar Transitional Cooperation Framework 2024-2025](#)	
Other	[ANNEX 6 Indicator reporting template Myanmar UNCT](#)	
Other	[Myanmar UNCT Joint Work Plan 2024-2025](#)	
Other	[UNCT Myanmar Annex showing sex disaggregation in the TCF indicators](#)	
Other	[UNCT Myanmar TCF Results Matrix 2024-2025](#)	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	**Documents**	
Other	[Myanmar UNCT_All Programmes and reviewed 2023](#)	
Joint Program documents	[MYFEAE~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	[2.2.a Statement by the United Nations in Myanmar on International Women's Day 2022](#)	
Communication/Advocacy	[2.2.b Draft-Concept Note for 16 Days 2022](#)	
Communication/Advocacy	[2.2.d Rural Women's Day Article](#)	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
Category	**Documents**	
	No documents uploaded	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women	Partnerships

EXCEEDS MINIMUM REQUIREMENTS	
Category	**Documents**
	No documents uploaded

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		**Partnerships**
Category	**Documents**	
GEWE CSO engagement	Myanmar UNCT Guidance Note, ToRs, Strategies combined	
Other	Myanmar UNCT Meeting Minutes CPG combined	
Other	Myanmar UNCT guidance notes 16 DoA agenda added 8.12	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		**Leadership and Organizational Culture**
Category	**Documents**	
	No documents uploaded	

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	4.1. Organizational Survey Results 2022	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		**Leadership and Organizational Culture**
Category	**Documents**	
UNCT BOS	Myanmar UNCT Gender Parity Concept Note	
UNCT BOS	ANNEX 13 Gender Parity Table, Excel format Myanmar UNCT FINAL 8.12	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		**Gender Architecture and Capacities**
Category	**Documents**	

GTG TOR/AWP	5.1.a UN GTG Myanmar ToR_2018
Other GTG documents	5.1c Membership List UN GTG October 2022
Other GTG documents	5.1d GTG Annual Work Plan 2022
GTG TOR/AWP	NEW 2023_Guidance Brief on Strategic Gender Prioritie
GTG TOR/AWP	Myanmar UNCT guidance notes 16 DoA agenda added 8.12

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	Myanmar UNCT Concept Note Gender Focal Point Training
Capacity development	Myanmar UNCT Concept Note HRBA GEWE LNOB training April 2023
Capacity development	Myanmar UNCT Concept Note_M&E Training GEWE
Capacity development	Myanmar UNCT UN GTG Annual Work Plan 2023_approved

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

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