

United Nations Country Team in Cameroon

## UNCT SWAP Gender Equality Scorecard Comprehensive Report



November 2023

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## Acronyms

CCA	Common Country Analysis
CSOs	Civil Society Organizations
FAO	Food and Agricultural Organization
GEWE	Gender Equality and Women's Empowerment
GFP	Gender Focal Point
GRB	Gender Responsive Budgeting
GTG	Gender Theme Group
GWG	Gender Working Group
HoA	Head of Agency
IWD	International Women's Day
JP	Joint Programme
JWP	Joint Work Plan
OMT	Operations Management Team
PMT	Programme Management Team
PSEA/SH	Prevention of sexual abuse and exploitation/ sexual harassment
PSG	Peer Support Group
QCPR	Quadrennial Comprehensive Policy Review
RCO	Resident Coordinator Office
RCP	Regional Collaborative Platform
RG	Results Group
RGG	Results Group on Gender Equality
SDGs	Sustainable Development Goals
SWAP	System-Wide Action Plan
ToR	Terms of Reference
UNCT	United Nations Country Team
UNCT-GEM	UNCT Gender Equality Marker
UNDG	United Nations Development Group
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework

## Executive Summary

The United Nations Country Team (UNCT) in Cameroon agreed in 2023 to undertake the comprehensive report of the UNCT SWAP gender equality scorecard, with the support of consultants recruited by UNWOMEN to facilitate this exercise. In 2020 the UNCT conducted an annual progress assessment report and action plan, which assessed the 15 indicators of the Gender Scorecard. From 2020 onwards, the UNCT reported annually on progress made in achieving the performance indicators, both in the Information Management System (IMS) and in the platform dedicated to the UNCT SWAP Gender Scorecard.

Following the methodology recommended by the Technical Guidance on the UNCT-SWAP GE Scorecard ([UNSDG, 2018](#)), the UNCT in Cameroon conducted a participatory process to assess the country team's performance against 15 indicators, under the 7 key dimensions: (i) Planning, (ii) Programming and M&E, (iii) Partnerships, (iv) Leadership and Organizational Culture, (v) Gender Architecture and Capacities, (vi) Resources and (vii) Results. These areas cut across the UN Sustainable Development Cooperation Framework (UNSDCF) cycle and cover programmatic practices and processes, but also operational and institutional aspects. The assessment was led by an Inter-agency Assessment Team (IAT) nominated by the UNCT and followed a roadmap endorsed by the UNCT. The exercise took place over three weeks and consisted of desk-review and documentation analysis, working group analysis, triangulation of information and evidence, review of the draft report, and a final presentation to the UNCT for endorsement. Representatives from different inter-agency groups were part of the IAT, combining the skills and expertise required for the assessment of different indicators. The overall coordination of the exercise was ensured by the UN Women representative in Cameroon and the Resident Coordinator Office (RCO).

Field Code Changed

The findings of the assessment reveal that the UN in Cameroon is progressing well in terms of continued efforts to mainstream gender equality and women's empowerment in its inter-agency processes, mechanisms and tools. Some indicators have a lower rating than in 2020, but this does not necessarily reflect a downgrading, but rather a better application of the methodology and greater rigor in the rating and justification of indicators.

The Country Team scored well in over half of the indicators (8 out of 15) and exceeded minimum requirements in four of them. Specifically, on Performance Indicators (PI) 2.2 Communications and Advocacy, 3.1 Engagement with Government and 3.2. Engagement with women's/gender equality CSOs, and 4.2 Organizational Culture. The latter is measured by the extent to which UN staff in Cameroon positively perceive the organization's leadership and commitment to ensuring a favorable institutional environment for the promotion of gender equality and a working environment free of discrimination. The Organizational Culture survey results are useful to inform institutional decisions to promote protection, inclusion, equality, and non-discrimination in the workplace. One of the outstanding performance area is the UNCT collaboration and engagement with Government and women's/gender equality civil society organizations. The four other indicators achieving a positive rating (scoring meeting minimum requirements) are: PI 1.2 Cooperation Framework Outcomes, 2.3 Cooperation Framework M&E, 4.1 Leadership, and 5.1 Gender Coordination Mechanism.

This progress should not, however, obscure the fact that the need for gender equality and women's empowerment remains considerable. They should not call into question the need to ensure greater gender in parity at the UN in Cameroon or more resources allocation for gender related activities in

support of the country's challenges such as violence against women and girls, girls' access to education or women's participation in political life and equal representation, to name a few areas.

Despite these positive results in some areas, others require further action and special attention. The results indicate some shortcomings and areas for improvement. For instance, under the dimension of planning, gender results, capacity building and joint programs. The UNCT needs to provide more capacity building on gender equality for all staff and inter-agency groups (UN Communication Group, Monitoring, Evaluation and Learning Group, Gender Theme Group and Results Groups) and this should be informed by a comprehensive capacity assessment. A deeper gender analysis and sex disaggregation could be integrated in the Common Country Analysis (CCA), as well as the Cooperation Framework indicators could be further disaggregated and/or gender sensitive. The UNCT in Cameroon doesn't have a system that ensures systemic gender mainstreaming in joint programs.

Finally, two indicators are scored as 'missing minimum requirements' (not meeting any of the set criteria): PI 4.3 Gender Parity and 6.1 Resources allocation and tracking. At the time of the assessment, the UNCT did not have a mechanism to track staff parity trends in the UN Country Team. The UNDSS has a list of all UN personnel in Cameroon, but it was not disaggregated by gender or grade. With regard to PI 6.1, tracking financial allocations and expenditures on gender equality is important to show the extent to which financial commitments are aligned with gender equality policies and priorities. This enables the UNCT to direct and/or mobilize resources for gender equality and the empowerment of women and girls in critical areas. The UNCT did not carry out any capacity building event on the UNCT-Gender Equality Marker<sup>1</sup> over the current Cooperation Framework cycle. As a result, there is little application of the appropriate UNCT-GEM codes to joint work plan sub-outputs, and coding quality assurance.

Easily implementable actions are suggested in the action plan and indicator analysis section to ensure the UNCT improves performance in these areas.

The following are some of the lessons learned throughout the assessment:

- The involvement of different inter-agency groups is critical and helps to promote awareness and ownership;
- RC's and HoA leadership are key to ensuring participation, accountability, and success;
- RCO and UN Women coordination of the exercise is key for success;
- The UNCT-SWAP GE Scorecard is a learning opportunity for all;
- It is an effective tool to establish and plan concrete measures for improvement;
- The UN in Cameroon undertakes many gender transformative actions in its day-to-day work, but these are not put into writing.
- The timing of the exercise is important;
- Plan for a sufficiently long evaluation period to ensure a highly participative, inter-agency approach.

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<sup>1</sup> The UNCT Gender Equality Marker (UNCT-GEM) is a UNDS monitoring and accountability tool for tracking resources and allocations at country level that support gender equality results.

## The UNCT SWAP Gender Equality Scorecard framework

### 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.

#### *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).

Field Code Changed

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPRI) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP. UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

Field Code Changed

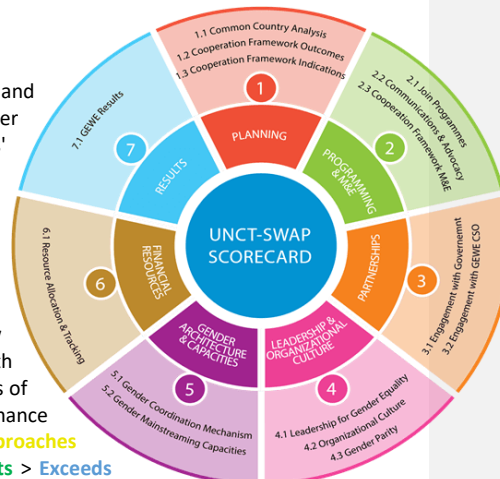
### 2. The UNCT-SWAP Framework

#### 2.1. Performance Dimensions and Indicators

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

#### 2.2. Performance Indicator Ratings and Explanation

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



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

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

### 3. The UNCT-SWAP Methodology

#### 3.1. Participatory Self-Assessment

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

The UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. **The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.**

#### 3.2. UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

### 3.3. Supporting Evidence and Knowledge Hub

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

### 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](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).



## The UNCT-SWAP Process in Cameroon

The UNCT-SWAP Gender Equality Scorecard is a tool used by the United Nations to support gender mainstreaming across its operational activities. In a meeting of Head of Agencies in quarter 3 of 2023, it was agreed to do a review of the UNCT SWAP Gender Scorecard which was first undertaken in 2020.

The exercise was launched by the Resident Coordinator ai. (RCai) and the entire exercise was conducted under the leadership of the RCai and the UN Women Resident Representative. The Scorecard is a participatory self-assessment tool coordinated by an Inter-Agency Team (IAT)<sup>2</sup> and was supported in Cameroon by two external consultants. The UNCT was involved in assigning the IAT, endorsing the roadmap, supporting the Organizational Culture Survey process, and approving the report. For this exercise, two internal coordinators have been appointed by the RCai, from UN Women and the Resident Coordinator Office. UN Women global gender scorecard helpdesk provided support and clarification on request. The self-assessment was conducted by the IAT from 13 November to November 30, 2023.

The methodology involved desk reviews, briefings, group sessions, and a final workshop. The approach follows the methodology and requirements from the [UNSDG 2018 technical guidance](#). The consultants collected and gathered information, and the IAT, along with the two appointed coordinators were responsible for providing the means of verification ensuring quality assurance and validation of findings, and offering follow-up on implementing recommendations. The IAT composition includes representatives from various inter-agency groups and offices, ensuring multidisciplinary representation.

The exercise emphasized the involvement of different inter-agency groups, strategic guidance and the effective coordination by RCO and UNCT. The methodology also highlights the high participative and collaborative approach taken in conducting the UNCT-SWAP Gender Equality Scorecard assessment in Cameroon.

### Roles and Responsibilities:

- RCO Focal Point and UN Women Coordinator: Facilitate documentation, convene meetings, set up the IAT.
- UNCT: Assign the IAT, endorse the roadmap, support implementation, validate the report, and monitor implementation of the Action Plan.
- IAT: Lead the self-assessment and develop an Action Plan.
- UN Women: Provide technical guidance.
- Consultants: Offer technical support, guide the assessment, facilitate sessions, and compile the final report and action plan.

### The Roadmap and key Activities:

The activities were divided into several phases:

- Preparation: This included one briefing meeting with the RC Office and the nomination of the Inter-Agency team assessment and setting up documentation in a sharing platform (Google drive).

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<sup>2</sup> The list of the appointed members of the inter-agency team is given in Annex 1.

- Self-Assessment: Conducted through five sub-working groups assessments meetings<sup>3</sup>, with an hybrid participation (both online and in person), and data analysis.
- Validation workshop and elaboration of Action Plan: A half-day workshop with the whole IAT to presents the preliminary results and scoring of the 15 indicators from the five subgroups and validate them. The purpose of the workshop was also to develop the action plan using a participatory approach.
- Finalization: Compilation of the findings and ratings, including the action plan by the consultants and presentation of assessment results to UNCT for approval. Following this, submission of the final report.
- Follow-Up: Implementation of the Action Plan by various inter-agency groups and UN entities, with regular follow-ups by the UNCT.

The detailed roadmap and timelines are given in Annex 3.

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<sup>3</sup> The division of labor of IAT members in five working groups is given in Annex 2.

## Overview of Results by Performance Indicator

The findings presented here indicate the ratings scored in 2023 by the UNCT for each Performance Indicator across the seven dimensions of analysis.

Indicators		Missing Minimum Requirements	Approaches Minimum Requirements	Meeting Minimum Requirements	Exceeding Minimum Requirements	Comparison with 2020 Assessment
<b>1. Planning</b>	1.1 CCA					Exceeding
	1.2 CF Outcomes					Exceeding
	1.3 CF Indicators					Meeting
<b>2. Programming and M&amp;E</b>	2.1 Joint Programs					Approach
	2.2 Communication & Advocacy					Exceeding
	2.3 CF M&E					Exceeding
<b>3. Partnership</b>	3.1 Engagement with Government					Meeting
	3.2 Engagement with GEWE CSOs					Approach
<b>4. Leadership and Organizational Culture</b>	4.1. Leadership					Meeting
	4.2 Organizational Culture					Approach
	4.3 Gender Parity					Missing
<b>5. Gender Architectures and Capacities</b>	5.1 Gender Coordination Mechanism					Meeting
	5.2 Gender Capacities					Approach
<b>6. Resources</b>	6.1 Resources					Approach
<b>7. Gender Results</b>	7.1 Results					Meeting

The findings of Cameroon's UNCT SWAP Scorecard show some progress against previous assessment (2020), particularly in terms of engagement with the government, civil society organizations in the GEWE sector, and also in the organizational culture. On the other hand, six indicators scored higher in the 2020 Scorecard, but this may also reflect a better application and understanding of the methodology in 2023. This concerns planning (CCA, Cooperation Framework indicators, CF outcomes and CF M&E), resources allocation and gender results.

## UNCT-SWAP Detailed Findings by Performance Indicator

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

<b>Performance Indicator 1.1:</b> <b>Common Country Analysis integrates gender analysis</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>	<b>Planning</b>
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CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data; AND (c) targeted gender analysis of those furthest behind.

#### Gender Analysis across the majority of sectors (criteria a) and some sex-disaggregated and gender sensitive data (criteria b)

The CCA was elaborated in 2020 and updated first in 2021, then in 2022. It has 9 sections.

- It is extremely positive to note that in the 6 other sections, a subsection to gender equality and women's empowerment is integrated (1.3.6, 2.18, 4.1.5, 5.1.4, 6.3.3, 8.1.2.1). However, it should also be noted that in the rest of the sub-sections, gender analysis is integrated in a very little way, if at all. There are some sub-sections where gender analysis could be easily included, such as in the WASH, social protection, health fields or including CEDAW in the Human Rights Framework subsection.
- 3 sections out of 9 do not include gender analysis (i. Section 3 on Country Progress towards the 2030 Agenda, ii. Section 7 on Financing landscape and opportunities, iii. Section 9 on Gaps and challenges towards achieving the 2030 Agenda).
- Some sex-disaggregated and gender sensitive data are to be found in the CCA update from 2022. The availability of sex-disaggregated data remains a challenge, as it is also mentioned in sub-section 9.2.1 on the level of disaggregation of available data. Nevertheless, it is noticeable from section 1.3 that a different emphasis is placed in the subsections on the consistent use of disaggregated data. Sub-section 1.3.1 is an example of good practice in the inclusion of sex-disaggregated data.

#### Criteria c). Targeted gender analysis of those furthest behind

The UN in Cameroon conducted a LNOB Report ("Evidence, Analysis and Monitoring for Operationalizing the Pledge to Leave No One Behind in Cameroon") in February 2020, whose findings were incorporated into the elaboration of the CCA.

Gender more specific risks of exclusion are underlined in the section on LNOB in the update of the CCA in 2022. In this section a targeted gender analysis of those furthest behind is provided. It states for example *"Rural dwellers, women and female-headed households, poor people, indigenous hunters and gatherers, persons with disabilities, girls, boys, LGBTI, the elderly, IDPs, refugees and host communities are the groups left behind in Cameroon (LNOB Cameroon report 2020, pg 5). Women in general are often left behind, with rural, poor, non-French speaking being the most disadvantaged (LNOB report, 2020 Pg 24)."*

#### **List the Means of Verification.**

- CCA update from 2022
- LNOB Report "Evidence, Analysis and Monitoring for Operationalizing the Pledge to Leave No One Behind in Cameroon", 2020.

## PI 1.2 Cooperation Framework Outcomes

### Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

MEETS MINIMUM REQUIREMENTS

**(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5. b) One outcome in the Cooperation Framework clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5.**

**Criteria a) and b)** Gender was mainstreamed in four of the five outcomes. Three outcomes are gender mainstreamed (outcome 1, 3 and 4), one outcome is gender-targeted (outcome 2.2) and one outcome is gender blind (outcome 2.1).

Outcome 2.1 does not visibly mainstream gender, even though women are a target group of the outcome as per the Theory of Change and output 2.1.1 is gender mainstreamed. Outcome 2.1 states that *by 2026, more people, by age group, especially the most vulnerable, including refugees and IDPs, use quality basic social services equitably and sustainably to realize their full human potential and enhance their social and economic well-being.*

Outcome 2.2 states that *by 2026, gaps in key socio-economic indicators are reduced, reflecting greater gender equality and progress in the empowerment of youth, women and girls, and other vulnerable groups, including in humanitarian contexts.* This supports all 17 SDGs, not just SDG 5 and its targets. All outputs and indicators are gender-targeted.

### List the Means of Verification.

- UNSDCF 2022-2026

### PI 1.3 Cooperation Framework Indicators

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

**Between one-fifth and one third (20-30 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

There is a total of 87 indicators at outcome/output level in the 2022-2026 Cooperation Framework. **22 out of 87 (25,3%)** indicators track progress toward gender equality results and/or are sex disaggregated.

Gender sensitive indicators are more apparent under the three outcomes of the priority areas tackling human and social development (outcome 2) and institutional support and citizen participation (outcome 3), whereas they are absent from the environment (outcome 4) and inclusive and sustainable growth (outcome 1) priorities areas, so that tracking is gender blind.

Outcome Indicators	Total N° of indicators	Gender blind/ neutral indicators	N° of sex disaggregated indicators	N° of gender specific indicators	Gender Sensitive indicators	Total Gender indicators	% Gender Sensitive indicators
Outcome 1	14	14	0	0	0	0	0%
Outcome 2.1	34	25	2	2	5	9	26%
Outcome 2.2	8	0	0	8	0	8	100%
Outcome 3	20	15	1	1	3	5	25%
Outcome 4	11	11	0	0	0	0	0%
<b>TOTAL</b>	<b>87</b>	<b>65</b>	<b>3</b>	<b>11</b>	<b>8</b>	<b>22</b>	<b>25,3%</b>

Three of the 22 indicators were written in a gender sensitive manner, noting that data would be disaggregated by sex (Indicators 2.1.3, 2.1.4 and 3.1.3). However, for all three of these indicators, the targets and baselines were not disaggregated, presenting a risk that the data will not be disaggregated as planned.

The IAT sub-group was unanimous in saying that some indicators could have been better formulated by including a gender perspective and/or in disaggregating. The self-assessment was a good exercise in learning how to better include gender sensitive indicators in the future.

#### List Means of Verification.

- Cooperation Framework 2022-2026 Results Framework Matrix

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

Performance Indicator 2.1:  
Joint programmes contribute to reducing gender inequalities  
APPROACHS 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.**

**Criteria a and b) : Met.** The UN in Cameroon had at the time of the assessment 14 joint programs operational. Half of them have been analyzed, as indicated in the technical guide. 6 out of 7 joint programs are visibly mainstreaming gender equality.

In two joint programs, one jointly implemented with UN Women and IOM<sup>4</sup>, another implemented by UNDP, UNFPA and UN Women<sup>5</sup>, the promotion of gender equality and the empowerment of women is the principal objective. Both JPs allocate at least 80% of the total project budget to GEWE (Gender Marker 3).

Four are gender-targeted or are visibly mainstreaming gender equality<sup>6</sup>. This means that there is the presence of a relevant analysis of gender equality dimensions that identify and analyze the causes of inequalities. It is made clear how the JP will support changes in relation to gender equality in at least one intervention area and mainstream gender consistently in the other areas. In addition, GEWE is either mainstreamed across outcomes in the JP or there is a specific high-level result on GEWE.

The JPs are scored with Gender Marker 2, which means the projects have gender equality as a significant objective and allocate between 30% and 79% of the total project budget to GEWE. Even the joint program, implemented jointly with UNODC and IOM<sup>7</sup>, which does not visibly mainstream GEWE, has scored the project with gender marker 2.

**Criteria c) A system is in place to ensure gender mainstreaming in JPs. Not Met.** The UN in Cameroon doesn't have a system in place to ensure gender mainstreaming in JPs. For example, Cameroon's GTG is not invited to systematically review the draft of the joint programs.

It was however noted that all but one of the joint programs (funded by the UN Partnership on the Rights of Persons with Disabilities) use the gender marker. The gender marker is a mandatory field included in the project document template of the "Secretary-General's Peacebuilding Fund", which finances the vast

<sup>4</sup> Enhancing Women's Meaningful Involvement in DDR Policy Design and Implementation in Cameroon Based on the National DDR Gender Strategy 2021-25: Strengthening of Platforms for Women's Associations.

<sup>5</sup> Renforcement de la participation des mécanismes communautaires et du rôle des défenseurs des droits humains au processus de consolidation de la paix dans les Régions du Nord-ouest et du Sud-ouest Cameroun.

<sup>6</sup> - Appui à la mise en œuvre du programme national d'éducation civique pour le renforcement de la paix, la cohabitation pacifique et le vivre ensemble dans les communautés affectées par les crises au Cameroun. (UNESCO, ILO, UNFPA and UN Women).

- Leveraging community participation in local governance for effective conflict prevention and resolution in the Littoral and West regions affected by the North-West and South-West crisis in Cameroon. (UN Habitat and UN Women).

- Appui à la cohabitation pacifique entre les communautés du Logone Birni à l'Extrême Nord du Cameroun (IOM, FAO, UNDP and HCR).

- Strengthening Disability Rights, Accessibility and Inclusive Services and Non-Discrimination in Cameroon (UNESCO, OHCHR, UNFPA).

<sup>7</sup> Lutte contre la traite des personnes et les trafics illicites et la criminalité organisée qui y sont liées entre la RCA et le Cameroun.

majority of joint programs in Cameroon. In addition, another mandatory field in the project template is “Briefly explain through which major intervention(s) the project will contribute to gender equality and women’s empowerment”, which refers to the PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding. Having to complete these two sections in the template raises the concern of whether the project is gender mainstream or not during its elaboration and ensure systemic integration of gender equality.

#### List Means of Verification.

##### Joint Programs analyzed:

- **UN Women/ IOM:** Enhancing Women’s Meaningful Involvement in DDR Policy Design and Implementation in Cameroon Based on the National DDR Gender Strategy 2021-25: Strengthening of Platforms for Women’s Associations.
- **OIM/FAO/PNUD/HCR:** Appui à la cohabitation pacifique entre les communautés du Logone Birni à l’Extrême Nord du Cameroun
- **UNESCO/ OIT/ UNFPA/ ONU Femmes:** Appui à la mise en oeuvre du programme national d’éducation civique pour le renforcement de la paix, la cohabitation pacifique et le vivre ensemble dans les communautés affectées par les crises au Cameroun.
- **PNUD/ UNFPA/ ONU Femmes:** Renforcement de la participation des mécanismes communautaires et du rôle des défenseurs des droits humains au processus de consolidation de la paix dans les Régions du Nord-ouest et du Sud-ouest Cameroun.
- **ONUSUD/OIM:** Lutte contre la traite des personnes et les trafics illicites et la criminalité organisée qui y sont liées entre la RCA et le Cameroun
- **UN Habitat/ UN Women:** Leveraging community participation in local governance for effective conflict prevention and resolution in the Littoral and West regions affected by the North-West and South-West crisis in Cameroon.
- **UNESCO/OHCHR/ UNFPA:** Strengthening Disability Rights, Accessibility and Inclusive Services and Non-Discrimination in Cameroon.



## PI 2.2 Communication & Advocacy

Performance Indicator 2.2:  
Communication and advocacy address areas of gender inequality  
EXCEEDS MINIMUM REQUIREMENTS

Programming and  
M&E

(a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year AND, (b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year AND, (c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy AND, (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

**Criteria a. Met.** The UNCT has contributed collaboratively to many joint communication activities on GEWE during the past year. Series of joint activities were organized to promote gender equality and women's empowerment. Notable examples include:

- UNFPA and HCR jointly organized events for the International Day of the Girl Child, focusing on sexual education and access to basic social services for girls. Events were held from October 4 to 11, 2023, at the Gado-Badzere refugee camp.
- On October 15, 2023, FAO and UN Women organized activities for the World Rural Women's Day. The activities included training and material support.
- During the SDG week celebrations, under the initiative of ONE UN, a training was organized on September 21, 2023 for women and girls involved in sustainable development in the production of liquid soap and bleach.

Within the framework of the International Women's day (IWD) 2023 celebration, under the theme: "For an inclusive digital world: innovation and technologies for gender equality", United Nations Cameroon and the Gender Thematic Group (GTG) organized a «**Gender Café**», to raise awareness on the need for inclusive and transformative technologies and digital transformation for a more equitable and sustainable future. In addition, also as part of the IWD celebrations, a **series of conferences** was organized from March 01 to 07, 2023 **at the University of Yaoundé I**, in collaboration with the United Nations system. This series of conferences focused on new technologies and the challenges of women's inclusion. Moreover, a **sport activity** was organized on March 03, 2023, with the overall objective to promote cohesion and strengthen the One UN spirit.

**Criteria b. Met.** The UN in Cameroon jointly organized the 16 Days of Activism from November 25 to December 10, 2022. The UNCT Result Report 2022 states: "The 16 days of activism were marked by a multitude of activities targeting men, religious leaders, universities and schools in particular. As an example, 14 "HeForShe" joined the movement and 2 Muslim leaders (Iamibés) committed themselves to women's empowerment and the fight against GBV. A new "Bodyright" campaign to protect bodily autonomy online and reduce cyber-violence and gender-based violence has been launched in Cameroon." (UNCT Results Report 2022: 37)

This year, the campaign for 16 Days of Activism against Gender-Based Violence also involves advocacy, sensitization, training, and material support.

**Criteria c. Met.** The UNCT has a common UN system communication strategy for the 2022-2026 cycle of the UNSDCF. Two elements reflected activities that had a strong gender focus: International Women's Day and built the capacity of women and men in the media.

In addition, in the objectives of the joint communication (section 4.2), one external objective is: "*To strengthen advocacy in favor of actions to achieve the SDGs for women and young people, through increased visibility of related actions*". There are no internal objectives for GEWE. Concerning the strategic pools (section 4.5) relating to the joint UNS communication, the first pool out of 7 is: "Pool 1: Actions in favor of youth, women and socially and economically vulnerable people, creation of decent jobs in productive sectors.

Overall the UN system communication strategy in Cameroon includes GEWE communication and advocacy, but it remains weak in the strategy.

**Criterion d. Met.** *The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.*

An international conference under the theme "Islam, Empowerment of Women and Youth, and Peacebuilding" was organized by the Council of Imams and Dignitaries (CIDIMUC) in collaboration with the United Nations Systems in Cameroon, on July 13 and 14, 2023. (UN in Cameroon, [Facebook](#)).

**List Means of Verification.**

- UN in Cameroon Facebook
- The UNCT Result Report 2022
- United Nations Development Cooperation Framework 2022-2026
- Joint UN system communication strategy (2022 -2026)
- Report UNFPA, UNHCR: International Girls' Day - sex education campaign, access to education.
- UNFPA, Rapport général de la conférence internationale sur "Islam, autonomisation des femmes et des jeunes, consolidation de la paix". (13-14 Juillet, 2023)
- Invitations to the Café Genre (UN Women)
- ToR Gender Coffee
- Rapport d'activité UN in Cameroon "Journée internationale des femmes 2023"
- Resident Coordinator Speech, "Activité sportive pour la Journée internationale de la femme 2023".
- TDR Commémoration de l'anniversaire des ODD.

**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
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**Meets all of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results.**

**Criteria a) Met.** The UNCT in Cameroon is newly reporting in the monitoring platform UN INFO, through the Results Groups. The bi-annual 2022-2023 Joint Works Plans of the 5 Results Groups have been updated in UN INFO. In early 2024, new data will be updated in the UN INFO platform to close the first two years of UNSDCF implementation, enabling consistent monitoring of indicators, including gender-sensitive indicators. The use of the UN INFO platform will help the entire UNCT to conduct data collection, monitoring and analysis against the indicators defined in the results framework. The UNCT is still in the early stages of using UN INFO; **it will be important to analyze, after a year's use, whether the data in the CF results framework is being collected consistently. Failure to track gender sensitive indicators as planned would reduce the score for this indicator to 'approaches minimum requirements'.**

As indicated in the analysis of indicator 1.3, the indicators that have been written in a gender sensitive manner, indicating that data would be disaggregated by sex (indicators 2.1.3, 2.1.4 and 3.1.3), their targets and baselines have not yet been disaggregated. This represents the risk that the data will not be disaggregated as planned. However, the better utilization of UN INFO will help in the future to facilitate disaggregation of indicators as planned.

**Criteria b) Met.** Progress against gender results was captured in the country results reports from 2022, the first year of implementation of the UNSDCF. In all outcome-results presentation, progress for gender specific results is underlined. In the realizations of the country's 5 strategic priorities (outcomes), there has been examples of progress towards gender-specific results, noting that outcome 2.2 specifically targets gender equality.

Examples are:

- Outcome 1: Development of a national strategy for inclusive finance, particularly aimed at rural populations, women, young people and socially vulnerable groups.
- Outcome 2.1: Improvement of the efficiency of contraceptive product use.
- Outcome 3: Enhance women's capacity to participate in decision-making processes at community, municipal, regional and national levels.
- Outcome 4: Project "Using the innovative financing model "Jangui" to stimulate the adoption of climate action solutions to create wealth for women and youth in Cameroon".

In addition, in 2022, 4 of the 6 innovative approaches are linked to gender equality and women's empowerment. ((i) Promouvoir l'entreprenariat digital des femmes à travers l'e-commerce, (ii) "Baby Box Strategy", (iii) "GBV Alert", (iv) "Innovative Lab/Camp") (UNCT Results Report 2022: 53).

It also notes as priorities for the UNCT for 2023 "to optimize support for inclusive and sustainable economic growth, high-quality, inclusive and equitable human and social development, and greater citizen participation in public affairs by supporting women, young people and the most vulnerable groups."

**Criteria c): Monitoring, Evaluation and Learning (MEL) Group received technical training on gender-sensitive M&E. Not Met**

The MEL Group did not receive any targeted training on gender-sensitive M&E. However, the RCO M&E participated in September 2023 to a workshop on "Gender Equality, Human Rights and Sustaining Peace Markers capacity strengthening and UN Info Quality Assurance", organized by the UN in Zimbabwe. It would be useful to conduct gender-responsive M&E training to draw more attention to the importance of conducting gender sensitive MEL. A recommendation would to include it the MEL Group Annual Work Plan and Terms of Reference.

**List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)**

- UN INFO
- Joint Work Plans from the 5 Results Groups
- UNCT Country Results Report
- Report, "Gender Equality, Human Rights and Sustaining Peace Markers capacity strengthening and UN Info Quality Assurance Workshop", UN Zimbabwe

## 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

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

**Criteria a). Met.** The UNCT has collaborated with at least two government agencies within the current UNSDCF cycle, which started in 2022, for a joint initiative that fosters gender equality. Examples include:

- Joint SDG Fund, through the joint program: *"Implementing the Integrated National Financing Framework for Cameroon to unlock, leverage and catalyze resources to accelerate SDG achievement for inclusive growth"*. This joint program aims to support the Government of Cameroon in rolling out the Integrated National Financing Framework (INFF). The participating UN organizations are UNDP, UN Women, UNICEF, along with national authorities as the Ministry of Economy, Planning and Regional Development (MINEPAT), Ministry of Finance (MINFI), Ministry of Decentralization and Local Development (MINDDEVEL) and the National Institute of Statistics (INS).
- On the sidelines of the 56th session of the Commission on Population and Development, in April 2023, the Government of Cameroon, in collaboration with UNFPA, UNESCO and UNICEF organized a session on the theme: "Keeping girls in school in a context of climate fragility: challenges and impact on sustainable development".
- The implementation of outcome 2.2, whose main objective is to foster gender equality and women's empowerment is led by UN Women and UNFPA and the main implementing partner is the MINPROFF (Ministry for the Promotion of Women and the Family).
- Efforts to facilitate girls' access to education, with programs such as "Education can't wait", which is being implemented with UNICEF, UNESCO, HCR, WFP, UN Women, along with five ministries (MINEDUB, MINESEC, MINEFOP, MINEJEC).
- The two joint programs, whose main objective is the promotion of gender equality and women's empowerment, are implemented with government agencies and GEWE civil society organizations. For example the JP *"Enhancing Women's Meaningful Involvement in DDR Policy Design and Implementation in Cameroon Based on the National DDR Gender Strategy 2021-25: Strengthening of Platforms for Women's Associations"* is being implemented by UN Women and IOM, along with the Government agency "Cameroon National Disarmament, Demobilization and Reintegration Committee".

**Criteria b). Met.** The National Women's Machinery in Cameroon is defined as the Ministry for the Promotion of Women and the Family (the MINPROFF) and all gender committees within the different ministries. The Gender Committees in the Ministries are coordinated by MINPROFF, with capacity-building support from UN Women.

The UNCT Result Reports 2021 states: *"The UNSDCF is the main outcome of a joint preparation process between the UN and all stakeholders, including the Government, Donors, Civil Society Organisations, and the Private Sector, throughout 2020-2021."* MINPROFF for example, was one stakeholder that contributed to the elaboration of the UNSDCF. To state a specific example MINPROFF participated at the

Government-UN workshop held in September 2020 in Ebolowa, called afterwards “the Consensus of Ebolowa”.

In addition, the main implementing partner of UNSDCF outcome 2.2 is MINPROFF, which is therefore strongly involved in the overall implementation of the UNSDCF. With regard to the participation of the National Machinery for Women in the implementation of the UNSDCF, they have been invited, along with all Cameroon's sectoral ministries, to take part to the UNSDCF Steering Committee on June 21, 2023. The results for each outcome were presented, including outcome 2.2 that foster GEWE. In addition, bilateral meetings and steering committee sessions for the UNSDCF, co-led by UNFPA and UN Women, have been instrumental in aligning efforts.

Further evidence is that the Gender Theme Groups in Cameroon include stakeholders from different ministries. For example, participants from two ministries (MINDEV and MINEPAT) attended the GTG retreat in July 2023.

**Criteria c) Met.** The UN in Cameroon had made a collective contribution within the current UNSDCF cycle to strengthen the Government engagement in gender SDG localization, by supporting in 2022 the conduct of the Voluntary National Review (VNR) on the implementation of the 2030 Agenda for Sustainable Development. GEWE is stated as one the key messages. In the VNR report, progresses towards SDG 5 targets are analyzed (political participation of women, GBV, etc.).

In December 2021, a SDG Civil Society workshop on the National Development Strategy (SDN30) and SDGs review was organized. The objective of the workshop was to familiarize civil society organizations (CSOs) with the National Development Strategy (SDN30) and its alignment to the SDGs, in view of the 2022 National Voluntary Review (VNR). Government ministries and institutions participated such as MINPROFF, along with 22 CSOs, UN System, regional and communal councils, academics, private sector and parliament.

**List Means of Verification.**

- Joint SDG Fund, joint programme document
- Joint Programs
- UNCT Results Reports 2021 and 2022
- UNSDCF
- Participants for UNSDCF consultations
- List of participants workshop in Ebolowa
- Invitation Steering Committee June 2023 to all stakeholders.
- GTG Member list
- GTG Retreat 2023 report
- Cameroon, Voluntary National Review, 2022.
- ToR and list of participants of the SDG Civil Society workshop on the National Development Strategy (SDN30) and SDGs review
- Brochure side event UNFPA, UNICEF and UNESCO 56th session of the Commission on Population and Development.

### PI 3.2 Engagement with GEWE CSO

#### Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

**Criteria a. Met.** The two joint programs, whose main objective is the promotion of gender equality and women's empowerment, are implemented with government agencies and GEWE civil society organizations. For example the JP *"Enhancing Women's Meaningful Involvement in DDR Policy Design and Implementation in Cameroon Based on the National DDR Gender Strategy 2021-25: Strengthening of Platforms for Women's Associations"* is being implemented by UN Women and IOM, along with the "Association de Lutte contre les Violences faites aux Femmes Extreme Nord Cameroun" and other women's civil society organizations (CSO) in Far-North region.

Furthermore, a PSEA Awareness raising session with CSO was organized on July 31, 2023 by the inter-agency PSEA Network led by IOM.

As part of the 2023 16 Days of Activism, UN Women and UN AIDS organized a dialogue with organizations of women living with HIV/AIDS and partners on November 30, 2023, to discuss the specific challenges and types of discrimination they face.

**Criteria b). Met.** The UNCT Result Reports 2021 states: *"The UNSDCF is the main outcome of a joint preparation process between the UN and all stakeholders, including the Government, Donors, Civil Society Organisations, and the Private Sector, throughout 2020-2021"*. Twelve GEWE CSOs<sup>8</sup> participated for UNSDCF consultations.

In addition, the UN RCO organized in November 2020 a workshop in Mbalmayo on "THE "LEAVE NO ONE BEHIND" (LNOB) PRINCIPLE OF THE 2030 AGENDA AND THE IMPACT OF COVID-19 ON PEOPLE LEFT BEHIND IN CAMEROON". The results obtained have been integrated into the implementation of the UNSDCF, in line with Cameroon's National Development Strategy 2030. Participants included vulnerable persons/groups: (i) people with disabilities (visual, hearing, motor, albinism); (ii) excluded/discriminated groups and minorities (indigenous populations/pygmies-mbororo, Muslim girls and women, widows and orphans...); (iii) people of different sexualities (LGBTI); (iv) children and young people who are not literate or who have dropped out of school; (v) victims and survivors of sexual abuse; (vi) Young people and women; and (vii) Older people. In February 2021, consultations were held to review the UNSDCF results framework, with government institutions, CSOs (including two GEWE CSOs), trade unions and the private sector.

Furthermore, the Gender Theme Groups in Cameroon include stakeholders including GEWE CSOs.

<sup>8</sup> Cameroon Women's International League for Peace and Freedom, Global Women's Emancipation in Sports (GWES), CSOs gender thematic group, African Women Leaders Network, Association de Lutte contre les Violences faites aux Femmes (ALVF), Regroupement des Associations des Femmes Ressortissantes de tout Horizon (RAFRO), Association des Femmes Africaines Intègres pour la Recherche et le Développement (AFAIRD), Center for Advocacy in Gender Equality and Action for Development (CAGEAD), Forum des Femmes Autochtones du Cameroun (FFAC), Gender Data and SDGs Journalist Network (GDJN), Regroupement des Associations des Femmes Ressortissantes de tout Horizon (RAFRO). Some GEWE CSOs target more vulnerable women as for example the "Forum des Femmes Autochtones du Cameroun (FFAC)".

**Criteria c). Met.** In December 2021, a SDG Civil Society workshop on the National Development Strategy (SDN30) and SDGs review was organized. The objective of the workshop was to familiarize civil society organizations (CSOs) with the National Development Strategy (SND30) and its alignment to the SDGs, in view of the 2022 National Voluntary Review (VNR). GEWE CSOs participated, as for example the Women entrepreneurship facilitation network (WEFN) and Horizon Femmes attended the workshop, to name just a few.

**List Means of Verification.**

- Participants list for UNSDCF consultations ;
- ToR and list of participants of the SDG Civil Society workshop on the National Development Strategy (SDN30) and SDGs review;
- ToR and Invitation dialogue with organizations of women living with HIV/AIDS and partners, UN Women and UN Aids.
- Joint Programs ;
- Rapport Atelier LNOB, Novembre 2020 ;
- UNCT Results Report 2022 ;
- GTG Member list.

## 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

Leadership and organizational culture

#### MEETS MINIMUM REQUIREMENTS

Meets all 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.

In the [2018 technical guidance](#), the criterion d) states “Gender Equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months”. The ARC is no more in use at the time of the assessment. To replace this criterion, which is no longer valid, the United Nations in Cameroon has evaluated the following point: “**RC demonstrates internal championing of gender equality during the last 12 months**”. This criterion is based on the updated guidance which will be published shortly.

Field Code Changed

**Criteria a) Met.** The UNCT minutes from the last past 12 months (from November 2022 to November 2023) were analyzed by the consultants due to the confidentiality of the documents. The UNCT has met every month and organized some ad-hoc meetings. **In 15 out of 17 meetings (88%), GEWE topics were discussed in UNCT meetings.**

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**Criteria b). Not Met.** In a review of RC speeches given in the last year revealed that the RC included gender equality messaging in 41 percent of the speeches (16 out of 39 speeches). The RC external communication strongly emphasizes the promise to leave no one behind and vulnerable groups, but does not specifies. Overall, the RC actively participated in women’s day events and other official functions, emphasizing gender equality and women's empowerment. He participated for example to the International Women’s Day celebrations, activities for the 16 days of Activism, or the launch of the GBV campaign. He also participated to UN Women retreat.

**Criteria c) Met.** 86% of UN staff (80% women and 90% men) agreed or strongly agreed that Heads of Agencies in the UNCT demonstrate leadership and commitment to gender equality in the workplace. To answer this criterion, the answers from question 5 of the organizational survey were used that asked to UN Staff: “Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	38.36%	112
Agree / D'accord	47.95%	140
Neutral / Neutre	9.93%	29
Disagree / Pas d'accord	2.40%	7
Strongly disagree / Fortement en désaccord	1.37%	4
TOTAL		292

**Criteria d) Met. Internal Championing of GEWE:** The RC led townhall meetings on various topics including October rose for the fight against breast cancer, work-life balance, and mental health, which are gender-sensitive issues. As part of the International Women's Day celebrations, the RC spoke at a Townhall and made a pitch at a sports activity organized by the UN personal association. For the 16 days of activism



2022 and 2023 the RC has sent a message to all UN Staff. The RC's participation in the HeForShe campaign and leading the Network PSEA were also noted.

**List of Means of Verification.**

- 39 speeches from the Resident Coordinator
- Invitation Email to Townhall for the international women's day
- Invitation Email to Townhall "Octobre Rose"
- Prise de parole RC pour l'activité sportive du 03 mars 2023: International Women's Day 2023
- Email to all UN staff for 16 Days of activism on November 25, 2022 and November 26, 2023
- Results from the Organizational Culture Survey
- UNCT meetings minutes from November 2022 to November 2023 (17 documents)

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#### PI 4.2 Organizational Culture

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

**Leadership and organizational culture**

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

The survey results indicate a positive perception of gender equality within the organization. Over 80% (**88%**) of respondents believe the UN system in Cameroon makes adequate efforts to achieve equal representation of women and men at all levels.

The survey link was shared by the RCai to all UN Staff. The total number of responses was 305 (132 women; 172 men). Based on the population size of 822, responses yielded a confidence interval of 7.5. Therefore, we can be confident that responses are representative of the larger population plus or minus 7.5 percentage points.

High positive ratings for leadership's commitment to gender equality and prevention of sexual harassment, exploitation, and abuse.

Work-life balance measures and support from Heads of Agencies for work-life balance received positive feedback, though some differences are noted between male and female responses.

The question 8: "UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation" scored the highest neutral response. The question 11: "The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance." scored the highest negative response. The question 12: "The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance" scored negative response.

**On average, male respondents were more positive than females in all areas**, with males as a group providing an overall positive rating of 62% in contrast to a female positive rating of 56%. The widest disparity between males and females related to perceptions of UN personnel commitment to gender equality in the workplace as well as entitlements. Reasons for differences in male and female perceptions will require qualitative assessments.

Overall, the UN system in Cameroon exceeds the minimum requirements for promoting gender equality and the empowerment of women, as per the aggregate responses and male-specific data. Female respondents, however, have shown a lower positive rating, falling into the 'Meets Minimum Requirements' category for several indicators. This suggests that while the overall environment is supportive, there are areas where the experiences and perceptions of female staff differ from their male counterparts.

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

- Results of the Organizational Culture Survey

#### PI 4.3 Gender Parity

Performance Indicator 4.3:  
Gender parity in staffing is achieved  
MISSING 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 AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments AND c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEWE.

**Criteria a) Not Met.** The UNCT has not in place a mechanism for monitoring gender parity in staffing. The UNDSS monitors the personnel lists of all UN Staff, which are nevertheless not disaggregated by sex. At agency-level the staff-lists are disaggregated by sex and grade; and mechanisms are in place to assess trends towards gender parity. In conclusion, no disaggregation is available at UNCT level, whereas it is available at agency level.

The [UN System-wide Dashboard on Gender Parity](#) shows following results for the gender parity in Cameroon 63,69% (649) men and 36,1% (370) women (total 1019 staff).

**Criteria b) Not Met.** Without the existence of a central UN Staff list that disaggregates by sex, category and rank, an analysis of this indicator was not possible. Similarly, the list of the personnel from the 19 UN were not all available at the time of the exercise.

However, it is worth noting that in the Human Resources working group from the OMT, activities are planned for 2023 in relation to gender parity such as organizing recruitment statistics based on gender parity (between October and December 2023) and conducting a salary survey (completed).

**Criteria c) Not Met.** The Business Operation Strategy (BOS) Review n°1 was implemented from 2022 on. It states in the executive summary : *"Collaboration of cross cutting issues on areas such as gender, disability inclusion, Greening, Data and digitalisation and staff well-being will also remain crucial for efficient and effective attainment of the set objectives."* However, it does not include gender specific actions and indicators. UN Women informed that they are currently working on recommendation how to deliver gender-sensitive procurement, which will benefit the OMT Group.

#### List Means of Verification.

- BOS
- UNDSS UN Staff list
- Agencies staff list (UNFPA, UN Women, WFP)
- Annual work plan Human Resources Working Group in OMT

Field Code Changed

**Commented [MOU1]:** Could you please share some results of the salary scale survey? Has it been disaggregated by sex? Could you see differences between women and men in the salary scale ?

## 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

Gender architecture and capacities

MEETS MINIMUM REQUIREMENTS

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. (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

**Criteria a) met.** The Gender Theme Group humanitarian and development (GTG) in Cameroon is chaired by the representative of UN Women, as mentioned in the terms of reference.

**Criteria b) met.** The Gender Theme Group (GTG) has an approved ToR and annual work plan. 2022 and 2023 annual work plans recall the national priorities (NDS 2030, National Development Strategy). It includes the following sections, many of which are aligned with the requirements of the UNCT SWAP Gender Scorecard: (i) GTG Membership and Operations, (ii) Communication and Knowledge Generation, (iii) Monitoring & Evaluation (iv) Capacity Development (v) Resource Tracking and Allocation , (vi) Leadership, (vii) Joint Programs, (viii) Results, (ix) Partnerships, (x) Gender in Humanitarian.

The annual action plan is not budgeted, even if it includes a column on required resources (N/A or cost sharing). It also lacks a column for tracking implementation.

**Criteria d) met.** GTG members contributed to the various stages of preparation of the new UN Sustainable Development Cooperation Framework 2022-2026 for Cameroon. In particular, the GTG contributed to the drafting of the Common Country Analysis (CCA), and took part in consultations with civil society, the government and technical and financial partners. (Rapport Annuel du Groupe Thématique Genre au Cameroon 2020:6)

The UNCT Results Report of 2021 states "Gender was mainstreamed in major strategic processes including the CCA and the UNSDCF in order to support the Government. The new Cooperation Framework includes a stand-alone Gender outcome that will ensure concrete interventions to promote gender equality and women empowerment" (UNCT Results Report 2021: 11). The GTG was involved in this process and ensured to include a stand-alone outcome for GEWE in the design of the new CF (outcome 2.2).

The GTG ensures alignment with national and UN Cooperation Framework strategic priorities. At the 2023 annual retreat of the Gender Thematique Group humanitarian and development (GTG), which took place on July 27 and 28, 2023 in Mbalmayo, one of the retreat's objectives was to "S'appropriier les grands axes de : La PNG, SND30 et UNSDCF" (Rapport du GTG Retraite 2023:4).

Likewise, the GTG's 2023 annual work plan includes a section on monitoring and evaluation with three actions: (i) strengthen the capacities of the M&E group members on gender-responsive monitoring and evaluation, (ii) review the ToR of the M&E group to include for ensuring gender sensitivity in joint M&E frameworks, to be able to provide technical support accordingly, (iii) Support the M&E Plan from a gender perspective in the UNSDCF. However it is not clear how far the implementation of these actions stand in November 2023, the date of this assessment.

Another example of the GTG's involvement is that, as part of the celebration of International Women's Day in 2023, UN Cameroon and the GTG organized a "Gender Café" to raise awareness of the need for inclusive, transformative technologies and digital transformation for a more equitable and sustainable future.

**Criteria c) not met.** The GTG in Cameroon is composed of 52 representatives from 19 UN Entities and a number of external stakeholders (governments, humanitarians, development partners, civil society, multilateral banks and other donors).

The list of GTG members is not disaggregated by gender and grade for UN members. However, meeting minutes disaggregate participants by gender. **UN Members of the GTG do not include at least 50%.** XX out of XX members that regularly attend meetings are not senior staff (NOC/P4 and above), which constitutes XX per cent of GTG members. The non-UN members of the GTG are mostly senior directors.

**Commented [MOU2]:** Kindly complete when the data are available.

**List Means of Verification.**

- GTG AWP 2022 and 2023
- GTG ToR
- GTG meeting minutes
- Rapport GTG Retraite 2023
- Rapport Annuel du Groupe Thématique Genre au Cameroun 2020
- UNCT Results Report 2021 and 2022
- [UN in Cameroon Facebook](#).

## PI 5.2 Gender Mainstreaming Capacities

### Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

Gender architecture and capacities

### APPROACHES MINIMUM REQUIREMENTS

(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 CF cycle and targets are on track.

**Criteria a) : Met.** There have been a number of inter-agency capacity development activities for UN personnel on gender. One example is that the PSEA Network organized a training of trainers on the protection against sexual exploitation, abuse and harassment<sup>9</sup>. (UNCT Results Report 2022: 57). A training was also organized in June 2023 to strengthen the inter-sector working group (ISWG) capacities on gender in emergencies. Likewise, UNFPA had organized the Women's Security Awareness (WSAT) Training from 25 – 26 October 2023, in Yaoundé. The training was designed and dedicated primarily for the female personnel of the United Nations with the intention of informing and empowering women across the Security Management System<sup>10</sup>.

**Criteria b): Not Met.** A capacity assessment plan based on inter-agency capacity assessment was not established at the UN in Cameroon. However, in the Gender Thematic Group's 2023 annual work plan, a section is devoted to capacity development. One action is to establish a capacity development plan, based on the UN (int./nat.) capacity assessment, by June 2023, but was not implemented yet.

**Criteria c) Not Met.** All incoming staff receive a security/safety briefing upon arrival and their induction is managed directly by their agency, without central coordination.

### List Means of Verification.

- UNCT Results Report 2022
- GTG AWP 2023
- Report : Inter-agency PSEA Network Training of Trainers
- Women's security awareness training report
- ISWG training report.

<sup>9</sup> 25 participants were trained, including from the following UN organizations: UNICEF, OHCHR, WFP, UNIDO, UNHCR, OCHA, UNOPS, UNESCO, FAO, IOM, UN Women.

<sup>10</sup> Participants from UN Women, UNFPA, UNDP, WHO, UNICEF, FAO, UNV, UNIC, WFP, UNICEF and UNDSS.

## 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

#### MISSING MINIMUM REQUIREMENTS

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle. (b) The UNCT has established and met a financial target for program allocation for GEWE.

**Criteria (a). Not Met.** The UNCT has not carried out any capacity building event on the UNCT Gender Equality Marker. From August 31 to September 2, 2022, the UN in Cameroon organized a three-day training course on "UNSDCF Monitoring, Reporting and Evaluation using UN Info". In the three days, how to apply the UNCT Markers (Human Rights, Gender Equality and Humanitarian) have very been shortly presented, but it was not stated as an item in the agenda of the training. In addition, it is worth noting that the RCO M&E participated in September 2023 to a workshop on "Gender Equality, Human Rights and Sustaining Peace Markers capacity strengthening and UN Info Quality Assurance", organized by the UN in Zimbabwe.

**Criteria (b). Not Met:** The UNCT has not established or met a financial target for program allocation for GEWE. Data from UN INFO show that the UNCT Cameroon for the period of 2022-2023 (up to November 2023), **marked 29% of the sub-outputs in the JWP as contributing significantly or principally to GEWE** (Gender Equality Marker code 2 and 3). Data extracted from UN INFO, which includes the UNCT GEM, provides a level of detail by tracking exact expenditure per sub-outputs. It is to be noted that the UNCT in Cameroon has been using the platform since September 2023.

#### GEM application sub-outputs in UN INFO (total sub-outputs : 163):

- Gender Equality Marker (GEM) 3 (GEWE is the principal objective): 18 sub-outputs (11%)
- GEM 2 (GEWE is a significant objective): 30 sub-outputs (18%)
- GEM 1 (contributes to GEWE in a limited way): 107 sub-outputs (66%)
- GEM 0 (not expected to contribute to GEWE) or un-marked sub-outputs: 8 (5%)



As of 2021, the UN system has established a common global financial target for UNCT allocations to GEWE. The target sets a financial threshold of 70% of UNCT Annual Funding Framework available resources to be allocated to sub-outputs with gender equality as a principal (UNCT-GEM 3) or significant (UNCT-GEM 2) objective. The UNCT in Cameroon is below the global financial target.

The Results Groups are at the stage of finalizing the reporting of the JWP covering a two-year period 2022-2023. The application of the GEM in the offline versions was not finalized in all JWPs at the stage of the assessment of this indicator.

#### List Means of Verification.

- UN Info Sub-output report (Start year: 2022- End year: 2023)
- UNCT JWP 2022 and 2023
- Agenda "UNSDCF Monitoring, Reporting and Evaluation using UN Info"
- Report, "Gender Equality, Human Rights and Sustaining Peace Markers capacity strengthening and UN Info Quality Assurance Workshop", UN Zimbabwe

## 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

#### APPROACHS MINIMUM REQUIREMENTS

(a) The UNCT has achieved or is on track to achieve some gender equality and empowerment of women results as planned in the Cooperation Framework outcomes in line with SDG priorities, including SDG 5. (c) at least one outcome level CF result has contributed to transformative change in relation to GEWE.

#### Criteria a) and b)

Results from 2022, the first year of the implementation of the Cooperation Framework, show that the UNCT is on track to achieve **most** of the established gender equality and empowerment targets as prioritized under the four strategic priorities of the 2022-2026 Cooperation Framework.

Results towards GEWE is notable in all 5 outcomes.

- In outcome 1 on inclusive and sustainable growth, two outputs are gender-sensitive and results have been reported for both outputs. Concrete examples include the UNCT's support for the development of a national inclusive finance strategy to improve access to inclusive financing mechanisms, particularly for women. (UNCT Results Report 2022: 25)
- With regard to the results achieved through the implementation of Outcome 2 on quality, inclusive and equitable human and social development, there has been notable progress, particularly in improving the use and supply of contraceptives (ebd: 31) and improving menstrual hygiene in schools. (ebd:33).  
All results in outcome 2.2 contributes to increase gender equality and women's empowerment, as it is the main objective. Progress is notable in the field of economic empowerment and financial inclusion, development of entrepreneurial skills, access to educational services, information and awareness-raising on sexual and reproductive health (SRH) and GBV. The United Nations supported for example the adoption of a national strategy to combat gender-based violence, during the 16 days of activism against violence against women. (ebd: 36-38)
- With regard to outcome 3 on institutional support and citizen participation, the UNCT has for example supported the strengthening of women's capacity to participate in decision-making processes at community, communal, regional and national levels have been enhanced.
- Finally, for outcome 4 on Environmental sustainability and effective climate and disaster risk management, the UNCT presents the project "Jangui" as a good practice, which is an innovative financing model to stimulate the adoption of climate action solutions to create wealth for women and youth in Cameroon. (ebd:48).

Results are also evident, but sometimes very limited, when progress is analyzed at the level of outcome indicators. The UNCT Annual Report 2022 shows progress against the baseline for six out of seven gender-sensitive outcome indicators (2.1.8, 2.1.9, 2.2, 2.2.1, 2.2.2, 3.1 and 3.4).

Given the overall positive, but not sufficient progress registered toward GEWE in the first year of implementation of the UNSDCF, the UNCT remains on track to making important contributions to the established targets in the following years of implementation. These progresses should not obscure the fact that the need for gender equality and women's empowerment remains considerable. They should not call into question the need to continue the fight against violence against women and girls, to improve girls' access to education or to increase women's participation in political life and equal representation, to name but a few areas.



**Criteria c) Met.** Outcome 2.2 specially targets gender equality and women's empowerment, and all results contribute to transformative change in relation to GEWE (as mentioned above).

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

- UNCT Results Report 2022
- UNSDCF Results Matrix
- Joint Work Plans 2022-2022 of the 5 Results Groups

## Recommendations / Way forward

The UNCT is progressing on its mandate towards gender equality and women's empowerment, as 53% of the indicators meet or exceed the minimum requirements (8 out of 15), while 47% (7 of 15) approach or miss the minimum requirements.

Based on the findings, the following are recommendations to the UNCT:

- Make the necessary efforts to increase the level of compliance with the minimum requirements for gender equality and women's empowerment.
- Ensure wide dissemination of the report and organize briefing sessions with different Inter-Agency Groups on the UNCT-SWAP GE Scorecard (findings and Action Plan) to discuss opportunities for the implementation of action points and seek their engagement. One good practice could be to ensure that the different inter-agency groups include in their own annual work plans the actions points for which they are responsible for implementation. The timing of this assessment is ideal for integrating the action points of the UNCT SWAP Gender Scorecard into the annual work plans of the different inter-agency groups.
- Set a calendar for conducting annual progress assessments and drafting annual progress reports in line with requirements.
- Nominate focal points for UNCT-SWAP GE Scorecard Reporting Platform.
- Request regular updates on the status of implementation of the UNCT-SWAP Scorecard Action Plan and add it as an agenda item in the UNCT meeting at least twice a year.
- Share best practices such as gender theme groups with the global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)) and UN Women Regional Office.
- Increase efforts in developing internal capacities on gender equality in order to promote a favorable environment for increased and more efficient mainstreaming of gender across the system.
- Promote internal capacity building of inter-agency groups to support gender mainstreaming across the system.
- Conduct a capacity needs assessment and use the findings to develop a UNCT capacity development plan.
- Ensure more consistently disaggregation by sex whether in internal documents (e.g. UN Staff list), in analysis documents (e.g. CCA), and/or indicators.
- Ensure senior commitment towards achieving gender parity at the UN Cameroon.

UN Women has a leading role in the follow up on the implementation of the action plan and in ensuring that it is included in the UNCT Meetings at least twice a year. This does not alter the fact that ownership and implementation of UNCT SWAP as a whole rests with the UNCT.

The UNCT has to monitor progress every fourth quarter of each calendar. Annual Progress UNCT-SWAP Reports are to foster progress toward meeting and exceeding indicator requirements. They require reassessment of a **minimum of 5 Performance Indicators** and an **update on the implementation of the UNCT-SWAP Action Plan**. The IAT should collectively decide which indicators to reassess, focusing on those areas of performance where improvement is most critically needed.

## UNCT in Cameroon Action Plan

The Action Plan for the UNCT SWAP Gender Equality Scorecard was established by the Inter-Agency Team during a workshop November 28, 2023. It includes realistic actions and SMART activities.

ACTION POINTS/ACTIVITIES	TIMING FRAMEWORK			RESPONSIBLE
	2024	2025	2026	
Dimension 1: PLANNING				
1.1 Common country analysis				
1.2 Results of the cooperation framework				
1.3 Cooperation framework indicators				
Include in the annual review of the CCA a stronger integration of gender in all sections	X			GTG and RCO
Ensure gender-sensitive formulation in all outcomes for the next UNSDCF cycle 2027-2032.			X	RCO with the support of UN Women
Include more gender-sensitive and sex-disaggregated indicators for the next UNSDCF cycle 2027-2032.			X	RCO with the support of UN Women
Integrate gender-sensitive indicators from the output indicator framework into the next joint results plans (2024-2026) of the results groups	X			RCO
Dimension 2: PROGRAMMING AND MONITORING				
2.1 Joint programs (examples: GEWE integration system in joint programs)				
2.2 Communication and advocacy (e.g. revising the communication strategy to make it more gender-sensitive)				
2.3 Cooperation framework for monitoring and evaluation (e.g. ensuring that gender-sensitive indicators are collected as planned, with proper use of UN INFO) (organize training on gender-sensitive MEL)				
Include a gender criterion/condition in joint programming SOPs.	X	X	X	RCO and UN Women
Ensure better inclusion of gender mainstreaming in UNCG's communication strategy	X			RCO with the support of GTG and UN Women
Collect gender-sensitive indicators for all outcome groups.	X			Result groups
Organize capacity building activities for UNCG and communication focal points.	X			UNCG with the support of UN Women
Develop Joint Programs to ensure mainstreaming of gender equality.				UNCT

Organize a training on gender sensitive M&E for the MEL group	X			MEL Group with the support of UN Women
<b>Dimension 3: PARTNERSHIPS</b>				
3.1 The government's commitment 3.2 Civil society organizations' commitment to GEWE				
Include women's and gender equality civil society's networks in the consultations of the next Cooperation Framework cycle 2027-2032.			X	UNCT with RCO support
Include the National Women's Machinery in the consultations of the next Cooperation Framework cycle 2027-2032.			X	UN Country Team with support from RCO and UN Women
<b>Dimension 4: LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>				
4.1 Leadership 4.2 Organizational culture 4.3 Gender parity				
Implement and allocate resources, and monitor of the UNCT SWAP Gender Scorecard Action Plan	X	X	X	UN Country Team with UN Women and RCO
Promote well-being and better work-life balance	X	X	X	HoA with UN personal association
Disaggregate the all UN Staff list by sex and grade	X			OMT, UNDSS with RCO support
Develop a gender parity strategy and ensure the commitment of Heads of Agencies	X			UNCT, OMT/HR with the support of UN Women
Include gender specific actions and indicators in the revision of the BOS	X			OMT
<b>Dimension 5: ARCHITECTURE AND GENDER CAPACITY</b>				
5.1 Gender coordination mechanism 5.2 Gender capacity				
Complete the <a href="#">UNCT SWAP Gender Scorecard online training</a> and monitor completion of the training.	X			GTG, UNCT Focal Points and UN Women
Conduct a capacity needs assessment for GEWE	X			UN Country Team with support from UN Women
Based on the results of the capacity needs assessment, organize targeted training courses on a specific GEWE theme		X		TO BE CONFIRMED

Monitor the engagement of Heads of Agencies regarding the training on GEWE of their staff during the UNDSCF cycle.	X	X	X	Agencies gender focal points with support of UN Women and RCO
<b>Dimension 6: RESOURCES</b>				
<b>6.1 Financial resources</b>				
Organize training on UNCT-GEM for the Results Groups, GTG and MEL Group				UN Women
Advocate to HoAs to dedicate at least 15 of the budget to GEWE activities, in accordance with the SG's decision	X	X	X	GTG
<b>Dimension 7: RESULTS</b>				
<b>7.1 GEWE results</b>				
Adopt joint reporting of gender-specific results.	X			Results groups / MEL group
Implement of financial planning for joint results				Results groups / MEL group

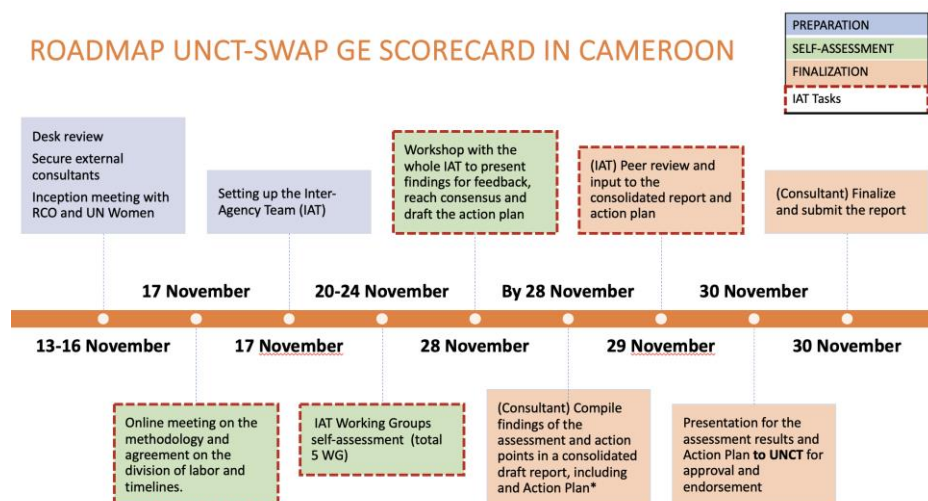
**Commented [MOU3]:** I could not find a SG report on this but only the [issue brief](#) "FINANCING FOR GENDER EQUALITY AND THE IMPLEMENTATION OF THE WOMEN, PEACE AND SECURITY AGENDA Assessment of the implementation of a minimum 15 per cent financial target".

## Annexes

### Annex 1: Appointed Inter-Agency Team members for the UNCT SWAP Gender Scorecard in Cameroon

Name	Agency	Expertise/ UNCT SWAP subgroup/ inter-agency group
Valerie Mengue Ango	UN Women	Coordinator of the UNCT SWAP
Rosy Ndedi Penda	RCO	Coordinator of the UNCT SWAP
Marie Pierre Racky Chaupin	UN Women	Resident Representative
Sophie Lesselin	RCO	Head of Resident Coordinator's Office and Strategic Planner
Etienne Eba	FAO	Lead HR in OMT
HandjouNoubou, Anne Chantal	FAO	Gender specialist
Daniel Leibitz	FAO	Resource mobilization Specialist
Jean Njita	UNIC-RCO	Lead UNCG
Eleanor Galabenagwah	UNIC-RCO	UNCG
Julie Mballa Ebengue	UNDP	RG 3
Dr. David Kobis	UN Aids	Gender expertise/ program management
Anita Ovambe	UNWOMEN	Administration and procurement associate
Yves Fouda	UNWOMEN	Finance associate and operation manager a.i
Gisele Ntunga	UNDP	Lead OMT Operation manager
Julie Mballa	UNDP	Gender and Human right specialist
Hasina Rakotondrazafy	RCO	Partnership
Fadimatou Bakary	UNOPS	Administration Senior assistant
Ms Kaptue, Brigitte	ITU	Communication
Leonie Ngassam	UN Habitat	GTG
Catherine Tshetu	OHCHR	Human Rights Officer
Flurina Frei	OHCHR	Human Rights Officer
Ahmed Abderrahmane	OHCHR	Programme Assistant
Cedric Joel Ela	UNICEF	M&E
Valentine Oloume Beyeme	UNICEF	Gender focal point
Derrick Ndimbwa	WFP	RG 1
Pascal Anengbah	WFP	RG.2.2
Violet Chanza Black	WFP	RG 2.2
Zahra Lillian Mokogsi	WFP	Gender expert
Thierry MBUFUNG	WFP	OMT
Gertrude Lydie Mangele	UNFPA	Subgroup 1
Etienne Serge Anakeu Djoumessi	UNFPA	Data analyst M&E (Subgroup 2)
Mbea Mbea	UNFPA	UNCG (Subgroup 3)
Liliane Munezero	UNFPA	GBV Coordinator Subgroup 3
Agnes Christele Ndongdock,	UNFPA	Program specialist gender Subgroup 4
Georgette Mireille Tiani	UNFPA	Finance associate Subgroup 5 (finance Associate)

## Annex 2 – UNCT SWAP Gender Scorecard in Cameroon: Roadmap and timelines



## Annex 3 – Inter-agency team division of labor in five sub-groups

Working Group Nr.	Indicators assessed	DATE	TIME	PLACE /OFFICE
<b>2</b>	Members of M&E Group	1.3 Cooperation Framework indicators 2.3 CF MEL 6.1 Resource Tracking and allocation 7.1 Results	November 20 November 21	2pm UN WOMEN
<b>3</b>	Members of Communication Group and GTG	2.2 Communication & Advocacy 5.1 Gender Coordination Mechanism 5.2 Capacity Development on GEWE	November 22	2pm RC Office
<b>1 &amp; 4</b>	Members of PMT and GTG	1.1 Common Country Analysis 1.2 CF Outcomes 2.1 Joint Programs 3.1 Engagement with Government 3.2 Engagement with GEWE CSO	November 23	2pm UNFPA
<b>5</b>	Members of OMT/Human Resources, RCO and GTG	4.1 Leadership 4.2 Organizational Culture 4.3 Gender Parity	November 24	11am FAO

#### [Annex 4 – Findings of the Organizational Culture Survey](#)

Attached to the report.

