UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in The Gambia

2021

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

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1. Background

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

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

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

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

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.

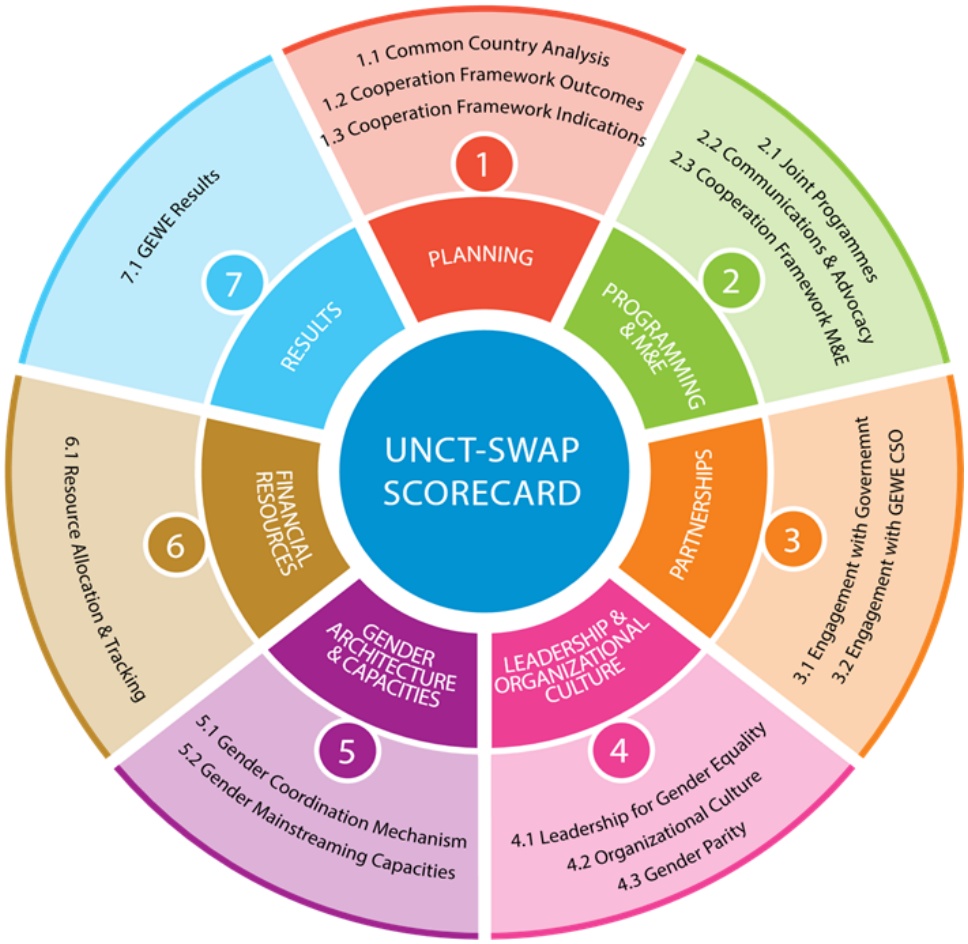
(Para 20, page 11).

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.



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 The Gambia

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

The process of developing UNCT-SWAP progress report was participatory among the inter-agency where the UN Gender team led the process. Every agencies contributed and provided supporting documents for uploading.

The rational for the choice of selected performance indicators was based on events of improvement from previous report , We were lagging behind on some indicators and their some improvement made based on some recommendation that has be implemented.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
The UN Gender Technical Team, UNFPA, UNDP, IOM, UNICEF, FAO, and RCO

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

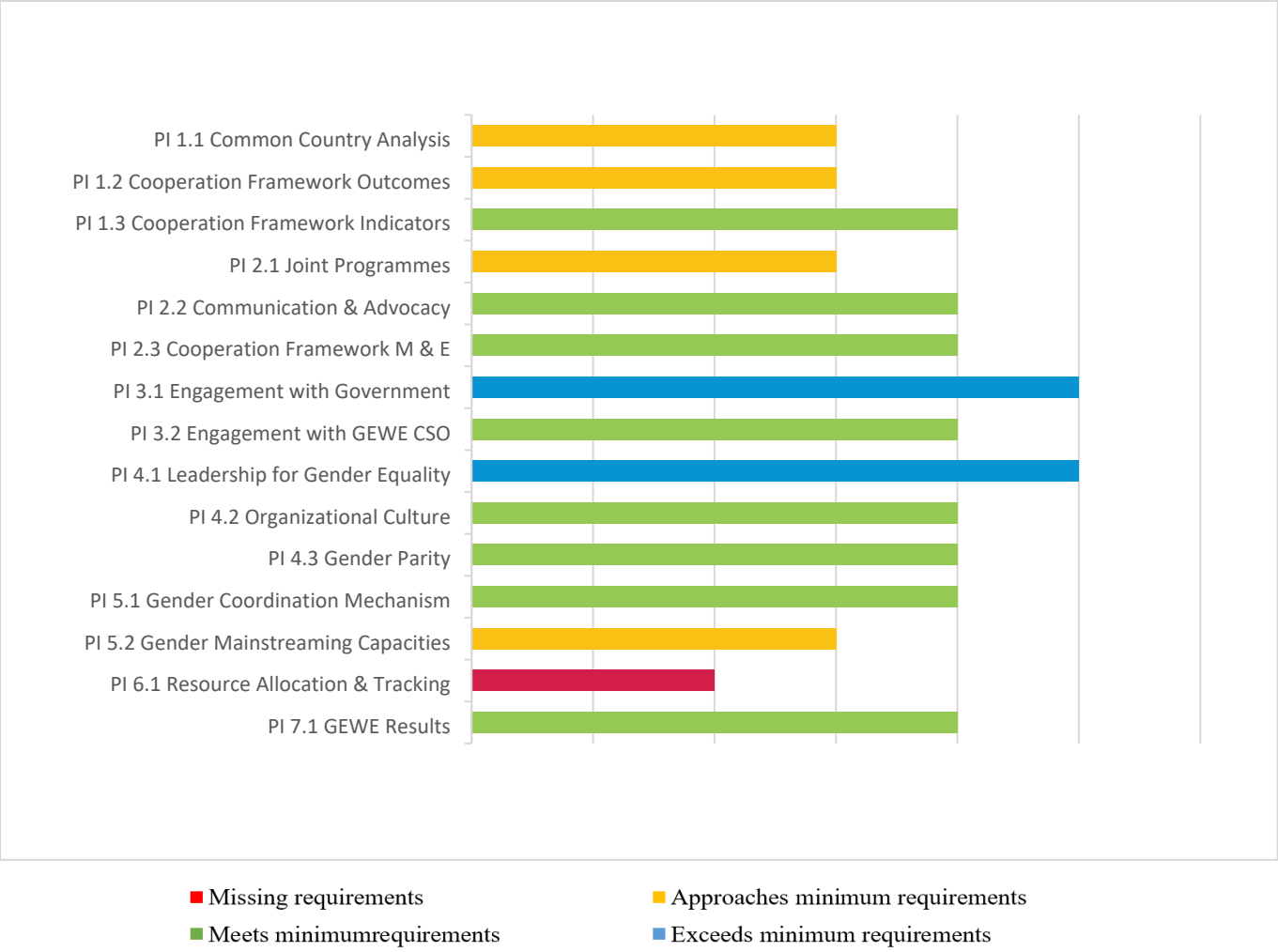
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in The Gambia 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



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 **Planning**
APPROACHES MINIMUM REQUIREMENTS

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

During the development of the current UNDAF that is ending the year 2021, the UNCT did not conduct systematic gender analysis for all its agencies to assess gender mainstreaming practices. However, there was some level of sex-age dis aggregated information at the national level that addressed the essence of the situation of women and men in some aspects and provided the basis for the CCA to define the need. The CCA did not provide in-depth analysis for accurate gender in the country and how is impacted on the various intervention of the UNCT in country.

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 **Planning**
APPROACHES MINIMUM REQUIREMENTS

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

This indicator approached minimum requirements because Gender equality and women empowerment is visibly mainstreamed across some outcome areas aligned to Sustainable Development Goal priorities and Sustainable Development Goal 5, such as UNDAF outcome 2 on 'youth and gender'. However, to meet minimum requirements, this indicator has to either mainstream GEEW visibly across all outcome areas aligned to SDG priorities and SDG 5, or target gender equality as one UNDAF outcome, which did not occur.

None of the UNDAF outcomes targeted gender equality explicitly in line with the UNDAF theory of change and SDG 5. The statement of outcome 2.5 had been mixed up by youth and gender, with no goals on gender equality. Gender cut across every UNDAF outcome as well as the Strategic Results Area (SRA). No outcome statement reflected the SDG 5 vision on gender equality.

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**
MEETS MINIMUM REQUIREMENTS

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

Only 32 per cent of the 43 UNDAF indicators had either sex-dis aggregated data or targeted indicators for women and girls to track the progress on Gender equality and Women Empowerment aligned to SDG priorities and SDG 5. Hence, the UNDAF outcome indicators fit in the criteria of "one-fifth to one-third (20 to 33 per cent) of UNDAF outcome indicators that measure the progress towards gender equality.

Outcome 2.5, for example, had two indicators to measure the change process on harmful practices that were discriminatory to women and girls only. However, the first three indicators of outcome 1.1 would be unable to track changes in gender equality. Indicator, for example, of the outcome 2.2 though did not set target by sex dis aggregation, however very possible to track the gender equality, such as contraceptive prevalence rate. Contraceptive prevalence only captures women as the primary or main users. This is similar situation as that of the indicator for 'under-five mortality' in this same outcome.

The 14 indicators either explicitly or implicitly had the scope to measure progress on the different needs and situations of women and men, girls and boys in the existing UNDAF. As a result, this indicator was rated as "Approaches Minimum Requirements.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

Programming and M&E

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (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.

This indicator approaches minimum requirements:

a) 80 per cent of Joint Programmes (JPs) visibly mainstreaming gender equality at the time of assessment
b) UNCT has at least two joint programmes, the Peace-building Fund (PBF) Project to Increase Women's and Youth Participation in Decision-making and as Agents of Community Conflict Prevention (PBF Women and Youth Project), and the UNFPA-UNICEF Joint Programme to Eliminate FGM (FGM JP), promoting gender equality. Also during the period under assessment The UNCT has a joint programmme that is primary addressing gender equality and mental health of survivors of GBV.

The UNCT has established formal system to ensure gender mainstreaming in all Joint Programmes , The systems to review all the proposals under the PBF to ensure Gender are mainstreamed.The systems a screening mechanisms"or the "Gender Mainstreaming Quality Control System" to systematically review the draft of all JPs that ensure gender mainstreaming at the time of the assessment.

A checklist has been created to assess gender mainstreaming, including checks on the gender marker.

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:

1. ITC and UNFPA Joint Programme - Localizing SDGs - Improving the livelihoods of vulnerable women and youth around the Senegambia Bridge (Document 3)
2. Peace Building Fund with UNDP and OHCHR - Project on Youth and women participation (documents 1 and 2)
3. Strengthening Community Access to Justice, Community Policing and effective SGBV Response (UNDP, UNICEF and UNFPA) - document 6
4. FGM - UNICEF and UNFPA Joint Programme (Document 4)
5. Promoting peace and social cohesion through provision of mental health services and psycho social well-being of SGBV survivors in The Gambia (UNFPA/UNDP) (Document 5)

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

Exampled of Joint programmes attached:
- Document 2. Peace Building Fund with UNDP and OHCHR - Project on Youth and women participation
- Document 3. ITC and UNFPA Joint Programme - Localizing SDGs
- Document 4. FGM Joint Programme - UNICEF/UNFPA
- Document 5. Promoting peace and social cohesion through provision of mental health services and psycho social well-being of SGBV survivors in The Gambia (UNFPA/UNDP)

- Document 6. Strengthening Community Access to Justice, Community Policing and effective SGBV Response (UNDP, UNICEF and UNFPA)

PI 2.2 Communication & Advocacy

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

Programming and M&E

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

1. This indicator met the minimum requirements, with the UNCT contributing collaboratively to at least one joint advocacy campaign on Gender equality and Women empowerment during the past year, Additionally, the Inter agency Communication Group's. Annual Work Plan visibly included Gender equality and Women empowerment communication and advocacy activities, such as International, Women's Day, International Day on the Girl Child and 16 Days of Activism to Eliminate Violence against Women.

2. The UNCT also celebrated a joint advocacy campaign on Gender equality and Women Empowerment on the eve of International Women's Day (IWD) since 2018 to 2021. The UNCG's annual work plan contained activities on IWD, 16 Days of Activism to Eliminate Violence against Women, and the International Day of the Girl Child.

3. There was no evidence that the UNCT contributed collaboratively in any non-traditional gender fields such as trade and macroeconomics, infrastructure, climate change adaptation, violent extremism, and gender identities.

4. Joint communication on the 16 days efforts on GBV of activism (activities and communication); zero tolerance day (GBV) (gender and communication groups worked collaboratively); UNFPA did a series of videos on GBV and COVID-19, and UNCG members amplified the messages on social media. Some of the videos were also aired on TV and online media platforms.

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
MEETS MINIMUM REQUIREMENTS

Programming and M&E

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

Currently we are measuring progress of UNDAF because we do not have a cooperation framework in the Gambia. This indicator Meets minimum requirements because the UNCT M&E teams collect gender- sensitive indicators as planned in the UNDAF Results Matrix.

The UNDAF's M&E framework planned to review progress annually and review was done this year 2021, when progress was reviewed against planned indicators, there was significant improvement in targets set in place.

However, the indicators were not entirely gender-sensitive (not all population-based indicators had sex-dis-aggregated data). Moreover, there are some level of gender-responsiveness in the indicators.

In the Gambia, UNDAF (2017-2021) measures changes in gender equality through 14 out of 43 indicators. However, during the planning of the UNDAF results matrix, there was scope to include gender-sensitive indicators for both population- and non population-based indicators. In addition, the UNDAF results matrix should have included qualitative indicators on some gender-sensitive indicators such as GBV, access to rights and opportunities for sex workers, people with different sexual orientations, and people with disabilities the UNDAF would have to conduct reviews and evaluations to assess progress against gender-specific results.

The UNCT did this once only, while the UNDAF M&E strategy planned for this annually. This indicator did not meet the minimum requirements because both criteria needed to be achieved by the UNCT meaningfully, with an effective results matrix that plans gender-sensitive indicators

Did you reassess the Performance Indicator in this reporting year

- No

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 ONE government agency 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.

This indicator exceeded the minimum requirements, with all three criteria met.
a) The UNCT has collaborated with multiple government agencies on joint programmes that foster gender equality in the current CF framework. For example:
- Joint Programme with Government and UNCT-Peace Building Fund
- FMG Joint Programme with Government and UNCT- UNFPA, UNDP. The National Steering Committee under the Gambia Women's Bureau (Government Body) coordinated the implementation
- Promoting peace and social cohesion through provision of mental health services and psychosocial well-being of SGBV survivors in The Gambia - Project between UNCT(UNDP/UNFPA) and the Gambian Government.

b) UNCT also engaged the National Women's Machinery during the UNDAF consultations, especially in country analysis, strategic prioritization, implementation, and M&E. The new CCA and CF are under process since late 2021/early 2022. During the drafting of the CCA, UNFPA and UN-Women provided feedback. Additionally, the Women's Bureau as well as the Ministry of Gender, Children and Social Welfare were invited to provide inputs on the draft CCA (January 2022). No documents are available yet.

c) In addition, the UNCT made at least one contribution to substantively strengthen government participation and engagement in gender-related SDGs' localization and/or implementation, such as addressing the elimination of harmful traditional practices.

(c) UNCT supported the Government of the Gambia in implementing activities that enhance localization of gender-related SDGs: for example, the women empowerment programme, political participation of women in leadership.

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)

1. Joint Programme with Government and UNCT-Peace Building Fund (Document 1)
2. FMG Joint Programme with Government and UNCT- UNFPA, UNDP. The National Steering Committee under the Gambia Women's Bureau (Government Body) coordinated the implementation (Document 2)
3. Promoting peace and social cohesion through provision of mental health services and psychosocial well-being of SGBV survivors in The Gambia - Project between UNCT(UNDP/UNFPA) and the Gambian Government (Document 3)
4. The Gambia National Gender Policy - SDGs Objectives (2010-2020) (Document 4)
5. Joint Programme - Strengthening Community Access to Justice, Community Policing and Effective SGBV responses between UNCT and the Ministry of Justice, Gambia Police and the Ministry of Women Affairs, Children & Social Welfare (Document 6)

PI 3.2 Engagement with GEWE CSO

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

Partnerships

Meets two 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.

This indicator met the minimum requirements, with the UNCT meeting at least two criteria out of three. In the Gambia, the UNCT collaborated with CSOs and women's rights advocates on at least two joint initiatives that foster Gender equality and Women empowerment within the current UNDAF cycle (FGM JP and PBF Women and Youth Project). The UNCT has made at least one contribution to substantively strengthen Gender equality and Women empowerment CSOs' participation and engagement in gender-related SDGs localization, such as the FGM JP. Although NGOs and CSOs contributed to the development of supporting evidence for the country context analysis, more systematic engagement of NGOs needed to ensure their meaningful participation at all stages of the UNDAF consultations, such as M&E of UNCT to exceed minimum requirements.

The UN Gender Technical Team work collaboratively with CSOs in implementing the 16days Days of activism celebration in 2021

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.

a. GEEW was a standing agenda item during the meeting of HoAs for the last 12 months to provide strategic guidance on areas requiring further improvement. As part of their systematic actions, the UNCT formed the GTWG within the country context of political conflicts and the cumulative negative impacts of a 22-year dictatorship. However, the GTWG needs to be more functional as a technical advisory group for the UNCT. The UNCT also has an action plan to prevent sexual exploitation and
abuse, and a disability inclusion strategy aiming to reach everyone, including people with differential risks and needs.

b. In the Gambia, a quick review of 10 randomly selected RC speeches during 2019 demonstrated that 70 per cent of her speeches included messaging on gender mainstreaming, women's participation, gender equality in politics, and women's inclusion in the peacebuilding process. During the UN Day observation, she spoke about the crucial need for women's contribution to the economy of the country.
The UN RCO also enforced the gender scorecard assessment and committed to its implementation.

c. The UN RCO facilitated the organizational culture survey to identify the perceptions of staff regarding GEEW following a decision in a HoAs meeting. The result of the survey further demonstrated evidence that HoAs are committed to achieving gender equality. According to the survey, more than 80 per cent of personnel believe that HoAs are committed to achieving GEEW in the workplace.

d. A discussion with senior management explored the UNCT's Assessment of Results and Competency (ARC), where gender equality has been reflected in every component.

As a result, this indicator was rated as "Exceed Minimum Requirements."

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.

This indicator meet the minimum requirements. The Survey was not redone in 2021. Below are the results from previous survey in 2020:

In 2020 The UNCT with the support of UNFPA conducted an Organizational Culture Survey Report conducted among UN staff.

The result shown 65.6 per cent of personnel positively rated the organizational environment for promotion of gender equality, falling within the 65-80 per cent range for meeting minimum requirements.

The Details results from the survey was were as follows:
1. HoA commitment to gender equality in the workplace was scored the highest, at 81 per cent; followed by commitment to gender equality in the workplace by UN personnel in the Gambia, and equal treatment of UNCT personnel irrespective of sex, gender identity or sexual orientation, both at 75 per cent.

2. The UN in the Gambia scored an overall positive rating of 65.6 per cent (9.4 per cent negative and 25.5 per cent neutral) based on all 10 questions dealing with issues of gender equality, discrimination and work-life balance.

3. While the analysis looked into each particular question, half of the questions met the minimum requirements individually (5/10 questions), four approached the minimum requirement (50 per cent to 64 per cent) and one failed to meet the 50 per cent minimum threshold.

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
MEETS MINIMUM REQUIREMENTS

Leadership and organizational culture

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

This indicator meets the minimum requirements. There has be significant increase of gender parity since the last review . The UNCT demonstrated positive results towards gender parity.

a) There is no system in place yet for monitoring gender but the UNCT has added in June 2021, as part of the key strategic interventions towards the efficiency agenda, an item on HR/ Gender Parity to work towards equal representation of women at all levels of the UN and its work.
.
b) In 2020, the gender parity assessment found that women comprised 33 per cent of General Service Staff (48 of 145); 42 per cent of national officers (29 of 69); and 67 per cent of professional staff (31 of 46) for those agencies that submitted data. Overall gender parity (female to male staff ratio) is 41:59.

c) The BOS implementation document includes gender-specific actions and indicators to foster gender equality. For example, on page 29 of the BOS, one activity " training of Staff on Gender" has been included to enhance institutional capacity and accountability for gender mainstreaming and for the equal representation of women at all levels of the UN.
Additionally, on page 48, an indicator on "Gender Responsive Procurement Sourcing" has been added to encourage increased number of women-owned businesses (WoB) to participate in UN procurement and supply chains under the BOS, and by ensuring that Gender Responsive Procurement (GRP) is mainstreamed throughout the procurement and supply chain macro and micro-processes.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment.
- 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	0
G2	14	54
G3	2	9
G4	1	3
G5	31	36
G6	18	16
G7	14	24
NOA	11	10
NOB	13	18
NOC	8	12
NOD	0	0
P1	1	0
P2	3	2
P3	7	9
P4	10	13
P5	1	7
P6	0	0
D1	2	0
D2	0	0

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

Sex-disaggregated staffing data, UNCT BOS Strategy, UNCT BOS Implementation plan (pages 29 and 48)

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
MEETS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets three 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 UNCT has a gender working group, chaired by UNFPA representative.

(b) The group has a TOR. The annual work plan is still under development.

(c) In total the GWG has about 25 members.

(d) Members of the group have participated in the new CCA inputs and feedback.

Did you reassess the Performance Indicator in this reporting year

- Yes

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)
TORs

PI 5.2 Gender Mainstreaming Capacities

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

(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.
Global celebrations activities for UN staff. For example, townhall meeting : "Orange the world: End violence against women now!" organized by the UNCT Gender Group

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

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS	Resources

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 MEETS MINIMUM REQUIREMENTS	Results

(b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.
This indicator approached the minimum requirements because the UNCT has been tracking some results on Gender Quality and Women Empowerment. The current UNDAF articulated gender equality narrowly, with only a focus on FGM and child marriage, although the root causes of those harmful practices lie in gender inequality. The UNDAF does not have a dedicated outcome

directly linked to Gender to address other indicators of gender equality, such as women's decision-making over their reproductive rights, and women's political participation. Moreover, UNCT the Gambia efforts to end FGM indicate achievements of some rights with regard to healthy reproductive and sexual lives for women and girls, but other important aspects, relating to their exercise of full freedom and autonomy, are still missing UNDAF.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in The Gambia 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
Dimension 1 - Planning		
1.1 Common Country Analysis	- Conduct gender analysis for the UNCT.	The TOR developed and consultant are hired. The development of the gender analysis is currently ongoing for the UNCT.
1.2 Cooperation Framework Outcomes	- UNDAF theory of change followed by a goal on gender equality for next UNDAF exercise	The development of the cooperation Framework is yet to commenced, But the action is noted for the next round of reporting
1.3 Cooperation Framework Indicators	- Training and capacity building on gender-sensitive and gender-responsive indicators for M&E.	The training is yet to commenced because the development of cooperation framework is yet to commenced
Dimension 2 – Programming and M&E		
2.1 Joint Programs	N/A	
2.2 Communication and Advocacy	- Campaign and advocacy budget on GEWE. - Training and capacity building for UNCG on GEWE. - Joint advocacy and campaign, demonstrated leadership by HoA for GEWE.	There has be increased joint advocacy and campaigns as seen in Zero Tolerance for FGM elimination, International women days, The international Days of the girls child and the 16 days of activism. But the capacity building/advocacy

		budget/campaign for UNCG on GEWE is yet to take place.
2.3 Cooperation Framework M&E	N/A	
Dimension 3 - Partnerships		
3.1 Government Engagement	- Ensuring gender mainstreaming in all SDG localization processes by engaging government. - Meaningful engagement of government in all stages of UNDAF development, including M&E.	There is increased government engagement in the development of UNDAF. Gender was mainstreamed in programming with the government as there is technical committee of Gender was established at the ministry of Gender, Children and social welfare
3.2 GEWE CSO Engagement	- Ensuring gender mainstreaming in all SDG localization processes by engaging NGOs. - Meaningful engagement of NGOs in all stages of UNDAF development, including M&E.	The NGOs and CSOs are actively and effectively in the development process of cooperation framework currently ongoing. Also the the NGOs and CSOs are also engaged in Joint monitoring of programmes.
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	- Implementation of the recommendations of the Gender Scorecard by HoAs at both agency and UNCT level. - Assessing the extent of gender mainstreaming in all components of the ARC.	Some of the recommendation has be implementation like the ensuring the RC speech and statement has components of Gender equality and Women empowerment. The periodic review of the social media handle to gender issues are well reflected. But some of the recommendation are yet to be implementing like the capacity building of Gender technical working group, UNCG and M/E group on Gender mainstreaming and Gender equality and Women empowerment.
4.2 Organizational Culture	- Organizational culture survey annually. - Orientation of all staffs on sexual harassment and sexual exploitation and abuse, including the process of filing complaints. - Ensuring	The organizational culture was not conducted this year, But orientation of all staff on Gender issues and GBV and entitlement was done during the 16days of activism.

	package of entitlements (e.g., maternity and paternity leave, breastfeeding and flexible work arrangements such as telecommuting, staggered hours, compressed work schedule).	
4.3 Gender Parity	- Ensuring gender parity with active contribution from Human Resources Working Group. - Integrating gender analysis into the BOS.	Gender mainstreaming and for equal representation of women at all levels in the UN System is integrated in the BOS. The BOS implementation plan is enhancing institutional capacity and accountability for gender mainstreaming and for the equal representation of women at all levels of the UNCT and is taking into account gender. Additionally, the BOS plan is ensuring that Gender Responsive Procurement (GRP) is mainstreamed throughout the procurement and supply chain macro and micro-processes.
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	- Improved TOR for GTWG followed by UNDG guidelines and best practices, developing action plan and implementation monitoring.	The TOR of Gender technical working group was reviewed inline with best practice. Action plan was developed with ongoing monitoring plan.
5.2 Gender Capacities	- Capacity assessment of gender focal points. - Designing capacity development package for the members of GTWG including training on result based management. - Inter-agency gender capacity assessment (organizational level: policies, programmes, M&E, communications and staffs capacity as well). - Gender capacity	Training of the focal points was not this year, but we had a training on RBM for focal point this year.

	development plan for all staffs based on their roles.	
Dimension 6 - Resources		
6.1 Financial Resources	- Training on gender equality markers for UNCT. - Resource tracking system development on GEWE.	These recommendation is yet to be implemented
Dimension 7 - Results		
7.1 GEWE Results	N/A	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **APPROACHES MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
Other joint analysis	UNDAF_ GAMBIA-_ FINAL
CCA or equivalent	The Gambia Common County Assessment 2015 Final

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **APPROACHES MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
	No documents uploaded

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
	No documents uploaded

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities **APPROACHES MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
Joint Program documents	Document 2. PBF Project document - Women and Youth participation UNFPA Revised 14112018
Joint Program documents	Document 3. ANNEX A Programme Proposal_ ITC and UNFPA on Localizing SDGs

Joint Program documents	Document 4. Signed 2021_FGM Work Plan
Joint Program documents	Document 5. Final UNDP-UNFPA Project on MHPSS for SGBV survivors PBF GPI 1 with budget updated RF signed OiC (1)
Joint Program documents	Document 6. Gambia Rule of project NCE 30112021 signed BW_GW

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
Other	UNCG Workplan - REVISED_27-07-2021

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
	No documents uploaded

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	Document 1. TJHR Extension Prodoc - Signed
Government engagement	Document 2. Signed 2021_FGM Work Plan
Government engagement	Document 3. Final UNDP-UNFPA Project on MHPSS for SGBV survivors PBF GPI 1 with budget updated RF signed OiC (1)
Government engagement	Document 4. Gambia national gender policy
Government engagement	Document 6. Gambia Rule of project NCE 30112021 signed BW_GW

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations **MEETS MINIMUM REQUIREMENTS**	**Partnerships**
Category	**Documents**
	No documents uploaded

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 Speech - 16 Days of Activism GBV 1 December 2020
RC communications	RC Speech - IDPWD Symposium - 3rd December 2020
RC communications	Statement by UN Resident Coordinator Ms. Seraphine Wakana; MOWCSW Stakeholders Meeting

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**
	No documents uploaded

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Other	Gender disaggregated data_UNCT_The Gambia_2021
UNCT BOS	BOS implementation plan
UNCT BOS	BOS Strategy - signed

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
GTG TOR/AWP	UN Working Gender Thematic Group_TOR

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
	No documents uploaded

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING 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 MEETS 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

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG

UNITED NATIONS SUSTAINABLE DEVELOPMENT GROUP