



UNCT SWAP-Scorecard

**United Nations Country Team Viet Nam
January 2017**

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I. Background

The UNCT SWAP-Scorecard is a globally standardized rapid assessment of UN country level gender mainstreaming practices and performance. The framework is designed to foster adherence to minimum standards for gender equality processes set by the undg. The SWAP-Scorecard focuses on the performance of the UN system as a whole, rather than the achievements of any single agency. By focusing on gender mainstreaming processes at the country level, the tool highlights the growing importance of interagency collaboration and coordination to achieve GEWE results at the country level.

The 'Gender Scorecard' was endorsed by the undg in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2). The tool was designed to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) was launched in 2012, forming another part of the broader UN accountability framework that focuses on the implementation of the policy at the entity level. The Gender Scorecard (now the UNCT SWAP-Scorecard) was revised in 2016 in tandem with the UN-SWAP to ensure greater alignment between the tools, and to reflect new guidance on common country processes. Furthermore, the new versions are aligned to the Sustainable Development Goals (SDGs), recognizing the importance of gender equality and women's empowerment to SDG achievement and human rights attainment. The UNCT in Viet Nam was one of the first to pilot the new UNCT-SWAP Scorecard.

II. Methodology

The SWAP-Scorecard measures gender mainstreaming in UN common programming processes across seven dimensions that encompass 18 indicators to present a holistic overview. The seven dimension areas are: planning and programming, monitoring and evaluation, partnerships, leadership, gender architecture and capacities, resources and results. The participatory assessment methodology relies on cross-sectoral consultation and collective analysis to rate the country team for each indicator against minimum standards.

The UNCT SWAP-Scorecard methodology was designed as an internal self-assessment. An interagency team (SWAP-Scorecard Assessment Team or SSAT) was assembled in Viet Nam for the purpose of the exercise. The list of the SSAT can be found at Annex A. The assessment team was comprised of members from eight agencies (UNICEF, UN Women, FAO, WHO, ILO, UNDP, UNESCO, UNAIDS), RCO and UN Communications Team with representation across fields to ensure a sound knowledge base on joint UN actions. SSAT members worked to provide a rationale and supporting evidence for each rating. Team discussions and consensus building over the assessment process helped to minimize subjectivity and improve the reliability of findings. The methodology deepened internal

understanding of the indicators and ownership of results. An assessment support team consisting of a coordination expert from UN Women headquarters, a coordination expert from UN Women regional office and an international gender specialist worked together to guide the process, providing support as needed through individual meetings, written feedback and online dialogue.

The assessment process included four stages:

1. Background preparation: Designated interagency team (SSAT) assembled, and members review the methodology, indicators and guidance notes.
2. Planning: Skype discussion between representatives of the SSAT, HQ team, and the consultant for clarification and to finalize plans for the in-country mission.
3. In-country assessment: SSAT gathers data/evidence, analyzes it, and collectively assesses country team performance against each indicator. Results shared with broader SSAT and the UNCT HOA group,
4. Reporting: Finalization of UNCT SWAP-Scorecard report and action plan.

Consolidated preliminary findings were presented for feedback and discussion among the SSAT and Gender Joint Programming Group members. Preliminary findings were shared with UNCT Heads of Agencies in December 2016 for further feedback and discussion. This report has been prepared by the international gender specialist based on findings and feedback.

III. Country Context

The SWAP-Scorecard assessment was conducted in Viet Nam in December 2016 at the end of the 2012-2016 UNDAF (One Plan) cycle. The One Strategic Plan for 2017-2021 was in final draft, but had not yet been signed at the time of the assessment. The 2017-2021 One Strategic Plan (OSP) outlines assistance in four focus areas with nine outcomes. The focus areas are: 1) investing in people; 2) ensuring climate resilience and environmental sustainability; 3) fostering prosperity and partnership; and 4) promoting justice, peace and inclusive government. The OSP used a mainstreaming approach, and included gender sensitive strategic interventions under eight of the nine outcomes. The OSP was designed to align with national and international frameworks including the Socio-Economic Development Strategy 2011-2020, Socio-Economic Development Plan 2016-2020, Sustainable Development Goals (SDGs) and international human rights commitments.

The United Nations Country Team (UNCT) in Viet Nam includes 18 UN resident agencies.¹ Agency size and scope of work varies significantly, with some having

¹ FAO, IAEA, IFAD, ILO, IOM, ITC, UNAIDS, UNDP, UNEP, UNESCO, UNFPA, UNHABITAT, UNICEF, UNIDO, UNODC, UNV, UNWOMEN, WHO.

large staff and financial resources, and others having a more limited presence. The UN system in Viet Nam benefits as a whole from increasingly stringent gender mainstreaming systems instituted by member agencies. Many UN agencies have moved forward decisively over the last decade to improve gender strategies, technical support and accountability mechanisms aided by the adoption of UN-SWAP at the corporate level in 2012. A growing cache of tools and guidelines are available within agencies to support more stringent accountability systems. Ownership of gender equality as a guiding principle and critical focus area was evidenced throughout the UNCT SWAP-Scorecard assessment, providing a solid foundation for coordinated programming for GEWE over the next UNDAF/One Plan cycle.

IV. Findings

The findings presented below reveal the scoring for each indicator across the seven dimension areas in Viet Nam. The rating system consists of four levels as follows:

- Exceeds minimum standards
- Meets minimum standards
- Approaches minimum standards
- Missing (does not approach minimum standards)

UNCTs should aim to achieve “meets minimum standards” across indicator areas in line with UNDG guidance. However, meeting minimum standards should be seen as a starting point from which UNCTs may work toward deepening their efforts to exceed minimum standards, thereby achieving better results and serving as leaders globally. UNCTs score as “exceeds minimum standards”, “meets minimum standards” or “approaches minimum standards” depending upon which criteria they meet as laid out in columns for each indicator.² If UNCTs fail to meet the criteria under “approaches minimum standards”, the indicator is scored as “missing”. An indicator may score as ‘missing’ if it fails to reach the foundational criteria set forth in some indicators even in instances where sound work has been done against other criteria within the same indicator. It is, therefore, important to look into the detailed findings for each indicator as reported in Annex C to understand more fully the meanings of each score.

² Refer to Annex A for details on rating criteria for each indicator.

Viet Nam UNCT SWAP-Scorecard Results - 2016

Indicator	Missing	Approaches Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
1- Planning and Programming				
1.1 Common Country Assessment				
1.2 UNDAF Outcomes				
1.3 UNDAF Indicators				
1.4 Joint Programs				
1.5 Comm & Knowl Generation				
2- Monitoring and Evaluation				
2.1 UNDAF Monitoring				
2.2 UN System M&E Group				
3- Partnerships				
3.1 Engagement W Machinery				
3.2 Engagement Government				
3.3 Engagement W/Gender CSO				
4 - Leadership				
4.1 Leadership				
4.2 Organizational Culture				
4.3 Gender Parity				
5- Gender Architecture and Capacities				
5.1 GTG Membership				
5.2 GTG Operations				
5.3 Capacity Development				
6 - Financial Resources				
6.1 Resource Tracking/Allocation				
7 - Results				
7.1 Country Level Results				

The assessment revealed that the UNCT Viet Nam has met or exceeded minimum standards for 12 of the indicators. Another two indicators score as approaching minimum standards, and four did not meet the criteria for approaching minimum standards (scored as 'missing'). A synopsis of key findings by dimension area is included below. More complete details on findings by indicator may be found in Annex C.

Findings Overview by Dimension Area

1. Planning and Programming. The UNCT Viet Nam performed strongly in this dimension area, with 4/5 indicators meeting or exceeding minimum standards. The 2016 Common Country Analysis displayed a high level of gender sensitivity, due in part to the use of a rights/equity based analytical approach that helped to highlight

gender inequalities across sectors. The 2017-21 draft One Strategic Plan met minimum standards with the articulation of gender targeting across focus areas and in eight of the nine outcomes (missing from outcome 2.2 on sustainable management of natural resources and the environment). The results framework from the previous One Plan³, however, revealed weaknesses in the ability of the system to track gender-related changes. The assessment found that only 18 percent of indicators were able to track progress toward gender equality, suggesting a need for greater rigor to ensure more comprehensive gender sensitive monitoring in the next results framework.⁴

The UNCT Viet Nam scored well against the minimum standards for joint programmes due to the presence of gender-targeted and gender mainstreamed JPs. While gender mainstreaming was evidenced in many JPs, it was missing in others, and the UN system lacked a comprehensive screening process to ensure quality and consistency of gender integration across all JPs, regardless of funding source or agencies involved. The UNCT Framework for Communication 2012-2016 includes targeted and cross-cutting support for gender equality and women's empowerment. The plan further highlights the importance of gender sensitivity in all communication materials to avoid perpetuating rigid gender roles or stereotypes. The assessment revealed numerous examples of joint UN action for communication and knowledge generation on topics such as ending violence against women, challenging gender stereotypes and 'women and the SDGs'. The UN Communications Team liaises with the Gender Joint Programming Group (JPG) to support communication and advocacy, and further ensures that gender sections are included in information and outreach materials including the internal daily-news-clipping service, the UN Viet Nam website and intranet.

2. Monitoring and Evaluation. The UN system in Viet Nam met the minimum standards for this dimension area. The interagency M&E group (RBM Working Group) includes technical support to gender mainstreaming in its TOR, and has benefited from gender-focused training within broader training events over the course of the UNDAF/One Plan cycle. Scores reflect sound tracking of gender-focused results in the yearly annual reports, which consistently showcased gender outputs within Outcome 2.4 in particular. Quantitative results were tracked to an extent via the online platform for the results framework. While gender-specific data has been entered at a level that is consistent with the overall use of the tool, the assessment found that the tool has not been fully utilized at a programmatic level to track changes and inform interventions. This, combined with the limited integration

³ The assessment team analyzed the results framework from the 2012-2016 One Plan. The framework for the 2017-2021 One Strategic Plan had not been drafted at the time of the assessment.

⁴ Twenty-five out of a total of 141 indicators were either gender sensitive or sex disaggregated in the 2012-2016 One Plan. A minimum of 20 percent gender sensitive indicators is required to score as 'approaches minimum standards'. More than one-third (33 percent) gender-sensitive indicators is required to meet minimum standards.

of gender sensitive indicators in the results frameworks, suggest a need for deeper attention in the next UNDAF/One Plan cycle.

3. Partnerships. The partnerships dimension measures UN system engagement with the national women's machinery, women's/gender CSO and the broader government system. This emerged as a strong area for the country team in Viet Nam. The team exceeded the minimum standards for joint engagement with the national women's machinery (NWM) due to strong involvement in UNDAF processes as well as numerous joint initiatives conducted through JPs and the Gender JPG. UNCT Viet Nam also exceeded minimum standards for government engagement on GEWE with examples including collaborative agency work on GEWE with the Ministry of Justice, Ministry of Public Security, Ministry of Health, Ministry of Agriculture and Rural Development, Ministry of Education and Training and Ministry of Information and Communications. Engagement with GEWE CSO was also strong with the UN playing an active role to ensure GEWE CSO voice in consultations on laws and policies such as Law on Family and Marriage 2016, Law on Election of Deputies to the National Assembly and Deputies to People's Councils 2015. The UN also facilitated GEWE CSO involvement in CEDAW reporting processes and the review of the 20-year implementation of the Beijing Platform for Action.

4. Leadership. The UNCT Viet Nam did not meet minimum standards for indicator 4.1 on leadership due to insufficient evidence of engagement on GEWE within the UNCT HOA meetings. Only six of the 20 HOA meetings held in 2016 discussed gender equality in any way (two substantively and four marginally). Regular and meaningful gender engagement within the UNCT HOA meetings is required to score as 'approaches minimum standards'. This is framed as a foundational prerequisite. Despite shortcomings against the foundational criteria, the UNCT scored well against other criteria within this indicator as evidenced by the inclusion of gender reporting in the RCARs and inclusion of gender equality messaging in RC official speeches and communications. Gender was missing from the 2016 ARC.

The personnel survey on organizational culture measured perceptions of gender equality in the working environment across three rubrics: support for gender equality; discrimination; and work-life balance. Results revealed overall positive responses of 71 percent, with only 8 percent giving negative responses.⁵ Positive results were particularly strong in the questions that dealt with discrimination and gender equality, while questions related to work-life balance scored lower. Refer to Annex D for detailed information on responses by question. Findings on gender parity showed that the team in Viet Nam had achieved gender parity for senior staff (defined as P4/NOC and above), but women dominated heavily for General Service Staff.⁶ Data across the UN system had not been collated before the exercise.

⁵ Neutral responses accounted for 21 percent. Values are rounded to the nearest whole number.

⁶ Women comprised 76 percent of GS staff, and 55 percent of senior staff. Gender parity was defined as between 45-55 percent for each sex. Based on data submitted from FAO, UNICEF, UNFPA, IOM,

5. Gender Architecture and Capacities. The Gender JPG in Viet Nam functions as both a cross-cutting group and a results group to implement and monitor Outcome 2.4 of the 2012-2016 One Plan. It was formed in 2012 as part of wider internal architecture to guide One Plan processes. The group met minimum standards for membership as well as operations. The Gender JPG includes good representation across agencies, and most have their contributions to the group reflected in their performance reviews. The group did not meet the criteria for 50% or higher senior members, though approximately one-third of members are senior (defined as NOC/P4 and above). Efforts were made at the time of group formation to ensure gender JPG members participated across all result and cross-cutting groups, and this practice should be followed again in designing implementation systems for the new One Strategic Plan.

The operations of the Gender JPG also met minimum standards. The group meets regularly and has a clear TOR and annual work plan. The group played a key role for the One Plan 2012-2016 including inputs into the identification of gender inequality issues and the development of outcome statements. However, the group was not involved as a group in providing technical inputs to the 2016 CCA or One Strategic Plan design. The UN in Viet Nam did not approach minimum standards for the indicator within this dimension area that measures capacity development due to a lack of capacity assessment or development plan targeting across the system over the 2012-2016 One Plan period.

6. Budgeting. UNCT monitoring and reporting processes for the One Plan (2012-2016) tracked financial resources by outcome area, thereby offering partial tracking of gender expenditures under Outcome 2.4. Tracked data does not reveal the extent to which resources were dedicated to GEWE or HIV programming within Outcome 2.4, nor is there in place a mechanism to assess the extent to which resources were dedicated to gender-focused activities across outcomes. Nevertheless, the available data offers a partial picture of expenditures that can help to monitor the level of resources dedicated to GEWE throughout the programming cycle. While a growing number of individual agencies have instituted the gender marker system, the UNCT has yet to consider either the means or analytical applicability of utilizing this data to track gender equality expenditures across agencies. Stronger tracking could serve as a powerful monitoring and advocacy tool to ensure significant investment in gender equality programming.

7. Results. The indicator requires evidence that the UN system has contributed over the UNDAF/One Plan cycle to achieving country-level gender results in line with planned outcomes and SDGs/MDGs. Evidence supporting achievement of results must be at the level of impact, registering changes in behaviors, practices and/or

WHO, UNODC, UNDSS, UNDP, UN WOMEN, ILO, UNESCO, UNIDO, UNAIDS. See Annex B, indicator 4.3 for further details.

attitudes that have a positive impact on the lives of women/men, girls/boys. The indicator criterion was interpreted for the pilot to 'approach minimum standards' based on the UN system making concerted contributions with a broad range of stakeholders to lead to results. Contributions to long-term changes were accepted as approaching minimum standards even in the absence of country-level data to show significant change in attitudes or behaviors. This interpretation was informed by an understanding that some areas of gender-based change may not be easily tracked/measured within a single UNDAF cycle, and documented changes at the country level may be small and incremental or may lack national level data.

The assessment team looked at two result areas in-depth: improved maternal health and reduced Gender-Based Violence (GBV). Both result areas were found to approach minimum standards. UNFPA, UN Women, UNODC, UNESCO, UNAIDS, UNDP, UNICEF, UNV, WHO, ILO and IOM partnered with MOLISA, the Ministry of Culture, Sport and Tourism, the Ministry of Justice, the Farmers' Union, Women's Union as well as many NGOs over the One Plan cycle to ensure a multi-sectoral and coordinated approach to GBV that should ultimately contribute to reductions in GBV prevalence although data that adequately tracked results at the level of national impact was not available (e.g. changed attitudes and/or reductions in GBV prevalence). Maternal health was addressed in the One Plan through the overall strategic focus targeting the vulnerable and marginalized in healthcare. Though the strongest statistical gains in MMR reductions predated the current One Plan period, the UN made a contribution to lowering MMR focusing on better maternal access and health service delivery for ethnic minority women, whose rates of maternal death are triple that of lowland women. See Annex C, Indicator 7.1 for a more detailed account.

V. Conclusion

The assessment revealed that UNCT Viet Nam has met or exceeded minimum standards for 12 of the 18 indicators. Areas that were identified as not yet meeting minimum standards and requiring strengthening were; gender-sensitivity of monitoring indicators; regular UNCT discussions on gender equality issues; systematic approach to capacity development of staff; and system to track budgetary allocation to gender equality and women's empowerment. As the UN in Viet Nam transitions to the new One Strategic Plan 2017-2021 which is at the outcome level, even those indicators that have met or exceeded minimum standards in this assessment based on a review of UNCT practice in the One Plan 2012-2016 period, may fall behind if adequate attention is not paid. Therefore, UNCT should carefully consider each Scorecard indicator and not only focus on those that have not met minimum standards in this assessment when developing a follow-up action plan.

VI. Follow-up Action Plan (Draft)

Members of the interagency SWAP-Scorecard assessment team and the Gender JPG put forth initial ideas for the action plan during the consolidation workshop in

Hanoi at the close of the in-country mission. Following a review of the 18 indicators to build consensus and deepen understanding of the findings, small groups discussed how to build on system strengths and address weaknesses that were revealed by the exercise. Ideas were further developed and expanded by the consultant together with the coordination experts from UN Women headquarters and regional offices. The draft plan presented in this report is designed to serve as a starting point for the UNCT HOA, IAPTF, Gender JPG and other key groups identified in the plan to further develop and commit to actions that will strengthen performance within the seven SWAP-Scorecard dimensions. The action plan takes into consideration the SWAP-Scorecard findings bearing in mind that the UNCT HOAs have a collective obligation to coordinate efforts to deliver on gender equality and women's empowerment. By working cohesively, agencies can increase both the scope and quality of their programming to more effectively foster gender equality within broader human rights based approaches. The plan includes details on responsibility, resources and timing. It also outlines the linkages to the SWAP-Scorecard assessment for tracking purposes. See Annex E for elaboration.

Annex A – List of SWAP-Scorecard Assessment Team (SSAT)

No.	Name	Agency	Position
1.	Jesper Moller	UNICEF/IAPTF	Deputy Representative
2.	Tran Thi Phuong Nhung	UNESCO	Gender Project Manager
3.	Tran Quynh Hoa	ILO	National Communications Officer
4.	Bui Phuong Tra	UNDP	Programme Officer
5.	Vu Quang Hieu	WHO	Emergency and Humanitarian Action
6.	Miho Watanabe	UN Women	Programme Analyst
7.	Hoang Bich Thao	UN Women/Communication Team	Communication Officer
8.	Le Thi Lan Phuong	UN Women	National Programme Officer - GBV
9.	Vu Phuong Ly	UN Women	Programme Specialist
10.	Shoko Ishikawa	UN Women	Country Representative
11.	Ali Safarnejad	UNAIDS/IAPTF	Strategic Information Advisor
12.	William Langslet	RCO	Result-Based Management Consultant
13.	Bui Phuong Linh	RCO	Result-Based Management Specialist
14.	Trinh Anh Tuan	Communication Team	Deputy of Communication Department
15.	Jungman Choi	FAO	Internship

Annex B - UNCT SWAP-Scorecard Indicators
Indicators for Pilot
September 2016

Dimension Area 1 – Planning and Programming

1.1 - Common Country Assessment

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
CCA or equivalent includes: a) systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.	CCA or equivalent includes: a) systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; c) analysis of UNCT comparative advantage to address gender inequality.	CCA or equivalent includes: a) systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; c) analysis of UNCT comparative advantage to address gender inequality; d) targeted analysis of excluded or marginalized gender-specific groups

1.2 UNDAF Outcomes

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNDAF outcomes include some articulation of how gender equality will be promoted in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5.	One UNDAF outcome clearly articulates how gender equality will be promoted in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5. <u>or</u> Gender is visibly mainstreamed across outcome areas in line with ToC and SDG priorities including SDG 5.	One UNDAF outcome clearly articulates how gender equality will be promoted in line with (ToC) UNDAF Theory of Change and SDG priorities including SDG 5. <u>and</u> Gender is visibly mainstreamed across outcome areas in line with ToC and SDG priorities including SDG 5.

1.3 UNDAF Indicators

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Between one-fifth (20 percent) and one-third (33 percent) of	Between one-third and one-half (33-50 percent) of UNDAF	More than one-half of UNDAF outcome and output indicators

UNDAF outcome and output indicators track progress toward gender equality results in line with SDG priorities including SDG 5.	outcome and output indicators track progress toward gender equality results in line with SDG priorities including SDG 5.	track progress toward gender equality results in line with SDG priorities including SDG 5.
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1.4 Joint Programs

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
A Joint Program on promoting GEWE is being developed in line with SDG priorities including SDG 5.	A Joint Program on promoting GEWE is operational in line with SDG priorities including SDG 5. <u>or</u> Gender is systematically mainstreamed into other JPs.	A Joint Program on promoting GEWE is operational in line with SDG priorities including SDG 5. <u>and</u> Gender is systematically mainstreamed into other JPs.

1.5 Communication and Knowledge Generation

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNCT communication plan visibly includes GEWE advocacy and knowledge products.	UNCT communication plan visibly includes GEWE advocacy and knowledge products. <u>and</u> The UN system has contributed collaboratively to at least one joint advocacy campaign on GEWE in the past year <u>or</u> The UN system has collaboratively produced at least one knowledge product promoting GEWE in the past year.	UNCT communication plan visibly includes GEWE advocacy and knowledge products <u>and</u> The UN system has contributed collaboratively to at least one joint advocacy campaign on GEWE in the past year <u>and</u> The UN system has collaboratively produced at least one knowledge product promoting GEWE in the past year.

Dimension Area 2 - Monitoring and Evaluation

2.1 UNDAF Monitoring

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Data for gender sensitive <u>indicators</u> in the UNDAF Results Matrix is gathered as planned including sex-disaggregated data <u>or</u> UNDAF reviews/evaluations (annual, mid-term and/or final) assess progress against gender-specific results as per outcomes and outputs.	Data for gender sensitive <u>indicators</u> in the UNDAF Results Matrix is gathered as planned including sex-disaggregated data <u>and</u> UNDAF reviews/evaluations (annual, mid-term and/or final) assess progress against gender-specific results as per outcomes and outputs.	Meets minimum standard <u>and</u> Data from UNDAF monitoring and reviews/evaluations has been used during the UNDAF cycle to strengthen and/or adjust programming in line with findings to more effectively enhance gender equality results.

2.2 UN System M&E Expertise

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
The M&E Group or equivalent includes in its TOR responsibility for ensuring gender sensitivity in joint M&E frameworks, and provides technical support accordingly	The M&E Group or equivalent includes in its TOR responsibility for ensuring gender sensitivity in joint M&E frameworks, and provides technical support accordingly and The M&E Group or equivalent has had technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets minimum standard and The M&E Group or equivalent has supported the work of other inter-agency groups (e.g. UNCG, GTG, outcome groups) at least once over the UNDAF cycle to address gender-specific issues in M&E systems.

Dimension Area 3 – Partnerships

3.1 Engagement with Women's Machinery

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Women's machinery participates in UNDAF consultations: country analysis, strategic planning, M&E.	Meets the following criteria: a) Women's machinery participates in UNDAF consultations: country analysis, strategic planning, M&E. b) Women's machinery is a partner for a joint initiative over the UNDAF period that addresses gender inequality. c) Women's machinery participates in GTG meetings at least once per year.	Meets minimum standard and The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of the women's machinery

3.2 Engagement with Government on GEWE

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
The UN System has collaborated with at least one government agency (excluding the Women's Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality. or The UN System has made at least	The UN System has collaborated with at least one government agency (excluding the Women's Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality. and The UN System has made at least	The UN System has collaborated with <u>more than one</u> government agency (excluding the Women's Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality. and The UN System has made <u>more</u>

one collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.	one collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.	<u>than one</u> collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.
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3.3 Engagement with Women's/Gender Equality CSO

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
GEWE CSO and national gender experts participate in UNDAF consultations: country analysis, strategic planning, M&E.	<p>Meets the following criteria:</p> <ul style="list-style-type: none"> a) GEWE CSO and national gender experts participate in UNDAF consultations: country analysis, strategic planning, M&E. b) GEWE CSO and national gender experts are partners for a joint initiative (e.g. joint program, advocacy campaign, knowledge product) that addresses gender inequality. c) GEWE CSO and national gender experts participate in GTG meetings at least once per year. 	<p>Meets minimum standard <u>and</u></p> <p>The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of national GEWE CSO.</p>

Dimension Area 4 - Leadership and Organizational Culture

4.1 Leadership

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Gender equality is a standing agenda item, and is meaningfully addressed in UNCT HOA meetings	<p>Gender equality is a standing agenda item, and is meaningfully addressed for UNCT HOA meetings <u>and</u></p> <ul style="list-style-type: none"> a) Resident Coordinator annual reporting covers the main gender-related results b) Resident Coordinator demonstrates leadership and public championing of gender equality on behalf of the UNCT 	<p>Meets minimum standard <u>and</u></p> <p>Gender Equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs</p>

4.2 Organizational Culture

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Survey results of staff perception of organizational environment for gender equality scored a positive rating of 50-65 percent.	Survey results of staff perception of organizational environment for gender equality scored a positive rating of 65-80 percent.	Survey results of staff perception of organizational environment for gender equality scored a positive rating over 80 percent.

4.3 Gender Parity

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
The country team has in place a process for monitoring representation of women and men for General Service staff and NOC/P4 and above.	The country team has reached equal representation of women and men for General Service staff and NOC/P4 and above.	The country team has reached equal representation of women and men for General Service staff and NOC/P4 and above. and A plan is in place to ensure retention of gender parity.

Dimension Area 5 - Gender Architecture and Capacities

5.1 GTG Membership

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
GTG is chaired by a HOA and Meets 1-2 of the following criteria: a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross-cutting groups (e.g. outcome results groups, UNCG, M&E group); e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors,).	GTG is chaired by a HOA and Meets 3-4 of the following criteria: a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross-cutting groups (e.g. outcome results groups, UNCG, M&E group); e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors).	GTG is chaired by a HOA and Meets all 5 of the following criteria: a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross-cutting groups (e.g. outcome results groups, UNCG, M&E group); e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors).

5.2 GTG Operations

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation and Meets one of the following criteria: a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5.	GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation and Meets two of the following criteria: a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5.	GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation and Meets three of the following criteria: a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5.

5.3 Capacity Development

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
A capacity assessment of UN staff to analyze and address gender inequality is undertaken at least once per UNDAF cycle.	A capacity assessment of UN staff to analyze and address gender inequality is undertaken at least once per UNDAF cycle. and a) A capacity development plan based on the capacity assessment is established or updated at least once per UNDAF cycle. b) Targets of gender capacity development plan are on track.	Meets minimum standard and UN induction package includes gender-sensitive orientation to key issues in the country and UN strategies to address

Dimension Area 6 - Financial Resources

6.1 Resource Tracking and Allocation

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNCT has in place a system to track and utilize <u>some</u> country-level budgetary data to ensure	UNCT has in place a system to track and utilize <u>comprehensive</u> country-level budgetary data to	UNCT has in place a system to track and utilize <u>comprehensive</u> country-level budgetary data to

adequate allocation of resources for GEWE	ensure adequate allocation of resources for GEWE	ensure adequate allocation of resources for GEWE and UNCT has established a target for program expenditures to be allocated for GEWE, and has met the target.
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Dimension Area 7 – Results

7.1 Country Level Results

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
<p><u>Option A</u> The UN system has contributed to gender equality in the country by benefiting women and girls (men and boys) as a targeted group (gender targeted results) in programming. Results are in line with SDG priorities including SDG 5 as planned in the UNDAF.</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Extra efforts are required to ensure achievement of planned results at the end of the UNDAF cycle.</p>	<p><u>Option A</u> The UN System has contributed to gender equality in the country by addressing the differential needs of women/men, girls/boys and redressing inequalities in distribution of benefits, resources, status, and/or rights (gender sensitive results) in programming. Results are in line with SDG priorities including SDG 5 as planned in the UNDAF.</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Achievement of planned results is on track by the end of UNDAF cycle.</p>	<p><u>Option A</u> Meets minimum standards and The UN System has contributed to gender equality in the country by contributing to at least one widespread change in norms, values, power structures or other roots of gender inequality and discrimination (gender transformative results).</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Planned results have been achieved or exceeded before the end of the UNDAF cycle.</p>

Annex C – UNCT SWAP-Scorecard Findings

Viet Nam – December 2016

Dimension 1 – Planning and Programming

Indicator	Data and Evidence	Findings	Scoring	Explanation
1.1 Common Country Assessment	<p>Common Country Assessment, March 2016</p> <p>One Strategic Plan 2017-2021</p> <p>Background Paper to the One Strategic Plan 2017-2021 on UN's Role and Modalities for Cooperation</p>	<p>a) systematic use of sex-disaggregated and gender sensitive data;</p> <p>The CCA includes reasonable use of sex-disaggregated and gender sensitive data consistent with the level of analysis, much of which is descriptive.</p> <p>b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;</p> <p>CCA includes gender analysis across sectors with a legal lens. In-depth gender analysis is conducted under SDG 5, with an indication of underlying causes.</p> <p>c) analysis of UNCT comparative advantage to</p>	<p>Exceeds Minimum Standards</p>	<p>a) systematic use of sex-disaggregated and gender sensitive data;</p> <p>The CCA includes sex-disaggregated and gender sensitive data to a degree, but much of the analysis is qualitative. When reading the CCA, it is not always clear when lack of disaggregated data was a result of a lack of available data or other reasons. Efforts should be made in future documents to further highlight where gender sensitive data gaps exist.</p> <p>Areas with strong gender focus include:</p> <ul style="list-style-type: none"> - gender inequality and gender relations - reference to data and evidence on migration and the higher proportions of women migrating for work internally - evidence around gender stereotyping and social norms <p>Furthermore, the One Strategic Plan background paper highlights the importance of gender sensitive data generation and dissemination.</p> <p>Gender sensitive data such as information on gender based violence, status of CEDAW recommendations, and development of laws related to gender equality are</p>

address gender inequality;

One Strategic Plan 2017-2021 includes the UNCT comparative advantage to address gender inequality in a broader context of reducing inequalities.

d) targeted analysis of excluded or marginalized gender-specific groups

The CCA includes targeted analysis of marginalized groups and highlights in several places the challenges related to inequity, discrimination and the significance of gender stereotyping in Viet Nam.

evident in the CCA.

b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;

Analysis on MDG progress lacks gender analysis and data except for goal 3. Analysis on SDG goals includes gender analysis in most goals except for Goal 12 on sustainable consumption and Goal 14 on the oceans and marine resources.

CCA includes in-depth analysis under SDG 5, including underlying causes of gender inequality and discrimination. Analysis highlights the significant gender disparities that remain in economic, social, civil and political rights that need to be addressed to achieve SDG 5.

Notably, gender analysis is evident under sections on demographics, migration, trade, and health. However, gender sensitivity in the form of either data or analysis is missing under social protection reform and education, though gender issues in education are featured in other segments of the report.

c) analysis of UNCT comparative advantage to address gender inequality;

This is contained within the One Strategic Plan 2017-2021 (not the CCA), which includes analysis with a particular focus on women with intersectionality, linking to social norms and gender stereotypes as underlying causes. UNCT comparative advantage to address gender equality is analyzed in the broader context of reducing inequalities through UN's

<p><i>normative framework and advocacy for rights-based approaches to policies and programs. Moreover, those with intersectional vulnerabilities, such as women and girls from ethnic minorities or women and girls with disabilities, are further analyzed.</i></p> <p><i>d) targeted analysis of excluded or marginalized gender-specific groups</i></p> <p><i>LGBTI and ethnic minority, particularly women and girls, are identified as groups most vulnerable to deprivation of rights, aligned with SDG 4. There are targeted analyses of these groups across the CCA. It also includes some analysis on adolescent and young women's needs, particularly in relation to reproductive health.</i></p> <p><i>For example, the CCA includes a complete matrix with three interrelated targets under SDG 4 for Viet Nam that includes specific reference to marginalized groups of women (ex. low elementary school rates for Kinh women).</i></p> <p><i>The team preparing the CCA utilized a Rights/Equity Based Approach (REBA) to guide the assessment. Steps of the analysis included identifying key deprivations of human rights and identifying vulnerable groups where deprivations persist. This analytical framework was instrumental in ensuring that gender differences were identified in a systematic manner across sectoral areas.</i></p>				
1.2 UNDAF Outcomes	<i>One Strategic Plan 2017-2021</i>	<i>One UNDAF outcome clearly articulates how gender equality will be promoted in line with SDG priorities</i>	<i>Meets Minimum Standard</i>	<i>The 2017-2021 OSP was developed before the new UNDAF guidance that makes Theory of Change (ToC) mandatory was put forth. Therefore, this criterion is excluded for the assessment.</i>

including SDG 5.

Two outcomes under Focus Area 4 (4.1 and 4.2) articulate how gender equality will be promoted in line with SDG priorities including SDG5. Although these outcomes are not exclusively targeting gender equality, gender equality is prominent.

or

Gender is visibly mainstreamed across outcome areas in line with SDG priorities including SDG 5.

All four Focus Areas address SDG 5 on gender equality, and 8/9 outcomes respond to gender considerations within strategic interventions, except outcome 2.2 on sustainable management of natural resources and the environment.

Focus Area 4: Promoting justice, peace and inclusive governance and its accompanying outcomes articulate how gender equality is promoted in line with SDG priorities including SDG5.

Outcome 4.1: Participatory decision-making and responsive institutions includes strategic interventions on challenging harmful social norms; gender responsive data collection; participation of women and girls in policy planning, monitoring and implementation; support national partners for gender responsive institutional mechanism.

Outcome 4.2: Human rights protection, rule of law and strengthened access to justice includes strategic interventions on the provision of access to justice for vulnerable groups including victims of discrimination and violence, SW, LGBTI, ethnic minorities, women, youth and children; awareness raising among public on human rights particularly on gender equality and gender based violence.

The One Plan is built on SDG priorities in Viet Nam and the CCA, which utilizes a rights/equity approach. The Plan recognizes gender equality and the empowerment of women and girls as essential to the achievement of the SDGs overall, as both a stand-alone objective and as part of a broader solution to secure sustainable development in Viet Nam. The Plan supports systematic effort to remove gender-biased and discriminatory laws, policies and practices.

All four Focus Areas address SDG 5 on gender equality, and 8 of the 9 outcomes respond to gender considerations with the exception of outcome 2.2 on sustainable management of natural resources and the

environment. While gender is not explicitly mentioned in the outcomes outside of 4.1 and 4.2 (as noted above), there is an implicit focus on gender equality in the framing of the outcomes that target vulnerable and disadvantaged groups. Gender equality and women's empowerment is further elaborated under the UN Strategic Interventions under eight of nine the outcomes.

The omission of any articulation of gender mainstreaming under outcome 2.2 fell just short of meeting the requirements that all outcomes visibly mainstream gender.

Examples of references to gender equality and the empowerment of women under outcomes outside of outcomes 4.1 and 4.2 include:

In outcome 2.1 on low-carbon, climate and disaster resilient development, under the strategic interventions, women are described as active agents of change who can lead action at the local level including sharing knowledge and skills on climate change and participate effectively in planning and decision-making processes.

In outcome 3.2 on inclusive labour market and expansion of opportunities for all, under the strategic interventions, women's empowerment and gender equality are expected to be strengthened by private sector partnership through the promotion of workers' rights and effective labour relations in all the sectors.

1.3. UNDAF indicators	<i>OP2012-2016 (for both outcome and output</i>	<i>Less than one-fifth (20 percent) of indicators track progress toward</i>	<i>Missing (does not approach minimum</i>	<i>In total, there are 141 outcome and output indicators. The total number of indicators that are sex disaggregated or gender sensitive is 25, accounting for</i>
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	indicators)	gender equality results. At least 20% is required to approach minimum standards.	standards)	18% of all indicators, falling just short of the minimum requirements to 'approach minimum standards'.
				While it is well recognized that some indicators are not conducive to gender articulation, the review revealed that In many cases, the indicators could be improved by mentioning gender focus or adding sex disaggregation. A total of 41 indicators were identified during the analysis that were deemed conducive to gender articulation but were essentially gender blind. More thorough review is required in designing frameworks to better track gender-specific changes.
1.4 Joint Programs	<p><i>One Plan Fund Strengthening the Gender Equality and Girls' Education Initiative in Viet Nam: Empowering girls and women for a more equal society 2016-2020 (UNESCO, UNFPA and UN Women)</i></p> <p><i>Delivering Results Together-Fund Joint Initiative for Ethnic Minorities 2013-2016 (UNDP, FAO, UNESCO, UNICEF, UN Women, UNIDO, UNCTAD, ILO, WHO, UNFPA)</i></p> <p><i>UN-GOVN - Integrated nutrition and food security strategies for children and vulnerable</i></p>	<p><i>A JP on promoting GEWE is operational in line with SDG priorities including SDG 5.</i></p> <p><i>The UNCT has several joint programs on promoting GEWE that are in line with SDG priorities including SDG 5.</i></p> <p>or</p> <p><i>Gender is systematically mainstreamed into other JPs.</i></p> <p><i>The UN Viet Nam does not have a means to systematically mainstream gender into all joint programs. Though this is expected</i></p>	<p><i>Meets Minimum Standards</i></p>	<p><i>The One Plan 2012-2016 consists of Outcome and Outputs. Eight Joint Programme Groups were established to ensure coordination on the implementation and reporting on achieved results.</i></p> <p><i>The One Plan Fund (OPF)'s Initiative on Strengthening the Gender Equality and Girls' Education Initiative in Viet Nam: Empowering girls and women for a more equal society is a joint program of UNESCO, UNFPA and UN Women and promotes GEWE in line with SDG priorities including SDG5. The Initiative's primary focus is mainstreaming gender in education settings through development of 2016-2020 Action Plan on Gender Equality for the Education Sector and capacity building activities to implement the Plan. It is therefore aligned with SDG priorities, particularly SDG4 and SGD5. Support by UN Women and UNFPA ensure technical expertise is provided to ensure gender is mainstreamed effectively in this JP.</i></p> <p><i>The Delivering Results Together Fund (DRT-F) Joint Initiative for Ethnic Minorities is a joint program of UNDP, FAO, UNESCO, UNICEF, UN Women, UNIDO,</i></p>

groups in Vietnam 2016-2020 (Phase II)

UN Support to the National Target Programme on the New Rural Development (NTP-NRD), (FAO, UNIDO, UNV, IOM, UNESCO)

UN-REDD Viet Nam Phase II Programme 2012-2015 (FAO, UNDP, UNEP)

based on individual agency protocols and capacities, there is no system in place to ensure gender mainstreaming.

The model of the joint submission process for program approvals under the One Plan Fund does consider gender aspects in its formal submission review process. If further utilized, this model could intensify joint action for the promotion of GEWE.

Stronger articulation of joint results through the new strategic one plan would help to ensure systematic processes for reviewing joint programs with a gender lens.

UNCTAD, ILO, WHO and UNFPA and promotes GEWE in line with SDG priorities including SDG5. The initiative aims to reduce poverty among ethnic minorities through people-centered, green and evidence-based policy development aligned with MDG and SDG priorities. This includes strengthening disaggregated data collection mechanisms and setting disaggregated targets in national policies and programmes, and conducting gender audit of ethnic minority policies, and capacity building of national partners to mainstream gender in policies, programmes, and M&E. Supported by UNFPA and UN Women, this JP ensures technical expertise are provided for gender mainstreaming in the programme.

The SDG-F Joint Programme on Integrated Nutrition and Food Securities promotes GEWE in line with the SDGs, including SDG 5. Gender equity is a clear part of all programme activities and gender expert involvement is planned in all steps of the programme cycle. In addition, gender assessment is conducted to review gaps in policy and programs in food and nutrition access to women and girls, including review of National Strategies. The programme ensures measures to promote the role of men and engage men in the interventions, including community-based health education activities and training on homestead food production.

UN Support to the National Target Programme on the New Rural Development (NTP-NRD) mentions gender equality and women empowerment in the context of SDG 5 in outputs 1 and 2. For example, with support from FAO, IOM and UNESCO, women's rights are included as a cross-cutting issue for all capacity building activities for the area of policy, strategy and

public investment in rural areas. However, the joint project does not fully meet the requirements of gender and women empowerment in the context of SDG 5 as many outputs are focused on the technology transfers, technical activities and the implementation mechanism of NTP-NRD does not fully consider gender sensitivity and some sectors lack gender analysis completely.

UN-REDD Viet Nam does not meet the full requirements however, it does include some aspects of gender equality and women's empowerment in the context of SDG 5. For example, output 6.5 on Lower Mekong Sub-regional collaboration on enhancing biodiversity conservation through REDD+ has an annual target that includes locally adapted conservation guidelines that emphasize stakeholder engagement and gender sensitivity.

Some joint programs reviewed for this exercise were found to lack evidence of gender mainstreaming or targeting. For example, the UN Partnership to Promote the Rights of Persons with Disabilities (2012-2014) involving ILO, OHCHR, UNDESA, UNDP, UNICEF, WHO prodod showed no evidence of gender consideration or focus. The UN Vietnam DRT-F Submission and Work Plan for CSOs and Legal Framework lacked evidence in documentation to suggest that promoting GEWE was a priority.

1.5 Communication and Knowledge Generation	UNCT Framework for Communications 2012-2016.	a) The UNCT Framework for Communications 2012-2016 visibly includes GEWE advocacy.	Exceeds Minimum Standard	a) The new framework for communications 2017-2021 has not been developed due to the fact that the new One Strategic Plan 2017-2021 has not been signed with the Government.
	UN Communications	and b) The UN Communications Team		The UNCT's Framework for Communications 2012-2016 includes support for promoting gender equality

<p><i>Workplan 2016</i></p> <p><i>Digital communications channels and materials of UN Communications team</i></p> <p><i>Joint advocacy campaigns and joint knowledge products including “Women and the SDGs” and “Change Makers Toolkit to end VAW”</i></p>	<p><i>collaboratively contributed to more than one joint advocacy campaign in 2016.</i></p> <p>and</p> <p><i>c) The UNCT collaboratively produced more than one knowledge product promoting GEWE in 2016.</i></p>	<p><i>and the empowerment of women in reference to its role in awareness raising for Focus Area 2 of the One Plan: Access to quality essential services and social protection. Additionally, promoting gender equality and women’s empowerment is highlighted as a key cross-cutting priority within the Framework for Communication. The Framework also has a section on the importance of being gender-sensitive in communication materials to avoid perpetuating and reinforcing negative gender stereotypes.</i></p> <p><i>While the communication framework has visibly mainstreamed gender, the Communication Workplan for 2016 does not include specific activities to promote gender equality. There are opportunities to improve the next AWP to visibly integrate GEWE focus in key activities, including those related to vulnerable groups.</i></p> <p><i>b) The UN Communications team was established in 2006. It is one of the six key pillars of the One UN Initiative in Viet Nam, namely: One Voice; One Plan; One Budget & One Plan Fund; One Set of Management Practices; One Leader; and Green One UN House. The UN Communications team consists of communications officers from UNDP, UNICEF, UNFPA, and UN Women. In addition, there are communications focal points in some other UN agencies outside of the team.</i></p> <p><i>The UN Communications team works closely with different JPGs to provide communications-related technical assistance whenever needed. Furthermore, the UN Communications team organizes regular bi-weekly meetings with all communications focal points for joint planning purposes, including joint activities to promote gender equality throughout the year.</i></p>
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The UN Communications team plays an active role in supporting the communication work of the Gender JPG. The daily-news-clipping service “What’s making news” which is sent to all UN staff in Viet Nam has a separate section on Gender. The UN Viet Nam website, YouTube, and UN Viet Nam intranet also have Gender corners.

Examples of joint advocacy campaigns include in 2016: 16 Days of Activism to End Violence against Women (UNFPA, UN Women, UNDP, UNODC, UNICEF, UNESCO); “How abnormal” campaign to break gender stereotypes (joint campaign of UNDP and UN Women); International Women’s Day (joint policy dialogue of UN Women, UNFPA with the government)

c) Joint advocacy knowledge products include: Women and the SDGs (produced in March 2016 as a joint product of Gender JPG); the Change Makers Toolkit to end VAW (produced in Vietnamese September 2016 as a joint product of UN Women and UNDP)

Dimension 2 – Monitoring and Evaluation

Indicator	Data and Evidence	Findings	Scoring	Explanation
2.1. UNDAF monitoring	<p>For quantitative information: One Plan Database platform (online internal monitoring system)</p> <p>For qualitative information:</p> <p>2015 independent evaluation (http://www.un.org.vn/en/publications/government-agency-publications/doc_details/522-final-</p>	<p>Data for gender sensitive <u>indicators</u> in the OP2012-2016 Results Matrix is gathered, including sex-disaggregated data.</p> <p>and</p> <p>UNDAF reviews/evaluations (annual, mid-term and/or</p>	<p>Meets Minimum Standard</p>	<p>Quantitative data for the results matrix has been gathered to an extent on the online platform, but the collection process has not been regular, leaving gaps. Data has been collected for gender sensitive and sex-disaggregated indicators at a level that is consistent with the overall data gathering. More careful attention should be paid in the future to fully operationalize and utilize the database.</p> <p>Progress against gender-focused results was</p>

[report-independent-review-of-the-one-plan-2012-2016.html](http://www.un.org.vn/en/publications/one-un-documents/cat_view/106-one-un-documents/125-the-one-un-initiative-in-viet-nam.html))

Delivering as One Annual Results Reports 2012, 2013, 2014, 2015
http://www.un.org.vn/en/publications/one-un-documents/cat_view/106-one-un-documents/125-the-one-un-initiative-in-viet-nam.html

final) assess progress against gender-specific results as per outcomes and outputs.

covered in the annual results reports for the One Plan (2012-2015). The most recent DoA Annual Results Report 2015 included a comprehensive component on gender analysis (within Outcome 2.4). Gender-related analysis was also highlighted in different components of the report within other focus areas/outcomes.

The recent 2015 independent evaluation of the One Plan shows the Gender JPG coordination mechanism fully or nearly fully achieved its planned gender related activities/outputs during the 2013 to 2014 period. Among the UN's main results achieved under the One Plan is support to gender-related legal and policy frameworks, programs and practices.

Data from OP monitoring and reviews/evaluations provides useful information and case studies to inform programming to enhance gender equality results. Evidence of gender-focused findings and information is located in the 2015 independent evaluation as well as the annual reviews of the OP. Nevertheless, the OP monitoring database has not been widely known nor utilized by JPGs and agencies.

2.2. UN System M&E Expertise

Result-Based-Management Working Group (RBM WG) TOR

Training agendas 2012-15

JPG annual guidance and work planning documentation

Gender equality is included in RBM WG TOR.

and

The RBM WG regularly provides and receives RBM trainings that include a focus on gender, and supports other

Meets Minimum Standard

The RBM working group is the equivalent of an M&E group for the UNCT in Viet Nam. The RBM WG includes in its TOR responsibility for providing technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality.

RBM WG along with others (including Results Group Secretariats, Human Rights Technical

groups with M&E of gender issues.

Working Group and the JPG Gender) has conducted and received a number of trainings on RBM and HRBA throughout the One Plan 2012-2016 cycle that have included specific sessions on gender elements. Examples:

- Training on managing evaluations in UN system, September 2012
- RBM refresher training, May 2013
- Planning & Monitoring & Reporting training for JPG, October 2014

These groups have provided support to One Plan M&E systems to integrate gender issues. Overlap in membership between RBM WG and JPG Gender ensures good linkage and support on RBM/gender issues across UN system.

Dimension 3 – Partnerships

Indicator	Data and Evidence	Findings	Scoring	Explanation
3.1. Engaging with Women's machinery	<p>List of participation for the SOP (checked with RCO)</p> <p>Invitation letters and agenda of annual policy dialogue organized by UN and Government on gender equality and the empowerment of women</p> <p>Joint UN Women-UNFPA</p>	<p>a) Women's machinery participates in UNDAF consultations: country analysis, strategic planning, M&E.</p> <p>b) Women's machinery is a</p>	Exceeds minimum standard	<p>National Women's Machinery is defined as the National Committee for the Advancement of Women (NCFAW) and the Ministry of Labour, Invalids and Social Affairs (MOLISA) as the state management agency for the law on gender equality.</p> <p>a) Both agencies engaged in OP and SOP processes. Their roles in contributing to the UNDAF outcome have been visible through their active participation and voice at the consultation workshop of the CCA, raising the importance of including gender equality as one of the main principles to</p>

workplan to assist the government for the development of Government's National Project on GBV prevention and response

Joint UN comments for the 20 years review of Beijing Platform for Action

Annual report of UNCT

Evaluation report of OPF of UNCT

Contribution stories of UN to gender equality

Gender JPG meeting minutes

Draft Gender Action Partnership TOR

*Link for minutes of the GAP meeting minutes which is conducted in Nov 2016:
<https://drive.google.com/drive/folders/0BxnNufCxBAWdLTFiTTIJLWNvWGM?usp=sharing>*

*The Action Plan on Gender Equality in education sector, 2016-2020:
<https://drive.google.com/drive/folders/0BxnNufCxBAWdM25I>*

partner for a joint initiative over the UNDAF period that addresses gender inequality.

c) Women's machinery participates in GTG meetings at least once per year.

And

d) The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of the women's machinery

design assistance development support to Viet Nam. MOLISA is also a key member of the government team that works closely with the UN for the development and finalization of the UNDAF (One Plan).

During the 2012-2016 UNDAF period, MOLISA has been a key implementing partners for the implementation of the OP, particularly on the outcome 2.4. "By 2016, national and sub-national institutions, in partnership with communities, more actively address inequalities through implementation and monitoring of laws, policies and programmes that promote gender equality and women's empowerment, and an effective and sustainable response to HIV, reducing stigma and discrimination".

For example: In 2016, the Prime Minister of Viet Nam has assigned MOLISA to be responsible for the "Month of Action Plan on GBV", and UN agencies have worked closely with MOLISA to co-implement and co-organize a series of activities.

b) Every year, UN and National Women's Machinery organize annual policy dialogues on gender equality on the occasion where the UNCT and MOLISA and other members of NCF AW who are deputy ministers from the line ministries and mass organizations. The topics for discussion have focused on CSW topics. This was organized under the social protection focus group that is chaired by the UN and MOLISA.

c) While the NWM does not participate directly in the GTG, UN Women supported the National Women's Machinery for the operation of the Gender Action Partnership forum. Through this forum, NCF AW and another co-chair met with UN, government representatives and CSO to discuss and share status and interventions on gender equality and the

[NVhDY2NMRIE?usp=sharing](http://www.unescapsdd.org/files/images/Beijing20_national_review_VietNam.pdf)

The 20 year-review of the Beijing Platform for Action:
http://www.unescapsdd.org/files/images/Beijing20_national_review_VietNam.pdf

empowerment of women in Viet Nam. The members of the Gender JPG also attend the regular GAP meetings (twice per year).

c) The National Women's Machinery has liaised with UN as a whole rather than individual UN agencies. For example, in 2013 the Deputy Minister of MOLISA requested the RC to provide technical support to the government to follow up with the CSW 57 conclusions to strengthen the GBV intervention and policies. Based on this request, the UNFPA and UN Women met MOLISA and discuss the most effective ways to support the government.

d) There are some clear examples for the joint UN agencies came together and provide capacity development support to the government, such as the joint technical inputs for the review of the National Programme on Gender Equality 2011-2015, the development of the National Action Programme on Gender Equality 2016-2020, the National Project on GBV prevention and responses, the 20 year-review of the Beijing Platform for Action. When the government approaches the UN, they tend to approach the UN as the whole rather than individual agencies, particularly when there are new emerging issues that need the comparative advantages of the UN, such as MOLISA has the written request to the UN Resident Coordinator in 2013 for UN technical support to strengthen the policy response on gender based violence to follow up with the CSW 57 conclusions; furthermore, the UN support for the review of 20 year implementation of the Beijing Platform for Actions.

3.2 Engagement with Government	Joint training manual "Connect with respect" (UNESCO, UNICEF, UN Women and UNFPA) with education sector (Nov 2016)	The UN System has <u>collaborated</u> with more than one government agency (excluding the Women's	Exceeds Minimum Standards	Collaboration: The UN (UNFPA, UNODC, UN Women, UNESCO, UNDP) engaged different government bodies for gender equality and the empowerment of women over the OP period 2012-2016. Much of the engagement happened through joint programs and joint programming via focus groups and the gender JPG. These includes the partnership
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GBV month - list of activities for 16 days of activism between UN and Government agencies

JP on gender equality and girls education

Concept note and agenda of the Policy Dialogue on Ensuring Safe and Inclusive Education Environment in Viet Nam


Policy toolkit developed by UN for the GoV:

<https://drive.google.com/drive/folders/0BxnNufCxBAWdWXJXc01ITDjiaGc?usp=sharing>

Agenda of the orientation workshop which was used the "Connect with respect" materials, conducted by UN for the GoV officers/agencies;
<https://drive.google.com/drive/folders/0BxnNufCxBAWdNVIFbTQyV01kemM?usp=sharing>

The Initiative on Gender Equality and Girls' Education in Viet Nam:
<https://drive.google.com/drive/folders/0BxnNufCxBAWdYU4zNjRxR3hzQWM?usp=sharing>

Machinery) within the current UNDAF cycle for a joint initiative

and 

The UN System has made multiple collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE

with Ministry of Justice on access to justice for GBV survivors; Ministry of Public Security on services for GBV survivor; Ministry of Agricultural and Rural Development on gender and climate change; Ministry of Health on reproductive health and sex ratio at birth, gender responsive HIV policies; Committee on Ethnic Minority Affairs on ethnic minority women and girls; Ministry of Foreign Affairs on women's leadership; Ministry of Education and Training on Gender Action Plan for Education sector, 2016-2020, gender equality and girls' education, school related GBV; General Statistics Office/Ministry of Planning and Investment (MPI) on gender statistics, Ministry of Information and Communications on gender equality in media products.

Capacities: "The Initiative on Gender Equality and Girls' Education in Viet Nam", implemented by MOET, VoV, Viet Nam Women Museum (Viet Nam Women Union) led by the UNESCO, with technical contribution by UN WOMEN and UNFPA conducted two trainings for media professional on gender equality in Oct 2016.

UN joined translation of the regional tool "Connect with Respect" to address school-related gender-based violence and provided TOT training to the local football coaches in Hai Duong province (UNFPA, UNESCO, UNWOMEN) in Oct 2016 and workshop to MOET officials and education experts in November 2016.

UN also worked with Ministry of Sport, Tourism and Culture on capacity development for DV prevention and responses.

In 2016, the UN (UNDP and UNESCO) supported MOET in co-organizing a Policy Dialogue on Ensuring Safe and Inclusive Education Environment in Viet Nam to discuss

				<p><i>school-related gender-based violence and bullying and violence in schools based on sexual orientation, gender identity and expression to provide recommendations and share good practices to prevent and address GBV in the education context.</i></p> <p><i>UN (UNESCO, UNWOMEN, UNFPA & UNICEF) supported MOET in the development of several legal documents related to gender based violence in the educational setting: draft of the Decree on Safe, friendly and non-violent educational settings and a Circular on Psychological School Counseling.</i></p>
<p><i>3.3 Engagement with Women's/Gender Equality CSO</i></p>	<p><i>Agenda of the 3rd CSO National Symposium on Sexuality, Health and Society</i></p> <p><i>CSO report on CEDAW implementation supported by UN Women</i></p> <p><i>GEWE CSO Concept note and agenda of the Policy Dialogue on Ensuring Safe and Inclusive Education Environment in Viet Nam</i></p>	<p><i>a)GEWE CSO and national gender experts participate in UNDAF consultations: country analysis, strategic planning, M&E.</i></p> <p><i>b)GEWE CSO and national gender experts are partners for a joint initiative (e.g. joint program, advocacy campaign, knowledge product) that addresses gender inequality.</i></p> <p><i>c) GEWE CSO and national gender experts participate in GTG meetings at</i></p>	<p><i>Exceeds minimum standard</i></p>	<p><i>a) GEWE CSO - Center for Studies and Applied Sciences in Gender, Family, Women and Adolescent (CSAGA); the Center for Creative Initiatives in Health and Population (CCIHP) - participated in the consultation for the SPO and OP process where they actively advocated and contributed to the gender equality agenda and gender related issues inclusion. They also brought evidence and data that supported the UN to ensure gender integration in the CCA.</i></p> <p><i>b and d) GEWE CSO are the IP of the UN for gender equality programs such as monitoring the implementation of CEDAW concluding comments in Viet Nam. UN supported CSOs in drafting the CEDAW shadow report by providing them several trainings to enhance their capacity to prepare a quality report including support in data collection in 2016.</i></p> <p><i>UN took efforts to ensure that GEWE CSO engaged in the consultation on important laws and policies such as Law on Family and Marriage 2016, Law on Election of Deputies to the National Assembly and Deputies to People's Councils 2015, Review 20-year implementation of the Beijing Platform for Action to ensure the inclusive voice of women</i></p>

least once per year.

And

d)The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of national GEWE CSO.

and girls in particular.

For example:

In April 2015, around 20 international and national CSOs who are working on GE in Viet Nam participated in a consultation workshop, which was co-chaired by UN and MOLISA, in Hoa Binh province, to discuss and provide comments on the draft of the Viet Nam National report on Review 20-year implementation of the Beijing Platform for Action.

b and d) In 2016, the UN (UNDP and UNESCO) supported ICS, an organization of gay, lesbian, bisexual and transgender (LGBT) people in Viet Nam, to co-organize a Policy Dialogue on Ensuring Safe and Inclusive Education Environment in Viet Nam together with MOET to discuss on bullying and violence in schools based on sexual orientation, gender identity and expression. Other CSOs working on women's empowerment, gender issues and LGBT rights and national gender experts participated in the dialogue.

c)While CSO do not engage with GTG at GTG meetings, GEWE CSO actively participate in the policy dialogue on gender equality organized by the UN and government. CSO are always reserved space to present their voice as equal as the UN, government and other stakeholders.

For example: In November 2016, the UN and The Center for Creative Initiatives in Health and Population (CCIHP) co-organized the 3rd National Symposium on Sexuality, Health, and Society. In this symposium, different CSOs provided their recommendations and suggestions to the national policy makers regarding gender-related issues; gender-based sexual violence; sexual harassment at work

place and the inclusion of comprehensive sexuality education in textbooks and curricula.

Dimension 4 - Leadership

Indicator	Data and Evidence	Findings	Scoring	Explanation
4.1 Leadership	<p>2016 UNCT meeting minutes</p> <p>2013-2015 RC Letter to SG and UNCT Annual Report</p> <p>2016 RC speeches</p> <p>2016 Assessment of Results and Competencies</p>	<p>Gender equality is a regular agenda item, and is meaningfully addressed for UNCT HOA meetings</p> <p>Gender equality is not a regular agenda item, and is not meaningfully addressed for UNCT HOA meetings</p> <p>a) Resident Coordinator annual reporting covers the main gender-related results</p> <p>Key joint gender-related results are well captured in the RC annual report.</p> <p>b) Resident Coordinator demonstrates leadership and public</p>	<p>Missing</p>	<p>Gender equality is a regular agenda item, and is meaningfully addressed for UNCT HOA meetings</p> <p>Within the 20 UNCT meetings held in the past 12 months, gender equality related issues were on the scheduled agenda twice. One was a presentation on Gender JPG in the context of reviewing all JPGs (their accomplishments and how they are functioning) as inputs for the future OSP 2017-2021 coordination mechanism. The other was a briefing on the Gender Scorecard piloting exercise.</p> <p>In 4 other meetings, in the context of discussing future JPs and JPGs for OSP 2017-2021, UNCT members emphasized the importance of maintaining a gender group as an example of a cross-cutting issues group; in one meeting, Social Protection JPG presented its analysis of government's "socialization" policy. One UNCT member provided feedback on the need to integrate a gender analysis.</p> <p>Most discussions at the UNCT related to gender equality have been around exploring UNCT's future coordination and joint programming mechanism. In these discussions the need for a gender equality group has been consistently been raised. However, the UNCT has not had discussions on substantive gender equality issues. Issues of gender inequality or the UNCT's common approach or joint policy advocacy have not been part of UNCT discussions. Few issue-based discussions have taken place in the UNCT in the past year – aside of a discussion on "Socialization" and</p>

***championing of
gender equality on
behalf of the UNCT***

*The RC frequently
publicly champions
gender equality issues.*

***Exceeds component:
Gender Equality is
reflected in the
Assessment of Results
and Competencies
(ARC) of UNCTs***

*The ARC does not reflect
gender equality.*

“UNCT support to SDGs localization”.

Despite shortcomings in the foundational criteria required to meet minimum standards, the UNCT scored well against other criteria.

***a) Resident Coordinator annual reporting covers the
main gender-related results***

Reports cover development of joint recommendations and joint advocacy for laws and policies focusing on advancing gender equality (e.g. Marriage and Family Law, Election Law, Penal Code, inclusion of gender concerns in Law on Disaster Prevention and Response). Joint Campaigns (e.g. GBV campaign) are also covered as well as joint analysis on women's human rights through preparation of UNCT report to CEDAW Committee and presentation of the report to the Committee.

***b) Resident Coordinator demonstrates leadership and
public championing of gender equality on behalf of
the UNCT***

The RC who presided over most of the UNDAF period was committed to gender equality and actively took part and delivered speeches in UN advocacy events for gender equality such as International Women's Day and the Joint Campaign to end violence against women. The RC was invited to participate in gender equality related conferences and meetings of national partners also (e.g. Viet Nam Women's Union 85th Anniversary Event) to deliver remarks from the UN.

Newspaper Op-Eds have been prepared in the name of the RC on women's political representation as well as on ending

				<p>violence against women.</p> <p>The RC is also Co-Chair of the Informal Ambassadors and Heads of Agency Gender Policy Coordination Group.</p> <p>Exceeds component: Gender Equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs</p> <p>The ARC for 2016 does not reflect gender equality.</p>
4.2 Organizational Culture	Results of the survey of staff perception of organizational environment for gender equality (total 137 responses)	<p>Survey results of staff perception of organizational environment for gender equality scored a positive rating of 65-80 percent.</p> <p>The survey results scored an overall positive rating of 71% (8%negative and 21% neutral).</p>	Meets Minimum Standard	<p>The minimum standard (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum standards were met individually for 9/10 questions with only one result on work-life balance falling just below the 65% threshold.</p> <p>The score for equal treatment in the workplace irrespective of sex, gender identity, or sexual orientation was the highest at 82% positive rating. Perception of heads of agencies commitment to gender equality in the workplace was also high with 78% positive rating.</p> <p>Work-life balance scores were slightly lower on average than the other dimensions; though 68 percent of respondents were satisfied with their work-life balance and only 13 percent expressed dis-satisfaction (19 percent were neutral).</p> <p>Refer to annexed chart for more detailed information.</p>
4.3 Gender Parity	Consolidated, sex-disaggregated staffing data for the following UN Agencies in	"The UN Country Team has not reached equal representation of	Missing (does not approach minimum	Data analysis and assessment found that women comprise 76 percent of the General Service Staff (142 out of 186) and 55 percent of the senior staff (44 out of 80) defined as NOC/P4 and above for those UN Agencies that submitted

<p>Viet Nam:</p> <p>https://drive.google.com/drive/folders/0B6NrKi7nYIEAQk44S1pJRko0SzA</p> <p>FAO, UNICEF, UNFPA, IOM, WHO, UNODC, UNDSS, UNDP, UN WOMEN, ILO, UNESCO, UNIDO, UNAIDS</p>	<p>women and men for General Service Staff and NOC/P4 and above".</p> <p>The team does not have in place a system for monitoring parity across agencies. Individual agencies have their own systems.</p> <p>Women are over-represented for GS staff, though gender parity has been reached for senior staff.</p> <p>Equal representation is defined as + or – 5 percentage points of 50 percent (45-55 percent).</p>	<p>standard)</p> <p>data.</p> <p>At the NOC level and above women are overrepresented: women comprise 68% of NOC and NOD staff (27 out of 40). At the P4 and above levels for the international professional staff category, women are underrepresented: women comprise 42.5% of international professional staff at the P4 and above levels (17 out of 40).</p> <p>Note that this assessment captures FTA data, not SSA and SC.</p> <p>The UN Agencies in the country monitor gender parity at individual agency level, but there is no system for monitoring at the country team level.</p> <p>Consolidated data collected for this exercise may serve as a baseline for future monitoring under the OMT.</p>
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Dimension 5 – Gender Architecture and Capacities

Indicator	Data and Evidence	Findings	Scoring	Explanation
5.1 GTG Membership	<p>Minutes in 2015 and 2016</p> <p>List of GTG members</p>	<p>GTG is chaired by a HOA</p>	<p>Meets minimum standards</p>	<p>Gender Joint program coordination group was one of the eight JPG established to monitor and implement the One Plan 2012-2016.</p>

<i>TOR of the GTG</i>	and	<i>The Gender JPG is convened by UN Women with UNFPA as alternate convener. It is led by the HOA.</i>
<i>JPG inputs for SEDP (2015)</i>	<i>Meets 3-4 of the following criteria:</i>	
<i>Gender JPG AWP 2013, 2014 and 2015.</i>	<i>a) Majority of GTG members have their contributions to the group reflected in their performance reviews (12 confirmed out of 21);</i>	<i>a) An assessment done for this exercise confirmed that the majority of JPG members have their contributions to the group reflected in the performance reviews. Seven agencies active in the Gender JPG (UNFPA, WHO, UNICEF, UNESCO, UNDP, UN Women, UNODC) confirmed that their representatives (totaling 12 members) have their JPG work reflected in their performance reviews. It was further noted that a TOR for UN representative in the Gender JPG was developed and shared with HoAs in 2012, This TOR required the HoA to assign staff to join Gender JPG as gender focal point, assign time for them to work on gender and review their contribution in the annual review. Meets criteria a.</i>
<i>Gender JPG annual reports 2013, 2014 and 2016</i>	<i>b) GTG includes participation from majority of resident UN agencies (11 out of 17);</i>	<i>b) Gender JPG members include the representatives from most of the UN agencies. The regular Gender JPG members are 21 members and they are from UNFPA, ILO, FAO, UNICEF, UNESCO, UNAIDS, UNIDO, UNODC, WHO, UNDP and UN Women – totaling 11 out of 17 agencies. Meets criteria b.</i>
<i>Gender JPG monitoring tables 2013, 2014 and 2015</i>	<i>c) GTG members include at least 50% senior staff (P4 or equivalent and above);</i>	<i>c) 8/21 members are senior staff, equivalent to P4 and NOC and above, less than 50% of the criteria requirement. Does not meet criteria c.</i>
	<i>d) GTG members include at least one representative from each of the other cross-cutting groups (e.g. outcome results groups, UNCG, M&E group);</i>	<i>d) Members of the Gender JPG are representatives from other thematic and cross cutting group such as RBM working group, human-right technical working group, Education JPG, Governance JPG. In 2012, a TOR for Gender JPG members who are members of other thematic group was developed to specify the roles of the chair of thematic</i>

e) JPG does not directly involve external stakeholders as strategic partners in meetings, but annual policy dialogues involving external stakeholders are coordinated by the JPG

groups in providing an enabling environment for the gender focal point (who are also members of the Gender JPG) to advocate and mainstream gender into the activities of the thematic groups. However, the GMS was not followed up over the years, the Gender JPG did not regularly update how Gender JPG representatives in other thematic groups contributed on gender mainstreaming in sectoral areas, so this mechanism has not been fully utilized over the course of the UNDAF cycle. Meets criteria d but better maintenance is needed in the future.

e) Most of the Gender JPG meetings are internal. However, the Gender JPG organizes an annual policy dialogue with Government (Ministry of Labour, Invalids and Social Affairs and National Committee for the Advancement of Women which is National Women's Machinery) on different thematic issues. The policy dialogue also engages with international organizations and GEWE CSO. Meets criteria e.

Additionally, UN Women assisted the operation of the Gender Action Partnership, which is an open forum for UN, Government, CSO and international organizations working on GEEW to provide strategic and catalytic support for efforts towards gender equality in Viet Nam through the implementation of the Gender Equality Law and Domestic Violence Prevention Law. The GAP is chaired by the National Committee for the Advancement of Women. The GAP aims to improve partnerships and coordination around gender equality and the advancement of women within and outside government. GAP met two times per year the Gender JPG participated into the GAP meetings.

5.2 GTG Operations

Agenda and invitation for the UN Gov policy dialogue on

GTG has a terms of reference and an

Meets Minimum

Gender JPG has its TOR and every year, the Gender JPG developed is annual work plan, result matrix and annual

<p>toward the SDGs (coordinated by GTG) implementation in Viet Nam</p> <p>JPG inputs for OP 2012-2016</p> <p>Minutes of JPG retreat 2014 and 2015.</p>	<p>approved annual work plan that includes resource and responsibility designation</p> <p><u>and</u></p> <p>meets two of the following criteria</p> <p>d) GTG meets regularly (at least four times in the last calendar year).</p> <p>e) GTG has made substantive input into the key steps of the UNDAF.</p> <p>f) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5.</p>	<p>Standards</p>	<p>reports.</p> <p>The TOR states that the JPG should meet every three months. In 2015, the Gender JPG met five times. In 2016, the Gender JPG met 2 times plus an additional two ad-hoc meetings for urgent tasks (the development of the UN Gender Briefing Kit and the review of the Gender Equality Law). All Gender JPG meetings are minuted and shared with gender JPG members no later than one week after the meetings. Meets criteria a.</p> <p>b) For the OP2012-2016, Gender JPG played a key role for the development of the OP 2012-2016. This included: identification of gender inequality issues that the UN must assist the government to solve, development of the outcome statement. Gender JPG also consulted with the government on the gender equality priority issues through the Gender Action Partnership forum. For the OSP 2017-2021, JPGs were not requested to provide technical inputs to the CCA and OSP design. These processes were coordinated by the UNCT through the inter-agency 4P (People, Planet, Prosperity, Peace) groups formed to develop outcomes of the four focus areas of the OSP. Each of the 4P groups included a UN Women representative who was also a member of the Gender JPG, but the Gender JPG as a group was not engaged in developing a common position on key gender equality priorities. Does not meet criteria b.</p> <p>c) In 2016, the JPG coordinated and organized three initiatives targeting gender inequality in line with SDG priorities. These are the UN-Gov policy dialogues on the SDGs implementation in Viet Nam for International Women's Day, the Gender and SDGs event with Youth for International Women's Day, and the UN contribution and participation in the Government's Action Month for Gender</p>
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<p>5.3 Capacity Development</p>	<p>Gender Mainstreaming Strategy 2009-2011 and 2012-2016</p>	<p>A capacity assessment of UN staff to analyze and address gender inequality is undertaken at least once per UNDAF cycle.</p> <p>Capacity assessment was undertaken prior to the start of the 2012-2016 cycle, but not within the current cycle. There are on-going activities on capacity development, but no assessment and capacity development plan within the current UNDAF cycle.</p>	<p>Missing (does not approach minimum standards)</p>	<p><i>Equality and Prevention of Gender-based Violence. Meets criteria c.</i></p> <p>During the OP 2012-2016, there has been no capacity assessment of UN staff to analyze and address gender inequality although it was an action item of the 2012-2016 UNCT Gender Mainstreaming Strategy. However, it is important to add that the Gender Mainstreaming Strategy 2009-2011 part analyzed the gender capacity of the UN Staff and developed key actions to develop the gender capacity for staff. Two rounds of gender training were organized for staff in 2011 and the trainings also provided forum for the staff to provide feedbacks on how they benefited from training for program design, implementation and monitoring. Feedback was collected after 6 months of the trainings. While providing a good model, this was done before the start of the 2012-16 OP cycle</p> <p>However, the lack of capacity assessment does not mean that joint efforts to strengthen capacity of UN staff have not been made. In 2014, the Gender JPG offered a Gender Mainstreaming 101 course for UN staff. On a number of occasions, Gender JPG secretariat has also shared information with JPG members and Heads of Agencies on UN staff college/UN Women Training Centre courses for GFPs and new UN mandatory gender training online courses and training resources. Some gender JPG member agencies have also opened up their training courses such as gender responsive budgeting trainings, engaging men and boys in preventing violence against women to JPG members as a capacity development opportunity.</p> <p>In the short term, the assessment can be done for the Gender JPG and RBM working group as the priority. The</p>
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assessment of other groups can be done later.

Dimension 6 - Resources

Indicator	Data and Evidence	Findings	Scoring	Explanation
6.1 Resource tracking and allocation	<p>2012-2016 One Plan</p> <p>2015 Independent Evaluation of One Plan (http://www.un.org.vn/en/publications/government-agency-publications/doc_details/522-final-report-independent-review-of-the-one-plan-2012-2016.html)</p> <p>Delivering as One Annual Results Reports 2012, 2013, 2014, 2015 http://www.un.org.vn/en/publications/one-un-documents/cat_view/106-one-un-documents/125-the-one-un-initiative-in-viet-nam.html</p>	<p>UNCT has in place a system to track and utilize some country-level budgetary data to ensure adequate allocation of resources for GEWE</p>	<p>Approaches Minimum Standards</p>	<p>UNCT monitoring and reporting processes for the One Plan (2012-2016) have tracked financial resources by outcome area. A review shows that total expenditures for outcome 2.4 in 2015 were USD 6,231,698 inclusive of core, OPF and non-OPF resources. (2015 Independent Review, page 80) This amounts to 8.6 percent of total One Plan UN expenditures for 2015.</p> <p>Total OPF allocations from funding received at country-level for outcome 2.4 on gender and HIV were USD 4,428,405 between 2012 and 2015 (901,437 in 2012; 2,303,366 in 2013; 676,446 in 2014; and 547,156 in 2015).</p> <p>The data does not reveal the extent to which resources were dedicated to GEWE or HIV programing within Outcome 2.4, nor is there in place a mechanism to assess the extent to which resources were dedicated to gender-focused activities across outcomes. Nevertheless, it offers a partial picture of tracking that allows greater opportunity to ensure adequate resources dedicated to GEWE throughout the UNDAF (OP) cycle.</p>

Dimension 7 - Results

Indicator	Data and Evidence	Findings	Scoring	Explanation
7.1 Country Level Results	Viet Nam Country MDG report (2015)	<u>Option B</u>	Approaches minimum	Gender-based violence is addressed in the One Plan in Outcome 2.4 (and, to a degree, in Outcome 3.2), bringing

<p><i>Viet Nam BPFA report (2014)</i></p> <p><i>UNCT CEDAW report (2014)</i></p> <p><i>CEDAW 7th and 8th state report (2014)</i></p> <p><i>Viet Nam One Plan 2012-2016</i></p> <p><i>UN Deliver as One Reports in 2012, 2013, 2014 and 2015.</i></p> <p><i>Independent Review of the One Plan (2015)</i></p> <p><i>Rasanathan, Jennifer J.K. and Anjana Bhushan. 2011. "Gender-Based Violence in Viet Nam: Strengthening the response by measuring and acting on the social determinants of health". WHO Regional Office for the Western Pacific. http://www.who.int/sdhconference/resources/draft_background_paper4c_viet_nam.pdf</i></p>	<p><i>The UN System has contributed to achieving country-level gender results in line with SDG (MDG) priorities as planned in the UNDAF.</i></p> <p><i>The indicator criterion was interpreted for the pilot to 'approach minimum standards' based on the UN system making concerted contributions with a broad range of stakeholders to lead to results. Contributions to long-term changes were accepted as approaching minimum standards even in the absence of country-level data to show significant change in attitudes or behaviors. This is interpretation is based on the understanding that some areas of</i></p>	<p><i>standard</i></p> <p><i>together the work of UN Women, UNFPA, ILO, IOM, UNAIDS, UNDP, UNESCO, UNICEF, UNODC, UNV and WHO. It is tracked at the outcome level via indicator 2: Proportion of reported cases of domestic violence that receive services and support (protection, legal aid, health care or counseling) (disaggregated by sex, ethnicity, rural/urban, education).</i></p> <p><i>It is tracked under output 2.4.3 on strengthening gender-related legal and policy frameworks, programs and practices ^[1] to address gender inequality, discrimination and gender-based violence, and output 2.4.4 on effective coordination mechanisms to guide planning, budgeting, M&E to respond to gender inequality and GBV.</i></p> <p><i>Indicators in the results framework at the output level include:</i></p> <ul style="list-style-type: none"> <i>• Number of policy advice papers/ policy options covering: (a) gender equality and inequity, and (b) gender-based violence prepared and submitted for consideration to GoV during 2012-2016</i> <i>• Availability of minimum comprehensive GBV package</i> <i>• Availability of a national planning and M&E Framework on gender-based violence ^[2] as part of the multi-sectoral coordination mechanism</i> <i>• Extent to which the gender action partnership is operational as a coordination mechanism on gender equality</i> <p><i>Violence against women and girls is a complex and multi-faceted phenomenon that requires a multi-sectoral and coordinated approach. UNFPA, UN Women, UNODC, UNESCO, ILO, WHO and IOM partnered with MOLISA, the</i></p>
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gender-based change may not be easily tracked/measured within a single UNDAF cycle. This speaks to instances where documented changes at the country level may be small and incremental or where the data is simply not available. This also takes into account the reality that documented country-level results are not always feasible within a five-year period.

The assessment team looked at two result areas in-depth: improved maternal health and reduced GBV. Both were found to approach minimum standards.

MMR was measured by reduction in maternal mortality.

Ministry of Culture, Sport and Tourism, the Ministry of Justice, the Farmers' Union, Women's Union as well as many NGOs. UN contributions to change processes that should ultimately contribute to reductions in GBV prevalence include the following:

- UN-sponsored (UNFPA, UNODC, UNV, UN Women) policy dialogue for policy-makers, national experts and representatives from the National Assembly about how to achieve more effective coordination between Government sectors to address domestic violence (One Plan Report 2012, page 99).*
- UN support to studies in 2012-2013 on "Economic Costs of Domestic Violence against Women in Viet Nam", "Qualitative research study on masculinities and GBV in Viet Nam", and "Legislation on sexual harassment in the workplace in Viet Nam" and "Assessment of Women in the Criminal Justice System". These were packaged into Policy Briefs in 2014.*
- The UN has supported the national GBV campaign of the Government since 2013.*
- In 2014, the UN supported the development of evidence-based policy briefs to help policy-makers address GBV. Policy briefs focused on domestic violence, SRB imbalance, human trafficking and women in justice (2015 One Plan Independent Review).*
- Amended Penal Code (2015) addressed sexual crimes by extending the range of prohibited acts to include "other sexual acts". This is a result of joint advocacy of UNODC and UN Women based on previous research on gaps in the criminal justice system, including the UN Women*

MMR reduced from 233 deaths per 100,000 live births in 1990 to 69 deaths per 100,000 live births in 2009 to 60 deaths per 100,000 live births in 2014. This is very close to the country's MDG target of 58.3 per 100,000 live births by 2015, though most of the significant reductions in MMR occurred before the start of the UNDAF period. (Source 2015 Viet Nam Country MDG Report.)

Data was lacking on GBV prevalence over the UNDAF period as the first and only prevalence study was conducted in 2010. Perceptual data on safety or attitudes toward VAW that tracked changes over time was also lacking. The national survey

study on "Access to Justice in the Plural Legal System in Viet Nam: A Case Study of Women Domestic Violence Survivors."

- *The Prime Minister approved the National Action Plan on Domestic Violence in 2014 running through 2020 (One Plan Report 2014, page 72).*
- *The National Thematic Project on Gender-Based Violence Prevention and Response was developed in 2015 through extensive consultation supported by the UN (One Plan Report 2015, page 53). This National Thematic Project has been adopted in 2016 and will address school-based gender related violence and violence against women in public spaces for the first time with an aim to improve mechanism and policies to prevent and respond to gender based violence.*
- *UN helped the government pilot a minimum intervention package for GBV survivors in selected provinces encompassing health, legal and referral services, which may be suitable for scaling up (2015 One Plan Independent Review).*
- *The UN (UNFPA) supported the strengthening of the health management information system (HMIS) and sex ratio at birth (SRB) and gender-based violence (GBV) indicators are included in the HMIS for monitoring and planning processes at both national and sub-national levels (2015 One Plan Independent Review).*
- *Government capacity developed with ministries jointly preparing with UNFPA the monitoring tool set on domestic violence prevention and a situation and policy brief on SRB. UNFPA evaluation found that*

found that 58 per cent of ever married women had experienced some form of domestic violence. A 2014 study conducted by Action Aid International Viet Nam and the Research Centre for Gender, Family and Environment in Ha Noi and HCMC found that 87 per cent of surveyed women and girl had experienced some form of sexual harassment in public places. Another study by Plan International Viet Nam found that only 13 percent of girls and 8 percent boys thought girls were always safe in public places (One Plan Report 2014, page 72).

The indicator result was interpreted for

stakeholders from different sectors and levels had increased understanding and awareness of domestic violence (2015 One Plan Independent Review).

Maternal deaths are more than three times higher in mountainous areas compared to lowlands. (Source 2015 Viet Nam Country MDG Report.) Maternal health is addressed in the One Plan through the overall strategic focus targeting the vulnerable and marginalized in healthcare as elaborated in Focus Area 2, Outcome 2.1 and 2.2. It is tracked at the Outcome level via Indicator 3: Proportion of deliveries attended by trained health personnel (disaggregated by province and region)

Evidence of UN system contributions to reductions in MMR includes both direct and indirect inputs.

- UN advocacy played a role in the MoH assembling a multi-ministry team to develop a national policy to provide ethnic minority women with financial support to cover medical care and travel costs not included in the health insurance scheme. (One UN Report 2013, page 58)
- Technical and financial UN support contributed to Government decision to institutionalize official role of ethnic minority midwives in Viet Nam's health system by the Ministry of Health's Circular 07 in May 2013, contributing to safer motherhood services in remote and mountainous areas. (UNFPA)
- UN support to build a comprehensive health system that delivers equity, efficiency, access and affordability for all.....advocacy events and dialogues to support the development of new laws, policies guidelines and action plans to improve service delivery, including the Plan of Action of Maternal and Child Health 2016-2020 (One

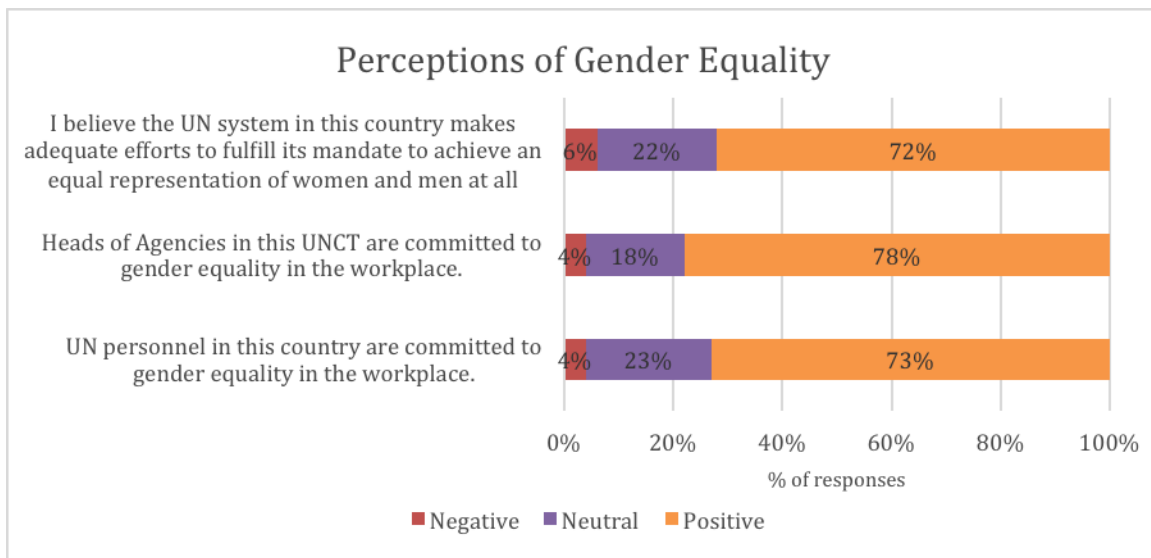
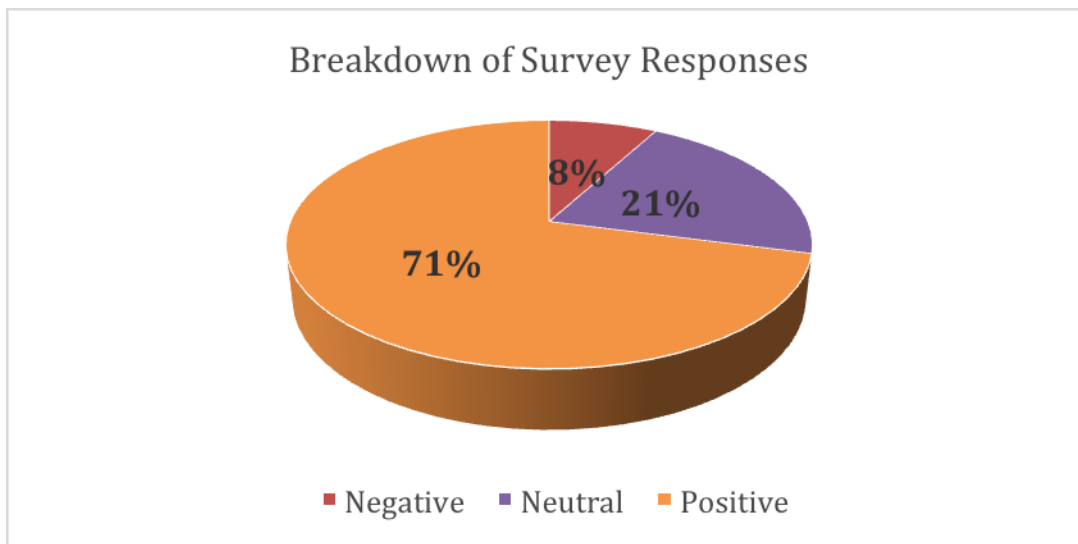
the pilot to 'approach' minimum standards based on the UN system's continued efforts to raise awareness of GBV and support policy and institutional mechanisms to address cases, building on previous work done in support of the 2006 Gender Equality Law, 2007 Law on Domestic Violence Prevention and Control, and the 2010 National Study on Domestic Violence in Viet Nam. For MMR, the indicator was also judged to approach minimum standards on the basis of targeting vulnerabilities and inequalities in the health system (especially among ethnic minorities) to support safe motherhood.

UN Report 2015, page 42-44)

- *To guide health managers and planners to address early neonatal mortality in Viet Nam, the UN and MoH developed a framework "Ending Preventable Early Neonatal Deaths Through Universal Access to Quality Early Essential Newborn, Labor, Delivery and Postpartum Care". Based on this framework, the UN helped design a National Action Plan on scaling-up EENC for 2014-2020 (One UN Report 2015, page 59)*
- *Revision of the Health Insurance Law, paving the way for full coverage for poor, vulnerable and disadvantaged populations (One Plan report 2015, page 55)*

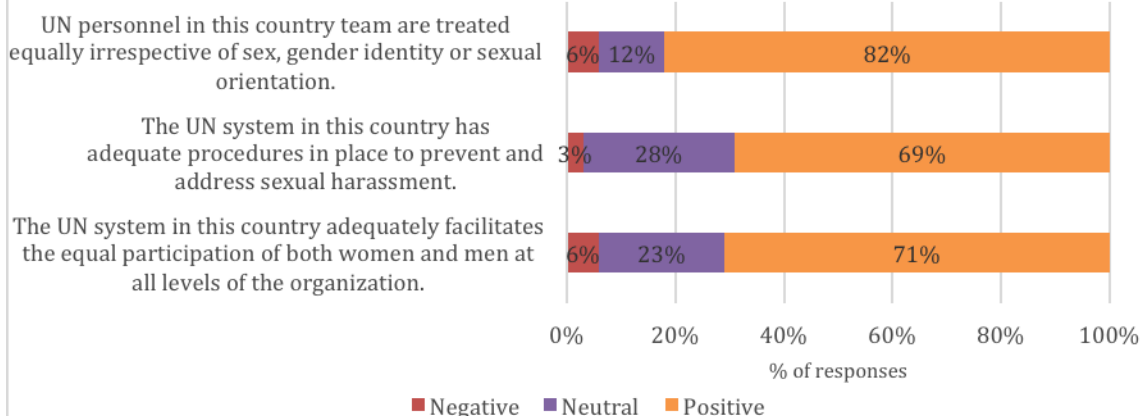
Annex D – Organizational Culture Staff Survey Results Viet Nam

Survey opened 1-7 December 2016
All responses were online, web-based.
Total responses: 137⁷

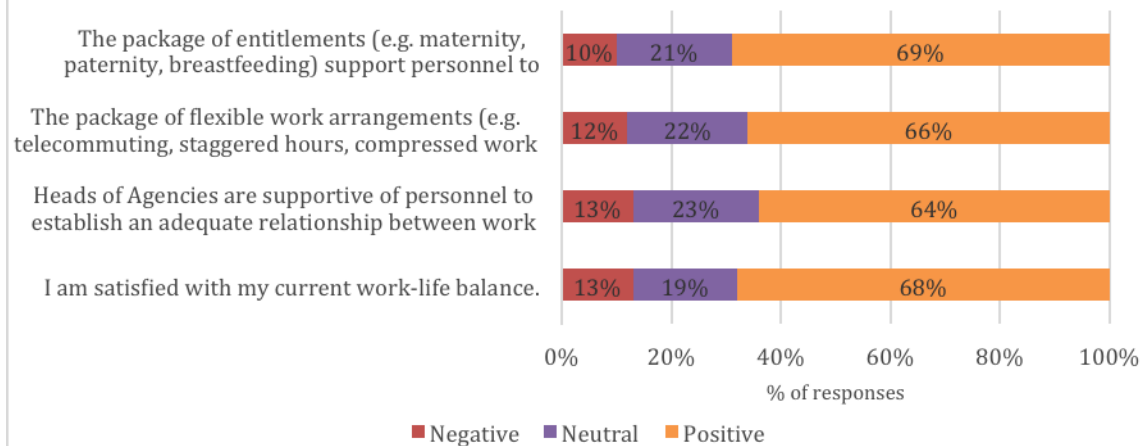


⁷ Based on an electronic mailout to 607 personnel, the total of 137 responses yielded a confidence interval of 7.5. Therefore, we can be 95 percent confident that responses are representative of the larger population plus or minus 7.5 percentage points.
<http://www.surveysystem.com/sscalc.htm#one>

Discrimination



Work-Life Balance



Annex E - Action Plan Viet Nam (draft)

UNCT SWAP-Scorecard – December 2016

Action	Responsibility	Required Resources and Source	Timing	Explanation and Links to SWAP-Scorecard Assessment
<p>1. Develop a Gender Equality Strategy to highlight key gender outputs and indicative activities under each OSP outcome.</p> <p>Strategy should comprehensively integrate gender into the new One Strategic Plan results framework in line with UNDG standards (at least one-third of indicators are gender sensitive).</p> <p>Ensuring gender sensitivity in monitoring processes should extend beyond outcome level indicators to look at annualized milestones or alternative monitoring methods adopted by the UNCT to guide OSP processes. Strategy may also incorporate</p>	IAPTF to oversee with technical support from GTG, OMT and M&E Group. Endorsement from UNCT HOA.	No additional financial resources if done in-house.	2017 in line with on-going planning processes	<p>Action will improve standing against indicator 1.3 UNDAF Indicators (from 'missing' to 'meets' minimum standards).</p> <p>Comprehensive gender-sensitive activities and monitoring will also strengthen operationalization of mainstreamed gender elements in indicator 1.2 UNDAF Outcomes</p> <p>Sound planning and targeting should ultimately lead to better results across pillars and allow for easier tracking (indicator 7.1)</p>

<p>other actions as outlined in the UNCT SWAP-Scorecard action plan.</p> <p>Ensure that progress against milestones for GEWE actions are monitored and discussed at UNCT level twice annually.</p>				
<p>2. Conduct a capacity assessment⁸ for UN staff focusing on key sub-groups to make the exercise more manageable. For example, focus on lower level GS staff or focus on top management or key cross-cutting groups such as the GTG, RBM WG, UNCG etc.</p> <p>Develop and implement a gender training plan that strategically targets key groups, and build activities into relevant AWP.</p>	<p>UNCT HOA to endorse and oversee. GTG to operationalize in coordination with RCO and targeted groups (TBD).</p>	<p>Training costs will need to be shared and will depend on training targets. Estimated costs 10,000 USD per year to conduct two small-group or one larger-group training. Pooled resources may be requested from agencies on the basis of the training plan.</p>	<p>Start in 2017, but initial assessment may be limited to one or two sub-groups; subsequent assessments may target other groups.</p>	<p>Action would move indicator 5.3 to meet minimum standards.</p> <p>Coordinated capacity development should have a positive impact across indicators. Depending on targets, capacity development activities with key groups may positively impact on indicators 5.1, 5.2 (Gender Architecture) and 2.1 and 2.1 (Monitoring and Evaluation).</p>
<p>3. Strengthen and expand gender responsive budget tracking. Options include:</p> <p>(a) Utilize budgetary data</p>	<p>IAPTF with technical support from the GTG, OMT and RBM WG.</p>	<p>No additional financial resources for options a and b. Option c may be done in-house but may be expedited with the</p>	<p>First reporting by end of 2018 financial year</p>	<p>Tracking would help ensure adequate resources are dedicated to GEWE. This would move indicator 6.1 on resource tracking/allocation to meet</p>

⁸ Assessment may draw on “Gender Equality Capacity Assessment Tool” developed by the UN Women Training Center. https://trainingcentre.unwomen.org/pluginfile.php/453/mod_page/content/1/Capacity_AssessmentTool_En.pdf

generated against gender outcome areas (4.1 and 4.2) in the OSP to provide a partial indication of gender-focused spending.

Or

(b) Compile gender marker data from those agencies that have a system in place, and utilize data to track annual gender programming expenditures (indicative picture).

Or

(c) Establish a target for program expenditures to be allocated to GEWE programming. Monitor by applying a gender marker against the coordinated results matrix.⁹

support of a consultant to design the tool and ensure that key stakeholders are trained in application. Cost for an external consultant are estimated at USD 10,000.

minimum standards.

⁹ The UNCT was in the process of considering arrangements for implementation of the OSP during the time of the SWAP-Scorecard exercise. Design and application of a gender marker within the common monitoring framework should be informed by existing agency gender markers as well as the UNDG Guidance Note on Gender Equality Markers (see <https://undg.org/wp-content/uploads/2015/03/UNDG-Gender-Equality-Marker-Guidance-Note-Final-Sep-2013.pdf>).

4. Develop an internal screening process¹⁰ for all new JPs to ensure quality control; screen to include visible and comprehensive gender mainstreaming including in M&E frameworks.	UNCT HOA to endorse. RCO to implement with support from GTG, RBM WG and other relevant thematic groups.	No additional financial resources.	2017+	This would move indicator 1.4 on Joint Programs from 'meets' to 'exceeds' minimum standards.
5. Visibly integrate gender-focused activities into the UN Communication Team AWP. Develop and disseminate key gender advocacy messages linked to the new OSP for HOAs and the entire UN system to strengthen and unify messaging and help foster a common vision on priority areas.	UN Comms Team with support from GTG and endorsement by UNCT HOA	May be done in-house by a sub-group of the GTG/UNCG or a consultant may be hired to develop key messages in consultation with the GTG and UN Comms Team with endorsement by HOAs. This may be done within a broader process of highlighting joint communication/advocacy priorities over the next UNDAF cycle. Consultant costs estimated at USD 5,000 – costs may be covered by UNCG or RCO or through pooled resources?	Develop in 2017 for roll-out in 2018 linked to the new UNDAF priorities	Though the team in VN already performs well against indicator 1.5, greater clarity across the UN system on gender priorities within the next program cycle will support efforts to speak with a common voice and help unify public messaging for GEWE.
6. Initiate a dialogue between the OMT and GTG to discuss	OMT and GTG with oversight from UNCT	No resources foreseen but it will depend on actions	2017+	Monitoring of staff gender parity can move indicator 4.3

¹⁰ Models for this may be developed from the selection criteria used for submissions to the OPF in Viet Nam. Jordan UNCT has also developed a process and template that may serve as a model.

<p>organizational survey findings¹¹ and gender parity findings. Group to report back to UNCT HOA suggested actions based on findings. Actions should be integrated into relevant AWP, and may include:</p> <ul style="list-style-type: none"> • Institutionalize regular monitoring of gender parity across UN system to feed into broader reporting systems such as RCAR, ARC. • Sharing strategies between agencies for implementing gender parity policies • Informational sharing across agencies on work-life balance practices and other strategies to foster a positive organizational environment for gender equality 	HOA	put forth	on Gender Parity from 'missing' to 'approaches minimum standard'. Focusing on the organizational environment across the system for gender equality can move indicator 4.2 into the 'exceeds minimum standards' category.
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¹¹ Analysis of survey data may be deepened by applying filters against demographic information captured by the survey including sex of respondent.