

## UNCT Pakistan - SWAP scorecard indicator forms

### 1. PLANNING

INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: <b>a)</b> Gender analysis across the <b>majority</b> of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Some sex-disaggregated and gender-sensitive data.	CCA or equivalent includes: <b>a)</b> Gender analysis across <b>all</b> sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Consistent sex-disaggregated and gender-sensitive data.	CCA or equivalent meets minimum requirements <b>and</b> includes: <b>c)</b> Targeted gender analysis of those furthest behind.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The CCA Pakistan, dated 2020-21, includes gender analysis across the <b>majority</b> of sections (55%), including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.</p> <p>Section 1 of CCA, Context analysis, contains in-depth gender analysis across the <b>majority</b> of sectors (80%). It provides gender-disaggregated data and also addresses transgender, PWDs, minorities and other vulnerable groups' issues. It refers to the groups that might be considered the most vulnerable in the complex context of Pakistan. It also suggests reevaluating the COVID-19's impact from a gender perspective.</p> <p>Section 2, Progress on the 2030 Agenda and the SDGs, have some sex-disaggregated and gender-sensitive data. However, in-depth gender analysis is missing in some thematic areas such as gender-based violence, rule of law, gender justice and strengthening institutions at all levels. Also, there is need to gather and use gender-disaggregated data for evidence-based planning, budgeting, monitoring and evaluation. However, realizing the issue of unavailability of authentic data, the section essentially proposes to improve data collection on SDGs including gender-sensitive and qualitative data analyses about those furthest behind.</p> <p>Section 3, SDG financing landscape, does not mentioned gender budgeting or gender-responsive financing and therefore, this section of CCA is completely gender blind and makes no reference to gender equality. There might be limitations in terms of availability of gender-disaggregated data and analyses of debts, financing, and budgeting but, however, way forward section should highlight such gaps and propose future actions.</p> <p>Section 4 of CCA, Leaving no one behind, human rights, gender equality and women's empowerment, includes gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. In addition, this section has consistent sex-disaggregated and gender-sensitive data.</p> <p>Section 5, Multi-dimensional risk, is gender blind and has no reference to women's empowerment lens. Women, girls and other vulnerable groups facing specific risks, are completely ignored in this section.</p> <p>Section 6, Economic transformation, has some sex-disaggregated and gender-sensitive data. It highlights Government efforts to accelerate progress on SDG 5 (gender equality), including the collection and reporting of gender-disaggregated data, paired with quotas for women's employment in the public sector. Moves to address discrimination, bridge the gender pay gap and promote decent work in the care economy are emerging. Provincial governments are finalizing policies and laws that address home-based workers, domestic workers, violence and harassment, and maternity protection. However, section barely discusses rural women's contribution towards agriculture and effects of declining growth on women farmers.</p> <p>Section 7, Environment and climate change, has mainstreamed gender equality to some extent.</p> <p>Section 8, Governance, legal frameworks and institutional capacity, mentions transgender, domestic particularly IPV, and women harassment issues, low women's political participation and women's economic empowerment and land rights, inheritance rights, child rights, etc. but it is mostly gender blind.</p>		

**INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS**

Section 9, Prevention and humanitarian development-peace collaboration, has no reference to gender equality and women's empowerment.

b) Some sex-disaggregated and gender-sensitive data are included in the CCA, as explained in criterion a) when analyzing the different CCA sections.

c) Gender analysis of those furthest behind is included in section LNOB for some groups. However, some of the sections do not cover various vulnerable groups such as transgender, PWD, Indigenous groups, ethnic minorities, and others.

**Evidence or means of verification:**

- CCA United Nations Pakistan, dated 2020-2021.

INDICATOR 1.2: GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across <b>some</b> outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>or</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>and</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Gender equality and the empowerment of women is visibly mainstreamed across the majority of outcome areas, in line with SDG priorities including SDG 5, in Pakistan One United Nations Programme III (OP III) 2018-2022. Gender equality is mainstreamed across all outcomes except for outcome 9. In addition, gender mainstreaming across outcomes 1 and 5 might be improved, as mentioned below:</p> <ul style="list-style-type: none"> <li>Outcome 1 (Economic growth): gender equality is mainstreamed to some extent as the outcome refers to inclusive economic growth but vulnerable groups inclusion is not specially highlighted.</li> <li>Outcome 2 (Decent work): gender equality and the empowerment of women is visibly mainstreamed.</li> <li>Outcome 3 (Health and Wash): gender equality and the empowerment of women is visibly mainstreamed.</li> <li>Outcome 4 (Nutrition): gender equality and the empowerment of women is visibly mainstreamed.</li> <li>Outcome 5 (Food security and Sustainable agriculture): gender equality is mainstreamed but, however, the outcome does not specifically target women despite women's significant role in food security.</li> <li>Outcome 6 (Resilience): gender equality and the empowerment of women is visibly mainstreamed.</li> <li>Outcome 7 (Education and Learning): gender equality and the empowerment of women is visibly mainstreamed.</li> <li>Outcome 8 (Gender inequality and dignity) is specifically targeting gender equality.</li> <li>Outcome 9 (Governance) has not considered the gender mainstreaming approach.</li> <li>Outcome 10 (Social protection): gender equality and the empowerment of women is visibly mainstreamed. The outcome considers vulnerable groups to some extent.</li> </ul> <p>b) OP III recognizes gender equality and dignity as a separate outcome. Outcome 8 (Gender inequality and dignity) specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- Pakistan One United Nations Programme III (OP III) 2018-2022.</p>		

INDICATOR 1.3: UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20-33 percent) of UNDAF 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 UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>Between one-third and one-half of outcome-level indicators in the OP III measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p> <p>The OP III (2018-2022) has 30 outcome indicators. Out of 30 outcome indicators, <b>13 measure changes in gender equality and the empowerment of women (43.3%)</b>.</p> <p>A detailed analysis of the indicators for each outcome shows different levels of gender sensitivity, with higher levels in the outcomes related to social issues and no indicator with gender sensitivity for outcomes related to economic growth, nutrition, food security and sustainable agriculture, resilience, and governance, as follows:</p> <ul style="list-style-type: none"> <li>▪ 0 out of 3 under Outcome 1 (Economic Growth);</li> <li>▪ 2 out of 3 under Outcome 2 (Decent Work);</li> <li>▪ 4 out of 7 under Outcome 3 (Health and Wash);</li> <li>▪ 0 out of 2 under Outcome 4 (Nutrition);</li> <li>▪ 0 out of 2 under Outcome 5 (Food Security and Sustainable Agriculture);</li> <li>▪ 0 out of 2 under Outcome 6 (Resilience);</li> <li>▪ 2 out of 3 under Outcome 7 (Education and Learning);</li> <li>▪ 4 out of 4 under Outcome 8 (Gender Equality and Dignity);</li> <li>▪ 0 out of 3 under Outcome 9 (Governance);</li> <li>▪ 1 out of 1 under Outcome 10 (Social Protection).</li> </ul> <p>Many indicators could benefit from sex-disaggregation to gain a better picture of progress towards GEWE in the country (for example, indicators 2.3, 3.6, 7.2 and 7.3). Additionally, it may be worth considering including sex-disaggregated targets for more indicators in the Results Framework.</p> <p>Output indicators are formulated in UNCT joint work-plan.</p> <p>The assessment qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific, considering means of verification that were specific to gender.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- One United Nations Programme III 2018-2022.</p>		

## 2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMMES CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p><b>or</b></p> <p><b>b)</b> A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p><b>a)</b> Gender equality is visibly mainstreamed into <b>all</b> JPs operational at the time of assessment.</p> <p><b>and</b></p> <p><b>b)</b> A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements <b>and</b></p> <p><b>c)</b> A system is in place to ensure gender mainstreaming in JPs.</p>
<p><b>Score: Approaches Minimum Requirements</b></p>		
<p><b>Findings and explanation:</b></p> <p>a) Gender equality is visibly mainstreamed into 60% of JPs operational at the time of the assessment. In December 2021, the following JPs were operational:</p> <ul style="list-style-type: none"> <li>▪ Pakistan Growth for Rural Advancement and Sustainable Progress (GRASP) Programme. Participating UN Agencies: International Trade Center (ITC), Food and Agriculture Organization (FAO). SDG 5 is not a thematic area of this JP.</li> <li>▪ The project for the Restoration of Livelihoods in KP Tribal Districts. Participating UN Agencies: UN Resident Coordinator Office, Food and Agriculture Organization (FAO). SDG 5 is not a thematic area of this JP.</li> <li>▪ Strengthening economic resilience and food security for women Home Based Workers and women farmers. Participating UN Agencies: UN Resident Coordinator Office, Food and Agriculture Organization (FAO), UN Women. This JP is specifically addressing SDG 5.</li> <li>▪ Working for Health (W4). Participating UN Agencies: WHO, ILO. SDG 5 is not a thematic area of this JP.</li> <li>▪ Governance of Labor Migration in South and South-East Asia (GOALS). IOM and UN Women. Gender is mainstreamed into this JP.</li> <li>▪ Eliminating child labor and forced labor in the cotton, textile and garment value chains: an integrated approach. Participating UN Agencies: FAO and ILO. SDG 5 is not a thematic area of this JP.</li> <li>▪ Empowering and Protecting Pakistan's Women, UNICEF and UNFPA. This JP is specifically addressing SDG 5.</li> <li>▪ Naway Waraz (Khyber Pakhtunkhwa Merged Districts Support Programme). Participating Agencies: UNICEF, UNRCO, FAO, UNWOMEN, UNDP. Gender is mainstreamed into this JP.</li> <li>▪ Promoting Rule of Law and Enhancing the Criminal Justice System in Khyber Pakhtunkhwa including Newly Merged Districts, and Balochistan (January 2021 to May 2025). Participating UN Agencies: UNODC, UNDP, UNWOMEN. This JP is addressing SDG 5.</li> </ul> <p>From the analysis of the above joint programmes, the following conclusions have emerged:</p> <ul style="list-style-type: none"> <li>❖ Currently there is a gap when it comes to facilitation of holistic responses to the complex institutional, social and cultural dynamics perpetuating gender inequality, joint gender programmes can further help transform gender relations by changing institutions, legislation, policies, behaviors, attitudes and social norms through cross sectoral and inter agency collaboration. As per review, some of the JPs are mainstreaming gender equality across operations. However, it is rather sporadic across the UN JP portfolio. The programmes can further maximize results by consolidating funding and technical assistance for gender equality and women's empowerment; joint programmes in these areas can foster innovation and secure impact instead of creating programmes in silos.</li> <li>❖ JPs can increase visibility of gender equality and women's empowerment at the national level, including with Finance and Planning Ministries and that is not an integral part of the overall design of JP operations. Agencies are focusing on women and girls' specific initiatives in some cases. However, the required shared vision on gender equality does not come out clearly.</li> <li>❖ Another observation is that although the JP can facilitate a more multi-sectoral approach, which can better address the complex challenges of promoting gender equality and women's empowerment and which allows entry points into government ministries that may not have previously put gender equality at the fore front, a holistic strategic visioning can further enrich the programmes to achieve the required results.</li> </ul>		

**INDICATOR 2.1: JOINT PROGRAMMES CONTRIBUTE TO REDUCING GENDER INEQUALITIES**

❖ There is also a dearth of women and girl specific interventions across the JP portfolio and hence the required focus particularly with the lowest gender indices globally. There is need to look into the entire spectrum in terms of age cohorts hence the 10-19 adolescence girls onwards to the youth and then adult women. Currently, that's not the case and there is need for girl and women centric programming instead of current thematic focus.

b) A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5. It is the JP on Strengthening economic resilience and food security for women home-based workers and women farmers.

c) There is not a system in place in UNCT to ensure gender mainstreaming in joint programmes.

**Evidence or means of verification:**

- JP documents from FAO, ILO, UNDP, UNFPA, UNICEF and UNODC.

INDICATOR 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.	a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. <b>and</b> b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.	Meets minimum requirements <b>and</b> c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has contributed collaboratively to one joint communication activity on gender equality and women's empowerment during the past year. The activity was planned through the Gender Theme Group to roll out social media campaign for 16 days of activism campaign on the theme on 'Ending violence against women now'. The social media campaign assets were shared with the UN Communications Group for further dissemination on social media platforms of UN Agencies.</p> <p>To jointly mark the commemoration of the 16 days of activism campaign and accelerate efforts to end violence against women and girls, heads of UN Agencies on the behalf of the Inter-Agency Gender and Development Group (INGAD) were requested to share their video pledges. The INGAD is the development partners group, which has representation from UN agencies as well. Embodying the mandate of 'walking the talk' and bringing intentionality to this important work, these pledges demonstrated collective leadership. A few videos were received from UN Agencies.</p> <p>b) The interagency communication group does not have an annual joint action plan. There was a Communications Strategy, dated 2013, that was developed for the previous One UN Programme II (OP II) 2013-2017. There is no Communications Strategy for the current OP III cycle.</p> <p>c) UNCT has not contributed collaboratively to joint communication, advocacy and outreach activities in non-traditional thematic areas during the past year, although agencies have been able to undertake communication activities in these areas on an individual basis.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- Social Media Package for 16 days of Activism 2021;</li> <li>- Video Pledges on 16 days of Activism received from UN Agencies.</li> </ul>		

INDICATOR 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets <b>one</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets <b>two</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.	Meets <b>all</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) This criterion is not met as there were missing data specifically for outcome 8 “Gender Equality and Dignity”. Though there were certain data tools and online surveys used to collect data progress, however, the sources relied on government-administered surveys which are accessible on search engines. It is difficult to analyze UN’s relative contribution to different high-level OP III performance indicators (pitched at SDG/NDS level) given the lack of concrete data about different sources of funding for the respective comprehensive national effort.</p> <p>b) Progress on gender equality was reported in OP III annual assessment 2019 and ONE UN annual report 2020. In addition, UNDAF final evaluation report (December 2021) has assessed progress on gender equality results. The online surveys conducted with internal and external stakeholders for the evaluation of the UNDAF 2018-2022 (OP III) had gender-specific questions such as the extent of gender mainstreaming in the OP III programming and implementation, and the extent of budget and M&amp;E being gender-sensitive. The final evaluation report revealed in a narrative form that the issues of gender, vulnerable groups and the LNOB principle are addressed structurally at the highest level in programming. However, this outcome only constitutes 1% of the target budget and less than 1% of the cumulative expenditures during the first three years of OP III implementation, which is the lowest among all ten outcomes. It also highlighted the absence of mentioning gender equality, LNOB and human rights as cross cutting issues in the joint programme documents.</p> <p>In the evaluation report it was also noted that information available, although limited, on programme implementation through annual reports and other documents show that gender, LNOB, human rights principles and the humanitarian-development-peace nexus have been incorporated into UNDAF implementation to varying extents. The COVID-19 pandemic often intensified women’s vulnerability to loss of income, health issues and violence.</p> <p>As stated in the final evaluation report, work on gender and diversity issues, LNOB and other UN principles can be rated as satisfactory even though the component of human rights-related work requires further strengthening.</p> <p>c) The M&amp;E group was re-activated in early 2020 and since then no technical training has been organized.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- OP III 2018-2022 Final Evaluation Report, December 2021;</li> <li>- ONE UN Annual Report 2020;</li> <li>- OP III Annual Assessment Report 2019.</li> </ul>		



### 3. PARTNERSHIPS

INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with <b>at least one</b> government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets <b>all</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>
Score: Exceeds Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has collaborated with <b>several</b> government agencies on joint initiatives that foster gender equality within the current UNDAF cycle.</p> <p>In 2019, UNAIDS and WHO scaled up the <i>Health System Response to Sexual and Gender-Based Violence</i> initiative in development and humanitarian settings, addressing the needs of vulnerable groups, including refugees, and responding to outbreaks of disease, such as HIV/AIDS, through multiple partnerships, with the Ministry of Health. More than 300 health facilities were strengthened to provide care to survivors of violence. Over 1,000 health care providers – including Medical Officers, Women Medical Officers, Medico-Legal Officers, Lady Health Visitors and community midwives, were trained across all four provinces on the <i>National Sexual and Gender-based Violence (SGBV) and Health Response Package</i>, including its clinical handbook on providing care and services for survivors as a multi-sectoral responsibility.</p> <p>The Transgender Persons (Protection of Rights) Act was enacted in 2018 through the joint efforts of UNAIDS, UNDP, UNRC Office, transgender communities and Ministry of Human Rights (MOHR). It is very important for transgender people because it gives them legal protection. The groundbreaking changes provide access to rights previously denied to transgender people. This Act also allows for measures that are designed to meet the specific needs of transgender people. This includes the establishment of protection centers and safe houses and special vocational training programmes. This act provides an enabling environment for transgender people to access health care, social justice, equality and dignity in society while enjoying productive lives. The act prohibits harassment of transgender people in the home and in public. It is now against the law for employers, educational institutions, health services, traders, public transport and property owners or sellers to discriminate transgender people in anyway.</p> <p>UNAIDS, UNDP, MOHR have been undertaking different training and capacity building initiatives on addressing stigma and discrimination against transgender persons in health care settings and also drafting national strategy on stigma and discrimination. Towards this end, the Ministry of Human Rights established a <b>National Implementation Committee</b> for the Transgender Persons (Protection of Rights) Act 2018 and is leading the process of implementing the said Act. The National Implementation Committee is comprised of 13 members with the Secretary of MOHR as its Chairperson for the effective implementation of the Transgender Persons (Protection of Rights) Act, 2018. The Ministry has also <b>appointed a Transgender Person</b> to work as the Transgender Expert and to serve as the coordinator of the said National Committee.</p> <p>MOHR has also developed <b>Guidelines for Police</b> authorities with respect to the treatment of Transgender citizens to ensure compliance of Section 6(b) of the Act. Police plays a critical role in protecting and upholding fundamental rights of all citizens. This includes protection of vulnerable and marginalized segments of society such as transgender persons. Towards this end the MOHR has conducted sensitization sessions and consultations on the said guidelines with Islamabad</p>		

and Rawalpindi Police. The purpose of these sensitization workshops was to increase the capacity of Police officials to effectively deal with issues pertaining to transgender persons.

Moreover, MOHR is in the process of establishing the first Government-initiated **Transgender Protection Centre in the Federal Capital**, in compliance with section 6(a) of the Transgender Persons (Protection of Rights) Act, 2018 (the Act). MOHR has conducted Two consultation sessions with the relevant stakeholders to establish referral mechanism for the protection center.

b) National Women Machinery includes National Commission on Status of Women -Women Development Departments (WDD) at provincial level-, and Ministry of Human Rights (in post devolution scenario). These institutions have participated in the consultations for the development of the UNSDCF. They have also participated in the final evaluation of OP III through the stakeholders' online survey implemented in 2021.

C) In 2018, a national SDG framework was launched envisaging national vision, plan and strategy to localize the full potential of SDGs in the country. At institutional level, Parliamentary Taskforce on SDGs in the National and Provincial Parliaments were created. Women Parliamentary Caucus Members are part of this Task Force. Similarly, a Sub-Committee of National Economic Council (NEC) for SDGs at the National level was formed.

At national level, Federal SDG Unit exists along with SDG Units at provincial level, supported by UNDP. These units support in mainstreaming SDGs in plans, policies and resource allocation alignment, SDG monitoring & reporting, capacity building and innovation.

In Balochistan, the SDG Unit facilitated SDG mainstreaming in Balochistan Gender Policy in 2019. The policy was approved in October 2020 by Balochistan Government. For the policy document itself, UN Women provided support to Women Development Department while UNDP supported SDG Unit in Planning & Development Department Balochistan, which provided technical support for SDG mainstreaming.

**Evidence or means of verification:**

- OP III annual report 2020;
- Transgender Persons Protection of Rights Act;
- OP III 2018-2022 Final Evaluation Report, December 2021;
- List of participants, consultations OP III.

INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
The <b>UNCT</b> has collaborated with <b>GEWE CSO</b> and women's rights advocates on <b>at least one</b> joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets <b>two</b> of the following: <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.	Meets <b>all</b> of the following: <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization and/or implementation.
<b>Score: Approaches Minimum Requirements</b>		
<b>Findings and explanation:</b> <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates on joint initiatives that foster gender equality and the empowerment of women within the current UNDAF cycle.</p> <p>UNAIDS, along with UNICEF, WHO, UNFPA, CBOs and Academia, collaborated with Government of Sindh for development of the <i>Sindh Outbreak Response Plan 2019-2020</i>, to respond to an HIV outbreak in the district of Larkana, Sindh, in 2019. The capacity strengthening for different actors (health care providers, religious, media, academia) was conducted focusing on gender-sensitive and rights-based services delivery and addressing stigma in Larkana and its sub-division of Ratodero, the epicenter of the outbreak. The capacities of local media professionals were strengthened on HIV gender-sensitive reporting, prompting the launch of the Sindh Media Alliance on HIV. Alongside media orientation sessions and training for community leaders, UN's rapid assessment enabled community engagement in 435 villages in Ratodero tehsil. This was paired with information, education and communication (IEC) materials, the creation of support groups for parents, and referrals for testing for 782 family members of HIV-positive children.</p> <p>b) GEWE CSO have participated only to some extent in UNSDCF consultations, although they have participated in joint programmes implementation.</p> <p>c) UNCT has not made any contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.</p>		
<b>Evidence or means of verification:</b> <ul style="list-style-type: none"> <li>- Annual Report of OP III;</li> <li>- Sindh Outbreak Response Plan.</li> </ul>		

#### 4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC)</p>
<b>Score: Exceeds Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) There were 12 meetings of the UNCT conducted in the last 12 months (January-December 2021). The Criterion is met since Gender Equality and Women's Empowerment was on the discussion in all the meetings (100%), with active engagement of heads of offices in the discussions and the leadership of RC.</p> <p>b) The available 10 speeches of the UNRC in the last one year (Feb 2021-Dec 2021) were analyzed. The analysis was done on the basis of talking points for the RC speeches. The criterion is met since the RC defended gender equality and women's empowerment in all his speeches (100%).</p> <p>c) A survey of personnel perception of organizational environment for the promotion of gender equality was implemented in December 2021. According to the survey results, 85.71% staff agree or strongly agree that heads of agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.</p> <p>d) The UNCT results statement/performance appraisal are carried out annually. For 2021, it is still ongoing so the team used the result statement/performance appraisal for 2020. The UNCT collective result statement includes indicator on sectoral COVID-19 socio-economic recovery and resilience plan that is human rights and gender equality and GBV-responsive, along with this it reflects capacity response and vaccination support disaggregated by gender. Under the SDG implementation Result statement 2/3 (inclusive economic development), the indicator mentions gender-responsive approaches. Similarly, under result statement 3.1, gender specific needs in community resilience strategies are mentioned. There is a specific result statement (5.1) on Leaving No One behind (LNOB), with specific mention of gender equality and human rights. Result Statement 6 is focused on gender parity in the UN. One of the indicators is related to the Action plan to reach gender parity in all categories of staff by 2025, while the other one is focusing on conducive working conditions to support gender parity.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- The minutes of all 12 UNCT meetings held between January 2021 and December 2021;</li> <li>- Survey of UN staff on the perception of the organizational environment concerning the promotion of gender equality (December 2021);</li> <li>- Analysis of 10 speeches made by the RC over the last 12 months;</li> <li>- Collective Result Statement and Performance appraisal of RC &amp; UNCT 2020.</li> </ul>		

INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>A staff survey on of personnel perception of organizational environment for promotion of gender equality was implemented in December 2021. The survey was answered by a total of 151 staff members (67 women and 84 men). 93% of the respondents were national staff, while 7% were international staff. The job of the 54% of the respondents included supervisory functions.</p> <p>The survey results show an overall positive response of <b>73%</b>, with 69% overall positive response received from women and 76% overall positive response from men. Thus, UNCT meets the minimum requirements for organizational culture.</p> <p>The survey had 3 fundamental set of questions: promotion of gender equality (3 questions); discrimination in the workplace (3 questions) and work-life balance (3 questions). The results by set of questions are as follows:</p> <ul style="list-style-type: none"> <li>▪ Promotion of gender equality: This is the set with the highest percentage of positive responses, 79%, being 74% from women and 84% from men.</li> <li>▪ Discrimination in the workplace: This set obtained an overall average positive response rate of 75%, being 69% from women and 75% from men.</li> <li>▪ Work-life balance: This set of question was the lowest rated, with only 69% positive responses overall, being 66% from women and 71% from men.</li> </ul> <p>The overall positive response received from women is considerably lower than the one received from men. This is true for absolutely all the questions. In particular, the lowest-rated responses among women were received for the following questions:</p> <ul style="list-style-type: none"> <li>➤ The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization: This question obtained a positive female rating of 63% while the positive male rating was 74%, with 11 points of difference. C'est également la question la moins bien notée par les hommes.</li> <li>➤ The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance: The positive female response to this question was also only 63%, while the male response was 70%.</li> </ul> <p>Interestingly, the lowest rated response among men was received for the following question:</p> <ul style="list-style-type: none"> <li>➤ UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation. Men rated positively this question at 67%, which curiously, is the same rate received from women to the same question.</li> </ul>		
<p><b>Evidence or means of verification:</b></p> <p>- Survey results of personnel perception of organizational environment for the promotion of gender equality. 151 responses (67 female and 84 male) out of a total of 2039 staff; confidence interval of 7.5).</p>		

INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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.	Approaches minimum requirements <b>and</b> b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirements <b>and</b> c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) UNCT, with the support of OMT, has recently established a mechanism for monitoring gender parity in staffing. Under the Programme Management Team (PMT) a Gender Theme Group has been established which is led by UNWOMEN. This group, under the direct supervision of RC, looks after gender parity among staffing and security of female colleagues. The chair of Human Resource (HR) Working Group is part of the gender group. With the support of RCO, data from agencies has been gathered on staffing to review status of gender parity. The mechanism established has recently included all staff categories of the UN system (General Service staff and all professional levels). RC has advised to monitor the trends of recruitment among various agencies and share the report with UNCT on regular basis. During the last meeting of HR working group, it was agreed to monitor gender parity and prepare the report on bi-annual basis.</p> <p>b) The UNCT in Pakistan is implementing several measures from HQ to country offices aimed at achieving equal representation of women and men at various recruitment levels, such as initiatives for recruiting more women, an equal representation at interview panels, etc. The UNCT consolidated sex-disaggregated staffing data analysis has showed that the representation of women is low, with an overall representation rate of 25% for women, compared to 75% for men.</p> <ul style="list-style-type: none"> <li>Concerning international staff, women have a representation rate of 41%, compared to 59% for men. It is highlighted that there are only 4 women (31%) compared to 9 men (69%) at the highest levels of responsibility (D1 and D2).</li> <li>Concerning national staff and service contracts, women have a representation rate of 27%, compared to 73% for men. SB (Service Contract) level is 26% female and 74% male. G is 22% women and 78% men. Whereas, at NO levels, percentage of females is slightly higher than G staff category i.e. 36% women compared to 64% men. Interestingly, the only professional category that has more representation of women than men is NOD (the highest level of responsibility), with 7 women compared to 5 men. There is a wide disparity at the SB-1 and G1 to G3 level, with only 3% and 2% of women respectively. The highest disparity is found at the G1 to G2 level, with no women (0%) compared to 109 men (100%). This is because jobs at this level are traditionally perceived as reserved for men, such as driver, clerk, cleaner, dispatch rider, mechanics and messengers etc.,</li> <li>Concerning other UNCT staff (UNV, SSA/IC, etc.), the trend is moderately lower than as for national and international staff. The representation of women is only 19% compared to 81% for men.</li> </ul> <p>c) The Business Operation Strategy 2018-2022 was developed with the six (6) Common BOS Outcome Areas of Procurement, Common Finance Services including Harmonized Approach to Cash Transfer, Human Resources, ICT, General Administration including management of Common Premises Services, and Business Continuity with the main aim of reducing transactional costs, harnessing economies of scale and enhancing the quality of service. Gender-specific actions are visible in the BOS document; however, indicators are related to quality improvement and not defined in numbers. These gender specific actions are nuanced under Human Resource and Procurement outcome areas of the BOS, where both working groups are working to enhance quality and performance for the UN human resources by utilizing several parameters including gender inclusion. BOS outputs include Gender Parity which outlines the following:</p> <ol style="list-style-type: none"> <li>Participation in job fairs as part of the advertisement campaign to promote gender parity and encourage females to apply for UN jobs.</li> <li>Local internship programmes to offer female candidates an entry point to the UN.</li> <li>Organize UN career fairs with a focus on targeting fresh female graduates from universities and technical institutions.</li> </ol> <p>Furthermore, an output in BOS under procurement activities includes gender-responsive procurement which outlines assessing UN Vendors and Partners from gender lens which encourages UN vendors and partners to engage more women in their workforce. Aim is to provide more business opportunities to those vendors and partners who are providing</p>		

#### INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

employment opportunities to females. OMT in Pakistan has further expanded the scope of vendor assessment and while finalizing bids/LTAs vendors are being assessed on sexual harassment policies within their respective companies.

Additionally, UNCT has approved sustainable procurement policies in 2018 which are being implemented by the Procurement Working Group under the OMT in Pakistan. The policies specifically focus on gender parity and other related initiatives including gender-responsive procurement. PWG has recently started piloting these policies for establishing One UN LTAs and assessment of vendors were carried out to see the percentage of female workers in respective organization, availability of PSEA/PSHA policies and how gender parity is promoted in these organizations.

**Evidence or means of verification:**

- Consolidated and sex-disaggregated staffing data from the 25 UN Agencies in Pakistan, December 2021;
- Sustainable procurement policies approved by UNCT Pakistan.
- Business Operation Strategy 2021, UN system.

## 5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEWE		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>
Score: Approaches Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) At UNCT level, a coordination mechanism for gender equality and women's empowerment, the Gender Thematic Group (GTG), has been established under the leadership of UNFPA and UNWOMEN (HOA) during the year 2021. The group has members from almost all UN agencies working in the country. During the year 2021, the co-chairs organized various meetings of the members of newly formed group to finalize the terms of reference, and develop the joint workplan for the coming year.</p> <p>b) The GTG has clear mandate of being an interagency coordination group and providing strategic support and advice to UNCT in enhancing their gender mainstreaming efforts. The terms of reference for the GTG have been finalized, and endorsed by UNCT. However, the workplan has not been finalized yet.</p> <p>c) The criterion on senior management among GTG members is not met, since the percentage of senior staff (P4/NOC and above) does not reach 50%.</p> <p>d) The recently formed GTG provided substantive input into the development of the current UNSDCF 2023-2027 which is currently under process. The GTG retreat was organized during the year, where the GTG members deliberated on the mainstreaming of gender across the UNSDCF outcomes and suggested recommendations for possible integration. As part of the outcome on Gender Equality and Women's empowerment, the GTG has helped in the finalization of the theory of change including outputs, risks, opportunities, and areas for partnership.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- GTG TORs;</li> <li>- GTG focal person list;</li> <li>- GTG retreat: power-point presentation.</li> </ul>		



INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets <b>2</b> of the following 3:</p> <p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets <b>all</b> of the following:</p> <p><b>a)</b> At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>
<p align="center"><b>Score: Approaches Minimum Requirements</b></p>		
<p><b>Findings and explanation:</b></p> <p>a) The recently established GTG has initiated capacity development programme for the GTG members and UN country team. During the year, training programmes on PSEA (July 2021) and SWAP gender equality scorecard (October 2021) were organized for GTG members.</p> <p>PSEA training focused on key concepts of sex and gender, power, gender-based violence and human rights instruments. Pakistan PSEA Network introduced mandatory monthly reporting mechanism in the year 2021. The reporting mechanism was upgraded to online mechanism after piloting it on manual system. The co-chairs (UNFPA and FAO) conducted an Interagency PSEA Focal Persons orientation/training on online monthly PSEA reporting mechanism. UNCT PSEA action plan on IASC prescribed format was formulated and endorsed by UNCT. This initiated the process of commitment on PSEA by UNCT members.</p> <p>As per the work plan for year 2022, the GTG secretariat will organize training on gender and related concepts for senior member of UNCT on monthly basis.</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is not established for the current OP III cycle.</p> <p>c) UNCT induction material does not includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- PPT on Gender and PSEA: training organized for GTG members, July 2021;</li> <li>- PPT of the training on UNCT-SWAP gender equality scorecard, October 2021;</li> <li>- Inter-agency monthly reporting mechanism on SEA complaints.</li> </ul>		

## 6. RESOURCES

INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements <b>and</b> b) The UNCT has established and met a financial target for programme allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements <b>and</b> c) The UNCT has established and exceeded a financial target for programme allocation for Gender Equality and the Empowerment of Women.
<b>Score: Missing Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) There is no mention of Gender Makers in OP III document. During current programme cycle, a GEM refresher session was organized by Regional Office Asia Pacific which was attended by the countries in the region and from Pakistan, sectors, HCT members, PHF and NHN (International and national partner organizations) members participated on July 5th 2021. The facilitators also shared resources and materials with the participants to further enhance GEM application for gender inclusion in humanitarian action. This session was co organized by UNOCHA and UN Women and was carried out online.</p> <p>GEM was slightly discussed in UN INFO orientation session in 2020 with the OMT colleagues, by the RCO, but there was no specific session on GEM as such.</p> <p>There is no evidence of any specific capacity building activity for the UNCT exclusively. There is a clear capacity building gap on the GEM marker that needs to be bridged.</p> <p>b) Gender equality and the empowerment of women are mainstreamed into most outcome areas of the OP III. Out of 10 OP III outcomes, there is one specific (outcome 8) on gender equality &amp; human rights. From the analysis of the budgetary expenditure for outcome 8, it is evident that 0.06% of total annual OP III expenditure was spent on GEWE outcome in 2019 and 1.18% in 2020 respectively (annual reports 2019 and 2020). However, it is not clear how much was spent on GEWE under the other 9 outcome areas. There is no financial tracking mechanism for GEWE for the UNCT to monitor the trends more specifically.</p> <p>c) Out of the 10 OP III outcomes, there is a specific outcome on GEWE (outcome 8) for which financial target is established and met (to greater extent with above 90% delivery rate), but no such joint target is established for other 9 outcome areas.</p> <p>It is worth to highlight that outcome 8 only constitutes 1% of the target OP III budget and less than 1% of the cumulative expenditures during the first three years of OP III implementation, which is the lowest among all ten outcomes.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- UN OP III (2018-2022);</li> <li>- OP III Annual Reports 2019 and 2020;</li> <li>- OP III 2018-2022 Final Evaluation Report, December 2021.</li> </ul>		

## 7. RESULTS

INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has achieved or is on track to achieve <b>some</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve <b>all</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets Minimum Requirements <b>and</b> b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>The UNCT is on track to achieve <b>some</b> gender equality and the empowerment of women results as planned in the OP III outcomes.</p> <p>As reflected in the One UN Annual Report 2020, Outcome 8 on “Gender, Equality and Dignity” had a delivery of 90.33% as of December 2020. The OP III final evaluation report has assessed progress on gender equality at outcome level. Progress is evident under the 4 indicators of the gender-targeted outcome (Outcome 8).</p> <ul style="list-style-type: none"> <li>During the implementation of UNDAF 2019-2022, UN agencies worked to address the root causes of gender inequality, especially social norms and practices that pose structural barriers to women’s empowerment. The UN supported legal and policy reforms to establish functional accountability mechanisms, both national and sub-national, to keep women and girls safe and enable them to claim their rights. All four provincial governments finalized and endorsed Gender Equality and Women’s Empowerment Policies, replete with implementation frameworks, and Khyber Pakhtunkhwa and Punjab included gender-responsive planning and budgeting in their annual plans.</li> <li>UN agencies trained 600 law enforcement and justice officials to address GBV.</li> <li>10.15 million people were sensitized on psychological support and GBV.</li> <li>With UN support, government partners monitored and reported on Pakistan’s international commitments. UN research shed light on urgent issues, such as the Gap Analysis of Legislation Related to Ending Violence against Women Reports, based on which the UN helped draft amendments to select legislation to make them more pro-women through consultative, legal expert-led processes.</li> <li>A Women’s Safety Audit in Public Places offered evidence-based recommendations to overcome challenges to women’s safety and mobility, while a study on Child Marriage in Khyber Pakhtunkhwa and Punjab contributed to UN advocacy on ending child marriage with women parliamentarians, parliamentary caucuses and Alliances for Ending Violence against Women and Girls.</li> <li>UN agencies leveraged existing government initiatives on GBV for maximum impact, including at the provincial level in Khyber Pakhtunkhwa and Punjab, such as the Punjab Police’s Women Safety Application, as well as at the federal level, such as the Ministry of Human Rights’ Cyber Harassment Helpline.</li> <li>Based on a rapid assessment of COVID-19’s impact, the UN distributed relief packages to transgender persons, as well as to women and other vulnerable groups in remote areas, shelters and prisons to ensure that the COVID-19 response leaves no one behind.</li> <li>More than 100,000 rural women were sensitized on COVID-19 prevention.</li> <li>In Pakistan, the UN ramped up support for government efforts to spearhead economic recovery, protect small and medium-sized enterprises (SMEs) and develop a roadmap for inclusive and sustainable industrial development (ISID).</li> <li>In Balochistan and Khyber Pakhtunkhwa, the Project for Agri-food and Agri-industry Development Assistance revitalized livelihoods in the cattle meat and apple value chains – among farmers, herders and food processors, especially women and youth.</li> <li>The Skill Development Programme provided certified vocational and technical skills training to 4,715 young refugees and Pakistani host community members. Among them, 200 refugees were placed in internships for on-the-job training. Acquiring skills in demand by the labor market, and receiving certificates from a recognized training institution, helped trainees secure work.</li> </ul>		

### INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

- Entrepreneurship education, career counselling and support services for 74,394 young people (38% of whom are women and 0.03% are transgender persons) aimed to unleash youth's economic potential.
- UN research provided a strong evidence-base for further progress, including on Pakistan's international commitments, gender-responsive budgeting, young women's economic empowerment and labor migration. A seminal Decent Work Country Profile and strategy on promoting decent work in the rural economy were finalized, as was a policy paper on private sector engagement and the ease of doing business in Khyber Pakhtunkhwa's Newly Merged Districts – vital prerequisites for the region's economic and social development.

Nevertheless, OP III 2018-2022 final evaluation report (December 2021) shows progress on indicators per outcomes. In relation to the 4 indicators under outcome 8, progress is as follows:

- ❖ Indicator 8.1 Proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence. As of December 2021, 34% of ever-married women age 15-49 report ever having experienced physical and/or emotional violence from their spouse. The target of 29% is not achieved.
- ❖ Indicator 8.2 Provincial governments have systems to track and make public allocations for gender equality and women's empowerment. Data are not available, but work is in progress and some results have been achieved, as explained above.
- ❖ Indicator 8.3 Proportion of seats held by women in national parliaments and local governments. Data are not available.
- ❖ Indicator 8.4 Number of legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of gender. Achievements are as follows: Criminal Law (Amendment) (Offences in the name or pretext of Honor) Act of 2016; Transgender Persons (Protection of Rights) Act 2018; Sindh Women Agriculture Bill 2019.

b) There is no evidence that one outcome level OP III result has contributed to transformative change in relation to gender equality and the empowerment of women.

#### Evidence or means of verification:

- One United Nations Programme III 2018-2022;
- One UN Pakistan Annual Report 2020;
- OP III 2018-2022 Final Evaluation Report, December 2021.