

# UNCT-SWAP GENDER EQUALITY SCORECARD

## COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Uganda 2021

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



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## 1. Background

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

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

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

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

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

### Cooperation Framework Guidance (2019)

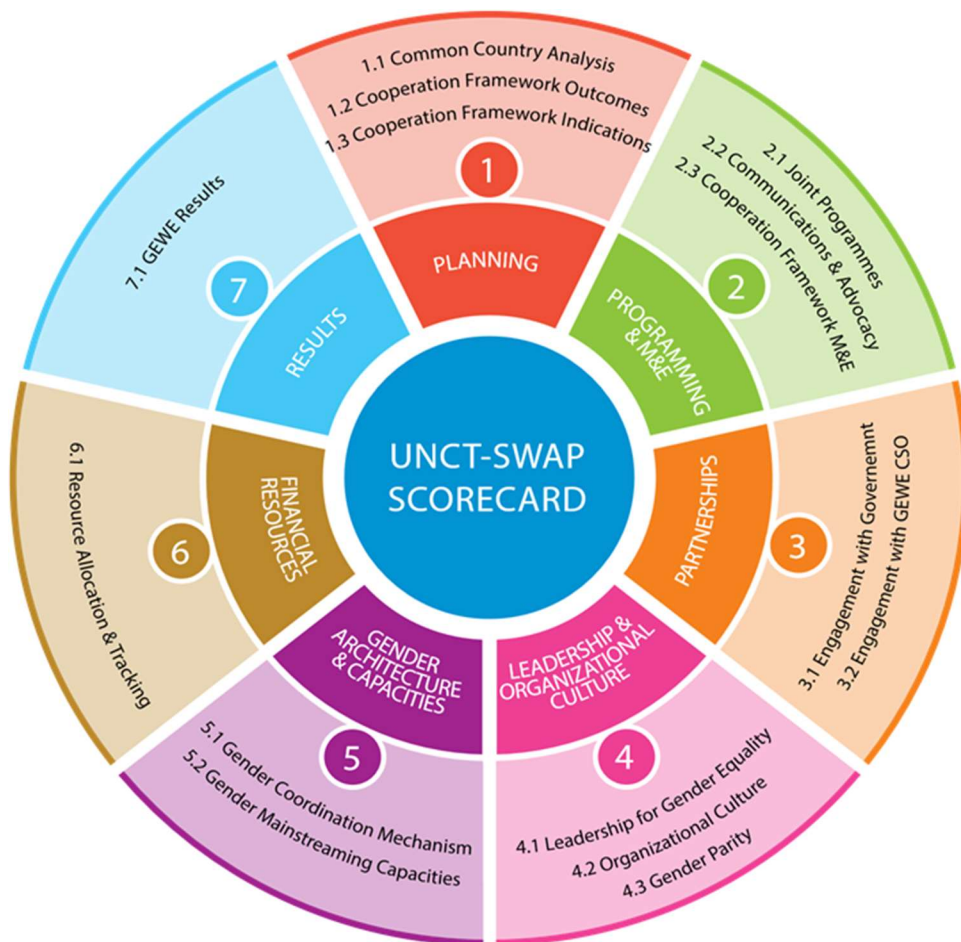
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

(Para 20, page 11).

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

## 5. The UNCT-SWAP Process in Uganda

*Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement*

The Gender Scorecard methodology is based on a self-assessment exercise. For this reason, the UNCT Uganda constituted an Interagency Assessment Team (IAT) responsible to undertake the exercise. The IAT was organized into six groups, based on areas of expertise, among which the indicators were distributed. Each group collected and reviewed the necessary means of verification, analysed them, provided the rationale for the scoring, and identified possible follow-up actions. The Secretariat of the UN's Human Rights and Gender Advisory Group (HRGAG) (RCO/UNCT Gender Specialist, UN Women Coordination Specialist, and UNHCR Human Rights Officer) provided technical and coordination support to the sub-groups.

The international consultant, which was hired once the process was underway, worked with the IAT to guide the process, providing

support for the collection and review of relevant documentation, facilitating discussion meetings and supporting the drafting of the final report and action plan.

The entire assessment and approval process took place from September 2020 to March 2021 and included four main stages:

#### 1. Background Preparation:

It included the following activities:

- Integration and training of the IAT on the Gender Scorecard methodology and approach.
- The online anonymous staff survey that was distributed among all UN personnel. It was completed by 219 respondents, nearly 10% of UN staff.
- A table for the compilation of sex disaggregated data of UN agencies staff was circulated by the co-chairs of the OMT for completion by respective human resources officers. Sixteen agencies/entities, accounting for all UN entities present in Uganda, shared their sex-disaggregated staff data.

The RCO and UN Women coordinated and supported all the preparation and the implementation of the exercise, which allowed the Scorecard assessment to be finished on time.

#### 2. Assessment:

The self-assessment took place in December 2020, using the online modality due to the COVID-19 restrictions. The consultant's mission started with a kick-off meeting with the IAT to review the preparatory work done and to organize the agenda. Each IAT sub-group took responsibility for a set of indicators, analysed the corresponding means of verification, and discussed the scoring to be proposed to the IAT, with the support of the external facilitators and the HRGAG Secretariat.

Once the results from all groups were gathered, a debriefing meeting was held to discuss and verify the results and the actions to be included in the Action Plan. Individual and team discussions and consensus building over the assessment process helped to minimise subjectivity and to ensure the reliability of the findings.

#### 3. Reporting:

From the field work the consultant prepared the UNCT-SWAP Gender Equality Scorecard Report which includes the Action Plan for improvement. This was then discussed, refined, and approved by the IAT.

#### 4. Validation:

To enhance organizational buy-in and accountability, the assessment and action plan were presented to and endorsed by the broader UN Deputies Team, OMT, UNCG and M&E group before finalization. The report was endorsed by the Scorecard Helpdesk, after which it was submitted for the UNCT. The UNCT endorsed the Report and Action Plan during its March 2021 meeting.

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

The Gender Scorecard self-assessment exercise was conducted under the overall leadership of the UN Resident Coordinator and UN Country Team, with operational leadership by co-chairs of the Human Rights and Gender Advisory Group - UN Women Country Representative and OHCHR Country Representative.

UNCT constituted an Interagency Assessment Team responsible to undertake the exercise. The team included representatives of all UNCT working groups: Human Rights and Gender Advisory Group, UN Deputies Team, M&E Group, UN Communications Group, and Operational Management Team – including representatives from procurement, human resources, and finance sub-teams. Twenty-seven UN staff from 15 UN agencies (FAO, ILO, IOM, OHCHR, UN Women, UNAIDS, UNCDF, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNOPS, WFP, WHO) participated in the Gender Scorecard assessment, under the leadership and facilitation support from the RCO and with the support of UN Women. An international consultant, with extensive experience with UNCT-SWAP assessment, worked with the IAT to guide the process, provide support as needed, facilitate discussion meetings and support drafting of the report and the action plan.

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

The Uganda UNCT-SWAP Gender Scorecard assessment was conducted from September to December 2020; the last year of UN Development Assistance Framework (2016-2020) implementation. The UNSDCF (2021-2025) was signed by the President of Uganda on 9 September 2020 and starts its implementation in 2021. Therefore, this assessment took place during the transition of the two strategic planning frameworks. Whenever possible the assessment looks at the UNSDCF (2021-2025) as the way forward for the UNCT in Uganda - particularly related to planning and budgeting, while for other areas it considers the UNDAF (2016-2020), and for some indicators, refers to both of them.

Under the leadership of the UN Resident Coordinator, the UN Country Team is comprised of 29 UN entities including those not physically present that combine their capacities and expertise to deliver results through the UN Sustainable Development Cooperation Framework and advance Uganda's progress towards achieving the Sustainable Development Goals. UN entities that have presence in Uganda include: FAO, ILO, IOM, OHCHR, UNAIDS, UNCDF, UNDP, UNDSS, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, UN Women, WHO. These entities comprise around 2100 staff members.

The new UNSDCF coordination mechanisms include:

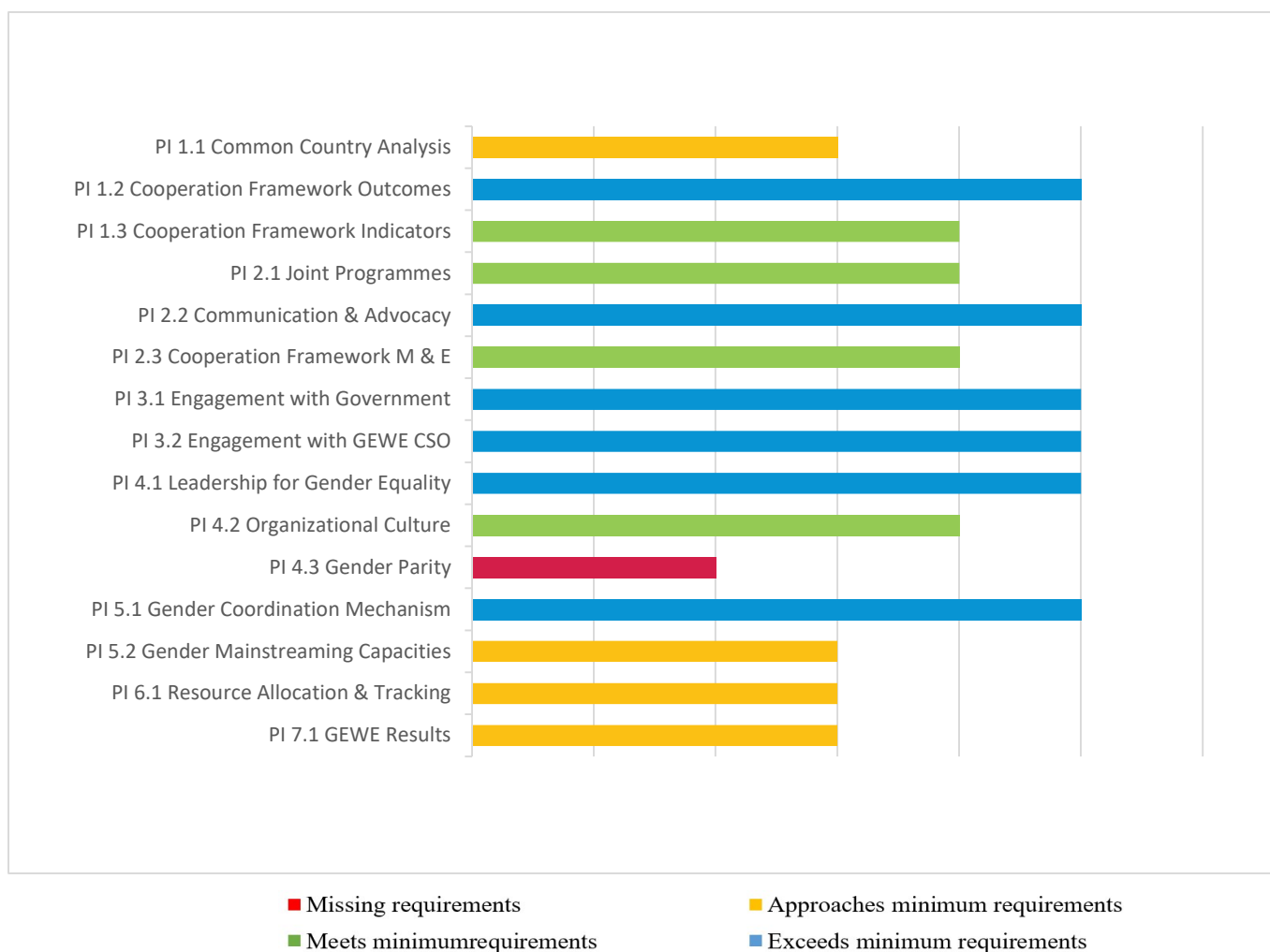
- UNSDCF Joint Steering Committee
- The UN Country Team
- Three Cooperation Framework Strategic Priority Groups
- Three Interagency Thematic/Advisory Groups: i) Human Rights and Gender Advisory Group (HRGAG), ii) the UN Communications and Partnerships Group (UNCPG), iii) the UN Deputies Group (formerly the Programme Reference Group) supported by the UN M&E and UN SDG sub-teams.
- One Operation Management Team, which integrates six OMT working sub-groups (Administration, Human Resources; Information, Communication and Technology; Procurement, Finance, and HACT).
- Four UN Area Coordination teams (UNACs) in West Nile, Northern, South West, and Karamoja regions.

The UNDAF 2016-2020 guided UN agencies' work in Uganda at the country level, as will do the new UNSDCF 2021-2025. While the previous UNDAF had 3 Strategic Intentions: - 1. Governance, 2. Human Capital Development, 3. Sustainable and Inclusive Economic Development, which included a total of 12 outcomes, the new UNSDCF 2021-2025 has 3 strategic priorities: 1. Transformative and Inclusive Governance; 2. Shared Prosperity in a Healthy Environment; and 3. Human Well-being and Resilience, with a total of 5 outcomes.

## 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: Uganda UNCT-SWAP Results in 2021



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

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:**  
**Common Country Analysis integrates gender analysis**  
**APPROACHES MINIMUM REQUIREMENTS**

**Planning**

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

#### SCORING:

The UNCT approaches minimum requirements, as not all the sectors include gender analysis; sex-disaggregated data is only presented in some of sectors. A support paper on GEWE issues was prepared for the CCA, however several issues and data were not included in the final CCA.

#### EXPLANATION:

a) The CCA includes gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. The CCA has 9 chapters. The country analysis is concentrated in the



## Executive Summary and Chapters 2,3 and 4.

- Executive Summary: Gender inequalities are addressed in a broad way under Addressing Gender Equality, Human Rights and SGBV.
- Chapter 2: Gender analysis is concentrated in a specific section on gender equality (GBV, political participation, FMG, economic participation, nutrition, care work, energy). Limited gender analysis, is presented in poverty; zero hunger; health; HIV; WASH; governance, peace and security; regional peace and security and COVID-19. No gender analysis is done in: education; increased inequalities; social protection; economic growth; decent employment; cities and human settlements; manufacturing sector; green growth; management of environment and natural resources; DRR; and DRR.
- Chapter 3: Gender analysis is concentrated in Social and Gender Inequality; very limited in Causes of economic recovery; and Governance, Peace and Security Factors. No gender analysis in Causes of increased poverty and inequalities; Ecological and Climate Related Factors; and Factors Hindering Human-Well-Being in Uganda (except when talking about HIV).
- Chapter 4: Gender analysis is concentrated in the section on Women and Girls. Good gender analysis is presented on Refugees; more limited in people with disabilities; Indigenous Peoples; Migrants . No gender analysis regarding OVC, Persons with albinism, Older persons; Ethnic Minorities; People living in remote and hard to reach areas; Sexual minorities; People living with HIV and AIDs; Stateless persons, Prisoners.  
The underlying causes of gender inequality and discrimination in line with SDG priorities are address in Social and Gender Inequalities, and in section Women and Girls of chapter

b) There is sex disaggregated and gender sensitive data in some of the sectors analysed but not all. Chapter 2: sex disaggregated data is concentrated on the specific section on gender equality. Some sex disaggregated data is presented on poverty; zero hunger; HIV; WASH; economic growth; decent employment; governance, peace and security. No sex disaggregated data presented in: Health; education; increased inequalities; social protection; cities and human settlements and Uganda's spatial system; manufacturing sector; green growth; management of environment and natural resources; DRR; DRR and effects; regional peace and security; and COVID-19 impact. Sex disaggregated data in Chapter 3 is concentrated in Social and Gender Inequality, while in Chapter 4 is concentrated in the section on Women and girls.

c) There is a targeted gender analysis when looking at the situation of the refugee population and also sex disaggregation of data referring to the situation of people living with HIV, though no gender analysis is done.

### List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

CCA 2021 for the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2021-2025 for Uganda.

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

**EXCEEDS MINIMUM REQUIREMENTS**

**(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; AND (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.**

#### SCORING:

The UNCT Uganda exceeds this indicator as the new UNSDCF 2021-2025 includes one specific and dedicated outcome for promoting gender equality and women's empowerment, while gender is well integrated in the other four outcomes.

#### EXPLANATION:

a) UNSDCF 2021-2025 has 3 Strategic priorities and 5 outcomes. SP1 Transformative and Inclusive Governance; SP2 Shared prosperity in a healthy environment; SP3 Human wellbeing and resilience. Out of its 5 outcomes, one is gender specific (3.2), while the other four address gender inequality issues in some of its areas of intervention.

1.1 By 2025, Uganda has inclusive and accountable governance systems and people are empowered, engaged and enjoy human rights, peace, justice and security. Indicates that UN will be supporting the government, private sector and civil society in advocacy towards gender equality, as well as enhancing women's political participation.

2.1 By 2025 people, especially the marginalized and vulnerable, benefit from increased productivity, decent employment and equal rights to resources. Includes a specific output (2.1.2) in promoting access, especially for women and youth on decent employment and livelihoods, as well as an indicator of women's ownership of agricultural land (2.1.1c).

2.2 By 2025, Uganda's natural resources and environment are sustainably managed and protected, and people, especially the vulnerable and marginalized, have the capacity to mitigate and adapt to climate change and disaster risks. This outcome is focused on equitable access, including to clean energy for cooking and funding for women and underserved communities.

3.1 By 2025, people, especially the vulnerable and marginalized, have equitable access to and utilization of quality basic social and protection services. Includes a specific output (3.1.3) focused on development and access to rights based and gender responsive social protection services.

3.2 By 2025, gender equality and human rights of people in Uganda are promoted, protected and fulfilled in a culturally responsive environment. This is a gender specific outcome, and therefore both its outputs on cultural norms and practices (3.2.1) and public and private financing to social sectors (3.2.2), visibly mainstream gender.

c) UNDSCF 2021-2025 includes a gender specific Outcome 3.2: By 2025, gender equality and human rights of people in Uganda are promoted, protected and fulfilled in a culturally responsive environment.

**If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below**

Outcome 3.2: By 2025, gender equality and human rights of people in Uganda are promoted, protected and fulfilled in a culturally responsive environment.

**List the Means of Verification. (E.g. Cooperation Framework document)**

UN Sustainable Development Cooperation Framework (2021-2025).

**PI 1.3 Cooperation Framework Indicators**

**Performance Indicator 1.3:**

**Cooperation Framework indicators measure changes on gender equality**

**Planning**

**MEETS MINIMUM REQUIREMENTS**

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

**SCORING:**

This indicator meets minimum standards, as 40% of the indicators in the UNDSCF 2021-2025 results framework are gender sensitive.

**EXPLANATION:**

The proportion of gender sensitive indicators is higher at output level than at outcome level (43% vs. 31%). At outcome level, the number of sex-disaggregated and gender-specific indicators (those that specifically target gender related issues or set sex specific targets) is similar, while at output level the first ones are more predominant than the latter (11 vs. 8 indicators). Being a gender specific outcome, outcome 3.2 presents the higher percentage of gender sensitive indicators (89%), followed by 2.1 (43%) and 1.1. (42%). Outcome 2.2 on environment is clearly the least gender sensitive (14%) followed by 3.1 (27%).

**List Means of Verification. (E.g. Cooperation Framework results framework)**

UN Sustainable Development Cooperation Framework (2021-2025)

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

**Performance Indicator 2.1:**  
**Joint programmes contribute to reducing gender inequalities**  
**MEETS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

**(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

#### SCORING:

The UNCT Uganda meets minimum requirements as gender equality is visibly mainstreamed in all JPs analyzed, and there are five gender specific JPs. Although, the indicator cannot be exceeded as there is no specific system in place for ensuring gender mainstreaming in JPs design.

#### EXPLANATION:

a) Gender equality is visibly mainstreamed into at least half percent (a) or all (b) of JPs that are operational at the time of assessment. UNCT Uganda has currently 14 JPs under implementation. In this case, 10 of them were reviewed covering more than the 50% required by the Gender Scorecard guidelines. Out of these JPs, 5 (50%) are gender specific while the remaining five integrate gender inequality in their areas of intervention. The JPs reviewed are:

1. EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls (UN Women, UNFPA, UNDP, UNICEF, UNHCR, OHCHR and IOM)
2. Strengthening Integrated Sexual and Reproductive Health & Rights (UNICEF, UNAIDS, UNFPA, WHO).
3. Joint Program on GBV in Uganda (UN Women, UNFPA).
4. Accelerating the Action to End Child Marriage / Joint programme trust fund for the project "Global Pro Accelerate Action to End Child Marriage" (UNICEF, UNFPA).
5. Combatting Female Genital Mutilation Programs/PD (UNICEF, UNFPA).
6. Joint United Nations HIV AIDS Programme of Support in Uganda (JUPSA). It has a specific outcome aiming to promote a well-coordinated, inclusive gender and rights based multisectoral HIV and AIDS response.
7. Integrating Policy and Financing for Accelerated Progress in SDGs in Uganda: The JP specifically focuses on SDG gender sensitive targets 1.b and 5.c.
8. Strengthening Electoral Processes in Uganda (UN Women, OHCHR, UNESCO). Aims, among others, increasing women's political participation.
9. Global Programme for Strengthening the Rule of Law and Human Rights for Sustaining Peace and Fostering Development (UN Women, UNDP). The JP seeks to develop capacities of justice and law enforcement institutions, with particular emphasis on tackling SGBV and improving justice for traditionally marginalized groups in situations affected by conflict and fragility.
10. Child Sensitive Social Protection in Refugee Hosting Districts of West Nile. While not having a specific gender target, the programme mainstreams a gender perspective throughout activities favouring the decision-making power and the financial inclusion of women; and promoting a more adequate distribution of tasks within a household, with a view of promoting a joint responsibility of both women and men.

b) This requirement is very well met by the UNCT Uganda. Five JPs currently operational are specifically dedicated to gender equality and women's empowerment related objectives, in line with SDG priorities.

c) So far, the UNCT has not put in place a joint mechanism to ensure all JPs integrate the gender perspective in a clear and effective way.

**If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:**

EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls (UN Women, UNFPA, UNDP, UNICEF, UNHCR, OHCHR and IOM); Joint Program on GBV in Uganda (UN Women, UNFPA); Strengthening Integrated Sexual and Reproductive

Health & Rights (UNICEF; UNAIDS; UNFPA; WHO); Accelerating the Action to End Child Marriage / Joint programme trust fund for the project "Global Pro Accelerate Action to End Child Marriage" (UNICEF, UNFPA); and Combatting Female Genital Mutilation Programs/PD (UNICEF, UNFPA).

**List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).**

PRODOCs of all JPs reviewed.

## PI 2.2 Communication & Advocacy

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

**Programming and  
M&E**

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

### SCORING:

UNCT Uganda exceeds minimum requirements as all four criteria for this indicator are met. The UNCT has jointly contributed to several communication activities and campaigns on GEWE, and also a communication activity regarding the situation of women and girl refugees in the context of COVID-19. The UNCG work plan integrates specific activities on GEWE.

### EXPLANATION:

a) The UNCT Uganda meets this requirement as there have been a lot of joint GEWE communication during the present and past year. Examples are the commemoration of the Girl Child (October 2019); a two day mixed in-person and televised e-dialogue organized by the Human Rights and Gender Advisory Group on human rights, gender equality and social cohesion during COVID-19, with a diversity of stakeholders (June 2020); and a televised talk show and media dialogue on Leaving No One Behind: Putting Women's Rights and Dignity at the Center of COVID-19 Response in Uganda, which highlighted the unique needs of vulnerable and marginalized groups of women.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. The Spotlight Initiative has a strong component on communication and advocacy, being the umbrella for different communication and advocacy campaigns and activities. Spotlight was launched in the framework of the Women's Day 2020 with briefs on the Initiative's 6 pillars, a multi-media campaign on VAWG, and videos. Additional examples include: communications and advocacy campaign on SGBV in the Covid-19 Pandemic; Make Happiness Not Violence campaign, and the 16 Days of Activism Against GBV.

c) The UN Communication Group (UNCG) 2020 workplan includes as outputs the commemoration of selected international days, including the 8th of March, 25th November, and the 16 days of activism against GBV campaign. GEWE communication and advocacy was otherwise not included in the work plan.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. In June 2020 UN Women and UNHCR organized, in collaboration with OPM, a televised national Media Dialogue on Gender Mainstreaming in the Refugee Response during COVID-19 and beyond. In November 2020, through the Spotlight Initiative, the UN supported the televised launch of the Council of Traditional Leaders of Africa (COTLA), Uganda Chapter. The UN in Uganda has extensively engaged men in advancing GEEW, this includes the July 2020 launch of the Men@Work for Gender Equality campaign (led by UN Women and launched by the Resident Coordinator). In July 2019 UNAIDS and UN Women, with support from the JUPSA and Spotlight JPs, partnered with the Uganda Boxing Federation to promote positive masculinity and women's engagement in sport, HIV-sensitization, and social norm change. In November 2020, UNDP through the Spotlight JP, held an e-dialogue on addressing GBV in the Mining Sector and Strategies to Finance Mineral Value Chains for Women.

**List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns)**

- UNCG 2020 Work Plan and Budget 2020.
- UNCT AWP 2020

- Spotlight 2020 Mid-Year Summary.
- Spotlight launch media plan.
- Communications and Advocacy plan on SGBV in the Covid-19 Pandemic.
- E-dialogue GBV in mining sector.
- E-conference note on human rights, gender equality and social cohesion during COVID-19.
- Calendar UN-SDGs Awareness Month 2019.
- ToRs of the UN Communication Group.
- UNHCR invitation to the national Media Dialogue on the World Refugee Day.
- Invitation and Resident Coordinator Remarks for COTLA launch
- Spotlight Initiative 2020 mid-year report.
- Report on Make Happiness not Violence Campaign.
- Social media cards, posters, tv-spots and radio-spots.
- 2019 Uganda Spotlight Initiative Media Report.

### PI 2.3 Cooperation Framework M & E

#### Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures progress against planned gender equality results

Programming and M&E

#### MEETS MINIMUM REQUIREMENTS

**Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.**

#### SCORING:

The UNCT meets this indicator as two out of three criteria are met, regarding the training of UN M&E staff on gender sensitive M&E and the assessment of progress against gender specific results in the UNDAF mid-term and final evaluation.

#### EXPLANATION:

a) The UNCT does not meet this criteria. The UNDAF 2016-2020 monitoring plan did not indicated the UNCT's commitment to updating of the Results Matrix Indicators' data in a periodic way. The indicators' matrix was only gathered at the time of the mid-term evaluation, while is expected to be gathered again at the time of the UNDAF final external evaluation. In the mid-term evaluation, the gender sensitive indicators were updated as the rest of the UNDAF indicators, though for some of them, mid-term data was not available (e.g., Percentage strongly agreeing that women should have equal rights and receive same treatment as men do, by sex). As for the new UNSDCF 2021-2025 monitoring plan, it states that gender equality, as one of the six programming principles, will be applied at monitoring and evaluation. It previews the development of UNSDCF annual performance reviews and a final external evaluation, where it is understood the indicators' matrix data will be gathered.

b) The UNDAF mid-term evaluation assessed progress against all outcomes, including the gender specific ones. The UNDAF final evaluation will begin in the coming weeks, and the ToRs specifically mention "assess effectiveness of Human Rights Based and Gender Mainstreaming Approaches..." and state requirements on gender competencies for the evaluation team.

c) In March 2019, a 5 day residential training retreat on gender statistics was held for UN gender and M&E focal points, as well as partners. 42 UN Staff participated from UN Women, IFAD, IOM, OHCHR, UNOPS, WFP, RCO, UNDSS, UNHCR, and UNCDF. M&E Group members also participated in the Gender Equality Marker training that was conducted as part of the UNSDCF development process.

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

- UNDAF 2016-2020.
- UNDAF 2016-2020 Mid-term evaluation.
- UNDAF annual reports for 2016, 2017 and 2018.
- ToRs for National and International Consultant for Uganda UN Development Assistance Framework 2016-2020 review and report development.

- Concept Note, Invitation, Programme, and Attendance Summary for UN Agencies training in Gender Statistics.
- Concept Note - training to mainstream the UN Programming Principles, including Human Rights, Gender, Sustainability and RBM in the UNSDCF in Uganda 2021-2025.

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

#### Performance Indicator 3.1:

UNCT collaborates and engages with government on gender equality and empowerment of women

Partnerships

**EXCEEDS MINIMUM REQUIREMENTS**

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

#### SCORING:

The UNCT Uganda exceeds this indicator as all three criteria required are met.

#### EXPLANATION:

a) UNCT is extensively working jointly with the government under several initiatives to advance GEWE, mostly under the current JPs. For example, the UNCT is supporting:

- More than 20 different government Ministries, Departments and Agencies (including Health, Gender, Education, Justice) and eighteen district local governments for the prevention and elimination of GBV, child marriage, and FGM and promotion of SRHR – including male involvement initiatives (Spotlight Initiative and JP GBV Prevention and Response with SRHR integration);
- Health and Education to eliminate FGM (JP Elimination of female genital mutilation);
- Electoral Commission, Judiciary, UPF and MoICT/MCU in advancing women's participation in electoral processes (JP Strengthening Electoral Processes in Uganda);
- Health to reduce HIV infections particularly among adolescent girls (KARUNA-HP)
- Finance to develop policy frameworks at national and local level for advancing gender equality (JP Integrating policy and financing for accelerated progress in SDGs);
- Defence and UPDF to develop a gender policy, facilitate a participatory gender audit, gender analysis and disaggregation of information and data, and strengthen mechanisms to prevent and address sexual harassment (Integrated support to the Ministry of Defence and Veterans Affairs).

UNCT also developed a joint paper on NDPIII on incorporation of GEWE, GBV and SRHR issues and supported government MDAs to integrate gender-responsive budgeting in their plans and budgets. During COVID-19, UNCT and government jointly developed an e-conference on Human Rights, Gender, and Social Cohesion during COVID-19; a GBV/VAC Subcommittee within the COVID response architecture; GBV/VAC Guidelines in the Continuity of Essential Health Services, and other GEWE knowledge products.

b) The Ministry of Gender, Labour and Social Development participated in the consultations for the development of the new UNSDCF 2021-2025. It was also consulted during the UNDAF mid-term evaluation and is expected to participate in the final review. The UNCT has also supported staffing of the MGLSD to support programs and gender normative and coordination efforts. The MGLSD co-chairs the Spotlight Joint Steering Committee with the RC. UNCT supported the MGLSD to draft a



roadmap and support the development of National Action Plan III on UNSCR 1325.

c) In October 2019, the UNCT supported the Government of Uganda to establish an SDG Secretariat at the Office of the Prime Minister and led by the Minister of General Duties to support localization and monitoring of the SDGs in Uganda, including SDG 5. As part of the collective UNCT support, UN Women seconded a staff member to sit at the National SDG Secretariat to enhance gender mainstreaming across the SDGs. In 2020, the UNCT also supported the Government of Uganda through SDG Secretariat to produce Uganda's Second Voluntary National Review Report and a 2020 SDG Fact Sheet, both of which included the analysis of SDG 5 progress and GEWE mainstreaming across the SDGs in Uganda.

**List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)**

- Prodocs of JPs: Spotlight Initiative; Gender Based Violence Prevention and Response with integration of Sexual Reproductive Health and Rights in hard to reach (furthest behind) and vulnerable populations in Uganda; Elimination of female genital mutilation; Strengthening Electoral Processes in Uganda; KARUNA-HP; Integrating policy and financing for accelerated progress in SDGs in Uganda; Integrated support to the ministry of defence and veterans affairs.
- UNSDCF stakeholders list.
- UNDAF 2016-2020 Mid-term review.
- Uganda 2020 SDG VNR Report and SDG Fact Sheet 2020.
- Website of the National SDG Secretariat.
- The SDG Bulletin Uganda, Office of the Prime Minister, Issue 1: Vol.1 (July-Dec, 2019).
- Uganda's Second SDG VNR

**PI 3.2 Engagement with GEWE CSO**

**Performance Indicator 3.2:**

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

**Partnerships**

**EXCEEDS MINIMUM REQUIREMENTS**

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

**SCORING:**

UNCT Uganda exceeds this indicator as all three criteria required are met.

**EXPLANATION:**

a) The UNCT has extensively collaborated with GEWE-CSOs and women's rights advocates during the current UNDAF cycle. For example, through the Spotlight Initiative, the UNCT is engaging with five umbrella women's organizations (comprised of more than 80 CSOs/CBOs), including representing women experiencing intersecting forms of discrimination, to strengthen Uganda's women's movement to advance GEWE. A Spotlight Civil-Society National Reference Group was recently established to provide an additional channel for formal engagement between the UN and civil society. Through Spotlight Initiative and JP-GBV the UNCT is supporting CSO Coalitions to advance GEWE-related legislation (e.g., Domestic Violence Act Coalition and Coalition on 1325), CSO legal aid service providers to promote women's access to justice, and CSOs to advance social, cultural and gender norm change and community mobilization to promote SRHR and eliminate GBV and harmful practices. In February 2020, UNCT supported the formation and launch of the Uganda chapter of the African Women Leaders Network. The UNCT partners with the Uganda Private Midwives to ensure that SRHR services reach the furthest behind. Relatedly, the work of Mama Clubs that are committed to addressing HIV and other gender issues affecting the women.

In 2018, 50 women human rights defenders were trained in human rights monitoring, reporting and advocacy, a panel

discussion was held on “the situation of Women Human Rights Defenders in Uganda” and the Uganda network of Women Human Rights Defenders was officially launched – the UNCT has continued to engage with and support the network’s advocacy efforts.

The UNCT has engaged with GEWE-CSOs to respond to COVID-19 and its impacts. For example, CSOs were engaged in the development and are partners under the UN’s COVID-19 Appeal and coordination structures. The UNCT Collaborated with GEWE-CSOs in advocacy and communications, for example the two-day e-Dialogue on Human Rights, Gender, and Social Cohesion during COVID-19.

b) GEWE CSOs participated in consultations for the development of the new UNSDCF 2021-2025. The UNSDCF Strategic Priority consulted with, among others, the Uganda Women’s Network (UWONET), the National Union of Women with Disabilities in Uganda (NUWODU), Center for Domestic Violence Protection (CEDOVIP), Uganda Association of Women Lawyers (FIDA), the Uganda Family Planning Consortium. GEEW Academic institutions also participated, including the Makerere University School of Gender and Women’s Studies.

Consultations with key GEWE CSOs were also conducted for the development, implementation, and monitoring of the UNDAF 2016-2020. For example, the Uganda Women’s Network (UWONET), FIDA, Makerere University Department of Gender, the Uganda Women Parliamentary Association (UWOPA), and the Uganda Human Rights Commission (UHRC), among other CSOs, were consulted as part of the Mid-Term Review (MTR). GEWE CSOs will again be part of the consultations for the final evaluation.

c) With support from the UNCT, the Government of Uganda held a consultative meeting with civil society in February 2020 on Uganda’s SDGs Voluntary Review Report. GEWE-CSOs called for greater use of gender data throughout the report and provided feedback on key gender issues across the SDGs.

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

- UNSDCF 2021-2025 stakeholders list.
- Strategic Summary of coordination results 2018.
- RC’s Remarks at Launch of the Uganda Chapter of the African Women Leaders Network (AWLN) (28 February 2020) and AWLN Launch Concept Note.
- Terms of Reference for the Spotlight Initiative Civil Society National Reference Group (CS-NRG); and Letter from RC and EU Ambassador introducing the members.
- Spotlight Initiative Civil Society Engagement Report 2019.
- Spotlight Initiative 2019 Annual Report and 2020 Mid-Year Report.
- Report and Participant Bios for e-Dialogue on Human Rights, Gender and Social Cohesion in COVID-19.
- United Nations Emergency Appeal for Response to COVID-19 and its Impacts in Uganda
- Composition Lists of the UNSDCF Strategic Priority Groups.
- UNDAF 2016-2020 Mid-Term Review, including Annex 8: List of Consulted Institutions
- Report from Civil Society Organizations’ Consultative Meeting on the Voluntary Review Report for Uganda.

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:**  
**UNCT leadership is committed to championing gender equality**  
**EXCEEDS MINIMUM REQUIREMENTS**

**Leadership and organizational culture**

**Meets all of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the**



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

**SCORING:**

UNCT Uganda exceeds minimum requirements as all for criteria are met.

**EXPLANATION:**

a) Gender equality has been a regular topic of discussion in HOA meetings during the last 12 months. Gender equality was discussed in 8 out of 13 UNCT meetings (61%) that took place in the past 12 months, therefore meeting the 60% required by the benchmark. Topics discussed were the PSEA workplan, the UPR, the Gender Scorecard assessment, the launch of the Spotlight Initiative, the gender capacity assessment developed by UNW with the UNACs, and the 16 days of activism against GBV campaign.

b) RC demonstrates public championing of gender equality during the last 12 months. All reviewed RC' statements and advocacy speeches highlight the clear linkages between gender issues and the importance of the promotion of gender equality and women's empowerment, strong commitment of the UNCT in protection of women and girls from violence across all the sectors of the economy with the principle of leaving no one behind.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months of the review period. The criteria is met as more than 76% of staff survey participants consider that the heads of agencies in UNCT Uganda demonstrate leadership and commitment to gender equality in the workplace. Even though, a significant gender gap was identified, with much lesser women than men providing a positive opinion (67% women vs. 86% men).

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. The 2019 Strategic Summary of Coordination Results reflected UNCT's gender equality work in Uganda, highlighting the support to the Ministry of Gender, Labour and Social Development to integrated gender in the NDP III; the support to the UPF was established to detect and respond to early warning signs of crime, sexual gender based violence and violent extremism; the activities under the Spotlight Initiative; the support to Ministry of Education and Sports for integrating gender, and the support to the Ministry of Defense and Veterans Affairs to establish integrated support on Gender/GBV/SRHR/Human rights and engendering their structure.

**List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)**

- UNCT meeting minutes 2019 and 2020.
- RC statements, advocacy speeches and taking points.
- Strategic Summary of Coordination Results 2019.

**PI 4.2 Organizational Culture**

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

**Leadership and  
organizational culture**

**Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.**

**SCORING:** UNCT Uganda meets this indicator, as 69% of the survey respondents agreed or strongly agreed with the questions regarding the organizational culture.

**EXPLANATION:**

A total of 219 staff responded to the survey, 52% women, 47% men and 1% that identified themselves as "other", representing a 10% of the total UN Uganda staff, and covering the staff sample required for a confidence level of 95% and a confidence interval of 7% (180 responses required). Overall opinions of the UN staff in Uganda are quite positive achieving 67% agreement, allowing to meet the minimum requirements. When looking at all the respondents, the highest level of satisfaction regarded the systems in place to achieve an equal representation of women and men at all levels (78%) and the HOAs commitment to gender equality in the workplace (76%); the lowest agreement regards HOAs support to work and life

balance (59%).

Importantly, significant gender gaps are evidenced in most of the areas, with men overall expressing much higher levels of positive opinions than women (77% vs. 63%) -therefore the indicator would not have been met if only women's opinions were taken into account-. The biggest gender gaps attain to the procedures in place to prevent and address sexual harassment, exploitation and abuse (64% women vs. 84% men), HOAs support to gender equality in the workplace (67% women vs. 86% men); systems in place to achieve equal representation of women and men (70% vs. 88%); and UN personnel being treated equally (55% women vs. 73% men). See Annex 2 for more detail.

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

Results of the staff survey (Survey Monkey Platform).

#### PI 4.3 Gender Parity

##### Performance Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS

Leadership and  
organizational culture

### Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

#### SCORING:

This indicator scored missing as UNCT Uganda has not yet implemented a gender parity monitoring mechanism at the UNCT level, though commitments for it are already included in the new Business Operations Strategy (BOS, 2021-2025). For this same reason it is yet not possible to track and demonstrate positive trends towards gender parity, though this is already almost achieved at ID, IP and NO categories. Positively, the BOS includes specific targets for 50% women in all new recruitments.

#### EXPLANATION:

a) So far there is not a joint system in place to periodically track gender parity data from UN agencies in Uganda, but putting one in place has been included as a target in the new BOS 2.0.

b) Determining progress towards gender parity was not possible because agency specific gender parity data and baseline from previous years was not available. Staff data collected between August and November 2020 for the Gender Scorecard exercise from 16 agencies and entities – FAO, ILO, IOM, OHCHR, UN Women, UNAIDS, UNCDF, UNFPA, UNICEF, UNDP, UNCHR, UNODC, WFP, WHO, RCO and Pulse Lab Kampala, and UNDSS indicated that UNCT Uganda had 2,192 staff, 41% of them women and 59% men. Gender parity is achieved at ID (56%) and close to be achieved at IP (45%) and national staff NO (45%), while gender parity is lagging at the GS level (38%). Gender parity is well achieved in the category “others”, which includes UNVs and interns.

c) BOS 2016-2020 did not initially mainstream gender equality. However, during the implementation, the OMT demonstrated significant attempts to increase human rights and gender principles in UN Uganda business operations developing key activities: joint HRBA/Gender/SDGs mainstreaming trainings for UN thematic groups (PRG, OMT and UNACTs) facilitated by UNWOMEN, OHCHR and RCO; UNWOMEN sponsored a national assessment of the state of women in public procurement which identified key structural, political, policy and cultural issues with key recommendations for actions, followed by an independent survey (targeting OMT members as respondents from 12 agencies), led to the adoption of a joint roadmap for mainstreaming gender and human rights in UN business operations 2018-2020.

Currently the newly planned Uganda Business Operation Strategy 2021-2025 includes five strategic areas: administration, logistics, financing, human resources and ICT. KPI on Human Resources establishes a gender parity target of 50% for new UN recruitments for the new BOS period, and a specific target for each agency at the same level, including, as mentioned previously, the periodic collection of the sex-disaggregated data among agencies.

### Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	5	4
G2	50	298
G3	36	68
G4	116	140
G5	110	113
G6	108	109
G7	34	27
NOA	73	92
NOB	78	90
NOC	61	78
NOD	14	21
P1	1	0
P2	19	27
P3	42	52
P4	37	44
P5	11	18
P6	0	0
D1	5	3
D2	0	1

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

- BOS 2021-2025.
- Staff data from 15 agencies (FAO, ILO, IOM, OHCHR, UNAIDS, UNCDF, UNDP, UNDSS, UNFPA, UNHCR, UNICEF, UNODC, UN Women, WFP, WHO) plus RCO and Pulse Lab Kampala.

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

**Performance Indicator 5.1:**  
**Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women**  
**EXCEEDS MINIMUM REQUIREMENTS**

**Gender architecture and capacities**

**Meets all four of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

#### SCORING:

UNCT Uganda performs very well in this indicator exceeding all minimum requirements, as the HRGAG is chaired by a HOA, it includes at least 50% of senior staff, has ToRs and an approved annual work plan and has made substantive contributions to the UNSDCF roll-out process.

**EXPLANATION:**

a) The Human Rights and Gender Advisory Group (HRGAG) is co-chaired by the Heads of OHCHR and UN Women and meets at least quarterly.

b) The group has a TOR and an approved annual work plan stating a commitment to GEWE. The annual work plan for 2020 was approved late due to COVID-19. It is based upon the UN system and UNSDCF commitments on human rights and gender equality. For each action or task under the annual work plan, the HRGAG identifies a responsible participating agency and/or individual, as well as a budget and timeframe for implementation.

c) Members include at least 50% senior staff (P4 and above; NOC and above). HRGAG membership includes a focal point from 15 of 17 UN resident agencies in Uganda and the Resident Coordinator's Office, as well as the two co-chairs. 56% of the members (10 of 18) are senior staff (P4/NOC and above), which include two Country Representatives (co-chairs), three deputy country representatives, and the RCO/UNCT Gender Advisor.

d) The group has made substantive inputs into the UNDAF including the country analysis, strategic prioritisation, results framework and M&E. The HRGAG made substantive input into each stage of the development of the UN Sustainable Development Cooperation Framework (UNSDCF 2021-2025). Members of the HRGAG substantively participated in the development of the UN Common Country Analysis – including providing country gender data and analysis, the Visioning and Strategic Prioritization Retreat, and the National Task Team on UNSDCF co-led by the RCO and Office of the Prime Minister, which guided the development of the UNSDCF. Notably a member of the HRGAG - Deputy Representative, UN Women – led the team that developed Strategic Priority 3: Human Wellbeing and Resilience. Through the Strategic Priority Groups, members of the HRGAG, contributed to the development of the UNSDCF results framework – including indicators and data – and in the kick-off workshop on the CF joint work plans development held in July 2020.

Members of the HRGAG also provided a series of capacity building trainings for UN staff and stakeholders at different stages of the process, including on gender mainstreaming, relevant UNCT-SWAP indicators, and application of the gender and equity markers.

Members of the HRGAG were likewise involved in the different M&E and reporting processes under the former UNDAF, including ensuring gender analysis will be a part of the forthcoming UNDAF desk review and development of the five years UN achievements report.

**Please select minimum requirement(s) met:**

- The group has a TOR and an approved annual work plan.
- Members include at least 50% senior staff (P4 and above; NOC and above).
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- A coordination mechanism for gender equality is chaired by a HOA.

**List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)**

- HRGAG Focal Point list.
- HRGAG Terms of Reference.
- HRGAG Annual Workplan.
- UN Common Country Analysis.
- CCA and UNSDCF consultations list.
- Gender Equality and Women's Empowerment brief for CCA.
- Concept Note: Capacity Building for the UN Core Drafting Team to mainstream the UN Programming Principles, including Human Rights, Gender, Sustainability and RBM in the UNSDCF in Uganda.
- Training materials: UNSDCF Programming Principles and Key Approaches; Gender and Equity Marker.

## PI 5.2 Gender Mainstreaming Capacities

### Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS

Gender architecture and  
capacities

**(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.**

#### SCORING:

This indicator scores approaching as the UNCT Uganda meets only one out of three criteria required by indicator.

#### EXPLANATION:

a) Since 2019, several inter-agency gender capacity building activities have taken place. In August 2019, a three-day residential training on Gender in Humanitarian Action took place, including UN Women, UNHCR, UNFPA, UNDP, IOM, WHO, RCO, and UNCDF. In October 2019, a GEWE CSO conducted a three-day workshop with staff from UN Women, UNICEF, UNDP, UNHCR, UNFPA, and RCO on gender power dynamics and social norm change (SASA! methodology) through the EU-UN Spotlight Initiative. Multiple training and workshops have taken place within the last year on the prevention of sexual exploitation and abuse (PSEA), at both national and sub-national levels, for UN staff and partners. For example, in May 2020 the RCO PSEA Coordinator conducted a virtual training for 80 UN staff and partners, which was followed by a series of virtual training for local PSEA networks, including subnational UN PSEA focal points and partners.

b) No capacity development plan based on an inter-agency capacity assessment is yet in place in UNCT Uganda and therefore this requirement is not met. Even though, relevant to mention is that UNW, on behalf of the UNCT, developed in November 2019 a Rapid Assessment of the Gender Equality and Women's Empowerment coordination needs of UN Area Coordinators (UNACs), which had as objective to assess the current gender capacities at the field level for providing recommendations per UNAC on how to improve actions in order to deliver improved results for women and girls. The action plan to implement the recommendations from the assessment was delayed by the COVID-19 crisis but is expected to be put in place in 2021.

c) No joint induction material or activities have yet been put in place by the UNCT in Uganda to provide a targeted induction to UN new staff on gender equality and women's empowerment country challenges and UN commitments in the country.

#### **List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)**

1. Training Schedule and Logistics Note for SASA! Together Training for Spotlight Recipient UN Agencies.
2. Minutes of PSEA Stakeholders Network Meetings.
3. PSEA Training PowerPoint and materials participants lists and certificates.
4. Training Schedule for Gender in Humanitarian Action
5. Report of UNAC Rapid Gender Assessment

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

### Performance Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS

Resources

**(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.**

#### SCORING:

The UNCT Uganda approaches minimum requirements as it complies with one requirement out of three regarding the UNDSF 2021-2025 budget.

#### EXPLANATION:

a) The UNCT meets this requirement, as it carried out two trainings on UN programming principles that also included the focus on GEWE and UN Gender Equality Marker including in the CF and JWPs respectively in 2020, in the context of the preparation of the UNSDCF 2021-2025. One of the trainings included wide participation of CF roll-out stakeholders.

b) This requirement is so far missing, as the UNSDCF 2021-2025 financing needs are yet to be finalized with the finalization of the JWPs. So far, the UNSDCF 2021-2025 includes a table summarizing the amount of budget allocated by agency per UNSDCF outcome and sub-outputs (either joint or agency specific unique ones). Conversations have been held on applying the UN GEM to the UNSDCF budget, for establishing specific gender equality and women's empowerment budget targets.

c) This requirement was not assessed, as the budget being considered corresponds to the UNSDCF 2021-2025 that will start implementation in 2021. No financial target was established for the UNDAF 2016-2020.

**List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)**

- UNSDCF 2021-2025.
- Concept Note, Draft Joint Work Plans for 2021.
- UNSDCF Gender Marker Guidelines training PowerPoint (20 July 2020).
- UN Programming Principles Training package (March 2020).

## Dimension Area 7: Results

### PI 7.1 GEWE Results

#### Performance Indicator 7.1:

UN programmes make a significant contribution to gender equality in the country

Results

#### APPROACHES MINIMUM REQUIREMENTS

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

**SCORING:**

The UN in Uganda has achieved progress on most UNDAF outcomes, and some relevant results were achieved. However, the extent of progress was not always as targeted, and not all gender equality and the empowerment of women results as planned in the UNDAF 2016-2020 outcomes were met. Importantly, one outcome level UNDAF result has contributed to transformative changes in relation to GEWE as explained in requirement c.

The final UNDAF evaluation has not been completed as of the date of this assessment.

**EXPLANATION:**

a) The UNDAF 2016-2020 covers three areas of strategic intent - Governance, Human Capital, Sustainable & Inclusive Economic Development - and twelve results areas, one of which is dedicated to gender and human rights (ORG 1.2), another dedicated to combating GBV/VAC (2.4) and gender targets are included across other areas.

Some relevant results included the reduction of social tolerance towards GBV and intimate partner violence -reduced from 44% to 41% for males and from 58% to 50% for males by the time of the UNDAF Mid-term evaluation. Reporting to police did increase, however this is also indicative of increased awareness and increased confidence in response. Modern contraceptive prevalence rate among married women aged 15-49 years increased by 9% from 26% (2011) to 35% (2018).

Uganda also made great strides with data - the government continued to generate evidence through the Uganda Demographic Health Surveys, household surveys, panel surveys and GBV specific studies; the enforcement of gender-based budgeting – overall compliance of the National Budget Framework Paper with Gender and Equity requirements for the fiscal year 2019/2020-2023/2024 improved to 61%; and women's political participation at local levels - with increased representation of women at district councils (45.7%).

There are other areas, however, where progress is not on track/slow, including economic empowerment - overall poverty increased in the UNDAF period and women continue to remain disproportionately affected by unemployment and lack of

access to formal work; and SRHR - women's say over contraceptive use decreasing slightly and progress on teenage pregnancy rate and child marriage remained slow and some places stagnated. Passage of several key GEWE bills remains a challenge, despite extensive UNCT advocacy and support to their advancement. This includes the Sexual Offences Bill, the Succession Act, the Evidence Act, and the Marriage and Divorce Bill.

b) As already mentioned, the reduction of social tolerance towards GBV and social tolerance for intimate partner violence is a significant result in terms of eradicating GBV in intimate partner relationships.

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

- UNDAF Uganda 2016 – 2020.
- UNDAF Mid-term Evaluation.
- UN Knowledge Management System (KMS).
- Beijing Progress Report 2019.
- Uganda CEDAW Report.
- Uganda's Voluntary National Review Report on the Implementation of the 2030 Agenda for Sustainable Development.

## 8. UNCT in Uganda Action Plan

Enter your action points from your Action Plan in the fields below. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points
<b>Dimension 1 - Planning</b>	
1.1 Common Country Analysis	During the annual review of the UN Common Country Analysis (CCA), ensure the CCA includes more comprehensive and systematic gender analysis and that all population related data is sex disaggregated. When sex-disaggregated data is not available, the CCA should indicate it, so the UNCT can develop the necessary actions to address it.
1.2 Cooperation Framework Outcomes	
1.3 Cooperation Framework Indicators	Review UNSDCF 2021-2025 indicator matrix to increase the number of gender sensitive indicators by means of: (i) Specify that all population related indicators should be sex disaggregated both at baseline and targets. (ii) Review all indicators to increase their gender sensitiveness adjusting their wording and specifications when possible.
<b>Dimension 2 – Programming and M&amp;E</b>	
2.1 Joint Programs	Put in place and institutionalise a mechanism to ensure all Joint Programmes (JPs) significantly integrate gender concerns. (i) Institutionalise the review of all JP proposals by the HRGAG or the gender specialist in the RCO, ensuring their comments and



	concerns considered for the final definition of the JP; (ii) Institutionalise the implementation of the Gender Marker to assess JP proposals, ensuring that all new JPs meet at least GEN 2 requirements.
2.2 Communication and Advocacy	Strengthen the UN Communications and Partnerships Group Annual Plan to go beyond the commemoration of women's human rights' days, setting specific GEWE strategies and targets, and ensuring the commitment of the plan to integrate a gender responsive approach when developing any communication activity, making sure that all of them contribute to challenging gender stereotypes.
2.3 Cooperation Framework M&E	Strengthen UNSDCF 2021-2025 monitoring of gender related results and targets. (i) Ensure the data for the indicator matrix is collected and updated yearly as agreed by the UNCT, ensuring the sex disaggregation of all possible indicators even when not specifically indicated in the UNSDCF 2021-2025; (ii) Ensure UN M&E Sub-Group includes in its terms of reference (ToRs) specific accountability for gender equality and measurement of related results; (iii) Produce biannually a report on UNCT's advances, challenges and lessons learned regarding gender results in the UNSDCF; (iv) Develop at least one training per year targeting M&E sub-group members and gender focal points from agencies for strengthening their capacities on gender responsive M&E; and (v) Develop and offer training for Joint Programme partners to undertake gender-responsive programme implementation, reporting and M&E.
<b>Dimension 3 - Partnerships</b>	
3.1 Government Engagement	Facilitate a more coordinated approach between the different UN initiatives and agencies working to advance gender equality with the private sector. (i) Develop a joint position paper that integrates the diverse UN efforts and partnerships to advance GEWE with the private sector, both in programmes and operations. (ii) Include as part of the UNCP group's periodic meetings between UN initiatives with the private sector to facilitate and enhance coordination and building up synergies. (iii) Recognize the commitment to gender equality to private sector companies applying to UN procurement. For example, introduce specific criteria for UN procurement providing additional scoring for bidding companies that have been certified with the Gender Equality Seal. In this same sense, it is recommended that the OMT takes part of the UN WG on Private Sector.
3.2 GEWE CSO Engagement	Develop a mechanism to ensure a more sustained, systematic and coordinated engagement with gender equality and women's empowerment (GEWE)-CSOs and UN accountability. (i) Facilitate the integration of a GEWE Civil Society advisory group to UN (following the experience of the Civic Society Reference Group integrated for the Spotlight initiative), ensuring a diverse



	<p>participation, and a periodic interlocution with the UNCT (direct or by means of the HRGAG) within the UNSDCF framework. (ii) Facilitate the participation of the GEWE Civil Society advisory group in key UN coordination and accountability mechanisms such as the UNSDCF Steering Committee and/or the SDGs Secretariat.</p>
<b>Dimension 4 – Leadership and Organizational Culture</b>	
4.1 Leadership	<p>Strengthen UNCT leadership on GEWE knowledge and awareness: (i) Implement a mechanism to track the frequency of gender equality as a substantial topic in UNCT and UNAC meetings. (ii) Implement a mechanism to track the frequency of the Resident Coordinator’s public championing of GEWE. Ensure the RC and UNCT Annual Plan have specific gender equality objectives and costed activities, and that they are visibly reported in the RC/UNCT performance assessments.</p>
4.2 Organizational Culture	<p>From the findings of the Gender Scorecard staff survey, develop a plan to better identify the existing challenges in the UN working environment, gather recommendations and put in place an action plan to address them, ensuring the active participation of the staff. The process should particularly focus on: (i) Work and life balance policies and practices in the UN agencies, in line with the UN Global Guidance on Work and Life Balance. (ii) The significant gender gaps arising in women’s and men’s perceptions on the working environment on UN Uganda, particularly regarding the systems in place to prevent and address sexual harassment, exploitation and abuse of authority, leadership and staff commitment to gender equality and equal treatment.</p>
4.3 Gender Parity	<p>(1) Establish a systematic mechanism to collect and analyse UN sex disaggregated staff data, to monitor gender parity, and specific targets according to the requirements of the System-Wide Strategy on Gender Parity. (2) Include additional specific gender related activities and targets in the BOS 2.0 such as: (i) In line with the Gender Responsive Procurement Sourcing objective of the Procurement subgroup: - Develop a specific UN Uganda roster of gender specialists. - Ensure sex disaggregated data in all common rosters created (e.g., vendors). - Promote and ensure women’s access to UN rosters in non-traditional areas (drivers, guards etc.). - Develop a joint strategy to facilitate women’s owned enterprises (MSMEs) to access UN procurement. (ii) In line with the Gender parity objective of the HR subgroup: - Improve working conditions for national staff, particularly women, in hardship areas.</p>
<b>Dimension 5 – Gender Coordination and Capacities</b>	
5.1 Gender Coordination Mechanism	<p>(1) Institutionalize the full-time position of a senior-level gender advisor/specialist in the RCO; include a requirement to deliver on GEWE in the job descriptions of all RCO staff. (cross-cutting) (2)</p>

	Sustain and strengthen HRGAG's capacities to influence UN's work for advancing GEWE: (i) Develop at least one UN joint GEWE knowledge product per year focusing on one UNSDCF priority areas, focus on advocating to the UNCT in gender relevant or emerging gender issues. (ii) Ensure HRGAG reports bimonthly to the UNCT, and that at least two UNCT meetings per year allow for meaningful discussion of key gender issues in the country. (iii) Include a standing gender and human rights agenda item in UNCT meetings. (iv) Biannually include gender equality topics/orientation in staff in townhall meetings. (v) Ensure that all HRGAG members have in their ToRs or post descriptions specific responsibilities for their participation in the group.
5.2 Gender Capacities	Develop and implement a UNCT gender capacity needs assessment and a UNCT gender capacity plan, learning from the existing experience of the Rapid Assessment of the Gender Equality and Women's Empowerment coordination needs of UN Area Coordinators (UNACs). Develop, implement and offer (i) an annual/bi-annual 1 or 2-hour induction on gender issues in Uganda for new arrival senior positions; and (ii) periodic induction sessions for new UN staff on gender issues and related UN priorities in Uganda
<b>Dimension 6 - Resources</b>	
6.1 Financial Resources	Ensure that adequate resources for gender mainstreaming are allocated and tracked. (i) Map gender equality targeted investments when the UNSDCF 2021-2025 budgetary framework is developed, utilizing the GEM; (ii) Establish financial targets for GEWE in the UNSDCF overall and per strategic priority; (iii) Annual monitoring of GEWE expenditures within the UNSDCF; (iv) Annual training on the Gender Equality Marker for M&E, gender focal points, and relevant staff
<b>Dimension 7 - Results</b>	
7.1 GEWE Results	Re-assess indicator 7.1 upon completion of the UNDAF final review.

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
CCA or equivalent	<a href="#">UN CCA Uganda Final Revised 6July 2020</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">Uganda UNSDCF-6 (1)</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">Uganda UNSDCF-6 (1)</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Programmes documents	<a href="#">UN Joint Programmes (1) (1)</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">Uganda Spotlight Initiative Communications and Visibility Plan (2020)</a>	
Communication/Advocacy	<a href="#">Uganda UN Communications Group 2020 Work Plan &amp; Budget</a>	
Communication/Advocacy	<a href="#">Uganda Human Rights and Gender Equality E-CONFERENCE NOTE (18-19 June 2020)</a>	
Communication/Advocacy	<a href="#">Uganda UN Communications Group Calendar - 16 Days of Activism</a>	
Communication/Advocacy	<a href="#">Uganda Men@Work for Gender Equality Campaign</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">Uganda UNDAF MTE Report 14th Dec 2018 Final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)</a>	

Cooperation Framework reviews/monitoring data	<a href="#">Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)</a>

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Government engagement	<a href="#">AR2020_UGANDA_spotlightinitiative_FINAL</a>	
Government engagement	<a href="#">Uganda SDG Secretariat BULLETIN Issue 1 Vol 1, 2019</a>	
Government engagement	<a href="#">Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)</a>	
Government engagement	<a href="#">Uganda UNSDCF Stakeholder Consultation List</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
GEWE CSO engagement	<a href="#">Uganda UNSDCF Stakeholder Consultation List</a>	
GEWE CSO engagement	<a href="#">Uganda CSO VNR Report</a>	
GEWE CSO engagement	<a href="#">Uganda Spotlight Initiative AR 2019</a>	
GEWE CSO engagement	<a href="#">Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)</a>	
GEWE CSO engagement	<a href="#">Uganda AWLN Launch Brief (FEB 2020)</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
RC communications	<a href="#">RC-UNCT Uganda Collective Results_2020</a>	
RC communications	<a href="#">Strategic Summary of Coordination Results - 2018 - Export - 03-11-2020 (1)</a>	
RC communications	<a href="#">Uganda RC Remarks at AWLN Launch 28 Feb 2020 Final</a>	
RC communications	<a href="#">Uganda RC Speech Womens Day 8 March 2020</a>	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	<a href="#">Uganda Organizational Culture Survey Results 2020 (Annex 2)</a>	

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<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>MISSING REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	<a href="#">Uganda BOS 1.0 MTR Report-UNCT Endorsed</a>	
UNCT BOS	<a href="#">Uganda BOS 2.0 Results Framework- Human Resources</a>	
Human Resource documents	<a href="#">Uganda Gender Parity Data Sept 2020</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">Uganda HRGAG AWP 2020 (2)</a>	
GTG TOR/AWP	<a href="#">Uganda HRGAG TOR</a>	
Other GTG documents	<a href="#">HRGAG Focal Points Analysis</a>	
Other GTG documents	<a href="#">Uganda CCA inputs GEWE analysis</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">Gender in Humanitarian Action Training Agenda (Aug 2019)</a>	
Capacity development	<a href="#">Uganda PSEA Training PPT</a>	
Capacity development	<a href="#">UN SASA! Training Schedule (Sep.2019)</a>	
Capacity development	<a href="#">UNAC REPORT</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Financial Resources
Category	Documents	
Other	<a href="#">Uganda Agenda Capacity Building on UN Programming Principles for UNSDCF 3 March 2020</a>	
Other	<a href="#">Uganda Gender Marker CF 20Jul20</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">Uganda UNDAF 2016 2020</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Uganda UNDAF MTE Report 14th Dec 2018 Final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Uganda VNR Report FINAL- July 2020</a>	

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

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

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