



UNITED NATIONS COUNTRY TEAM ERITREA

SWAP GENDER EQUALITY SCORECARD

Report



November 2023



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Acronyms

CCA: Common Country Assessment
CEDAW Convention on the Elimination of Discrimination Against Women
CF Cooperation Framework
CRC Convention on the Rights of the Child
FAO Food and Agriculture Organization
FGM Female Genital Mutilation
GBV Gender-Based Violence
GOE Government of Eritrea
IFAD International Fund for Agricultural Development
LNOB Leave No One Behind
MoFND Ministry of Finance and National Development
MoH Ministry of Health
MoLSW Ministry of Labour and Social Welfare
M&E Monitoring and Evaluation
NUEW National Union of Eritrean Women
SDG Sustainable Development Goal
UN United Nations
UNCG United Nations Communication Group
UNDP United Nations Development Program
UNFPA United Nations Fund for Population Activities
UNICEF United Nations Children's Fund
UNCT United Nations Country Team
UPR Universal Periodic Review
UNSDCF United Nations Sustainable Development Cooperation Framework

UN WOMEN United Nations entity for gender equality and the empowerment of women
VAW Violence against Women
VNA Voluntary National Report
WHO World Health Organization

1. BACKGROUND

At the 59th session of the United Nations General Assembly, Member States, in adopting the Triennial Comprehensive Policy Review (TCPR) of operational activities for the development of the UN system, called on all UN agencies to: “pursue gender mainstreaming and gender equality in their country programs, planning instruments and sector-wide programs, and formulate specific country-level targets in this area in line with national development strategies”.

The Gender Equality Scorecard was endorsed by the UNDG in 2008 in response to the UN Chief Executive Board for Coordination 2006 Policy on gender equality and the empowerment of women (CEB/2006/2) to provide an **accountability framework** for assessing the effectiveness of gender mainstreaming by UN country teams. The UNCT-SWAP Gender Equality Scorecard promotes better planning, coordination, programming and results for gender equality and women’s empowerment (GEEW) at the country level by supporting Member States to achieve the Sustainable Development Goals (SDGs). The Gender Equality Scorecard gathers tangible evidence of strengths, weaknesses, and good practices in gender mainstreaming within the United Nations Sustainable Development Cooperation Framework (UNSDCF) and measures progress over time using a set of indicators.

2. EXECUTIVE SUMMARY

UNCT Eritrea, in collaboration with the government, has developed a new UNSCDF 2022-2026 that is in line with Eritrea's 2030 goals and Agenda 2063. A SWAP Gender Equality Scorecard in November 2023 aimed to ensure accountability and gender-responsive implementation. The assessment pointed to shortcomings in gender analysis within the planning frameworks, the lack of specific overarching targets aligned with the SDGs and enough robust GEEW indicators. Although efforts have improved compared to the previous UNSCDF, both increased gender mainstreaming and stand-alone gender equality programming are critical to effectively promote gender equality and the rights of women and girls.

Analysis of joint initiatives reveals three existing initiatives, such as the Date Palm Support Program, the joint UNFPA-UNICEF initiative to eliminate female genital mutilation, and the Maternal Health Program. While there are concept notes for GEEW initiatives, the lack of a gender mainstreaming system within the joint programs hinders the comprehensive integration of gender perspectives in all initiatives. The lack of gender training for M&E staff and other program staff hinders gender analysis and compliance with gender markers.

Collaboration between UNCT and the National Union of Eritrean Women- NUEW has declined compared to the previous UNSCDF, limiting participation and ownership of the UNSCDF. Agency heads have little discussion on gender equality at UNCT meetings and there are significant gender parity gaps at senior level. Despite individual contributions, there is a lack of collective influencing on gender equality within the framework. Limited inter-agency capacity building hinders a common understanding of gender equality, including the UNCT Gender Equality Marker, which affects the assessment of resource allocation. Despite the UN contributions to gender equality, a shift to results-based reporting is needed for a comprehensive assessment of progress.

To address gender gaps effectively, it's crucial to establish strong gender mainstreaming and targeted initiatives, such as the successful work to end female genital mutilation, enhancing partnerships with a variety of stakeholders, including NUEW, improving workplace gender parity where needed, implementing focused capacity building, ensuring ample resources for GEEW, and transitioning to results-based reporting for enhanced accountability in advancing gender equality in Eritrea.

Additionally, there's a pressing need for increased Heads of Agency (HoAs) engagement for gender equality and women's rights within UNCT strategic discussions. Creating a dedicated gender thematic group within the program principles team, empowered to influence and hold senior management accountable during crucial strategic phases like CCA and UNSCDF development, is imperative for both the current and future initiatives.

3. OBJECTIVES AND METHODOLOGY

Objectives

The specific objectives of the assessment are:

- To support the UNCT in identifying areas where they meet or do not meet the minimum requirements of the UN Development Group (UNDG).
- Encourage a constructive dialog within the UNCT on the current state of support for gender equality and women's empowerment and how this can be improved.
- Identify where technical assistance can support the fulfillment of the minimum requirements; and
- Share best practices for supporting national priorities to promote GEWE.

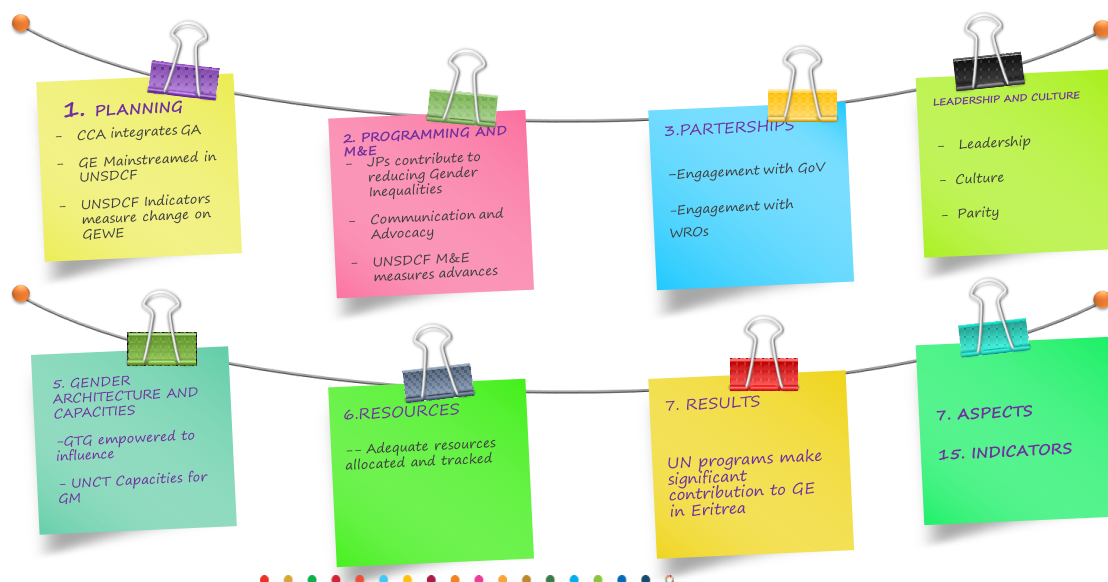
Methodology

The Eritrea UNCT-SWAP Gender Equality Scorecard exercise was led by the Resident Coordinator's Office and the UNCT and supported by the Programme Principles Group and an external gender equality consultant. An inter-agency self-assessment team assembled by the Programming Principles Group (Human Rights, Gender Equality, LNOB and Disability Inclusion) led this process and collected key data in a participatory manner and with the support of an gender equality consultant. The findings and recommendations of this report will be used to improve the UNCT's internal processes and actions about gender mainstreaming and gender equality.

Assessment against the minimum requirements enables UNCTs to self-assess and report on their status in relation to each indicator and to aim for higher levels of performance. The four levels of the rating system are:

- ✓ **Exceeds** minimum requirements.
- ✓ **Meets** minimum requirements.
- ✓ **Approaches** minimum requirements.
- ✓ **Missing minimum requirements.**

The UNCT-SWAP Gender Equality Scorecard assesses the UN system's performance in gender mainstreaming across seven dimensions.



4. FINDINGS

Depending on which criteria they meet for each indicator, UNCTs are rated as 'approaches', 'meets' or 'exceeds' the minimum requirements. Most indicators contain multiple criteria. If there are two or more requirements for a criterion, the UNCT's performance should be rated as 'approaching' if it meets the requirements for one of the criteria and meets or exceeds the requirements for another. If UNCTs do not meet the criteria under 'approaches minimum requirements', the indicator should be scored as 'missing minimum requirements'.

Dimension	Indicators	Missing Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1- Planning	1.1 Common Country Analysis				
	1.2 UNSDCF Outcomes				
	1.3 UNSDCF Indicators				
2- Programming and M&E	2.1 Joint programming				
	2.2 Communication & Advocacy				
	2.3 UNSDCF M&E				
3- Partnership	3.1 Engagement Government				
	3.2 Engagement with GEEW CSO				
4 – Leadership & Org Culture	4.1 Leadership				
	4.2 Organizational Culture				
	4.3 Gender Parity				
5- Gender Arch. And Capacities	5.1 Gender Equality Coord Mechanism				
	5.2 Gender Equality Capacities				
6 – Financial Resources	6.1 Resources				
7- Results	7.1 Gender Equality Results				

1

Planning

Dimension area 1: PLANNING

The review of the planning dimension highlights shortcomings in Eritrea's Common Country Analysis (CCA) and UNSCDF outcomes regarding gender analysis and the integration of gender equality and women's empowerment (GEEW). Both frameworks lack comprehensive gender analysis, specific targeting of gender equality aligned with SDGs, and fall short in capturing enough indicators for GEEW. Opportunities to include gender equality considerations comprehensively are missed, indicating a need for stronger efforts in gender mainstreaming within these frameworks to ensure effective promotion of gender equality.

INDICATOR 1.1 | COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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.	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.	CCA or equivalent meets minimum requirements and includes c) Targeted gender analysis of those furthest behind.

Indicator: 1.1.
Common Country Analysis integrates gender analysis

Score:
Missing Minimum Requirements

Findings and Explanation

a) Eritrea's CCA does not meet the minimum requirements as it does not include a gender analysis for each sector covered in the CCA. Some gender issues and data are integrated/mentioned in relation to poverty, education, maternal health, employment and economic growth, but not in other key sectors such as governance, environment, peace and development, water and sanitation, industry, innovation, and infrastructure, sustainable cities and communities, climate change mitigation, peace, justice, and strong institutions. Two separate sections are dedicated to gender equality: one on the progress of SDG 5 and another

on “Commitments under International Standards”. Both sections largely focus on the national and international legal frameworks observed by Eritrea on gender equality and women’s rights. Overall, however, the document does not unpack the social norms and practices that perpetuate discrimination against women and the violation of women's and girl's rights. A source of analysis could also be CEDAW recommendations, but they are not mentioned in the CCA.

b) While the document includes sex-disaggregated population data in 'traditional gender equality sectors' such as education, the CCA does not include consistent mention of the different roles and responsibilities of men and women in society and within the family and/or specific data or gender sensitive narrative on access to services and resources and decision-making by men and women. Some statistics and mentions of the situation of women outside the gender sections are mentioned in the CCA, but there is no deeper analysis of what these findings mean for the interests and agency of women and girls compared to men and boys. Statistics often show that women are underrepresented or more vulnerable in certain situations or contexts, and these findings should be used to highlight and present measures to address gaps in gender equality.

b) While the document recognizes the importance of LNOB, groups in a situation of socio-economic disadvantage and vulnerability are often described in very general terms. The document lacks an intersectional perspective to capture how different inequalities intersect. The only groups consistently considered in the document from a gender perspective are female-headed households and girls.

Evidence or Means of Verification

CCA Eritrea

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across some out- come areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. or b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.

Indicator: 1.2 Gender equality Mainstreamed in Cooperation Framework outcomes

**Score:
Missing Minimum Requirements**

Findings and Explanation

a) Gender equality and women's empowerment are not visibly anchored in any of the outcome areas in line with SDG priorities, including SDG 5.

b) There is no UNSCDF outcome that specifically targets gender equality in line with the UNSCDF theory of change and SDG priorities, including SDG 5.

Below the outcomes reviewed.

Outcome 1 By 2026, more people have benefitted from equitable access to and use of inclusive and quality essential social services.

Outcome 2 By 2026, Eritrea's public sector institutions are more accountable and efficient, and more people enjoy the right to development

Outcome 3 By 2026, people in Eritrea, especially the disadvantaged population, have increased livelihoods, as economic growth becomes more inclusive and diversified

Outcome 4 By 2026, people in Eritrea have benefited from climate resilient, sustainable environment and natural resources management

In the Theory of Change of the CF, gender mainstreaming is mentioned, but in the description of the outcomes it is not evident. Words such as "equitable" and "inclusive" are used, but they do not explicitly refer to gender equality and/or empowerment of women.

Evidence or Means of Verification

UNSCDF Results Matrix

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20- 33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33- 50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF out- come (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Indicator 1.3. Cooperation Framework indicators measure changes to gender equality

Score:
Approaches Minimum Requirements

Findings and Explanation

Between one-fifth and one-third (20- 33 percent) of UNSCDF outcome (and output) indicators measure changes in GEEW. In the approved Cooperation Framework, a comprehensive examination of 65 indicators at both outcome and output levels revealed that only 9 indicators track changes towards GEEW, about 14 % of all indicators. When adding all the 8 indicators disaggregated by sex, the overall number reaches 27,69% so it approaches the minimum standards.

Only 4 indicators measure outcomes 1 and 2 respectively, namely 1.2. ANC attendance of at least 4 visits , 1.3. Skilled attendance at birth, 2.4 Change in Gender Inequality Index, 2.6 The extent to which legal frameworks and instruments are enforced to prevent and respond to sexual and gender-based violence at all levels (under-age marriage, female genital mutilation etc.). Output 2.4 Communities have increased capacity to counter harmful traditional practices is measured by 2.3.1 No. of reported incidents of SGBV reported to the national legal system and 2.3.2 FGM/C prevalence rate (number girls under 5 years and under 15 years affected as a percentage of total girls within the same age bracket). Output 3.2 Skills and capacities of people, especially women and youth, are improved for increased access to diversified livelihoods and employability. 3.2.1 Number of new decent jobs (formal and informal) created for women and youth disaggregated by sex and age 3.2.2 Number of people (women and youth) that have capacity to engage on diversified livelihood opportunities.

Several opportunities have been missed in the UNSCDF log-frame indicators to disaggregate population data. Overall, this nuanced analysis underlines the need for heightened attention and targeted interventions to enhance gender mainstreaming efforts within the broader Cooperation Framework, ensuring that gender equality considerations are integrated comprehensively across all levels and dimensions of the program.

Evidence or Means of Verification

UNSCDF Results Matrix

2

PROGRAMMING AND M&E

Dimension Area 2: PROGRAMMING AND M&E

The assessment found that three joint programs (JP) were in place at the time of the assessment: the Date Palm Support Program, the UNFPA-UNICEF Joint Program on the Elimination of Female Genital Mutilation, and the Maternal Health Program. The Palm Date JP mentions a focus on women's empowerment within the date palm value chain, but there is a lack of specific actions that reflect this focus. Four concept notes have been recently developed for GEEW initiatives, but there is no system for gender mainstreaming in joint programs to make sure a gender perspective is integrated across the board.

The UN Country Team (UNCT) has participated in joint communication activities and influencing on GEEW in the past year, such as International Women's Day and the 16 Days of Activism against Violence against Women. The UNCG work plan 2023 outlines the GEEW targets but needs a more comprehensive and ambitious approach to gender equality within the UN initiatives in Eritrea. UNDP, IFAD, and FAO communicated on GEEW in the non-traditional thematic area of the date palm sector last year.

Responsibility for M&E lies with the PMDT team-- as there is no specific M&E group--, which aims to set annual data collection targets in 2024 to better utilize UN INFO and RBM reporting. In the first year of the current UNSDCF implementation, only some GEEW aspects were tracked in an annual report in 2022. M&E staff at the inter-agency level have not had gender training, which can negatively impact program quality. The lack of targeted gender training hinders gender analysis and the quality of M&E. Although UN INFO mandates gender markers, some activities lack them, indicating an urgent need for targeted gender training to improve monitoring under the UNSDCF.

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements.</p> <p>and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>

Indicator 2.1. Joint programmes contribute to reducing gender inequalities

Score:
Approaches Minimum Requirements

Findings and Explanation

a) The Date Palm Support Programme implemented by FAO, UNDP, and IFAD In the 2023 work plan mentioned that “The project will also focus on empowering women through the date palm value chain” and “targeting particularly women and women-headed households”. However, this focus is not evident elsewhere in the project documentation nor in the log frame/activities of the project. Most of the mentions of women in the document are together with “youth and vulnerable groups”, such as “To ensure gender equality and youth empowerment, are integrated into the initiative, specific activities are designed to build capacities of women and youth, especially from vulnerable communities so that they are better able to benefit from broad-based initiatives”. However, there is no mention of specific initiatives for women and youth in the list of outputs and/or activities. The lack of concrete, specified activities does not qualify as mainstreaming of gender equality or a visible effort towards reducing gender inequality.

b) There are two JPs running through the current UNSCDF that focus specifically on GEEW. The UNICEF-UNFPA Ending FGM and the Maternal Health Program.

c) There is no system in place to ensure gender mainstreaming in JPs

Evidence or Means of Verification

Joint Initiative Report Ending FGM- UNFPA-UNICEF and joint budget, Data Palm Support and a results matrix.

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.	b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. and c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	Meets minimum requirements. and d) The UNCT has contributed. e) collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

Indicator 2.2 Communication and Advocacy Address Areas of Gender Equality

 Score:
Meets Minimum Requirements

Findings and Explanation:

a) The UNCT has contributed to various joint communication activities on GEEW in the 12 months prior to the review, including the International Day of Zero Tolerance for Female Genital Mutilation (UNFPA and UNICEF) 2023, International Women's Day IWD 2023 and the 16 Days of Activism against violence against Women 2022, which will also take place in 2023.

b) The UNCT contributed collaboratively to at least one joint campaign on GEEW during the past 12 months previous to the assessment, namely the 16 Days of Activism against VAW.

c) Both the UNCG Strategy 2022-2026 and the Annual Work Plan 2023 include a specific objective on GEEW, namely Objective 2: Advocate for country-based development efforts, particularly promoting gender equality and leaving no one behind. The 2023 work plan outlines communication objectives and a budget focusing on GEEW. It highlights specific days such as the 25th of November, International Day for the Elimination of Violence against Women, and International Women's Day, the 8th of March, in which all agencies participate, but these are days, and no campaign is acknowledged for the 16 days of activism. The UNCG strategy also mentions other days for joint communication on GEEW, such as the International Day of the Girl Child, in which UNICEF and UNFPA participate, but this day is not mentioned in the 2023 Annual Work Plan.

The UNCG Work Plan 2023 captures the most typical GEEW objectives, although there is still room for enhancement. The inclusion of GEEW in annual work plans and addressing non-traditional gender thematic areas remain areas needing enhancement for a more comprehensive and effective approach towards gender equality within the UN initiatives in Eritrea.

d) UNCT contributed to communication in a non-traditional thematic area, namely on women's livelihoods in the date palm sector. Women in the date industry can be considered a non-traditional gender equality area. It has been highlighted at events such as World Food Day and International Day for the Eradication of Poverty. Unlike traditional discussions that focus on economic empowerment in general, this is about the particular challenges faced by women in niche sectors such as the date industry.

Means of Verification:

Communications Strategy for the United Nations Sustainable Development Cooperation Framework (UNSDCF) in Eritrea 2022-2026

UN Communication Group (UNCG) Annual Workplan

Date Production Support Programme Module Date Palm Packaging design contest - UNDP, FAO, RCO, IFAD

Concept Note #16 Days of activism against GBV.

Empowering Communities through Sustainable Date Palm Cultivation

<https://youtu.be/DCxKwxRQBt0>

Twitter: <https://twitter.com/UNDPERITREA/status/1682271819162607616>; Article: *Eritrea:*

International Day of Zero Tolerance for Female Genital Mutilation – UNICEF + UNFPA Twitter:

<https://twitter.com/uniceferitrea/status/1623554691035721728>

FGM Review Meeting – UNICEF, UNFPA, WHO :

<https://twitter.com/uniceferitrea/status/1613877413640814592>

International Women's Day – UNCG Twitter:

<https://twitter.com/UNinEritrea/status/1633387793396166656>

As part of the 16 Days of Activism campaign

<https://twitter.com/UNinEritrea/status/1600479234002067456>

To commemorate the #16DaysOfActivismAgainstGBV

<https://twitter.com/UnfpaEritrea/status/1599759504467324929>

#HappeningNow #16DaysOfActivism #Eritrea as we #UNITE! together with #NUEW, Partners & #UN to show our shared solidarity to ending violence against women calling for upholding social justice and women's rights.

<https://twitter.com/uniceferitrea/status/1599691266673217537>

Comms International Day for the Elimination of Violence against Women – UNFPA, UNDP, UNICEF, WHO, UNHCR 2023.

INDICATOR 2.3 | UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets one of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets two of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets all of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Indicator 2.3 UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS
Score:
Approaches Minimum Requirements
Findings and Explanation

a) M&E responsibilities are under the PMDT No data collection targets were set, but in 2023, there's a push for annual data collection and setting targets for analysis, aiming for better use of UN INFO and more RBM reporting.

b) There was no specific review, only the annual report 2022 tracking aspects of GEEW, which is the first year of implementation of the current UNSCDF. The 2022 report states that of the total 31 MM spent, 48% make a principal contribution to GEWE, 42% make a significant contribution and 10% make a limited contribution. However, when looking at the output level and associated indicators, it was difficult to track the specific contributions to GEWE based on the identified gender-sensitive indicators, which include sex-disaggregated indicators. The main reason for these discrepancies was that 2022 was a foundation year and the joint work plan was only signed in 2023. Therefore, most of the activities had not yet taken place and were mostly ongoing activities related to the previous UNSCDF. Baseline data was also missing for some GEWE indicators, e.g. 1.2.1 Proportion of population (disaggregated by sex and zoba) receiving age-appropriate and gender-specific social services 2.3.1 Number of reported incidents of SGBV reported to the national legal system.

Although it is still far too early to speak of outcome-level results, some activities have contributed to output-level indicators, such as.

- 703,954 children (502,289) and women (201,665), including prenatal, obstetric and postnatal care, were immunized against 12 vaccine-preventable diseases and received support for the treatment of common childhood diseases.
- With the support of UN agencies, the quality of emergency obstetric and neonatal care was improved in 18 of the 21 neonatal intensive care units by purchasing essential equipment and supplies and training 175 health workers.
- The number of health facilities providing basic emergency obstetric and neonatal care (seven signal functions) increased from 68 percent in 2021 to 70 percent in 2022. -The number of community hospitals providing comprehensive emergency obstetric and neonatal care has increased from 09 in 2021 to 12 in 2022
- The Ministry of Health received technical and financial support to establish new neonatal units in 8 regional hospitals and to strengthen 7 existing but poorly equipped neonatal units in regional hospitals by providing functional and modern equipment.
- The number of operational neonatal intensive care units increased from 41 percent to 77 percent of regional hospitals providing adequate neonatal care, thereby reducing neonatal and infant mortality rates.

In relation to output 2.4 in 2022, 298,539 people took part in campaigns and interventions to promote positive social norms. A major achievement in the area of child protection was the declaration of two sub-zones (Adi-Tekelezan and Halhal) as FGM-free, protecting 13,500 girls under the age of fifteen living in seventy villages from the risk of FGM. 20,920 community elders participated in a public declaration in support of ending FGM/C in 142 high impact villages. By the end of 2022, an estimated 45,000 young and adolescent girls were living in 142 villages that adhered to the community's proclaimed zero tolerance of FGM. The number of communities that made a public declaration to end FGM increased from 227 in 2020 to 382 in 2022. Locally agreed bylaws in Adi-Tekelezan sub-zone of Anseba zone aimed at preventing child marriages were extended to the Northern Red Sea zone, Afabet and Nakfa sub-zones, and Maekel zone of Berik sub-zone, where 49,090 girls under the age of eighteen are also protected from underage marriages.

Output 3.2: To ensure food security and livelihoods of the most vulnerable populations in the most drought-affected areas of the country, 3,096 tons of animal feed were procured and distributed to 146,000 pastoralists and agro-pastoralists in NRS and SRS, 60,000 of whom were female heads of households or women rights holders. In addition, 540 tons of chick meal were distributed to 2160 women who had previously received chicks Output 3.3. Through the mobilization of 270 community members, 40% of whom are female-headed households, 2 ha of mangroves were planted on the coast of Zobas. Mobilization and awareness raising on the use of fisheries reservoirs to improve fish consumption habits in ten selected micro-dams involving a total of 390 households (198 of which are WHH).

Output 4.1 Through the modernization and construction of new climate-resilient, solar-powered community-led water supply systems, 125,874 people (69% women) in 37 communities (including 30 drought-affected communities) gained improved access to a safe and climate-resilient water supply. To date, 490 community water points have been powered by solar energy, 65% of which have been installed since 2017 through direct funding and support from the UN in Eritrea. By the end of 2022, the percentage of the population living in communities declared as ODF had increased to 89 percent (from 73 percent in 2021). As a result, an additional 220,190 people (99,086 men, 121,104 women, including

11,830 people with disabilities) in 344 target villages were provided with sanitation and hygiene facilities.

c) The M&E staff lacked technical training in gender-sensitive M&E during the current UNSDCF cycle, impacting program quality. Targeted gender training has not occurred, and analysis indicates GEWE was not explicitly part of previous trainings. UN INFO reporting requires gender markers, but some activities lack these tags. There's a need to address gender-sensitive M&E as a standalone focus in training and guidance for improved UNSDCF monitoring.

This summary captures the main points about the Monitoring and Evaluation (M&E) framework, emphasizing the need for targeted gender-sensitive M&E training and better integration of Gender Equality and Empowerment of Women (GEWE) aspects within UNSDCF monitoring processes.

Evidence or Means of Verification

Results Matrix

PMDT Plan

Annual Report 2022

3

PARTNERSHIPS

Dimension Area 3: PARTNERSHIPS

The UNCT in Eritrea is committed to supporting the government in promoting gender equality. This is reflected in initiatives that address human rights instruments and advocacy to end female genital mutilation (FGM), including Phase IV (2022-2030) of a joint UNFPA-UNICEF program to empower girls and bring about social change in collaboration with government ministries and the National Union of Eritrean Women (NUEW).

The UNCT used to work closely with NUEW, but its current involvement has been scaled down. NUEW continues to promote gender equality as it has the mandate of women's rights machinery and was involved in the consultations for the Country Framework (CF) and priority setting through the Ministry of Planning. The UNCT has supported the government in localizing the SDGs, particularly in the areas of health and climate change, with gender equality being a cross-cutting theme. Challenges remain in working with the NUEW and efforts are being made to strengthen engagement.

The Civicus Civic Space Monitor highlights Eritrea's closed civic space, which requires contextualization of the indicator for engagement with civil society organizations.

NUEW plays an active role as a civil society and gender equality machinery. Even NUEW's engagement in past cycles and participation in consultations, increased involvement of advocates and civil society in the implementation of the SDGs remains limited due to constraints.

INDICATOR 3.1 | UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets two of the following:</p> <p>a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.</p>	<p>Meets all of the following:</p> <p>a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.</p>

Indicator 3.1: UN COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN
Score:
Meets Minimum Requirements

Findings and Explanation

a) The UNCT is committed to supporting the Government of the State of Eritrea (GoSE) in promoting gender equality and fulfilling national and international obligations and commitments. There are joint initiatives aimed at strengthening the accountability of the GEEW government and integrating gender issues and concerns into governance and decision-making, as well as improving the implementation, updating and reporting of international and regional human rights instruments. In particular, the number of villages that have committed to abolishing FGM has increased significantly. Successful milestones in the joint UNFPA-UNICEF initiative to end FGM, launching Phase IV (2022-2030), which focuses on empowering girls, bringing about social change and fostering partnerships with government ministries such as the Ministry of Health (MoH), the Ministry of Labor and Social Welfare (MoLSW) and the National Union of Eritrean Women (NUEW), which leads the coordination mechanism as well as the Maternal Health program.

b) The UNCT has been working with the National Union of Eritrean Women (NUEW) for a long time, the level of engagement is no longer as strong as in the last UNSCDF cycle. NUEW was involved in the design of the CCA and CF through the government's coordinating agency, the Ministry of Finance and National Development (MoFND), as the consultation only involved the highest level of government given the Eritrean context. The NUEW is a women's organization that advocates for women's rights and promotes gender equality and acts as a representative of both the government and civil society in the Eritrean context.

c) The UNCT contributes to strengthening the localization of the SDGs by the government and advises the government on the implementation of the SDGs with regard to gender equality and gender mainstreaming. The UNCT supported the government in preparing the 2022 voluntary national review of two of the 17 SDGs. The submitted VNRs were on SDG 3 (Health) and SDG 13 (Climate Action) and both have implied the effect on women equality and empowerment.

Evidence or Means of Verification

Joint Initiative Report Ending FGM- UNFPA-UNICEF, joint-workplan and budget.
RRFSDG and VNR report 2022

[UN in Eritrea Joint Workplan](#) (2022-2024)

[Eritrea Country Profile](#) – 2022 Global Annual Report: Eliminating Female Genital Mutilation (UNFPA)

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.</p>	<p>Meets two of the following:</p> <p>a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p>	<p>Meets all of the following:</p> <p>a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.</p>

Indicator: 3.2**UN collaborates and engages with women's/gender equality CSOs****Score:****Meets Minimum Requirements****Findings and Explanation**

According to the CIVICUS Civic Space Monitor, civic space in Eritrea is closed and therefore this indicator needs to be contextualized.

a) The UN Country Team (UNCT) has collaborated with the National Union of Eritrean Women (NUEW), an organization mandated for women's rights machinery and actively functioning as a civil society group dedicated to advancing gender equality and women's empowerment nationwide. This collaboration involves joint initiatives within the current UNSCDF cycle, particularly focusing on two ongoing programs: the Joint Initiative on the elimination of Female Genital Mutilation (FGM) and the Maternal Health Joint Programme. Regarding the elimination of FGM, the NUEW holds a position as a member of the steering committee and technical committees, collaborating closely with the Ministry of Health, Ministry of Labour and Social Welfare, and various UN agencies in their efforts.

b) The National Union of Eritrean Women (NUEW), which happens to have a mandate as a women's rights machinery, stands also as an active 'civil society organization' working for gender equality and women's empowerment across the country. NUEW was involved in UNSDCF consultations, including country analysis and strategic priority setting, and also played an active role in the last UNSDCF (2017-2021). Collaboration between the UNCT and the GoSE on GEEW ensured the inclusion of specific indicators in the current Country Framework (CF), such as measuring changes in the Gender Equality Index, enforcement of legal frameworks against sexual and gender-based violence (SGBV), including underage marriage and FGM, and reporting on SGBV cases and FGM/C prevalence rates.

c) Given the civic space context, the UNCT has not made a contribution to substantially strengthening the participation and engagement of other GEEW civil society organizations and/or actors in the localization and/or implementation of the SDGs related to gender equality.

Evidence or Means of Verification

Joint Initiative Report Ending FGM- UNFPA-UNICEF, joint-workplan and budget.

National Union of Eritrean Women Year: 2022-2023 Work plan

4

LEADERSHIP AND ORGANIZATIONAL CULTURE

Dimension Area 4: LEADERSHIP AND ORGANISATIONAL CULTURE

The survey on gender equality and organizational culture yielded positive results, with 80% of staff expressing their belief that HoAs prioritize gender equality in the workplace. Despite this, there's a notable absence of gender parity at senior management level. On the other hand, the RC mentioned gender equality in events, mainly observed during International Women's Day.

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following:</p> <ul style="list-style-type: none"> 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. 	<p>Meets 3 of the following:</p> <ul style="list-style-type: none"> 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. 	<p>Meets all 4 of the following:</p> <ul style="list-style-type: none"> 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.

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Score:
Approaches minimum Requirements

Findings and Explanation

a) The HoA meetings have regularly addressed gender equality over the last twelve months, achieving a minimum score of 60%. Gender equality has been mentioned when prioritizing project proposals with AfDB support, ensuring that national reviews include women and women's rights, and ensuring gender parity in the ranking of candidates for recruitment.

b) In the last twelve months, the RC has mentioned gender equality in speeches on World Food Day and International Women's Day. On online platforms, such as Twitter, gender equality was only mentioned on the occasion of International Women's Day. The RC also mentions gender equality in its foreword in the annual newsletter, stating that "our initiatives focus on empowering women and youth.....", but overall less than a third of speeches in the last 12 months included references to how the UNCT promotes gender equality, prompting more attention to out-facing/public statements and work.

c) Results from the survey on gender equality and organizational culture found that 80 percent of staff felt that HOAs are committed to gender equality in the workplace.

a) The UNCT has not yet used the template for the new ARC, so this criterion is not yet met.

Evidence or Means of Verification

RC Communications (twitter)

HoA minutes

Gender Equality and Organizational culture survey results

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Score:
Meets minimum Requirements

Findings and Explanation

The UN in Eritrea comprises 9 resident UN organizations employing 149 staff. The link to the survey was shared by the RC with the Heads of Agencies (HOAs) for distribution to their respective staff. A total of 91 staff members participated in the survey, 49 of whom were women and 42 men. This corresponds to 46% male and 54% female staff. Of the respondents, 81% national staff and 38% do not hold a managerial position. Below is a summary of the survey results.

Survey results with a positive rating between 60-80%.

On average across the 10 questions relating to gender equality in the workplace, discrimination and work-life balance, the overall positive rating was 76%, with 6% negative and 18% neutral responses. For detailed information, please refer to the attached charts.

The highest scores were achieved in the following areas:

- Heads of Agency demonstrated support for staff in achieving a healthy work-life balance (82% positive).
- The entitlement package, including maternity, paternity and breastfeeding support, contributed effectively to work-life balance (80% positive).
- Heads of agencies within the UNCT demonstrated leadership and commitment to gender equality in the workplace (80% positive).

On average, there was no significant difference between men and women in all areas, resulting in an overall positive rating of 77% for men and 75% for women.

Overall, these results provide valuable insights into respondents' perceptions and experiences of gender equality, organizational culture and work-life balance within the UN system in Eritrea.

Evidence or Means of Verification

Results of survey on gender and organizational culture (total 91 respondents).

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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.	Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirements and c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Score:
Meets minimum Requirements

Findings and Explanation

a) The UNCT in Eritrea currently lacks a system for monitoring gender parity at the country level. However, the recent Scorecard exercise has provided baseline data for future monitoring. This data-driven approach will help identify areas for improvement and promote gender equality within the UNCT. Establishing a monitoring system will enable ongoing evaluation and targeted interventions to address gender disparities and foster a fair work environment.

b) The data collected from the Scorecard exercise serves as a baseline for future monitoring. The assessment revealed that women make up 46% of the overall staff (68 out of 149) for the agencies that provided data.

Specifically, the breakdown of female representation is as follows:

- 45% (35 out of 77) of General Service Staff (G1-G7)

- 52% (22 out of 42) of mid-level staff (NOA, NOB, P1-P3)
- 23% (33 out of 123) of senior-level staff (NOC/P4 and above).

Gender parity, defined as a range of +/- three percentage points (47-53%), is only achieved at mid-level with a significant gap at senior-level staff level. For more detailed information, please refer to the attached spreadsheet and see the table below.

General Service and National Staff Category	Number of Women Staff in Category	Number of Men Staff in Category	Grand total
G1	0	0	0
G2	2	15	17
G3	2	10	12
G4	2	2	4
G5	9	3	12
G6	12	9	21
G7	8	3	11
NO-A	6	4	10
NO-B	11	11	22
NO-C	6	7	13
NO-D	1	0	1
Total	59	64	123
International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category	Total
P1	0	0	0
P2	1	2	3
P3	4	3	7
P4	3	7	10
P5	2	5	7
P6	0	0	0
D1	0	2	2
D2	0	0	0
Total	9	17	26
Grand Total(GS,NO &IP)			149

c) The UNCT has not yet developed a Business Operations Strategy (BOS), although it is aiming to develop it soon. The BOS offers an opportunity for the OMT to build gender equality targets into joint operations such as procurement and human resource management.

Evidence or Means of Verification

Human Resources data submitted by UNICEF, UNFPA, UNDSS, UNDP, RCO, IOM, FAO, WFP, IFAD, WHO, OCHA

5

GENDER ARCHITECTURE AND CAPACITIES

Dimension Area 5: GENDER ARCHITECTURE AND CAPACITIES

In Eritrea, there isn't a specific Gender Thematic Group, but rather a programming principles group that addresses various cross-cutting issues, including gender equality. This group, chaired by the Head of UNFPA, meets regularly without approved Terms of Reference (ToR) or a work plan. The group did not contribute as a group to the Country Framework (CF). However, individual members have significantly contributed to strategic commitments, the results framework, and monitoring and evaluation (M&E) in different capacities. In 2022, there was an inter-agency gender analysis training in humanitarian settings, but there's no inter-agency capacity development plan on GEEW based on a capacity assessment. Additionally, UNDP conducts orientation for newly recruited staff from other Agencies

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following.</p> <ul style="list-style-type: none"> a) A coordination mechanism for gen-der 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 UNDAF including the country analysis, strategic prioritization, results framework and M&E. 	<p>Meets 3 of the following.</p> <ul style="list-style-type: none"> a) A coordination mechanism for gen-der 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 UNDAF including the country analysis, strategic prioritization, results framework and M&E. 	<p>Meets all 4 of the following.</p> <ul style="list-style-type: none"> a) A coordination mechanism for gen-der 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 UNDAF including the country analysis, strategic prioritization, results framework and M&E.

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW
Score
Missing minimum requirements

Findings and Explanation

In Eritrea, there is no specific Gender Thematic Group in but a thematic group for programming principles that covers cross-cutting issues such as gender equality, youth, human rights, LNOB and disability inclusion.

- a) This mechanism is chaired by the Head of UNFPA and meets regularly.
- b) The ToR have not yet been approved and there is no work plan.
- c) Membership is less than the 50% of senior staff required to meet the standard (P4 and above, NOC and above).
- e) The group did not make a significant contribution to the CF. However, individual members of the group have made a significant contribution to the CF, strategic commitments, results framework, and M&E in various capacities.

Evidence or Means of Verification

Draft ToR of the group

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.	<p>Meets 2 of the following 3:</p> <ul style="list-style-type: none"> a) At least one substantive inter-agency gender 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 UNDAF 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. 	<p>Meets all of the following:</p> <ul style="list-style-type: none"> a) At least one substantive inter-agency gender 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 UNDAF 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.

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING
Score:
Approaches Minimum Requirements

Findings and Explanation

a) At least one inter-agency activity on gender capacity development for UN staff was conducted last year - Gender Analysis in Humanitarian Context on the 20th December 2022 with participants from UNICEF, UNDP, FAO, UNFPA, UNHCR, IOM, and WHO. It was organized by OCHA as they are leading the Basic Services Working Group focused on humanitarian actors.

Only the data manager participated in UN Women's regional training on the use of the Gender Scorecard and Gender Equality Marker-GEM.

b) There is no capacity development plan based on a cross-organizational capacity assessment, but the capacity assessment conducted in 2022 for UNDP staff could be extended to the UNCT.

c) There is only some UNDP orientation gender equality training for newly recruited staff (UNFPA, OCHA, RCO) but gender equality induction with a focus on the Eritrean context situation is not institutionalised.

Evidence or Means of Verification

UNDP Orientation - For Newly Recruited Staff

Gender Analysis in Humanitarian context training slides

6

RESOURCES

Dimension Area 6: RESOURCES

The UNCT's Gender Equality Marker (UNCT GEM) is a mandatory part of joint work planning since 2019, but there haven't been specific capacity-building events for it. Attendance by the Data Manager at a UN Women training doesn't fulfill this requirement adequately.

There's no set target for resource allocation towards gender equality and women's empowerment (GEEW) within the estimated \$720 million budget for the UNSDCF implementation. There's a lack of mechanism to assess resource allocation for gender mainstreaming across outcomes. However, around 48% of the estimated budget allocation for certain outputs contributes to GEEW.

Despite GEEW having no designated funds in the Joint Work Plan (JWP) for 2022-2023, around 90% of JWP activities/sub-results contribute to GEEW, with a significant portion making substantial contributions. To address these gaps, the UNCT should establish a joint One Fund for coordinated responses to national GEEW priorities and consider developing and promoting a flagship program centered on gender equality and women's empowerment.

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements and b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Score:
Missing Minimum Requirements

Findings and Explanation

a) The UNCT Gender Equality Marker (UNCT GEM) became a mandatory part of the UNSDCF joint work planning process in 2019. However, the UNCT has not yet organized capacity-building events specifically tailored to the Gender Marker, a critical indicator in this area. The Data Manager attended a regional UN Women training in Maputo on the Gender Scorecard and the GEM, but as only one person attended, this cannot be considered a capacity-building event that would have involved more colleagues.

b) In addition, the UNCT has not set a target for resource allocation for gender equality and women's empowerment (GEEW). Although the estimated budget for the implementation of the UNSDCF is US\$720 million for the five-year cycle, there is no specific outcome for gender equality and women's empowerment. Furthermore, there is currently no mechanism to assess the allocation of resources for gender mainstreaming in activities across all outcomes. Nevertheless, it is noteworthy that some outputs contribute to GEEW with an estimated budget allocation of 346.7 million US dollars (48%).

In terms of funding, GEEW has no earmarked funds in the Joint Work Plan (JWP) for 2022-2023. However, about 90% of the activities/sub-results in the JWP contribute to GEEW, with 42.5% making a significant contribution and 47.9% acting as main contributor. To address these gaps, the UNCT should take the necessary steps to establish the One Fund through joint resource mobilization that enables a coordinated response to specific national GEEW priorities. In addition, the UN could use its internal resources to develop and promote a flagship program focused on gender equality and women's empowerment.

Evidence or Means of Verification

2022-2026 Cooperation Framework Financing and Resource Mobilization page 31
2022-2023 Joint Work Plans

7

RESULTS

Dimension Area 7: RESULTS

The UN's contribution to gender equality has increased over time. Gaps in gender sensitivity in previous frameworks have been addressed in the current framework. The 2022 report highlights principal (48%), significant (42%) and limited (10%) contributions to gender equality and women's empowerment (GEEW). However, it was difficult to identify specific contributions to GEWE based on gender-sensitive indicators, as 2022 was a foundation or inception year.

Although it is still far too early to determine results at the outcome level, some activities have had an impact on the output level indicators. Tracking of results at output level include the improvement of newborn care facilities and the promotion of positive social norms. Progress has been made in protecting girls from harmful practices such as female genital mutilation (FGM) through declarations and awareness campaigns. Efforts have also been made to prevent child marriage and ensure food security, particularly for women and women-headed households in drought-affected areas. Overall, the report highlights ongoing activities and information on GEWE specific indicators very timid. Positive progress has been made in reducing Female Genital Mutilation (FGM) through Joint Programming (JP). However, there is a need for Results-Based Management (RBM) for a more comprehensive assessment of progress and impact and a move away from activity-based reporting.

INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets minimum requirements and b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Score:
Approaches Minimum Requirements

Findings and Explanation

Over the years, contribution from UN systems to gender equality has increased. The final evaluation of UNSPCF (2016-2021) identified gaps in gender sensitivity of the UNSPCF, which have been addressed in the current UNSPCF (2022-2026).

The 2022 report detailed that of the total expenditure of 31 million, 48% of the funds contributed primarily to GEWE, with 42% making a significant contribution and 10% making a limited contribution. However, specific tracking of these contributions to GEWE, particularly through gender-specific indicators, proved difficult due to the status of the founding year 2022 and the start of the joint work plan signed in 2023. These were primarily ongoing activities linked to the former UNSCDF. There was also a lack of baseline data for certain GEWE indicators.

Although it was too early to assess the results, some activities had a clear impact on the output-level indicators. These included:

Health care: Immunization and support of prenatal, obstetric and postnatal care for over 700,000 children and women against vaccine-preventable diseases.

Improving emergency obstetric and neonatal care in 18 of 21 intensive care units, training 175 health workers and improving facilities and equipment.

Protecting children: Declaring sub-zones FGM-free, protecting thousands of girls from the risk of FGM. Engaging community elders and making public statements against FGM, reducing the number of communities supporting FGM.

Food security and livelihoods: Distribution of animal feed to vulnerable populations, especially women-headed households, supporting 146,000 pastoralists and herders.

Distribution of chick meal to women who were previously provided with chicks, improving food security.

Protecting the environment: Planting mangroves and raising awareness on better fish consumption habits in selected areas, involving women-headed households and community members.

Infrastructure development:

Construction of climate-resilient, solar-powered water supply systems benefiting over 125,000 people, mainly women, in drought-affected communities.

Expansion of sanitation and hygiene facilities, contributing to an increase in communities declared "Open Defecation Free" (ODF), benefiting over 220,000 people, including people with disabilities.

Overall, while progress was made in 2022 on certain output indicators in the areas of health, child protection, food security, environmental protection and infrastructure, challenges remained due to its foundation year status, the delayed start of the joint work plan and the lack of baseline data for some GEWE indicators.

Evidence or Means of Verification

UNCT Annual Report 2022

Final evaluation of the UNSPCF (2016-2021) evaluation

Voluntary National Review of Progress Towards the Sustainable Development Goals July 2022

GENERAL RECOMMENDATIONS

To address gender gaps effectively, it's crucial to establish strong gender mainstreaming and targeted initiatives, such as the successful work to end female genital mutilation, enhancing partnerships with a variety of stakeholders, including NUEW, improving workplace gender parity, implementing focused capacity building, ensuring ample resources for GEEW, and transitioning to results-based reporting for enhanced accountability in advancing gender equality in Eritrea.

Additionally, there's a pressing need for increased Heads of Agency (HoAs) engagement for gender equality and women's rights within UNCT strategic discussions. Creating a dedicated gender thematic group within the program principles team, empowered to influence and hold senior management accountable during crucial strategic phases like CCA and UNSCDF development, is imperative for both the current and future initiatives.

The Draft Action Plan in annex points to the right path to correcting the most significant gaps.

Annex 1: Action plan

Action	Responsibility	Required Resources and source	Timing	Explanation and Links to the SWAP Scorecard Assessment
PLANNING				
Conduct Training on Gender Analysis for the teams directly involved with CCA development	PPG		2024	
Include recommendations from the 2020 CEDAW report in the CCA to strengthen gender analysis	PPG and PMT		2024	
Carry out gender analysis on key issues into the next update of the CCA, including reference to the four domains of gender analysis: <ul style="list-style-type: none"> - The Legal Framework and social norms - Roles and responsibilities - Access to services and resources - Decision making 	PPG and PMT		2024	
Collect qualitative information to complement sex-disaggregated population data in the analysis and reporting	PMT		2024	
Design and include an outcome specifically for GEWE for the next UNSCDF	UNCT/RCO		Long term	

Include solid experience with gender analysis requirements in the ToR of the next CCA consultant team and assignment	UNCT/RCO		Long term	
PROGRAMMING & M&E				
Establish a system and minimum standard checklist to ensure gender mainstreaming in JPs.	PMT and PPG			
Mobilise resources for JP with GEEW focus				
Include sustained campaign work on GEEW in the ToR and Workplans of the UNCG and at least one comm activity on a 'non-traditional' gender equality sector in the annual workplans.	UNCG and PPG			
Organise technical training for the M&E IAT colleagues on gender-sensitive M&E, including developing gender sensitive and gender transformative indicators and gender analysis	PPG and PMT			
Pay particular attention to monitoring the indicators disaggregated by sex to identify any significant gender gaps and develop measures to reverse negative trends	PMT			
Ensure that the M&E group develops an M&E strategy that includes information on how CF M&E will be gender sensitive and how progress on all GEWE indicators and outputs will be tracked	PMT and PPG			
PARTNERSHIPS				
Foster a partnership with government agencies on a joint initiative that promotes gender equality within the current UNDAF cycle.	UNCT/PPG			

Strengthen collaboration and re-think WoW with national women's machinery /CSO, and include other/new actors if/when possible as well	UNCT/PPG			
LEADERSHIP AND ORGANISATIONAL CULTURE				
Include gender equality as a permanent talking point in the UNCT meetings focusing not on informative stuff but strategic partnerships, resources, JPs, etc. Document the action points and follow up on the Scorecard in the meetings regularly.	UNCT			
Establish a system at the RCO level to monitor gender parity at work, both vertically and horizontally, and set targets and affirmative actions to revert significant gaps.	UNCT/OMT			
Ensure RC speeches/statements and other external communications/engagement mainstream GEWE messaging	RCO			
Include specific gender equality targets into the BOS joint operations such as procurement of women-led suppliers and human resource management.	OMT/PPG			
GENDER ARCHITECTURE AND CAPACITY				
Establish a GTG within the larger group to focus on GEEW as it needs critical attention. The group should have ToR and Workplan and influencing role to hold UNCT accountable to implement the Gender Scorecard Action Plan and for strategic phases like CCA, priority setting, outcome UNSCDF areas and GEEW robust indicators in the UNSCDF Results matrix	UNCT			

Extend the UNDP capacity assessment tool to develop a capacity-building plan which may include gender analysis, gender approaches, IH instruments for women and girls, and GEM.	PPG			
RESOURCES				
Establish a target for GEEW spending and monitor every financial year.	UNCT/PPG			
RESULTS				
Integrate a gender training module in RBM training to improve output and outcome based reporting	PMT/PPG			