

**Lao PDR UNCT-SWAP AP By Proposed Year**

Proposed Action Point	Timing
Review the application of the UNCT Gender Equality Marker (GEM) to key activities (sub-outputs) in the JWP. Produce analysis of whether outcomes with visible gender mainstreaming have been translated into outputs and sub-outputs that support gender equality results and develop recommendations for strengthening if needed.	2023
Conduct training on applying the UNCT Gender Equality Marker (GEM) to the Joint Work Plan for relevant UNCT personnel	2023
Apply UNCT GEM to all UNCT key activities (sub-outputs) in the JWP before it's finalized in order to identify UNCT initiatives (and associated \$\$ resources) that have a gender equality focus	2023
Update targets for UNSDCF Outcome indicators that currently have sex-disaggregated baselines do not have sex-disaggregated targets	2023
Establish a formalized system/tool/ mechanism to ensure gender mainstreaming in all future joint programmes	2023
Ensure all M&E and programme staff are trained on gender sensitive M&E, budgeting and reporting.	2023
Develop an interagency plan focusing on strengthening capacities of Government partners to collect, analyse and use disaggregated (by sex, age and other demographic characteristics) and gender-sensitive statistical data, with reference to the UNSDCF Results Framework - gender statistics, protocols etc.	2023
Institute GEWE as a standing agenda item in quarterly UNCT meetings, aiming to strengthen joint decision making and action on GEWE.	2023
Analyse the reasons for UNCT's current status regarding meeting parity. Establish a system for monitoring gender parity levels to ensure it is maintained, connecting to the UNSG's gender parity strategy.	2023
Establish a gender coordination mechanism that meets the criteria of the UNCT-SWAP GE Scorecard and aligns with the UNSDC Gender Theme Group Standards and Procedures.	2023
Incorporate a dedicated section on UN GEWE commitments and related development challenges in all joint UNCT induction materials and training.	2023
Undertake an inter-agency gender capacity assessment & develop and implement a capacity development plan based on the findings.	2023

Provide support and quality assurance to all outcome groups for applying the 4-point UNCT GEM coding scale to all sub-outputs in the UNCT Joint Work Plan 2023.	2023
Present GEM data to UNCT towards setting a target for programme allocation on GEWE and use available tools for tracking and ensuring target is met.	2023
Engage with UNCT GTG to provide inputs to RC speeches ensure GEWE is integrated appropriately.	2024
Explore the evidence for the need and advantage of a stand-alone outcome on GEWE in next CF.	2025
Provide a facilitated process to understand what might underlie the results of the staff organization culture survey (including accuracy), particularly the low scoring areas.	2025
In the next CF, ensure gender is visibly mainstreamed across all outcome areas (paying attention to outcome/output statements and theories of change as well as narrative)	2026
TOR of experts in charge of evaluation of the UNSDCF must include the requirement to systematically assess progress towards gender equality and women's empowerment. Ensure the evaluation team includes personnel with appropriate skills in gender analysis and gender-sensitive M&E.	2026
Ensure higher proportion of gender sensitive indicators in the next CF	2026/ CF mid-term review
Explore options for developing Joint Programming related to key GEWE issues identified in the CCA.	Annually
Ensure approved UNCG AWP's visibly include GEWE communication and advocacy that is implemented in a coordinated manner, building on existing/previous joint efforts	annually
Expand engagement with GEWE CSOs and women's rights advocates in planned & future joint work of the UNCT.	Annually
Ensure GEWE is incorporated into the UNCT annual planning and evaluations/assessments.	Annually
Identify opportunities to include gender-specific actions and indicators in the next iteration of the Business Operations Strategy (BOS) .	annually
Continue to highlight progress toward gender equality results in UN Country Results Reports (in line with UNSDCF monitoring plan), ensuring that progress is tracked and reported at output (vs. activity)	annually
Ensure more systematic and documented participation of the National Women's Machinery and GEWE CSOs in key cooperation framework processes.	Annually
Identify and implement joint initiatives that promote GEWE, and with more than one UN entity is working in a thematic area in partnership with external government and CSO stakeholders (migration, victims of trafficking, climate, SMEs, etc).	Annually during JWP planning

Collate and ensure all population-based data in the CCA are sex-disaggregated and where disaggregated data are not available, <b>highlight the gender data gap.</b>	CCA Annual Updates
In next CCA update, include gender analysis across <u>all</u> sectors, remembering to highlight <b>underlying causes</b> of gender inequality & discrimination.	CCA Annual Updates
In the next CCA update, wherever possible try and include targeted <u>gender</u> analysis of <b>those furthest behind</b> , supported by available data.	CCA Annual Updates
Review output-level indicators, baselines & targets in 2023 JWP to achieve between 33-50% gender-sensitive output indicators	CF mid term review
Ensure twice-yearly reviews of UNSDCF Results Framework include a dedicated section on gender equality results (incl. progress, opportunities, challenges) to determine if UNCT is on track to achieve <u>all</u> gender equality results as planned in UNSDCF outcomes	Semi-annually
Review output (and outcome) level indicators against UNSDCF intended results and add indicators as necessary to ensure the UNCT has the capacity to track progress towards all GEWE results set out in the UNSDCF 2022-2026	UNSDCF mid-term review??
Ensure M&E group involvement in gender mainstreaming in all JPs	