

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Vietnam 2022

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



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## 1. Background

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

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

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

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

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

## 2. The UNCT-SWAP Framework

### 2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

### Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

**Missing requirements** > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under 'approaching minimum requirements', the indicator is scored as 'missing requirements'. An indicator may score as 'missing requirements' in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in 'approaches minimum requirements'.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

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

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

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

### 3.2 UNCT-SWAP Annual Progress Assessments

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

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

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

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

### 3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

## 5. The UNCT-SWAP Process in Vietnam

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

We have reviewed on what we have done in 2022 and selected performance indicators that we have reported this year, particularly in areas that we need improvement per the 2021 comprehensive review. By the time we prepare for this report, we have not finalized the guidance for mainstreaming gender into the JPs, however, we still report as we want to show the progress that we have taken efforts.

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

UN Women (coordinator), RCO and UNFPA.

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

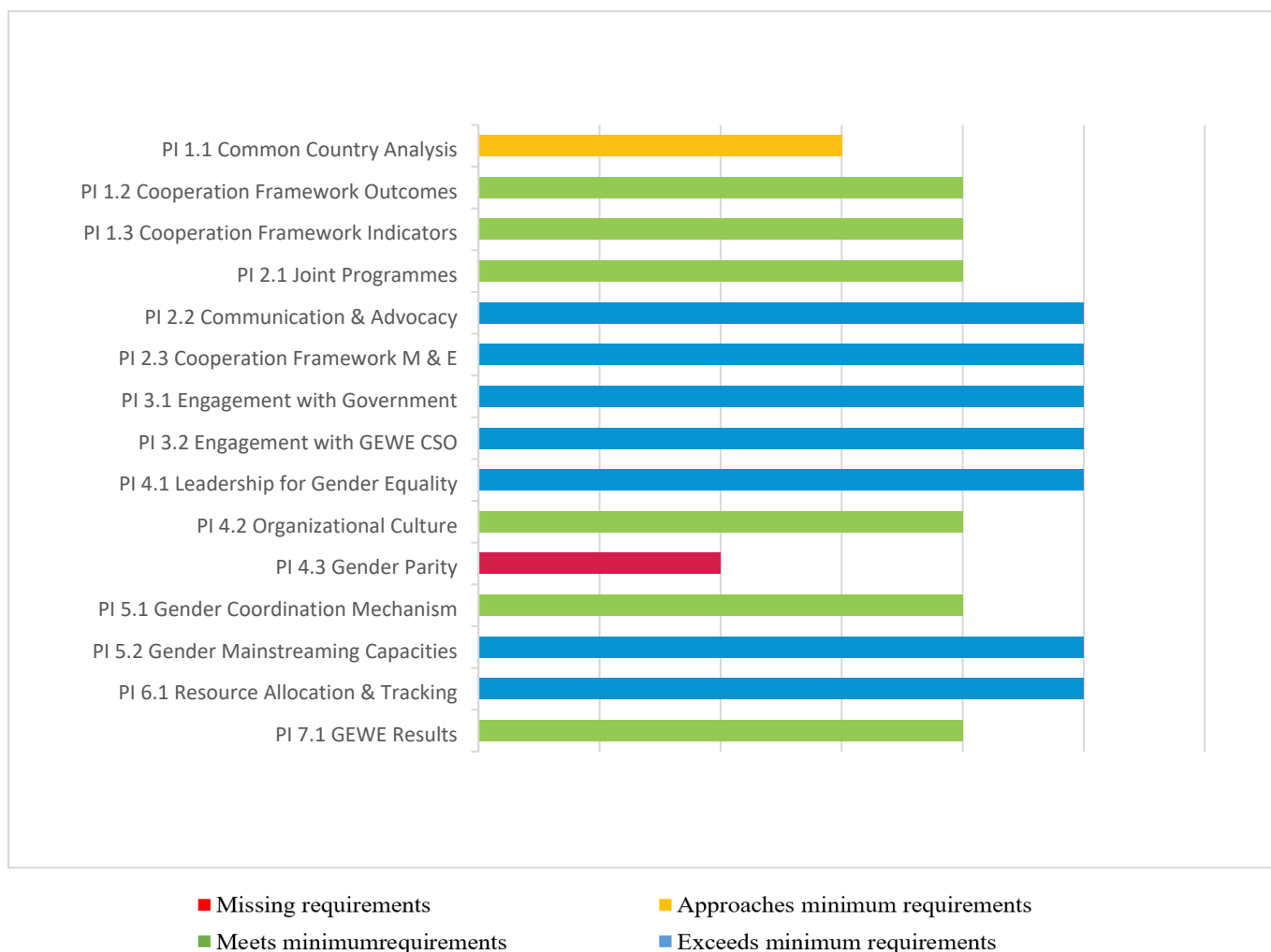
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Vietnam for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

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

Planning

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

Findings and explanation:

a) Gender analysis is integrated across the majority of sectors in the Common Country Analysis (CCA) 2021. Underlying causes of gender equality and discrimination are included in at least 70% of the sectors analyzed in the current CCA. Under some sections related to social sectors, the causes of discrimination are analyzed in depth in line with SDG priorities. The analysis of the CCA as far as gender equality is concerned is as follows:

☐ Gender equality is not mentioned under the political, governance and economic trends.

☐ In the area of people-centered social development, issues on gender inequality and disparities among population groups

are discussed in detail in each sub section. However, the analysis mostly touches upon the description of inequality and disparities; the underlying causes for such discrimination are briefly elaborated. In sub-sections of health, education, social protection and water, sanitation and hygiene, challenges of women, girls and vulnerable groups in accessing the services, gender equality is properly mainstreamed.

☐ In the analysis of focus area on nature, energy and climate change, gender inequality and vulnerabilities are analyzed but the underlying causes of discrimination are not addressed in depth.

☐ In the focus area on economic transformation, structural discrimination against women in all aspects of employment are discussed thoroughly. Challenges for women in business sector are analyzed in a comprehensive way backed up by sex-disaggregated data. In other sections (science and technology, innovation, and international labor migration), gender issues are briefly discussed with some sex-disaggregated data.

☐ In the focus area on inclusive participation, access to justice and the rule of law, gender issues are discussed in five of 13 sub-sections. Gender analysis on vulnerable groups is included in several sub-section such as legal protection of vulnerable groups, trafficking in persons and child protection.

☐ In the last section on “The way forward to 2020”, gender equality is analyzed as one of key drivers to strengthening policies, state capacity and human and financial resources to ensure equitable opportunities.

☐ The document has one sub-section under “Cross-cutting issues” part dedicated to gender equality where SDG 5 is analyzed in detail. In-depth analysis of underlying causes for gender inequality in multiple aspects and sectors is conducted with sex-disaggregated data. Gender issues are discussed under the part related to national laws and policies, which have mainstreamed gender issues in the provisions but lack measures on women presence at the decision-making level to ensure implementation. Notably, this sub-section includes data on women's rights, the national legislative framework and the government efforts at the policy and programme level to promote gender equality. The sub-section elaborates gender-based violence in Viet Nam with up-to-date data showing the full picture of the situation as well as spotting areas of serious concerns.

b) Although not all data used in this document is sex-disaggregated, those in the area of people-centered social development and gender equality are presented in a coherent, comprehensive and sex-disaggregated way. No sex-disaggregated data are provided for the economic challenges and for the protection and enhancement of environmental resources.

c) The CCA does not include a targeted gender analysis of those furthest behind. Across the document, vulnerabilities of those furthest behind are analyzed using gender lens but not consistently and systematically.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

**Gender equality mainstreamed in Cooperation Framework outcomes  
MEETS MINIMUM REQUIREMENTS**

Planning

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

The current 2022-2026 One Strategic Plan (OSP/CF) has 4 outcomes under 4 focus areas. Gender equality and the empowerment of women are visibly mainstreamed across the OSP, all 4 focus areas, and 4 outcomes in line with the CF theory of change rooted in human rights, gender equality, and the empowerment of women and SDG priorities including SDG 5:

- Gender Equality is identified in the OSP as one of five critical cross-cutting themes in which women's and girls' potential will be promoted by the UN across the OSP. A Gender Thematic Group head by UN Women Representative is formed to coordinate and promote gender mainstreaming across the OSP and its Joint Work Plan implementation, interventions, monitoring, and reporting. A joint programme on promoting gender equality and empowerment of women and girls was operated over the current CF in line with SDGs priorities which is training on Strengthening capacity on prevention of violence against women based on the Respect Framework in May 2022 co-organized by UNWomen and WHO

- Gender equality and the empowerment of women and SDG5 are clearly highlighted as the UN focus in the strategic intent of all 4 focus areas with gender being one of its strategic intents and SDG5 being its priority and under the gender cross-cutting



theme of the OSP. Although Outcome 2 under Focus Area 2 on “Climate-change response, disaster resilience and environmental sustainability” does not prominently mention gender in its statement, it emphasizes in outcome 2.1 that “Enhanced capacity and gender-responsive policies to identify and reduce climate risks, respond to disasters and build resilience of vulnerable populations”.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

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

There is one OSP outcome that has a strong gender component:

- Outcome 4 “By 2026, people in Viet Nam, especially those at risk of being left behind will have benefited from and contributed to a more just, safe, and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with international standards”.

This outcome reflects the principles of leaving no one behind, gender equality and women’s empowerment including the results of ending VAWG. The gender-mainstreamed activities are under all 6 outputs under this outcome. Gender equality is clearly spelled out in the outcome statement. Further, this outcome was the result of internal advocacy and the UN efforts and commitment to gender equality and the empowerment of women.

Nevertheless, according to the technical guidance for UNCT-SWAP gender equality scorecards (page 27), GEWE must be the principal purpose of an outcome to be considered as targeted, as follows:

“It is sometimes challenging to tell the difference between an outcome where there is visible mainstreaming of gender and an outcome which is dedicated to gender. A rule of thumb is that for visible mainstreaming gender will make up one part of the outcome (e.g. an outcome that focuses on human rights and gender equality, or the environment and gender equality), while for a dedicated outcome the whole outcome will focus on gender equality (e.g. boy’s education)”.

For this reason, the outcome 4 cannot be considered gender-targeted

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

One Strategic Plan 2022-2026 between the Government of Viet Nam and the UN in Viet Nam.

*PI 1.3 Cooperation Framework Indicators*

<b>Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS</b>	<b>Planning</b>
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**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

There are 102 CF indicators in total, of which 46 are outcome indicators and 56 are output indicators. Out of 102 indicators, 45 (15 outcome indicators and 30 output indicators) , accounting for 44.1%

Out of 102 CF outcome and output indicators, 45 (44%) measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5. More specifically, these involve 15/46 outcome indicators (32.6%) and 30/56 output indicators (54%). A particular analysis by OSP outcome reveals higher levels of gender sensitivity in outcomes 1 and 4, suggesting a need for greater attention to consistency in gender mainstreaming in the future.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

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

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

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

**Programming and  
M&E**

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

There are 11 joint programs operational at the time of the assessment, which have been reviewed. Of these 9 JPs (82 %) have visibly mainstreamed gender equality, as follows:

1. EU Justice and Legal Empowerment Programme (EU JULE), PAGOda mechanism (UNDP, UNICEF)
2. SAFE and FAIR: Realizing women migrant workers' rights and opportunities in the ASEAN region (UN Women, ILO)
3. An integrated dengue early warning system driven by Earth Observations in Vietnam (UNDP, WHO)
4. Strengthening human rights and gender equality through climate change action and disaster risk reduction (EmPower-Women for Climate Resilient Societies (UN Environment, UN Women)
5. Joint United Nations Programme on HIV and AIDS (UNAIDS, UNICEF, UNDP, UNFPA, UNODC UN WOMEN, WHO, UNESCO)
6. Joint SDG Fund on Social Protection and LNOB (ILO, UNICEF, UNFPA, UNDP)
7. Ending violence against women and children (2021-2025) (UNFPA, UNICEF, UNWOMEN with DFAT support)
8. Supporting Viet Nam towards the 2030 integrated Finance Strategy for accelerating the achievement of the SDGs (UNDP, RCO, UNICEF, UN Women)
9. Viet Nam Rapid Response to storms and floods (CERF) (UNICEF, UNDP, UNFPA)
10. The UN Partnership on the Rights of Persons with Disabilities MPTF (UNDP, UNFPA and UNICEF)
11. Assessing the socio-economic impacts of the war in Ukraine on the agriculture and rural development sector of Viet Nam (IFAD, UNIDO, UNFPA, FAO)

And here is the review:

1. EU Justice and Legal Empowerment Programme (EU JULE), PAGOda mechanism (UNDP, UNICEF) : The analysis of gender equality dimensions in the program document is weak. However, this JP makes it clear how the program will support changes in relation to GEEW in at least one intervention area and mainstream gender consistently in the other areas. In addition, GEEW is mainstreamed across all results.
2. SAFE and FAIR: Realizing women migrant workers' rights and opportunities in the ASEAN region (UN Women, ILO) : and address safe and fair migration for female workers. Gender equality is the primary goal of the intervention.
3. An integrated dengue early warning system driven by Earth Observations in Vietnam (UNDP, WHO): Gender equality is not clearly mainstreamed in this JP. The program document does not mention gender/ women's issues in the situation analysis or in its aims and key objectives.
4. Strengthening human rights and gender equality through climate change action and disaster risk reduction (EmPower-Women for Climate Resilient Societies (UN Environment, UN Women) : gender equality is the primary goals of the JP.
5. Joint United Nations Programme on HIV and AIDS (UNAIDS, UNICEF, UNDP, UNFPA, UNODC UN WOMEN, WHO, UNESCO) : Gender equality is visibly mainstreamed in this JP. The program has a joint plan priority area on Human rights, Stigma and Discrimination and Gender equality and have clear intervention to address gender inequality issues, particularly for LGBTQI groups.
6. Joint SDG Fund on Social Protection and LNOB (ILO, UNICEF, UNFPA, UNDP) : gender has been mainstreamed in the JP with clear interventions and indicators to measure changes on GE.
7. Ending violence against women and children (2021-2025) (UNFPA, UNICEF, UNWOMEN with DFAT support): gender equality is the primary goals of the JP.
8. Supporting Viet Nam towards the 2030 integrated Finance Strategy for accelerating the achievement of the SDGs (UNDP, RCO, UNICEF, UN Women) : Gender has been mainstreamed in the documents with clear TOC and target intervention and monitoring indicators.
9. Viet Nam Rapid Response to Storms and Floods (CERF) (UNICEF, UNDP, UNFPA): Gender equality is visibly mainstreamed in the operational JP and prioritization. The JP is precisely targeting the specific needs of women and girls across all interventions and responses to storms and floods.

10. The UN Partnership on the Rights of Persons with Disabilities MPTF (UNDP, UNFPA and UNICEF): Gender equality is not explicit in this operational JP. Women's issues are mentioned in some outputs of the JP, however, it is not mainstreamed across all results.

11. Assessing the socio-economic impacts of the war in Ukraine on the agriculture and rural development sector of Viet Nam (IFAD, UNIDO, UNFPA, FAO): The situational analysis of the JP is specifically focus on gender and women's issues with evidence-based data so that it visibly captures impact on gender during the war in Ukraine. At the time of assessment, the JP is coded with a gender marker 2 which makes a significant contribution to GEWE.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

The project will be implemented from 1 June 2020 to 31 May 2021 (or longer, depending on the pandemic situation). It should be noted that at the start of the Emergency Phase, there will be a rapid assessment of the COVID-19 outbreak situation and its economic, social and health impacts on the population (with disaggregation), with a focus on VAWC, and support needs to inform rapid responses and interventions. In addition to national communication, support interventions will be carried out in 4 cities, namely, Ha Noi, Quang Ninh, Da Nang, and Ho Chi Minh, the locations affected hardest by the COVID 19. The country offices of all three UN agencies are located in Hanoi, and they have strong partnership with the central government. UNFPA, UNICEF and UN Women have projects on VAWC in Quang Ninh (UNFPA), Da Nang (UN Women, UNFPA), and Ho Chi Minh City (UNICEF, UN Women), thus this joint initiative can be immediately implemented (whenever fund is available) by taking the advantages of those current project infrastructure (offices, human resource, partners/collaborators, etc.). Finally, the capacity of the local authorities in these cities is proven as among the country's strongest, thus contributing to assure the timeliness and effectiveness of the interventions. In addition to the mentioned four cities, build upon the existing partnership with Provincial Authorities in Dien Bien, Gia Lai and Kon Tum, where ethnic minorities account for majority of total population, UNICEF will implement some key project interventions such as parenting programme and capacity building for child protection system on responding to VAC in these locations to ensure that ethnic minority children have equal access to protection services.

The overall goal of the proposed project for is that all women and children in Viet Nam, including those most vulnerable, live a life free of violence and prioritized as part of the COVID-19 response.

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

project documents

#### PI 2.2 Communication & Advocacy

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

**Programming and  
M&E**

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

a) The UNCT has contributed collaboratively to joint communication activities on GEEW during the past year, as follows:

☑ In the context of ending violence against women and children, the UN system, led by UN Women in collaboration with the Government of Viet Nam, civil society and international development partners, organized more than 80 activities during the 16 Days of Activism to end VAW campaign (25 Nov-10 Dec) and the National Action Month on promoting gender equality and preventing VAW and children (15 Nov-15 Dec). The campaigns with joint messages and branding visuals reached 8,651,500 people on social media with 1,140,000 impression and 13,000 engagements. A joint UNCT video with participation of the Resident Coordinator and 11 Heads of Agency reached 800,000 people with more than 120,000 views on social media.

☑ In celebration of the International Women's Day and the International Zero Discrimination Day, the UNCT, led by UNAIDS, organized a social media campaign called #BetheForceforChange to highlight the contribution of women in COVID-19 response activities and promote diversity and human rights of vulnerable people including LGBTIQs, people living with HIV/AIDS, people with disabilities, survivors of VAW, sex workers, etc.

b) The UN communications group work-plan 2020 included GEEW communication and advocacy activities, such as the events on the international Women's Day and the 16 Days of Activism to End Violence against women.

c) The UNCT has contributed collaboratively to communication or advocacy in non-traditional thematic areas during the past year, as follows:

- The UNCT contributed collaboratively to communication in the commemoration of the 75th anniversary of the UN. The #UN75 activities in Viet Nam included the promotion of gender equality, social inclusion, and youth integration. In December 2020, the Government of Viet Nam and the UN in Viet Nam, technically led by UN Women, organized the high-level International Conference on Women, Peace and Security. The conference highlighted women's meaningful participation in building and sustaining peace, and discussed conditions and necessary resources for gender-responsive peacebuilding and women's empowerment as an integral part of peacebuilding. This is the first time that the UN in Viet Nam organizes a conference on this area since peace and security is not a very extensive topic in Viet Nam and then is considered a non-traditional thematic area in the country. The country does not have a national action plan on this agenda

### Did you reassess the Performance Indicator in this reporting year

- No

### PI 2.3 Cooperation Framework M & E

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

Programming and M&E

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

The UNCT meets all 3 criteria:

(a) The Cooperation Framework results matrix for gender sensitive indicators has been gathered as planned and will be reflected in the 2022 One UN Results Report.

(b) The OSP (previous CF) evaluation, which was completed in early 2022, includes a throughout assessment on gender equity results as one OSP cross-cutting theme.

(c) The MEL Group received a training course on Guidelines on Mainstreaming Gender in UN Joint Programmes in Viet Nam (including M&E of Gender SWAP indicators), co-organized by UN Women and RCO on 16 November 2022. The purposes of the training are:

1. Strengthen knowledge across the UNCT on global standards and requirements for mainstreaming gender at the county level (including M&E of Gender SWAP indicators);
2. Raise awareness of and garner buy in for the UNCT GM tool;
3. Test and gather recommendations for further improving the draft tool for mainstreaming gender UNCT JPs.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

OSP evaluation, Training Agenda, CF indicator frameworks

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

#### Performance Indicator 3.1:

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

**EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

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

a) The UNCT has collaborated with several government agencies on joint initiatives that foster gender equality within the current UNDAF cycle. During the implementation of the One Strategic Plan 2017-2021, the UN system carried out joint initiatives with government agencies on gender equality, as follows:

☐ From 2017 to 2020, the UN system (UNIDO, WHO, UNFPA and UN Women) worked with the Ministry of Health, the Ministry of Labor - Invalids and Social Affairs, the Ministry of Public Security and the Ministry of Justice for the implementation of the Joint Programme on Essential Service Package for women as survivors of VAW. This is part of the global initiatives to pilot the ESP model to ensure coordinated essential services for women as survivors of VAW. The second phase 2020-2022 of the programme was extended in Viet Nam with the continued participation of UNIDO, WHO, UNFPA and UN Women and the government agencies: Ministry of Health, Ministry of Labor - Invalids and Social Affairs, Ministry of Public Security, and Ministry of Justice.

☐ In 2020, responding to the country needs to address the gender-based violence situation in the context of the COVID-19, the UN system (UNICEF, UNFPA and UN Women) developed a joint initiative on ending GBV in the context of the COVID-19. This joint initiative engaged the participation of CSO and several government agencies (Department of Children Affairs and Department of Gender Equality – MOLISA, Ministry of Justice and Ministry of Education and Training) to strengthen the prevention and response services to end gender-based violence in the context of the COVID-19.

b) The National Women's Machinery participated in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. During the implementation of the One Strategic Plan 2017-2021, the National Women's Machinery (Department of Gender Equality – Ministry of Labor, Invalids and Social Affairs – MOLISA) and Viet Nam Women's Union were regularly invited to the consultation meetings for the development, implementation and monitoring of the OSP. The RCO have always coordinated the engagement of key national stakeholders on gender equality in consultation with UN Women and other UN Agencies. MOLISA and VWU were invited to provide comments and feedbacks on development and implementation of the OSP through the steering committee which is coordinated, from the government side, by the Ministry of Planning and Investment.

c) The UN system supports the government for the development of the VSDGs, including the VSDGs focused on gender equality and the empowerment of women. The country team has then made several contributions to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation, as follows:

☐ During the implementation of the SDGs agenda, the SDGs working group, chaired by UN, provided substantive inputs to the government for the development of the National Action Plan for the implementation of the SDGs, particularly in advancing gender mainstreaming throughout the National Action Plan for the SDGs implementation. The National Action Plan to implement the 2030 Agenda for SDGs (SDG NAP) was promulgated as per Decision 633/QĐ-TTg dated 10 May 2017 of the Prime Minister, in which 17 SDGs of Viet Nam towards 2030 have been set including 115 specific targets, in corresponding with global SDGs targets which were approved at the Summit Meeting of the UN in September 2015. The SDG NAP shows the Government's committed effort to implement the Viet Nam SDGs.

☐ The UN provided substantive inputs into the voluntary review report on the SDGs implementation that the government prepared in 2017 and was presented at the high-level meeting in June 2018 in NYC. In the Viet Nam's Voluntary National Review on the Implementation of the Sustainable Development Goals, VN conducted the review of all SDGs, including the SDG 5, and took efforts on gender mainstreaming across the SDGs that Viet Nam committed. It is noted that the VNR included the SDG 5, which was not under the requirement for the voluntary report. In this report, Viet Nam has paid particular attention to vulnerable groups such as the poor, people with disabilities, women, children and ethnic minorities through a number of policies aimed at promoting social equality to ensure that no one is left behind.

In March 2021, a policy forum was jointly organized by the UN system and Viet Nam Women's Union on the occasion of the 2021 International Women's Day to promote the implementation of the SDGs from a gender perspective

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

Findings and explanation:

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle, as follows:

- In 2018, the UN system (RCO, UNFPA and UN Women) supported the CSO network on ending gender-based violence (GBV Net) for the organization of the 4th national symposium on Sexuality, Health and Society: Connecting to the goals in preventing and responding to sexual violence in Viet Nam. At the opening, Mr. Kamal Malhotra, UN Resident Coordinator in Viet Nam in his remark, emphasized: "Gender-based violence against women and girls remains one of the most pervasive violations of human rights in the world, one of the least prosecuted crimes, and one of the greatest threats to lasting peace and development". The symposium had 04 plenary sessions and 08 paralleled sessions addressing sexual violence in different contexts. The symposium put forward three pressing issues nowadays, which are: "Gaps in information of and understanding on sexual violence in Viet Nam", "Gaps in support services for victims of sexual violence", and "Gaps in laws and enforcement of laws addressing sexual violence". In particular, the 12th sessions thoroughly discussed a variety of topics, including the current situation of sexual violence against women and girls in Viet Nam. Some sessions delved into some specific groups that are more vulnerable to sexual violence such as teenagers, women from ethnic minorities, women migrants, drug users, people living with HIV, women and children with disabilities, members of LGBT community, and elderly people.

- ▣ In 2017, 2019 and 2020 the UN system collaborated with the CSO network for the organization of the joint communications campaign for 16 days of activism to raise awareness of the public on ending violence against women and girls. The campaign followed the thematic priority of UN Secretary-General's UNiTE campaign that aimed at preventing and eliminating violence against women and girls, focused on amplifying the call for global action to bridge funding gaps and ensure essential services for survivors of violence during the COVID-19 crisis. In 2020, a joint work plan was developed to specify the activities of the UN, development partners and CSO to joint global efforts in addressing violence against women and girls.

b) GEEW CSO have participated in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E: the RCO always worked closely with UN agencies, including UN Women, UNFPA, UNODC and UNDOC to ensure the participation of the CSO working on gender equality and the empowerment of women into the country analysis, strategic prioritization, and in the implementation of the OSP.

c) The UN has made a contribution to substantively strengthen GEEW CSO engagement in the implementation of gender-related SDGs, as follows:

In 2017 and 2019, in the dialogues with the government on the implementation of the SDGs, the UN engaged with the CSO and requested the government to provide space for the CSO to raise their concerns on gender equality. For example, in a joint UN-Government policy event in 2019 on Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls, a local NGO named LIGHT, representing the migration network on the issue of Enhancing the capacity of female migrant workers in monitoring social protection services, particularly health care services, raised a list of recommendations to the government to ensure health insurance coverage for the local migrants. In 2018, in the policy dialogues between the government and the UN on Challenges and Opportunities in achieving gender equality and the empowerment of rural women and girls, the UN promoted and ensured the participation



of the CSO, and during the meeting, they raised the issues of promoting the implementation of empowerment policies for ethnic minority women for sustainable livelihood in the context of climate change in Viet Nam. This was done by a local NGO named Centre of Research and Development in Upland Area (CERDA).

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

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

Leadership and  
 organizational culture

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

Findings and explanation:

- a) Gender equality is meaningfully addressed across topics in the UNCT HOAs meetings. Minutes of 7 out of 8 UNCT's meetings held between January 2020 and December 2020 reflected meaningful discussion on gender-related issues.
- b) The RC has demonstrated leadership and championing of gender equality on behalf of the UNCT. 20 out of 32 speeches/remarks in multi-stakeholder forums examined between January 2020 and December 2020 made reference to gender issues and the promotion of gender equality. For instance, in January 2020, the RC addressed the Ho Chi Minh Political Academy highlighting the UN Viet Nam's collaboration to enhance women's political leadership and tackle gender bias at both central and local levels through action research and technical advice to provincial leaders. In November 2020, the RC addressed at the International Symposium the Role of Women and Prevention of COVID-19 Pandemic in Peacekeeping Operations in ASEAN and Vietnam, to promote women's meaningful participation in sustaining peace and tackling gender gap in peace operations and senior police leadership. The RC is also co-chairing the Informal Ambassadors Group on Gender Policy in Vietnam, leading and championing the joint work and advocacy on gender equality to engage with the Government at the political level.
- c) According to the staff perception survey (question 5), 78.51% of all respondents see UN HOAs in Vietnam as committed to gender equality in the workplace. However, there is a difference of 9.17% in the UN personnel perception based on gender, where 85.71% of men but only 76.54% of women agreed or strongly agreed with the positive assessment in this issue. Regardless of this gender difference, the requirement is met.
- d) Gender equality is meaningfully reflected in the 2020 RC-UNCT Annual Report/Performance Appraisal across result areas, such as in COVID-19 Response, SDG Implementation, Operationalizing the SG's Prevention Vision, Strategic Finance and Partnerships and Leaving No One Behind, Human Rights and Gender Equality in the 2030 Agenda in Viet Nam.

### Did you reassess the Performance Indicator in this reporting year

- No

### PI 4.2 Organizational Culture

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

Leadership and  
 organizational culture

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

### Findings and explanation:

Since most responses were in the range of the 70%-79%, with an average of 76.58% for all responders (women and men), the UNCT meets the minimum requirements for this indicator (between 65% and 80%).

However, there are differences between the proportion of positive responses expressed by women and men. The results of the men's survey show an average positive score of 81.43%, while the average positive score for women is 75.23%, making a 5.83% difference.

There are 3 questions (Q) that received the highest scores (> 80%) and where the gender gap in the responses was small, showing that there was consensus in the respondents:

☑ Q8 (Women and men are equally treated irrespective of sex, gender identity or sexual orientation): 80.89% agree/strongly agree (a/sa);

☑ Q10 (Adequate measures to protect personal safety and security are in place): 82.45% a/sa;

☑ Q13 (Package of flexible working arrangements support staff to achieve work-life balance): 81.58% a/sa.

The high rating for Q13 on flexible working arrangements must have certainly been impacted by the COVID-19 and the need to be flexible due to the pandemic that all UN Vietnam experienced during the past year.

The lowest rating was given to the package of entitlements (e.g. maternity, paternity, breastfeeding) to support staff to achieve work-life balance (Q12: 69.16%), with a gender gap in the responses of 7.4% (men rated it 75% while women 67.6%). Some reflections and recommendations around this answer are as follows:

Staff may feel that with regards to this issue, the UN does not promote sufficiently gender equality in the workplace.

Some people may have answered based on only if they have used maternity/paternity leave and breastfeeding entitlements, since the neutral answer was high (25.55%).

Policies are not the same across agencies. For example, while maternity leave is 16 weeks for all, some agencies supplement maternity leave with additional 8 weeks of full pay (subject to request and approval), or the 4-week paternity leave be supplemented with additional 12 weeks.

The Q11 on whether HOAs are supportive of staff to establish work-life balance had a similar rating (70.61% a/sa), which might mean that UNCT leaders should do better to promote work-life balance.

Responses for 3 questions related to HOAs had a gender gap over 5.83% points, with the 3 highest being:

o Q11 (HOAs are supportive of staff to establish work-life balance) has a 19.23% gap of agreement between men and women (85.71% vs 66.48%), noting the neutrality rate at 12.24% vs. 27.37%, respectively.

o Q5 (HOAs in this UNCT demonstrate leadership and commitment to gender equality in the workplace) has a discrepancy of 9.17% between men and women (85.71% vs 76.54%, respectively), noting the neutrality rate at 10.20% vs. 20.11% respectively.

o Q7 (UN system in Viet Nam adequately facilitates equal participation of men and women at all levels of the organization) has 8.39% difference (82.97% for men vs 74.58 for women).

Leadership of UN needs to look at the above issues in a sex-disaggregated manner.

Both women and men perceptions and answers maybe based on personal experiences. Most of survey respondents are national staff. It is important to keep the cultural context and gender roles in mind (i.e. men see the UN packages as generous, but they have different reality when they work from home whereas women working from home will have more unpaid care work they are responsible for).

Overall, female personnel are approximately 4 times higher than male personnel in Viet Nam. The number of women respondents of this survey was also on the same trend.

## Did you reassess the Performance Indicator in this reporting year

- No

### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

## Did you reassess the Performance Indicator in this reporting year



- No

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

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

**Gender architecture and capacities**

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

a) A coordination mechanism for gender equality (the GTG) was established by the UNCT for the implementation and monitoring of the One Strategic Plan 2022-2026. The GTG was chaired by the UN Women Country Representative and the secretariate is done by UN Women. So far, three GTG meeting A total of four (4) GTG meetings were held last year.

b) The GTG has its approved TORs. The GTG TOR was developed in line with the Standards and Procedures (S&Ps) and clearly highlights the distinction and complementarity of the role of GTG and Results group. The 2022 and 2023 workplan of the GTG was developed.

c) The members of the GTG include 29 regular members and alternative members, in which only 7 members (25%) are senior staff (P4 and above; NOC and above); thus, the GTG does not meet the requirement that members include at least 50% senior staff (P4 and above; NOC and above).

d) For the year 2022, the GTG has made substantive inputs into the implementation of the CF 2022-2026, particularly in providing the technical assistance for the application of Gender Equality Marker for the development of the biannual annual work plan of the four UN Result Groups and the development of the outcome and output indicators for the CF 2022-2027. On the application of the GEM, the GTG members facilitated the gender-related discussion to identify the gender interventions to address gender inequality identified in the CCA and to ensure that gender equality and the empowerment of women in visible in the annual UNRGs work-plans.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

- A coordination mechanism for gender equality is chaired by a HOA.
- The group has a TOR and an approved annual work plan.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

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

- Approved TOR of the GTG
- Approved annual work-plans of the GTG: 2022 and 2023
- GTG membership list with the note on the senior staff
- UNRGs work-plans which has been reflected in the analysis of the reporting for the performance indicators 1.3 and 2.3
- UNCT Guidance on Viet Nam's CF 2022-2026 for the UNCT Joint Work Planning issued in 2022 (including guidance for gender mainstreaming in annual work-plans and the coordination between UNRGs and gender focal points).

## PI 5.2 Gender Mainstreaming Capacities

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

**Gender architecture and capacities**

**Meets all of the following: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

Findings and explanation:

- a) Since 2017, there have been several substantive inter-agency gender capacity development activities for UN personnel. Recently, in September 2020, UN Women, as in the capacity of the secretariat for the Gender Theme Group, organized a training on application of the gender equality marker in the UN system and how this can be applied to advance gender equality in the UN joint actions for gender equality in the context of COVID-19 response. The training was targeted at members of the UN Result Groups, the GTG and the programme staff who were engaged on the development of programme proposals responding to the COVID-19 impact. In September 2019, the GTG organized a training targeted at members of the UN Working Group on Monitoring for the Strategic Results, GTG members and the UNRG representatives on gender-responsive evaluation. In 2018, UN Women conducted a training for the GTG and UNRG representatives on gender-responsive planning and reporting.
- b) A capacity assessment on gender equality of UN staff was conducted in 2018 and finalized in 2019. Based on the findings, a list of recommendations was submitted to the UNCT to strengthen the gender mainstreaming capacity of UN staff. The capacity development actions for UN staff are part of the GTG annual work-plan. The capacity development plan is coordinated and being tracked by the GTG.
- c) As part of the UNCT commitments on gender equality and the empowerment of women for the implementation of the OSP, the UNCT developed the UN briefing kit in 2016, which was published in 2017, and served for the implementation of the OSP 2017-2021. The Gender Briefing Kit was served as a snapshot of the current status of key gender and development issues in Viet Nam. In addition to capturing substantial progress made to promote women's human rights, it highlights outstanding and emerging challenges and concerns that require due attention to ensure sustainable and equitable development in manifold aspects of socio-economic life. It focuses on education, health and health care, economic empowerment, political participation and leadership, violence against women and social protection, climate change adaptation, and disaster risk management. The Kit also summarizes profile of the collective work of the United Nations Country Team in partnership with other stakeholders contributing to gender equality in Viet Nam. It is not only for UN staff but for anyone working in the development sector who wants to learn on the gender equality situation in Viet Nam.

**Did you reassess the Performance Indicator in this reporting year**

- No

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

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

**Resources**

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

Findings and explanation:

- a) The UNCT has organized a capacity building workshop on the gender marker on September 23, 2020, for GTG members, Gender Focal Points and Programme Officers of all UN agencies.

b) and c) Gender equality and the empowerment of women are mainstreamed into most of the activities being implemented by the UN System. UNCT considered a target of 15% of total expenditure of the OSP to be allocated for gender equality and women's empowerment in programmatic activities, as stated in the Annex 4 of the UNCT Guidance on Viet Nam's One Strategic Plan 2017-2021, 2018 One UN Results Reporting and 2019-2020 Joint Work Planning. In 2020, the UNCT spent 23.5% of its total budget on gender equality and the empowerment of women.

In addition, the analysis of the gender markers from the UNInfo showed that 51.5% of the UNCT's COVID-19 response budget has been allocated to gender equality. UNCT has in place a system to track and to utilize country level budgetary data to ensure adequate allocation of resources for GEEW.

#### Did you reassess the Performance Indicator in this reporting year

- No

### Dimension Area 7: Results

#### PI 7.1 GEWE Results

##### Performance Indicator 7.1:

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

**MEETS MINIMUM REQUIREMENTS**

Results

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

#### Findings and explanation

The UN has made strong efforts to be on track to achieve all gender equality and the empowerment of women results as planned in the OSP outcomes in line with SDG priorities including SDG 5. This has been informed to all the stakeholders in the One UN reports that present the annual progress of the UN in delivering the results in Viet Nam, including its work on gender equality and the empowerment of women. In these reports (2017, 2018 and 2019), all gender equality results were presented throughout all areas of the One Strategic Plan 2017-2021. However, there is no concrete evidence that one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women in Viet Nam.

#### Did you reassess the Performance Indicator in this reporting year

- No

## 8. UNCT in Vietnam Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1

Dimension 1 - Planning		
1.1 Common Country Analysis	1.1. Integrate gender analysis and consistent sex and age disaggregated data across all sections of the upcoming revision of the CCA, referring to underlying causes of gender inequality discrimination, deprivations, gendered barriers and opportunities	No action this year 2022
1.2 Cooperation Framework Outcomes	Include a targeted gender analysis of those furthest behind in the next revision of the CCA document (PRIORITY)	No action this year 2022
1.3 Cooperation Framework Indicators	Ensure one third of outcome and output indicators of the CF 2022-2026 tracking progress toward gender equality results. If possible, formulate more than 50% of output indicators that can measure changes in GEWE in UNCT work-plans	Yes. We included the details in the annual report this year
Dimension 2 – Programming and M&E		
2.1 Joint Programs	Put in place a system to ensure visible gender mainstreaming in the formulation of joint programs, such as a checklist or a review panel with GTG members for JP proposals clearance (PRIORITY)	By the time of the annual assessment, the draft guidance for gender mainstreaming is developed and shared with UN Agencies for inputs. We have reported this indicator this year.
2.2 Communication and Advocacy	Organize one training for UN Comms group members on specific tools to mainstream gender in the area of communication and advocacy; Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas every year to communicate the UN programmes advancing GEWE	We did plan for the joint activities with the government, CSO and development partners for joint communication activities to advocate for policy commitments to end VAW as part of the UN efforts on 16 days of activism.
2.3 Cooperation Framework M&E	Strengthen the capacity of the UN MSRWG on gender-sensitive M&E at least once during the next programming cycle	We did report this indicator this year,

		please refer to the report.
<b>Dimension 3 - Partnerships</b>		
3.1 Government Engagement	Ensure full involvement and participation of the National Women's Machinery and GEWE CSOs in the upcoming CF consultations.	Yes, we did engage with the government for IWD and 16 days of activism.
3.2 GEWE CSO Engagement	Keep the collaboration with several government agencies and GEWE CSO on joint initiatives fostering gender equality and joint actions to strengthen their engagement in gender-related SDGs implementation during the next CF 2022-2026	We worked with CSO to advocate for the amendment of Gender Equality Law and ending VAW as part of the 16 days of activism.
<b>Dimension 4 – Leadership and Organizational Culture</b>		
4.1 Leadership	No Action	No Action
4.2 Organizational Culture	Implement a gender-sensitive survey in UNCT on organizational environment for gender equality to follow up neutral, disagree and strongly disagree responses, paying special attention to work-life balance measures, leaving questions open for staff to provide the reasons of their negative/neutral responses and proposals for improvement; Implement UNCT internal awareness raising campaign on the gender roles of women and men and the fair redistribution of domestic and care work; Create a compilation/mapping of work-life balance policies and good practices of UN agencies, to capture the differences and highlight the inconsistencies, and propose UNCT-wide practices and recommendations to promote work-life balance and make HOA accountable.	No Action
4.3 Gender Parity	Establish a mechanism for monitoring gender parity in staffing to monitor parity levels for general service staff and all professional levels (PRIORITY); Redesign job descriptions, application forms and processes to maximize candidate pools, including standard inclusion statements in advertisements and in the organization's	No Action

	website, such as mention of persons with disabilities, trans and gender non-confirming individuals, and strengthen messaging that the organization welcomes diversity in all its forms; Map and compile recruitment good practices of UN agencies to encourage generation of knowledge; and Include gender-specific actions and indicators across the Business Operations Strategy (BOS) in at least one Business Operation Area	
<b>Dimension 5 – Gender Coordination and Capacities</b>		
5.1 Gender Coordination Mechanism	GTG to make a substantive input into the development of the next CF including strategic prioritization and results framework; Nominate senior staff for participation in the GTG to include at least 50% senior staff (P4 and above; NOC and above)	Yes we report this indicator this year. Please refer to the report
5.2 Gender Capacities	Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis; Update the capacity development plan (based on the needs capacity assessment carried out in 2018/19) at least once during the next CF cycle; Distribute the UN gender equality briefing kit to all UN staff and all new UN staff	We did organized two trainings: one training on prevention of VAW and one training on gender mainstreaming into the JPs.
<b>Dimension 6 - Resources</b>		
6.1 Financial Resources	Organize a capacity building event on the gender marker and gender budgeting targeting programme staff and programme managers.	We continue to coach the UN staff for the application of Gender Equality Marker.
<b>Dimension 7 - Results</b>		
7.1 GEWE Results	No Action	No Action

## 9. Supporting Evidence

**PI1.1: Indicator 1.1: Common country analysis integrates gender analysis**  
**APPROACHES MINIMUM REQUIREMENTS**

**Planning**

Category	Documents
	No documents uploaded

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">Vietnam Cooperation Framework 2022 2026</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Other	<a href="#">FINAL CF 2022-2026 ENG</a>	
Cooperation Framework results framework	<a href="#">CF Results Framework final</a>	
Other	<a href="#">CF Output indicators</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Program documents	<a href="#">7. EVAWC 2021-2025</a>	
Joint Program documents	<a href="#">1. EU JULE Description of the Action updated 1 Dec without track changes (2)</a>	
Joint Program documents	<a href="#">2. Safe Fair Project Contract</a>	
Joint Program documents	<a href="#">3. UNDP-WHO Project Document for UK Space project Tung and Najib Sep 12 - TMH comments</a>	
Joint Program documents	<a href="#">4. Annex 1-Sida Approve ProDoc (002)</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	

<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">CF Results Framework final</a>
<b>Other</b>	<a href="#">Agenda Guidelines on Mainstreaming Gender in UN Joint Programmes in Viet Nam</a>
<b>Other</b>	<a href="#">CF Output indicators</a>
<b>Other</b>	<a href="#">OSP EV~1</a>

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
<b>Category</b>	<b>Documents</b>	
<b>Government engagement</b>	<a href="#">Report on the SWAP Scorecard Indicators Viet Nam 24 May 2021 (4)</a>	

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

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>MISSING REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	



<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
<b>GTG TOR/AWP</b>	<a href="#">TOR UNCT GTG VN 2022-2026 FINAL 20 May</a>	
<b>Other GTG documents</b>	<a href="#">2022 06 23 CF JWP planning guidance</a>	
<b>Other GTG documents</b>	<a href="#">List of GTG members updated by 27 Oct 2022</a>	
<b>Other GTG documents</b>	<a href="#">List of GTG members updated by 27 Oct 2022</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Financial Resources
Category	Documents	
	No documents uploaded	

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

UNCT-SWAP GENDER EQUALITY SCORECARD  
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE  
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

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

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