

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Libya
2023

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



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FOREWORD

In times of crisis or in fragile contexts, the principles of equality and human rights can find themselves disrupted by discord and adversity. Yet, it is precisely in these challenging contexts that the pursuit of gender equality becomes imperative. It is in this spirit that the United Nations in Libya has recognized the need to integrate gender equality into its core function and we have undertaken the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) assessment with the aim of strengthening our efforts to promote stronger coordinated results for gender equality and women's empowerment.

This scorecard assessment aligns with the ongoing UN development system reform, which envisions a new generation of UN Country Teams committed to strategic direction and accountability. It was developed through a rigorous yet transparent, evidence-based, inclusive, and participatory process, carried out under the technical leadership of UN Women, with support of the Resident Coordinator's Office. A dedicated Inter-agency Assessment Team, comprising 17 UN staff members from 10 different UN agencies and the UN Support Mission in Libya, engaged in scoring 15 performance indicators, and developing an action plan.

The UNCT-SWAP for Libya provides the baseline for gender mainstreaming and gender parity while identifying areas that demand further improvement. The assessment found that we exceeded the minimum requirements for one indicator, meet minimum requirements for three indicators, approach minimum requirements on nine indicators and have missed on two indicators. The evidence provided during the assessment demonstrated the UN in Libya's concerted efforts on gender mainstreaming despite political challenges and protracted crisis over the last years.

The report provides the UN in Libya a clear baseline to build upon through our programmatic and operational work. Based on the proposed recommendations, the UN in Libya will develop an action plan that aims to exceed minimum requirements in several areas including joint programming, collaboration with government partners and on resource allocation and tracking in coming years, in view of advancing the Sustainable Development Goals and the 2030 Agenda for all people in Libya.

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.

The UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was first updated in 2018 and again in 2023, 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)

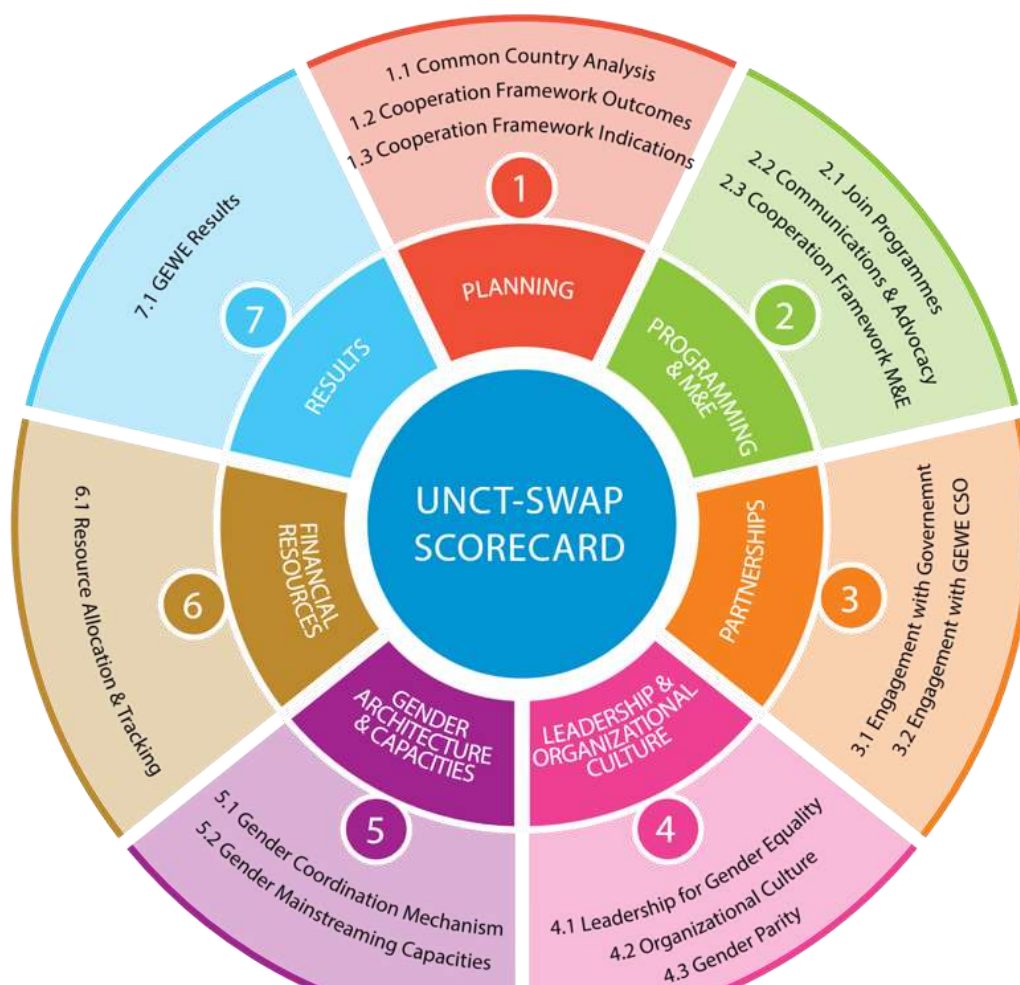
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation 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 (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).



5. The UNCT-SWAP Process in Libya

The UNCT-SWAP Gender Equality Scorecard assessment was conducted in Libya between June and August 2023 as a guided self-assessment, using the 2023 version of the UNCT-SWAP Technical Framework. The Gender Working Group (GWG) formed the basis of the Interagency Assessment Team (IAT), with additional members appointed to ensure representation from other relevant coordination mechanisms as per The Guidance (such as the UN Communications group and Operations Management Team). 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 the overall guidance of The Resident Coordinators Office (RCO) and UN Women, an external gender specialist provided coordination and technical support throughout the process to ensure the 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 Libya included Four stages:

1. Preparation: The Scorecard exercise in Libya was launched with a presentation to the UN Country Team. This was followed by a technical meeting with Deputy Heads of Agencies that elaborated further on the details of the exercise, including the role of the Interagency Assessment Team (IAT), assigning focal points, the tentative timeline and budget. Members of the IAT were then appointed, and a consultant was selected to facilitate the exercise. A third meeting took place once the consultant was on board to explain in detail the process and requirements. The RCO 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 six small groups to gather data/evidence and assign preliminary scores for each indicator. Preliminary findings were shared in a larger IAT group workshop, to reach consensus and validate results for each indicator.

3. Action Planning: During the IAT workshop to finalise indicator scoring, the IAT also considered and discussed draft actions for each performance indicator. These were presented by each of the working groups and 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 UNCT served as a pilot country for the introduction of the 2023 update to the UNCT-SWAP Technical Framework and as such, the IAT documented lessons learnt and shared these with the Technical Secretariat. In addition, an offline quality assurance review of the assessment report took place, because the platform was not ready to accept reports completing using the updated guidance. The report will be uploaded to the UNCT-SWAP Platform in 2024, once the 2023 guidance is officially launched and the platform amended accordingly. While the assessment was completed in 2023, it will be included in the 2024 intake of assessments, also once the updated guidance is officially launched.

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 Libya was coordinated jointly by The RCO and UN Women. The assessment team was comprised of seventeen members from UN entities (OHCHR, IOM, WHO, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNSMIL, UN Women and WFP) and the UNRCO, with representation across fields and functions to ensure a sound knowledge base on joint UN actions.

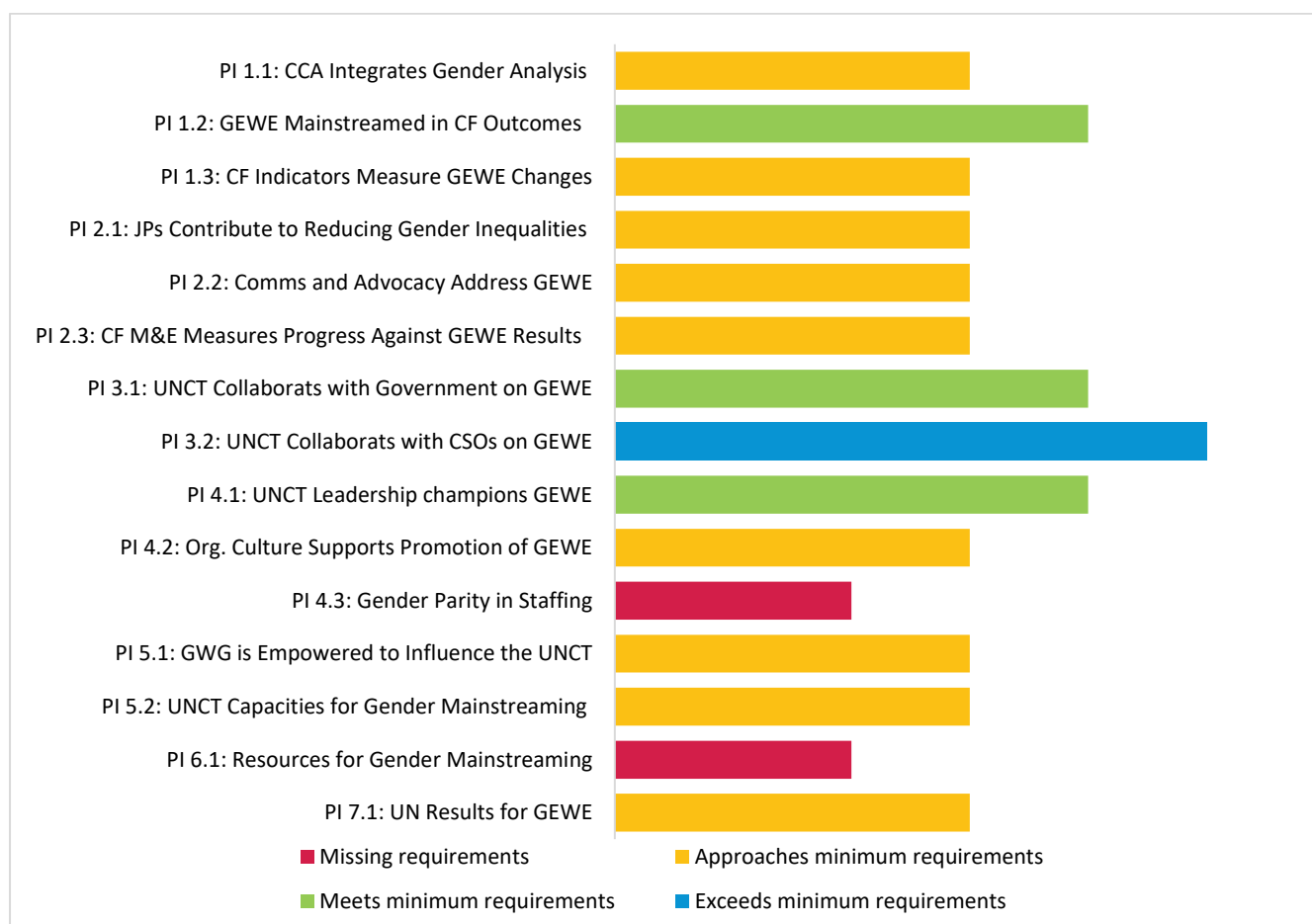
Working Groups of the Libya Interagency Assessment Team – 2023

Working Group	Indicators	Working Group Members
Working Group 1	1.1 CCA 1.2 UNSDCF Outcomes	Nicole Hosein (UN Women) Farah Ogbi (UNICEF) Jesse Paul Forsythe (RCO)
Working Group 2	1.3 UNSDCF Indicators 2.3 UNSDCF M&E 7.1 Results	Nabila Monsoor (WHO) Mahezabeen Khan (UNDP) Mohamed El Omari (UNFPA)
Working Group 3	2.2 Communications 3.1 Engagement with Government 3.2 Engagement with GWEW CSOs	Samira Araiz (UNSMIL) Kholoud Issa Zein Eddin Najim (OHCHR) Dr. Omer El Faroug (UNFPA)
Working Group 4	2.1 Joint Programmes 5.1 Gender coordination mechanism 5.2 Capacity development	Marwaa Almgearby (UNODC) Sofia Tekidou (UNHCR) Anna Crivellato (UNFPA)
Working Group 5	4.2 Organizational culture 4.3 Gender Parity	Khadija Elboashi (UNDP) Bochra Belguellil (OHCHR) Dr Asma Gariba (WHO)
Working Group 6	4.1 Leadership 6.1 Resource tracking and allocation	Danila Faias (WFP) Jesse Paul Forsythe (RCO) Orlane Mathieu Maincent (IOM)

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: Libya UNCT-SWAP Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicator

Dimension Area 1 - Planning

Indicator: 1.1 Common Country Assessment

Score: Approaches Minimum Requirements

Findings and Explanation

Overall, Gender analysis is strongly present in 4 of the 8 chapters in the CCA (excluding the Executive Summary and Introduction) that provide analysis of the country context. In addition, while the CCA includes some sex-disaggregated and gender sensitive data, this data is not used consistently, largely due to data gaps. While the CCA meets criteria c, the rating of approaching minimum requirements is still accurate, because gender analysis is not included in at least 80% of the chapters and data is not consistently presented at a disaggregated level (even if due to challenges in data availability).

Criteria a) Gender analysis across at least 50 percent of sections, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

Met

Libya's CCA has 8 chapters (excluding the Executive Summary and Introduction) that provide analysis of the country context. Of these, 4 chapters had evidence of a gender analysis: Progress towards the 2030 agenda and the SDGs and other International Commitments in relation to People, Prosperity, Planet, Peace and Partnership; Leave No One Behind; Gaps and Challenges with Data Availability; and Conclusion and Opportunities. For those chapters that do not include gender analysis, the analytical approach has been to discuss the topic in a broader country context manner in relation to the national vision for sustainable development, multi-dimensional risks, prevention and the humanitarian-development-peace linkages and the financial landscape analysis.

Criteria b) Some sex-disaggregated and gender sensitive data.

Met

There was some use of sex-disaggregated data where data was available. Disaggregated data was provided to some extent in the 4 chapters that included gender analysis but inconsistencies were still noted with a lack of data. No disaggregation was provided in the 4 chapters that lacked gender analysis. Data availability was discussed in a dedicated chapter on "Gaps and Challenges with Data Availability and Analysis", which explained that following a decade of conflict and political and institutional decline, Libya's national statistical capacity is weak and there is a general shortfall in the availability of data, including disaggregated data. The last full census was undertaken in 2006, meaning the most basic data is unreliable and unavailable.

Criteria c) Targeted gender analysis of those furthest behind.

Met

Libya's CCA has a dedicated chapter on "Leave No One Behind" that identifies the various population groups in Libya that face the greatest challenges in realizing their fundamental rights and having their needs met. The CCA identifies the furthest behind groups as, women and girls, children, youth, older people, internally displaced persons, migrants and refugees, persons with disabilities, minority ethnic groups, and people living with HIV/AIDS.

While there is a need to disaggregate this further in terms of which groups of women and girls are most likely to be left behind in a given context or development issue, Libyan women and girls – irrespective of which group – are left behind. Several sections under the LNOB section highlight the different reasons women/men/boys/girls are left behind with a specific group. This is anticipated to be further strengthened as sex-disaggregated data availability improves.

Evidence or Means of Verification

- UN Libya Common Country Analysis; 2021.

Findings and Explanation

The 2023-2025 UNSDCF has 5 outcomes and 2 collective outcomes, all of which have visibly integrated GEWE but not in the traditional way of using gender terminology, as this is a sensitive term in the Libyan context. To get around this the UN and Libyan Government mutually agreed on terminology with respect to sensitive topics to facilitate the implementation of the UNSDCF and to avoid unnecessary tensions and miscommunication. This involved the use of alternative terminology (women and men, women and girls, vulnerable and marginalized) for terms such as gender, gender equality, gender sensitive/responsiveness/appropriateness, refugees, asylum, persons in need of international protection and ethnic minorities.

Criteria a) Gender equality and the empowerment of women is mainstreamed across all UNSDCF outcomes in line with SDG priorities including SDG 5.

Met

- Outcome 1.1 on Elections and Democratic Institutions references women and youth as specific groups of Libyan citizens that require targeted interventions in its outcome statement. The majority of associated outcome indicators mainstream GEWE. The ToC mentions a “gender responsive National Development Plan and related policies” and the “a constitutional and legal framework” being underpinned by “gender equality principles”. All four of the output narratives and indicators associated with three of the four outputs mainstreams GEWE, with some sex and age disaggregation (SAAD) of data where available.
- Outcome 1.2 on Rule of Law and Peace and Security speaks of principles of inclusivity and equality in accordance with international norms and standards for a more peaceful, safe and secure society in its outcome statement. The majority of associated outcome indicators mainstream GEWE. The ToC mentions “gender-sensitive legal and policy reforms”, “gender-based violence” and “gender-responsive community reintegration programmes”. Two of the four output narratives and associated indicators mainstreams GEWE, specifically women, children, migrants, and persons in need of international protection, with some SAAD of data where available.
- Outcome 2 on Sustainable Economic Development does not integrate gender in its outcome statement; however, the ToC refers to “women-led enterprises” and the need for specific interventions for women and youth. One out of 10 associated outcome indicators mainstream GEWE. Three of its four output narratives and indicators associated with 2 of 4 outputs mainstreams GEWE, specifically women, youth and IDPs, with some SAAD of data where available.
- Outcome 3 on Social and Human Capital Development references “the most vulnerable and marginalized” as groups to benefit from improved, equitable, inclusive, and sustainable social protection and basic social services. These groups are defined in the CCA’s chapter on Leave No One Behind. The majority of associated outcome indicators mainstream GEWE. The outcome ToC refers to “women and children”, “gender-based violence”, “vulnerable groups” and “equitable social services”. All four output narratives and indicators associated with three of the four outputs mainstreams GEWE, with some SAAD of data where available.
- Outcome 4 on Climate Change, Environment and Water references “the most vulnerable and marginalized” as groups to have increased resilience to the impacts of climate change, water scarcity, and environmental degradation. These groups are defined in the CCA’s chapter on Leave No One Behind. The outcome ToC refers to “women and girls” and “the most vulnerable and marginalized groups”. All two output narratives mainstream GEWE, however, there is no SAAD of data where available.

- Collective Outcome 1 on Durable Solutions for IDPs refers to IDPs and returnees in its outcome statement. IDPs is one of the Leave No One Behind groups in the CCA. The outcome ToC refers to women and girls as more vulnerable groups within the broader category of IDPs and Returnees. All four outputs mainstream GEWE, however, there is no SAAD of data where available.
- Collective Outcome 2 on Social Protection for Migrants and Persons in Need of International Protection refers to migrants in its outcome statement, which is one of the Leave No One Behind groups in the CCA. Associated outcome indicators do not mainstream GEWE. The outcome ToC refers to women and girls as more vulnerable groups within the broader category of Migrants and Persons of Concern, and a gender-sensitive national migration and asylum strategy. All three outputs mainstream GEWE, however, there is no SAAD data available.

Criteria b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.

Not Met

Libya's UNSDCF 2023-2025 does not have a targeted outcome on gender equality. However, as part of the UNSDCF development process to determine the strategic priorities and related development results in which to invest its collective efforts, capacities and resources, consultations were held with 8 groups, representing internally displaced people, international financing institutions and Donors, INGOs, Migrants and Refugees, Private Sectors, CSOs and activists including women, youth and children's groups.

Evidence or Means of Verification

- Libya's UNSDCF 2023-2025
- Minutes and presentations from UNSDCF consultations

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

Indicators that measure changes in GEWE can be categorised into two groups. The first is indicators that are disaggregated by sex (and other factors such as age) and thus track separate measures for women and men within a broader indicator, outcome or output that is not gender sensitive. The second is indicators that are specific to women, men, boys or girls, or a specific gender equality-related issue (such as GBV).

Libya's UNSDCF 2023-2025 consists of 52 indicators across 5 outcomes and 2 collective outcomes. At the output level, the UNSDCF consists of 92 indicators across 21 outputs. With both outcome and output indicators included in the UNSDCF, the IAT decided to include both in their analysis for indicator 1.3. This gives an overall total of 144 indicators across the UNSDCF.

At the outcome level, a total of 12 of the 52 (23%) of indicators track changes in gender equality. At the output level, 18 of the 92 (20%) of indicators track progress towards gender equality results. This gives an overall figure of 30 of the 144 indicators (20%), just 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 1.2** has the highest proportion of indicators that allow for GEWE tracking (4 out of 7 or 57%), followed by **outcome 1.1** with 3 out of 8 or 38% of indicators, **outcome 3.1** with 4 out of 11 or 36% of indicators, and **outcome 2.1** with 1 out of 10 or 10% of indicators. In contrast, none of the indicators from **outcome 4.1** or **either of the collective outcomes** consider GEWE.

UNSDCF 2023 -2025	Number of gender-sensitive Outcome indicators		Total
	Yes	No	
Outcome 1.1	3	5	8
Outcome 1.2	4	3	7
Outcome 2.1	1	9	10
Outcome 3.1	4	7	11
Outcome 4.1	0	5	5
Collective Outcome 1	0	7	7
Collective Outcome 2	0	4	4
Total	12	40	52

Similarly, at the output level, there are outputs that don't include any indicators that allow for GEWE tracking. See **Annex A** for detailed analysis.

UNSDCF 2023 -2025	Number of gender-sensitive Output indicators		Total
	Yes	No	
Output 1.1.1	3	4	7
Output 1.1.2	0	3	3
Output 1.1.3	2	4	6
Output 1.1.4	2	1	3
Output 1.2.1	2	3	5
Output 1.2.2	4	7	11
Output 1.2.3	0	5	5
Output 1.2.4	0	2	2
Output 2.1.1	0	4	4
Output 2.1.2	0	6	6
Output 2.1.3	1	2	3
Output 2.1.4	4	0	4
Output 4.1.1	0	5	5
Output 4.1.2	0	9	9
Output 5.1.1	0	3	3
Output 5.1.2	0	2	2
Output 5.1.3	0	2	2
Output 5.1.4	0	3	3
Output 6.1.1	0	2	2
Output 6.1.2	0	5	5
Output 6.1.3	0	2	2
Total	18	74	92

Of consideration, not all indicators have baseline data, and/or do not yet have disaggregated baseline and/or target data, despite the indicator language requiring disaggregation. It will be important to set and track all sex-disaggregated targets to more effectively demonstrate the results achieved.

Evidence or Means of Verification

- UNSDCF 2023 – 2025 Results Framework

Dimension Area 2 – Programming and M&E

Indicator 2.1. Joint Programs

Score: Approaches 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 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 three JPs as operational at the time of the assessment.

1. Peacebuilding through Community Stabilization; 2022-2024; UNDP, IOM, UNICEF, WFP.
2. Local Engagement and Empowerment through Human Security Approach to Help Address the Impact of the Protracted Conflict and COVID-19 in Libya; 2021-2022; UNDP & UNFPA.
3. Blue Print Initiative; 2021-2022 UNHCR and UNICEF.

A review of all available documentation found that all JPs target results for GEWE, including GEWE results as a component of the project and have visibly taken gender perspectives into consideration at the initial planning phases.

The Peacebuilding through Community Stabilization JP mainstreams GEWE issues, with a focus on women's participation across civic and political life in southern Libya and women's economic empowerment. The project was rated as GEM 2.

The Local Engagement and Empowerment through Human Security Approach to Help Address the Impact of the Protracted Conflict and COVID-19 in Libya operationalize the Humanitarian-Development- Peacebuilding Nexus Strategy and address ongoing human security challenges from multiple entry points. The JP aims to enable and empower vulnerable groups (with women identified as a key group), including by ensuring their meaningful participation in decision making and establishing safe and inclusive mechanisms for their engagement. The Ministry of State for Women's Affairs and Development is identified as a key implementing partners and stakeholder.

The Blue Print Initiative focuses on promoting child protection and access to education, with an emphasis on access to education for girls.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over current the UNSDCF period in line with SDG priorities including SDG 5.

Not Met

There is no joint program currently operational that promotes gender equality and the empowerment of women.

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 UN in Libya 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:

4. Peacebuilding through Community Stabilization; 2022-2024; UNDP, IOM, UNICEF, WFP.
5. The Local Engagement and Empowerment through Human Security Approach to Help Address the Impact of the Protracted Conflict and COVID-19 in Libya; 2021-2022: UNDP & UNFPA.
6. Blue Print Initiative; 2001-2022; UNHCR and UNICEF.



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 UN in Libya has collaborated jointly on at least one joint communication activity:

1. Joint communications to mark International Women's Day 2023, prepared by the Gender Working Group (and the multiple agencies that form part of the group: FAO, IOM, OCHA, OHCHR, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNIDO, UNOPS, WFP, WHO, UNODC, UN Habitat, UNSMIL, UNDSS, RCO, World Bank).

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. Examples include:

1. The UNCT jointly campaigned across the period of the 16-Days of Activism Against GBV. Joint efforts were led by UNFPA, UN Women, UNHCR, WHO, and UNICEF.
2. Additionally, during the 16 days of activism, UNFPA, UNSMIL, and UN Women launched a campaign under the theme "Together for Safe and Inclusive Legislation to Protect Women in Libya".

c) Interagency Communication Group joint communications and advocacy strategy or equivalent visibly includes GEWE communication and advocacy.

Not met

The UN Communications Group has a draft workplan under development, but it does not have a communications strategy or approved workplan in place that could be reviewed under criteria c.

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

Not Met

No evidence was found that the UN in Libya jointly communicated on a non-traditional thematic area in the past year.

Evidence or Means of Verification

- 16 DOA reports 2020,2021 including press articles.
- UNCG workplan, planning grid and institutional knowledge
- GWG Workplan and institutional knowledge

Findings and Explanation

a) UNSDCF Results Framework data for gender-sensitive indicators gathered as planned.

Not Met

As the UN in Libya is in the first year of implementing its current CF, the IAT reviewed M&E practices for the UN Strategic Framework (UNSF) 2019-2022 to assess M&E practices.

No evidence was identified to demonstrate that data for gender sensitive indicators was gathered as planned across the implementation of the UNSF and indeed the lead of the current M&E working group confirmed that there was no proper M&E strategy or plan under the UNSF. In addition, the M&E taskforce was functioning on ad-hoc basis. In addition, the IAT reviewed all available annual progress reports produced under the UNSF to assess if indicator data was presented in these reports. However, such information was not captured in annual reporting or in the final evaluation of the UNSF and thus similarly did not provide any evidence of indicator data being gathered as planned.

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

Met

Again, the IAT reviewed M&E practices under the UNSF to assess this criteria. Progress against gender equality specific results, as set out in the UNSF was captured in annual results reports for all three years reports were produced (2020, 2021 and 2022).

However, it is also worth noting that the focus in reports was more on the output level, with limited detail of how this contributes to the achievement of Outcome level results. Furthermore, most information pertains to gender dedicated results, with limited information about progress towards gender mainstreamed results.

GEEW also features in the UNSF evaluation, particularly the summary on page 24 “Under Sustainability and transformative change, the evaluation explored how the UNSF worked to ensure gender inclusion, respect of human rights, prevention or mitigation of conflict, and inclusion of various ethnic and political groups, as well as people with various disabilities. The evaluation also examined how the UNSF contributed to developing the capacities of national stakeholders on individual, organizational, and structural levels”



Dimension Area 3 - Partnerships

Indicator: 3.1 Government Engagement

Score: Meets 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 UNSDCF cycle.

Met

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

- With the High Judiciary Council, House of Representatives and The Ministry of State for Women's Affairs and Development, UNFPA, UNSMIL and UN WOMEN are working collaboratively to support the development of a Libyan Draft Legislation that covers different forms of VAW. The Draft Law has undergone extensive review and debate by various national and international stakeholders and specialists. A wide range of Libyan experts and governmental stakeholders have had the opportunity to provide inputs on both the form and content of the legislation.
- Strengthening Electoral Processes to increase women's participation. UNDP, UN Women and UNSMIL collaborated with HNEC, the National Body responsible for planning and overseeing Elections to increase opportunities for women to participate in the elections. Representatives from the Libyan electoral management body, the High National Elections Commission (HNEC) have strengthened their knowledge to promote women's participation and empowerment in the electoral process in Libya. These representatives were among over 100 participants of the "[Regional Conference for Enhancing Women's Participation in Elections: Mechanisms, and Solutions](#)," which was held in May 2023 in Tripoli, Libya. The participants included representatives from electoral management bodies (EMBs) from the Arab region, the Libyan House of Representatives (HoR), and the Minister of Women's Affairs, Dr. Horiya Termal. UN Women, in partnership with UNDP, provided the logistical and technical support to the conference and funded it jointly. UN Women also organized and hosted a two-day UN preparatory meeting in March 2023 where representatives from the HNEC, the Arab Network for Women in Elections, and the Libya Women's Union met in Tunis to develop a workplan for the regional conference. UN Women and UNDP provided technical advice to finalize the programme agenda and the workplan.
- With the Ministry of Health, UNFPA led efforts (with UNICEF and WHO) to adapt a global handbook on Family Planning to the national context, training a group of 16 Master trainers for the Ministry of Health and Tripoli Medical University. A cascading training was provided to rollout FP skills and competencies to 38 midwives in targeted health facilities. In addition, Family Planning services and information provision were integrated into the Essential Package of Health Services, and family planning priorities were integrated into the national RAMCAH strategy.

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

Not Met

The National Women's Machinery, defined in the Libyan context as The Ministry of State for Women's Affairs and Development, did not participate in consultations to inform the CCA or UNSDCF strategic Prioritisation.

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

The UN in Libya has contributed to strengthening Government participation and engagement in gender related SDGs localization and implementation through the development of Legislation on VAW. Working in close collaboration, UNSMIL, UNFPA, and UN WOMEN supported the development of the draft legislation through a consultative process that sought to align the legislation with the global normative framework, including SDG 5.

An example of how the UN in Libya worked to ensure alignment with the global normative framework was by engaging global experts. As part of the review process, a UN Team of Experts on Rule of Law and Sexual Violence in Conflict (from the Office of SRSG on Sexual Violence in Conflict) reviewed the entire Draft and proposed alternative articles and language to align the text with international standards. This analysis was presented and released in a memorandum, which was translated into Arabic by UN Women on behalf of the UN in Libya and shared with relevant partners for use to strengthen the draft law.

Evidence or Means of Verification

- Consultation on the DV LAW.
- Draft DV Law.
- Online Article on the [Regional Conference for Enhancing Women's Participation in Elections: Mechanisms, and Solutions](#)".
- Notes and participant lists from the Consultations to inform the UNSDCF.
- Institutional knowledge and IAT meeting records.

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 UNSDCF cycle.

Met

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

- 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 Libya.
- Through the Adolescent Girl Working Group, the UN in Libya 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.
- UN Women and UNSMIL have collaborated with GEWE CSOs (including CSOs working among others issues on women's access to justice, women peace and security, and young women's rights) to host a series of consultations designed to address the shrinking space for civil society in Libya and the lack of Libyan women's inclusion and participation in political and decision-making spaces. Following a High National Electoral Commission (HNEC) statement in December 2022 on the postponement of the ballot scheduled on 24 December 2021, 17 women from Libya's civil society have had an opportunity to provide their insights and recommendations to Special Adviser to the United Nations Secretary-General (SASG) Stephanie Williams.
- The participants highlighted the needs of a constitutional rule regulating the electoral process and the importance of the mission's role in contributing to the parliamentary elections, at least as soon as possible. The women also highlighted the need to review electoral laws, especially by opening the way for parties, because women in Libya in the past were able to gain seats in the HORs through the horizontal and vertical list program, and the need to ensure fair representation of women with no less than 30% of the seats and in the National Reconciliation Commission women must be named among the members.
- The Libyan Women Union, alongside OCHA, UN Women, UNDP have been organizing a series of workshops to promote collaboration and understanding among stakeholders and to address various challenges in a constructive and inclusive manner. Following a first workshop which brought together south mayors, women leaders, and counterparts, a second workshop is planned for October to focus on enhancing development, identifying humanitarian needs of the most vulnerable populations and addressing intersectional gender issues. These include limited access to resources, discriminatory social norms, and lack of skills development and entrepreneurship opportunities. The workshop will involve leaders from all genders and local communities, with regular liaison, information sharing, and advocacy on humanitarian programming and the work of the humanitarian community.
- UNSMIL and OHCHR have been collaborating with a group of 30 women's and human rights defenders, to enhancing their capacity and knowledge on international human rights standards, monitoring and documenting the violations and abuse of human rights. Most recently, a workshop was held in June 2023 entitled "Towards Protection to Women's and Human Rights Defenders "Safety and Protection.

Alongside this, consultations have also taken place to inform the development of a protection strategy for Women's Human Rights Defenders (W/HRDs) in Libya. This has included consultation sessions with more than 80 people between 2019 and 2023.

The protection strategy for W/HRDs in Libya is to be presented in a conference at the end of 2023. The strategy will contain a section on WHRDs in conflict settings as per instructed by the SG report on WPS.

- OHCHR/UNSMIL have been working with the Libyan Bar Association, to implement a number of training workshops for female lawyers coming from Tripoli, the South and Benghazi.

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

Met

GEEW CSOs were consulted early on in the UNSDCF development, through meetings led by the GTG (coordinated by UN Women who was the chair at the time), to inform the strategic prioritization for the UNSDCF. They are also engaged in the implementation of the UNSDCF as key partners and therefore will also contribute to M&E.

While these important consultations took place at the beginning of the UNSDCF planning phase, there is an opportunity to more regularly and proactively engage GEWE CSOs in the whole range of strategic planning processes across the implementation of the current CF.

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 has contributed to strengthening GEWE CSO participation and engagement in gender related SDGs localization and implementation through the development of Legislation on EAW. GEWE CSOs representatives from the Defender Center for Human Rights, Lawyers for justice Libya and Josour Aladel (justice bridges) for legal assistance formed part of the core team preparing the draft legislation.

In addition, the UNCT worked with GEWE CSOs to advocate on and raise awareness of the draft law through broadcasting television and radio messages. To achieve this, two online dialogues were organized between members of the drafting committee and a group of media focused CSOs, independent journalists, media houses and social media activists to present EAW law. These media professionals were selected because they had also received prior training on gender aware media reporting. Following the dialogues, 22 media professionals gained knowledge of the EAW draft law and showed a commitment to advocating for EAW draft of law.

Evidence or Means of Verification

- Consultation on the DV LAW.
- Draft DV Law.
- Online Article on the [Regional Conference for Enhancing Women's Participation in Elections: Mechanisms, and Solutions](#)".
- Notes and participant lists from the Consultations to inform the UNSDCF.
- Institutional knowledge and IAT meeting records.



Dimension Area 4 – Leadership and Organizational Culture

Indicator: 4.1 Leadership

Score: Meets Minimum Requirements

Findings and Explanation

a) Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months.

Not Met

Head of Agencies (HOAs) were not meeting under the UNSF in the format of a UN in Libya, and so meetings as a UNCT began in 2023 under the new UNSDCF. As such the IAT has a relatively small sample size available for review under this criterion, with only five meetings having taken place before the beginning of the assessment.

Some of the 2023 meeting minutes included a record of discussion on GEWE, however the requirement of 60% was not met and some minutes indicated discussion was at the level of information sharing rather than of decision making. In addition, discussion focused on GEWE specific issues, but not implications for GEWE within the context of broader issues. Meeting minutes indicate that the primary focus on GEWE within UNCT meetings was relating to Preventing Sexual Exploitation and Abuse (PSEA) and the implementation of the UNCT-SWAP Scorecard. This may in part be related to challenges in available evidence and data, however there is scope for the UN in Libya to ensure that gender equality is more deliberately included (mainstreamed) into discussion on key priorities and emerging issues, especially given the context, where women and girls are acknowledged across the board as being furthest behind.

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

Met

Within the Libyan context there are limited opportunities for the RC to champion GEWE (or indeed any issue) in externally given speeches and events. Despite limited opportunities to speak at external events than would be possible in a non-conflict setting, the RC has championed GEWE with external partners. Most significantly, being a strong advocate for maintaining GEWE priorities in the UNSDCF where government partners had suggested removing them.

In addition, the RC is active on social media, where she regularly highlights GEWE priorities. Some examples include highlighting the importance of women's leadership and participation, women's access to services and initiatives of GEWE CSOs working in partnership with the UN in Libya.

c) RC demonstrates internal public championing of gender equality during the last 12 months.

Met

Survey results indicate that staff perceive the RC as a champion for gender equality in representation and participation in the UN system in Libya (see criteria d for details).

The RC also demonstrates a strong commitment to critical GEWE issues by championing PSEA efforts across the UN in Libya. In this example, the RC emphasises and ensures timely reporting and staff engagement in the global annual survey. The RC also convenes and chairs the annual PSEA steering committee meetings.





d) 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 67% of staff agree (15% strongly agree and 52% agree that HOAs demonstrate workplace leadership and commitment to gender equality.

While this is above the 65% minimum required to score as met, it is worth noting that is only just above the threshold required and may be an area the UN in Libya should unpack and identify ways to build on the current score. This could be particularly relevant for perceptions among female staff, given that sex disaggregation showed that 58 per cent of women responded positively to the statement, with 75 per cent of men agreeing, a 17-percentage point discrepancy.

Evidence or Means of Verification

- UNCT Meetings Minutes
- Report of the UNCT-Government Meeting on the UNSDCF
- Results of the Libya Organisational Culture Survey; 2022
- RC twitter account and RCO twitter account



Findings and Explanation

The survey link was shared by the Resident Coordinator's Office with Heads of Agencies to circulate amongst their respective staff. The total number of responses was 181 (86 female, 94 male and 1 who identified as other). The minimum sample size required to ensure the responses are representative of the larger UN in Libya population was 137, so the UN in Libya can be confident the responses are representative.

Results scored an overall positive rating of 63% (15% negative and 22% neutral). The minimum requirement (65% positive) is not met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. The minimum requirements were met individually for 7/10 questions. Refer to **Annex B** for detailed information.

Highest scores:

1. The UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels Overall (71% positive). Male respondents (81%) expressed a higher level of confidence in this regard compared to female respondents (59%), highlighting a perception gap between genders.
2. The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization overall (70% positive). Male respondents (79%) showed higher satisfaction in this area compared to female respondents (61%).
3. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation overall 68%positive, Male respondents generally expressed higher satisfaction (67%) compared to female respondents (59%).
4. The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority overall (67% positive). Male respondents generally expressed higher satisfaction (76%) compared to female respondents (55%).

Questions with less than 65% of positive responses:

1. The package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance (63% positive). - Male respondents showed higher satisfaction with entitlements (67%) compared to female respondents (60% respectively).
2. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (48% positive). - Male respondents again showed higher satisfaction with flexible work arrangements (62%) compared to female respondents 34%, respectively.
3. Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life overall (44% positive). Male respondents (54%) expressed higher satisfaction in this area compared to female respondents (30%).

Across all 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. Given that only one respondent identified as 'other' these results have not been included for the purposes of maintaining anonymity.



The widest disparities between males and females were observed for the following questions:

1. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance (positive rating of 34% for female respondents as compared to 62% for male respondents).
2. UN personnel in this country demonstrate commitment to gender equality in the workplace (positive rating of 52% for female respondents as compared to 76% for male respondents).
3. The UN system in this country has adequate procedures in place to protect my personal safety and security (positive rating of 55% for female respondents as compared to 79% for male respondents).
4. Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life (positive rating of 30% for female respondents as compared to 54% for male respondents).

Overall, the data indicates that there is a significant perception gap between male and female respondents regarding gender equality in the workplace, with male respondents generally expressing higher levels of satisfaction. This highlights the need for further efforts to bridge this gap and ensure that gender equality initiatives are effectively implemented and monitored to create a more inclusive and equitable work environment for all staff members.

Evidence or Means of Verification

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

Findings and Explanation

a) A plan is in place for the UNCT to achieve gender parity.

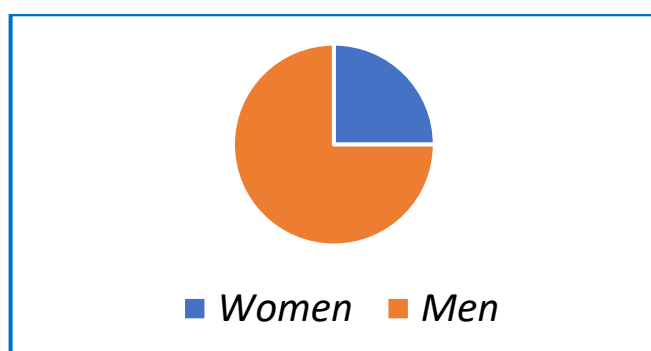
Not Met

The UN in Libya does not have a plan in place for achieving gender parity at the country level. The Scorecard exercise is the first time this data has been viewed collectively but can serve as a baseline for further monitoring.

b) The UNCT has reached gender parity.

Not Met

The assessment found that women comprise 25% per cent of UN in Libya personnel, based on the data available in the Gender Parity Dashboard, which included data for a total of 727 staff. With gender parity defined as + or – three percentage points (47 – 53 per cent), the UNCT staffing is quite far from reaching gender parity.



While data presented in the Gender Parity Dashboard provides an aggregated overview of the UN in Libya's progress towards achieving gender parity, it is also critical for any plan to achieve or maintain gender parity to unpack the data and consider progress towards gender parity at different levels (General Service Staff, G1-G7; mid-level staff, NOA, NOB, P1 – P3; and senior-level staff NOC/P4 and above. Achieving gender parity and women's meaningful representation across the UNCT will require a more details understanding of where women are currently situated (level and functions), and a plan or strategy tailored accordingly.

c) A plan is in place for the UNCT to maintain gender parity.

Not Met

The UN in Libya does not have a plan in place for achieving gender parity at the country level.

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

Not Met

The UN Libya Business Operations Strategy (BOS), does not integrate any gender-focused actions or indicators.

Evidence or Means of Verification

- The [UN Gender Parity Dashboard](#), results for Libya as of July 2023.
- UN Libya Business Operations Strategy.



Dimension Area 5 – Gender Architecture and Capacities

Indicator: 5.1 Gender Coordination

Score: Approaching Minimum Requirements

Findings and Explanation

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

Met

The TOR for the Gender Working Group (GWG) for the UN in Libya in Libya indicates that it will be led by the HOA of the chair, which is held on a rotational basis, currently sitting with UNSMIL and UNFPA.

As indicated in the UNCT-SWAP Technical Framework and Guidance, having the mechanism chaired by a Head of Agency ensures that decision-making and communication with the UN in Libya is facilitated.

b) The group has an approved TOR and annual work plan.

Not Met

The group has an approved TOR however, while an annual work plan (AWP) is in place, it has not been endorsed by the UNCT. While the AWP has not endorsed, it meets the other requirements of the UNCT-SWAP because it has been costed, available resources identified, and responsibilities designated.

This can be seen as good practice and should continue, with the addition of the endorsement by the UNCT. This not only provides an opportunity for the UNCT to be informed about the ongoing priorities of the GWG, but also serves as an opportunity for the GWG to influence and inform the UNCT on emerging GEWE issues and priorities for the year ahead. It also serves to further legitimize the authority of the GWG to direct other coordination mechanisms across the UN system in Libya.

c) Members include at least 50% senior staff (P4 and above; NOC and above).

Not/Met

The TOR for the Gender Working Group for the UNCT in Libya similarly stipulates that members should be appointed at P4/NOC or above. At present, 14 of the 30 members are at this level, meeting the criteria.

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

Met

In efforts coordinated and led by UN Women, the GWG contributed to the development of the UNSDCF, including leading consultations with GEWE CSOs, which provided critical information throughout the strategic prioritization process. These consultations ensured that the rights and needs of women and girls are addressed throughout the 2023-2025 UN Sustainable Development Cooperation Framework (UNSDCF) for Libya, developed in 2022. Having women's needs streamlined through the UNSDCF positively impacts the initiatives of all contributing agencies.

There is space to expand the scope and opportunity the GWG collectively has to systematically influence and lead the UN in Libya to advance GEWE, in line with the TOR for the GWG. The implementation of the UNCT-SWAP action plan presents a good opportunity for this.



Evidence or Means of Verification

- TOR and meeting minutes of the Libya Gender Working Group
- Informal survey of GWG member staff levels
- UNSDCF Consultation minutes
- Institutional knowledge



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.

Met

UN Women, OCHA and the Gender Working Group hosted a Training of Trainers on Gender in Humanitarian Action and Across the Development and Peace Nexus. The training was attended by other UN agencies, INGOs and NGO. The goal of the training was to both advance participants' own gender knowledge and skills, as well as provide resources and skills to implement cascade gender trainings across the Libya response.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.

Not Met

There has been no UN system-wide capacity assessment on gender during the current UNSDCF cycle.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Not Met

The primary induction material for new UN in Libya members at present is a safety and security briefing given by UNDSS. The presentation slides have a very brief reference to rape being an issue in country, however there are no details of how this issue relates to the broader context of gender-based violence in Libya, no information related to how survivors can get support or what the UN system is doing to prevent or address rape, or GBV more broadly. Furthermore, the briefing does not include details of UN GEWE commitments or development challenges of Libya. In summary, the briefing was assessed as being all but gender blind.

Evidence or Means of Verification

- UNDSS Induction presentation
- TOR for Training of Trainers on Gender in Humanitarian Action and Across the Development and Peace Nexus

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 UNCT Gender Equality Marker during the UNSDCF cycle.

Not Met

The UN in Libya has not carried out an in-depth capacity-building event on the UNCT Gender Equality Marker (GEM) during the current UNSDCF period. The GEM was covered briefly in the JWP orientation session, but this was not deemed sufficient to meet this criterion as the session did not go into the detail required to ensure accuracy of scoring. However, given this is the first JWP the UN in Libya has produced, the use of the GEM is seen as a significant step forward for the UNCT.

b) Approaches minimum requirements and The UNCT can demonstrate positive trends toward meeting the common global financial target for UNCT allocations to GEWE.

Not Met

The UN in Libya has not met the criteria for approaching minimum requirements. In addition, data is not available to be able to demonstrate a trend towards meeting the global financial target. This is because Joint Workplans (JWPs) were not developed under the UNSF and so the 2023 JWP is the first time the UNCT has developed a JWP or used the GEM.

c) & d) The UNCT meets criteria a) and b) AND has met or exceeded the common global financial target for UNCT allocations to GEWE.

Not Met

Because data is not available to be able to demonstrate a trend towards meeting the global financial target, neither criterion c) or d) can be considered as met. However, according to the most recent JWP data, the UNCT has allocated 71% of available resources in 2023 to sub-outputs rates having either as having GEWE as their principal objective (GEM 3) or expected to make a significant contribution (GEM 2). This indicates that the UNCT has Exceeded the 70% threshold.

The JWP remains a live process and the figure may fluctuate as programming develops. GEM allocation should be monitored to ensure the UNCT does not slip below the global target.

It will also be important to ensure accuracy of GEM ratings, and the use of the GEM narrative (which has been mandatory in UNINFO since October 2022).

Evidence or Means of Verification

- 2023 Libya JWP.
- IAT meeting minutes, informed by the UN RCO and UN Women.

Dimension Area 7 – Gender Equality Results

Indicator: 7.1 Results

Score: Approaches Minimum Requirements

Findings and Explanation

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

Met

As the UN in Libya is in the first year of implementing its current CF, the IAT reviewed the UNSF 2019-2022 evaluation to assess this indicator, concluding that the UNCT is on track to achieve some gender equality results as planned in the UNSF outcomes.

The UNSF evaluation concludes that “for gender mainstreaming, it remains unequivocally sensitive which stipulates the need to address issues from the Libyan women’s perspective and include granular priorities that are affecting Libyan women’s lives”.

Despite these significant contextual challenges, the UNSF evaluation notes that attempts have been made by agencies to mainstream GEWE and that UN in Libya programming addressed some gender equality issues. This includes measures to promote women’s participation and access, ending gender-based violence, and respect of diversity and human rights. Examples include support to ensure greater gender diversity in the LPDF; work with municipal councilors to enhance women’s leadership and participation; work to promote accountability and justice for human rights violations; work to enhance women’s role in violence prevention, including violent extremism.

Additional results across annual reporting highlight results for:

- Gender responsive law reform (including the development of EVAW legislation). (SDG 5.)
- Women’s leadership and participation, including in politics and related to issues of peace and security. (SDG 5.)
- Gender sensitive economic growth, particularly job creation and employment. (SDG 5.)
- The roll-out of a Gender-Based Violence Information System. (SDG 5.)
- Improved access to better quality sexual and reproductive health services. (SDG 5.)
- Gender responsive COVID-19 recovery efforts. (SDG 5.)

b) At least one outcome level 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 UNSF, summarised as 'changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination', none of the outcome level results would qualify as transformative, as per the definition given under the UNCT-SWAP technical guidance.

The CF evaluation notes that UNCT members expressed the view that they need more support and a more inclusive approach with UNSMIL to push forward some policies, positions and issues (i.e. gender) with the national stakeholders.

Evidence or Means of Verification

- 2021 Evaluation of the Libya UN Strategic Framework (UNSF)
- UNSF annual reports 2020, 2021 and 2022

8. UNCT in Libya Recommended Actions

Recommended Actions	Explanation and links to UNCT-SWAP assessment findings
1. Coordinated engagement with government and CSOs, focused on filling data gaps and ensure more comprehensive data is in place to strengthen the CCA: including the 2024 CENSUS (UNFPA leading)	Moves indicator 1.1 to meet requirements
2. GWG to work closely with the M&E group to gather data across agencies to complement evidence already in the CCA, with a particular focus on adding information that unpacks and gives more details on underlying causes of gender inequality.	Moves indicator 1.1 to meet requirements, also supports 2.3 and 7.1
3. Review the CCA Update and assessing this against the UNCT-SWAP scorecard criteria to identify areas for improvement in next CCA update.	Supports efforts under indicator 1.1 and across all indicators
4. GWG to work on capacity building with Agencies to ensure collective approaches to raising gender equality priorities and issues with external partners.	Supports UNCT to continue to meet requirements for 1.2
5. Current CF: Review all outcome output-level indicators, baselines & targets to establish if additional indicators can be disaggregated by sex in the short term. In next CF: Ensure between 33-50% gender-sensitive output indicators (i.e., indicators able to measure gender-specific results and/or report sex-disaggregated data.	Moves indicator 1.3 to meet requirements in longer term. Also contributes to 2.3 & 7.1

Recommended Actions	Explanation and links to UNCT-SWAP assessment findings
1. Establish a formalized system/tool/ mechanism to ensure gender mainstreaming in all future joint programmes.	Indicator 2.1 To continue current practice of GM in JPs
2. Explore options for developing a JP dedicated to GEWE.	Moves UNCT to meet requirements
3. Ensure all M&E and programme staff are trained on gender sensitive M&E, budgeting and reporting.	2.1, 1.3, 2.3, 6.1 & 7.1
4. Ensure the UNCG workplan and strategy (currently under development) include a focus on joint communications and advocacy on GEWE, including on non-traditional themes. - Explore opportunities for the GTG and UNCG to collaborate on joint GEWE communications and advocacy.	Moves indicator 2.2 to meet requirements



5. Continue to highlight progress toward gender equality targeted and mainstreamed results in UN all Libya Country Results Reports (in line with CF monitoring plan), ensuring that progress is tracked and reported at output and outcome level.	Contributes to 2.3 & 1.3
6. Ensure gathering of sex-disaggregated data by implementing UN entities and/or government partners as indicated in the CF Results Framework, ensuring this commitment to data disaggregation is also reflected in baseline and target of relevant indicators, and in the M&E strategy.	Contributes to 2.3 & 1.3

Recommended Actions	Explanation and links to UNCT-SWAP assessment findings
1. Ensure more systematic and comprehensive engagement of the NWM and GEWE CSOs in UNSDCF strategic planning processes.	3.1 & 3.2

Recommended Actions	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.	Supports indicator 4.1 to meet requirements and positive impact across all indicators.
2. Undertake further analysis to unpack and reflect on the results of the staff organization culture survey (including accuracy), particularly the lowest scoring areas.	Supports indicator 4.1 to meet requirements
3. Establish a plan (UNCT-specific gender parity strategy and/or implementation plan) to support the UNCT to meet, monitor and report on gender parity at all levels in Libya.	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).	4.3

Recommended Actions	Explanation and links to UNCT-SWAP assessment findings
1. Ensure the GWG work plan is presented to the UNCT for endorsement and dialogue. - Institutionalize a greater role for the GWG to influence and support key UNSDCF strategic planning processes.	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.	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.	Supports indicator 5.2 to meet or exceed requirements

Recommended Actions	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.	6.1 & 1.3
2. Provide support and quality assurance to all outcome groups to apply the GEM coding scale to all JWP sub-outputs.	
3. Ensure accuracy of UNCT GEM application in all UNCT key activities (sub-outputs) in the JWP in order to identify UNCT initiatives (and associated \$\$ resources) that have a gender equality focus.	Relevant for SWAP indicators 1,3, 2,3 and 6.1

Recommended Actions	Explanation and links to UNCT-SWAP assessment findings
1. Ensure all reviews of CF Results Framework include dedicated section on gender equality results (incl. progress, opportunities, challenges) to determine if UNCT is on track to achieve <u>all</u> gender equality results as planned in CF outcomes	7.1 & 2.3
1. 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.	7.1 & 2.3

Annex A: Analysis of UNSDCF Outcome and Output Indicators

No.	Indicator	Gender considered	Comments
Strategic Priorities			
OUTCOME 1.1: By 2025, Libyan citizens, particularly youth and women, are better able to exercise their rights and obligations in an inclusive, stable, democratic, and reconciled society, underpinned by responsive, transparent, accountable, and unified public institutions.			
1	Head of state and parliament (with appointed government) elected through credible elections and based on agreed legislative and institutional framework.	No	
2	Proportion of seats held by women in national parliament; local governments.	Yes	
3	Participation rate in national and local elections (disaggregated by age and sex).	Yes	
4	Completed and endorsed constitutional framework in effect.	No	
5	National Statistical Performance and Capacity Scores.	No	
6	Scores in the Reporters Without Borders' World Press Freedom Index and Freedom House's Freedom in World report.	No	
7	Number of (a) civil society actors and human rights defenders who are arbitrarily arrested/ detained/ enforced disappearance when peacefully exercising their rights to freedom of expression, freedom of assembly and (b) number of those who fled from Libya due to fears of retaliation	Yes	
8	Number of national and local reconciliation processes (including crisis management mechanisms and agreements signed).	No	
OUTCOME 1.2: By 2025, people in Libya participate in and benefit from a more peaceful, safe, and secure society, free from armed conflict and underpinned by unified and strengthened security, justice, rule of law, and human rights institutions that promote and protect human rights based on the principles of inclusivity, non-discrimination, and equality in accordance with international norms and standards			
9	Number of enacted and revised legal frameworks that promote, enforce, and monitor equality and non-discrimination. (Proxy for SDG indicator 5.1.1)	Yes	
10	Existence of independent national human rights institutions in compliance with the Paris Principles.	No	
11	Number of conflict-related civilian casualties (by gender, age, actor, and location). (Proxy for SDG indicator 16.1.2)	Yes	Indicator says gender disaggregation, but Target and baseline doesn't

12	Number of armed conflict related clashes	No	
13	Global Peace Index Score.	No	
14	Number of documented violations against civilians, including children and women, during armed conflict committed by elements of armed groups and non-state armed groups	Yes	
15	Proportion of people, by sex, with access to law and justice services.	Yes	
OUTCOME 2.1: By 2025, people in Libya, including the most vulnerable and marginalized, benefit from inclusive, transformative, and sustainable socio-economic opportunities, contributing to reduced poverty and inequalities.			
16	Real GDP Growth Rate, at constant factor prices (annual percentage change).	No	
17	Annual growth rate of real GDP per capita	No	
18	Fiscal Balance (as proportion of GDP).		
19	Domestic credit to private sector by banks as a proportion of GDP	No	
20	Unemployment rate, by sex, age and persons with disabilities.	Yes	
21	Proportion of employees working in the private sector among total employment.	No	
22	Manufacturing value added as a proportion of GDP.	No	
23	Development spending as a proportion of total government expenditure.	No	
24	Share of subsidies as a proportion of GDP.	No	
25	Non-hydrocarbon sector gross value added growth rate (Manufacturing, Agriculture, Services)	No	
OUTCOME 3.1: By 2025, people in Libya, including the most vulnerable and marginalized, benefit from improved, equitable, inclusive, and sustainable social protection and basic social services.			
26	Coverage of essential health services.	No	
27	Prevalence of stunting among children under 5 years of age.	no	
28	Maternal mortality ratio.	Yes	Maternal mortality is a gender equality specific issue, linked to women's access to essential health services.
29	Mortality rate attributed to cardiovascular disease, cancer, diabetes, or chronic respiratory disease.	No	
30	Proportion of the target population covered by all vaccines included in their national programme.	No	
31	Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods.	Yes	Links to women's access to and enjoyment of reproductive health service and rights.



32	Primary education net enrolment rate	No	
33	Percentage/number of adults (or primary caregivers) who think that physical punishment is necessary to raise/educate children	No	
34	Proportion of ever-married women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age.	Yes	
35	Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	Yes	
36	Proportion of the population covered by at least one social protection benefit (excluding health)	No	

OUTCOME 4.1: By 2025, people in Libya, including the most vulnerable and marginalized, have increased resilience to the impacts of climate change, water scarcity, and environmental degradation.

37	Proportion of population using basic water services.	No	
38	Water-use efficiency.	No	
39	Level of water stress: freshwater withdrawal as a proportion of available freshwater resources.	No	
40	Renewable energy share in the total final energy consumption.	No	
41	Number of countries with nationally determined contributions, long-term strategies, national adaptation plans, strategies as reported in adaptation communications and national communications.	No	

Collective Outcomes

COLLECTIVE OUTCOME 1: By 2025, 80 per cent of IDPs and returnees will have achieved a durable solution in harmony and with full respect of the rights of communities hosting or receiving them.

42	Number of IDPs and returnees awaiting durable solutions through voluntary return or resettlement	No	
43	Proportion of displacement affected population currently in possession of birth certificates, national ID cards or other personal identification documents relevant to the context.	No	
44	Proportion of displacement affected population with improved perception of their security of tenure in their homes/land.	No	
45	Unemployment rate of displacement affected population.	No	
46	Proportion of displacement affected population with access to functioning markets (ability to buy and sell needed goods).	No	

47	Proportion of displacement affected population with improved access to basic services and adequate housing.	No	
48	Proportion of displacement affected population who (a) believe decision-making is inclusive and responsive and who (b) actively participated in community, social, or political organizations	No	
COLLECTIVE OUTCOME 2.1: By 2025, 65 per cent migrants and persons in need of international protection have improved protection, safety, and living conditions.			
49	Proportion of migrants and persons in need of international protection with improved perception of protection, safety and living conditions	No	
50	Proportion of migrants and persons in need of international protection with improved access to basic services	No	
51	Proportion of migrants and persons in need of international protection with multisectoral needs.	No	
52	Proportion of government officials working on migration reporting improved technical expertise to build governmental capacity on data systems.	No	

No.	Indicator	Gender considered	Comments
Output 1.1.1. Unified, elected, legitimate, and functional government institutions contribute to political stability and reconciliation.			
1	Number of political dialogue initiatives/steps taken jointly by the House of Representatives and High Council of State to reach an agreement on a constitutional basis for elections.	No	
2	Electoral legal framework adopted including 2 written electoral laws (one for Presidential and one for parliamentary elections), including electoral system and candidate eligibility criteria.	No	
3	Number of voters registered following a voter registration update conducted by the High National Elections Commission (disaggregated by gender).	Yes	
4	Existence of an inclusive, participatory, and consultative national reconciliation initiative supported by all parties.	No	
5	Number of civil society organizations, women representatives, youth representatives, tribal representatives, and other civil society representatives capacitated on reconciliation processes, social cohesion, and integration.	Yes	
6	Number of measures to strengthen accountability (including social accountability), prevent/mitigate	No	



	corruption risks, and integrate anti-corruption into the management of public funds, service delivery and other sectors at national, local, and sectoral levels.		
7	Extent to which State and non-State actors, by sex, with capacities to become agents of change in: (1) democratic governance, (2) accountability, (3) transparency, (4) human rights, (5) gender equality, and (6) transformational leadership.	Yes	
Output 1.1.2. Constitutional framework is developed in accordance with universally recognized principles of democratic legitimacy and human rights.			
8	Agreement on a draft constitutional text.	No	
9	One referendum law passed by the House of Representatives, either updating the Law No. 6/2018 and its amendment or adopting a new law.	No	
10	Referendum conducted to adopt the draft constitution.	No	
Output 1.1.3. Libyan citizens, particularly women and youth, benefit from equitable access to civic space with freedom to avail of opportunities for enhanced participation and representation in political and democratic processes under relevant laws and the constitution.			
11	Number of (a) Civil Society-government dialogue mechanisms created; and (b) number of municipalities with operational social, democratic, and political dialogue mechanisms.	No	
12	Representation of (a) women, (b) youth, and (c) members of minority ethnic groups in political decision-making positions, including in negotiations, national conferences, and dialogue processes and/or bodies.	Yes	Intention is to disaggregate by men/women.
13	Proportion of women and young candidates running for elections having access to political participation.	Yes	
14	Number of dialogue initiatives including the House of Representatives and other political stakeholders launched for the participation of parties in the electoral process.	No	
15	Extent to which systems with strengthened capacities are in place to address discrimination and racism and to expand civic space.	No	
16	Number of political party members with enhanced leadership and mediation capacities and skills.	No	
Output 1.1.4. The government's capacity for evidence-based planning and coordination is enhanced to develop, implement, and monitor an inclusive National Development Plan and policies in consultation with all key stakeholders			
17	Existence of a national development planning framework.	No	
18	Number of government officials (by ministries/ departments/ gender) with enhanced planning and policy-making capacities.	Yes	Disaggregation by gender intended
19	Extent to which national and sectoral development plans are gender responsive, promote inclusive green growth, and integrate resilience and risk	Yes	Intention to measure extent to which plans are gender responsive

	management (including the number of institutions/ organizations with strengthened capacities in planning, accountable management, and monitoring and evaluation)		
Output 1.2.1. Non-discriminatory, enforceable, harmonized, and monitorable legal and policy frameworks are developed by legitimate authorities to promote rule of law in Libya in line with international human rights norms and standards.			
20	Extent of development of specialized justice-for-children systems.	No	
21	Existence of policy/legal framework for gender equality, and women empowerment and violence against women.	Yes	
22	Legislative and policy frameworks exist to end the corporal punishment of children.	No	
23	Number of legislative advocacy and policy dialogue initiatives developed and implemented to ensure inclusive approaches to law and policy making processes.	No	
24	Strategic plan for women caucus developed including a budgeted, implementable, and monitorable plan	Yes	Linked to capacities for women's leadership and political participation
Output 1.2.2 Core functional capacities of rule of law institutions are strengthened to successfully investigate, prosecute, adjudicate, and prevent abuse and violations of human rights, and drive a transitional justice process, while monitoring and reporting capacities of civil society organizations are enhanced to help hold perpetrators accountable under national and international law.			
25	Number of institutions/ partners (representing executive, judicial and legislative branches of the government) that have increased capacities to implement policy reforms for women's rights and empowerment and enhanced access to justice services in an equitable manner for women.	Yes	
26	Existence of a functional system to (1) document, (2) analyse, and (3) use data about grave child-rights violations/other serious rights violations for prevention and response.	No	
27	Number of (formal/informal) transitional justice mechanisms strengthened in terms of fairness, effectiveness, accountability, and independence.	No	
28	Number of awareness raising, and community engagement events planned and organized to promote youth empowerment and participation in peace and justice processes.	No	
29	Number of civil society organizations provided with training, advice, or resources on monitoring, reporting, and addressing human rights violations (disaggregated by civil society organizations and women's groups).	Yes	Disaggregation by women's groups
30	Number of conflict-related sexual and gender-based violence victims that have been supported with advice	Yes	Focus on sexual and gender based violence,

	or referrals by UN mechanisms monitoring and reporting on human rights violations and are reflected in reporting.		women are often the primary victims.
31	Number of implementation frameworks for capacity development of rule of law institutions developed and implemented.	No	
32	Number of institutions/partners (representing executive, judicial and legislative branches of the government) that have increased capacities to implement gender responsive policy	Yes	Focus is on gender responsive policy.
33	Number of international monitoring or inspection visits in prisons and other places deprived of liberty.	No	
34	Number of members of the judicial authority capacitated to deal with arbitrary detention.	No	
35	Number of operational and effective mechanisms within national human rights institutions supported for the effective protection and prevention of human rights violations, respecting international conventions, receiving and following up complaints.	No	
Output 1.2.3 Security sector institutions, operating under civilian oversight, are more unified, resourced, capable, and functional, including professional, unified, and accountable defence and security forces.			
36	Existence of a national plan and associated delivery mechanisms for the unification of security sector institutions.	No	
37	Adoption of a strategic framework for governance and reforms of security sector institutions	No	
38	Establishment of coordination mechanisms (including an Inter-Ministerial Committee for Arms and Ammunition Management), a National Mine Action Authority (NMAA), and development of a national mine action strategy and plan.	No	
39	Existence of a national plan and associated delivery mechanisms for the unification of security sector institutions.	No	
40	Libyan entities equipped with capacities to effectively implement arms and ammunition management.	No	
Output 1.2.4 Disarmament, demobilization, and reintegration (DDR) of armed groups is established through effective and inclusive mechanisms by a national DDR Committee under the auspices of the Government, including efforts on sustainable, effective, holistic, child-sensitive and gender-responsive reintegration programmes for communities.			
41	Establishment of a national mechanism for the coordination of DDR related activities and a national DDR plan.	No	
42	Existence of an effective Libyan Ceasefire Monitoring Mechanism (LCMM) with improved operational capacities to coordinate, monitor, and assess progress on the withdrawal of foreign fighters and foreign forces	No	



	from Libya, including by reporting breaches in the implementation of the Ceasefire Agreement.		
Output 2.1.1 Planning, economic, and financial governance institutions have increased capacity to provide macroeconomic stability and create an enabling policy and regulatory environment that stimulate private sector development and economic diversification.			
43	Number of industrial policies and analytical reports developed.	No	
44	Adoption of a reform aimed at stabilizing and strengthening the value of the Libyan Dinar.	No	
45	Number of capacity building training for staff to increase effectiveness of institutions.	No	
46	Number of Central Bank of Libya Board meetings aimed at exercising oversight and undertaking credible reforms, including on progressing in the 7 work streams of the implementation of the international audit recommendations.	No	
Output 2.1.2 Government institutions and social partners have improved capacities to formulate, implement, and monitor inclusive and comprehensive national and sectoral policies and strategies for promoting decent work.			
47	Number of Government personnel trained through UN-supported programmes in the formulation of policies and strategies related to decent work.	No	
48	Number of capacity building activities organized for workers' and employers' organizations.	No	
49	Number of labour market assessments conducted.	No	
50	Number of new jobs created through UN-supported programmes.	No	
51	Number of policies and legal frameworks developed and implemented for promoting decent work.	No	
52	Number of UN supported reforms the Ministry of Labour undertakes in its structures in light of its new mission for the stabilization and reconstruction of Libya.	No	
Output 2.1.3 The Government, civil society organizations, and educational institutions have enhanced capacity to support entrepreneurship and skill development interventions, which prioritize women and youth, in line with labour market needs.			
53	Number of individuals (by age and gender) who have participated in UN-supported vocational training and technical skills development programmes.	Yes	
54	Number of civil society organization and educational institutions supported by the UN in implementing vocational training and technical skills development programmes.	No	
55	Number of TVET policies developed and implemented.	No	
Output 2.1.4 Micro, small and medium enterprises, including women- and youth-led enterprises, have substantially improved access to business development services focusing on competitiveness and resilience			

56	Number of interventions promoting access to market information, technologies, innovation trends, including for women- and youth-led enterprises (disaggregated).	Yes	
57	Number of new businesses established by youth and women.	Yes	
58	Number of new financing products and/or microloans created, including for women- and youth-led enterprises (disaggregated).	Yes	
59	Number of value chains supported, and capacity building initiatives provided to support value chains, including for women- and youth-led enterprises (disaggregated).	Yes	
Output 4.1.1 Government institutions and other stakeholders are better able to sustainably manage water, sanitation, and hygiene (WASH) systems, and provide equitable access to safe, climate resilient, sustainable WASH and waste management services, including for productive needs.			
60	Availability of water, sanitation, and hygiene sector plans integrating climate resilient development and/or risk management strategies.	No	
61	Costed and inclusive, climate-resilient WASH financing strategy prepared and implemented.	No	
62	Existence of functioning sector coordination mechanisms for climate resilient water, sanitation, and hygiene.	No	
63	Number of capacity development programmes for water use in agricultural production implemented at national and sub-national levels.	No	
64	Proportion of the cultivated area equipped for irrigation that is sustainable and climate resilient.	No	
Output 4.1.2 Government and stakeholders' capacities are strengthened to design and implement effective, inclusive, responsive, and rights-based policies, strategies, and legal			
65	Percentage of adoption and implementation of national and local environmental governance reforms.	No	
66	Existence of functioning sector coordination mechanisms for climate change adaptation and mitigation.	No	
67	Existence of national plan for renewable energy.	No	
68	Intended nationally determined contributions for Libya are defined and strategy for achievement is developed.	No	
69	Number of children, adolescents, and young people are engaged in action and advocacy to address climate change, unsustainable energy use and/or environmental degradation with UN support.	No	
70	Number of innovative incentive mechanisms promoting rational use of scarce natural resources put in place.	No	
71	Number of new, funded partnership mechanisms for sustainable management solutions of natural resources and waste, at national and local level.	No	
72	Number of sectoral climate change and disaster risk management policies, plans, and strategies developed.	No	

73	Number of technical assistance interventions provided to support compliance with Montreal Protocol.	No	
Output 5.1.1 IDPs and returnees can freely and safely move and are supported to pursue their intentions in a safe and dignified manner, including voluntary return or integration in a new community, while measures are taken to restore and safeguard their legal rights.			
74	Number of activities/ services /policies/ recommendations and advocacy actions developed to support the achievement of durable solutions for displacement affected communities including increased freedom of movement and better access to legal identity and civil documentation.	No	
75	Number of displacement affected population experiencing or threatened with eviction assisted.	No	
76	Number of displacement affected population supported to obtain civil documentation.	No	
Output 5.1.2 Displacement-affected populations have access to adequate and decent housing as well as equal access to basic services, including health, education and WASH, protection services			
77	Number of displacement affected population supported with improved access to basic services and adequate housing.	No	
78	Number of national policies/ strategies/ plans/ programmes developed that addresses the needs of displacement affected population.	No	
Output 5.1.3 IDPs and returnees have improved access to sustainable livelihoods and economic opportunities and have equal access to active labour market policies.			
79	Number of jobs for displacement affected population created with UN support.	No	
80	Number of policies, recommendations to increase access to livelihood opportunities and active labour market policies to displacement affected population promoted.	No	
Output 5.1.4 Authorities at both the national and local levels have strengthened capacities to exert leadership and facilitate coordination to support durable solutions for IDPs and returnees.			
81	Existence of functional coordination structures at national and sub-national levels that support durable solutions related issues with UN support and engagement.	No	
82	Number of national and localized durable solutions plans of action inputted/ facilitated/ developed.	No	
83	Number of surveys and assessments (reports, datasets, dashboards) produced to support evidence-based analysis of the needs of displacement affected population.	No	
Output 6.1.1 Migrants and persons of concern benefit from improved access to social services, social protection, and protection services which enhance their safety and well-being.			
84	Number of migrants and persons of concern supported by the UN with improved access to basic services.	No	
85	Number of programmes developed and implemented jointly by the international community designed to	No	

	improve access to basic social services, social protection, and protection services for migrants and persons of concern.		
Output 6.1.2 Comprehensive national migration management strategy is developed by relevant national authorities.			
86	Existence of a national migration management strategy and number of recommendations and advocacy actions promoted by the UN Network on Migration and reflected in the strategy.	No	
87	Existence of an operational and coherent national institutional framework on migration management and persons in need of international protection.	No	
88	Number of governmental officials working on migration whose knowledge have been enhanced on migration management and protection principles.	No	
89	Number of policies, strategies, legal frameworks on migration management – informed by international obligations and standards – developed, endorsed, and effectively implemented by the Government of Libya.	No	
90	Number of whole-of-society migration management coordination fora established and operational.	No	
Output 6.1.3 National data and information management systems established on migration and persons in need of international protection, compliant with international standards on human rights, data protection, and privacy in accordance with relevant due diligence processes, to promote evidence-based policies and strategies and strengthen national migration management capacities.			
91	Number of Government officials working on migration whose technical capacities have been built on data systems.	No	
92	Number of national data and information management systems on migration and persons in need of international protection.	No	



Annex B: Libya Organisational Culture Survey Results

Total responses: 181. All responses were online, anonymous.

Female = 86 (47.5%)

Male = 94 (52%)

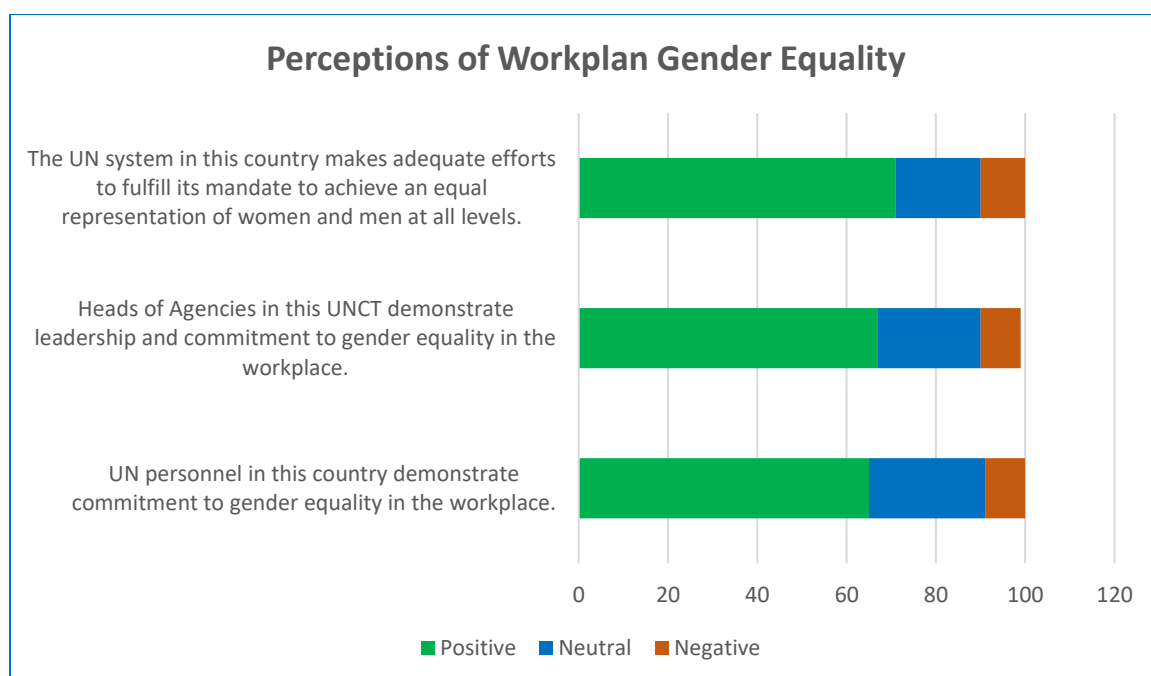
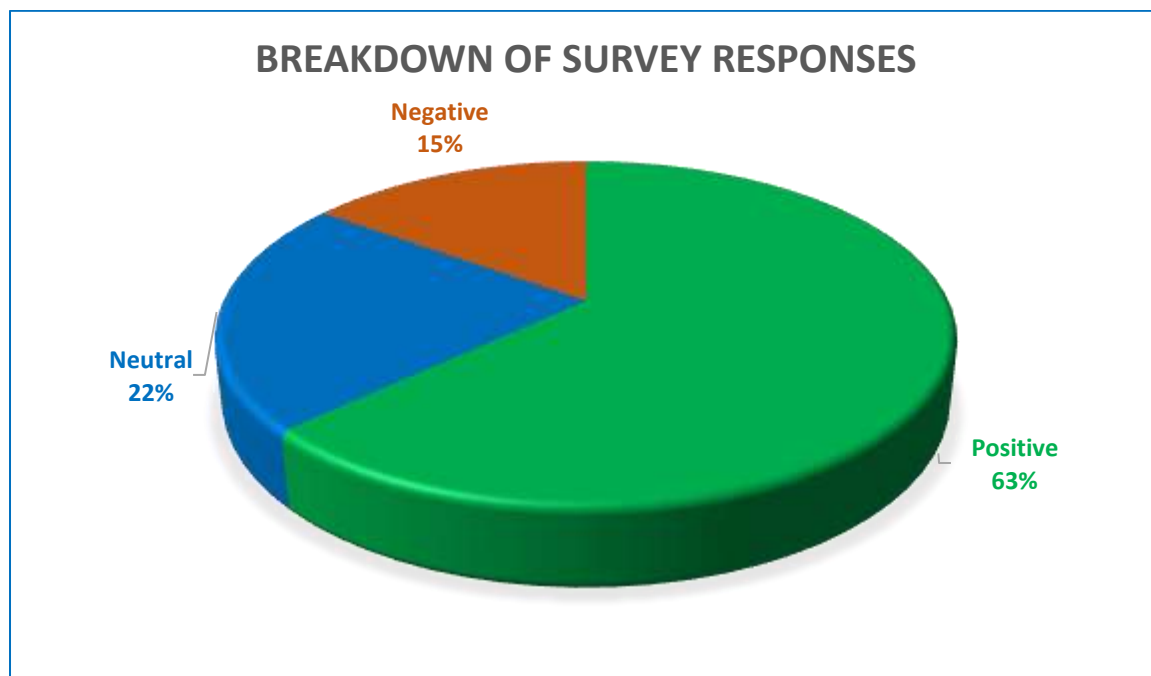
Other = 1 (.5%)

National = 115 (64%)

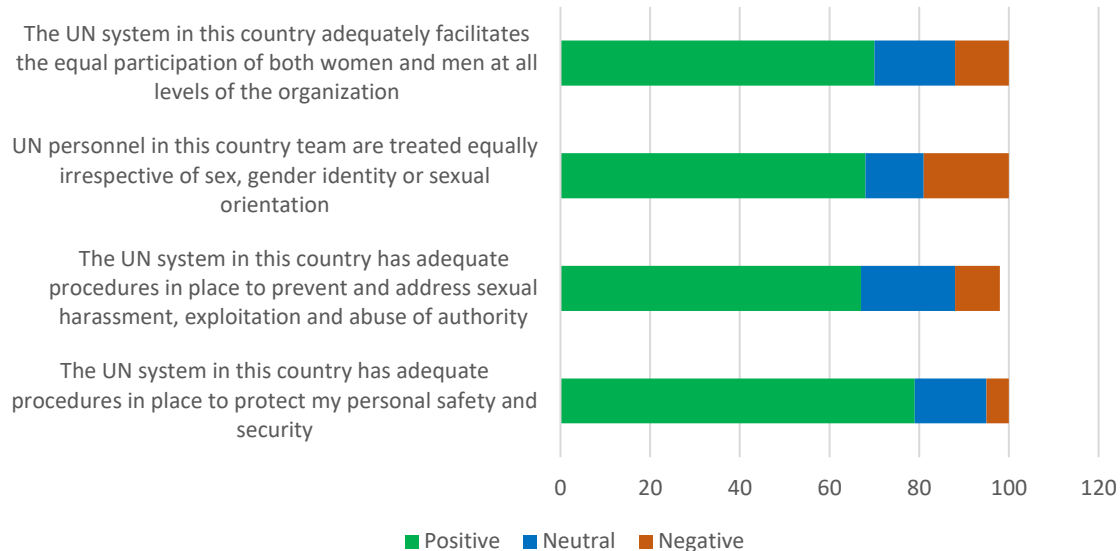
International = 66 (36%)

Supervisory role = 87 (48%)

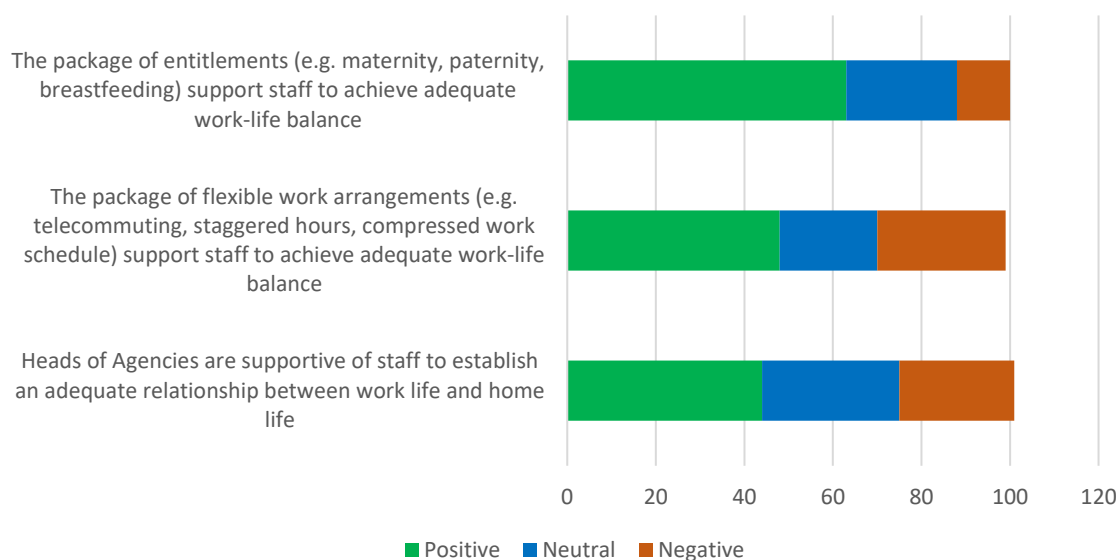
Non-supervisory role = 94 (52%)



Discrimination and Personal Security

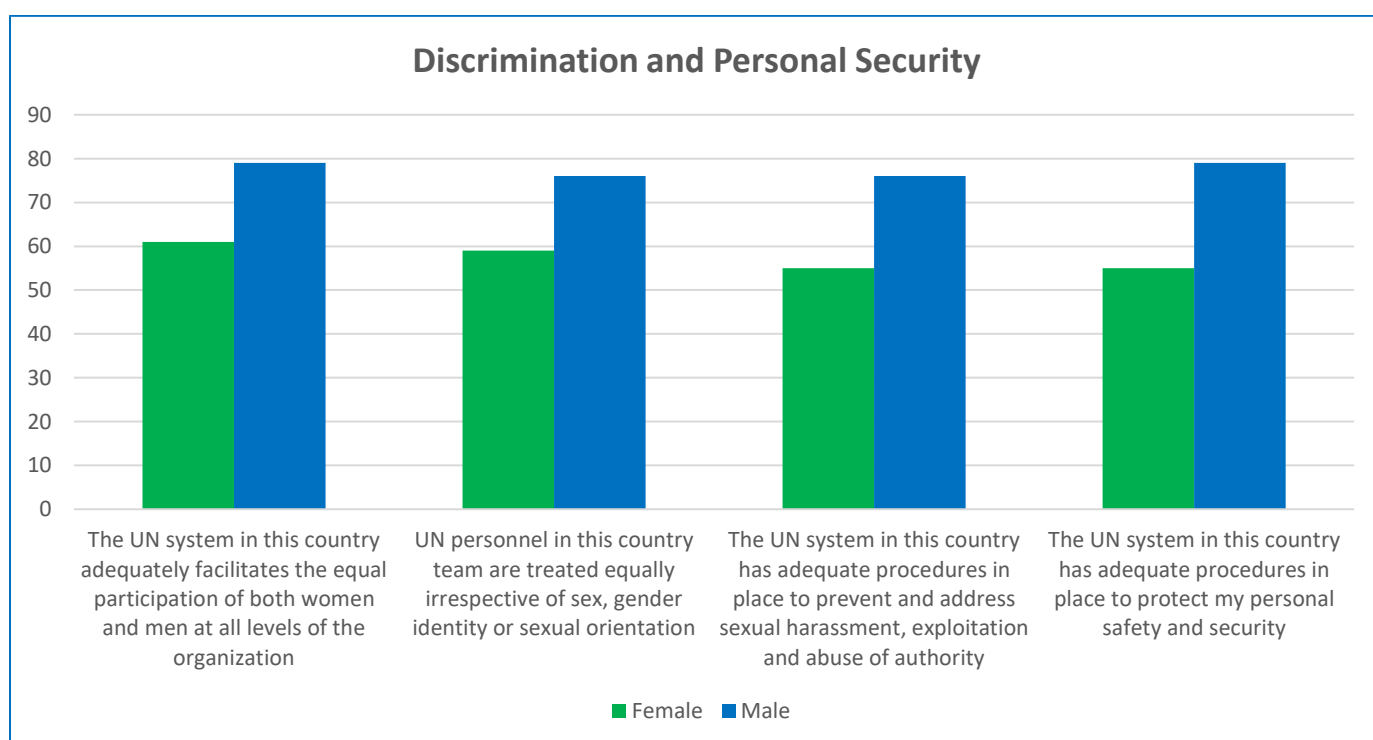
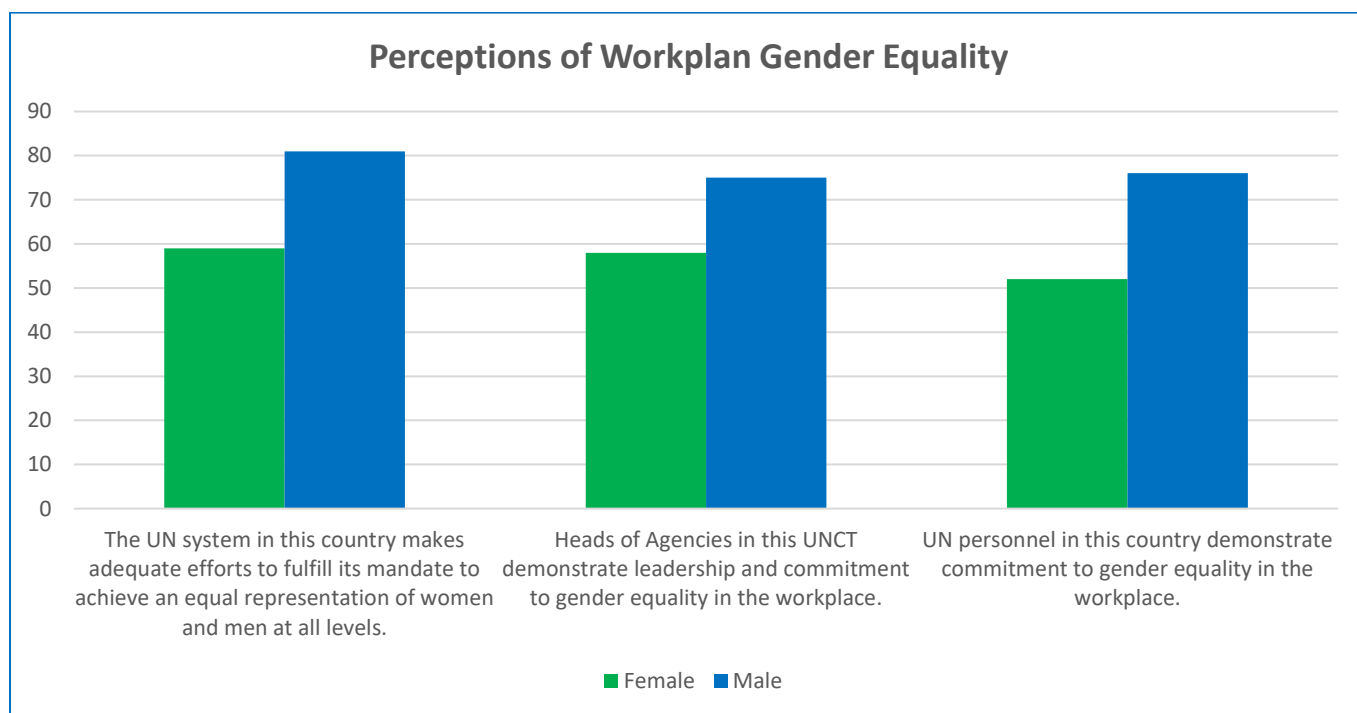


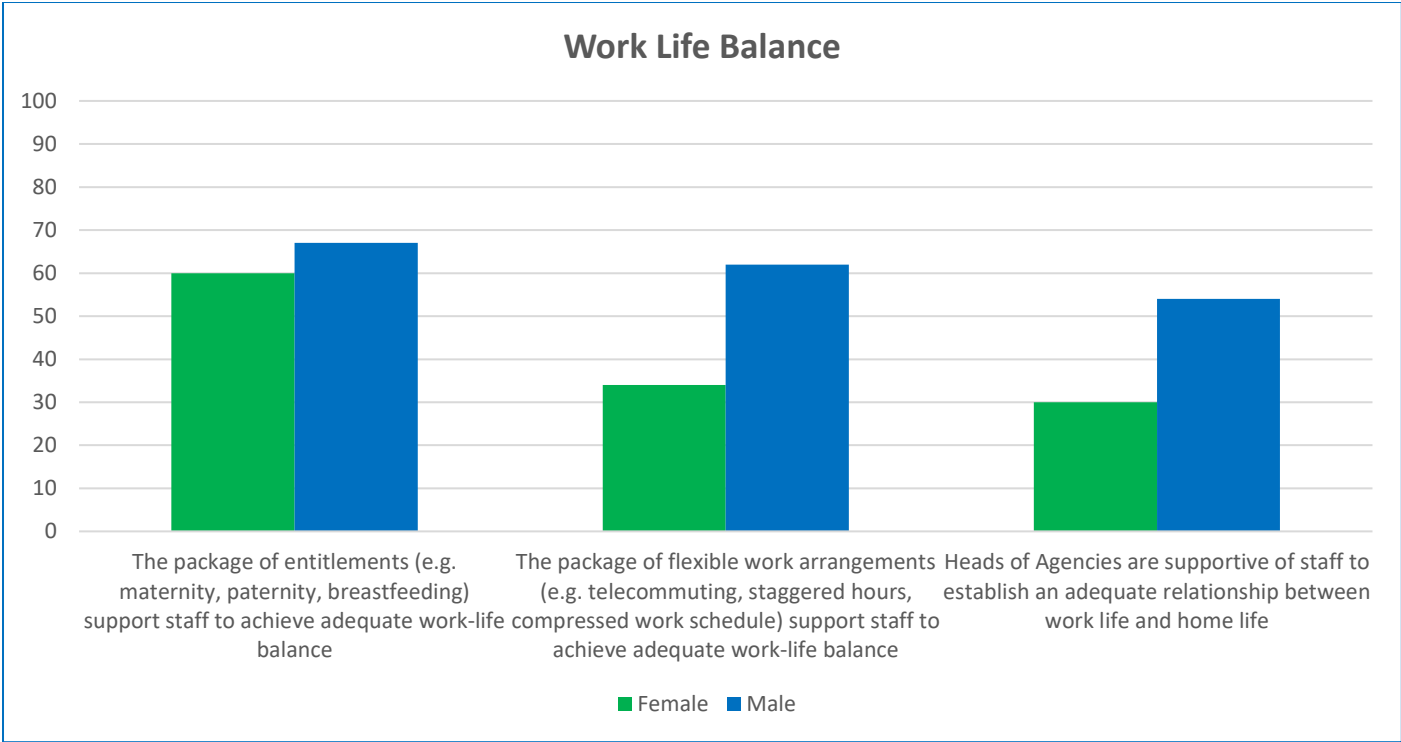
Work Life Balance



Differences in Male/Female Perceptions of Gender and Organizational Culture

Percentage of Positive Responses





Annex C: Libya UNCT-SWAP Scorecard Assessment Timeline

Activity	Responsibility	Timeline
Stage 1 - Planning		
1. Brief UNCT to secure endorsement	UN Women/RCO	
2. Appoint inter agency assessment team (IAT)	UN Women/RCO	
Stage 2 - Self Assessment		
1. Convene briefing meeting for IAT	UN Women/RCO/consultant	05-Jun
2. Establish indicator sub-groups and ensure familiarity with guidance	IAT with consultant support	8-30 June
3. Gather evidence, analyse data and score indicators		
4. Convene feedback meetings with sub-groups		Week beginning 3 July
5. Convene a preliminary feedback meeting of the IAT to reach consensus and begin action planning, drawing on global good practice		2nd August
Stage 3 - Action Planning		
1. Develop performance improvement action plan based on findings	IAT with consultant support	Week beginning 14 August
Stage 4 - Finalization		
1. Present draft final findings and recommended actions to UNCT for management response and commitment	IAT with consultant support	October
2. Share offline version of the report with the UNCT-SWAP Helpdesk for quality assurance and respond to any feedback	consultant	October
2. Upload report and action plan into the UNCT_SWAP GE Scorecard Platform	Agreed UNCT Platform Focal points (2-4 to manage UNCT reports in platform, including RCO and other coordinating agencies) with consultant support	Q1 2024 (TBC)

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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