UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Zimbabwe

2021

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

Contents

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.

> **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).

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).

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.

UNCT-SWAP SCORECARD

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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 Zimbabwe

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

A participatory methodology was used for consultation and collective analysis to rate the country team for each indicator against minimum standards.

The UNCT SWAP-Scorecard methodology was conducted in as a guided self-assessment following the guidance provided.

The UNCT Zimbabwe interagency team was assembled for the purpose of the exercise. Assessment team members worked collaboratively to provide a rationale and supporting evidence for each rating.

Team discussions and consensus building over the assessment period were used to ensure reliability of findings.

UN Women provided coordination and technical support throughout the process.

The IAT was provided with a technical briefing to launch the exercise. Team members worked in small groups to gather data/evidence and assign preliminary scores for each indicator.

Preliminary findings were shared with the group to reach consensus on results for each indicator. Feedback was consolidated into the UNCT SWAP Scorecard report and action plan.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
The assessment team was comprised of members from nine agencies (RCO, UN Women, ILO, ITU, WFP, UNDP, UNAIDS, WHO, UNESCO) with coordination from RCO, ILO and UN WOMEN

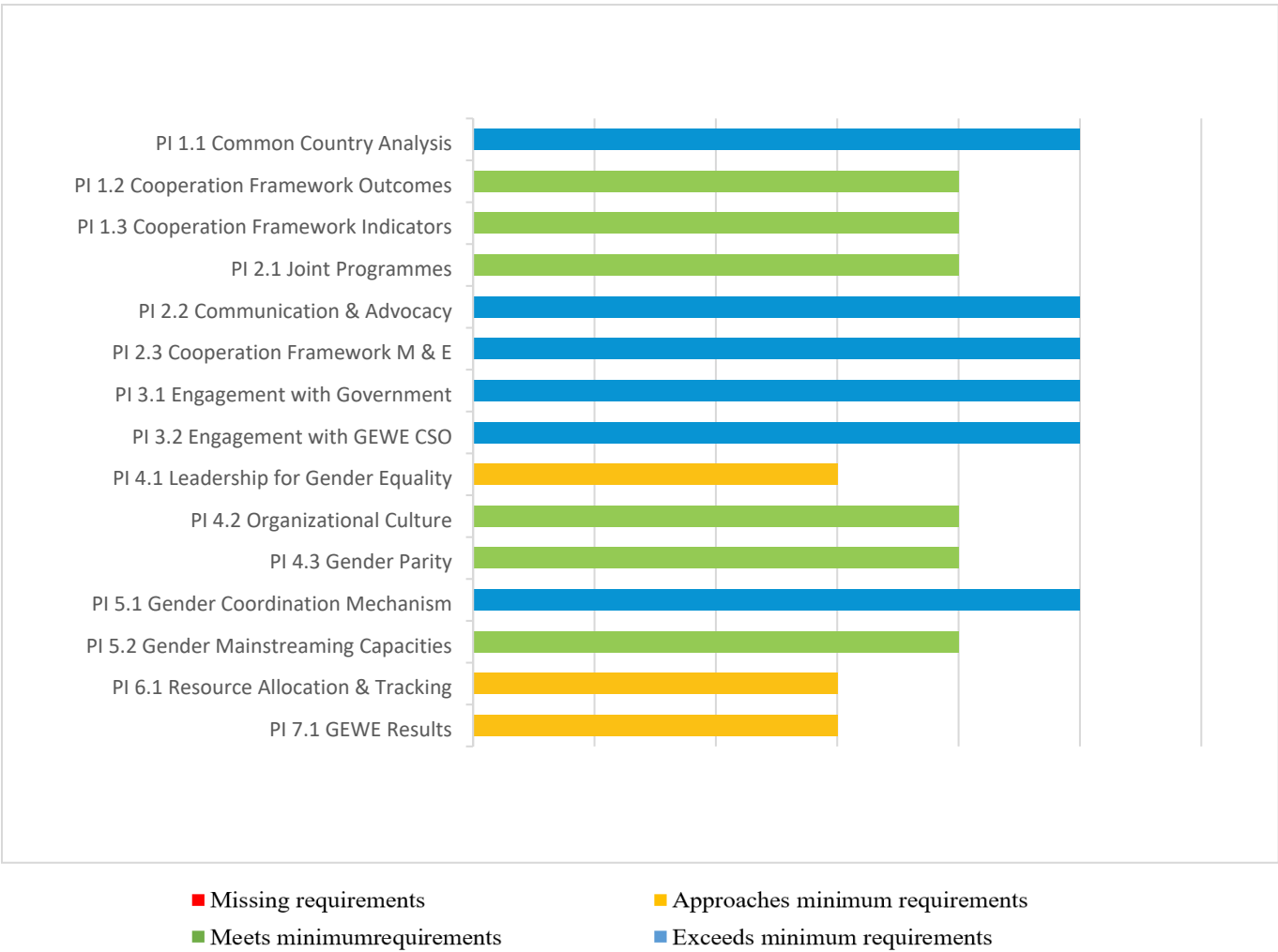*Enter any additional comments, including on country context in the field below:*

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

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	Yes
PI 1.2 Cooperation Framework Outcomes	MEETS	Yes
PI 1.3 Cooperation Framework Indicators	MEETS	Yes
PI 2.1 Joint Programmes	MEETS	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	EXCEEDS	Yes
PI 3.1 Engagement with Government	EXCEEDS	Yes
PI 3.2 Engagement with GEWE CSO	EXCEEDS	Yes
PI 4.1 Leadership for Gender Equality	APPROACHING	Yes
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MEETS	Yes
PI 5.1 Gender Coordination Mechanism	EXCEEDS	Yes
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	APPROACHING	Yes

The findings presented in the below table indicate the ratings scored by the UNCT in Zimbabwe for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021

- ■ Missing requirements
- ■ Approaches minimum requirements
- ■ Meets minimumrequirements
- ■ Exceeds minimum requirements

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.

The Common Country Analysis (2021) in Zimbabwe Exceeds Minimum Requirements in terms of Gender Equality and Women's Empowerment.

The Common Country Analysis (CCA) for Zimbabwe was conducted in 2020/2021. The CCA offered important insights to guide the formulation of the UNSDCF 2022-2026. A situational analysis was provided through the CCA focusing on legal, gender equality, institutional, policy and financial landscape, as well as relevant regional, sub-regional and cross-border dynamics in delivering progress towards the Sustainable Development Goals (SDGs). In doing so, the CCA examined underlying structural and root causes of inequalities and vulnerabilities

The CCA identified groups lagging or at the risk of being left behind in development progress including women in rural areas and women with disabilities among others. UNCT conducted a gender analysis for CCA 2020/2021 with a view to mainstream gender in the CCA to ensure availability of sex disaggregated data and gender sensitive information.

The CCA methodology made use of the UNCT System-wide Action Plan (SWAP) on Gender Equality and the Empowerment of Women which guided the Gender equality and women's empowerment dimension. Gender equality was central to analyses with attributes assessing gender mainstreaming programming to take into consideration the needs, experiences and concerns of men, women, boys, and girls in all development sectors. Consultations were held with Gender and Women's Empowerment Stakeholders including Civil Society Organisations, Government, Gender Commission and Human Rights Commission among others.

Analyses on gender issues was conducted across all four pillars with gender recognized as a cross cutting issue in the ToC. Rural women and girls as well as women and children in specific religious affiliations were identified as populations furthest left behind in the development progress. Underlying causes of gender inequality and discrimination are described in the CCA.

Below is a summary of the CCA gender-related content within the above-mentioned sectors:
• The People Pillar focuses on human development and wellbeing as well as explores progress made in the provision of social protection, broader protection services including protection against all forms of violence, as well as progress made, and challenges encountered in the areas of food and nutrition security and gender equality.
• The prosperity pillar recognizes that Women and children also bear the disproportionate burden of unpaid work and child labour leaving themselves with limited time to engage in productive and educational activities. Gender inequality is also high in economic spaces. Zimbabwe was ranked 129 out of 162 countries in 2019 with Gender Inequality Index (GII) score of 0.527, reflecting glaring differences in the economic, social, and political status of women and girls.
• The Planet pillar acknowledges that degraded environment has a huge impact on vulnerable groups such as those who live in the rural areas, women, youth, children and PWDs. Women are disproportionately affected by the adverse effects of cyclones and floods, which increase the risk of gender-based violence and food insecurity
• The Peace pillar makes mention of the Declaration of Rights that enshrines fundamental rights and freedoms, including civil, political, economic, social, and cultural rights, as well as special rights for women, children, the elderly, and persons with disabilities
• An analysis of the Covid 19 impact in the CCA indicates that the pandemic has worsened unemployment and caused a general decline in incomes and economic output with differential effects on women and youth
• Under the populations furthest behind in development progress, the CCA analysis defined and unpacked those who are furthest behind, first and require targeted interventions. These groups include Indigenous People, Persons with Disabilities, Women and Children, Populations hardest hit by disasters and climate shocks, Sexual Minorities and Sex Workers, Refugees and Stateless persons, Older Persons, Migrants, Youth including Adolescent Girls, and Young Women (AGYW) as well as Women, and Children in specific religious affiliations. Some of the factors that lead to exclusion could be geographical location, population group, migratory status, age, ethnicity, religion, gender, education level, socio-economic status, and the nature of their job.

There is use of sex-disaggregated and gender sensitive data, throughout the CCA

Did you reassess the Performance Indicator in this reporting year
  • Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind
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List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)
The United Nations Common Country Analysis Zimbabwe, 2021

PI 1.2 Cooperation Framework Outcomes

| Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS | Planning |

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

The Zimbabwe United Nations Sustainable Development Framework (UNSDCF) -2022-2026 has four outcomes:
• People (People centred- inclusive, equitable, human development & well-being),
• Planet (Climate resilience, natural resource, management, and sustainable food systems),
• Prosperity (Economic transformation, equitable and inclusive growth),
• Peace (Transformative, accountable, and inclusive governance)

a) The UNCT mainstreamed gender into the UNSDCF in all the four pillars at outcome and output levels.
b) Gender is one of the prioritized cross -cutting issues for the new Cooperation Framework as per the Theory of Change (ToC).
c) The Joint Work Plans for the UNSDCF also take gender into consideration at output and indicators levels.
d) All Pillar groups comprise of gender activities persons who incorporate gender within in all Pillars.
e) The M& E Framework has also taken gender indicators onto consideration.
f) UNCT has provided Gender M&E training to Gender Focal Persons and M&E Results Group members to ensure they have adequate capacity to mainstream gender within the UNSDCF Joint Workplans and in Reporting. Training emphasised gender indicators and gender priorities for the UNSDCF Workplans
g) UNCT appointed a consultant to update and align UNCT Gender Mainstreaming Strategy to the UNSDCF. The new UNCT gender mainstreaming strategy 2022 – 2026 will be finalised in December 2021 and ready for adoption by UNCT in January 2022

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Outcome 1: By 2026, all people in Zimbabwe, especially women and girls and those in the most vulnerable and marginalised communities, benefit from equitable and quality social services and protection.

Outcome 2: By 2026, all people in Zimbabwe, especially the most vulnerable and marginalized, benefit from greater environmental stability and robust food systems in support of healthy lives and equitable, sustainable and resilient livelihoods.

Outcome 3: By 2026, all people in Zimbabwe, especially the most vulnerable and marginalised, benefit from more inclusive and sustainable economic growth with decent employment opportunities.

Outcome 4: By 2026, all people in Zimbabwe, especially the most vulnerable and marginalized, benefit from more accountable institutions and systems of rule of law, human rights and access to justice

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

Zimbabwe United Nations Sustainable Development Corporation Framework 2022-2026
UNCT M&E Capacity training report and action plan
Inception report UNCT Gender Mainstreaming Strategy

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: **Cooperation Framework indicators measure changes on gender equality** **MEETS MINIMUM REQUIREMENTS**	**Planning**

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

The UNSDCF has 19 Outcome indicators, 9 (47%) track progress towards gender equality results. The analysis found significantly high levels of gender sensitivity in the People Pillar (60%) and Peace Pillar (100%), with lower levels in the Planet Pillar (0%) and Prosperity Pillar (50%).

There are 44 output indicators with 21 (48%) tracking progress towards gender equality and women's empowerment.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific

Did you reassess the Performance Indicator in this reporting year
- Yes

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

Zimbabwe UNSDCF Results Framework (2022-2026)

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: **Joint programmes contribute to reducing gender inequalities**	**Programming and M&E**

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

a) In 2021, all joint programmes under implementation and those being developed integrate gender in them. These included programmes in the humanitarian, DRR, and social protection sectors.
There are eight joint programmes operational at UNCT Zimbabwe. Two (2) are gender targeted and six (6) mainstream gender with results frameworks that include gender sensitive indicators: The Spotlight Initiative is a UN Joint Programme that contributes to the elimination of SGBV and Harmful Practices through the creation of a broad partnership with Civil Society, Government, Private Sector, Media, among others; and, build a social movement of women, men, girls and boys as champions and agents of change at the national, subnational and community levels. The Spotlight Initiative recipient organizations are UN Women, ILO, UNDP, UNESCO, UNFPA, UNICEF.

The Empowering Women through Safe, Resilient Gender Responsive food markets UN Joint Programme aims to empower vulnerable women marketers for recovery and resilience from socio economic shocks, through effective participation in safe, inclusive and violence free markets as last mile food distributors with recipient UN Organisations being UN Women, ILO, and UNDP.

There were 2 additional joint programmes being developed, both including gender specific indicators. The UN Partnership on Rights of Persons with Disability (UNPRPD) round 3 that ends in December 2021 has a strong focus on women's empowerment. The new UNPRPD Programme Round 4 starting in 2022 January has a strong focus on gender equality and disability implemented by UNESCO, UNDP and UNFPA with UN Women and UNICEF as a technical partner.

b) Two Joint Programmes on promoting GEWE in line with SDG priorities are currently being implemented. The Spotlight Initiative directly contributes to Zimbabwe's achievement of two of the country's prioritized Sustainable Development Goals (SDGs), SDG 3 and SDG 5.

The Empowering Women through Safe, Resilient Gender Responsive food markets directly contributes to SDG 1, SDG 5, and SDG 8.

Did you reassess the Performance Indicator in this reporting year
- Yes

If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:
The Spotlight Initiative
The Empowering Women through Safe, Resilient Gender Responsive food markets

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).
Programme Document on Spotlight Initiative Country Programme
Programme Document on Empowering Women through Safe, Resilient Gender Responsive food markets

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) UNCT implemented Joint Gender media and advocacy activities in 2021. This included the development of COVID-19 information and materials under the RCCE, the International Women's Day, World Humanitarian Day International Women's Day, International Day of Rural Women (UNDP and UN Women) and a joint advocacy campaign on 16 Days of Activism against

GBV. UNCT also conducted Disability inclusion and communication training for UNCG members.

b) The UNCG has drafted a Communications Strategy to support the UN Sustainable Cooperation Framework (UNSDCF). UNCT led the 16 Days joint activities including under Spotlight Initiative among others. The UNCG has an annual work plan that includes GEWE advocacy and communication activities and campaigns.

c) Communication and advocacy reports on non-traditional areas with the advent of COVID-19, this is a non-traditional area for communication and advocacy. It has resulted in the development of the UNCT Zimbabwe COVID-19 updates which features contributions from the different agencies on COVID-19 responses and regularly features issues on the gendered impacts of COVID 19

Did you reassess the Performance Indicator in this reporting year

- Yes

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

2022 – 2026 Zimbabwe UN Sustainable Development Cooperation Framework (ZUNSDCF)
2021 UN Communications Group Annual Work Plan
Calendar for 16 Days for Activism against GBV 2021

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results EXCEEDS MINIMUM REQUIREMENTS	Programming and M&E

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

a) To monitor ZUNDAF implementation at output level, a Joint Implementation Matrix (JIM) was developed. Data has been collected annually both at outcome and output levels, including for gender sensitive and sex-disaggregated indicators.

b) ZUNDAF annual reviews assess progress against gender-specific results. The 2020 ZUNDAF Results Report include separate components on gender (within Priority Area II). Gender-related information was also available in most of other components of the reports within other priority areas. The UNCT has produced a 2021 midyear ZUNDAF results report, with the end of year report planned for production in the first quarter of 2022.

c) Activities are being undertaken by UN M&E Team, Data for Development Group, PMT and six ZUNDAF Results Groups established in accordance with ZUNDAF Priority Areas.

d) UNCT has provided Gender M& E training to Gender Focal Persons and M& E Results Group members to ensure they have adequate capacity to mainstream gender within the UNSDCF Joint Workplans and in Reporting. Training emphasised gender indicators and gender priorities for the UNSDCF Workplans

Did you reassess the Performance Indicator in this reporting year

- Yes

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)

2020 ZUNDAF Zimbabwe Results Report
GRG Joint workplan

ZUNDAF 2021 midyear report
UNCT M&E Capacity training report and action plan

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
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

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.

a) The UN System has collaborated with a number of government agencies within the current ZUNDAF cycle for joint initiatives on GEWE. In 2021, examples include: (1) Zimbabwe Gender Commission on the Gender Forum, Monitoring and Evaluation Framework, access to services for girls living in the street. Monitoring and reporting on compliance in Regional and International Human rights treaty body systems (2) Ministry of Finance in Gender Responsive Budgeting (3) Zimbabwe Electoral Commission on violence against women in elections training (4) Zimbabwe Women Parliamentary Caucus (5) Parliament (6) Ministry of Defense (7) Vulnerability Assessment Committee (ZimVAC) meetings and gender mainstreaming in humanitarian response (8) Human Rights Commission (9) Ministry of Women Affairs Community Small to Medium Enterprises on MPTF empowering women through safe, resilient, gender responsive food markets and systems in response to Covid-19 (10) Judicial Services Commission Public service commission – Voluntary Review Process

b) The UN continues to co-convene with government the six Results Groups responsible for ZUNDAF implementation, including the Gender Results Group which is co-chaired by UN Women and the Ministry of Women Affairs, Community, Small and Medium Enterprises Development.

c) National Gender Machinery - Ministry of Women Affairs Community Small to Medium Enterprises, Gender Commission, and Civil Society Organizations - participated in the CCA and the development of the UNSDCF and prioritization through consultations at all levels. They will also take part in UNSDCF implementation and monitoring.

d) UNCT supported the production of the Voluntary National Review (VNR) which included engagement with key stakeholders including the gender constituency to strengthen gender mainstreaming in the VNR. All UNCT joint programmes, which include engagement of relevant government ministries including at local government level contribute to the achievement of SDGs.

e) The UNCT during this ZUNDAF cycle continues to collaborate and engage on delivering on national gender equality and women empowerment goals with key line Ministries. The collaborations are related to the eight (8) ongoing joint programmes, and in particular the joint programme that spans a wide range of government counterparts is the Spotlight initiative. The Spotlight initiative is contributing to Sustainable Development Goals 3, 4, 5, 10 and 11 and is being implemented in 5 provinces and 23 districts

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)

Zimbabwe Common Country Analysis Report, Lists of Consultations Participants
Zimvac Supplementary Gender Report

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.

a) GEWE CSO are partners in joint initiatives under (1) two joint programmes, the Spotlight Initiative and the MPTF Empowering Women Through Safe, Resilient, Gender Responsive Food Markets and Systems in Response to COVID 19. CSOs are not only Implementing partners but also part of the decision-making structures for these Programmes including the National Steering Committees. The two programmes address gender inequality, prevention of Gender Based Violence and Women's Economic Empowerment, CEDAW reporting – and development of the National Plan of Action on CEDAW recommendations

b) GEWE CSOs participated in sectoral UNSDCF consultations. GEWE CSOs were also involved in the Common Country Analysis validation and strategic prioritization.

c) GEWE SCOs have also been part of the National SDGs Reporting including the 2021 National Voluntary Reporting. CSOs are also part of the national SDG committee led by the Government of Zimbabwe.

d) GEWE CSOs participated and at times led in key UN and International days, including International Women's Day, 16 days of Activism against Gender Based Violence.

e) GEWE CSOs have been involved in various management structures in joint programmes. In the spotlight initiative, CSOs sit on the National Steering Committee as decision makers.

f) Spotlight Initiative Zimbabwe recently nominated its Civil Society Reference Group (CSRG) for 2022. The CSRG serves as an advisory group to the Spotlight Initiative as well as advocates and partners for the realization of the program's objectives

Did you reassess the Performance Indicator in this reporting year
- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)
National Plan of Action on CEDAW recommendations
UNSDCF 2022 - 2026 (Consultation's list)
Common Country Analysis (CCA)
2021 Spotlight Annual Report

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 **APPROACHES MINIMUM REQUIREMENTS**	Leadership and organizational culture

Meets two 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.

a) UNCT made significant efforts to include gender in HoAs meetings. To a great extent gender was often a matter of discussion on heads of agency agendas in various meetings including topics on the Spotlight Initiative, Gender Scorecard Action Plan, , and gender reports as part of the Programme Managament Team reports to UNCT.
b) Over the last 12 months, the RC has demonstrated public championing of gender equality at various events including the ZGC virtual launch, DNA Forensic Equipment Handover, Launch on Women Political Training and Mentorship.
c) HOAs from various agencies namely, ILO, UNDP, UNFPA, WHO were seen by personnel and in the public arena visibly showing commitment to gender equality; most recently the WHO country representative called for a collaborative effort between WHO and UN Women to conduct a rapid assessment on the gender barriers to Covid 19 vaccine uptake.
d) Information on staff perception of UN HoA's commitment to gender equality in the workplace was sourced from a perception survey undertaken in 2018. The survey has since not been repeated so no updated information is available to reassess this dimension

Did you reassess the Performance Indicator in this reporting year
- Yes

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)
UNCT Meeting agendas for the past 12 months with gender items (sample)
RC Speeches (sample)

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.

Results scored an overall positive rating of 70% (9% negative and 21% neutral). The minimum standard (65%) is met as an average across the 8 questions, with 2 questions on work-life balance falling below the 65% threshold.

The evidence from an organizational culture survey conducted in 2018 informed the assessment of this indicator and that Met Minimum Requirement. The survey has not been repeated, therefore measurement of progress against the baseline was not undertaken in 2021. Plans are underway to conduct an organizational culture survey in 2022.

Did you reassess the Performance Indicator in this reporting year
- No

Performance Indicator 4.3: Gender parity in staffing is achieved **MEETS MINIMUM REQUIREMENTS**	Leadership and organizational culture

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

a) Twelve out of Sixteen agencies (inclusive of RCO) submitted their sex disaggregated staff data, namely FAO, UNOPS, UNESCO, UN Women, WFP, IOM, UNDP, RCO, ILO, UNICEF, UNAIDS, UNHCR, UNFPA. This is less agencies reporting than 2020 where fifteen agencies submitted.

b) Overall, the data shows that across agencies females comprise 52% while males make up 48%. In terms of representation at different levels the following was found: -
Females are well represented within the junior and senior support staff. The assessment found that women comprise 30 percent of General Service Staff an improvement from 16% in the previous year, G1-G7 (133 of 437) and 51 percent of senior staff (82 of 161) defined as NOC and P4 and above for those agencies that submitted data compared to 46% for grades NOB to 54% for NOD grades

c) A workplan was endorsed by UNCT in 2021 which initiated the IAT in the process of collating information on gender parity at the half year stage. The process was done with the support of RCO and the Human Resources Working which is a sub group of the OMT with WHO leading the process.

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.
- The UNCT can demonstrate positive trends towards achieving parity commitments.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	1	1
G2	10	36
G3	5	13
G4	16	6
G5	33	19
G6	51	38
G7	17	8
NOA	20	14
NOB	30	26
NOC	28	29
NOD	5	3
P1	0	0
P2	6	4
P3	14	7
P4	17	20

P5	10	13
P6	0	0
D1	2	3
D2	0	0

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

Consolidated, sex-disaggregated staffing data

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.

a) The Gender Results Group (GRG) is co-chaired by the head of UN Women and Permanent Secretary Ministry Women Affairs, Community, Small and Medium Enterprises Development

b) The work of the GRG is guided by Terms of Reference developed in 2017. The 2020 annual work plan was developed and approved in the first quarter. Members met to review the first quarter progress and mid year.

c) The staff level and composition of the staff from 13 agencies represented in the GRG remained the same in 2021, namely at NOC and above, and P4 level.

d) GRG has made substantive input into the key steps of the development of the UNSDCF, UNSDCF JWPs, and the Common Country Analysis

Did you reassess the Performance Indicator in this reporting year
- Yes

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

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)
GRG ToRs
GRG Joint Annual Work Plan 2021
GRG M&E Capacity Strengthening Workshop Report

Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **MEETS MINIMUM REQUIREMENTS**	Gender architecture and capacities

Meets two of the following three: (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.

a) UNCT has provided Gender M&E training to Gender Focal Persons and M& E Results Group members to ensure they have adequate capacity to mainstream gender within the UNSDCF Joint Workplans and in Reporting. Training emphasised gender indicators and gender priorities for the UNSDCF Workplans

b) Plans are in motion to conduct a Gender Responsive Procurement Training for the Procurement Working Group following indorsement by Zimbabwe OMT Chair who leads on BOS 2.0.

c) The induction package for UN Women staff includes information on UNCT GMS, which highlights issues in Zimbabwe and UNCT priorities around GEWE. Several UN agencies have gender-specific orientations for new staff. Several UN agencies have gender-specific orientations for new staff (2018 baseline)

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)
- UNCT M&E Capacity training report and action plan
- UNCT Gender Mainstreaming Strategy 2016 - 2021 Inception Report
- Information from the 2018 baseline assessment of the UNCT SWAP Gender Equality Scorecard provides evidence of UNCT induction material that includes the UN's gender management system which highlights gender issues in Zimbabwe and priorities on GEWE

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

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

The UNCT has in place a system to track budgetary data to ensure adequate allocation of resources. Zimbabwe UN Results report tracked, assessed, and reported on the financial support allocated per key ZUNDAF Priority area and reported that most resources were allocated to food and nutrition security at 52%, HIV and Aids had 27%, social protection 16%, public administration and governance 3%, poverty reduction and value addition 1% and gender equality 1%.

In 2021, UN Info was introduced in efforts to improve coherence, transparency, accountability and coordination to better address the needs and priorities in pursuit of the Sustainable Development Goals (SDGs). The online planning, monitoring and reporting platform will enable UNCT to track and report on allocation of resources towards gender.

As a standard all joint workplans related to the implementation of the ZUNDAF goals and targets, all joint workplans must

gender mark their outcomes at activity level

The Gender Results Group developed and has in place a Joint workplan that tracks expenditure across the UNCT toward GEWE results.

M& E Results group was trained in the Gender Marker in 2021.

Did you reassess the Performance Indicator in this reporting year
- Yes

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)
Zimbabwe United Nations Results Report - 2020
Results groups JWP 2021
GRG JWP

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.

a) The cumulative gender results since the inception of the ZUNDAF were assessed in 2019 and showed a mixed picture with UNCT being in track on some of the gender equality outcome indicators (pillar 2), and off track on others. The progress has resulted from robust programming, joint implementation of activities, capacity building efforts, resourcing strategic actions and alignment to the UNCT gender mainstreaming strategy

b) An end of cycle assessment of ZUNDAF results indicates that the UN system in Zimbabwe is on track with some gender results as planned in ZUNDAF. Priority Area II on Gender Equality, ZUNDAF Outcome 2.1: Key institutions strengthened to formulate, review, implement, and monitor laws and policies to ensure gender equality and women's rights - 2 out of 3 outcome indicators are on-track, namely Indicator 1.2 Number of new programmes implemented in line with Gender Equality and Women's Empowerment (GEWE) Constitutional provisions, legislative and Policy framework and Indicator 1.3 Number of Ministries and local authorities with allocations for gender related issues
ZUNDAF Outcome 2.2: Women and girls are empowered to effectively participate in social, economic, and political sphere and to utilise gender-based violence services – 4 out of 4 indicators are on track.

c) A clear Results Framework with gender indicators has been developed for the UNSDCF. This will be an integral part of M& E and tracking results throughout the implementation of the new UNSDCF (2022-2026).

In the 2020 report UNCT highlighted the results arising from the evaluation undertaken in 2019, for 2021, the UNCT has been building on the results achieved in all four outputs under ZUNDAF outcome 2.2

d) In 2021, the UNCT developed its new UNSDCF and in the UNSDCF the results framework in all four pillars gender is mainstreamed. Of the 19 Outcome indicators in the UNSDCF, 9 (47%) track progress towards gender equality results. There are significantly high levels of gender sensitivity in the People Pillar (60%) and Peace Pillar (100%), with lower levels in the Planet Pillar (0%) and Prosperity Pillar (50%).

Did you reassess the Performance Indicator in this reporting year
- Yes

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

ZUNDAF 2021 midyear review report
UNSDCF 2022 – 2026
End of term evaluation of the Zimbabwe United Nations Development Assistance Framework (ZUNDAF 2016-2020)

8. UNCT in Zimbabwe 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	ACTIVITIES UNDERTAKEN IN YEAR 3
Dimension 1 - Planning				
1.1 Common Country Analysis	Ensure that all CCA sectors (1) contain gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) an analysis of UN comparative advantage to foster gender equality. There should be consistent sex-disaggregated and gender sensitive data across all sectors	N/A	Development of new CCA began in 2020	Development of new CCA
1.2 Cooperation Framework Outcomes	Ensure that all next ZUNDAF Outcomes are gender-mainstreamed and/or gender targeted, and at least 50% or more	N/A	New UNSDCF to be developed in 2021	Gender integrated into UNSDCF priorities and M & E framework

	of ZUNDAF Indicators measure changes in gender equality in line with SDG priorities, including SDG 5.			
1.3 Cooperation Framework Indicators	N/A	N/A	Focus in 2020 was the new CCA. New UNSDCF to be developed in 2021	Update and align the UNCT Gender Mainstreaming Strategy to the UNSDCF
Dimension 2 – Programming and M&E				
2.1 Joint Programs	Develop a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for JP proposals. The checklist shall be filled in by UN agencies planning to implement a JP and submitted for GRG's and UNCT's review together with draft programme document	The 2020 proposal for implementation of Gender Scorecard recommendations presented to UNCT in November 2019 has the development of a system for gender mainstreaming in JPs as an action point	GRG quality checked gender mainstreaming in some JP concepts. System wide System wide tool for gender mainstreaming in JPs not yet in place	GRG quality checked
2.2 Communication and Advocacy	Ensure that UNCG strategy and UNCG AWP are drafted in consultation with GRG, so that these documents contain a separate component on concerted UN activities and campaigns on GEWE, including on gender in non-traditional sectors.	The GRG plans to engage with the UNCG as it undertakes its 2020 annual plan to faciltiate and support with the gender focused advocacy and communications.	The 2020 UNCG plan had gender specific advocacy and communication activities	Joint media and advocacy actions (UN Days, 16 Days)

2.3 Cooperation Framework M&E	ZUNDAF M&E group should have the required expertise to support gender sensitive M&E. In addition, build capacity of groups that also perform ZUNDAF M&E function (PMT, Results Groups) in gender-sensitive M&E.	The ZUNDAF 2019 Annual Report is currently being compiled, and shall be produced in the first quarter of 2020. The ZUNDAF end of term evaluation report is in draft and shall be finalised in the first quarter of 2020.	The 2019 ZUNDAF annual report was finalised. The end of term ZUNDAF report (2019) was finalised.	Technical training on gender sensitive M & E

<table>
<tr><td colspan="5" style="background:orange;color:white">Dimension 3 - Partnerships</td></tr>
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3.1 Government Engagement	N/A	N/A	Government engagement was strengthened through strategic engagement such as the NDS1, the HRP, and other initiatives such as the Informal Sector Working Group.	Government engagement was strengthened through strategic engagement such as the GRG, participation in CCA and UNSDCF consultations
3.2 GEWE CSO Engagement	3.2. GEWE CSOs should be fully engaged in key ZUNDAF processes: country analysis, strategic prioritization, implementation and M&E, not only at sectoral, but on overarching level. Consider engaging more of CSOs (1) focusing their work on the most disadvantaged, such as rural women/girls, women/girls with disabilities, female heads of households, people identifying as LGBTI, male school dropouts, and male sex workers; and (2)	N/A	The development of the new CCA has involved GEWE CSOs, and through JPs they are engaged in UN work with key populations, community interventions, underpinned by the LNOB principle.	CSO engagement was strengthened through strategic engagement in initiatives such as the Spotlight Initiative, CCA and UNSDCF

	those working in non-traditional sectors, such as trade and macro-economics; climate change adaptation and disaster risk reduction, gender identities and sexual orientation.			
Dimension 4 – Leadership and Organizational Culture				
4.1 Leadership	Ensure that the Assessment of Results and Competencies (ARC) for the RC and UNCT explicitly incorporates gender equality within five categories (Development, Human Rights, Political, Humanitarian, and Security).	The assessment of UNCT leadership on gender was based on evidence related to HoA meetings at UNCT level, not other meetings. This enabled us to compare with the 2018 baseline information. The 2020 action points based on the recommendations from Gender Scorecard (2018) were considered by the UNCT in November 2019, and an action plan has been developed in this regard.	The UNCT 2020 action plan integrated gender related issues committing HoAs to be prioritise them	Regular gender agenda in HoA meetings
4.2 Organizational Culture	Regularly discuss the issues on work-life balance and encourage individual agencies human resources and HOAs to inform/ refresh staff knowledge on work-life policies. Consider conduct of a detailed survey on gender culture in UN that would allow for a more targeted response to issues scoped in the Scorecard exercise.	UNCT plans to develop a strategy to address mental wellness issues in 2020. Further, the IAT, in support of OMT, shall facilitate the administration of another perception survey on organisational culture in the 3rd quarter of 2020 (September).	UNCT took extra steps to look after staff welfare in the context of the impacts of COVID 19 through taking measures, through SOPs, to protect staff from risk, providing information, and offering counseling support. The survey was not undertaken.	Staff perception survey on UNCT gender leadership administered

4.3 Gender Parity	Regularly gather gender parity data across all agencies (SWAP-Scorecard methodology template and guidance may be used). Ensure that gender parity issues are discussed at UNCT level at least once a year; that additional measures are considered in this regard, and that Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area.	In the presentation to UNCT in November 2019 on the implementation of the Scorecard recommendations a monitoing approach was proposed for 2020. UNDSS routinely collects information on agencies' staff; the information requires sex disaggregation.	The OMT, through the BOS Implementation plan tasked the Human Resources Working Group to address gender and disability inclusion HR issues, including recruitment practices. A system for routine collection of sex disaggregated staff data has yet to be established.	Bi annual system for collection of sex disaggregated staff data

Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	1.) Consider more of senior staff (P4 and above, NOC and above) to become GRG members, so that the category makes at least 50% of GRG members. Consider revision of GRG ToR to include the following: (1) GRG should have more linkages with other inter-agency groups, such as UNCG, Results Groups, and OMT. This can take form of all inter-agency groups having dedicated Gender Focal Points or equivalent, who are also members of GRG; (2) HOAs to attend at least two GRG meetings per year; as an	N/A	In 2020 GRG members were involved in the production of the new CCA. The members also reprogrammed activities to respond to COVID 19 impacts and undertook a quarter 1 and mid year review of progress, and information was compiled into a ZUNDAF mid year report. The end of year review is scheduled for the first quarter of 2021	In 2021 the GRG made substantive input into the key steps of the development of the UNSDCF, UNSDCF JWPs, and the CCA

	alternative, at least two of UNCT meeting per year can take form of "senior-level GRG meeting" chaired by the RC. 2.) Ensure that GRG is involved in ZUNDAF monitoring and evaluation not only on Priority Area II, but on all ZUNDAF areas, including operational. As such, GRG should screen all contents of ZUNDAF annual reports for gender-sensitivity, as well as take part in planning and assessing quality of interagency reviews, evaluations and assessments for gender-responsiveness.			
5.2 Gender Capacities	Develop an inter-agency capacity building plan on gender-related knowledge, prioritizing the groups (i.e. Results Groups). Implementation of the plan should be regularly monitored and reported on, either by OMT, Human Resources Group or GRG. Invite representatives of CSOs and academia working on gender issues, for regular knowledge sharing with a wider UN audience.	N/A	A gender and protection baseline assessment was undertaken, which included a review of existing capacities in this regard. Capacity building training wad undertaken for some clusters in the humanitarian sectors, and tools developed support their work.	UNCT provided Gender M& E training to Gender Focal Persons and M& E Results Group members

Dimension 6 - Resources				
6.1 Financial Resources	UNCT to consider tracking and utilizing ZUNDAF budgetary data to ensure adequate allocation of resources for GEWE. Annual budgetary target for the whole ZUNDAF should be set, for instance, by calculating annual expenditures on gender-related ZUNDAF Outputs, monitored and reported on.	In November 2019 the standards set in the Gender Scorecard regarding resourcing GEEW were discussed at PMT level, and further exploration on how to address the gaps were recommended. It was noted that with UNinfo in place UNCT can track gender expenditure from 2020.	In 2020 Result Groups gender marked their annual work plans thus identifying resources earmarked for gender programming. UNinfo was not yet in place to track expenditure of the resources.	The UNCT has in place a system to track budgetary data to ensure adequate allocation of resources
Dimension 7 - Results				
7.1 GEWE Results	ZUNDAF Results Groups to consolidate gender-related data in accordance with ZUNDAF Results and Resources Framework on regular basis, to facilitate ZUNDAF monitoring and evaluability, including on UNCT gender-related	N/A	The ZUNDAF mid and end of year reports collate data and information on gender results across all 6 pillars . In 2020 a mid year report was produced. The end of year report shall be produced in the first quarter of 2021.	The cumulative gender results since the inception of the ZUNDAF were assessed

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **EXCEEDS MINIMUM REQUIREMENTS**		Planning
Category	**Documents**	
CCA or equivalent	UNCT_ZW_CommonCountryAnalysis_2021	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes
MEETS MINIMUM REQUIREMENTS

Planning

Category	Documents
Cooperation Framework	2022-2026 ZUNSDCF_Final
Cooperation Framework	Inception Report Zimbabwe UNCT Gender Mainstreaming Strategy
Cooperation Framework	Workshop Report_Gender and ME_October 2021

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality
MEETS MINIMUM REQUIREMENTS

Planning

Category	Documents
Cooperation Framework results framework	Results Framework_Zimbabwe_Cooperation_Framework_2022-2026

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

Programming and M&E

Category	Documents
Joint Program documents	ProDoc_Empowering Women through Safe, Resilient Gender Responsive food markets
Joint Program documents	Zimbabwe Spotlight Country PROGRAMME DOCUMENT 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	2021 UNCG AWP_FinalDraft
Communication/Advocacy	2022-2026 UNSDCF CommunicationsAdvocacyStrategyWorkshop_ConceptProgramme_FinalDraft
Communication/Advocacy	Calendar for 16 Days of Activism against GBV_2021

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results
EXCEEDS MINIMUM REQUIREMENTS

Programming and M&E

Category	Documents
Cooperation Framework reviews/monitoring data	UNCT-ZW_ResultsReport-2020

Cooperation Framework reviews/monitoring data	Consolidated 2021 ZUNDAF GRG Joint Annual Workplan
Cooperation Framework reviews/monitoring data	FINAL ZUNDAF GRG_MidYearReview Report
Cooperation Framework reviews/monitoring data	Workshop Report_Gender and ME_October 2021

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	GRG_ToRs	
Government engagement	UNCT_ZW_CommonCountryAnalysis_2021Final_0	
Government engagement	Final Supplementary ZIMVAC gender analysis	
Government engagement	Zimbabwe Spotlight Country PROGRAMME DOCUMENT FINAL	

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	2022-2026 ZUNSDCF_Final	
Other	UNCT_ZW_CommonCountryAnalysis_2021Final_0	
Other	Final Costed CEDAW Recommendations NAP for Zimbabwe May 2021	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	**Documents**	
RC communications	Draft UNCT Minutes 19 May 2021 Meeting	
RC communications	RC STATEMENT_AT THE ZGC VIRTUAL LAUNCH (1)	
RC communications	REVIEW~1	
RC communications	UN RC Remarks Handover of DNA Forensic Equipment RCO 15112021	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women		Leadership and Organizational Culture

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved **MEETS MINIMUM REQUIREMENTS**		Leadership and Organizational Culture
Category	**Documents**	
UNCT BOS	UN Staff Assessement Gender Parity - UNCT December 2021	

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	GRG_ToRs	
GTG TOR/AWP	Consolidated 2021 ZUNDAF GRG Joint Annual Workplan	
GTG TOR/AWP	Workshop Report_Gender and ME_October 2021	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **MEETS MINIMUM REQUIREMENTS**		Gender Architecture and Capacities
Category	**Documents**	
Capacity development	Inception Report Zimbabwe UNCT Gender Mainstreaming Strategy	
Capacity development	Workshop Report_Gender and ME_October 2021	
Capacity development	2018 Baseline Report_UNCT Gender Score Card Report Zimbabwe	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked **APPROACHES MINIMUM REQUIREMENTS**		Financial Resources
Category	**Documents**	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country **APPROACHES MINIMUM REQUIREMENTS**		Results
Category	**Documents**	

Cooperation Framework reviews/monitoring data	2022-2026 ZUNSDCF_Final
Cooperation Framework reviews/monitoring data	End of term evaluation ZUNDAF 2016-2020
Cooperation Framework reviews/monitoring data	FINAL ZUNDAF GRG_MidYearReview Report

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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