

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Uganda 2023

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 – Annual Progress Reporting

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 process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of 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). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

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. This takes place through 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

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

In 2020, the UN System in Uganda conducted a comprehensive, participatory self-assessment of the Scorecard indicators and performed well, as it met or exceeded minimum requirements for a total of 10 indicators (67%), while four indicators (27%) approached minimum requirements, and only one (7%) was missing. Based upon these findings the UNCT adopted a UNCT-SWAP Gender Scorecard Action Plan to advance and maintain, as required, progress against the indicators. To address the most pressing gaps, the UNCT prioritized gender parity (Indicator 4.3), gender analysis and data in the Common Country Analysis (Indicator 1.1), and gender resource allocation and tracking through the Gender Equality Marker and UN INFO. The 2021 annual assessment and report found that the UNCT had progressed in three indicators: CCA (exceeding), Joint Programmes (exceeding) and gender parity (approaching). The 2022 annual assessment and report found that the UNCT had progressed in two indicators: Gender Capacities (meeting) and Gender Financing (exceeding). Yet key performance still gaps remained in the areas of gender parity and gender results in the UNSDC and there remained areas for improvement in the UNSDCF indicators (meeting) and gender capacities (meeting). These areas were therefore prioritized for action in 2023.

In accordance with global requirements, this 2023 annual report includes the reassessment of five indicators, as well as progress against the UNCT Uganda Gender Scorecard Action Plan. The indicators that corresponded to 2023 action plan priority areas were selected for re-evaluation. Two additional indicators were selected (UNSDCF M&E and government engagement) because they had not been assessed since the 2020 comprehensive report.

The UNCT-SWAP Gender Scorecard methodology is based on a self-assessment exercise, both for the comprehensive assessment and in annual reporting. For this reason, the UNCT Uganda, through the Human Rights and Gender Advisory Group (HRGAG), reconstituted an Interagency Assessment Team (IAT) to conduct this annual 2023 assessment and reporting. The team included representatives of relevant UNCT inter-agency groups, including the HRGAG, M&E/RBM Group, UN Communications and Partnership Group, and the Operations Management Team. The RCO Gender Advisor provided technical and quality assurance support to the team. The IAT collected and reviewed the necessary means of verification, analyzed them, and provided the rationale for the scoring for each of the reassessed indicators, as well as relevant actions from the UNCT Uganda SWAP Action Plan. Once the results were gathered and consolidated, a draft report was circulated to the HRGAG for validation, before submitting to the UN Resident Coordinator for approval.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting

The 2023 annual progress assessment and reporting was coordinated by the RCO-based gender advisor through the Human Rights and Gender Advisory Group, chaired by UN Women. Eleven UN staff from eight UN entities/agencies participated in the annual review: IOM, RCO, UN Women, UNCDF, UNDP, UNFPA, UNHCR, WHO. The HRGAG, which includes focal points from all UN agencies in Uganda, validated the report and proposed 2024 action plan.

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

6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

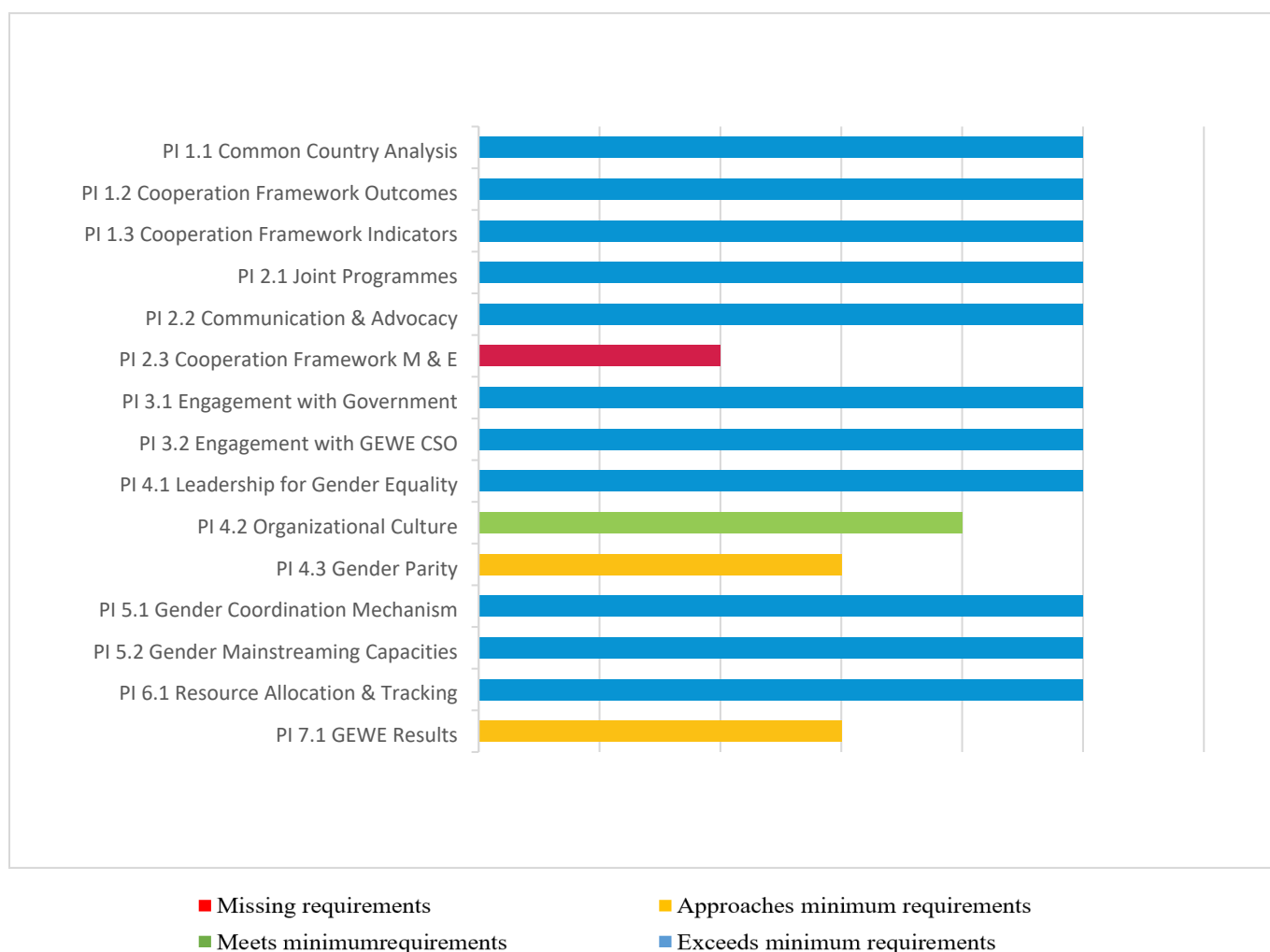
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	EXCEEDS	Yes
PI 2.1 Joint Programmes	EXCEEDS	No
PI 2.2 Communication & Advocacy	EXCEEDS	No
PI 2.3 Cooperation Framework M & E	MISSING	Yes
PI 3.1 Engagement with Government	EXCEEDS	Yes

PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	APPROACHING	Yes
PI 5.1 Gender Coordination Mechanism	EXCEEDS	No
PI 5.2 Gender Mainstreaming Capacities	EXCEEDS	Yes
PI 6.1 Resource Allocation & Tracking	EXCEEDS	No
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Uganda for each Performance Indicator across the seven dimensions of analysis as they stand in 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

Score: From Missing Requirements in 2020, the UNCT Uganda exceeds minimum requirements as the 2021 revised Common Country Analysis (CCA) includes gender analysis across all sectors, including underlying causes of gender inequality and discrimination, and consistently uses sex-disaggregated and gender-sensitive data as relevant. The CCA also maintains targeted gender analysis of those furthest behind.

Findings and Explanation: The Uganda CCA was developed in 2019/20 to inform the development of the UNSDCF 2021-2025. The prior UNCT-SWAP assessment found that the 2020 CCA included gender analysis and data across the majority, but not all, of the sectors; addressing these gaps was therefore prioritized for the 2021 review. As part of the 2021 annual review, the UNCT significantly strengthened the gender analysis and data throughout the CCA .

(a) and (b): The Uganda CCA (2021) includes gender analysis across all sectors and includes underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5. Within the CCA, the relevant country analysis is concentrated in the Executive Summary; in Chapters 2 and 3, which assess Uganda's progress and factors behind progress towards the 2030 agenda; and Chapter 4, which provides an LNOB analysis of groups left behind or likely to be left behind in Uganda.

Executive Summary:

- Gender inequalities are addressed in a broad way under #4 Addressing Gender Equality, Human Rights and SGBV.

Chapters 2 and 3:

- Social Dimension: Gender data and analysis is included for each of the sectors/areas identified under the "social dimension" of the 2030 agenda (SDGs 1-7, 10 and 11), although to varying extents. This includes, among others:
 - o Poverty (SDG 1): The impact of gender inequality on household poverty and multidimensional poverty.
 - o Hunger (SDG 2): Identifies that gender inequality is an important contributor to persistent food insecurity and malnutrition, identifying women's inequitable ownership and access to land and productive assets as one factor.
 - o Health (SDG 3): Good gender data and analysis on improvements and persistent challenges in reproductive and maternal health, including maternal mortality rates and adolescent pregnancy. It also addresses the disproportionate effects of HIV/AIDS among young women and adolescent girls, including analysis of underlying causes.
 - o Education (SDG 4): The revised CCA added disaggregated data and gender analysis of gender parity levels in enrollment and completion of primary, secondary, and tertiary education, as well as literacy and women in STEM fields.
 - o Gender Equality (SDG 5): Gender analysis and data is included on women's political participation, gender-based violence and harmful practices, land ownership, among others.
 - o WASH (SDG 6): Gender analysis incorporated with respect to access to safe water sources and impact of poor sanitation in schools on girls' educational attendance and advancement and in health facilities on maternal and newborn mortality, morbidity, quality of care and privacy.
 - o Modern Energy (SDG 7): Gender data and analysis on access to electricity and use of clean energy for cooking.
 - o Inequalities and Social Protection (SDG 10): Gender analysis and data is included on rates of unemployment, vulnerable employment, wages, vulnerability to shocks/risks, and poverty, as well as underlying causes including harmful gender norms and stereotypes, inequitable burden of unpaid care work, and economic rights.
 - o Cities and Settlements (SDG 11): Some analysis of the impact of rapid and poor-quality urbanization on women and girls, including recent data on exposure to violence and harassment when using public transportation.
- Economic Dimension (SDGs 8, 9, and 12): The impact of gender inequalities on Uganda's economic growth is well reflected in the CCA, as well as the corresponding opportunities through women's economic empowerment. Disaggregated data is included on female and male headed households in subsistence economy and on women and men in the informal sector and unemployed, among others. Some analysis is also included on underlying factors that contribute to women businesses remaining clustered in smaller, less profitable, and informal enterprises.

- Environmental Dimension (SDGs 13, 14, and 15): Although somewhat limited, gender analysis and data is included under the “environmental dimension” of the 2030 agenda. Including some underlying analysis of why women are more vulnerable to extreme weather and climate change, the opportunities to engage women in disaster risk reduction through Uganda’s third National Action Plan on UNSCR 1325; and the need to address gender gaps in Uganda’s National Policy for Disaster Preparedness and Management.
- Governance, Peace, and Security and Partnerships (SDG 16 and 17): Although there are areas that should continue to be strengthened in subsequent revisions, gender data and analysis is included on governance peace and security. This includes on rates of physical and sexual violence (in part due to impunity for perpetrators of sexual violence) and sexual exploitation and abuse, as well as perceptions of safety. There is also some limited analysis of women’s leadership and political participation.

Chapter 4, LNOB

- Gender analysis and data is well reflected in the CCA’s analysis of groups who are left behind or at risk of being left behind. The CCA identifies women and girls as a marginalized/vulnerable group that could be left behind if not deliberately targeted in development, including because women and girls are subjected to discrimination, disempowerment, violence, and harmful practices, and are denied the full realization of their human rights. Intersectional analysis is also included with respect to women/girls with disabilities, living with HIV/AIDS, and who are elderly, refugees, sexual minorities, or part of an indigenous group.
- (c) Targeted gender analysis of those furthest behind. As noted above, Chapter 4 of the CCA provides targeted gender analysis and data on those furthest behind, including with respect to refugee populations, women with disabilities or living with HIV/AIDS, among others.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS	Planning
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(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) UNSDCF 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.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

EXCEEDS MINIMUM REQUIREMENTS

More than half 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: From meeting minimum requirements in 2020, this indicator now exceeds minimum standards, as 53% of the indicators (40 of 76) in the UNSDCF 2021-2025 results framework are gender sensitive.

Findings and Explanation: The UN system added 15 new output indicators to the UNSDCF 2021-25 from the new global UN Output Indicator Framework. Priority was given to gender-sensitive indicators, in particular under those outputs that previously did not have any indicators that measured changes in GEWE. With these additional outputs the overall percentage of indicators that have the potential to measure change in GEWE increased from 40% to 53%, thereby exceeding the minimum requirement of 33-50%.

The proportion of gender sensitive indicators remains much higher at output level than at outcome level (58% v. 31%) and there is wide variation between outcome areas. Being a gender specific outcome, outcome 3.2 presents the highest percentage of gender sensitive indicators (90%), followed by 1.1 (governance) and 2.1 (shared prosperity) (each with 56%). Outcome 2.2. on environment is the least gender-sensitive at 35%, but this is an improvement over the prior 14% in 2020. Of concern, Outcome 3.1 (quality basic social and protection services) includes only 40% gender sensitive indicators, in large part due to the lack of sex disaggregation.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

UNSDCF 2021-25 Results Framework, revised. UN INFO

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

**Programming and
M&E**

Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

SCORING:

From Meeting Requirements in 2020, the UNCT Uganda now exceeds minimum requirements as gender parity is visibly mainstreamed in all Joint Programmes (JPs) and there is a specific system in place to ensure gender mainstreaming in all future JPs.

EXPLANATION:

a) Gender equality is visibly mainstreamed into all JPs that are operational at the time of assessment. Uganda is currently implementing ten joint programmes. Of these, four specifically focus on promoting gender equality and women's empowerment, while the remaining six visibly mainstream gender in the outcomes, areas of intervention, and targeted beneficiaries. The JPs reviewed are:

1. EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls (UN Women, UNFPA, UNDP, UNICEF, UNHCR): The goal is to advance Uganda's progress on SDG 5, in particular to end violence against women and girls, including harmful practices, and advance SRHR.
2. Joint Program on GBV in Uganda (UN Women, UNFPA): The goal is to contribute to the elimination of GBV and the improvement of SRHR of women, girls, boys, and men including disadvantaged and vulnerable populations in Uganda.
3. Accelerating the Action to End Child Marriage (UNICEF, UNFPA): The goal is to put end to child marriage, which particularly affects girls and adolescent women in Uganda.
4. Combatting Female Genital Mutilation Programs/PD (UNICEF, UNFPA): The goal is to end the extremely harmful practice of FGM for girls and women.
5. Joint United Nations HIV/AIDS Programme of Support in Uganda (JUPSA) (UNAIDS, UN Women, UNFPA, UNDP, UNICEF, UNHCR, IOM, UNFPA, ILO, UNESCO, WFP, FAO): Gender is mainstreamed across the programme outcome areas, including (3.1.1) aiming to increase coverage and use of HIV/AIDS prevention services, with particular focus on adolescent girls and young women and (3.2.1) aiming to strengthen the policy and regulatory environment to promote equitable access to and use of rights-based and gender-responsive social and protection services. Male engagement is another key area of focus for JUPSA programs, the intent is to facilitate treatment cascade.
6. Integrating Policy and Financing for Accelerated Progress in SDGs in Uganda (UNCDF, UN Women, UNDP): The JP specifically focuses on SDG gender-sensitive targets 1.b and 5.c. Example of JP outputs include: "Strengthen institutional capacity in gender and equity responsive planning and budgeting targeting under-performing sectors and local governments in collaboration with CSO" and "conduct an assessment to establish the impact of the Public Finance Management Act 2015 in promoting Gender and Equity and the transformation made in the lives of women and other vulnerable groups."
7. Strengthening Electoral Processes in Uganda (UNDP, UN Women, OHCHR): The JP aims, among others, to increase women's political participation both as voters and national and local level candidates and increase the gender responsiveness of violence early warning and rapid response (EWER) infrastructure.
8. Child Sensitive Social Protection in Refugee Hosting Districts of West Nile (UNICEF, WFP): While not having a specific gender target, the programme mainstreams a gender perspective throughout activities favoring 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.
9. Strengthening Uganda's Response to Malaria (UNICEF, WHO): The JP specifically targets the protection women and children from malaria and other common illnesses and strengthen health systems to sustainably provide malaria and RMNCAH interventions.

10. Resilient Food Systems - Fostering Sustainability and resilience for food security in Sub-Saharan Africa (FAO, UNDP): The project targets smallholder farmers (at least 30% women and 20% youth) and seeks to reduce the number of households suffering moderate or severe hunger (at least 35% female-headed households). Gender is also among the JP's key thematic areas with interventions designed to strengthen women's decision-making power and support women-led CBOs, among others.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over the current UNSDCF period in line with SDG priorities including SDG 5. Four JPs currently operational are specifically dedicated to gender equality and women's empowerment related objectives, in line with SDG 5 priorities. They are: EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls; Joint Program on GBV in Uganda; Accelerating the Action to End Child Marriage; and Combatting Female Genital Mutilation Programs.

c) A system is in place to ensure gender mainstreaming in JPs. The UNCT adopted Guidelines on Establishing UN Joint Programmes in Uganda, which require that all JPs meet a minimum Gender Equality Marker 2 code and specify that the gender theme group – the Human Rights and Gender Advisory Group – should be consulted and involved in the programme planning and review process.

Did you reassess the Performance Indicator in this reporting year

- No

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.

a) The UNCT Uganda meets this requirement as there have been several joint GEWE communications in the past year. For example, the UNCT contributed collaboratively toward the national commemoration of International Women's Day (8 March) and International Day for the Elimination of Violence Against Women (25 November). Five UNCT members participated in the joint launch of a Spotlight Initiative-supported GBV Reception Center in Amudat District. Members of the UN Communications Group (UNCG) contributed content to the RC's speeches, which received wide coverage in the national media. Several communication activities involved two or more UN agencies, for example the Commemoration to Celebrate the South African Women's Month highlighting the economic plight of women following the COVID-19 pandemic (UNDP and UN Women), amongst others.

b) The UNCT meets this requirement as there are several ongoing joint advocacy campaigns advancing GEWE. In December 2021, senior women political leaders (Uganda's First Lady, Vice President, and Speaker of Parliament) launched the "Protect the Girl, Save the Nation" campaign to address the surge in teenage pregnancy and child marriage, which has continued throughout 2022 and included, for example, a High-Level Regional Dialogue on Teenage Pregnancy (UNICEF, UNFPA, RCO). In June 2022, the First Lady launched the Education Plus Initiative (UNAIDS, UNESCO, UNFPA, UNICEF, and UN Women) that aims to reduce adolescent girls and young women (AGYW) getting HIV/AIDS, reduce teenage pregnancies, and improve transition to secondary school. The UNCT also collaborated on the annual 16 Days of Activism Against Gender-Based Violence campaign, with events hosted by a range of UN and civil society partners (RCO, UN Women, UNFPA, UNDP, OHCHR, amongst others).

c) The UNCT meets this element as the UN Communications Group's annual work plan visibly includes GEWE communication and advocacy. The 2022 Annual Work Plan for the UN Communication Group focused on the 3 UNCT Flagship Areas: Data and Statistics for SDGs; Empowering Adolescents and Youth to unleash their full potential; and Gender/GBV with a focus on the Spotlight Initiative. While one third of the plan was fully focused on gender and women empowerment, GEWE was mainstreamed in all the other activities of the plan. For example, speeches by the RC at national commemoration and other events were GEWE mainstreamed, panel discussions at events were gender balanced to the extent possible, and the UN Uganda publications such as the UN Uganda Country Results Report for 2021 and UN Uganda Bulletin was gender sensitive in terms of content including language and use of photos.

d) The UNCT meets this element as there have been several communication or advocacy activities that target non-traditional

thematic areas during the past. Two high-level and strategic communications activities are as follows:

In June 2022, the UNCT contributed financial and technical support towards the First National SDG Conference in June 2022, aimed at promoting awareness about the SDGs and tracking progress on implementation. During the conference the National Progress Report on SDGs was presented for discussion by different stakeholders from government, development partners, civil society, academia and the private sectors, highlighting sector contribution and challenges to achieving the SDGs. Speakers included the Vice President, Speaker of Parliament, Chief Justice and Prime Minister. The national progress report was reviewed and discussed by various stakeholders through a series of panel discussions over the two days, including through a gender lens and incorporating a gender perspective in non-traditional thematic areas. Gender was expressly integrated into one of two high-level panel discussions - "Leaving No One Behind: Technology, Data and Evidence for Social Protection." Four of five panel discussions/sessions expressly integrated gender perspectives and panelists:

- "Doing Good While Doing Well: How Can the Private Sector do More with the COVID 19 Ear;"
- "Protecting the Gains and Strengthening Investments Towards Achieving SDGs for Children and Young People;"
- "Civil Society in SDGs Implementation, Monitoring and Reporting," and
- "Local Authorities Delivering on the SDG Promise."

In addition, in the spirit of Leaving No One Behind, the national conference was preceded by regional platforms to involve ordinary people at the grassroots, which were supported by the UN system.

The UN System, through the Human Rights and Gender Advisory Group, collaborated with the Gender Development Partners group to develop a briefing note on financing for Gender Equality and Women's Empowerment in Uganda - government financing and development partner financing across sectors, including non-traditional sectors. It further provided analysis and recommendations for advancing gender and economic governance and gender is climate change. This was presented to the Local Development Partners Group, along with key messages, for action and to support consistent messaging with government across development partners and UN agencies around these issues.

Did you reassess the Performance Indicator in this reporting year

- No

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

MISSING REQUIREMENTS

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Include relevant details and analysis

Scoring: Down from Meeting requirements in 2020/21, Uganda is now missing requirements for this indicator because results matrix data for half of the gender sensitive indicators was not gathered or reported as planned.

Findings and Explanation:

(a) Of the 40 identified gender-sensitive indicators in the Uganda UNSDCF, gender data was collected as planned for 53% (21) of the indicators. Gender data was partially gathered for an additional 10 indicators (25%) and no gender data was collected for 9 indicators (23%). A central challenge was that although the indicator stated that it would be disaggregated by sex, the targets and monitoring data were not sex disaggregated. A partial rating was provided where there was some (incomplete) sex disaggregation in the narratives (e.g., by some agencies), but not in the indicator monitoring itself.

(b) A mid-term evaluation of the UNSDCF has not been conducted. However, the UN System holds an annual review of the UNSDCF and submits an annual One UN Report. These annual reviews and reports consistently capture progress and challenges on gender equality within the different Strategic Priorities, although to varying degrees. As in the indicator reporting, sex disaggregation was inconsistent and in some areas key gender dimensions were not evaluated.

(c) The M&E Group in Uganda (the Results-Based Management Working Group) has not received specific technical training on gender-sensitive M&E during the current UNSDCF cycle. However, they have twice received training on applying the Gender Equality Marker and the Human Rights Markers to the UNSDCF Joint Work Plans and participated in gender concepts and gender analysis training as part of wider capacity building efforts with inter-agency groups and with agencies in Uganda. Gender-sensitive M&E training was planned for 2023 but did not take place due to absence of funding.

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

UN INFO Results Framework Indicator Report (September 2023)

One UN Reports for 2021 and 2022

Training reports and materials for GEM, Gender Concepts and Gender Analysis trainings

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 continues to Exceed Requirements for this indicator as it routinely collaborates with the government of Uganda, including the National Women's Machinery and the SDG Secretariat, to advance gender equality and women's empowerment.

Findings and Explanation

a) The UN System works extensively with the Government of Uganda under several initiatives to advance gender equality and women's empowerment. A central modality for collaboration continues to be through ongoing UN joint programmes, for example:

- The Spotlight Initiative – coordinated by the Ministry of Gender, Labour and Social Development (MGLSD) and the UN Resident Coordinator – engages with more than 20 different government Ministries, Departments and Agencies (MDAs) and eight district local governments to prevent and respond to violence against women and children and advance sexual and reproductive health and rights (SRHR) (UN Women, UNFPA, UNICEF, UNDP, UNHCR, and RCO);
- Through the JP Gender Based Violence Prevention and Response with integration of Sexual Reproductive Health and Rights, the UN is working with the Ministry of Health (MoH), the MGLSD, and the Ministry of Justice and Constitutional Affairs (MoJCA) to contribute to elimination of GBV and the improvement of SRHR (UN Women and UNFPA);
- Through the JP on Elimination of Female Genital Mutilation and the JP on Ending Child Marriage, the UN is collaborating with the MoH, MGLSD, and the Ministry of Education and Sports (MoES) to end harmful practices of FGM, child marriage, and teenage pregnancy (UNICEF, UNFPA); and
- As part of the Joint UN Programme of Support on AIDS in Uganda (JUPSA), 14 UN entities are supporting the Uganda AIDS Commission and the Ministry of Health, including to address the gender and human rights dimension of HIV/AIDS in Uganda.

The UN System has also continued to engage with the government on gender-related advocacy campaigns including:

- "Protect the Girl, Save the Nation" campaign with senior women political leaders (Uganda's First Lady, Vice President, and Prime Minister) to address the surge in teenage pregnancy and child marriage (UNICEF, UNFPA, RCO);
- "Education Plus Initiative" (First Lady and the MoES) that aims to reduce adolescent girls and young women (AGYW) getting

HIV/AIDS, reduce teenage pregnancies, and improve transition to secondary school (UNAIDS, UNESCO, UNFPA, UNICEF, and UN Women);

- 16 Days of Activism Against Gender-Based Violence is annually coordinated by the MGLSD with support from the UN System and engages a range of government MDAs and local governments.

As also outlined below, the UNCT has collaborated with the Government to produce quality data and analysis on GEWE and Leave No One Behind. Recently, as part of the Uganda's mid-term review of its Third National Development Plan (NDPIII), the UNCT supported the Office of the Prime Minister to produce an Assessment of Leaving No One Behind in Development and Humanitarian Contexts in Uganda in which the impacts of gender inequality and discrimination were well captured.

b) The Ministry of Gender, Labour and Social Development (MGLSD) and the Equal Opportunities Commission (EOC) are key strategic and implementing partners in Uganda's UNSDCF 2021-2025. They participated in the consultations for the development of the UNSDCF 2021-2025 and its Joint Work Plan and in the annual review of progress and challenges in implementation of the UNSDCF in 2021 and 2022, including identification of strategic priorities and revisions to the annual JWPs for 2022 and 2023. The MGLSD is likewise expected to participate in the 2023 UNSDCF annual review and 2024 work planning, as well as the upcoming workshop for the UN system-wide evaluation that will take place on 28-29 November 2023. The MGLSD was invited, but did not participate, in the 2023 UNSDCF Joint Steering Committee meeting.

The UNCT has also supported the staffing of the MGLSD to support programs and gender normative and coordination efforts and provided ongoing financial and technical support to their coordination groups such as the High-Level GBV Dialogues; their engagement with international and regional fora on GEWE such as participation in CSW and regional CSW consultations and the 77th Session of African Charter on Human and People's Rights (ACHPR) and reporting on CEDAW, Maputo Protocol, and the Beijing Platform for Action; their development, resource mobilization, and implementation of the comprehensive National Action Plan III on the United Nations Security Council Resolution 1325 on Women, Peace and Security; and their integration of gender into the current Third National Development Plan for Uganda, its midterm review, and the preparations for the fourth NDP which processes have just commenced.

c) The UNCT has continued to provide staffing, financing, and other technical support for the operations of the National SDG Secretariat at the Office of the Prime Minister to strengthen localization and monitoring of the SDGs in Uganda, including SDG 5. As part of the collective UNCT support, UN Women has continued to second a staff member to sit at the National SDG Secretariat to enhance gender mainstreaming across the SDGs. The UNCT has also supported the government to hold a high-level SDG Conference in 2022 and 2023, which in 2023 included a mid-term process review on the attainment of the 2030 Agenda in Uganda, including gender-related SDGs. Preceding the national conference, regional SDG festivals and forums were held in four main regions in Uganda, which included stakeholder dialogues with grassroots women's organizations and activists. In addition, the UNCT also supported the SDG Secretariat to produce Uganda's Second Voluntary National Review in 2020 and is currently supporting its Third Voluntary National Review, expected to be presented in 2024, which includes analysis of SDG5 progress and GEWE mainstreaming across the SDGs in Uganda. In December 2023, the UNCT is launching a Flagship Joint Programme on SDG Data and Statistics to strengthen the collection, analysis, and use of quality data on the SDGs, including the 54 gender equality indicators and consistent sex and age.

Did you reassess the Performance Indicator in this reporting year

- Yes

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)

- Joint Programme documents
- Education Plus Initiative Uganda Brief
- Protect the Girl Protect the Nation Campaign Launch Booklet
- Uganda Country Results Report 2022 (listing MGLSD and EOC among the UNSDCF Government Partners)
- Report on the Presentation of Uganda's Report on the African Charter on Human and Peoples Rights and Maputo Protocol, November 2023
- Report: An Assessment of Leaving No One Behind in Development and Humanitarian Contexts in Uganda, OPM Uganda (2023)
- Uganda Annual SDG Conference Report, 2023

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:
UNCT collaborates and engages with women's/gender equality
civil society organizations
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

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 fosters 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.

Did you reassess the Performance Indicator in this reporting year

- No

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.

Did you reassess the Performance Indicator in this reporting year

- No

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.

UNCT Uganda continues to “meet” this indicator, as 71% of the survey respondents agreed or strongly agreed with the questions regarding the organizational culture. Although the indicator ranking did not change, there was a statistically significant increase in overall positivity rates since the last survey.

Findings and Explanation

A total of 541 staff responded to the survey (52% women, 47% men, and 0.5% that identified themselves as “other”), representing 25% of the total UN Uganda staff. This meets the staff sample required for a confidence level of 95% and a confidence interval of 3%.

Overall opinions of the UN staff/personnel in Uganda remain quite positive, achieving a 71% positivity rate and meeting minimum requirements of a 65-79% positive rating. This represents a statistically significant increase since the last survey (67% positivity rate in 2020). Of the ten standard indicators, seven met the minimum positivity rates (65-79%), one exceeded (at 81%), and two fell below minimum requirements with 55% and 62% positivity rates.

“The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority” achieved an 81% positivity rate – up from 73% in 2020. This statistically significant increase may have resulted from the increased focus the UNCT has placed in these areas over the past two years. Notably, although a gender gap on this question persists, there has been positive movement in women’s perceptions (from 64% in 2020 to 67% in 2022).

Also notable is the significant increase in the positivity rate of “The UN system in this country has adequate procedures in place to protect my personal safety and security” – from 65% in 2020 to 76% in 2022. Female personnel in sub-national offices had identified this as a key concern, which was incorporated into the Uganda Gender Parity Action Plan. The development and dissemination of the Aid Memoire on Gender-Based Security Incidents in Uganda may have contributed to the increased positivity rates.

Despite areas of progress, two areas did not meet minimum requirements:

- “The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance” achieving a positivity rate of only 62% (down from 67% in 2020).
- “Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life” achieved a positivity rating of only 55%. This is down from the already low rate of 59% in 2020.

Moreover, significant gender gaps continue to exist - if only women’s responses were considered the positivity rate of 60% would fall below the minimum positivity requirement for this indicator. Considering only women’s responses, 7/10 questions would miss minimum requirements. Of particular note, only 54% positivity rate among women personnel on “Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace” and 48% on “Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.”

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

**Performance Indicator 4.3:
Gender parity in staffing is achieved
APPROACHES MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

(a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Scoring: The UN System in Uganda continues to be approaching minimum requirements for this indicator. The UNCT demonstrated progress in 2023 towards achieving its parity commitments for some contract categories and levels (e.g., achieved gender parity in NO contracts), however, system-wide parity levels have remained stagnant at 41%.

Findings and Explanation

a) Gender Parity Monitoring: Since 2020, the UN System in Uganda has annually collected and analyzed gender parity data, with support from the Human Resources Working Group (HRWG) and the RCO-based gender advisor, and presented it to the UNCT and the OMT for their action and decision making. In 2021, the HRWG with support from the UN Human Rights and Gender Advisory Group (HRGAG), conducted an assessment of the gender parity and enabling environment in Uganda, including consultations with staff council representatives. Based upon this assessment, in 2021 the UNCT established annual gender parity targets and in 2022 adopted a UNCT Uganda Gender Parity Strategy and Action Plan, contextualizing the global strategy and tools. Pursuant to this action plan, staff perceptions of the organizational culture have been collected in 2022 and 2023 to also inform UNCT enabling environment action. A comprehensive report was produced in the first quarter of 2023 – Representation of Women in the UN System in Uganda: Gender Parity Progress Report – with analysis of the results of these two data sets. A similar report is planned for early 2024, including good or promising practices from agencies working in Uganda to advance gender parity.

b) Gender Parity Progress: For the first time, Uganda UNCT has achieved gender parity in NO contract positions (50%), after steadily increasing towards parity each year since 2020. Uganda UNCT also maintained parity at the G5 and G6 levels for the second year in a row and essentially achieved parity this year at the G7 level (49%). Modest gains were also made at the P2 (39% to 46%) and P3 (38% to 41%) levels. Parity had been maintained at the ID level but did drop below parity in 2023 for the first time since Uganda began monitoring its parity levels (50% to 40%). This significant percentage point shift, however, is due to the small number of D1 and D2 positions (now with 4 women and 6 men).

Despite these gains, overall gender parity numbers have remained essentially unchanged since 2020 – 41% of staff (F: 589; M:853) and non-staff (F:354, M: 506) positions in the UN System in Uganda are filled by women. Notably, IP staff parity regress slightly (by 1%) for the second year in a row, primarily due to a significant decline in the percentage of women in P4 positions (45.7% in 2022 to 36.8% in 2023). This is a result of a decrease in the absolute number of P4 women (32 to 28) despite an overall increase in P4 positions (70 to 76).

The most significant disparity continues to be found in the GS category – where only 37.2% of positions are held by women. This is most pronounced at the G2 and G3 level where only 16 of 227 staff (7%) are women. Gender norms in Uganda significantly impact recruitment of women into these positions (almost all of which are UN drivers), where it is generally not considered appropriate for women to work as drivers.

Annual percentage of women by contract category:

	2020	2021	2022	2023
ID	55.56%	55.56%	50%	40%
IP	43.82%	44.91%	41.31%	40.2%
NO	44.58%	45.03%	45.68%	50%
GS	37.68%	37.65%	37.91%	37.2%

c) The Business Operations Strategy (BOS): The UN System in Uganda continued its efforts to foster gender equality and women’s empowerment through its Business Operations Strategy 2021-2025 (BOS 2.0). The BOS 2.0 includes five strategic areas: administration, logistics, financing, human resources, and ICT. A key performance indicator (KPI) on Human Resources establishes a gender parity target of 50% for new UN recruitments and a 90% retention rate over the BOS 2.0 period. The UNCT Gender Parity Action Plan, further outlined key activities and outputs for the OMT and its working groups. In addition, the BOS 2.0 includes an output (1.2) on gender response procurement sourcing, with corresponding indicators.

During 2023, the OMT, with support from the RCO-based gender advisor, incorporated actions to advance gender and disability inclusion in the annual work plans of relevant OMT working groups – including human resources, administration, and procurement. The OMT also had a dedicated session on Gender Responsive and Disability Inclusive Operations in BOS 2.0 during its annual retreat, which decisions will inform 2024 OMT actions and priorities. A workshop for the Procurement Working Group is planned for December 2023 on Gender-Responsive Procurement with an aim to increase capacities of the procurement teams to apply GRP and to develop joint strategies to advance GRP in UN procurement in Uganda. This will be

followed by a business seminar for women-owned and persons-with-disabilities-owned business in the first quarter of 2024.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	3
G2	13	185
G3	3	26
G4	46	67
G5	115	115
G6	115	113
G7	25	26
NOA	57	59
NOB	72	68
NOC	42	46
NOD	4	5
P1	0	0
P2	18	21
P3	25	36
P4	29	47
P5	13	18
P6	0	0
D1	3	4
D2	1	2

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

- Representation of Women in the UN System in Uganda, 2022 Gender Parity Progress Report
- UNCT Uganda Gender Parity Strategy and Action Plan
- UNCT Uganda Gender Parity Dashboard
- Presentation to OMT on Gender Responsive and Disability Inclusive Operations in BOS 2.0
- BOS 2.0 2021-2025

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.

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

**Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
EXCEEDS MINIMUM REQUIREMENTS**

Gender architecture and capacities

Meets all of the following: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an

inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Scoring: From Approaching Minimum Requirements in 2020 and 2021, and Meeting Minimum Requirements in 2022, the UNCT now Exceeds Minimum Requirements, as it continues to implement its 2022 Gender and Human Rights Capacity Development Plan and the induction package for UN staff includes training by UN Department of Safety and Security includes gender-related cultural and security issues in country

Findings and Explanation

a) Several substantive inter-agency gender capacity development activities were conducted in 2023 for UN personnel. For example, in March 2023, a joint two and a half day training was held for Karamoja region based staff on gender equality and gender mainstreaming, human rights based approach, and protection from sexual exploitation and abuse. The same month, a joint training was held for UNDP and partner personnel on applying the gender equality marker and gender mainstreaming in environmental and energy projects. To strengthen the capacities of agency gender focal points, in June 2023 a training was held for the Human Rights and Gender Advisory Group on applying the gender equality marker to joint programmes, gender and human rights mainstreaming, and how to conduct a gender analysis. In October 2023, an orientation was held for the UN Operations Management Team on how to integrate gender and disability inclusion in UN's operations and BOS 2.0. A one-day training is also planned in November for the UN Procurement Working Group on gender-responsive procurement in the UN System.

b) In May 2022, the UNCT conducted a system-wide gender and human rights capacity assessment. A total of 462 personnel from 20 UN entities completed the online capacity survey. Based upon the results of the capacity assessment, among other sources, the HRGAG developed a Gender and Human Rights Capacity Building Plan 2022-2025 for the UN System in Uganda. Pursuant to this Plan, the HRGAG developed replicable training materials and tools and initiated implementation as indicated above. Implementation of the plan is on track and monitored through the HRGAG.

c) During 2022, the UN Department of Safety and Security (UNDSS) developed an Aide Memoire on Gender-Based Security Incidents in Uganda, adopted by the UNCT and the Resident Coordinator. In 2023, UNDSS integrated key information regarding this Aide Memoire and other gender-related cultural and security-related issues into its induction materials and training for UN Staff. UNDSS also conducted at least two cohorts of Women Security Awareness Training during 2023. In addition, Uganda's Protection from Sexual Exploitation and Abuse (PSEA) network supported UNDSS to integrate PSEA key messages on code of conduct and reporting mechanisms in its induction materials to reinforce agency-specific training. In addition, the Uganda gender-theme group (the Human Rights and Gender Advisory Group) developed materials, which included briefing on UNCT country-specific GEWE priorities and briefing on the gender situation in Uganda.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- Concept Notes and materials for listed gender trainings
- Gender and Human Rights Capacity Assessment and Action Plan
- UNDSS Induction PowerPoint Presentation
- Gender Equality and Women's Empowerment in Uganda PowerPoint Presentation

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
EXCEEDS MINIMUM REQUIREMENTS**

Resources

Meets minimum requirements AND (c) The UNCT has established and exceeded a financial target for programme allocation for gender equality and empowerment of women.

From Approaching Minimum Requirements in 2020 and 2021, Uganda now Exceeds Minimum Requirements as there have been several capacity building activities on the gender marker, the UNCT established gender financing targets for the UNSDCF, and the UNCT exceeded the target for 2022.

Findings and Explanation

a) Capacity Building on Gender Marker: The UNCT meets this requirement. In the last year, the UNCT has conducted three training courses on the application of the UNCT Gender Equality Marker and provided mentoring and technical support for its application in the UNSDCF Joint Work Plan and UN joint programmes. In-depth training with practical exercises was conducted for agency gender focal points who are part of the HRGAG and for the inter-agency Results Based Management working group, mid-depth training was conducted for the UNSDCF results groups as part of the annual review of the JWPs. In addition, introductory information on the UNCT-GEM was incorporated into the joint gender and human rights training that the HRGAG conducted for subnational staff.

b) UNCT Established and Met Financial Targets: The UNCT now meets this requirement. The UNCT applied the UNCT-GEM to the UNSDCF joint work plans for the first time in 2021. An assessment of the GEM codes across the strategic priority and outcome areas demonstrated that only 24% of available funding was allocated to activities with gender as a principal (8%) or significant (16%) objective (GEM2 or GEM3). There were wide disparities across outcomes, with the dedicate outcome on gender equality and human rights (Outcome 3.2) having the highest number of activities with gender as a principle or significant objective, but with an overall small percentage of the total budget. The results of this exercise were analyzed and used to inform the 2022 review of the JWP and presented to the UNCT to inform the establishment of UNSDCF financing targets. The UNCT set a target of reaching 50% of UNSDCF annual available resources allocated to activities with a GEM 2 or GEM3 code by 2025. This would require an increase of 6.5% each year.

With technical and capacity support to the UNSDCF Results Groups, gender financing increased to 56% - exceeding the 2022 annual target of 30.5%.

c) UNCT Established and Exceeds Financial Targets: The UNCT meets this requirement. As noted above, the UNCT exceeded its 2022 gender financing target of 30.5% - in fact, exceeded its 2025 target by 6 percentage point.

Did you reassess the Performance Indicator in this reporting year

- No

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
APPROACHES MINIMUM REQUIREMENTS

Results

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

The UN Development Assistance Framework (UNDAF) covered the period from 2016-2020. The UNDAF had 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. Overall, there were significant and transformational results achieved for gender equality and women's empowerment in Uganda. However, some areas did not meet the Outcome targets set out in the UNDAF and often were negatively affected by the outbreak of the COVID-19 pandemic and subsequent public health measures.

Explanation

a) The UNCT has achieved some GEWE results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.

Outcome 1.1, Rule of Law and Constitutional Democracy: Women made gains in terms of leadership positions following the 2021 General Elections. Women were appointed to the positions of Vice-President, Prime Minister, and 1st Deputy Prime Minister, in addition to other key Cabinet positions. Overall, the percentage of women in Cabinet has increased from 33% in 2016, to 45.2% in 2021. However, despite this positive outlook in leadership, there still remain challenges to women's political participation. The Parliament now consists of 175 female Members of Parliament (34.1%) – with just under 6% of women elected through open seats. Compared to the last Parliament, there has been a slight decrease in women's representation in percentage, and below the UNDAF target of 42% women in Parliament.

Outcome 1.2, Human Rights and Gender Equality: Uganda has also progressed in advancing the protection, promotion, and fulfillment of gender equality and human rights of all people in Uganda. 80% of Ugandans said that equal opportunities and treatment of women were “much better” or “better” compared with “a few years ago,” (Afrobarometer, 2019). More than 80% agree/strongly agree that women/girls should have equal opportunities to education (86%), a paying job (80%), and earn an income (80%) - up from the aggregate total of the UNDAF baseline of 61%.

Outcome 2.1, Education: Uganda has achieved gender parity in primary education enrolment and completion rates for boys and girls. However, survival rates to Primary 7 and transition rates to Senior 1 did not meet UNDAF targets of 50% and 80% respectively. Moreover, girls are less likely to complete secondary education (34%) than boys (36%) or transition to higher levels where gender disparities persist in enrollment in favor of boys. Additionally, fewer females (37%) than males (63%) enroll for skills development in business, technical, vocational education, and training institutions.

Outcome 2.2, Health: The modern contraceptive prevalence rate rose to 50% in 2019/20, surpassing the target of 40% set out in the UNDAF and almost doubling the baseline number of 26%. The total fertility rate fell from 6.2 in 2011 to 5.4 in 2016. (UDHS, 2016). Release of the 2021 UDHS is needed to assess whether the UNDAF target of 4.7 is reached, however, other sources indicate a further reduction in the TFR in 2019 and into 2020. The maternal mortality fell from 438 per 100,000 live births in 2011 to 375 in 2017; evidence suggests that this trend has continued.

Outcome 2.4, GBV and VAC: Although still a significant challenge, until the COVID-19 pandemic, incidence and impact of GBV had been progressively reducing in Uganda. Since 2011/12, lifetime prevalence and last 12 months prevalence of physical and/or sexual violence had steadily reduced and was on track to meet the UNDAF targets. However, the onset of the COVID-19 pandemic and related lockdowns in March 2020 resulted in spikes in all forms of violence against women. The pandemic has also negatively impacted rates of child marriage, which had been reducing - although likely still would not have met the UNDAF's ambition target of 0% of young women who were married before the age of 15.

Outcome 2.5, HIV & AIDS Response: The number of new HIV infections and AIDS-related deaths, as well as HIV prevalence, reduced over the course of the UNDAF cycle, exceeding the sex disaggregated targets across all three indicators.

Outcome 3.1. Natural Resource Management and Climate Change Resilience: Progress was made on access to electricity and clean cooking. It exceeded the UNDAF target under this outcome. The use of canister-wick lamps (kerosene) has declined from 58% to 28% between 2013 and 2017. There is a slightly higher percentage of male-headed households (52.4%) than of female-headed ones (48.4%) with access to the grid or other sources of electricity, and that differences are more pronounced in rural households. More male-headed households (66%) can access the national grid than female-headed ones (58%), however despite gaps - there has been overall improvement in access.

Outcome 3.3-Employment: Gender inequalities in employment remain a persistent challenge, with women representing 62% of all persons engaged in vulnerable employment, higher unemployment rates and significant wage disparities. Yet, the share of women in the non-agricultural sector as a percentage of total employment in the non-agricultural sector, exceeded the UNDAF target (prior to COVID-19), as did the targets for percentage of women engaged in trade and services sectors. The percentage of women in manufacturing reduced, thus missing this portion of the target.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

The reduction of social tolerance towards GBV and social tolerance for wife battering is a significant result in terms of eradicating GBV in intimate partner relationships. This was noted during the SWAP Scorecard exercise in early 2021. From the

baseline of 58% of women and 54% of men in 2011 agreeing with one or more reasons a man is justified in beating his wife, this fell to 49% of women and 41% of men in 2016. (2016, UDHS). This surpassed the UNDAF target of 50% of men and 52% of women. Notably, although data from the 2021 UDHS is not yet available.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Uganda Action Plan

Enter any agreed adjustments and additions to the action points. 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	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	During the annual review of the UN Common Country Analysis (CCA), ensure the CCA includes comprehensive and systematic gender analysis and that all population related data is sex disaggregated.	In 2022, training was conducted for the CCA review team on how to conduct gender analysis for the CCA. This was done in conjunction with complementary training on human rights analysis and LNOB analysis for the CCA. Members of the HRGAG also contributed to the CCA review with updated gender data and analysis. 2023 Action: • Continue to provide gender technical support and analysis in the annual CCA review processes. • Develop a table of gender data gaps in the CCA to share with the RBM Working Group and UNCT for action.	Progress: The 2023 annual review of the CCA has not yet commenced. The HRGAG is preparing a brief memo on gender-related developments during 2023 to inform the review, as well as mapping of gender data gaps. 2024 Action Plan: Carried forward.

1.2 Cooperation Framework Outcomes	N/A	N/A	n/a
1.3 Cooperation Framework Indicators	<p>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.</p>	<p>In 2021, the UNCT instructed that all population related indicators should be sex disaggregated - this has not been fully actualized. This is due, in part, to limited availability of sex-disaggregated data, as well as deprioritization. An annual performance review is planned in December 2022 during which JWP will be updated with indicators from the Global Output Indicator Framework, with priority for gender-sensitive indicators. 2023 Action: • During the 2022-23 review of the UNSDCF, incorporate new gender-sensitive indicators from the global UN Output Indicator Framework and review and strengthen existing indicators.</p>	<p>Progress: In 2023, the inter-agency RBM team, with support from the HRGAG, incorporated new gender-sensitive indicators from the global UN Output Indicator Framework. As a result, five outputs that previously did not have any gender-sensitive indicators now have at least one indicator that measures progress towards GEWE. 2024 Action Plan: Action completed.</p>
Dimension 2 – Programming and M&E			
2.1 Joint Programs	<p>Continue to strengthen gender mainstreaming in all Joint Programmes (i) Allocate gender focal points (from the HRGAG) to each joint programme to provide ongoing support to the development and implementation of gender-responsive programmes. (ii) Implement the UNCT Uganda Capacity Building Plan, including training for programme staff on gender integration and minimum</p>	<p>Action was completed in 2021. Training was conducted in 2022 and technical support provided during the reporting period on the use of the Gender Equality Marker to strengthen gender mainstreaming and gender financing in the development of UN joint programmes. This included the flagship SDG Data and Statistics Joint Programme. 2023</p>	<p>Progress: Gender focal points from the HRGAG continued to support gender mainstreaming in new UN joint programmes during 2023. This included the Youth Flagship and Data Flagship joint programmes - ensuring GEM2 code requirements were met - and ongoing development of a Gender Flagship programme. Joint</p>

	requirements for gender mainstreaming.	<p>Actions</p> <ul style="list-style-type: none"> • Allocate gender focal points (from the HRGAG) to each joint programme to provide ongoing support to the development and implementation of gender-responsive programmes. • Implement the UNCT Uganda Capacity Building Plan, including training for programme staff on gender integration and minimum requirements for gender mainstreaming. 	gender mainstreaming trainings were also held for programme staff, although not as many as anticipated due to budget constraints. These included joint training for staff in the Karamoja region; agency gender focal points (HRGAG); staff and partners of UNDP and UN Women, among others. 2024 Action Plan: Carried forward.
2.2 Communication and Advocacy	er the UNCT Uganda Capacity Building Plan, conduct training for the UNCG on gender- and equity- sensitive communications.	<p>The Annual Work Plan for 2022 for the UN Communication Sub-group focused on the 3 UN Flag Areas: Data and Statistics for SDGs; Empowering Adolescents and Youth to unleash their full potential; and Gender/GBV with a focus on the Spotlight Initiative. While one third of the plan was fully focused on gender and women empowerment, GEWE was mainstreamed in all the other activities of the plan. For example, speeches by the RC at national commemoration and other events were GEWE mainstreamed, panel discussions as at events were gender balanced and the UN Uganda publications such as the UN Uganda Country Results Report for 2021 and UN Uganda Bulletin was</p>	<p>Progress: The UNCG continued to advocate for the advancement on GEWE through joint commemoration of international days (e.g. Women's Day), 16 Days of Activism to end GBV campaign, on social media, in public remarks of the RC and Heads of Agencies, among others. Due to financial constraints, the planned training on gender-sensitive communication did not take place during the reporting year. This will be prioritized for the first half of 2024. 2024 Action Plan: Carry forward.</p>

		gender sensitive in terms of content including language and use of photos. 2023 Action: • Implement the UNCT Uganda Capacity Building Plan, including training for the UNCG on gender- and equity- sensitive communications.	
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) Produce biannually a report on UNCT's advances, challenges and lessons learned regarding gender results in the UNSDCF; (iii) 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.	5.1 Some, although not all gender data and statistics were collected and updated in the UNSDCF results framework. 5.2 There has been no progress on amending the RBM working group's terms of reference. 5.3 The government is currently conducting a mid-term review of the National Development Plan III, which will inform the analysis of gender results in Uganda and, since the UNSDCF is grounded in the NDPIII, progress against the UNSDCF's gender results. Accordingly, this activity was postponed to 2023. 5.4 The RBM working group participated in two inter-agency, gender-focused trainings in 2022. The first was on the use of the UNCT Gender Equality Marker as tool to inform gender mainstreaming in the UNSDCF Joint Work Plan and tracking of gender financing (June 2022). The second training, conducted for RBM working group	Progress: Monitoring of the UNSDCF indicators improved between 2021 and 2022, however, there remain significant gaps across indicators, including the gender-specific and sex-disaggregated indicators. In 2023, the HRGAG attempted to conduct an analysis and report on the UNCT's progress towards its intended GEWE results, however, there was insufficient data collected for such an assessment. The findings of this will be used to help improve the annual data collection/reporting for 2023. The planned training on gender-sensitive M&E did not take place due to funding constraints and limited in-country capacity to conduct such a training. 2024 Action Plan: (i) Conduct training for M&E working group on gender-sensitive M&E. (ii) Deputies team to provide accountability to RBM team to collect indicator data.

		and broader CCA Review Team, was on how to conduct and integrate a gender analysis and sex disaggregated data in the annual review of the Common Country Analysis (September 2022). A more comprehensive training on gender data and statistics is planned for under the Uganda Gender and Human Rights Capacity Development Plan. 5.5 The UN System conducted an RBM training for implementing partners under the Spotlight Initiative to Eliminate Violence Against Women and Girls - 60 participants total. The training incorporated core components of gender-responsive program reporting and M&E . 2023 Action: Carry forward activities 5.1, 5.3. and 5.4 into 2023. Training for partners will be considered in 2024.	
Dimension 3 - Partnerships			
3.1 Government Engagement	Maintain strong partnership with GOU and ensure that MGLSD and EOC actively participate in SP Groups and annual review.	Uganda continues to maintain strong partnerships with the Government of Uganda and the national Gender Machinery on GEWE, including facilitating their participation in UNSDCF processes.	Uganda continues to maintain strong partnerships with the Government of Uganda and the national Gender Machinery. See indicator reassessment for 2023
3.2 GEWE CSO Engagement	Strengthen mechanisms to ensure a more sustained, systematic and coordinated	GEWE-CSOs were engaged in the review and reporting on 2021	Progress: GEWE-CSOs and other non-state actors (e.g., private

	<p>engagement with gender equality and women's empowerment (GEWE)-CSOs and other non-state actors (e.g., private sector). This includes to (i) Facilitate their participation in key UN coordination and accountability mechanisms such as the UNSDCF Steering Committee and Strategic Priority Groups.</p>	<p>UNSDCF progress, which took place during 2022, as well as the Joint Work Plan revision/update process. In addition, a representative GEWE-CSO participated as an observer in the UNSDCF Joint Steering Committee. Efforts to include civil society as full JSC members were unsuccessful due to government objections. The Spotlight Initiative Civil Society National Reference Group remained active and engaged throughout 2022, providing advice and guidance to the UN's GBV interventions. To date, this group has not been expanded to advise the UNCT on a broader range of gender concerns and emerging issues. The UNCT engaged with GEWE-CSOs in various fora, including a breakfast dialogue between Heads of UN Agencies, the National Union of Women with Disabilities (NUWODU), and government regarding the GoU commitments at the Global Disability Summit. Other examples include the development of a public report and National Action Plan on albinism, SGBV Symposium with the Uganda Human Rights Commission and civil society organizations, high-level policy</p>	<p>sector) at national and grassroots levels continue to be key UN partners, including in the monitoring, assessment, and implementation of the UNSDCF - including as members of each of the Strategic Priority groups. In addition, the HRGAG regularly engages with different GEWE and human rights CSO, including in panel discussions and dialogues during the HRGAG retreat and regular meetings. Several high-level dialogues are also scheduled during the upcoming 16 Days of Activism campaign. 2024 Action Plan: Continue to strengthen systematic mechanisms for engagement with GEWE CSOs and other non-state actors to advance GEWE, including facilitating their routine engagement with the UNSDCF SP Groups and other high-level dialogue.</p>
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		<p>dialogue on teenage pregnancy, amongst others. Actions carried forward to 2023, in addition:</p> <ul style="list-style-type: none"> • Ensure GEWE and Human Rights CSOs are appointed to each of the UNSDCF Strategic Priority Groups to strengthen integration of gender and human rights across the UNSDCF. • Hold high-level dialogues between civil society, members of the UNCT, and government on gender and human rights. 	
Dimension 4 – Leadership and Organizational Culture			
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.</p>	<p>The HRGAG conducted session with sub-national UN staff on gender issues and related UN priorities in Uganda. The development of induction materials for senior staff is under development but was not concluded during the reporting period. Tracking of frequency of gender equality discussion in the UNCT and the RC's public championing of gender equality was conducted on an ad hoc basis throughout the year. This informed the decision to reinstate the standing agenda item on gender and other normative areas. The 2022 RC and UNCT annual plans included specific gender equality objectives, including from the Uganda</p>	<p>Progress: During 2023, the Resident Coordinator and the UNCT regularly advocated publicly for GEWE, including in speeches at public events and bilateral meetings with government counterparts. Internally, the RC and many members of the UNCT championed gender parity and zero tolerance for sexual harassment and SEA. The Gender Advisor in the RCO supported the majority of UNCT meetings during the reporting period and Gender-related issues were substantive topics at many of these meetings. Specific gender equality objectives were also included in the annual work plans for the RCO</p>

		<p>Gender Scorecard Action Plan, which were costed and reported. 2023 Activities: Carry forward activities on developing and implementing induction materials for new staff and senior staff.</p>	<p>and the UNSDCF joint work plans, as well as many of the inter-agency coordination groups, including the communications and partnership group, M&E group, the HRGAG, and OMT. The UNCT did not have an annual work plan for 2023. 2024 Actions: Include normative topics as a standing agenda item for UNCT. Gender equality topic included in at least one town hall meeting</p>
4.2 Organizational Culture	<p>Implement UNCT Uganda Action Plan on Gender Parity, including: (i) Incorporate action plan activities within the annual work plans for the relevant inter-agency groups, including the UNCT, HRWG, ADWG, and the HRGAG. (ii) Ensure reporting on actions in accordance with the strategy. (iii) Develop and disseminate FWA support materials for managers and staff. (iv) Conduct staff training on sexual harassment and abuse of authority, PSEA, and unconscious bias.</p>	<p>In early 2022, the UNCT adopted a Uganda Gender Parity Strategy and Action Plan, contextualizing the global strategy and tools. Key actions from this plan were incorporated into the annual work plans of the Human Resources Working Group, the HRGAG, UNCT among others. Reporting is currently underway on agency and inter-agency actions under the Action Plan, with a consolidated annual report expected to be presented to the UNCT in the first quarter of 2023. Actions carried forward, with the exception of the UNCT approval of the action plan, which was completed in 2022.</p>	<p>Progress: Relevant inter-agency groups incorporated activities from the gender parity action plan into their respective annual work plans. The annual reporting of progress on the action plan is ongoing and will inform priorities for 2024. Notable activities in 2023 included Women Security Awareness training, with priority given to women in upcountry duty stations; ongoing trainings on PSEA and sexual harassment. Due to financial constraints, the planned unconscious bias training did not take place, but is prioritized for early 2024. Due to competing priorities, the development of FWA support materials were also not completed. 2024 Action Plan: Carry Forward</p>
4.3 Gender Parity	<p>(1) Establish a systematic mechanism to collect and</p>	<p>The gender parity data collection process was</p>	<p>Gender Parity Progress: For the fourth year in a</p>

	<p>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>	<p>further strengthened in 2022, with the development of a country-specific gender party dashboard to visualize the data and support efficiency and decision making.</p>	<p>row, the UN System in Uganda has collected sex disaggregated personnel data from the vast majority of agencies resident in Uganda. The data was analyzed by level, duty station, and agency and presented to the UNCT for action. 2024 Action: (1) Strengthen accountability for implementation of the Uganda Gender Parity Action Plan. (2) Targeted campaign to increase the number of women drivers. BOS 2.0 Progress: The Procurement Working Group, with support from the HRGAG is planning a training and workshop in November on gender responsive procurement in BOS 2.0. As part of this workshop, joint strategies will be identified to advance GRP within the UN System in Uganda. A business seminar is also being planned for December targeting women owned/operated businesses to introduce them to UN procurement systems and requirements. 2024 Action Plan: 1) Business seminar for WOBs to introduce them to UN procurement process and requirements; 2) Conduct gender-sensitive joint vendor prequalification exercise, including in the selection criteria and in mobilization efforts. 3) Implementation of GRP</p>
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			actions identified during the 2023 workshop.
Dimension 5 – Gender Coordination and Capacities			
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)</p> <p>(2) 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) Ensure that all HRGAG members have in their ToRs or post descriptions specific responsibilities for their participation in the group.</p>	<p>The UN System has continued to fund a senior-level gender advisor/specialist in the RCO. In 2022, the responsibilities of this role were expanded to also include PSEA Coordination. The expectation is the funding will be renewed for 2023. The HRGAG developed several knowledge products on relevant or emerging gender issues. These include, among others: • Analysis and recommendations on pending or adopted legislation - the Sexual Offences Bill, Succession Amendment Act, and the Marriage and Divorce Bill. • Training modules for PSEA focal points on gender concepts and gender in humanitarian action. • Joint training materials and facilitated training with sub-national staff on gender concepts and mainstreaming, international and regional human rights frameworks, UN corporate accountability tools, and an overview of the gender situation in Uganda. The HRGAG, through its co-chairs and the Gender Advisor, presented analysis and facilitated</p>	<p>(1) A senior-level gender advisor remains seconded to the RCO with joint funding from UN Women, UNFPA, and UNDP. The position is not full-time, as it is combined with inter-agency PSEA Coordination. Funding currently ends in March 2024. 2024 Action Plan: Maintain UNCT funding for this position. (2) The HRGAG developed several knowledge products for the RC and UNCT during 2023, with focus on the impacts of the Uganda Anti-Homosexuality Act of 2023 and the closure of the OHCHR offices. The HRGAG also supported the development of a Representation of Women in the UN System in Uganda report, including analysis of and recommendations for improving gender parity, organizational culture, and enabling environment in Uganda. The HRGAG periodically reported to the UNCT during 2023, including on successes and challenges from 2022, 2023 priorities and work planning, proposed priority areas for a gender flagship joint programme, and AHA. Gender and human rights were not "standing" agenda</p>

		<p>discussion UNCT regular and ad hoc meetings including on gender parity, gender financing and programming, gender capacity building, amongst others. In August 2022, the UNCT reinstated a standing “normative” agenda item in the UNCT monthly meetings, which includes gender, human rights, disability inclusion and/or PSEA. The UNCT held one town hall meeting in 2022, which focused on the Ebola outbreak. During the meeting, the RC emphasized the UN’s zero tolerance policy on sexual exploitation and abuse and reminded colleagues of their personal responsibilities on PSEA and sexual harassment. Not all members/focal points have their HRGAG responsibilities incorporated into their TORs and/or annual goals/performance management plans. Actions carried forward to 2023.</p>	<p>items, but were regular agenda items during the year. A townhall meeting is scheduled to take place in early December during 16 Days of Activism including on sexual harassment in the workplace. 2024 Actions: Carry forward.</p>
5.2 Gender Capacities	<p>(1) Implement the Uganda Capacity Building Plan, ensuring trainings are incorporated into the annual work plans of inter-agency groups and accountability/oversight from UNCT. (2) 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</p>	<p>Strengthening staff and personnel capacity on gender and human rights was a key priority in 2022. See indicator reevaluation above for progress and next steps.</p>	<p>Progress: Key actions were taken during 2023 pursuant to the Uganda Gender Capacity Building Plan, however, not to the extent planned due to a decline in available funds. However, as outlined in the updated review of Indicator 5.2, several substantive inter-agency gender capacity</p>

	induction sessions for new UN staff on gender issues and related UN priorities in Uganda		development activities were conducted in 2023 for UN personnel. As a result of the gender capacity assessment conducted in 2022 it was evident that many staff, not only new staff and senior staff, required an induction on the gender situation in Uganda and the UN System gender priorities. Gender induction materials were developed (in the form of a PPT presentation), which was delivered as part of other gender, human rights, and PSEA related training during the year. 2024 Action Plan: (1) Implement the Capacity Building Plan, including early identification of funding. (2) Update the gender overview presentation with recent data, including from the UDHS 2022. Periodically deliver the gender induction as standalone sessions or incorporated into other training.
Dimension 6 - Resources			
6.1 Financial Resources	Ensure that adequate resources for gender mainstreaming are allocated and tracked. (i) During 2022/23 review of UNSDCF, incorporate gender-sensitive indicators from the new global UNSDCF indicator list into the results framework, targeting Outcomes and Outputs that have no or limited gender-sensitive indicators (Outcome 2.2 and 3.1). (ii) Annual monitoring of	Strengthening gender financing in the UNCT was a key priority in 2022. See indicator reevaluation above for progress and next steps	Gender-sensitive output indicators added to CF Framework. As a results, five outputs that previously did not have any gender-sensitive indicators, now have at least one. In addition, training and technical support to Results Groups in applying the GEM to track gender financing continued during 2023, with

	GEWE expenditures within the UNSDCF; (iii) Annual training on the Gender Equality Marker for M&E, gender focal points, and relevant staff.		quality assurance review of coding.
Dimension 7 - Results			
7.1 GEWE Results	Re-assess indicator 7.1 upon completion of the UNDAF final review.	N/A	The intended review of this indicator was not possible due to insufficient data collection on the UNSDCF results framework. See assessment of indicator 2.3.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	DRAFT 2021 Uganda CCA (30 Nov)	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Uganda UNSDCF-6 (1)	
Cooperation Framework	Uganda UNSDCF-6 (1)	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Gender Analysis of Uganda CF Results Framework	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
JP screening tool/process	UN Uganda Guidelines on Developing Joint Programmes Final	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	Annual Work Plan - UN Communication Sub-group 2022	
Communication/Advocacy	Concept Note 16 Days of Activism 2022	
Communication/Advocacy	'Protect the Girl, Protection the Nation' Booklet and Launch Agenda	
Communication/Advocacy	Uganda GDPG Brief to LDPG May 2022	
Communication/Advocacy	Uganda National SDG Conference agenda	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	Gender Analysis of Uganda CF Monitoring Data	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Uganda Annual SDG Conference 2023 Report	
Government engagement	Uganda Report on ACHPR and Maputo Protocol 2023	
Government engagement	'Protect the Girl, Protection the Nation' Booklet and Launch Agenda	
Government engagement	Uganda Brief on Education Plus	
Government engagement	Uganda Spotlight Initiative 2.0 CPD	

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

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

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	Uganda Organizational Culture Survey Data 2022	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	Uganda 2022 Gender Parity and Organizational Culture Report	
Other	Uganda Gender and Disability Inclusion in BOS 2.0	
Other	UNCT Uganda Gender Parity Strategy and Action Plan (Final)	

PI 5.1: 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
Category	Documents	
GTG TOR/AWP	HRGAG Focal Points Analysis	
GTG TOR/AWP	HRGAG Focal Points Analysis	
GTG TOR/AWP	Uganda CCA inputs GEWE analysis	
GTG TOR/AWP	Uganda CCA inputs GEWE analysis	
GTG TOR/AWP	Uganda HRGAG AWP 2020 (2)	
GTG TOR/AWP	Uganda HRGAG AWP 2020 (2)	
GTG TOR/AWP	Uganda HRGAG TOR	
GTG TOR/AWP	Uganda HRGAG TOR	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Concept Note Joint Gender PSEA HRBA Training UNAC Karamoja	
Capacity development	Gender and Human Rights Analysis Training for CCA	
Capacity development	HRGAG Gender Equality and Women's Empowerment in Uganda	
Capacity development	Uganda Gender and Human Rights Capacity Building Plan 2022-2025	
Capacity development	UNDSS SECURITY BRIEFING NOTE.KAMPALA	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked EXCEEDS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	Uganda 2021 Financing for Gender and Human Rights Memo	
Financial resources	Uganda UNSDCF 2022 JWP Activity Report and GEM Analysis	

Other	GEM and HRM Introduction for Drafting Team
Other	Gender Financing Targets Memo to UNCT
Other	Uganda Concept Note RBM Retreat final 06.06.2022

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
	No documents uploaded	

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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