# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

## United Nations Country Team in Thailand

## 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.

**Cooperation Framework Guidance (2019)**

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

(Para 20, page 11).

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

## 2. The UNCT-SWAP Framework

### 2.1 Performance Dimensions and Indicators

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

1.1 Common Country Analysis
1.2 Cooperation Framework Outcomes
1.3 Cooperation Framework Indications

2.1 Joint Programmes
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4.3 Gender Parity

## 2.2 Performance Indicator Ratings and Explanation

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

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

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

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

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

### 3.1 Participatory Self-Assessment

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

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

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

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

## 3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

## 3.3 Supporting Evidence and Knowledge Hub

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

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

# 4. Quality Assurance and Global Reporting

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

## 5. The UNCT-SWAP Process in Thailand

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

The 5 selected indicators are as follows:
1.2 Gender Equality is Mainstreamed in the Cooperation Framework outcomes
2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results
3.2 UNCT collaborates and engages with women's/gender equality civil society organization
4.3 Gender Parity in Staffing is achieved
6.1 Resource Mobilization and Gender Mainstreaming
The GTG reviewed the comprehensive report and identified the 5 indicators requiring most attention on which the UNCT Thailand placed key focus. One of the key actions from the comprehensive report is the GTG developing a work plan for the first time, which is linked to the 5 indicators.
This year for the annual report, it was decided by the co-chairs to utilize a smaller group within the GTG to dedicate to work on the review of the 5 indicators and provide the update. The coordinators organized a working group to provided the evidence and means of verification. For any missing means of verification, the coordinators reached out within the UN System for more information.

*List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting*
The two coordinators and focal points consist of the team leader from RCO and the programme support analyst from UN Women. Focal points from UNDP, UN Women and RCO worked in a small group to review and go over the 5 key indicators that were selected by the GTG, soliciting feedback from UN Habitat, UNFPA, IOM, UNESCO, ILO, UNICEF, OHCHR, FAO.

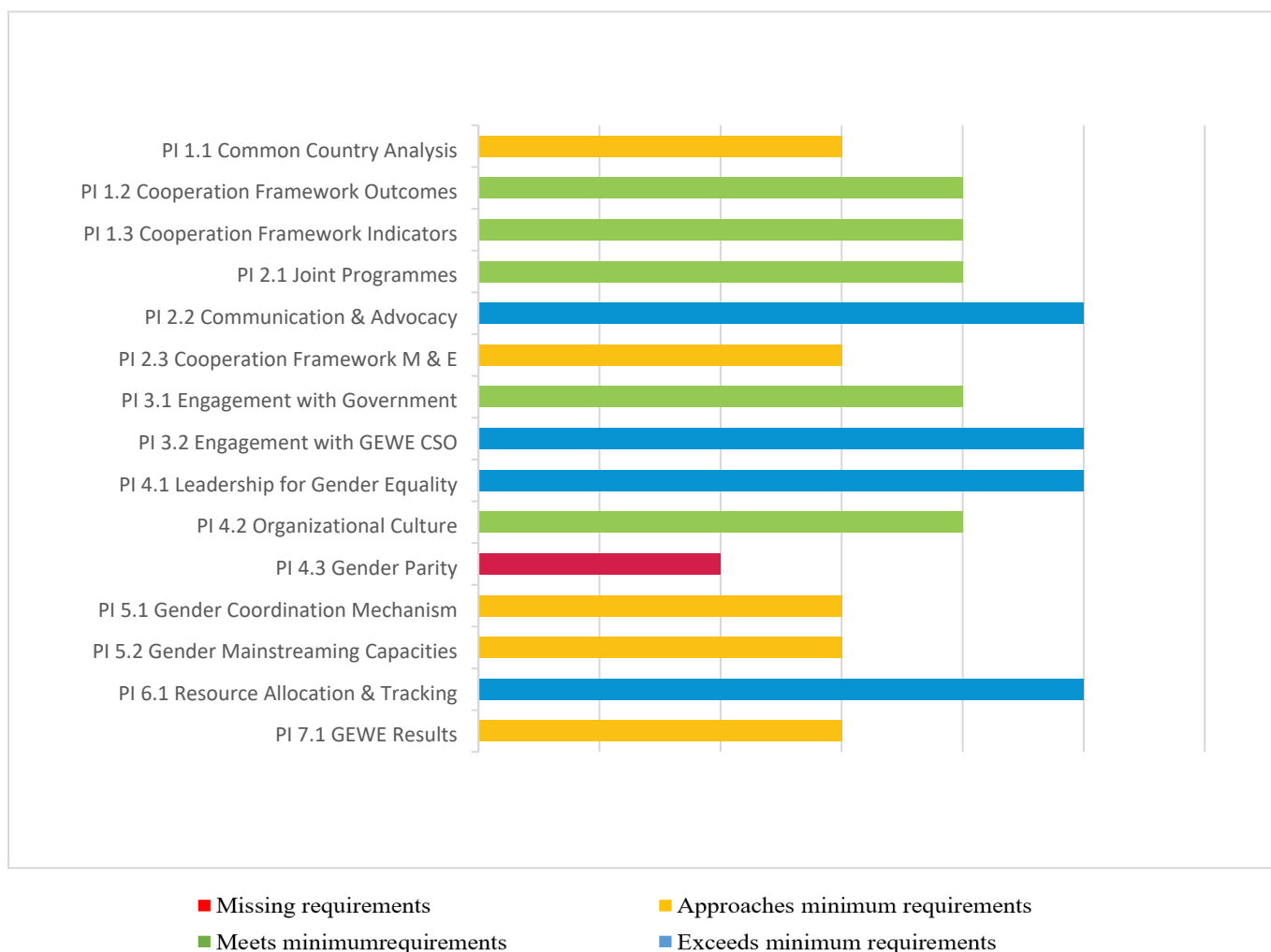*Enter any additional comments, including on country context in the field below:*

## 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 | No |
| PI 2.1 Joint Programmes | MEETS | No |
| PI 2.2 Communication & Advocacy | EXCEEDS | Yes |
| PI 2.3 Cooperation Framework M & E | APPROACHING | No |
| PI 3.1 Engagement with Government | MEETS | No |
| PI 3.2 Engagement with GEWE CSO | EXCEEDS | Yes |
| PI 4.1 Leadership for Gender Equality | EXCEEDS | No |
| PI 4.2 Organizational Culture | MEETS | No |
| PI 4.3 Gender Parity | MISSING | Yes |
| PI 5.1 Gender Coordination Mechanism | APPROACHING | No |
| PI 5.2 Gender Mainstreaming Capacities | APPROACHING | Yes |
| PI 6.1 Resource Allocation & Tracking | EXCEEDS | Yes |
| PI 7.1 GEWE Results | APPROACHING | No |

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

| Performance Indicator | Level |
|---|---|
| PI 1.1 Common Country Analysis | Approaches minimum requirements |
| PI 1.2 Cooperation Framework Outcomes | Meets minimum requirements |
| PI 1.3 Cooperation Framework Indicators | Meets minimum requirements |
| PI 2.1 Joint Programmes | Meets minimum requirements |
| PI 2.2 Communication & Advocacy | Exceeds minimum requirements |
| PI 2.3 Cooperation Framework M & E | Approaches minimum requirements |
| PI 3.1 Engagement with Government | Meets minimum requirements |
| PI 3.2 Engagement with GEWE CSO | Exceeds minimum requirements |
| PI 4.1 Leadership for Gender Equality | Exceeds minimum requirements |
| PI 4.2 Organizational Culture | Meets minimum requirements |
| PI 4.3 Gender Parity | Missing requirements |
| PI 5.1 Gender Coordination Mechanism | Approaches minimum requirements |
| PI 5.2 Gender Mainstreaming Capacities | Approaches minimum requirements |
| PI 6.1 Resource Allocation & Tracking | Exceeds minimum requirements |
| PI 7.1 GEWE Results | Approaches minimum requirements |

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

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

## Dimension Area 1: Planning

### PI 1.1 Common Country Analysis

| Performance Indicator 1.1:<br>Common Country Analysis integrates gender analysis<br>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.**

a. Gender analysis is evidenced across all sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5. Met.

Gender analysis has been conducted across all sectors including gender equality in education, health, environment, and governance. In addition, analysis is included on, gender stereotypes and traditional attitudes, violence against women and gender based violence, presenting underlying causes of gender inequality. The CCA does not include a gender blind analysis.

The CCA references international conventions including CAT, CEDAW, CERD, CPRD, and CRS.

b. Some sex-disaggregated and gender sensitive data: Met
Disaggregated data is available in health, education, and governance but not for environment

c. Targeted gender analysis of those furthest behind: Not Met
The CCA does not feature target gender analysis for those furthest left behind

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

- No

| Performance Indicator 1.2:<br>Gender equality mainstreamed in Cooperation Framework outcomes<br>**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.**

Gender equality and the empowerment of women is visibility mainstreamed across all outcome areas in line with SDG priorities including SDG 5: Met The Cooperation Framework visibility mainstreams gender across all outcomes. Established comprehensive gender planning and gender marker in UN Info Planning, monitoring and reporting tool.

a) Gender equality and the empowerment of women are visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5
Outcome 1: Thailand's transformation into an inclusive economy based on a green, resilient, low carbon, sustainable development accelerated
• Incorporate responsible business practices, human rights, gender equality, environmentally sound technologies, decent work, and promote a conductive business environment for SMEs

Outcome 2: Human capital needed for social and inclusive development is improved through strengthening of institutions, partnerships and the empowerment of people:
• Enhance quality education and lifelong learning to promote decent work, focusing on green education, early childhood development, and employability: The UN aims to address the structural problems and root causes of development challenges. It will pay particular attention to policies and programme that secure inclusiveness, gender equality, empowerment and employability, including for young people, especially those not in education, employment and training, persons with disabilities, migrants and other LNOB groups
• Facilitate partnerships to address NCDs, aging and other critical health challenges, including sexual and reproductive health and nutrition, and scaling up technology-based health services.
• Promote innovations, technologies, and inclusive digital solutions across agri-food systems for improved trade, food safety and nutrition.

Outcome 3: People living in Thailand, especially those at risk of being left furthest behind, are able to participate in and benefit from development, free from all forms of discrimination.
• Enhance women's empowerment and gender equality by addressing GBV, supporting women and girls in STEM, women's participation in the labour market and access to decent work as well as forge partnerships with private sector to adopt women's empowerment principles.
• Integrate initiatives to gradually formalize the informal economy (women are 44% of informal economy), ensuring decent work, and conditions, linked to the social protection system.
• Support grass-roots social innovation and entrepreneurship through innovative financing and marketing with a focus on LNOB, including women.
• Strengthen rule of law institutions and systems to ensure a fair and inclusive environment, fostering gender equality,

improved transparency and accountability.


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


### If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.
Outcome 3 is a specific standalone outcome on LNOB

### List the Means of Verification. (E.g. Cooperation Framework document)
1) 2022-2023 Joint Work Plans in UNInfo which mainstream the Human Rights and Gender markers across all three UNSDCF Outcomes found at this link. (https://docs.google.com/spreadsheets/d/1sIGIrfmQxlHkcZePygph4Bq7Ta-Rr4gI/edit#gid=1530954572)

2) Gender and Human Rights Score Analysis (gender / HR responsive budgeting)
https://docs.google.com/spreadsheets/d/1CSjTyXwrSaoIAnN4udA44cGsrvvGwoey/edit?usp=sharing&ouid=114603343493152115307&rtpof=true&sd=true


*PI 1.3 Cooperation Framework Indicators*

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


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

Between one-third and one-half (33-50 percent) of UNPAF outcome/ output indicators are able to track gender progress and/or are gender segregated. Met.
Total of 168 indicators at outcomes/outputs level. 60 out of 168 indicators either track progress toward gender equality results and/or are sex disaggregated, which is equivalent to 36%.
Gender sensitive indicators are currently appeared under the three outcomes of the priority areas tackling people development, prosperity (economic development), and peace, whereas they are absented in the environment priority (Outcome 3 – Planet) area so that tracking is gender blind.
Outcome 1 – People: 28/53 gender sensitive indicators (53%)
Outcome 2 – Prosperity: 16/37 gender sensitive indicators (43%)
Outcome 3 – Planet: 4/54 gender sensitive indicators (7%)
Outcome 4 – Peace: 12/4 are gender sensitive indicators (50%)

For outcome 1, the priority areas indicators i.e. sexual and reproductive health-care services, non-communicable diseases, HIV, Comprehensive Sexuality Education, Adolescent health and participation, Reproductive health and youth, and Quality Education were written in a gender sensitive manner, noting that data would be disaggregated by sex.

For outcome 2, the priority areas indicators i.e. Migrants, Gender Equality & Empowerment of Women, Population Aging were written in a gender sensitive manner.

For outcome 4,the priority areas indicators, for example, End abuse, exploitation, trafficking and all forms of violence against and torture of children, Anti-corruption, Governance and Child Protection were written in a gender sensitive manner but not specified to reflect the gender disaggregated data.


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

- No

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

| Performance Indicator 2.1:<br>Joint programmes contribute to reducing gender inequalities<br>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.**

a) Gender equality is visibly mainstreamed into all JPs operational at the time of the assessment. Met.
There are two joint programmes:
• one of them is solely focused on promoting gender equality. The Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (see b below).
• The SDGs Joint Programme on Social Protection operational at the time of the assessment visibly mainstreams gender equality across its three Outcomes and included a mapping and vulnerability analysis report that included gender dimension:
- Outcome 1 (Social protection policy assessment), all of the background papers (on informal workers, gender impact assessment, migrant and domestic workers and pensioners) and the upcoming Social Protection Diagnostic Review have incorporated gender dimensions and aspects
- Outcome 2 (expanding Child Support Grant), the joint programme has engaged the Thailand Development Research Institute to undertake the studies on Child Support Grant and on linkages of child support to other social services, adequacy, and expansion to pregnant women.
- Outcome 3, the focus is on extending coverage to domestic workers, including migrants. Both qualitative and quantitative surveys are underway to collect in-depth information from interviews with domestic workers and addressing gender issues relating to social protection, their working conditions and employee rights.
b) A JP promoting gender equality and empowerment of women is operational over the current CF period in line with SDG priorities including SDG5. Met.
Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region. The "Safe and Fair: Realizing women migrant workers. rights and opportunities in the ASEAN region" (SAF) Programme is implemented jointly by ILO and UN Women, with special contribution by UNODC (on human trafficking) under the Global EU-UN Spotlight Initiative Programme 2017-2022:
• Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks;
• Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and
• Specific objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved
c) A system is in place to ensure gender mainstreaming in JPs. Not met.
There is no system in place.

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

- No

### PI 2.2 Communication & Advocacy

| Performance Indicator 2.2:<br>Communication and advocacy address areas of gender inequality<br>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 and b) The UNCT has contributed to at least one joint communication activity and advocacy campaign on GEEW during the past year. Met.

There are many examples of joint GEEW activities and events.
1. UN Women/UNFPA/UNCG/GTG: International Women's Day 2021 events
2. UN Women/ILO/UNICEF/IOM: UN Joint Programme (UNJP): "Accelerating progress towards an integrated and modernized Social Protection System for All in Thailand" (2020-2022).
3. UN Women/ILO/UNDP/UNAIDS/UNESCO/UNFPA/IOM: "16 Days of Activism' campaign 2021
• More than 12 joint activities contributing towards (see MoV -- 16 Days activities matrix; digital assets; clubhouse talk)
• UN Women/ILO: Youth Border Forum under the 16 Days of Activism, with opportunities for future youth programming on advocacy tool designs for the elimination of discrimination against women migrant workers
• UNDP/UN Women: Clubhouse Discussion "Break the silence - Act Now" under 16 Days of Activism under GTG and communications coordination, with opportunities for future youth programming
4. ITU/UNESCO/UNICEF: ICT-STEM education for girls; report 'Mapping the Digital Divide in the School Education of Thailand'
5. UNWG on Business and Human Rights/ILO/IOM/UN Women: UN Business and Human Rights Forum 2021 (4 co-convened sessions)
6. UNFPA/UNICEF/UN Women: My Body is My Own campaign
7. ILO/UN Women: Safe and Fair project and advocacy on women migrant workers' rights and opportunities in the ASEAN region (incl. Thailand)
8. UN Women/UNDP/ILO: Women's Empowerment Principles Awards (WEPs Awards) Thailand - contributing to judging panel, determining scoring framework, scoring of awardees, amplification of awards ceremony
9. UN Women/UNCT: Human Rights Defenders School - UN Women staff members represented gender mainstreaming in human rights approach, introducing CEDAW and gender sensitivity in today's media

c) Interagency Communication Group AWP visibly includes GEEW communication and advocacy. Met. Under UNCG AWP 2020-2021, at least 5 elements reflected activities that visibly include gender focus or relevance (16 Days of Activism and International Women's Day). However many joint campaigns took place outside of the AWP with UNCG coordination and amplification support.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. Met.
There are many examples of inter-agency collaboration on cross-section of non-traditional areas. UN agencies and partners are jointly tackling non-traditional GEEW fields, such as gender roles in disaster response management and coordination, climate change mitigation, peace and security, as well as gender as part of media literacy, with ample evidence yet of joint advocacy, communications and capacitating initiatives on these topics that involving leading stakeholders, donors, beneficiaries, and are innovative and delivered beyond one-way communication.
1. WHO/UN Women/UNDRR/FAO/IOM: COVID-19 Joint Intra-Action Review (IAR), conducted with Thailand's Ministry of Public Health to identify key strengths and vulnerabilities of COVID-19 response, with gender-responsive elements. This adds on top of other UN Women/UN Disaster Assessment and Coordination (UNDAC)-led: gender and management, gender-responsive disaster preparedness in the context of COVID-19, including women's roles; gender inclusion in disaster management, and COVID-response in Thai Deep South and for women migrant worker communities. (see UNJP Mov)
2. UNEP/UN Women: Project titled "EmPower Women for Climate-Resilient Societies, which aims to strengthen gender-responsive climate change and DRR actions to address key drivers of gender-based vulnerabilities (reference EmPower project progress report, publication, Training of Trainers series)
3. UNESCO/UN Women: Gender as part of media literacy - The big conversation series (Handbook to address violence against women in and through the media); covering cross-section of subject areas including violence against women, media and gender stereotypes
4. UNODC/UN Women: Enhancing Women's Role in Law Enforcement and Border Security to Prevent Trafficking in Persons and Transnational Organized Crime in the ASEAN Region
5. UNDP/UNODC: Mapping of Good Practices for the Management of Transgender Prisoners (Knowledge product)
6. UNAIDS/UNDP/UNESCO/UNICEF/UNODC: 'Engagement with the Parliament on Legal and Policy Issues Relevant to HIV and Key Populations' through advocacy-oriented consultations. Including one session on advancing the rights of LGBTI people, including gender recognition of transgender people.

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

- Yes

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

• COVID-19-response Joint Intra-Action Review (IAR)
• International Women's Day 2021 (IWD2021) series of events
• UN Joint Programme (UNJP)
• 16 Days of Activism inter-agency activities matrix / digital assets (Trello)
• ICT/STEM education for girls
• UN Business and Human Rights Forum 2021
• My Body My Own
• Safe and Fair-Women Migrant Workers
• Women's Empowerment Principles Awards 2021
• Gender and Media Literacy - The Big Conversation
• Gender-and-DisasterMgnt
• Gender-and-Climate
• Gender-and-LawEnforcement-WPS
• UNCG 2021 Activity Planner / Meeting Minutes / ToR / Work Plan 2020-2021
• Mapping of Good Practices for the Management of Transgender Prisoners (Knowledge product)
• Concept note: Engagement with the Parliament on Legal and Policy Issues Relevant to HIV and Key Populations
• Concept note: Youth Forum - Malaysia-Thailand cross border knowledge sharing
on shifting negative attitudes towards women migrant workers

*PI 2.3 Cooperation Framework M & E*

| Performance Indicator 2.3:<br>Cooperation Framework monitoring and evaluation measures progress against planned gender equality results<br>**APPROACHES MINIMUM REQUIREMENTS** | **Programming and M&E** |
|---|---|

**Meets one of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperative Framework reviews/evaluations assess progress against gender-specific results.**

a) The UNSDCF Results Matrix data for gender sensitive indicators is gathered as planned. Met.
The result matrix has 60 out of 168 indicators that either track progress toward gender equality results and/or are sex disaggregated, which is equivalent to 36%.
Gender sensitive indicators are currently appearing under the three outcomes of the priority areas tackling people development, prosperity (economic development), and peace, whereas they are absent in the environment priority (Outcome 3 – Planet) area so that tracking is gender blind.
Data gathering on gender indicators has been satisfactory as all indicators have a baseline, target and progress tracking.

b) UNSDCF reviews assess progress against gender-focused results. Not met.
The UNDAF 2017-2021 didn't have a mid-term evaluation, and neither a formal final evaluation to assess progress against gender results. Instead of a final evaluation, an independent review was done by an external consultant, but the review document didn't provide any findings on gender results.

c) The M&E Group or equivalenthas received technical training on gender-sensitive M&E at least once during the current UNSCDF cycle. Not met.
Targeted gender training has not taken place, but some workshops have included a component on the importance of gender in reporting.

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

- No

*PI 3.1 Engagement with Government*

| | |
|---|---|
| **Performance Indicator 3.1:**<br>**UNCT collaborates and engages with government on gender**<br>**equality and empowerment of women**<br>**MEETS MINIMUM REQUIREMENTS** | **Partnerships** |

**Meets two 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 at least two government agencies on a joint initiative that fosters gender equality and empowerment of women within the current UNSDCF cycle. Met.
The UNCT collaborated with several government partners on joint gender initiatives. Examples:

• A series of consultations with the Thai Parliament was arranged jointly by UNESCO, UNICEF, UNAIDS, UNODC, and UNDP in Q3-Q4 2021 on 'Legal and Policy Issues Relevant to HIV and Key Populations. One of the consultations were on the topic of advancing the human rights of LGBTI people, including legal gender recognition of transgender people.
• The UN Joint Programme (UNJP) on Social Protection for All in Thailand is working on a background paper "Gender Impact Assessment of the Social Protection System in Thailand" which will include a gender impact analysis of the Thai social protection system in order to assess the effectiveness and accessibility, identify barriers to gender equality, and provide recommendations to improve a gender-responsive social protection policy. The findings from this report will contribute to the final comprehensive report on Thailand's social protection system – the Thailand Social Protection Diagnostic Review, which will be presented to the Royal Thai Government in Q2 2022.
• On 16 June 2021, to mark the 10th anniversary of International Domestic Workers' Day, the UNJP presented the "Technical Brief: Opportunities for extending social security protection to domestic workers in Thailand" to the Ministry of Labour's Permanent Secretary. This technical brief outlined the current policy, legal and administrative barriers to the provision of social security coverage for domestic workers, and introduced some preliminary policy recommendations. The majority of domestic workers in Thailand are women.
• UN Women and ILO worked in partnership with the Women's Affairs and Family Development Department, MSDHS on organizing a focus group with women survivors of violence on 22 September 2021 to share women's experiences in accessing justice and essential services, also to increase women's agency in proposals for the recommendations to amend the DV law.
• ILO, UN Women, and Department of Skill Development, MOL jointly developed the curriculum and co-organized training on "Gender Responsiveness in Skills Training" on 29-30 November 2021, and 2-3 December 2021 to include gender elements into the skill training for trainers.
• ILO, UN Women, and MOL jointly updated the "Revised Labour Inspection Guideline" with attention to women migrant workers, violence, harassment, domestic workers, and forced labour to integrate gender element into the labour inspection.
• UN Women organized the 2021 UN Women Thailand WEPs Awards in partnership with the Securities Exchange Commision of Thailand and the Office of SMEs Promition to recognize companies with exemplary gender-sensitive practices and policies. Representatives from UNDP, ILO and UNRCO served as judging panel of this awards.


b. The National Women's Machinery participates in UNCF consultations: country analysis, strategic prioritization, implementation, M&E. Not Met.
This is not met because the DWF was not engaged in all the stages of the UNCF because they were not involved in the evaluation process (possibly did not have sufficient time). The National Women's Machinery is defined as the Department of

Women's Affairs and Family Development (DWF) under the Ministry of Social Development and Human Security, and gender focal points appointed within each ministry. DWF contributed as a key informant in 2016 when the CCA that accompanied the current UNPAF was drafted. However, DWF did not participate as a key informant of the evaluation of the UNPAF. Given the role of the DWF to promote gender equality, moving forward the UNCT should ensure that the Department is actively involved in the upcoming CF cycle.

c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation. Met.
In partnership with the National Economic and Social Development Council (NESDC) and under the leadership of UNDP and UNICEF, the UNCT conducted a socio-economic impact assessment of the COVID-19 pandemic. The report assesses the impact of COVID-19 on the progress on the SDGs (including SDG 5), as well as the impact on vulnerable groups in Thailand. Some of the gendered impacts of the pandemic highlighted in the report includes the increased risk of gender-based violence, the negative impact on women's economic empowerment due to their overrepresentation in the worst hit sectors of employment , and the increased burden of unpaid care and domestic work.

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

- No

*PI 3.2 Engagement with GEWE CSO*

| Performance Indicator 3.2:<br>UNCT collaborates and engages with women's/gender equality civil society organizations<br>EXCEEDS MINIMUM REQUIREMENTS | Partnerships |
|---|---|

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

A) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. Met There are two joint initiatives that have continued in 2022: The Spotlight Initiative and the UNJP on social protection.
There is the Spotlight Initiative which is a joint initiative between UN Women, ILO and UNODC which focuses on Safe and Fair Migration, in particular, combating violence against women migrant workers. The initiative is a regional joint initiative with projects and programs operating in Thailand since Thailand was identified as a major destination country. The program works with local CSOs to provide essential and support services to women migrant workers that face discrimination and violence. The engagement with CSOs have been carried out throughout the project cycle, from the design stage, implementation, and monitoring and evaluation. This included the establishment of National Project Advisory Committees (NPAC), where CSOs are represented among the members. Some of the CSOs engaged in the project are: HomeNet Thailand, MAP Foundation.

The JP also worked closely with CSOs and NGOs, especially HomeNet, an NGO working on the issue of migrant workers, HomeNet to develop communication tools to educate domestic workers and advocate for better social protection. The UNJP provided platforms to domestic workers both Thais and migrants, and CSOs, to share their experiences and challenges in domestic works to ensure that their voice is heard and that their needs are discussed and highlighted in policy review for policy changes.

B) GEEW CSOs participate in UNDAF consultations, country analysis, strategic prioritization implementation and M&E Met The UNCT conducted consultations with vulnerable groups including GEEW in 2020 for the new CCA ahead of formulation of the UNSDCF 2022-2026. In 2022, the UNCT facilitated a consultation between GEEW / Youth CSOs and the President of the General Assembly, provided a global advocacy platform and contributed to analysis for the joint work plans. In addition, the UNCTs Call to Action on Human Rights process and the GTG work plan identified holding institutionalized dialogues with

GEEW CSOs in 2023.

Consultation with GEEW CSOs and Youth and the President of the General Assembly provided a global advocacy platform and as an analysis point for the Joint Work Plans on the following topics; gender in the labour market/women in economy; development trajectory particularly in view of aging economy and gender-sensitive policies/products; women's political participation; gender-based violence; empowerment of migrant women workers and other vulnerable populations in the context of the pandemic; the role of women in promoting peace and the peace dialogue in southern border provinces; efforts in support of the Women, Peace, and Security agenda.

GEEW CSO dialogue focused on women and climate change will be held in 2023 as part of the Call to Action on HUman Rights process and the GTGs work plan.

C) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender-related SDGs localization and/or implementation. Met. In 2022, an interagency 8-day SDG localization engagement was conducted on the northern border of Thailand by UN-Habitat, UNFPA, and in partnership with a GEEW CSO 'Centre for Girls'

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

- Yes

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

GTG work plan
Agenda of GEEW and Youth CSOs dialogue with President of General Assembly
C2A outcome on Safe Spaces document
SDG localization in the northern border inception report from UNFPA and UN-Habitat on HerCity in Thailand

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

| Performance Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS | Leadership and organizational culture |
|---|---|

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

a. Gender equality is a regular topic of discussion in UNCT meetings during the last 12 months. Met.
The monthly UNCT meetings over the past twelve months regularly include gender equality and women's empowerment, including regular discussions and decisions taken on prevention of sexual harassment and abuse of authority. Out of the last 12 meetings, gender equality was part of the Agenda and discussions during 11 meetings.

b. RC demonstrates public championing of gender equality during the last 12 months. Met.
In analyzing the RCs speeches over the past 12 months, the RC championed for gender equality and women's empowerment in 22 out of 42 speeches or 52 percent. The RC and other UN women leaders (12 total) partnered with women Ambassadors in 2021 in commemoration of International Women's Day in the Ambassador for a Day programme during which young gender advocates 'shadowed' women UN leaders and Ambassadors for the day.

c. HOA's are seen by personnel as committed to gender equality in the workplace during the last 12 months Met.

Based on the results of the Gender and Organizational Culture Survey completed by UN Staff in 2021. 72 percent of UN Personnel that completed the survey report that HOAs in this UNCT are committed to gender equality in the workplace. The survey had a total of 10 questions related to gender equality with an average of 67.5 percent of respondents agreeing that efforts to promote various aspects of gender equality have been put in place.

d. Gender equality is reflected in the assessment of Results and Competencies of UNCTs in the last 12 months. Met. Gender equality is reflected in five out of six dimensions (COVID19 Response, SDG Implementation, Operationalizing the SGs Prevention Vision, Strategic Financing and Partnerships, and the LNOB-HR-Gender Equality 2030 Agenda) in the 2021 RC and UNCT performance appraisal plan.

**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.**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 67.6%. Met.
The survey was shared with staff working in the Thailand office and for Thailand context specifically (since Thailand also acts as a regional office for many agencies). There were 222 respondents (out of a required sample size of 150).

The disaggregate of the total respondents are as follows:
• 55 Male respondents
• 158 Female respondents
• 8 other

• 146 National staff
• 75 international staff
• 100 had personnel supervision functions

Highest score: Q10. The UN system in this country has adequate procedures in place to protect my personal safety and security. 76.11% (76.6% of males strongly agree/agree and 75.59% of females strongly agree/agree).

Lowest Score: Q11. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance. 59.44% (65.96% of males strongly agree/agree and 56.7% of females strongly agree/disagree).

One of the biggest disparities was for Q5. Heads of Agencies in this UNCT are committed to gender equality in the workplace. 4.69% of females strongly disagree/disagree, whereas 0% of males strongly disagree/disagree.

Another big disparity for disagreement was for Q11. The package entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance. 6.39% of males disagree/strongly disagree, whereas 11.02% of females disagree/strongly disagree.

The biggest disparity with all sex categories combined was for Q13. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life. 14.36% of people strongly disagree/disagree with the statement.

Analysis of the Survey Methodology and Other Findings
The survey was quite short and utilized a more quantitative data approach. It's important to keep it short and succinct in order for people to participate giving the competing priorities. However, it limits the depth of analysis and understanding as to why respondents selected particular answers. For instance, while the survey reveals 14.36% of people strongly disagree/disagree that the Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life. It would be important to follow up with respondents on why they strongly disagree with this statement and what measures could be in place to help respondents feel they have a better work-life balance.

For the question related to packaged entitlements, it would be interesting to further inquire as to why people feel the package entitlements do not support personnel to achieve work life balance. Is it because the package entitlements themselves are insufficient and if so, what aspects of the packaged entitlements could be further improved? What about personnel who are on contracts that are precarious and do not have the same entitlements as staff? Were they included in the survey and if so, what is the percentage they represent in UN Thailand.

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

| 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
- Yes

## Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels. Not met. The UNCT does not have a system in place for monitoring gender parity at the country level. The Scorecard exercise in 2021 was the first time this data has been viewed collectively. The data collected will serve as a baseline.

During the last GTG meeting, there was agreement and suggestion on the HR Sub-group of OMT (disability inclusion working group which UNDP co-chairs) are currently looking at recruitment practices of agencies of explicitly encouraging people with disabilities to apply. One of the key actions include having a parallel bilateral chat with this working group, see if on a regular basis we can get a picture of where we stand of the work force in terms of the gender perspective to see what direction we take that would be a mechanism that we institutionalize between the working group and the GTG. We can then be informed where we stand and try to influence a better parity.

Efforts have been made by UN agencies in Thailand through the UN Disability Inclusive Development Working Group in verifying their compliance of the two indicators in the UN Disability Inclusion Strategy on recruitment and procurement practices of PWDs. UNDP as the Chair of the UN Disability Inclusive Development Working Group has urged all members of the OMT to submit their progress and compliance against these indicators and the results are shared with members of the UN Disability Inclusive Development Working Group together with the meeting minutes of the WG.
While the efforts of the OMT remain focused on disability inclusion, one of the next steps for next year, is to also incorporate a gender lens and dimension through this group in order to institutionalize gender parity.

## Please select minimum requirement(s) met:

## Gender parity data

| General Service and National/International Professional Staff Category | Number of Women Staff in Category | Number of Men Staff in Category |
|---|---|---|
| G1 | 3 | 14 |
| G2 | 8 | 30 |
| G3 | 37 | 29 |
| G4 | 66 | 30 |
| G5 | 92 | 19 |
| G6 | 61 | 23 |
| G7 | 18 | 4 |
| NOA | 35 | 4 |
| NOB | 35 | 15 |
| NOC | 10 | 8 |
| NOD | 1 | 0 |
| P1 | 0 | 0 |
| P2 | 22 | 10 |
| P3 | 32 | 28 |
| P4 | 45 | 56 |
| P5 | 22 | 30 |
| P6 | 0 | 0 |
| D1 | 4 | 7 |
| D2 | 1 | 1 |

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

HR data submitted by FAO, ILO, IOM, ITC, ITU, OHCHR, RCO, UNAIDS, UNDP, UNDRR, UNDSS, UNEP, UNESCO, UNFPA, UN-Habitat, UNHCR, UNICEF, UNIDO, UNODC, UNOPS, UNV, and UN Women.

## 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 APPROACHES MINIMUM REQUIREMENTS | Gender architecture and capacities |
|---|---|

**Meets two 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.**
Meets TWO of the four criteria.

a. A coordination mechanism for gender equality is chaired by a HOA. Met.
The Gender Theme Group (GTG) is chaired by the heads of UN Women and UNDP.

b. The group has a TOR and an approved annual work plan. Not met.
The GTG has a TOR but does not have an annual work plan for 2021.

c. Members include at least 50% senior staff (P4 and above; NOC and above). Not met.
The GTG is comprised of 25 representatives (members and alternate representatives) of 14 UN agencies. Of these, 19

members are listed as the main members or regularly attend meetings. Eight out of these 19 members that regularly attend meetings are senior staff (NOC/P4 and above), which constitutes 42 per cent of GTG members.

d. The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E. Met.
The GTG has contributed substantive inputs under the three strategic outcomes in the draft UNSDCF 2022-2026, developed on the UN principles including 'Leave No One Behind', human rights, gender equality, sustainability and resilience. These three outcomes align with Thailand's 20-year National Strategy and contribute to 12 of the Government's 13 milestones contained in the draft 13th National Economic and Social Development Plan (NESDP). Specifically, GTG inputs were included and prioritized under Outcomes 1 and 3. The document will be co-signed by Government of Thailand and the UN Country Team during late-December 2021.

In 2020 a training session on gender equality and human rights-based approaches was organised for UNCT personnel involved in the CCA and UNSDCF drafting. Representatives from the GTG contributed in form of a presentation on the gender situation in Thailand.

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

*PI 5.2 Gender Mainstreaming Capacities*

| Performance Indicator 5.2:<br>UNCT has adequate capacities developed for gender mainstreaming<br>APPROACHES MINIMUM REQUIREMENTS | Gender architecture and capacities |
|---|---|

### (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.
a. At least one inter-agency substantive gender capacity development activity in the past year. Met.
There have been a number of inter-agency capacity development activities for UN personnel on gender:
• Responsible Reporting on Violence against Women and Violence against Girls' training
• UNOPS staff-learning to challenge gender stereotypes, putting photographs of women's empowerment in their office and bringing visibility of gender elements in their programme work and results reporting.
• Human Rights Defenders School where UN staff from UNEP, UN Human Rights, UNRCO attended UN Women-led training session with Thai human rights defenders on gender mainstreaming in human rights approach, introducing CEDAW and gender sensitivity in today's media.
• In 2020 a training was organized for the UNCT on integrating gender equality and a human rights based approach in the drafting of the CCA and the UNSDCF.
• Women's Security Awareness Training

b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. Not met.
However, there is a Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse for UNCT Thailand in development during this current cycle. (see 2021 UNCT Action Plan_THA_Rev.docx)

c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. Not met.
There are resources for new and current UNCT members as agreed under Country-Level Action Plan on PSEA identified in this current cycle, to be led by the PSEA Taskforce, and as part of the UN-system PSEA communities of practice. However, some material will need to be adapted and localized. Exact timeframe and budget sources for delivery of key action items are pending further confirmation by the UNCT. There is potential for central coordination for induction based on identified resources and administrative and operational guidance in the next reporting cycle.

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

- Yes

**List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)**

• [Training] Responsible representation and reporting of violence against women and violence against children (participant list cannot be retrieved) + institutional memory
• Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse for UNCT Thailand (2021 UNCT Action Plan_THA_Rev.docx)
• Collection of Resources for PSEA Toolkit
• Women's Security Awareness Training
• Concept note and agenda: UNSDCF Capacity Development Workshop for UNCT and UN staff on the UN guiding principles of LNOB, HRBA, Gender Equality, and the Multi-dimensional Risk Framework
• Presentation on gender equality in Thailand from the UNSDCF Capacity Development Workshop for UNCT and UN staff on the UN guiding principles of LNOB, HRBA, Gender Equality, and the Multi-dimensional Risk Framework
• List of participants from the UNSDCF Capacity Development Workshop for UNCT and UN staff on the UN guiding principles of LNOB, HRBA, Gender Equality, and the Multi-dimensional Risk Framework

## 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.**

a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNSDCF cycle. Met. UNCT nominated key resource people and focal points from the GTG such as focal points from RCO, UNDP, UNFPA and UN Women to attend the regional UNCT systems wide accountability training hosted and organized by UN Women's Regional Office for Asia and the Pacific. During the training GEM training was one of the core sessions covered.

The GTG will organize a GEM orientation for the GTG members for Q1 of 2023. This is scheduled and reflected in the GTG's work plan.

b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women:
According to the GEM manual in the JWP concept note:
At least one Output of each OSP Outcome should be explicitly addressing gender inequality and women's empowerment, meaning that gender equality/women's empowerment (GEWE) is a significant or principal objective of the Output with a minimum of 30% of the Output's total budget going to GEWE (significant: 30% to less than 100%; principal: 100%).

c) The UNCT has established and exceeded the financial target for program allocation for Gender Equality and Empowerment of Women. Met
58.7% of our total JWP budget goes to either Significant or Principal which means we exceeded our financial target.

This PI will be reassessed in 2023 to verify and continue because the recommended practice is to ensure a full financial year has passed between the setting of target and monitoring of the target to ensure the validity of ratings.

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

- Yes

**List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)**

GTG workplan

Gender Human Rights Markers_Gender/HR responsive budgeting Analysis as of November 8, 2022

GEM manual in our JWP concept note


## Dimension Area 7: Results

### PI 7.1 GEWE Results

| | |
|---|---|
| **Performance Indicator 7.1:** **UN programmes make a significant contribution to gender equality in the country** **APPROACHES MINIMUM REQUIREMENTS** | **Results** |

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

a)The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5. Met

Gender equality and empowerment is a consideration embedded in all UNCT programmes. Key interventions by UNCT Thailand to mainstream gender sensitiveness and gender equality are in the area of policy support, advocacy and capacity development. The overall result as measured by Gender Inequality Index (GII) developed by UNDP showed that Thailand is on track to achieve gender equality. Thailand achieved a GII score of 0.359 in 2019, an improvement of 5% from the base year of 0.380 in 2014. The GII measures gender equality in three dimensions: health, women empowerment and control over economic resources. Improvement occurs in all three dimensions. With a male-female ratio of 1.008 of the GII indicators, Thailand is categorized as a country with low gender inequality. However, how much of this progress is attributable to the UN interventions remains unknown.

At the output and outcome levels that were closely linked to the above dimension of GII, some gender equality interventions were on track to achieve the intended targets. The key areas that show insufficient progress is the gender-based violence. The delay in output is due to the unforeseen occurrence of the COVID-19 pandemic which prevent the conduct of face-to-face survey. Some acceleration of efforts is in the area of elimination of discriminatory pracctices and women in policitcal leaderships. Health and education are two areas with strong equality. However, these advantages have not clearly translated into improved social advantages for women. Gender wage gap for a similar work remains at 10%. Proportion of women in the STEM sector remains low. Proportion of STEM women in the NON-STEM sector remains high.

b) At least one outcome level UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women. Not met.

Although the results achieved thus far make a considerable contribution to gender equality and empowerment, none of them can be qualified as transformative under the UNCT-SWAP Guidance definition.

Dimension Performance Note

Access to education and educational outcome Exceed target The pattern existed before the UNPAF.

Sexual and reproductive health and women health 91% of targets Of the 11 gender-related health indicators, all but one indicator met or exceeded the target.

Elimination of discriminatory practices 40% of target

Women in leaderships 67% of target

Violence against women

Survey conducted

Technical support to the conduct of the survey

0% of targets

0% of targets

Delayed due to COVID-19

Delayed due to COVID-19

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

- No

# 8. UNCT in Thailand 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 | The 2020-2022 revision will assess the CCA against the Indicator 1.1 criteria, to ensure that all criteria to meet requirements are respected (consistent gender analysis and use of sex disaggregated and gender sensitive data) The new analysis conducted in 2020-2021 for the new Cooperation Framework's CCA (a) includes gender analysis across all sections including underlying causes ; and usine (b)consistently sex disaggregated, gender sensitive data and assessing women's empowerment. This included gender dimensions in LNOB analysis, the multi-dimensional risk assessment, socio-economic covid19 assessment, SDGs assessment, and consultations with refugees, migrants, women in southern border provinces, LGBTI community, persons with disabilities, ethnic groups, and youth. The findings include economic and political risks, social cohesion, equality and non-discrimination risks, climate, environmental, and disaster risks. | To complement the CCA analysis conducted in 2021 ahead of the launch of the UNSDCF, in 2022 the UNCT conducted supplementary analysis either focused on gender equality and women's empowerment or that which mainstreams these: Gender analysis of violent extremism & the impacts of COVID-19 (UN Women) Policy Brief on COVID-19, land, natural resources, gender issues and Indigenous Peoples' rights in Asia (FAO, OHCHR) Socioeconomic impacts of COVID-19 on migrant workers & children (IOM, UNICEF) Marginalized young people mapping on digital literacy, safety, and participation (UNDP, UNESCO) Migrants in agriculture sector, and migrant protection (ILO, OHCHR) Social impact guidelines for construction sites (UNICEF) Report of family-friendly policies and practices in Thailand's private sector (UNICEF) |

| | | | Research on online child sexual exploitation and abuse (UNICEF) |
|---|---|---|---|
| 1.2 Cooperation Framework Outcomes | | Ensure the next Cooperation Framework visibly mainstreams gender across all outcomes. | The UN in Thailand implemented the gender and human rights markers though UN Info and assessed that our overall budgets across the three UNSDCF Outcomes are gender responsive as 58.7 in a significant or principal manner. |
| 1.3 Cooperation Framework Indicators | | Ensure next Cooperation Framework can measure gender-responsive key actions through gender-responsive indicators for all outcomes. | The UNSDCF indicators are gender responsive and have been finalized in the Q1 2022 |
| **Dimension 2 – Programming and M&E** | | | |
| 2.1 Joint Programs | | In principle, ensure gender mainstreaming in line with UN Sustainable Development Group (UNSDG) requirements for all future JPs. Examples of upcoming JPs: 1. Ambassador for a Day 2022 2. Big Conversation Media Training 3. UNJP on Social Protection/LNOB | Joint programmes are gender mainstreamed including the Ambassador for a Day initiative which is focused on identifying young gender equality champions; the Big Conversation Media Training which emphasizes gender sensitive conflict prevention and the SDGs Joint Fund on Social Protection mainstreamed gender throughout all Outcomes, with 60% of all beneficiaries being women and girls. |
| 2.2 Communication and Advocacy | | 2.2 Communication and advocacy (Group 2) 1. Updating the current UN Communications Group (UNCG) annual work plan (2022-2023) and UNCG ToR to make visible gender mainstreaming in support of the three outcome areas of the UNSDCF (2022-2026), and in addition to the already existing non-traditional gender advocacy campaigns. This includes giving more visibility and voice to women beneficiaries, joint programmes, and gender- | The UNCG continued to ensure gender mainstreaming in its advocacy initiatives and campaigns as following: IWD2022 - Amb for a Day Girls in ICT UN Day 16 Days of Activism International Volunteers Day Disabilities Inclusion Day The UNCG continues to partner with the GTG a, PSEA Task Force, and the Disability Inclusion Group as following: Creation of |

| | | |
|---|---|---|
| | sensitive storytelling as recommended by UNCG members ahead of key advocacy moments and international days (reference Joint UNCG Activity Planner), such as IWD2022/CSW66 (Climate Change), Women and Girls in Science Day (Girls in ICT 11 Feb), World Youth Skills Day (15 July), Disaster Risk Reduction Day (13 Oct), UN Day (24 Oct), Disabilities Day (3 Dec), 16 Days of Activism (EVAW Day/Human Rights Day) 2. Promote regular communications between the UNCG and GTG by having at least one joint meeting each year to strengthen complementary efforts. | PSEA advocacy materials, translation, and professional design for dissemination online as well as in UN premises Support to engendered Disability Inclusion video campaign |
| 2.3 Cooperation Framework M&E | 2.3a Ensure that quality assurance mechanism (data gathered as planned) is provided systematically and regularly. 2.3b Establish the internal monitoring system and M&E working group at country level in order to ensure that the gender-responsive indicators have been tracked along the way. 2.3a Ensure that quality assurance mechanism (data gathered as planned) is provided systematically and regularly. 2.3b Establish the internal monitoring system and M&E working group at country level in order to ensure that the gender-responsive indicators have been tracked along the way. 2.3c Provide regular training to M&E to deepen gender equality knowledge. | Training on gender sensitive M&E will be organized in Q1 2023. |
| **Dimension 3 - Partnerships** | | |
| 3.1 Government Engagement | 3.1.a. GTG to include in the 2022 AWP at least one joint activity engaging with the government gender focal points. 3.1.b. Engage with the DWF (the National Women's Machinery) in the implementation and M&E of the upcoming CF. 3.1.c. Provide | The UNCT engaged with government on the gender responsive budgeting handbook in 2022, providing technical support to its development as well as socializing the |

| | | |
|---|---|---|
| | support to NESDC on promoting gender equality in the piloting of SDG localization in Thailand. | implementation amongst gender focal points. |
| 3.2 GEWE CSO Engagement | 3.2.a. Systematically ensure that nationwide consultations with civil society are undertaken for the next CCA and UNSDCF, including private sector (small businesses women entrepreneurs association), women and young people, and reflect the differentiated development conditions that exist across the length and breadth of the country, with a deeper dive into the development challenges of the most at-risk groups of being left behind (this was recently done for the CCA of the next CF). 3.2.b SDG Localization Actively engage with GEWE CSOs when supporting NESDC in its piloting of SDG localization in Thailand. | There are two joint initiatives that have continued in 2022: The Spotlight Initiative and the UNJP on social protection. GEWE CSOs participate in UNDAF consultations, country analysis, strategic prioritization implementation and M&E Met The UNCT conducted consultations with vulnerable groups including GEWE in 2020 for the new CCA ahead of formulation of the UNSDCF 2022-2026. In 2022, the UNCT facilitated a consultation between GEWE / Youth CSOs and the President of the General Assembly, provided a global advocacy platform and contributed to analysis for the joint work plans. In addition, the UNCTs Call to Action on Human Rights process and the GTG work plan identified holding institutionalized dialogues with GEWE CSOs in 2023. |
| **Dimension 4 – Leadership and Organizational Culture** | | |
| 4.1 Leadership | 4.1 Leadership (Group 6) 4.1. To continue to take coordinated steps to improve the institutional culture for gender equality across the UN system with a focus on making measurable changes to improve UN Thailand's organizational culture in two priority areas (based on the 2021 Thailand Survey): Priority Area 1: Support personnel to achieve adequate work-life balance (including providing adequate entitlement packages and flexible work arrangements. Progress should be reinforced by a staff | The UNCT / SMT issued several advisories to enable flexible working arrangements especially under COVID19. Staff survey is planned for 2023 as part of GTG work plan |

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| | induction that seeks to unify understanding and demonstration of UN Thailand's values. Priority area 2: Track progress toward improved culture for gender equality every two years via a staff survey that uses the One UN Gender Equality Survey as baseline. | |
| 4.2 Organizational Culture | 4.2 a. Take coordinated steps to exceed the minimum requirement of institutional culture for gender equality across the UN system by focusing on a robust PSEA interagency system. Track progress toward improved culture for gender equality every year via a staff survey that uses the Gender Equality Organizational Culture Survey as baseline. 4.2 b Conduct a follow-up survey for a more in-depth analysis as to why some gaps exist. Collect anonymous suggestions from staff for feedback as one of the major disparities was the feeling of lack of staff entitlements and work life balance. Conduct sessions with staff to gain a better understanding of measures that can be implemented for achieving better work life balance. Conduct lessons learned and knowledge sharing with agencies on some best practices. | A robust and active PSEA Task Team continued to deliver on the UNCTs PSEA Action Plan. For 2023, a learning needs survey will be developed and deployed. |
| 4.3 Gender Parity | 4.3a Institutionalize annual monitoring and reporting of UN system gender parity as part of OMT annual reporting to UNCT. 4.3b Integrate gender equality targets into the Business Operations Strategy (BOS) during the end of year review of the current BOS. Ensure that the new BOS for the next Cooperative Framework expands gender focus drawing on global models of good practice. 4.3c Discuss and strategize how to increase the | Through the GTG Co-Chair who also sits in the working group for disability inclusion, indicators are being incorporated for monitoring gender and disability inclusion. |

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| | number of women in senior management roles. | |
| **Dimension 5 – Gender Coordination and Capacities** | | |
| 5.1 Gender Coordination Mechanism | 5.1.a Strengthen the GTG for stronger coordination across the UN system. Maintain group leadership by an HOA, but establish an active technical coordinator function. 5.1.b. Develop a workplan for 2022. 5.1.c. Encourage agencies to nominate senior gender focal points when the GTG members are updated. 5.1.d. Map the GTG members presence in the outcome groups for the upcoming CF and confirm the members contribution also as representatives for the GTG. | The GTGs coordination mechanism has been strengthened with a workplan and RCO as a conduit to representing the GTG in the Outcome Groups |
| 5.2 Gender Capacities | 5.2.a. Included in the GTG's AWP to conduct at least one capacity development session related to gender. 5.2.b. Conduct a capacity assessment of the UNCT personnel which includes gender, and based on this capacity assessment make a capacity development plan. Such plan can outline prospective capacity-building activities in which UNCT/UNCG members can join to increase awareness of gender-sensitive communications and advocacy best practices, such as: 1. Responsible Reporting on Violence against Women and Girls 2. Knowing the Media Landscape for Women Rights Activism Partnerships workshop and training session on interviewing women survivors of violence. 5.2.c. Ensure that induction material when it is developed integrates gender. Suggestion: PSEA action plan, induction, and toolkit, led by PSEA Taskforce /Inter-agency country-level team. | The GTG workplan aims to have an orientation and training session on GEM in the first quarter of 2023. In Q1 of 2023, the GTG aims to conduct a capacity assessment. The PSEA taskforce held a retreat in Q4 of 2022 to review action plan and discuss next steps. The toolkit was already circulated in 2022 with translations in Thai and SOPs were finalized and shared. Updates from the retreat and actions will be shared at the year end Q4 GTG meeting for 2022. |

| Dimension 6 - Resources | | |
|---|---|---|
| 6.1 Financial Resources | Set targets for UNThailand annual budget allocations to GEEW, and monitoring progress utilizing the UNCT Gender Equality Marker (GEM). Build capacities across Outcome Groups for meaningful UNCT GEM Application. | 58.7% of our total JWP budget goes to either Significant or Principal which means we exceeded our financial target. This PI will be reassessed in 2023 to verify and continue because the recommended practice is to ensure a full financial year has passed between the setting of target and monitoring of the target to ensure the validity of ratings. |
| Dimension 7 - Results | | |
| 7.1 GEWE Results | Ensure that the new UNSDGCF can demonstrate it achieved gender results by regularly tracking outcome indicators and providing gender disaggregated data as planned. | Outcome indicators are being tracked through annual results reporting. |

## 9. Supporting Evidence

| PI1.1: Indicator 1.1: Common country analysis integrates gender analysis<br>APPROACHES MINIMUM REQUIREMENTS | | Planning |
|---|---|---|
| **Category** | **Documents** | |
| CCA or equivalent | Thailand_CCA_2016 | |
| CCA or equivalent | Thailand_CCA_2016 | |
| CCA or equivalent | Thailand_LNOB Analysis | |
| CCA or equivalent | Thailand_LNOB Analysis | |
| CCA or equivalent | Thailand_Multi Dimensional Risk Assessment_2020 | |
| CCA or equivalent | Thailand_Multi Dimensional Risk Assessment_2020 | |
| CCA or equivalent | Thailand_SDG Progress Assessment_2020 | |
| CCA or equivalent | Thailand_SDG Progress Assessment_2020 | |
| CCA or equivalent | Thailand_Socio-Economic Assessment_2020 | |
| CCA or equivalent | Thailand_Socio-Economic Assessment_2020 | |
| | | |

| PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes<br>**MEETS MINIMUM REQUIREMENTS** | | Planning |
|---|---|---|
| **Category** | **Documents** | |
| | No documents uploaded | |

| PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality<br>**MEETS MINIMUM REQUIREMENTS** | | Planning |
|---|---|---|
| **Category** | **Documents** | |
| **Cooperation Framework results framework** | Thailand-UNPAF-2017-2021 | |
| **Cooperation Framework results framework** | Thailand-UNPAF-2017-2021 | |
| | | |

| PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities<br>**MEETS MINIMUM REQUIREMENTS** | | Programming and M&E |
|---|---|---|
| **Category** | **Documents** | |
| **Joint Program documents** | Thailand - Joint SDG Fund Prodoc - Final | |
| **Joint Program documents** | Thailand - Joint SDG Fund Prodoc - Final | |
| **Joint Program documents** | Thailand - Joint SDG Fund Prodoc - Final | |
| **Joint Program documents** | Thailand_Brief on Safe and Fair Programme | |
| **Joint Program documents** | Thailand_Brief on Safe and Fair Programme | |
| **Joint Program documents** | Thailand_Brief on Safe and Fair Programme | |
| **Joint Program documents** | Thailand_Full Report_Mapping and Vulnerable Analysis Report | |
| **Joint Program documents** | Thailand_Full Report_Mapping and Vulnerable Analysis Report | |
| **Joint Program documents** | Thailand_Full Report_Mapping and Vulnerable Analysis Report | |
| **Joint Program documents** | Thailand_Prodoc Safe and Fair JP | |
| **Joint Program documents** | Thailand_Prodoc Safe and Fair JP | |
| **Joint Program documents** | Thailand_Prodoc Safe and Fair JP | |
| **Joint Program documents** | Thailand_Technical brief on domestic workers_2021 | |
| **Joint Program documents** | Thailand_Technical brief on domestic workers_2021 | |
| **Joint Program documents** | Thailand_Technical brief on domestic workers_2021 | |
| | | |

| PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality<br>**EXCEEDS MINIMUM REQUIREMENTS** | | Programming and M&E |
|---|---|---|
| **Category** | **Documents** | |

| Communication/Advocacy | Concept Note_Cross Border Knowledge Sharing_Youth Advocacy |
|---|---|
| Communication/Advocacy | Concept Note_Cross Border Knowledge Sharing_Youth Advocacy |
| Communication/Advocacy | Thailand_16 Days of Activism list of interagency work 2021 |
| Communication/Advocacy | Thailand_16 Days of Activism list of interagency work 2021 |
| Communication/Advocacy | Thailand_Draft Concept Note_16 Days_Clubhouse Talks |
| Communication/Advocacy | Thailand_Draft Concept Note_16 Days_Clubhouse Talks |
| Communication/Advocacy | Thailand_IWD MFA-GTG-Mar3-Programme |
| Communication/Advocacy | Thailand_IWD MFA-GTG-Mar3-Programme |
| Communication/Advocacy | Thailand_UNCG Work Plan 2020-2021 |
| Communication/Advocacy | Thailand_UNCG Work Plan 2020-2021 |
| | |

| PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES MINIMUM REQUIREMENTS | Programming and M&E |
|---|---|
| **Category** | **Documents** |
| Cooperation Framework reviews/monitoring data | 2.3 MOV_Copy of Thailand UNPAF Lessons Learned Report_Nov 2021 |
| Cooperation Framework reviews/monitoring data | ENG-UNPAF-THAI-2017-2021 (1) |
| Other | Operational Plan Result Matrix 2021 Final (2) |
| | |

| PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS | Partnerships |
|---|---|
| **Category** | **Documents** |
| Government engagement | Thailand - Joint SDG Fund Prodoc - Final Signed |
| Government engagement | Thailand - Joint SDG Fund Prodoc - Final Signed |
| Government engagement | Thailand_COVID-19 Socio-Economic Impact Assessment |
| Government engagement | Thailand_COVID-19 Socio-Economic Impact Assessment |
| Government engagement | Thailand_FinalConceptNote_UNJTA engagement with parliament on HIV and key populations |
| Government engagement | Thailand_FinalConceptNote_UNJTA engagement with parliament on HIV and key populations |

| Government engagement | [Thailand_Mapping and Vulnerable Analysis Report](#) |
|---|---|
| Government engagement | [Thailand_Mapping and Vulnerable Analysis Report](#) |
| Government engagement | [Thailand_Technicial brief on domestic workers_2021](#) |
| Government engagement | [Thailand_Technicial brief on domestic workers_2021](#) |
|  |  |

| PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations<br>EXCEEDS MINIMUM REQUIREMENTS | | Partnerships |
|---|---|---|
| **Category** | **Documents** | |
| Other | [Copy of FINAL GTG Annual Work Plan 2022.docx - Scorecard](#) | |
| Other | [SDG_Localization_UNFPA_and_UN_Habitat_HerCity_Thailand_Inception_Report_Revised_for_FT_2022.11.09_Abridged (002)](#) | |
| GEWE CSO engagement | [3.2 C2A outcome_Safe Space-final](#) | |
| GEWE CSO engagement | [3.2 GEEW CSO and Youth Consultation_PGA_Thailand_May 2022](#) | |
|  |  | |

| PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality<br>EXCEEDS MINIMUM REQUIREMENTS | | Leadership and Organizational Culture |
|---|---|---|
| **Category** | **Documents** | |
| RC communications | [RC & UNCT Performance Appraisal 2021_Thailand.docx](#) | |
| RC communications | [RC & UNCT Performance Appraisal 2021_Thailand.docx](#) | |
| RC communications | [RC Speeches 2020-2021](#) | |
| RC communications | [RC Speeches 2020-2021](#) | |
| RC communications | [Thailand_UN Gender and Organizational Culture Survey - 2021 Consolidated results](#) | |
| RC communications | [Thailand_UN Gender and Organizational Culture Survey - 2021 Consolidated results](#) | |
| RC communications | [UNCT Meeting Minutes 2020-2021](#) | |
| RC communications | [UNCT Meeting Minutes 2020-2021](#) | |
| RC communications | [UNCT Socio-Economic Response Plan Thaliand_31 Aug 2020.docx](#) | |
| RC communications | [UNCT Socio-Economic Response Plan Thaliand_31 Aug 2020.docx](#) | |
|  |  | |

| PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women<br>MEETS MINIMUM REQUIREMENTS | | Leadership and Organizational Culture |
|---|---|---|
| **Category** | **Documents** | |
| Organizational culture survey results | [Thailand Survey Results 2021 Combined](#) | |

| | |
|---|---|
| **Organizational culture survey results** | [Thailand Survey Results 2021 Combined](#) |
| **Organizational culture survey results** | [Thailand_UN Gender and Organizational Culture Survey - 2021 Consolidated results](#) |
| **Organizational culture survey results** | [Thailand_UN Gender and Organizational Culture Survey - 2021 Consolidated results](#) |
| | |

| PI 4.3: Indicator 4.3: Gender parity in staffing is achieved<br>MISSING REQUIREMENTS | Leadership and Organizational Culture |
|---|---|
| **Category** | **Documents** |
| | No documents uploaded |

| PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women<br>APPROACHES MINIMUM REQUIREMENTS | Gender Architecture and Capacities |
|---|---|
| **Category** | **Documents** |
| **GTG TOR/AWP** | [Thailand_GESI TOR - revised July 2019](#) |
| **GTG TOR/AWP** | [Thailand_GESI TOR - revised July 2019](#) |
| **GTG TOR/AWP** | [Thailand_GTG Taskforce Mailing List as of November 2021](#) |
| **GTG TOR/AWP** | [Thailand_GTG Taskforce Mailing List as of November 2021](#) |
| **GTG TOR/AWP** | [Thailand_HRBA_GEWE Participants List_July 2020](#) |
| **GTG TOR/AWP** | [Thailand_HRBA_GEWE Participants List_July 2020](#) |
| **GTG TOR/AWP** | [Thailand_UNCT Gender Equality Presentation 2020](#) |
| **GTG TOR/AWP** | [Thailand_UNCT Gender Equality Presentation 2020](#) |
| **GTG TOR/AWP** | [Thailand_UNSDCF Report 2022-2026](#) |
| **GTG TOR/AWP** | [Thailand_UNSDCF Report 2022-2026](#) |
| | |

| PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming<br>APPROACHES MINIMUM REQUIREMENTS | Gender Architecture and Capacities |
|---|---|
| **Category** | **Documents** |
| **Capacity development** | [Thailand_HRBA_GEWE Participants List_July 2020](#) |
| **Capacity development** | [Thailand_HRBA_GEWE Participants List_July 2020](#) |
| **Capacity development** | [Thailand_PSEA Action Plan 2021](#) |
| **Capacity development** | [Thailand_PSEA Action Plan 2021](#) |
| **Capacity development** | [Thailand_UNCT Gender Equality Presentation 2020](#) |
| **Capacity development** | [Thailand_UNCT Gender Equality Presentation 2020](#) |
| **Capacity development** | [Thailand_UNCT LNOB HRBA and Gender RIsk online version 2020](#) |

| Capacity development | Thailand_UNCT LNOB HRBA and Gender RIsk online version 2020 |
|---|---|
| Capacity development | Thailand_Workshop on HRBA-GEWE-LNOB for UNCT_2020 |
| Capacity development | Thailand_Workshop on HRBA-GEWE-LNOB for UNCT_2020 |
| | |

| PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked<br>EXCEEDS MINIMUM REQUIREMENTS | Financial Resources |
|---|---|
| **Category** | **Documents** |
| Financial resources | 1.2_6.1_Gender Human rights score analysis_Nov 8th |
| Other | Copy of FINAL GTG Annual Work Plan 2022.docx - Scorecard |
| | |

| PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country<br>APPROACHES MINIMUM REQUIREMENTS | Results |
|---|---|
| **Category** | **Documents** |
| Cooperation Framework reviews/monitoring data | CCA Third Draft_2021 |
| Cooperation Framework reviews/monitoring data | CCA Third Draft_2021 |
| Cooperation Framework reviews/monitoring data | Thailand_UN Results Report 2020 |
| Cooperation Framework reviews/monitoring data | Thailand_UN Results Report 2020 |
| Cooperation Framework reviews/monitoring data | Thailand_UNCT Annual Progress Report 2019 |
| Cooperation Framework reviews/monitoring data | Thailand_UNCT Annual Progress Report 2019 |
| Cooperation Framework reviews/monitoring data | Thailand_UNCT-annual-report-2017 |
| Cooperation Framework reviews/monitoring data | Thailand_UNCT-annual-report-2017 |
| Cooperation Framework reviews/monitoring data | UNPAF Results Matrix_17-21 |
| Cooperation Framework reviews/monitoring data | UNPAF Results Matrix_17-21 |
| | |

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


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

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


GENDERSCORECARD.HELPDESK@UNWOMEN.ORG