

# UNCT-SWAP GENDER EQUALITY SCORECARD

## COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Lao PDR 2022

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



November 2022

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## FOREWORD



The 2030 Agenda is underpinned by the principle of gender equality and women's empowerment, among others, and grounded in the norms and standards that the United Nations is tasked to uphold and promote. With "leaving no one behind" at the core of the 2030 Agenda, the United Nations country team (UNCT) in the Lao People's Democratic Republic (PDR) is committed to more coherent and integrated system-wide gender responsive planning, budgeting, implementation, and reporting. To achieve this, and in line with the need for regular updates, the UNCT undertook the UNCT-SWAP Gender Equality Scorecard assessment with the aim of strengthening its accountability systems towards stronger coordinated results management for gender equality and women's empowerment, both internally and programmatically.

The Scorecard exercise is part of the on-going process of UN Development System Repositioning that calls for a new generation of UNCTs and puts forth strategic direction and accountability frameworks for system-wide results. The Scorecard exercise is a practical and analytical activity, prioritising a transparent, evidence-based, inclusive and participatory process. The United Nations Resident Coordinator's Office (UN RCO) and The United Nations Population Fund (UNFPA) jointly coordinated the exercise, ensuring adherence to the global methodology and guiding principles. Nearly 20 UN staff members from 14 UN agencies<sup>1</sup>, in addition to the RCO, constituted the Inter-Agency Assessment Team, responsible for collecting data, scoring the performance indicators, and developing the action plan for UNCT endorsement.

The UNCT-SWAP Gender Equality Scorecard Lao PDR report reflects progress made and areas for further focus in terms of gender mainstreaming and gender parity. The timing of the exercise is linked to the implementation of the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022-2026. The assessment has identified new and potential opportunities for the UNCT to practice more coherent and integrated system-wide gender responsive planning, budgeting, implementation, and reporting.

In order to successfully meet and exceed the indicators of the Scorecard, the UNCT is committed to ensuring that gender equality is promoted and evident through all aspects of its work, with the goal of meeting and exceeding all expectations through the implementation of the UNSDCF and the work of the inter-agency coordination mechanisms, operational and programmatic under an action plan.

In both its practices and performance, gender equality and women's empowerment remain a guiding principle and important area of focus for the UN in Lao PDR, including at the level of senior management. I encourage all relevant inter-agency groups to periodically report to the UNCT on the progress of operationalizing the action plan. By working more cohesively, the UNCT can achieve greater results on gender equality and 2030 Agenda.

I take this opportunity to acknowledge and thank the Inter-agency Assessment Team for its hard work, and UNFPA leadership for working with the RCO to ensure this exercise was completed in a timely and professional manner.

**Sara Sekkenes**

United Nations Resident Coordinator in Lao PDR

**November 2022**

<sup>1</sup> UNFPA, FAO, IFAD, ILO, IOM, OHCHR, UN Habitat, UNDP, UNESCO, UNICEF, UNIDO, UNV, WFP and WHO

## 1. Background

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

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

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

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

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

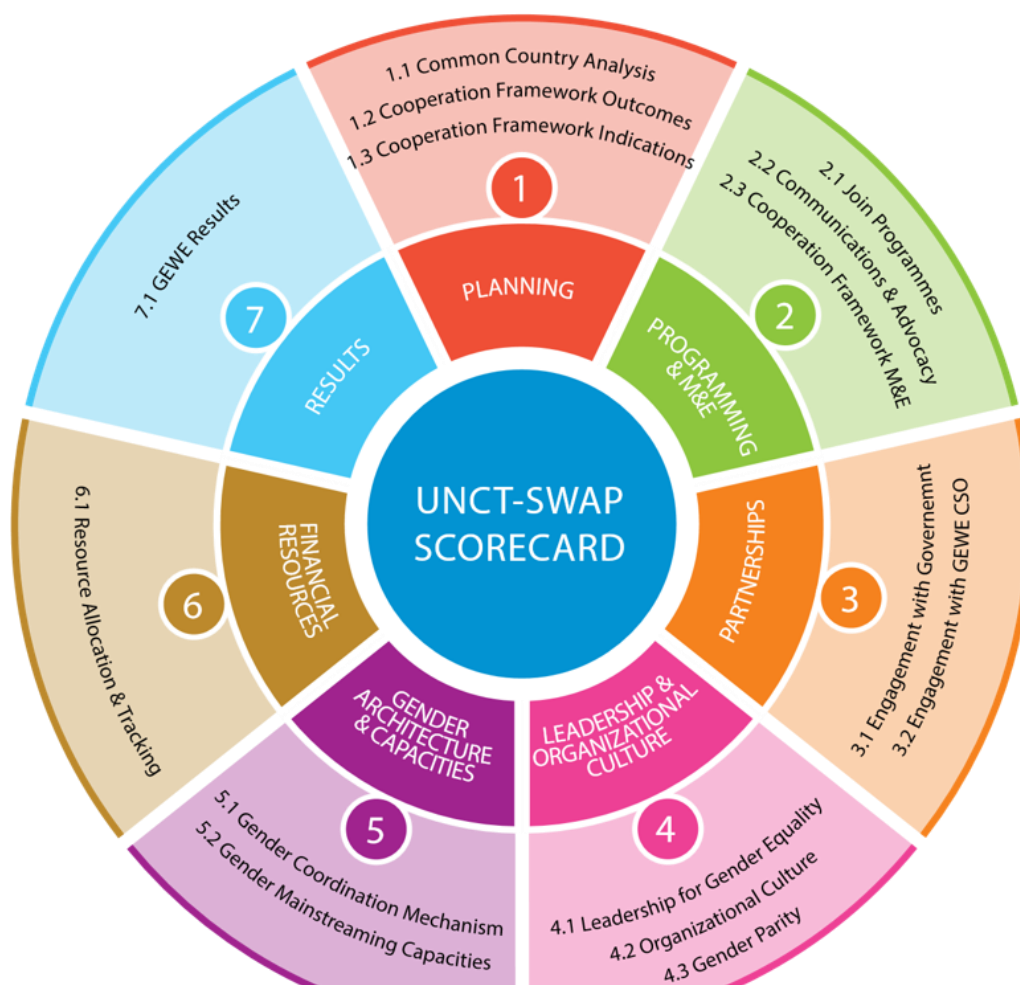
### Cooperation Framework Guidance (2019)

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

## 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, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([gendernscorecard.helpdesk@unwomen.org](mailto:gendernscorecard.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](#).

## 5. The UNCT-SWAP Process in Lao PDR

The UNCT-SWAP Gender Equality Scorecard assessment was conducted in Lao PDR between August and October 2022 as a guided self-assessment. Resident and Non-Resident Heads of Agencies (HOA) were invited to nominate members of the Interagency Assessment Team (IAT). Assessment team members worked collaboratively to provide a rationale and supporting evidence for each rating. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings. Under overall guidance of The United Nations Population Fund (UNFPA), who led, coordinated and financed the gender scorecard exercise, working closely with the Resident Coordinator's Office (RCO), an external gender specialist provided coordination and technical support throughout the process to ensure validity of findings and rigor of analysis. The methodology helped to deepen internal understanding of the indicators and ownership of results and related action plan. The assessment process in Lao PDR included Four stages:

1. Preparation: Members of the Interagency Assessment Team (IAT) were appointed by HOAs, and a consultant was selected to facilitate the exercise. The Scorecard exercise in Lao PDR was launched with a meeting for key stakeholders. Chaired by the UNFPA Representative, the meeting included representation UNCT to brief head of agencies. It was followed by an introduction meeting with the appointed focal points. A third meeting took place once the consultant was on board to explain in details the process and requirement. UNFPA created an online workspace accessible to IAT members to facilitate evidence gathering and sharing, team peer review, and document management.

2. Self-Assessment: A technical briefing was conducted for the IAT to introduce the exercise. This was followed by convenings of working groups to review the rating criteria, means of verification, and related technical guidance. Following this, IAT members worked in five small groups to gather data/evidence and assign preliminary scores for each indicator. Preliminary findings were shared in a larger IAT group workshop, chaired by the UNFPA Representative, to reach consensus and validate results for each indicator.

3. Action Planning: Following the finalisation of indicator ratings and justifications, a second IAT group workshop was held to develop the action plan. During the workshop, the IAT worked in 3 groups to review draft action points identified during stage 2 (the self-assessment), which were then discussed and approved through plenary discussion.

4. Finalization: Based on all inputs from the IAT, the consultant drafted and submitted the UNCT-SWAP Gender Equality Scorecard report and action plan for final review and endorsement by the assessment team. The report was then uploaded to the UNCT-SWAP Platform for review and finalisation by the Technical Secretariat.

### *UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team*

The UNCT-SWAP Gender Equality Scorecard assessment in Lao was coordinated by UNFPA, working closely with the Resident Coordinator's Office. The assessment team was comprised of eighteen members from fourteen UN agencies (FAO, IFAD, ILO, IOM, OHCHR, UN HABITAT, UNDP, UNESCO, UNFPA, UNICEF, UNIDO, UNV, WFP and WHO) and the UNRCO, with representation across fields and functions to ensure a sound knowledge base on joint UN actions.

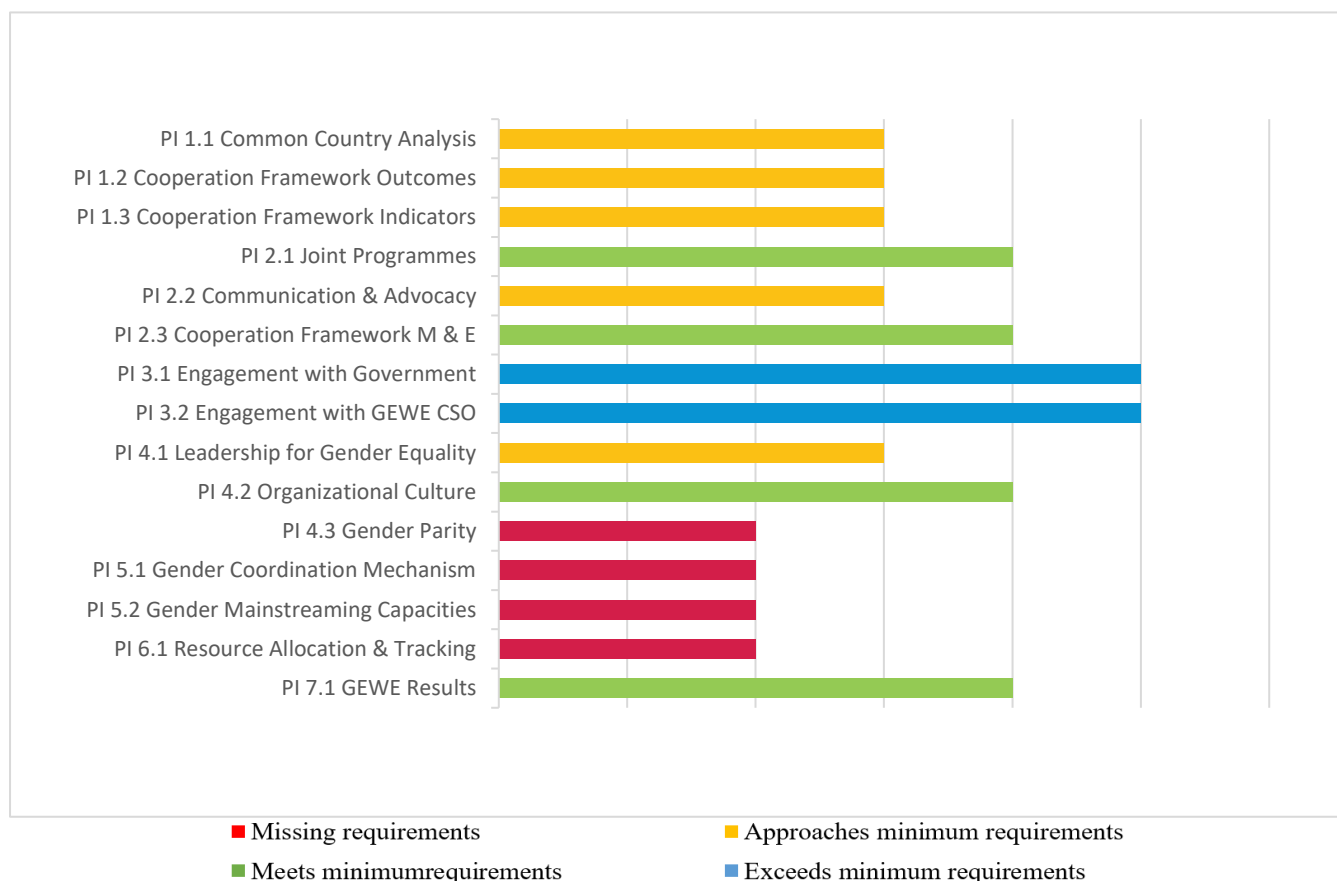
## Working Groups of the Lao PDR Interagency Assessment Team – 2022

	Name	UN Entity	Assigned UNCT SWAP Indicators
Working Group 1	Laura Macini Chiara Dozza Joelle Dahm Lapkeo Somchanmavong	OHCHR OHCHR WFP RCO	<b>PI 1.1</b> CCA Analysis <b>PI 1.2</b> UNSDCF Outcomes <b>PI 6.1</b> Financial Resources for GEWE
Working Group 2	Jenelle Babb Lapkeo Somchanmavong Viengprasith Thiphasouda Zahra Benyahia	UNESCO RCO ILO UNFPA	<b>PI 1.3</b> UNSDCF Indicators <b>PI 2.3</b> UNSDCF M&E <b>PI 7.1</b> Gender Equality Results
Working Group 3	Leyla Werleigh Wipavee Silpitaksakul Ardy Nugraha	FAO UNICEF UNDP	<b>PI 2.2</b> GEWE Communications and Advocacy <b>PI 3.1</b> Government Engagement <b>PI 3.2</b> GEWE CSO Engagement
Working Group 4	Sylvianh Phomong Zahra Benyahia Manithda Sithimolada Giyoung Yim Peter Prix	WHO UNFPA UNV UNV UNESCO	<b>PI 2.1</b> Joint UN Programmes <b>PI 5.1</b> Gender Coordination Mechanism <b>PI 5.2</b> Capacities for gender mainstreaming
Working Group 5	Pattivong Soulivanh Sommai Faming Pamela Husain Tabassum Mokhduma Heather Robertson	IFAD UNIDO RCO IOM UN Habitat	<b>PI 4.1</b> UNCT Leadership <b>PI 4.2</b> Organisational Culture <b>PI 4.3</b> Gender Parity

## 6. Overview of Results by Performance Indicator

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

Table 1: Lao PDR UNCT-SWAP Results in 2022





## 7. UNCT-SWAP Detailed Findings by Performance Indicator

### Dimension Area 1 - Planning

Indicator: 1.1 Common Country Assessment	Score: Approaches Minimum Requirements
<p><b>Findings and Explanation</b></p> <p><b>Overall, the 2022-2026 CCA approaches the minimum requirements.</b> Gender analysis (aligned with SDG priorities including SDG 5) is included in the majority of sectors in the CCA, with some presenting more extensive gender analysis than others. Some sex-disaggregated and gender sensitive data are also incorporated. However, several key sectors of the CCA lack gender analysis and/or sex-disaggregated and gender sensitive data, resulting in the CCA approaching the UNCT-SWAP minimum requirements.</p> <p><b>a) Gender analysis is evidenced across most sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.</b></p> <p><u>Met</u></p> <p>Aligning with the SDGs, the analysis presented in 2022-2026 CCA is clustered into sections which focus on a specific SDGs and their related targets. This is complemented by chapters that analyse compliance with international human rights norms and standards, as well as reviewing key issues from a Leaving No One Behind (LNOB) Perspective.</p> <p>With this structure in mind, the scorecard assessment found that comprehensive <b>gender analysis is included</b> in the sections covering SDG 3 (healthy lives), SGD 4 (inclusive and equitable education), SDG 5 (gender equality), SDG 6 (water and sanitation), SDG 8 (full employment and decent work for all), SDG 10 (reducing inequality), SDG 11 (sustainable cities and communities), and SDG 16 (peace, justice and strong institutions). Analysis of key issues affecting women and girls is also included separately in the LNOB section and Lao's ratification and implementation of the CEDAW is referenced in the chapter on the country's compliance with international human rights norms and standards.</p> <p>In addition, some gender analysis is present in relation to SDG 1 (ending poverty), SDG 12 (sustainable consumption and production); SDG 13 (climate action); SDG 15 (life on land). However, this analysis is presented within the chapter on LNOB, rather than sections relating to individual SDGs.</p> <p><b>Gender analyses is not included</b> in the sections covering SDG 2 (zero hunger), SDG 7 (affordable and clean energy), SGD 9 (industry, innovation and infrastructure), SDG 14 (life below water) and SDG 17 (partnerships).</p> <p>Some examples of the issues for which gender analysis is included in the CCA are;</p> <ul style="list-style-type: none"> <li>• Access to and control over resources, legal rights and status and customary and traditional believes, as well power and decision making (although on the latter two only a limited analysis is provided).</li> <li>• The impact of early and forced marriages on girls' access to secondary and tertiary education and sexual and reproductive health and rights.</li> <li>• Participation in the labour force, including access to social protection and economic growth.</li> <li>• The burden of domestic care work, including water, food and fuel collection, which are further exacerbated in disasters settings.</li> </ul>	

- Risk to gender-based violence, particularly in disasters settings.
- Access to maternal and sexual and reproductive health services.
- Access to and control over land.
- Brief reference to CEDAW implementation is also included.

The CCA also includes some targeted gender analysis of those groups furthest behind, in particular:

- Discrimination on the basis of sexual orientation and gender identity, with references to gaps in the current legislative framework.
- Discrimination faced by non-Lao/Tai and Upland groups, on the basis of gender and ethnicity.
- The increased risk of violence and stigma faced by women and girls with disability.
- The increased vulnerabilities faced by irregular migrant women.

While recognising the critical nature of the GEWE issues already covered in the CCA, the assessment team also noted that many of these examples represent thematic areas that the UN has more longstanding experience of addressing. The CCA, and the corresponding efforts to address gender inequality and discrimination, could benefit from gender analysis of some of the more 'non-traditional' thematic areas, such as SDG 7 (affordable and clean energy), SDG 9 (industry, innovation, and infrastructure), and SDG 14 (life below water). In addition, the analysis related to compliance with international human rights norms and standards could benefit from greater reference to the corresponding accountability mechanisms. In this regard it is also worth noting that the UN is currently supporting the State Party to prepare a CEDAW report, which could be used to complement the CCA's current gender analysis. Finally, while present, the analysis of those furthest behind is currently quite limited. More in-depth and broader gender analysis and data from this perspective is needed, particularly of migrant women, ethnic minorities, LGBTI communities, older women, women living in unplanned settlements and camps and women with disabilities.

#### ***b) Some sex-disaggregated and gender sensitive data.***

##### Met

Some sex-disaggregated and gender sensitive data are provided in the sections relating to SDG 3, SDG 5, SDG 6, and SDG 8. The most extensive data are presented with respect to SDG 5, which includes data on life expectancy, physical and sexual violence, birth and marriage, and women's participation in politics at the national and sub-national levels and in managerial positions. Across other sections some sex-disaggregated and gender sensitive data are also included in relation to life expectancy, maternal mortality, menstrual hygiene, domestic care work (particularly water collection), labour force participation, child labour, school enrolment and dropout, and vulnerability to trafficking. While acknowledging the challenges of data availability, the CCA could benefit significantly from the addition of sex-disaggregated and gender sensitive data in the sectors not mentioned above, particularly SDG 1 and SDG 2.

### **Evidence or Means of Verification**

- UN Common Country Analysis; UN Cooperation Framework 2022-2026; the 2030 Agenda for Sustainable Development.
- PSG Review of the CCA.

## Findings and Explanation

*The Lao PDR and United Nations Strategic and Sustainable Development Cooperation Framework 2022-2026 UNSDCF has 4 transformational strategic priorities, with 4 corresponding outcomes. Overall, the UNSDCF approaches minimum requirements, with 3 out of the 4 outcomes mainstreaming GEWE, though none are gender targeted. Groups to be prioritised from an LNOB lenses are detailed in each outcome, with women and girls frequently identified.*

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

#### Met

Following lengthy discussion within the UNCT during the development of the current UNSDCF, a decision was made to integrate GEWE in the outcome narrative and theories of change, but not in the outcome statement themselves. In line with this decision, none of the 4 outcomes statements reference GEWE, however the narrative and theory of change for Outcome 1, Outcome 2 and Outcome 3 visibly mainstream GEWE and as such the UNSDCF can be considered as approaching minimum requirements. GEWE is not mainstreamed in Outcome 4, as both the outcome statement, narrative and theory of change were assessed as being gender blind. Details of gender mainstreaming in the UNSDCF outcomes is as follows;

**Outcome 1:** *By 2026, people, especially the most vulnerable and marginalised, will have more equitable and inclusive access to and will benefit from better quality health, nutrition, food, shelter, protection, water, sanitation and hygiene (WASH), and education and learning, including during emergencies.*

The outcome narrative and theory of change incorporate gender equality issues relating to sexual and reproductive health; preventing and responding to gender-based violence; addressing harmful practices (such as early marriage); and addressing discriminatory norms. The importance of women's empowerment is highlighted as central to ensuring greater access to and equitable use the services incorporated in the outcome statement. In addition, women and girls are identified as a key LNOB group and the national women's machinery and GEWE CSOs listed among the key partners for the achievement of this outcome.

**Outcome 2:** *By 2026, people, especially the most vulnerable and marginalised, will benefit from more inclusive, and resilient, transformative, and sustainable socio-economic opportunities to reduce poverty and inequalities.*

The outcome narrative and theory of change incorporate gender equality issues relating to establishing gender-responsive social protection systems; establishing policies that promote job creation, income generation and skills building (especially for LNOB groups including women); better access to the labour market and safe migration for LNOB groups including women; and women's unpaid care work. Ensuring equal opportunities for women and girls is listed as a crosscutting strategy for achieving the outcome and women and girls are listed among the LNOB groups in focus for the outcome. The national women's machinery and GEWE CSOs listed among the key partners for the achievement of this outcome.



**Outcome 3:** *By 2026, people, especially the most vulnerable and marginalised, are better served by public institutions at all levels in a transparent and inclusive manner, able to exercise their rights and obligations and the institutions shall be strengthened and more accountable while the rule of law and international human rights commitments made by Lao PDR are upheld.*

The outcome narrative and theory of change include a focus on women's equal opportunities for leadership and decision-making roles in political and public life at all levels; the adoption, enforcement national legislation that complies with international commitments and is implemented without discrimination on any grounds; improved gender sensitive treatment, healthcare and reintegration services for survivors of organised crime; and the availability and use of disaggregated data (including by sex) for policy and planning. The outcome includes an output dedicated to advancing GEWE and Human Rights, although the details of what specific results are to be achieved through this output (beyond a broad intention to increase stakeholder capacity to mainstream gender equality and ensure alignment with normative frameworks) are not elaborated in the outcome narrative. In addition, making women and girls' voices count is detailed as a cross cutting strategy for achieving results. Women and girls are listed among the LNOB groups in focus and the national women's machinery and GEWE CSOs listed as key partners for achieving results.

**Outcome 4:** *By 2026, people, especially the most vulnerable and marginalised, and institutions will be better able to sustainably access, manage, preserve, and benefit from natural resources and promote green growth that is risk-informed, disaster and climate-resilient.*

Although women are mentioned as a priority group in the LNOB list, GEWE is not referenced in either the outcome narrative or theory of change. In addition, none of the outputs reference GEWE. As such outcome 4 does not take account of gender equality considerations.

**b) One UNDAF/UNSDCF outcome specifically targets gender equality.**

Not Met.

The *UNSDCF* 2022 – 2025 does not include a gender-targeted outcome, in which the principal purpose is to advance gender equality and the empowerment of women, as reflected in the theory of change, with a clear link to gender-related SDGs, including SDG 5.

## **Evidence or Means of Verification**

- Lao PDR – United Nations Sustainable Development Cooperation Framework, 2022-2026
- PSG review of the Cooperation Framework



## Findings and Explanation

***Between one-fifth and one-third (20 – 33 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.***

### Met

The Lao PDR UNSDCF 2022-2026 consists of 58 indicators across 4 outcomes. Output level indicators are included in joint workplans (JWPs) rather than the cooperation framework itself. At the time of the UNCT-SWAP assessment JWPs were unavailable and as such the assessment team did not include output level indicators in its analysis for indicator 1.3.

A total of 15 of the 58 (26%) are able to track gender progress, meeting the criteria for 'approaching minimum requirements' that stipulates between 20 to 33 per cent of indicators allow for measuring changes in GEWE.

When analysed by outcome area, **outcome 1 (people's wellbeing)** has the highest proportion of indicators that allow for GEWE tracking (11<sup>1</sup> out of 21 or 52%), followed by **outcome 2 (inclusive prosperity)** with 3<sup>2</sup> out of 19 or 16% of indicators, and outcome 3 (Governance and the Rule of Law) with 1<sup>3</sup> out of 10 or 10% of indicators. In contrast, none of the indicators from **outcome 4 (environment, climate change and resilience)** consider GEWE.

UNSDCF 2022 -2026	Number of indicators by gender-sensitivity		
	Yes	No	Total
Outcome 1	11	10	21
Outcome 2	3	16	19
Outcome 3	1	9	10
Outcome 4	0	8	8
<b>Total</b>	<b>15</b>	<b>43</b>	<b>58</b>

While all indicators have baseline data, several indicators that include a sex-disaggregated baseline do not have sex-disaggregated targets. It will be important to set and track all sex-disaggregated targets to more effectively demonstrate the results achieved. Furthermore, there are several anticipated GEWE results set out in the outcome narrative and theory of changes that do not have corresponding indicators. This is likely to negatively impact the UNCT's capacity to track progress towards and ultimately assess the UN's contribution towards addressing these critical issues. Furthermore, global experience demonstrates that funding is most likely to be allocated to achieving results for which associated indicators are being tracked. The UNCT could benefit from reviewing outcome and output level indicators against UNSDCF intended results and adding indicators as necessary to ensure the UNCT has the capacity to track progress towards all the GEWE results set out in the UNSDCF 2022-2026.

## Evidence or Means of Verification

- UNSDCF 2022 – 2026 Results Framework

<sup>1</sup> Indicators 2, 5, 6, 7, 8, 9, 13, 15, 16, 17 & 18

<sup>2</sup> Indicators 24, 27 & 28

<sup>3</sup> Indicator 42

## Dimension Area 2 – Programming and M&E

### Indicator 2.1. Joint Programs

Score: Meets Minimum Requirements

#### Findings and Explanation

##### **a) Gender equality is visibly mainstreamed into all Joint Programs operational at the time of the assessment.**

###### Met

UNCT-SWAP technical guidance (2018) defines a joint program (JP) as a set of activities contained in a joint work plan that involves two or more UN agencies and national partners. Based on this latter description, the IAT identified seven JPs as operational at the time of the assessment. Given that the UNSDCF is in its first year of implementation, some of the JPs are a continuation of joint work that began under the previous UNPF but were still included in the assessment for the purposes of assessing broader trends:

1. Reproductive, Maternal, Newborn, Child, and Adolescent Health in Lao PDR; 2022-2025; UNFPA, UNICEF, WHO.
2. Prevention and Elimination of Violence Against Women for Mainstreaming Gender into the National Development Agenda in Lao PDR; 2020 - 2024; UNFPA, UNDP.
3. Protection and Services for Vulnerable Settlements, Migrants, and Youth in Savannakhet and Champasak; 2021-2022; UNFPA, UN-HABITAT, IOM.
4. Sexual Reproductive Health Targeting Vulnerable Groups; 2022-2023; UNFPA, UNAIDS
5. Rural Employment Promotion in Lao PDR; 2022-2024; ILO, UNFPA.
6. Safer cities: Interventions against the recent community outbreak of Covid-19 in Lao PDR; 2022-2023; UNFPA-UN HABITAT.
7. Improving prevention and treatment of Acute Malnutrition in children under 5 in Phongsaly Province, northern Lao PDR; 2022-2023; UNICEF, WFP.

A review of all available documentation found that all JPs target results for GEWE, with six out of the seven addressing SDG 5 priorities. One out of the seven is focused on achieving dedicated GEWE results and the remaining six include GEWE as a significant component of the project and have visibly taken gender perspectives into consideration at the initial planning phases.

In addition to reviewing the programme documents for all seven joint programmes, the assessment team also reviewed the first annual report for JP number 3. While the assessment of this indicator does not focus on assessing JP M&E, it was noted that the annual report did not include sex-disaggregated in relation to specific interventions for WASH, adolescent youth friendly services and support to families during the COVID-19 pandemic. This made it difficult to assess whether the intended GEWE results had been achieved and suggests programme staff may require additional support to ensure gender responsive M&E in the delivery of joint programmes.

##### **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.**

###### Met

JP number 2 in the list detailed above, *Prevention and Elimination of Violence Against Women for Mainstreaming Gender into the National Development Agenda in Lao PDR*, is focused on achieving dedicated GEWE results. The JP focuses on strengthening the governance mechanism and policy framework to mainstream the prevention and elimination of VAW in the national development.

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

**Not met**

There is no internal mechanism at present to ensure the quality of gender mainstreaming across joint programs. The Lao PDR UNCT lacks a systematic process/tool to support or review gender mainstreaming across key elements of joint programs (e.g., to assess gender mainstreaming in core components of a joint initiative such as a situation analysis, theory of change, selection of beneficiaries and implementing partners, and the results framework).

## **Evidence or Means of Verification**

**Programme documents and reports for:**

1. Reproductive, Maternal, Newborn, Child and Adolescent Health in Lao PDR; 2022-2025; UNFPA, UNICEF, WHO.
2. Prevention and Elimination of Violence Against Women for Mainstreaming Gender into the National Development Agenda in Lao PDR; 2020 - 2024; UNFPA, UNDP.
3. Protection and Services for Vulnerable Settlements, Migrants, and Youth in Savannakhet and Champasak; 2021-2022; UNFPA, UN-HABITAT, IOM.
4. Sexual Reproductive Health Targeting Vulnerable Groups; 2022-2023; UNFPA, UNAIDS
5. Rural Employment Promotion in Lao PDR; 2022-2024; ILO, UNFPA.
6. Safer cities: Interventions against the recent community outbreak of Covid-19 in Lao PDR; 2022-2023; UNFPA-UN HABITAT.
7. Improving prevention and treatment of Acute Malnutrition in children under 5 in Phongsaly Province, northern Lao PDR. UNICEF WFP.



## Findings and Explanation

### **a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.**

#### Met

Over the past year, the UNCT has collaborated jointly on a wide range of joint communication activities. The assessment team identified more than six, and there are likely to be more examples.

Examples include:

1. Joint communication to mark a range of international days across the calendar year such as International Women's Day, World Population Day and International Day of the Girl Child. Multiple agencies worked together to develop key messages on each occasion, including but not limited to ADB, FAO, ILO, IOM, UNDP, UNFPA, UN Habitat, UNRCO, UNV, WFP, World Bank.
2. FAO, IOM, UNDP, UNFPA, UNRCO and WFP developed key messages on the impact of COVID on women and girls, which were disseminated through newspaper articles.
3. Coordinated by UNFPA, the UNCT raised awareness on the rights to bodily autonomy and protection from online violence. Participating agencies were FAO, IOM, UNFPA, UNRCO, UNV and WFP.

### **b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year.**

#### Met


The assessment team also identified multiple examples of joint advocacy taking place over the past year. These related both to the previous and the current cooperation frameworks and include:

1. The establishment of the Noi framework, to which ILO, UNAIDS, UNDP, UNFPA, UNICEF, UNIDO, UN Women, WFP, WHO contributed. This is a coordination and advocacy mechanism created to represent all adolescent girls in Lao PDR and to campaign on key issues relating to early marriage, early child bearing, the school dropout and anemia.
2. UNICEF and UNFPA jointly led a study on Pathways of Adolescent Pregnancy, and subsequently campaigned jointly to support the update of the study's findings and recommendations.
3. The UNCT campaigns jointly on an annual basis during the 16 Days of Activism Against Campaign. Participating agencies include ADB, FAO, ILO, IOM, UNDP, UNFPA, UN Habitat, UNRCO, UNV, WFP, World Bank.

### **c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.**

#### Not met

At present there is no UNCG annual work plan in place, only a list of agreed international days the UNCG will communication jointly on. For reference, the assessment team reviewed the UNCG 2020 AWP (the last available AWP) and concluded that it did visibility include GEWE. The transition into the new cooperation framework is likely to be the reason for this gap in UNCG AWP, but the UNCG could benefit from finalising a more detailed AWP (beyond a list of the international days) as soon as possible to ensure more meaningful joint communications on GEWE going forward.



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

Met

UNDP and UNESCO collaborated on joint communication and advocacy on the promotion of girl's education during the recovery effort from COVID-19. This was the first time that the issue of girls' education as a priority during crisis recovery had been raised within the Lao PDR context and as such can be considered as a non-traditional thematic area. The initiative was implemented in collaboration with the Ministry of Information, Culture, and Tourism, and the Ministry of Education and Sports.

Overall, the UNCT rated as approaching minimum requirements for indicator 2.2. This is because, even though criteria d) is met, criteria c) is not met and is a requirement for the UNCT to score as meeting minimum requirements.

### Evidence or Means of Verification

- [Link: Unified under the Umbrella to Protect Women from Violence | United Nations Development Programme \(undp.org\)](#)
- 16DOA reports 2020,2021 including press articles
- Working group on the adolescent girl (meeting minutes)
- links to youtube on the speeches for GEWE
- IWD 2021 and 2022 reports including press articles
- Summary of the collaboration between WFP and UNFPA
- WPD celebration (links from the media)
- Media Tracking - UNDP and UNESCO on Community radio and COVID-19: stories on championing women's education in Laos (Vientiane Times, 14 March 2022, p.10)
- Noi framework brochure [https://lao.unfpa.org/sites/default/files/pub-pdf/adolescent\\_girl\\_-\\_eng\\_300\\_dpi.pdf](https://lao.unfpa.org/sites/default/files/pub-pdf/adolescent_girl_-_eng_300_dpi.pdf)



## Findings and Explanation

### **a) UNDAF/UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned.**

#### Met

As the UNCT Lao is in the first year of implementing its current CF, the IAT reviewed M&E practices for the UN Partnership Framework (UNPF) 2017-2021 to assess M&E practices. Results matrix monitoring data was included in all UNPF annual reports and as such this formed the basis of the assessment team's review. All four annual reports reviewed included details of progress towards gender sensitive Outcome and Output level indicators. Data presented in these reports was complete for all but one of the gender sensitive indicators, indicating that data was collected as planned. The one exception was Indicator 1.3, for which data was not available due to a gap in government data [being released as planned] which is noted in the report, this indicates that the UN attempted to track data for this indicator but was limited by data availability rather than gaps in data collection systems.

### **b) UNDAF/UNSDCF reviews/evaluations assess progress against gender-specific results.**

#### Met

As with criteria (a), the IAT reviewed M&E practices for the UNPF 2017-2021 to assess criteria (b). Progress against gender equality specific results, as set out in the UNPF, was captured in annual results reports covering all 5 years of implementation (2017, 2018, 2019, 2020 & 2021 of the UNPF 2017-2021), as well as in the final evaluation.

The evaluation was particularly thorough in its review of GEWE results and took a gender and human rights-based approach (as indicated in page 5 of the evaluation). It also makes specific reference to gender mainstreaming, concluding that the specific needs of men and women were widely integrated into all development policies, programmes and interventions (page 6 of the evaluation). The evaluation report details the UNCT's contribution to advancing GEWE in a number of areas including the gendered division of labour in both public and private spheres; Access to productive resources; the overall status of gender equality in Lao PDR. The report concludes that *'the UN system in Lao PDR achieved great results in terms of policy frameworks, programs and practices related to gender equality, ending gender-based violence and the empowerment of women and girls'*.

The assessment team also felt it was important to highlight one of the evaluation recommendations (found on page xviii), which is that the *'UNCT can and should extend this gender mainstreaming effort to some of the so-called technical programmes to ensure that women and girls are also sharing equally in the fruits of development. The UNCT should put particular emphasis on gender equality and making sure it is mainstreamed in everything it does, including the planning and implementation of the upcoming UNSDCF'*.



**c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF/UNSDCF cycle.**

Not Met

Targeted training on gender sensitive M&E has not taken place since the beginning of the CF 2022-2026 and there is no indication that any such training took place during the previous cycle. Indeed, institutional memory indicates that there was no active M&E group under the UNPF cycle (2017-2021). In contrast, an M&E group has been established and has met regularly since the beginning of 2022, providing an opportunity to ensure responsibilities for gender-responsive M&E are incorporated into its work plan, as well as a mechanism through which technical training on gender-sensitive M&E can be coordinated and delivered over the course of the current CF cycle.

### **Evidence or Means of Verification**

- Lao PDR UN Partnership Framework 2017-2021 annual progress reports (2017-2018-2019-2020-2021)
- 2021 Evaluation of the Lao PDR UN Partnership Framework (UNPF) 2017-2021



## Dimension Area 3 - Partnerships

Indicator: 3.1 Government Engagement

Score: Exceeds Minimum Requirements

### Findings and Explanation

**a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF/UNSDCF cycle.**

Met

The UNCT has collaborated with at least two Government agencies on initiatives that foster gender equality and the empowerment of women:

- With the Ministry of Ministry of Planning and Investment (with engagement of relevant Ministries such as Health) UNICEF and UNFPA undertook and disseminated findings and recommendations from research on “Understanding Pathways to Adolescent Pregnancy in Lao PDR”.
- Several joint initiatives have been undertaken with the Ministry of Health, such as the launch of a joint project with WFP and UNICEF to ensure that women and girls benefit from nutritious and safe diets, essential nutrition services and positive nutrition practices. A further example is the development of Standard Operating Procedures for the provision of services for survivors of GBV.
- Multiple joint initiatives have also been undertaken in partnership with the Lao Women’s Union (part of the national women’s machinery). These include a campaign on bodily integrity and ending GBV, a joint programme (with UNDP and UNFPA) on the prevention and elimination of violence against women for mainstreaming gender into the National Development Agenda in Lao PDR and celebrations to mark key International Days.

**b) The National Women’s Machinery participates in UNDAF/UNSDCF consultations; country analysis, strategic prioritization, implementation, M&E.**

Met

The National Women’s Machinery (the Lao Women’s Union) participated in the development of the 2022 CCA and strategic prioritization for the current CF 2022-2026. In addition, the Lao Women’s Union contributed to the implementation and evaluation of the UNPF 2017-2021.

c) *The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.*

Met

In collaboration with the National SDG Secretariat, under the Ministry of Foreign Affairs, the UNCT conducted public online surveys and organized a Youth and Volunteer Consultation workshop in preparation for the 2021 Implementation of the 2030 Agenda for Sustainable Development (Voluntary National Review) Report. Recommendations from the online surveys and consultation were fed into the VNR report. The initiative was coordinated by UNV in partnership with UNRCO, UNDP, UNICEF, and UNFPA. Key SDGs discussed through the initiative were Well-being (SDG 1, 2 and 3), Education and Work (SDG 4 and 8) and Inequalities (SDG 5 and 10) where **Culture, gender norms and traditional practices** were highlighted as key challenges in achieving gender equality in the country.

### Evidence or Means of Verification

- 2021 Evaluation of the Lao PDR UN Partnership Framework (UNPF) 2017-2021.
- RCO reports on the development of the 2022 CCA and CF 2022-2026.
- JP Document on Reproductive, Maternal, Newborn, Child and Adolescent Health in Lao PDR; 2022-2025; UNFPA, UNICEF, WHO.
- JP Document on Prevention and Elimination of Violence Against Women for Mainstreaming Gender into the National Development Agenda in Lao PDR; 2020 - 2024; UNFPA, UNDP.
- JP Document on Improving prevention and treatment of Acute Malnutrition in children under 5 in Phongsaly Province, northern Lao PDR. UNICEF WFP.
- 2021 Youth and Volunteer Consultation Report for the Voluntary National Review.



## Findings and Explanation

**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 UNDAF/UNSDCF cycle.**

Met

The UNCT is collaborating on several joint initiatives with GEWE CSOs and women's rights advocates that foster GEWE within the current CF cycle. Examples include;

1. UNDP and UNFPA partnering with CARE International and the Gender Development Association (GDA) to work on the prevention and elimination of violence against women for mainstreaming gender into the National Development Agenda in Lao PDR.
2. Through the Adolescent Girl Working Group, the UNCT has been engaging annually for the last 6 years with GEWE CSOs to jointly organize initiatives to mark the International Day of the Girl Child. The group is co-chaired by UNFPA and Plan International.

**b) GEWE CSO participates in UNDAF/UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.**

Met

GEWE CSO including the Lao Civil Society Coordination Mechanism (that coordinates all CSOs), Gender Development Association and the Lao Disabled Women's Development Center participated in the development of the 2022 CCA and strategic prioritization for the current CF 2022-2026. In addition, GEWE CSOs contributed to the implementation and evaluation of the UNPF 2017-2021.

**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.**

Met

The UNCT conducted public online surveys and organized a Youth and Volunteer Consultation workshop in preparation for the 2021 Implementation of the 2030 Agenda for Sustainable Development (Voluntary National Review) Report. 72% of the CSOs who participated in the initiatives indicated that their organization focuses on gender equality.

Recommendations from the online surveys and consultation were fed into the VNR report. The initiative was coordinated by UNV in partnership with UNRCO, UNDP, UNICEF, and UNFPA. Key SDGs discussed through the initiative were Well-being (SDG 1, 2 and 3), Education and Work (SDG 4 and 8) and Inequalities (SDG 5 and 10) where **culture, gender norms and traditional practices** were highlighted as key challenges in achieving gender equality in the country.

## Evidence or Means of Verification

- Grant Agreements between the Joint Programme (UNDP and UNFPA) and CARE International and Gender Development Association (GDA)
- Adolescent Girl Working Group meeting minutes
- 16 DOA & IWD reports
- 2021 Evaluation of the Lao PDR UN Partnership Framework (UNPF) 2017-2021.
- RCO reports on the development of the 2022 CCA and CF 2022-2026.
- Youth and Volunteer Consultation Report for Voluntary National Review (VNR) May 2021

## Dimension Area 4 – Leadership and Organizational Culture

### Indicator: 4.1 Leadership

### Score: Approaches Minimum Requirements

#### Findings and Explanation

##### ***a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months.***

###### Not Met

While gender equality is meaningfully addressed, in some UNCT (HOA) meetings, only 53% of the UNCT meeting minutes reviewed (8 out of 15) for the last year included evidence of discussion on gender equality issues. This falls short of the 60% requirement set out in the UNCT-SWAP Technical guidance. In addition, only some of the minutes demonstrated evidence of substantive discussion about gender equality (e.g. decision-making and follow through), in several instances the discussion appears to have been limited to general information sharing, again falling short of the scorecard requirements.

Examples of issues covered in UNCT meetings include the 16 Days Of Activism, breastfeeding awareness among women, the implementation of the PSEA workplan, the UNCT-SWAP GE scorecard, policy advisory support towards enhancing adaptation elements of NDCs for inclusive, gender-responsive climate adaptation actions, ensuring gender responsive CF processes and the role of women in food production, food sale and food consumption. The assessment team observed that, overall, the discussions around gender are related to ongoing planned activities or projects. The assessment team thus recommends that future agenda items focused on GEWE include a broader scope, for example covering emerging national GEWE issues, research and data.

##### ***b) RC demonstrates public championing of gender equality during the last 12 months.***

###### Met

A review of RC speeches given in the last year (a total of 13 that were available on the UNCT website) found that the RC included gender equality messaging in 31 per cent of the speeches and talking points. The RC also contributed to media and advocacy campaigns during the 16 Days of Activism against GBV. The RC has also championed GEWE through her participation in multiple GEWE focused events over the past year. While it was unclear if the RC spoke during these events, the events and associated issues were also posted on the RCs twitter account. Examples include attending World Population Day to call for action to end unintended pregnancies for adolescent girls, participating in a governors' meeting to advocate for increased investments in family planning and maternal reproductive health, and attending events on ending human trafficking and violence against women and girls.

##### ***c) HOA are seen by personnel as committed to gender equality in the workplace during the last 12 months.***

###### Met

Results from the survey on gender and organizational culture found that 83 per cent of staff agree (33% strongly agree and 50 agree) that HOAs demonstrate workplace leadership and commitment to gender equality. Sex disaggregation showed that 67 per cent of women responded positively to the statement, with 77 per cent of men agreeing, a 10-percentage point discrepancy.

**d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.**

Not Met

While the ARC is no longer in use in the UNCT Lao PDR, the assessment team has been unable to identify an alternative UNCT evaluation to assess against criteria d). The RCO has indicated that no joint UNCT AWP was developed in the last year, and as such no corresponding evaluation has been carried out.

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**Evidence or Means of Verification**

- UNCT Meetings Minutes
- RC speeches available on the UNCT website
- Results of the Lao PDR Organisational Culture Survey; 2022
- RC twitter account and RCO twitter account
- Facebook page of the UNRCO



## Findings and Explanation

The survey link was shared by the Resident Coordinator's Office with Heads of Agencies to circulate amongst their respective staff. Non-resident agencies were asked to circulate the survey only to staff that are considered part of the Lao PDR UN country team. The total number of responses was 252 (121 female, 129 male and 2 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UNCT population was 144, so the UNCT can be confident the responses are representative.

Survey results with a positive rating of 65-80% was met. Results scored an overall positive rating of 78% as an average across the 10 questions that deal with issues of workplace gender equality, discrimination, and work-life balance. Refer to [Annex A](#) for detailed information.

### Highest scores:

- UN efforts to fulfil its mandate to achieve equal representation of women and men at all levels (84% positive).
- Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace (83% positive).

### Questions with less than 80% of positive responses:

- The package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance (67% positive).
- The package of flexible work arrangements (e.g. telecommuting, staggered hours) support staff to achieve adequate work-life balance (71% positive).
- Heads of agencies are supportive of staff to establish an adequate relationship between work life and home life (73% positive).
- The UN system in this country has adequate procedures in place to protect my personal safety and security (79% positive).

Across all 10 questions, male respondents were more positive than female respondents. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men. The widest disparities between males and females were observed for the following questions:

- Flexible work arrangements support personnel to achieve work-life balance (positive rating of 58% for female respondents as compared to 82% for male respondents).
- Entitlements support personnel to achieve work-life balance (positive rating of 57% for female respondents as compared to 74% for male respondents).

Reasons for the low scoring are not properly understood and will require further investigation. In addition, the reasons for people skipping questions could also benefit from being better understood within the context of the overall results. Further analysis should also focus on identifying opportunities for improvement.

## Evidence or Means of Verification

- Results of the Lao PDR survey of staff perception of organizational culture for gender equality.

## Findings and Explanation

**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.**

Not Met

The UNCT does not have a system in place for monitoring gender parity at the country level. The Scorecard exercise is the first time this data has been viewed collectively, although UNDSS does reportedly collate data on all UNCT staff it was unclear if this data is used, and it was not made available to the assessment team. The data collected for the Scorecard assessment may serve as a baseline for regular monitoring at UNCT level.

**b) The UNCT can demonstrate positive trends toward achieving gender parity.**

Not Met

Data from this exercise serves as baseline for further monitoring. For now, however, criterion b) is not met as no trends over time have been established and can thus be reported on. 17 of the 24 UNCT comprising agencies (resident and non-resident) provided disaggregated data on a total of 478 staff. The assessment found that women comprise 52 per cent of UNCT Lao PDR personnel overall included in this sample. In addition, women are not currently significantly under-represented at any level, comprising:

- 52 per cent (128 out of 248) of General Service Staff (G1-G7)
- 49 per cent (79 out of 162) of mid-level staff (NOA, NOB, P1 – P3)
- 59 per cent (40 out of 68) of senior-level staff (NOC/P4 and above)

With gender parity defined as + or – three percentage points (47 – 53 per cent), the UNCT staffing can be considered at present as at gender parity. However given that parity levels have not previously been tracked, deliberate action is needed to maintain this result.

It is also worth noting that the UNCT in Lao PDR has quite a number of UN volunteers. While this category of staff is not included in the standardised template provided in the UNCT-SWAP Technical Guidance, the assessment team included UNVs in their analysis as they are considered staff. Refer to [Annex B](#) for further details.

**c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEWE.**

Not Met

The 2017 UNCT Lao PDR Business Operations Strategy (BOS), does not integrate any gender-focused actions or indicators.

## Evidence or Means of Verification

- HR data submitted by DESA, ILO, IOM, UNAIDS, UNDP, UNEP, UNESCO, UNFPA, UNICEF, UNIDO, UNODC, UNRCO, OHCHR, UNCITRAL, UNV, WFP, WHO.
- UN Lao PDR UNPF Business Operations Strategy (2017).



## Dimension Area 5 – Gender Architecture and Capacities

Indicator: 5.1 Gender Coordination

Score: Missing Minimum Requirements

### Findings and Explanation

The UNCT in Lao PDR has no stand-alone gender coordination mechanism and the IAT faced difficulties in applying the criteria for a gender coordination mechanism to the two inter-agency groups in existence who could potentially fulfil this function. These are:

1. Under the UNSDCF Strategic Priority Area 3 (Governance and Rule of Law) an output level working group on gender equality, women empowerment, and human rights is in place and is consulted by the UNCT on an adhoc basis for substantive inputs, for example during the development of the CCA and CF Priorities. This group falls short of the requirements for Gender Theme Groups because its formal responsibilities are limited to Results-Based Management (RBM) in respect of the Gender Outcome - it does not have gender mainstreaming responsibilities across other Results Groups. In addition, while it is consulted periodically, the group does not have a formal role to provide support and advice to all RGs, to provide advice or technical support to the UNCT systematically and does not engage in project or programme RBM.
2. The Programme Oversight Group (POG), which encompasses the Programme Management Team and LNOB Group. The TOR for this group gives a very brief summary of the POGs role in mainstreaming gender, simply noting that the POG will support the UNCT to “*put gender equality at the heart of their (1) planning; (2) programming and M&E; (3) partnerships; (4) leadership and organisational culture; (5) gender capacities; (6) resources; and (7) results, driving the active and meaningful participation of both women and men, and the empowerment of all women and girls*”. There is more extensive reference to the groups LNOB role where equality is referenced more broadly but equality on what basis is not clarified. More specific details of the roles and responsibilities of the group as they pertain to mainstreaming gender are not included in the TOR and indeed members of the IAT note that while HRBA and gender mainstreaming are among the group’s guiding principles, the group is not a gender theme group (GTG), or was it designed to replace a GTG, especially if assessed against the expected roles and responsibilities set out in recently released [UNSDC Gender Theme Group Standards and Procedures](#). Furthermore, given that this group is primarily comprised of agency deputy representatives and only meets quarterly, the IAT felt it unlikely that this group would have the time and capacity to coordinate the UNCT at a technical level on GEWE. The fact that many members of the IAT (many of whom work on gender issues within their agencies) were not aware of the POG broad responsibilities on GEWE is a good indication of this, as is the fact that it is the output level working group on gender and human rights which is consulted periodically on gender issues.



**a) A coordination mechanism for gender equality is chaired by a HOA.**

A coordination mechanism for gender equality does not exist and therefore criterion a) is not met.

**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.**

Criterion b), c) and d) above are not met because a stand-alone coordination mechanism for gender equality does not exist.

### **Evidence or Means of Verification**

- Meeting minutes and reports of the meetings of the output level working group on gender equality, women empowerment, and human rights.
- Annexes of the Lao PDR – United Nations Sustainable Development Cooperation Framework, 2022-2026

### Findings and Explanation

**a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. Not Met**

A substantive inter-agency gender capacity development activity has not been conducted for UN personnel within last year.

UNFPA organized separate trainings on gender mainstreaming in Quarantine Facilities for UN-Habitat and IOM to support the implementation of a JP both agencies are involved in implementing. However, given that more than one agency did not participate in either training as participants (i.e. having their capacity built), these were assessed as insufficient to meeting the criteria.

**b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF/UNSDCF cycle and targets are on track. Not Met**

There has been no UN system-wide capacity assessment on gender during the current SCF cycle. However, individual agencies have undertaken entity specific capacity assessments. Joint reviews of these assessments could represent a good starting point from which to design and conduct a joint capacity assessment and develop an associated capacity development plan.

**c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. Not Met**

At present there are 2 joint inductions for new staff in country, a UNDSS briefing and 2-day induction training with accompanying resource booklet. At present;

- The UNDSS briefing does references examples of gender-based violence but does not include details of UN GEWE commitments or development challenges of Lao PDR.
- The 2-day induction training references Gender Equality as a Human Right and during the session on the UN's response to COVID-19 some reference is made to the gender dynamics of the pandemic and how these are incorporated into the UN's response. In addition, the training resource booklet includes details of the UN Charter and Code of Conducts and the UN's Zero Tolerance for Sexual Exploitation and Abuse Policy. Recognising that some efforts have been made to include GEWE in staff inductions, the IAT concluded that neither induction comprehensively includes details of UN GEWE commitments or development challenges in Lao PDR and thus falls short of the requirements under this criterion. It is worth noting that the 2-day induction is typically given in person and has not been held since 2020 due to COVID-19. The course materials are currently being updated, presenting a good opportunity to further strengthen the GEWE information that was previously included to ensure it meets the UNCT-SWAP scorecard requirements.

The assessment team also noted that all UN staff are required to complete the online 'I know Gender' training on INSPIRA. However, compliance with this mandatory training is not being tracked centrally by the UNCT and the IAT noted that staff are not always aware of this training (an issues which needs to be addressed).

### Evidence or Means of Verification

- UNDSS Induction presentation
- Overview of Induction Course for UNCT Newcomers (2<sup>nd</sup> edition)
- Presentation material given during the 2020 UNCT Induction for Newcomers.

## Dimension Area 6 - Resources

### Indicator: 6.1 Financial Resources

Score: Missing Minimum Requirements

#### Findings and Explanation

**a) The UNCT has carried out at least one capacity building event on the gender marker during the UNDAF/UNSDCF cycle.**

Not Met

While the MELG briefly touched on the Gender Equality Marker (GEM) in a recent meeting focused on UNCT Joint Work Plans, the UNCT in Lao PDR has not carried out a capacity-building or orientation event on the [UNCT] GEM during the current UNSCF cycle (2022-2026), or the preceding 12 months.

**b) The UNCT has established and met a financial target for programme allocation for Gender Equality and Women's Empowerment (GEWE).**

Not Met

A financial target for program allocation to GEWE has not been set by the UNCT. However, the application of the UNCT Gender Equality Marker (GEM) to sub-outputs in current Joint Work Plans (JWPs) provides an opportunity for the UNCT to more easily track, set a target for and report on resources allocated to programs with a gender equality focus (defined as sub-outputs coded as UNCT-GEM 2 and UNCT GEM 3).

**c) Meets minimum requirements and the UNCT has established and exceeded a financial target for program allocation for gender equality and the empowerment of women.**

Not Met

See response to criterion b) above.

#### Evidence or Means of Verification

- MELG 2020 meeting minutes and associated presentations.
- Interviews with staff from the UN RCO and UN Women.

## Dimension Area 7 – Gender Equality Results

### Indicator: 7.1 Results

Score: Meets Minimum Requirements

#### Findings and Explanation

**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.**

##### Met

As the UNCT Lao is in the first year of implementing its current CF, the IAT reviewed the UNFP 2017-2021 evaluation to assess this indicator, concluding that the UNCT is on track to achieve all gender equality results as planned in the UNPF outcomes. This score reflects evidence of progress towards gender equality results across the implementation of the UNPF, while acknowledging that many of these priorities continue to be a focus for the UNSDCF 2022-2026.

The UNPF 2017-2021 outcomes are in line with SDG priorities including SDG 5 with all three strategic priorities (pillars) mainstreaming GEWE:

Pillar 1 addressed inclusive growth, livelihoods and resilience and included a focus on increasing access for women and men to opportunities for decent livelihoods, under outcome 1, 2 and 4.

Pillar 2 addressed human development and included a focus on access to quality health services for men and women under outcome 5.

Pillar 3 addressed Governance and included a focus on quality services and policies that respond to all people's needs under outcome 6.

Progress against all UNPF gender sensitive indicators is evident, with all reporting higher results than the baselines. These and other results achieved can be summarized as follows:

##### **Under Outcomes 1 and 2:**

- Increased employment opportunities for female (and male) migrants.
- The establishment of the National Social Protection Commission Momentous
- The implementation of disaster recovery initiatives to equip women, men and families with the skills to increase agricultural productivity.

##### **Under Outcome 4:**

- The implementation of adapted online and offline learning platforms to enable boys and girls to continue their education inline with COVID-19 restrictions.
- The development and integration of comprehensive sexuality education curriculums for boys and girls into primary and secondary schools and the national university.
- The provision of vocational training to young men and women designed to improve their employment opportunities.

##### **Under Outcome 5:**

- Expanded telehealth services for pregnant women
- Increasing access to contraception and bodily autonomy rights for young women and men, through expanded adolescent youth friendly services.
- The development of a Reproductive and Maternal, Newborn, Child, Adolescent Health Strategy and Action Plan 2021-2025 and dissemination of the PHC Policy nationwide.
- Improved educational standards for midwives, enabling them to provide better quality care.
- The development and rollout of educational materials on gender/GBV and rights.

#### **Under Outcome 6:**

- The development and implementation of two new GEWE action plans; The National Plan of Actions on Mothers and Children (2021-2025) and the Elimination and Prevention of Violence against Women and Violence against Children (2021-2025). The implementation of both plans supported the government to implement recommendations from the Committee on the Rights of the Child and CEDAW Committee Concluding Observations.
- The development of Standard Operating Procedures to implement an Essential Service Package for GBV survivors. This was the first time Lao PDR has established a formal mechanism to coordinate GBV responses which bring all sectors together under harmonized the approaches and interventions.
- The development of a gender responsive Universal Periodic Review (UPR) National Action Plan, based on the UPR62 recommendations adopted by the Lao PDR Government.

In its conclusion, the external evaluation of the UNPF notes that “*Gender Equality in Lao PDR is well done overall with many promising areas which are positioned to be entry points and platforms for the expansion of the rights of women and girls such as reproductive rights, promotion of the rights of the girl child and work on GBV*”.

#### **b) At least one outcome level UNDAF/UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women (GEWE)**

##### Not Met

While results for GEWE were achieved through the implementation of the 2017-2021 CF, none of the outcome level results would qualify as transformative, as per the definition given under the UNCT-SWAP technical guidance. In addition, results achieved have been rolled back by the negative impact of COVID-19, which began during the implementation of UNPF 2017-2021 and continues to impact the beginning of 2022-2026 CF.

#### **Evidence or Means of Verification**

- 2021 Evaluation of the Lao PDR UN Partnership Framework (UNPF) 2017-2021

## 8. UNCT in Lao PDR Action Plan

DIMENSION 1 – PLANNING				
Proposed Action Point	Responsibility	Resources *	Year/ Timing	Explanation and links to UNCT-SWAP assessment findings
1. Collate and ensure all population-based data in the CCA are sex-disaggregated and <b>highlight the gender data gap &amp; implications</b> where data are not available.	POG, MELG	Staff time	Annually	Moves indicator 1.1 to meet requirements
2. In CCA updates, include gender analysis across <b>all</b> sectors, remembering to highlight <b>underlying causes</b> of gender inequality & discrimination.	POG	USD 8,000 (consultant support)	Annually	Moves indicator 1.1 to meet requirements
3. In CCA updates, wherever possible try and include targeted <u>gender</u> analysis of <b>those furthest behind</b> , supported by available data.	CF Outcome Groups	USD 8,000 (consultant support)	Annually	Moves indicator 1.1 to exceed requirements
4. Review output-level indicators, baselines & targets in 2023 JWP to achieve between 33-50% gender-sensitive output indicators.	POG and MELG	Staff time	2023	2.3 & Moves indicator 1.3 to meet requirements
5. In the next CF, ensure gender is visibly mainstreamed across all outcome areas (paying attention to outcome/output statements and theories of change as well as narrative). & Explore the evidence for the need and advantage of a stand-alone outcome on GEWE in next CF.	UNCT/POG, in partnership with MELG & UNCT GTG	Staff time	2026	Moves indicator 1.2 to meet requirements
6. Ensure higher proportion of gender sensitive indicators in the next CF.	UNCT, POG, UNCT GTG, and MELG with RCO support	Staff time	2026/ CF mid-term review	2.3 & Moves indicator 1.3 to meet requirements
7. Update targets for UNSDCF Outcome indicators that currently have sex-disaggregated baselines do not have sex-disaggregated targets.	results groups, MELG	Staff time	2023	Supports UNCT to continue to meet requirements for 1.3



DIMENSION 2: PROGRAMMING AND M&E				
Proposed Action Point	Responsibility	Resources*	Year/ Timing	Explanation and links to UNCT-SWAP assessment findings
1. Establish a formalized system/tool/ mechanism to ensure gender mainstreaming in all future joint programmes.	UNCT & UNCT GTG with RCO support	USD 8,000 (consultant support)	2023	Indicator 2.1 To continue current practice of GM in JPs
2. Ensure all M&E and programme staff are trained on gender sensitive M&E, budgeting and reporting.	UNCT & UNCT GTG with RCO and MELG support	USD 20,000 (consultant support)	Annually beginning 2023	2.1, 1.3, 2.3, 6.1 & 7.1
3. Explore options for developing new Joint Programs related to key GEWE issues identified in the CCA.	UNCT and POG	Staff time	Annually	2.1, To ensure targeted JPs. Linked to 3.1 & 3.2
4. Ensure M&E group involvement in gender mainstreaming in all JPs.	POG and MELG	Staff time	Annually, ongoing	2.1, 1.3, 2.3, 6.1 & 7.1
5. Ensure approved UNCG AWP that visibly include GEWE communication and advocacy that is implemented in a coordinated manner, building on existing/previous joint efforts.	UNCG with RCO support	Staff time	Annually	Moves indicator 2.2 to meet requirements
6. Develop an interagency plan focusing on strengthening capacities of Government partners to collect, analyse and use disaggregated (by sex, age and other demographic characteristics) and gender-sensitive statistical data, with reference to the UNSDCF Results Framework - gender statistics, protocols etc.	MELG with Outcome Groups & UNCT GTG with RCO support	USD 10,000 (consultant support)  LSB data steering committee	2023 – linked to census planned for 2025	2.3 & 1.3



### DIMENSION 3 – PARTNERSHIPS

Proposed Action Point	Responsibility	Resources *	Year/ Timing	Explanation and links to UNCT-SWAP assessment findings
1. Ensure more systematic documentation of National Women's Machinery and GEWE CSOs participation in key cooperation framework processes.	POG with Outcome Groups; support from the RCO and UNCT GTG	Staff time	Annually	3.1 & 3.2
2. Identify and implement new joint initiatives that promote GEWE, and with more than one UN entity is working in a thematic area in partnership with external government stakeholders and GEWE CSOs and women's rights advocates (migration, victims of trafficking, climate, SMEs, etc).	POG, Outcome Groups, with support from RCO and UNCTGTG	Mobilise funds for more joint initiatives, collaborate more	Annually during JWP planning	3.1 & 3.2, also linked to 2.1 on joint programmes.

### DIMENSION 4: LEADERSHIP & ORGANIZATIONAL CULTURE

Proposed Action Point	Responsibility	Resources*	Year/ Timing	Explanation and links to UNCT-SWAP assessment findings
1. Institute GEWE as a standing agenda item in quarterly UNCT meetings, aiming to strengthen joint decision making and action on GEWE.	UNCT with RC/RCO	Staff time	Annually	Supports indicator 4.1 to meet requirements and positive impact across all indicators.
2. Ensure GEWE is incorporated into the UNCT annual planning and evaluations/assessments, in collaboration with the UNCT GTG.	UNCT with RCO a	Staff time	Annually	Supports indicator 4.1 to meet requirements
3. Provide a facilitated process to understand what might underlie the results of the staff organization culture survey (including accuracy), particularly the low scoring areas.	Externally facilitated with UNCT (RCO support) & Staff association	USD 8,000 (consultant support)	2024	Moves indicator 4.2 to exceed requirements



4. Identify opportunities to include gender-specific actions and indicators in the next iteration of the Business Operations Strategy (BOS).	OMT with UNCT GTG, RCO support	Staff time	Annually	4.3
5. Analyse the reasons for UNCT's current status regarding meeting parity. Establish a system for monitoring gender parity levels to ensure it is maintained, connecting to the UNSG's gender parity strategy.	OMT and its HR Sub-working group, with RCO support HOAs	Staff time	2023	Supports indicator 4.3 to approach requirements

DIMENSION 5: GENDER ARCHITECTURE AND CAPACITIES				
Proposed Action Point	Responsibility	Resources*	Year/ Timing	Explanation and links to UNCT-SWAP assessment findings
1. Establish a gender coordination mechanism, or combine GTG responsibilities with an existing coordination structure, ensuring that a mechanism is in place that meets the criteria of the UNCT-SWAP GE Scorecard and aligns with the <a href="#">UNSDC Gender Theme Group Standards and Procedures</a> .	UNCT with RCO	USD 5000 (consultant support??)	2023	Supports indicator 5.1 to meet or exceed requirements. More effective coordination for gender across the system should impact positively across indicators.
2. Incorporate a dedicated section on UN GEWE commitments and related development challenges in all joint UNCT induction materials and training.	all UN agencies with RCO support	Staff time	2023	Supports indicator 5.2 to meet or exceed requirements
3. Undertake an inter-agency gender capacity assessment & develop and implement a capacity development plan based on the findings.	UNCT with RCO support	USD 15,000 (consultant support)	2023	Supports indicator 5.2 to meet or exceed requirements

DIMENSION 6 - RESOURCES				
Proposed Action Point	Responsibility	Resources*	Year/ Timing	Explanation and links to UNCT- SWAP assessment findings
1. Conduct training on applying the UNCT Gender Equality Marker (GEM) to the JWP for relevant UNCT personnel. Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs.	UNCT GTG with POG, MELG and RCO	USD 5,000 (consultant support)	2023	6.1 & 1.3
2. Present GEM data to UNCT towards setting a target for programme allocation on GEWE and use available tools for tracking and ensuring target is met.	UNCT GTG, POG and MELG with RCO	Staff time	2024 (Q 3 or Q4)	Supports indicator 6.1 to meet requirements

DIMENSION 7 - RESULTS				
Proposed Action Point	Responsibility	Resources*	Year/ Timing	Explanation and links to UNCT- SWAP assessment findings
1. Continue to highlight progress toward GEWE results in UNCT Mid-year and Annual Results Reports, including a dedicated section on GEWE (in line with UNSDCF monitoring plan), ensuring that progress is tracked and reported at output (vs. activity).	POG MELG, and UNCT GTG, with RCO	Staff time	annually	7.1 & 2.3
2. TOR of evaluation UNSDCF experts must include the requirement to systematically assess progress towards GEWE. Ensure the evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E.	UNCT/POG with MELG, UNCT GTG and RCO support	USD 20,000 (consultant support)	2026	7.1 & 2.3

\*Costs are estimated amounts

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
CCA or equivalent	<a href="#">Lao PDR CCA_Final</a>	
CCA or equivalent	<a href="#">PSG Review - Laos CCA Draft</a>	
<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">UNSDCF 18112021_0</a>	
Other	<a href="#">PSG Reviewed QA - Laos CF</a>	
<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">Lao UNSDCF 2022-2026</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Programmes documents	<a href="#">UNJPs Laos</a>	
<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">All advocacy and coms- Lao PDR</a>	
<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">EVALUATION OF LAO PDR - UN PARTNERSHIP FRAMEWORK2017-2021</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Annual reports CF Laos</a>	



Cooperation Framework reviews/monitoring data	<a href="#">LAO PDR 2017-2021 PF Progress Report 2019</a>
Cooperation Framework reviews/monitoring data	<a href="#">LAO PDR 2017-2021 PF Progress Report 2020</a>
Cooperation Framework reviews/monitoring data	<a href="#">LAO PDR 2017-2021 PF Progress Report 2021</a>

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
<b>Category</b>	<b>Documents</b>	
Government engagement	<a href="#">2021 VNR Report Lao</a>	
<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
<b>Category</b>	<b>Documents</b>	
GEWE CSO engagement	<a href="#">2018 VNR LAO PDR</a>	
GEWE CSO engagement	<a href="#">2021 VNR Report Lao</a>	
GEWE CSO engagement	<a href="#">Laos, work with CSO</a>	
GEWE CSO engagement	<a href="#">Youth and Volunteer Consultation report for VNR May 2021</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
<b>Category</b>	<b>Documents</b>	
RC communications	<a href="#">Lao PDR Data how head of agencies are seen</a>	
<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
<b>Category</b>	<b>Documents</b>	
Organizational culture survey results	<a href="#">Lao PDR Data All org culture survey</a>	
Organizational culture survey results	<a href="#">Lao PDR Male Data All org culture survey</a>	
Organizational culture survey results	<a href="#">Lao PDR Other Data All org culture survey</a>	
Organizational culture survey results	<a href="#">Loa PDR Female Data All org culture survey</a>	
<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>MISSING REQUIREMENTS</b>		Leadership and Organizational Culture
<b>Category</b>	<b>Documents</b>	
UNCT BOS	<a href="#">2017 Business Operations Strategy Laos</a>	



UNCT BOS	<a href="#">UNCT Lao PDR Gender Parity Staffing Data Laos</a>
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<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">TORs WG Laos</a>	
Other GTG documents	<a href="#">Six month report GE, WE, HR output FINAL Laos</a>	
Other GTG documents	<a href="#">UNSDCF Annexes 02092021 Laos</a>	
<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> MISSING REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">Induction Course UNCT 25 August 2020 Session 8 v2 Laos</a>	
Capacity development	<a href="#">Induction courses Lao PDR</a>	
Capacity development	<a href="#">Presentation for New Comers - Laos</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> MISSING REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	<a href="#">MELG Meeting 17June Laos</a>	
Other	<a href="#">Agenda MELG 17June22 Laos</a>	
Other	<a href="#">Agenda MELG 22April22 Laos</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">EVALUATION OF LAO PDR - UN PARTNERSHIP FRAMEWORK2017-2021</a>	
Cooperation Framework reviews/monitoring data	<a href="#">LAO PDR CEDAW Report 8-9 2018 Laos</a>	
Cooperation Framework reviews/monitoring data	<a href="#">UN Committee for Development Policy Review Feb 2022 Laos</a>	
Cooperation Framework reviews/monitoring data	<a href="#">VNR LAOS</a>	
Other	<a href="#">2016 UNPF 2017-2021 Laos</a>	



## Annex A: Lao PDR Organisational Culture Survey Results

Total responses: 252. All responses were online, anonymous.

Female = 121 (48%)

Male = 129 (51%)

Other = 2 (1%)

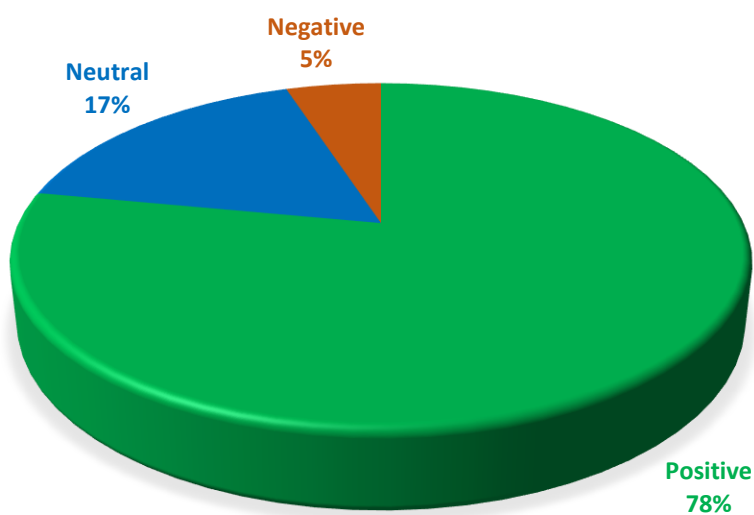
National = 178 (71%)

International = 74 (29%)

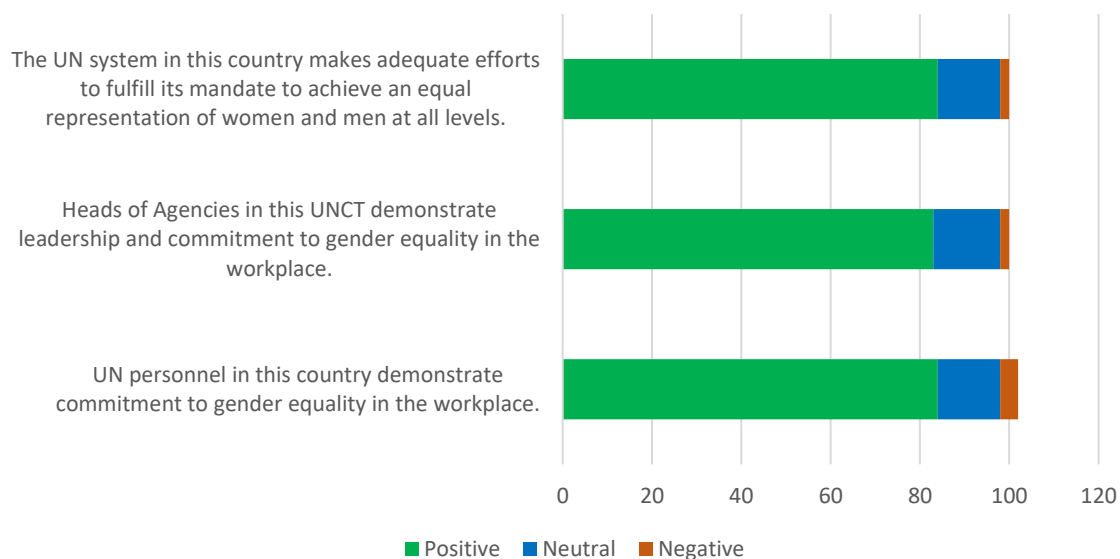
Supervisory role = 133 (53%)

Non-supervisory role = 199 (47%)

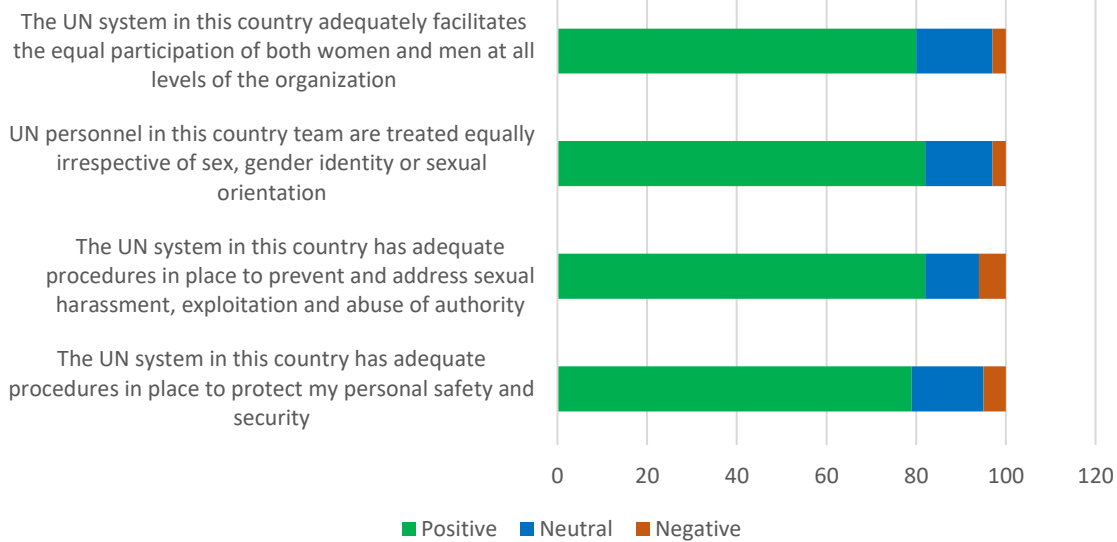
### BREAKDOWN OF SURVEY RESPONSES



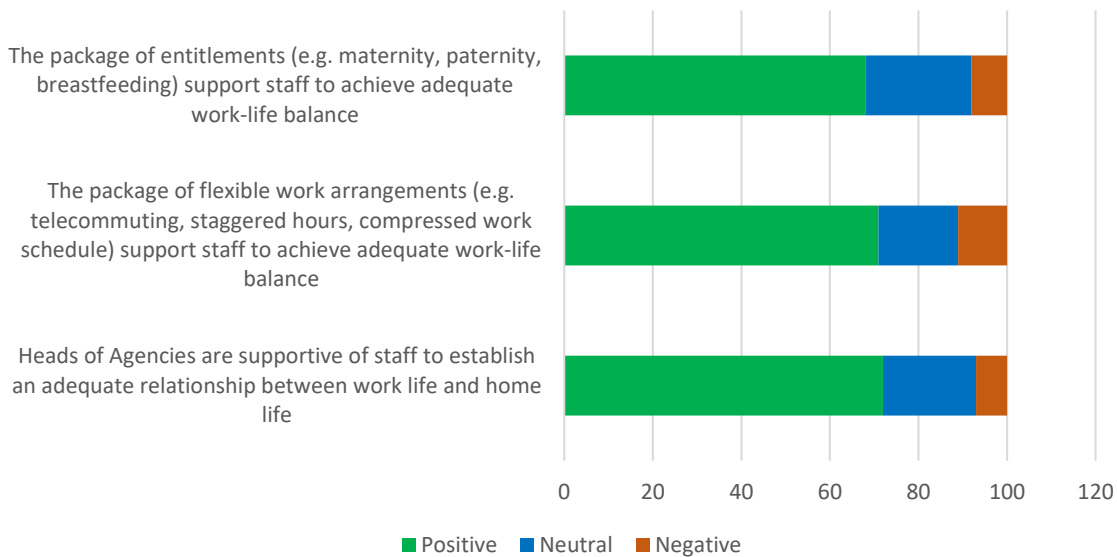
### Perceptions of Workplan Gender Equality



## Discrimination and Personal Security

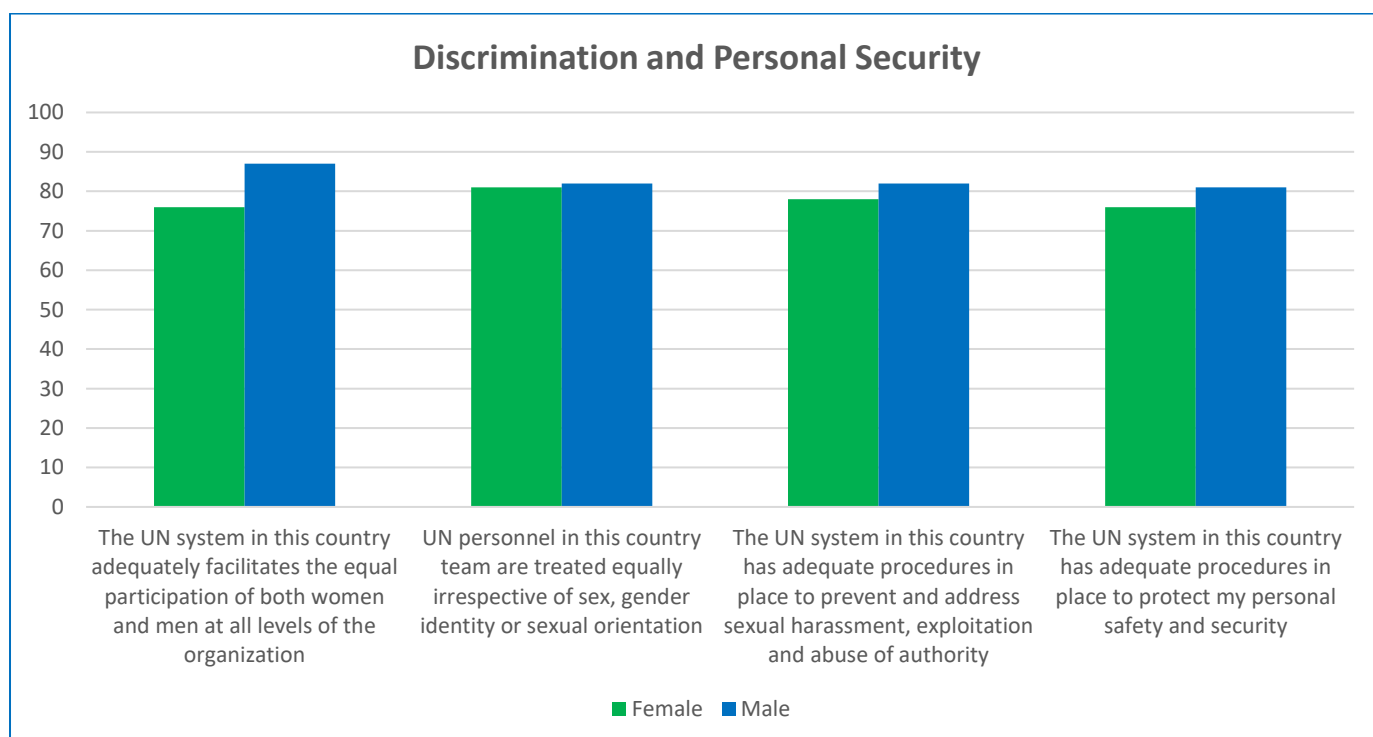
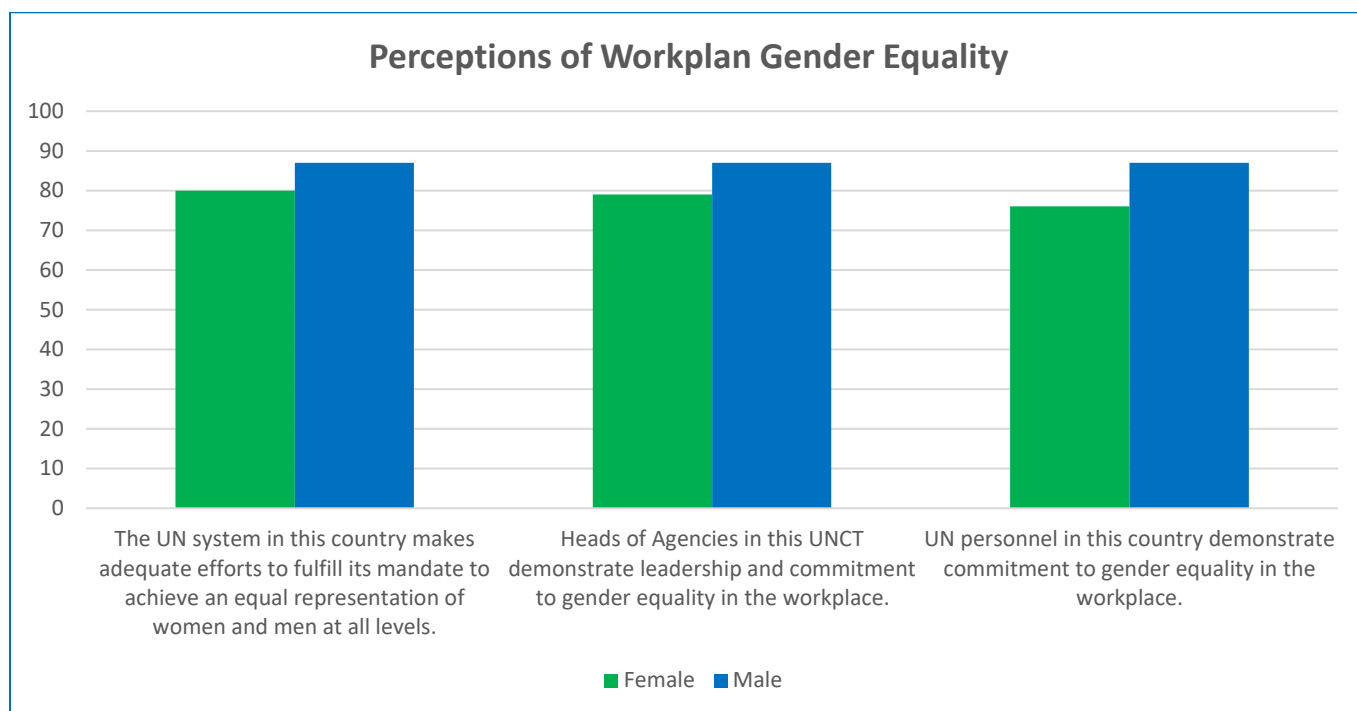


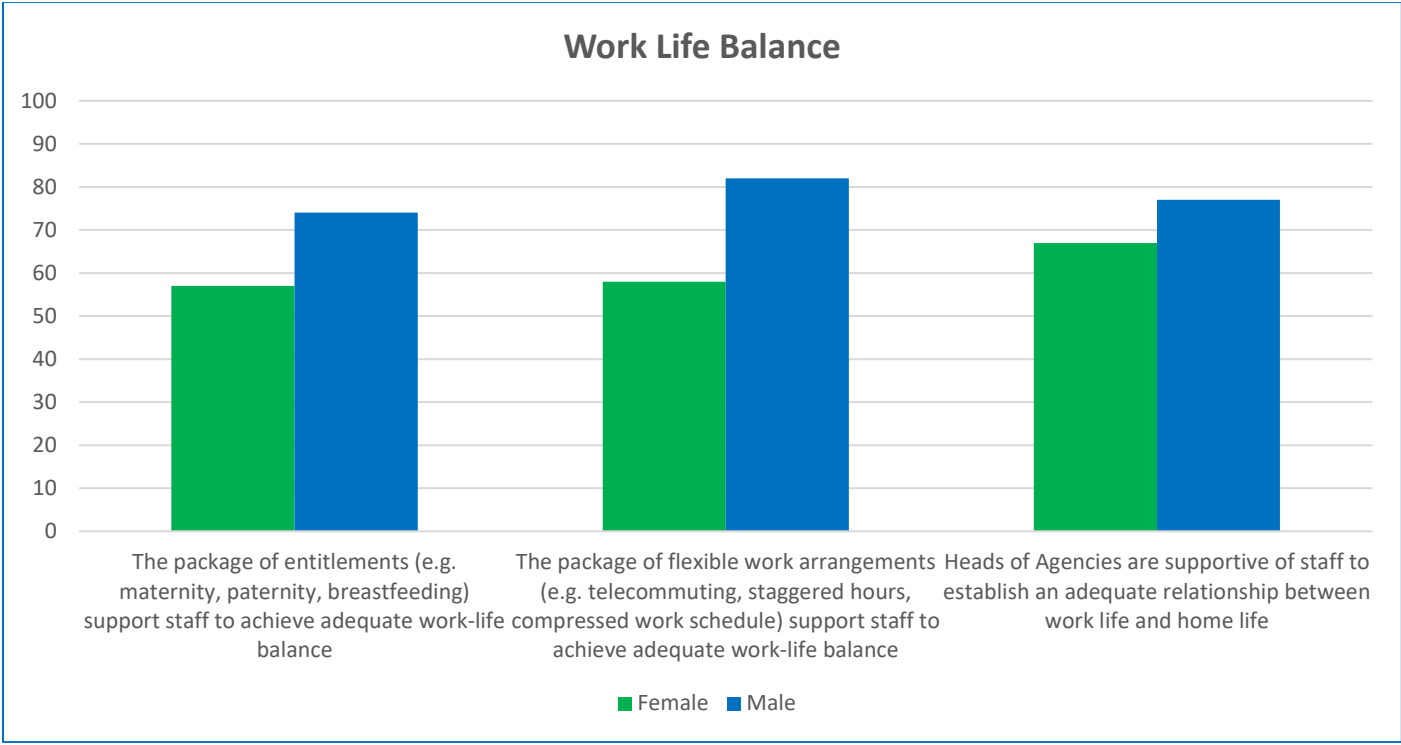
## Work Life Balance



## Differences in Male/Female Perceptions of Gender and Organizational Culture

### Percentage of Positive Responses





## Annex B: Lao PDR Gender Parity Data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	2	3
G2	1	23
G3	23	12
G4	21	18
G5	34	29
G6	24	25
G7	10	4
NOA	9	24
NOB	32	22
NOC	14	10
NOD	0	1
P1	0	1
P2	4	2
P3	10	8
P4	18	15
P5	6	2
P6	0	0
D1	2	0
D2	0	0

UN Volunteer Category	Number of Women Staff in Category	Number of Men Staff in Category
UNV National	7	6
UNV International Specialist	9	8
UNV International Expert	15	18



## Annex C: Lao PDR UNCT-SWAP Scorecard Assessment Timeline

Activity	Responsibility	Timeline
1. Brief UNCT to secure endorsement	UNFPA/RCO	July
2. Appoint inter agency assessment team (IAT)	UNFPA/RCO	July
Stage 2 - Self Assessment		
1. Convene briefing meeting for IAT	UNFPA/RCO/consultant	18th August
2. Ensure familiarity with guidance and ensure familiarity with guidance	IAT with consultant support	22 August - 9 September
3. Gather evidence, analyse data and score indicators		
4. Convene a preliminary feedback meeting of the IAT to reach consensus and begin action planning, drawing on global good practice		21 September
Stage 3 - Action Planning		
1. Develop performance improvement action plan based on findings	IAT with consultant support	6 October
Stage 4 - Finalization		
1. Upload draft report and action plan into the UNCT_SWAP GE Scorecard Platform for quality assurance and respond to any feedback from the Helpdesk	Agreed UNCT Platform Focal points with consultant support	21-25 October
2. Present results and Action Plan to UNCT for management response and commitment	IAT with consultant support	14 November
3. Finalise report	Consultant	15 November



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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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