



UNCT-SWAP GENDER EQUALITY SCORECARD

**United Nations Country
Team
NIGER**



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TABLE OF CONTENT:

●	List of acronyms and abbreviations.....	3
●	1.BACKGROUND.....	5
●	2. METHODOLOGY.....	8
●	3.COUNTRY CONTEXT.....	8
●	4.FINDINGS.....	9
●	4.1 Findings overview.....	10
●	4.2 Findings overview by dimension area.....	12
●	5.CONCLUSION.....	29
●	6.ACTION PLAN.....	31
●	7.ANNEXES.....	46
●	Annex A: Organizational culture staff survey results in Niger.....	46
●	Annex B: UNCT Niger - SWAP scorecard findings by indicator.....	50
●	Annex C: Action plan for UNCT Niger performance improvement on GEEW.....

List of acronyms and abbreviations

AWP	Annual Work Plan
ARC	Assessment of Results and Competencies
BOS	Business Operations Strategy
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CPU	Cadre Programmatique Unique
CSO	Civil Society Organisations
GBV	Gender-based Violence
GEEW	Gender Equality and the Empowerment of Women
GTG	Gender Thematic Group
HOA	Heads of Agencies
IAT	Inter-Agency Team
ICC	International Criminal Court
IOM	International Organization for Migration
JP	Joint Programme
M&E	Monitoring and Evaluation
MICS	Multiple Indicator Survey on the Situation of Women and Children
OMT	Operations Management Team
RC	Resident Coordinator
RCO	Resident Coordinator Office
SDG	Sustainable Development Goal
SITAN	Analysis of the Situation of Women and Children
TOC	Theory of Change
TOR	Terms of Reference
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations Refugee Agency
UNICEF	United Nations Children's Fund
UNIDO	United Nation Industrial Development Organization
UN-SWAP	UN System-Wide Action Plan for Gender Equality and Women's Empowerment
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VNR	Voluntary National Review (2030 Agenda)
WFP	World Food Programme
WHO	World Health Organization



**GENDER
SCORECARD
REPORT**



1. BACKGROUND

The United Nations Country Team (UNCT) performance indicators for gender equality and the empowerment of women (UNCT-SWAP gender equality scorecard) is a globally standardized assessment of the effectiveness of United Nations (UN) country level gender mainstreaming processes. This coordinated approach establishes the UNCT performance Indicators for gender equality and the empowerment of women and lays down the minimum standards for gender equality that UNCTs should achieve for a proper gender mainstreaming performance.

The UNCT-SWAP gender equality scorecard assesses how gender equality is mainstreamed by UNCT in their processes, practices, policies and programming and also assesses the commitment of UNCT leadership to championing gender equality and the empowerment of women.

The development of the gender scorecard was proposed by the United Nations Development Group (UNDG) in July 2006 and endorsed by the UNDG Principals in April 2008. The framework was further developed by the UN in response to the UN Chief Executives Board for Coordination (CEB) System-Wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and was endorsed by the CEB in 2012.

The scorecard methodology has recently been revised in tandem with the UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP, launched in 2012, is a UN system-wide accountability framework designed to measure, monitor and drive progress towards a common set of standards, applying to all entities, departments and offices of the UN system. Thus, this methodological revision of the gender scorecard has ensured closer alignment with the UN-SWAP and further with the Sustainable Development Goals (SDG), recognizing the importance of gender equality and the empowerment of women to SDG achievement. It resulted from almost two years of work by the United Nations Sustainable Development Group (UNSDG), under the leadership of UN Women and the United Nations Development Programme (UNDP).

The new methodological approach for scorecard implementation, the final version of which is dated 2018, has proved to foster deeper understanding and ownership of results by UNCT, strengthen accountability of senior managers for gender equality and the empowerment of women and improving UNCT performance.

2. METHODOLOGY

The scorecard is focused on specific UNCT performance, rather than single agency performance, providing an assessment of how UNCT mainstreams gender and what the UN system contributes to gender equality and the empowerment of women (GEEW) in the country.

The UNCT-SWAP scorecard provides an assessment and scoring against 15 indicators across 7-dimension areas, addressing key GEEW components, as follows:

1. Planning;
2. Programming and monitoring and evaluation;
3. Partnerships;
4. Leadership and organizational culture;
5. Gender architecture and capacities;
6. Resources;
7. Results.

Each dimension includes performance indicators that establish the minimum criteria that UNCT must meet or exceed to fulfil its mandate on GEEW.

The methodology for the implementation of the UNCT-SWAP gender equality scorecard involves a self-assessment driven by an Inter-Agency Team (IAT) that must be formed at the beginning of the exercise. This Team enables interagency stakeholders to work collaboratively to measure the UNCT's performance against minimum GEEW requirements. The exercise must be carried out in a highly participatory manner, promoting internal dialogue and a common understanding of indicators' requirements.

In August 2021, UN Women in Niger began the exercise with the aim of preparing the planning and development of the upcoming gender-sensitive CPU for the next period and ensuring better accountability of UNCT towards gender equality and the empowerment of women. The conduction of this scorecard was held in the most appropriate period for the results of the exercise to feed into the planning process of the upcoming CPU, namely common country analysis, strategic prioritization and results framework, but also into the implementation and M&E.

The planification process of the cooperation framework for Niger started in May, introduction to the process to key actors, UNCT, Civil Society, Government and Financial and Technical partners, however the gender score card was implemented in August whereby the process of data collection and analysis started, this was a suitable timing to implement the gender scorecard.

The UN system focused on three main themes to conduct the CCA: Governance and Security, Human Capital and Modernization of the rural world and climate change. These priorities are in line with the government of Niger priorities as indicated in the '*Plan de Développement Economique et Social*' (PDES) / Economic and Social Development Plan.

This new approach was implemented in a way that the members of the Common Country Analysis could be implicated in the process, instead of re-creating a new Inter Agency Team (IAT) the group leads of each theme group of designated focal points to part take in the Gender scorecard exercise; and earlier in the year there was an update on the list of members of GTG as Niger was in process of revitalizing the group therefore the GTG members also took part in the IAT agency which created a more effective method for the members to participate in the gender score card as well as the Common Country Analysis.

The first meeting involved a meeting with UNCT which involved a brief presentation from the UN Women representative regarding the process. After the IAT group was created, a first meeting was held to the group for a training session on the Gender score card process whereby the roadmap was introduced this gave the group a better understanding of the new approach and methodology; a second meeting was held separately with the Gender theme Group (GTG); this meeting consisted of introducing the exercise and the importance of the participation of GTG in the process.

The Gender scorecard exercise was led by UN Women Niger, the Resident Coordinator Office, members of the CCA group leads, Gender Theme Group members, Communication Group members and Monitoring Evaluation group members with the support of an international consultant.

The regional office staff on coordination guided the in-country self- assessment by providing support to the IAT and facilitated the working sessions. The Coordination at the CO UN Women Niger supported and facilitated the coordination during the process. During the consultancy, several meetings was held, meetings started with the RCO who played a key role in this process, the IAT group and finally with the GTG.

For indicator 4.2, “Organizational Culture” fully supports promotion of gender equality and the empowerment of women”, an online survey - translated into French - was distributed to UNCT’s personnel on perceptions of the organizational culture. The hyperlink of the survey was provided by the helpdesk of the UN System Coordination Division of UN Women. The survey was open until reaching the minimum number of responses required to ensure the validity of results. For Niger the number of UN staff is 1700 staffs, the minimum requirement for the number of responses to achieve the average score was 155 responses, UNCT Niger managed to exceed the number. By the end of the survey 382 responses were attained. The survey results have been divided into 4 sections, aggregated responses by question including charts, females’ responses including charts, male responses by question including charts and the full data in excel sheet form.

A breakdown of survey responses can be found in annex A.

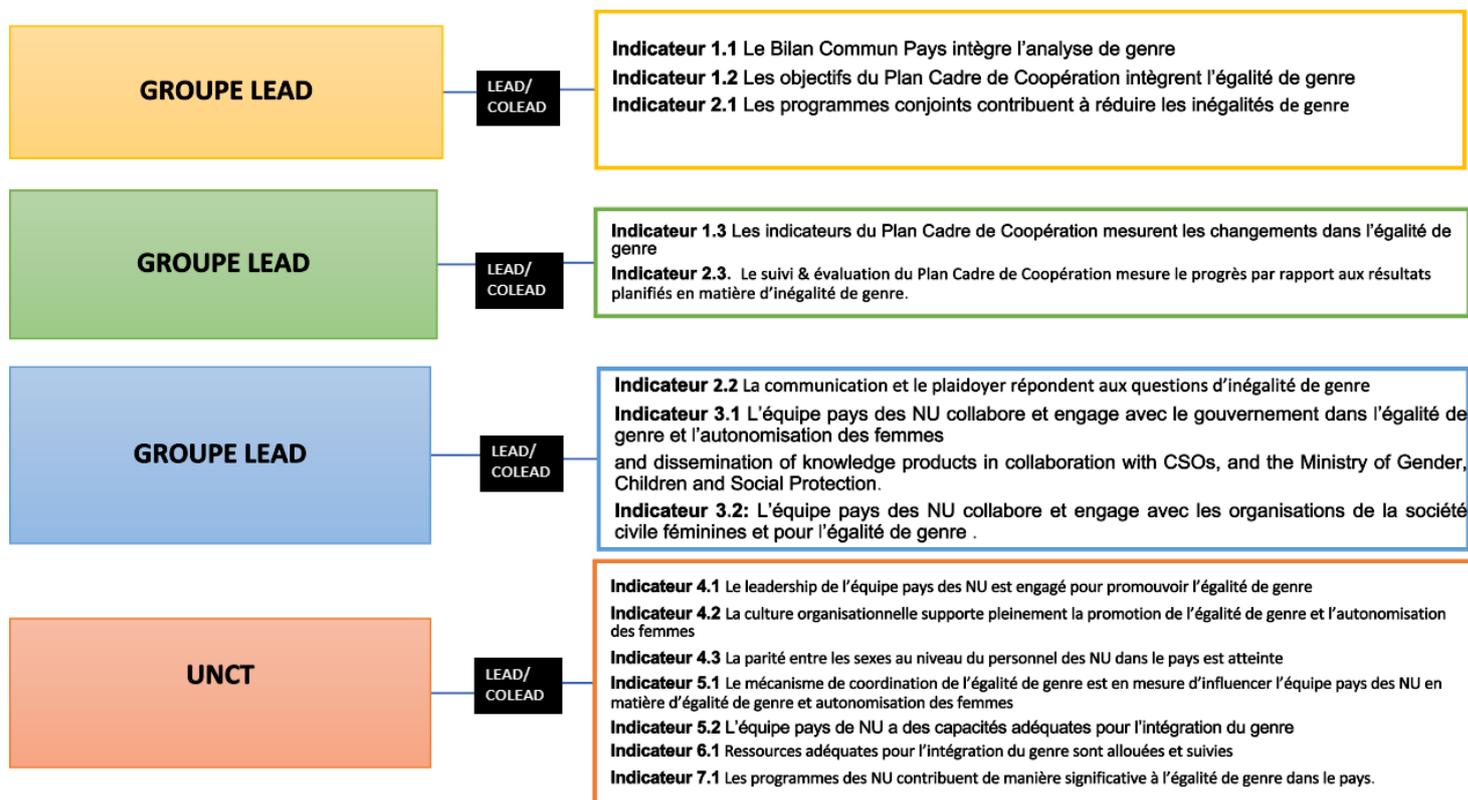
For indicator 4.3, “Gender Parity in staffing is achieved”, This is an indicator that will need to consider the recommendations in order to be able to meet the requirements or exceed for this criterion. There has not been documentation to prove the gender parity in staffing and the there is no existing mechanisms to measure gender parity within UNCT.

3. COUNTRY CONTEXT

The UN Country Team in Niger has initiated the UNCT-SWAP Gender Equality Scorecard for the first time this year in 2021; this report is a comprehensive report, integrating analysis of all 15 UNCT-SWAP indicators.

The United Nations (UN) UNCT-SWAP Gender Equality Scorecard (henceforth Scorecard) establishes an accountability framework for assessing the effectiveness of gender mainstreaming by UN country teams (UNCTs). The objective is improved planning, coordination, programming and results for gender equality and the empowerment of women and girls at the country level. The tool is structured around seven performance areas and 15 performance indicators and defines the minimum gender equality standards that the UNCT must achieve for good gender mainstreaming performance.

Below demonstrates the division of IAT members by indicators; three group leads consisting of GTG and CCA leads and a UNCT group consisting of RCO members.



4. FINDINGS

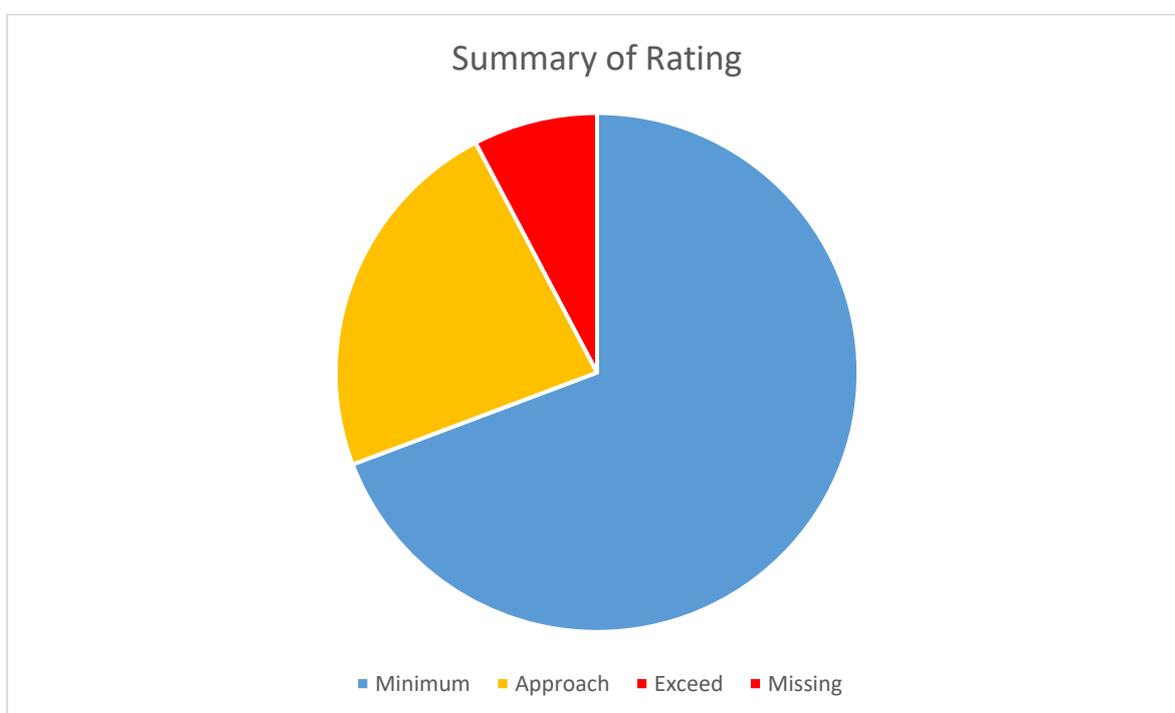
The new scorecard methodology does not provide for quantitative scores. The UNCT SWAP-scorecard includes now 3 level of ratings and a missing option:

- Exceeds minimum standards;
- Meets minimum standards;
- Approaches minimum standards;
- Missing.

The criteria to exceeds, meets or approaches minimum standards is provided by UNDG for each indicator. If UNCT fails to approach minimum standards, the indicator is then scored as missing. If UNCT arrives to approach minimum standards, greater efforts should be done during next years, so that UNCT can meet minimum standards in the next Scorecard exercise.

UNCTs should aim at meeting minimum standards as an adequate performance on gender mainstreaming and GEEW promotion. However, meeting minimum standards should be contemplated as a starting point from which UNCT can strengthen current work and reinforce existing country efforts to address GEEW. The objective should be to exceed minimum standards, so that best practices can be shared with other UNCTs.

It is important to look not only at the scorings across indicators but also at the explanations and rationales provided to justify the assessment against each indicator.



4.1 Findings overview

A summary of the scorings against all indicators across the 7-dimension areas is outlined in the following table.

UNCT-SWAP Gender Equality Scorecard – Scorings

Country: NIGER

Assessment year: August 2021

Coordinator: (RCO-UN Women)

Agencies participating in assessment team: RCO, UN WOMEN, UNDP, UNFPA, UNICEF, WFP, ILO, FAO, UNHCR, OIM, OHCHR, UNAIDS

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
1. Planning				
1.1. Common Country Analysis integrates Gender Analysis				
1.2. Gender Equality mainstreamed in UNDAF outcomes				
1.3. UNDAF indicators measure changes on Gender Equality				
2. Programming and M&E				
2.1. Joint Programs contribute to reducing Gender Inequalities				
2.2. Communication and Advocacy address areas of Gender Inequality				
2.3. UNDAF Monitoring and Evaluation measures Progress against planned Gender Equality Results				
3. Partnerships				
3.1. UNCT collaborates and engages with Government on Gender Equality and the Empowerment of Women				
3.2. UNCT collaborates and engages with Women's / Gender Equality CSOs				
4. Leadership				
4.1. UNCT Leadership is committed to championing Gender Equality				
4.2. Organizational Culture fully supports promotion of Gender Equality and the Empowerment of Women				
4.3. Gender Parity in staffing is achieved				
5. Gender Architecture and Capacities				
5.1 Gender Coordination Mechanism is empowered to influence the UNCT for Gender Equality and the Empowerment of Women				
5.2 UNCT has adequate Capacities developed for Gender Mainstreaming				

Assessment year: August 2021
 Coordinator: (RCO-UN Women)

Agencies participating in assessment team: RCO, UN WOMEN, UNDP, UNFPA, UNICEF, WFP, ILO, FAO, UNHCR, OIM, OHCHR, UNAIDS

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
6. Resources				
6.1. Adequate resources for Gender Mainstreaming are allocated and tracked				
7. Results				
7.1. UN Programmes make a significant contribution to Gender Equality in the Country				

As illustrated in the table, firstly, UNCT Niger does not exceeds minimum requirements for any of the 7 indicators; However, majority of the indicators meet the requirements for indicators.

UNDAF indicators (planning), integration of gender equality in UNDAF outcomes (planning), M&E (programming and M&E), Joint programmes (programming and M&E),) communication and advocacy (programming and M&E), Commitment of UNCT leadership to championing gender equality (leadership and organizational culture),) organizational culture (leadership and organizational culture), and) contribution of UN programmes to gender equality in the country (results).

Secondly, UNCT Niger approaches minimum standards for three (3) indicators: integration of gender analysis in country common assessment (planning), GTG (gender architecture and capacities), and (UNCT capacities for gender mainstreaming (gender architecture and capacities)

Finally, UNCT Niger does not arrive to approach minimum standards for two (2) indicators: (i) gender parity (leadership and organizational culture) and (ii) allocation of resources for gender mainstreaming (resources).

The completed scorecard matrix can be found in annex B. A summary of key findings by dimension area is provided hereunder.



4.2 Findings overview by dimension area

1. PLANNING

INDICATOR 1.1 COMMON COUNTRY ANALYSIS GENDER ANALYSIS

For this indicator, UNCT approaches minimum requirements; The 2018 CCA which is the last CCA completed; (and the one to be considered for this exercise) includes a gender analysis in majority of the sectors, including underlying causes of gender inequality and discrimination in line with the SDGs priorities. Including SDG 5, the Criterion a) is met – This indicator also meets the criterion b) some sex-disaggregated and gender- sensitive data since almost all sectors use gender- specific data.

Almost all sectors cf. inclusive growth, human capital and sustainable development, social development and social protection (pages 29 and 33) and governance (pages 6 to 9), humanitarian issues (pages 15 and 16) and demography (page 17), access to water and sanitation (page 22), food security (page 30), education (page 31) incorporate a gender analysis except for the section on biodiversity and security and the causal analysis.

Gender data are sometimes integrated into different sub-sections of the sectors they analyze, particularly in education, health, social protection sectors. In order for this indicator to exceed the minimum requirements it will be required for the CCA to provide

a gender analysis of all sectors, including the underlying causes of gender inequality and discrimination in line with the priorities of the SDGs priorities, including SDG 5.

Recommendations:

- *Integrate gender analysis into ALL areas of analysis in the next CCA and not just a sub-section of the gender programming principle; it is especially the sub-sector analysis that needs to be expanded with the underlying causes.*
 - *All data to be desegregated by sex*
 - *Should not dilute the gender analysis in the analysis of capacities and vulnerabilities*
 - *Gender should not be referred to as a vulnerable group*
 - *Strengthen human rights analysis*
 - *Strengthen the Human Rights Based Approach to identify the most vulnerable groups and its relationship to LNOB and gender*
-



INDICATOR 1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

The UNCT Niger meets the minimum requirements in mainstreaming gender in the UNDAF Outcomes, The UNDAF 2019-2021 demonstrates as there is good evidence of gender mainstreaming: three specific UNDAF outcomes target gender equality: outcome 3, 4 and 5 in accordance with the UNDAF Theory of Change and the priorities of the SDGs, including SDG 5. UNDAF also contains some disaggregated and gender sensitive data at the outputs level reinforcing the gender mainstreaming.

Outcome 3 focuses on the most vulnerable women and youth use newly acquired vocational and technical skills and improve their economic income and social status in the community, including in decision-making bodies. And mentions women and young people use quality holistic information and services and oppose and protect themselves from all forms of violence, including in emergencies. The outcome 4 mentions the most vulnerable populations, but especially focuses on girls (along with boy, youth and children) in target areas, for quality formal and non-formal education and training services in an environment that protects them from violence, exploitation and abuse. Outcome 5 focuses on sexual and reproductive health and is gender responsive and I have been considered by the IAT as a stand-alone outcome.

However, outcome 1 related to innovative value chains, disaster risk reduction and job creation does not focus on gender even though reports target women as one of the targets. Outcome 2 focuses on statistics and mentions the SDG 5.

For the reasons stated above the IAT considered the indicators meets the minimum requirements.

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Recommendation The IAT suggests that all outcomes should consider gender equality in their formulation according to the Theory Of Change in the next UNSDCF 2022-2026
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INDICATOR 1.3 UNDAF INDICATORS MEASURES CHANGES IN GENDER EQUALITY

The UNDAF Outcome indicators meets the criteria; Between 33% and 50% of the monitoring indicators in Niger's 2019-2021 UNDAF measure changes/progress in gender equality and women's empowerment.

Of the 81 indicators, 36 (44.44%) track progress on gender equality. A detailed analysis of the indicators per outcome shows good levels of gender sensitivity. A low degree of gender responsiveness for the monitoring indicators for outcome 2 was noticed (cf. development management, statistics, cross-border and community security). Specifically, the analysis revealed the following trends:

- ✚ For Outcome 1, 28.57% of indicators can measure changes in gender equality;
- ✚ For outcome 2, 16.67% of the indicators can measure changes in gender equality;
- ✚ For outcome 3, 66.67% of indicators can measure changes in gender equality;
- ✚ For outcome 4, 40% of the indicators can measure changes in gender equality;
- ✚ For outcome 5, 50% of the indicators can measure changes in gender equality.

As a result of this analysis, while the 2019 - 2021 UNDAF meets the minimum requirements for gender mainstreaming, UNCT Niger should require the disaggregation by sex of all indicators (where possible) and reflect this in the baseline and target values of the indicators in the joint work plan for Niger's next UNSDCF 2022-2025.

Recommendations:

- *Disaggregate monitoring indicators for the next CoP/UNDAF by gender, age, education level, rural/urban, etc.*
 - *Reflect gender sensitivity in the baseline and target values of monitoring indicators.*
 - *Provide Gender Analysis and Data trainings to key groups such as M&E and GTG*
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2.PROGRAMMING AND M&E:

INDICATOR 2.1 JOINT PROGRAMMES CONTRIBUTE TO REDUCING GENDER INEQUALITIES

The UNCT meets the requirements for this indicator. A joint program to promote gender equality and women's empowerment is operational during the current UNDAF period, in line with the priorities of the SDGs, including SDG 5: Within the framework of the UNCT in Niger, more than twenty (20) joint programs implemented by two (2), three (3) or four (4) agencies exist. At least four (5) of them fully promote gender equality and are fully implemented. These include, among others:

1) The Joint FAO - ADF - UNWOMEN - WFP Program, entitled "*Accelerating Progress towards Rural Women's Economic Empowerment*" / *JP RWEE*. Designed to contribute to the improvement of food and nutritional security of rural women and their households, the strengthening of rural women's leadership, the increase of rural women's income to enable them to support themselves and the promotion of a more gender-sensitive environment.

2) The Joint UNDP-UNICEF-UNFPA-UNWOMEN Spotlight Program, designed to help eliminate violence, harmful practices and obstacles to access to sexual and reproductive health rights for women and girls in Niger. As part of the implementation of the Spotlight program in Niger from August 27 to December 31, 2020, which includes UNCT, the ministries of health, justice, defense and women's promotion in the regions of Maradi, Zinder, Tahoua and Tillabéry, it provides a strong M and E framework with indicators such as **1. 1.4**: Number of actors in the fight for women's rights with strengthened capacities to draft laws and/or policies on violence against women, including GBV/NP, gender equality and non-discrimination, Indicator **2.1. 3**: Niger has internal and external accountability mechanisms within the relevant governmental institutions in place to monitor the fight against GBV/NP and/or gender inequalities and discriminations, especially those affecting groups exposed to multiple and intersecting forms of discrimination; **Indicator 4.1. Indicator 4.2.1**: Number of women and girls who survived VAWG, including SGBV/NP, whose knowledge and access to quality essential services have increased. **Indicator 1.1.5** Number of parliamentarians and staff of human rights institutions with strengthened capacity to advocate, draft new and/or strengthen existing laws and/or policies to end VAWG and/or gender equality and non-discrimination and implement them, in the past year.

3) The UNICEF-UNFPA-WFP Joint Program, entitled "*Breaking Down the Barriers to Girls Education in Niger*"/BBGE. Designed to help break down the barriers to girls' education in Niger

4) The UNICEF-UNFPA Joint Program, entitled "*Global Program*" designed to contribute to the elimination of child marriage in Niger.

5) The PREGCON project "Prevention and peaceful management of conflicts related to access to and management of natural resources in the northern communes of the Zinder region" is a gender responsive project with a strong result framework, Output 2.1: The entrepreneurial capacities of women and youth (men and women) are strengthened.

A particular feature is that even joint programs in the humanitarian field are gender responsive. The Gem CAP mechanism allows for engendering. Indeed, it should also be noted that all joint projects funded by the Peace Building Fund / PBF over the duration of the UNDAF, especially those funded under the "Gender and youth promoting initiatives" window, have gender issues as their main objective. We can cite at least three below:

- The joint UNHCR-UNICEF-UNFPA project "*Involvement of youth and women in the peaceful resolution of community conflicts*"
- The joint FAO-UN Women project "*Promotion of social cohesion between farmers and herders (men and women) in the region of Dosso and Maradi through an approach based on gender and diversity*".
- The joint UNDP-UNWOMEN project entitled "*Women and Natural Resource Conflict Management - An approach based on women's involvement and resilience to the effects of climate change for the reduction of community and cross-border conflicts related to natural resources.*'

Despite this, it was recommended by the group that there needs to be a mapping of all the joint programmes within UNCT to better capture the quality of gender integration across all the joint programmes. The UNCG group can use this as a way to create visibility across these joint programmes in order to develop more synergy between the programmes.

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Recommendation: Creation of a 'Joint programs UNCT' database at the RCO level to better identify joint programs for a more coherent integration of gender equality.



INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

The UNCT meets the minimum requirements on this indicator, since the UNCT has collaboratively contributed to at least one GEEW advocacy activity in the past year and c) The Communication Group's Annual Work Plan or equivalent visibly integrates communication and advocacy on GEEW. The UNCG group developed a communication

strategy for UNCT in 2021 and an annual workplan which allowed the group to follow up with the activities and its respective timeline.

The UNCG Communications Team has contributed to at least one [GEEW-related activity](#); during the election period, the UNCG was able to conduct a 'DIALOGUE UN75' activity that involved key actors which consisted of women and girls. '[Les Nations Unies au Niger organisent un dialogue sur le rôle des femmes et des jeunes dans la promotion de la paix en période électorale](#)'.

The documentations demonstrate that these activities contribute to the question of gender issues. Other activities that are not necessarily related to the GEEW are a press conference with journalists and media personalities on the theme of: "Press conference with journalists from private and public media on the SDGs". '[La contribution du Niger a été déterminante dans l'élaboration et l'adoption des ODD](#)'.

It was noted that the communication group will need to re-strategize in order to strengthen the coherence of GEEW activities and contribute to gender mainstreaming within UNCT as an existing key coordination mechanism.

Recommendations:

- *Continue to promote the inclusion of the gender dimension in UNCG's communication and advocacy activities in order to achieve meaningful results by 2030.*
 - *Encourage the Country Team to make adequate financial resources available to facilitate the implementation of the work plan for a sustainable operation of the group*
 - *Reflect gender sensitivity in the baseline and target values of monitoring indicators*
 - *Regularly assess the indicators of progress related to the gender dimension*
 - *Organize capacity building training for UNCG members or leads on the Gender Score Card*
-

**INDICATOR 2.3 UNDAF MONITORING AND EVALUATION MEASURES
PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS**

The UNDAF meets the criteria of a) and b) the UNDAF has a section on gender specific indicators and each result per effects, which is then evaluated in the final UNDAF document; The evaluation for the new UNDAF was conducted June 2021 analyses the advancements in terms of gender equality outcome by outcome for each result group. It contains also a matrix which tracks progress made in relation to the gender equality and each indicator in line with the UNDAF outcomes.

For example, regarding outcome 3, and in particular **indicator 3.1.1** ‘*Nombre de femmes vulnérables formées à l’exercice d’activité économique durable dans les zones cibles*’ in 2020 was 267,764 and in 2021 320, 632 this indicator specifically shows the increase of number of women involved in the activities, which demonstrates a positive impact. In order for UNCT to exceed the minimum requirements, it should meet all three requirements which includes a gender sensitive training on gender sensitive M&E during the UNDAF cycle.

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Recommendation: The M&E group will need to be provided with technical trainings on M+E in order to support the UNDAF and evaluations reviews on gender sensitive indicators.
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3.PARTNERSHIPS

INDICATOR 3.1 UNCT COLLABORATES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

The UNCT has collaborated with at least two government agencies on a joint initiative that promotes gender equality under the current UNDAF cycle: Under the project *"Prevention and Peaceful Management of Conflicts Related to Access to and Management of Natural Resources in the Northern Communes of the Zinder Region"* (PREGECON (1 in 3 gender-sensitive outcomes)

Program for the implementation of the Spotlight program in Niger from August 27 - December 31, 2020, which brings together the UNS, the ministries of health, justice, defense and the promotion of women in the regions of Maradi, Zinder, Tahoua and Tillabéry (4 out of 4 indicators are gender sensitive).

These partnerships include a focus on economic empowerment, access to justice, health, and violence against women.

The indicators are 1.1.4, 2.1.3, 4.15, 4.2.1. There is visible evidence of how UN supports SDGs in the alignment of the UNDAF with the government priorities. The Ministry of Plan and the Ministry of Women's Promotion have worked closely with UNCT during the Common Country Analysis Consultations this year; The UN and government have conducted joint communication and advocacy campaigns for example 16Days of activism; fully involving the Ministry of the Promotion of Women on various activities. This year, A UN agency (UN Women), implemented the project "[Rebuilding for Economic Well-Being and Socio-Economic Strengthening of Women Affected by Covid-19 in Niger](#)," for a rapid response to the effects of COVID19 on vulnerable women. This activity was joint initiative (with Cellule d'Analyse des Politiques Publiques et d'Évaluation de l'Action Gouvernementale) CAPEG) and the Ministry of Women's Promotion and Child Protection.

In addition to that, the UN Country Team has made at least one contribution to substantially strengthening the government's participation and engagement in localizing and/or implementing the gender-related SDGs. As part of the spotlight program from October 28, 2020 - March 31, 2021 (1 out of 1 gender-sensitive indicator) **Indicator 1.1.5.**

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Recommendation: UN agencies to collaborate with different sectors of government especially as the new CCA been developed on at least one joint activity.

UN agencies should re-strategize on how to involve government in programs and synergize on common priorities for a higher level of participation such as the CCA.

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**INDICATOR 3.2 UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/
GENDER EQUALITY CIVIL SOCIETY ORGANISATIONS**

The UNCT meets the requirements as UN agencies have existing partnership with CSO's on different thematic areas; the CSO's have participated in a dialogue during the current UNDAF cycle, and the UN system has made efforts on a collaboration and engagement with CSO's regarding the SDG. UNCT has shown its active partnership with CSO's during the process of the Common Country Analysis; whereby several CSO's participated in an interactive dialogue on the 3 thematic areas related to the PDES National priorities, this dialogue promoted the role of Gender Equality issues as CSO's expressed their views on this. This is a clear demonstration of how UNCT collaborates effectively with CSO's in order to better integrate gender into UNSDCF process. This year, the United Nations and Government of Niger launched a Joint Initiative to strengthen social cohesion and national dialogue with the civil society

Several agencies recognize the importance of collaborating with women groups, women led organizations and CSO's, However UN will need to continue to reinforce its

partnership with these active groups. It is important for UN agencies to establish civil society advisory groups or mechanisms to better reinforce these partnerships.

Recommendation: UN agencies will need to establish civil society advisory mechanisms for the reinforcement of partnership.

Involve CSO's in consultations and implementation of joint programmes



4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1 UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

The UNCT meets the criteria for leadership: It meets all 3 criteria's:

a) Gender equality is a regular topic of discussion in HOA meetings over the past 12 months b) The RC demonstrates a public commitment to gender equality over the past 12 months c) HOAs are perceived by staff to be committed to gender equality in the workplace over the past 12 months.

The RC speaks out on gender equality to different audiences within the past 12 months, the RC has promoted and advocated for gender equality at various RC meetings with key actors and UNCT meetings; (Although this has not been monitored so there are no details on the numbers) for example raising issues of women's participation and representation in Gender issues, gender mainstreaming, and the promotion of gender equality are visible in UNCT meetings; It is also clear that over the past 12 months, heads of agencies have been advocating for gender equality within their respective agencies(as demonstrated by the survey results) and the RC has recognized UN Women's work in gender mainstreaming during key processes such as the Common Country Analysis as well as with regard to the UNCT SWAP Gender Score Card process.

However, it should it does not meet the criteria d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. In all the UNCT meetings there is no clear evidence of gender related discussions, and hence the reason why the group suggested to include a 'Gender Lens' section that will be clearly visible in these reports and will be a topic of discussion. One of the UNCT meeting report shows how topic discussions and initiatives could be focused on gender however this is something that needs to be strengthened.

Individual agencies in their respective mandates have been able to Individual agencies have been able to advocate for gender during these meetings, which has increased the discussion around this subject; This year, UN Women Regional Director and the Resident Coordinator took on a gender approach to the President in subject of women's role in peace process, participation and social cohesion; this was a very good highlight that demonstrated the RCO leadership in advocating for women empowerment at a higher level.

In addition to that, various agencies use various tools in programming to ensure the integration of gender such as 'Gender marker' within join programming.

.....
Recommendations: Ensure that gender/GEEW is a topic of discussion at UNCT meetings and document this.

RCO should regularly highlight and use data of addressing gender issues in speeches, presentation an intervention with the government, civil society and development partners.

Conduct a 'good practice' exercise within UNCT to identify the tools and gender equality accountability processes used

.....

INDICATOR 4.2 ORGANISATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

For this indicator, UNCT meets the requirements. The survey on cultural organizational was sent to all UNCT which was used as an exercise to measure the perceptions of UNCT staffs in relation to gender equality in the workplace.; after the closure of the survey online, a total of 382 responded participated in the survey of which 121 of respondents were female and 261 male.

55% of women believe that the UN system in the country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels and 42% of Men strongly agree to this; this can be seen to be a good indicator for UNCT as there have already been significant efforts to achieving the equal representation of both men and women at the workplace.

All the respondents agree/strongly agree that UN personnel in the country team are treated equally irrespective of sex, gender identity or sexual orientation. There is a positive approach towards gender accountability processes within agencies however these will need to be further developed and strengthened.

119 women responded to the question of 'UN system on adequate procedures for the prevention and address sexual harassment, of which 42% agree to this question. UNCT has made it compulsory to take the PSEA course upon recruitment; and there is an existing monitoring mechanism in place on staff training on PSEA across UNCT.

Recommendation A women only survey of similar questions would allow more detailed responses, of female staff perceptions towards the gender culture organization within UNCT.

INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED

For this specific indicator, UNCT does not meet the criteria and therefore it is missing. UNCT does not have an existing mechanism for monitoring gender parity in staffing, so far there is no existing global document at RCO level. However, individual agencies can individually demonstrate positive trends towards achieving parity commitments; agencies also do have an existing human resource plan.

In order for UNCT to exceed the minimum requirements, it will need to develop a Business Operations Strategy that includes gender specific actions and indicators to foster gender equality and women empowerment.

During the process the IAT was not able to compile this document as a whole from different agencies, therefore this exercise is crucial for the coming year.

Recommendations: UNCT to put in place a mechanism for monitoring gender parity in staff that is available as a global document

Develop a Business Operations Strategy that includes gender specific actions and indicators to foster gender equality and women empowerment



5.GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

The GTG meets the minimum approach for this indicator a) A gender coordinating mechanism is chaired by an HOA. b) The group has a mandate and an approved annual work plan.

Although, the GTG group has not been active since 2018, However, in the last 12 months it has been revigorated thanks to the UNCT Gender Score Card process and the support of UNWOMEN Regional Office: the GTG held a meeting that was related to the introduction of the gender scorecard, the GTG list of members was updated this year; GTG members participated in the gender scorecard trainings and meetings, and a draft TORs has been prepared. The group needs thus to be more engaged and participatory. The current GTG, does not influence UNCT on GEEWs it should; in 2020, the GTG was chaired by UNDP and co-chaired by UN Women.

The GTG does not meet regularly due to the fact that the HOA chair has not be communicated officially. The documentations show proof that despite the existing GTG terms of reference, it is crucial to develop a strategy with clear objectives and an action plan for the upcoming 2022 period and beyond.

The GTG will need to be able to participate and engage in key processes such as the reviewing the UNDAF, Common country analysis to ensure gender sensitivity and clear integration of gender.

During the gender score card meetings, there was a visible participation from GTG members although not the complete group, as the approach was different to the usual and the GTG was not redrynalized this caused low participation of gender focals during the process.

It should be noted that there is no pooled funding to support the work of the WGEW within the UNCT; the GTG needs to be an active coordination mechanism to support the UNCT in various processes such as the CCA, UNDAF and the Gender Scorecard.

Recommendations:

- *UNCT should take a stronger role in supporting the coordination mechanism GTG; official communication to the UNCT about the existence of the group and a formal handover to the agency that will become the chair of the group.*
 - *Strengthening of GTG's capacity as gender experts within UNCT*
 - *Establish a pool funding to support the work of the GTGs within the UN system*
-

INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

For this indicator UNCT is meets the minimum requirements. Although UN agencies conduct trainings with the support of external consultants, it is evident that there is no actual induction on gender related topics, UN specialized agency such as UN Women has organized trainings related to Gender and Human Rights this year; under the leadership of the Coordination Office which was in line with the CCA process in order for the key actors to gain the essentials for a gender sensitive quality reporting in the CCA process, this trainings session was not only used for the purpose of the CCA gender and human rights dimensions but aimed to better understand how to integrate these two approaches into their respective agency's, UNCT will need to continue to provide trainings s such that are essential in every organizations;

However, it is important to identify the capacity needs at different levels within UNCT. There will to be a capacity assessment plan based on inter-agency capacity assessment which is crucial as the UNCT is in the process of conducting the new UNSDCF.

Significant efforts have been made on providing PSEA trainings for UN staff members which is mandatory. In particular, 733 staff members from seven UN system agencies, including their implementing partners and one national NGO on protection from sexual exploitation and abuse, including 448 online and 285 face-to-face between March and August 2021.

As part of capacity building in relation to PSEA, the RCO organized a PSEA training for trainers, 38 participants trained at the Training of Trainers which was held October 12-14, 2021.

The training of trainers triggered the training of 157 staff on AMPS in Niamey (UNDH: 17, IOM: 30, WHO: 65, Ministry for the Promotion of Women and Child Protection: 45);.

Another training of 13 members of the inter-cluster (Health, Education, Protection and Food Security) took place in Tahoua.

Recommendations:

- *Conduct a capacity assessment at all levels within UNCT to identify capacity needs within agencies in relation to GEEW*
 - *A mechanism put in place to follow up on the recommendations of the Gender Scorecard*
 - *UNCT to develop induction materials on gender equality and women empowerment related to development challenges in the country*
-



6.Resources

INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

UNCT in Niger does not meet the criteria since there has not been any activity on the Gender marker in Niger. However, Niger participated in the regional training organized by WCARO and UNW HQ, but it has not possible for the IAT to compile the information or report.

Although budget allocations have been monitored for each indicator as showed in the UNDAF excel tracking table for allocations on gender related activities. However, there are no final analysis that can be presented demonstrating that UNCT in Niger has met the financial target for program allocation for Gender Equality and the Empowerment of Women, in order to meet these criteria at RCO level.

It is therefore necessary to undertake future trainings on Gender Equality Marker as well as an urgent need to count with a global data mechanism that will track GEWE allocations. The Resource Mobilization Working Group with the support of UNCT can take the lead in providing and assuring the monitoring of allocations. At a started phase, the UNCT will need to build this database with the support of ALL agencies in order to identify whether the financial target has been met or has been exceed.

.....

Recommendations:

- *Establish a pool fund to support a data and budget tracking mechanism on GEEW allocations at UNCT level*
- *Conduct a training on Gender Marker as part of capacity building and then ensure all agencies have undertaken the gender budget analysis*



7.Results

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

The UNCT has met the minimum requirements for this criterion, a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.

UNCT Niger is in the evaluation phase and finalization of the UNDAF 2019-2021; Whilst the UNCT has not achieved all the gender results it has however achieved significant results that are highlighted in the UNDAF mid-term review and in the reports by result groups. UN agencies with the support of the RCO have established partnership with government that provide statistical data, for example INS/CAPEG; Meetings between

these actors and the RCO have taken place to better identify common areas and potential collaboration for a more effective utilization of data within the UN System.

There has also been significant progress in strengthening gender mainstreaming at coordination level; this has been visible during the Common Country Analysis whereas it was a mandatory exercise to integrate gender and disaggregated data into the CCA.

UNCT will need to continue its efforts to exceed the minimum requirement in order for at least one outcome level UNDAF result to contribute to transformative change in relation to gender equality and the empowerment of women.

Recommendations:

- *Ensure that development activities in line with SDGs are complimented with a gender approach.*
- *Develop an inter-agency team to do the follow up and develop a guidance on social change through programming*



CONCLUSION

The Gender Score Card exercise was a first-time internal assessment made in Niger. This exercise allowed to reconsider key elements to be integrated into CCA draft and to revigorated the GTG in participating actively in all meetings of the IAT. An important element of the process was the participation of CCA groups leads into the UNCT SWAP exercise which provided additional familiarization and skills in gender analysis. Due to this specific exercise, the GTG has been re vitalized to some extent, its terms of reference reviewed, and is aiming at strengthening positioning within the UNCT. The action plan will be a key endeavour in order the allow total ownership of the process to UNCT working groups.

Moving forward, UNCT Niger should focus on the indicators that do not meet the requirements and strengthen the ones who meet the requirements in order to exceed

the requirements where necessary. Capacity development opportunities for UNCT in GEWE appear to be a crucial need that can be addressed in 2022.

However, the UNCT Gender Score Card exercise shows that the RCO have made significant efforts in joint support with the government and CSOs, to ensure the SDGs priorities are articulated in line with the national plan. This has been visible during the Common Country Analysis process with the involvement of key actors such as government, civil society and donors and will certainly be addressed in the next UNSDCF cycle.

In addition to that, the RC under her leadership has assured and supported the PSEA group that PSEA trainings and all the necessary advocacy materials have taken place which shows great endorsement and ownership of PSEA internally. The RCO has demonstrated visible leadership skills in leading the UN Common Country Analysis with the full participation of UNCTs as well as external participation, for example the Ministry of Plan who have supported during this process. UNCT will need to strengthen its partnership with women groups such as women owned NGO's, Women advisory groups for a more effective impact on decisions processes and women empowerment.

UNCT will continue to make progress towards ensuring a gender sensitive environment and programmatic levels: UNCT has shown to have a positive outcome towards the involvement of UNCT members in the stages of the UN Cooperation Framework Cycle , supporting the results groups and joint activities as well as supporting the government in the aim of meeting the goals of the 2030 agenda; However, it should be noted that RCO will need to reinforce and strengthen other coordination mechanism such as the Gender Theme Group that play a key role in providing substantive technical inputs throughout the said processes and the implementation of the Gender Score Card Action Plan. Finally, the UNCT will also need to strengthen its communication on GEEW during meetings with stakeholders in different sectors and better communicate results.



5. ACTION PLAN FOR UNCT NIGER PERFORMANCE IMPROVEMENT ON GEEW

Action	Responsibility	Key focal points for implementation	Required Resources	Timing	Results Explanation and links to SWAP-scorecard assessment	Evidence/ Means of verification
<i>Planning</i>						
	1.1 CCA Integrate gender analysis					
1.1 - <i>Integrate gender analysis into ALL areas of analysis in the next CCA and not just a sub-section of the gender programming principle; it is especially the sub-sector analysis that needs to be expanded with the underlying causes</i>	CCA-Thematic Group/ With The support of RCO	CCA thematic groups	No financial resources required	Next CCA	<p>The CCA found gaps in gender analysis in almost all sectors hence why the criteria were not met or exceed; in order to do so UNCT must ensure that all the sectors in the CCA include a gender analysis. The following actions would move the indicator criteria from minimum approach to meet minimum requirements.</p> <p>In order to ensure these requirements are made as per criteria for this indicator, the Gender Theme Group will need to work</p>	CCA 2018

<p><i>-All data to be desegregated by sex</i></p> <p><i>-Do not dilute the gender analysis in the analysis of capacities and vulnerabilities</i></p> <p><i>-Gender should not be referred to as a vulnerable group</i></p> <p><i>-Strengthen human rights analysis</i></p> <p><i>-Strengthen the Human Rights Based Approach to identify the most vulnerable groups and its relationship to LNOB and gender</i></p>	<p>CCA Thematic Group with the support of GTG</p>	<p>CCA Group/ GTG</p>	<p>No financial resources required</p>	<p>Next CCA</p>	<p>closely with the CCA theme group to ensure the effective integration of gender and data disaggregated by sex and age.</p>	<p>CCA 2018</p>
<p>1.2 CCA Integrate gender analysis</p>						
<p>1.2 <i>The IAT suggests that all outcomes should consider gender equality in their formulation according to the</i></p>	<p>PMT/with the support of M&E working group</p>	<p>PMT</p>	<p>No financial resources required</p>	<p>2022</p>	<p>Although UNCT has met the criteria for this indicator it is important it takes the stated action in order exceed the requirement which will lead to a specific result of the UNDAF related to the theory of change and SDG5. This will require for</p>	<p>UNDAF 2018</p>

<p><i>Theory Of Change in the next UNSDCF 2022-2026.</i></p>					<p>the M&E to build on capacities to better act.</p>	
1.3 UNDAF indicators measure changes on gender equality						
<p>1.3 <i>Disaggregate monitoring indicators for the next CoP/UNDAF by gender, age, education level, rural/urban, etc.</i></p> <p><i>Reflect gender sensitivity in the baseline and target values of monitoring indicators.</i></p> <p><i>Provide Gender Analysis and Data trainings to key groups such as M&E and GTG</i></p>		<p>UNCT</p>	<p>No financial resources required</p>	<p>2022-</p>	<p>UNDAF document demonstrates a low degree of gender sensitivity for the monitoring indicators for outcome 2; the group will need to reflect gender sensitivity in the baseline and target values of monitoring indicators. For UNCT to exceed this requirement, more than one-half of UNDAF outcomes indicators need to measure change in gender equality.</p>	<p>UNDAF Results Matrix 2019 – 2021</p> <p>- Country Results Report - UNS Niger 2020 (April 2021)</p> <p>- Joint Work Plan (JWP) UNDAF 2019 - 2021</p>

Programme and M&E

2.1 Joint programs contribute to reducing gender inequalities

<p>2.1 <i>Creation of a 'Joint programs UNCT' database at the RCO level to better identify joint programs for a more coherent integration of gender equality.</i></p>	<p>UNCT / Under the leadership of RCO</p>	<p>RCO</p>	<p>This will depend on the type of mechanism put in place</p>	<p>2022</p>	<p>This action would enable a visible and global data collection of all joint programmes at UNCT level to ensure gender mainstreaming in the formulation of joint programs.</p>	<p>Joint programs (LIST) and documents SHAREDRIIVE</p>
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2.2 Communication and advocacy address areas of gender inequality						
<p>2.2 <i>Continue to promote the inclusion of the gender dimension in UNCG's communication and advocacy activities in order to achieve meaningful results by 2030.</i></p> <p><i>Encourage the Country Team to make adequate financial resources available to facilitate the implementation of the work plan for a sustainable operation of the group</i></p> <p><i>Reflect gender sensitivity in the baseline and target values of monitoring indicators</i></p> <p><i>Regularly assess the indicators of progress related to the gender dimension</i></p> <p><i>Organize capacity building training for UNCG members or leads on the Gender Score Card</i></p>	UNCG/ GTG	UNCG	Trainings on capacity building might require financials resources.	2022-	UNCG plays a key role in addressing issues in the SDG Agenda, It is very crucial that The UNCG strengthening's in joint communication as it is a key coordination mechanisms, by considering these actions the UNCT will move from meets requirements to exceeds requirements and this is an important step for UNCT;	<ul style="list-style-type: none"> -UN75 Dialogue Sheet -REVIEW OF ACTIVITIES FOR THE YEAR 2020 -UNCG COMMUNICATION STRATEGY -UNCG MEETING REPORTS -UNCG ACTIVITY ACTION PLAN

<p>2.3 UNDAF M&E measure changes on gender equality results</p> <p><i>The M&E group will need to be provided with technical trainings on M+E in order to support the UNDAF and evaluations reviews on gender sensitive indicators.</i></p>	<p>M&E Group/RCO</p>	<p>M&E Group</p>	<p>Financial resources will be required for trainings/ external consultant (<i>Will be determined according to Funding availed by UNCT</i>)</p>	<p>2022</p>	<p>M&E and GTG will need to collaborate in order to support the UNDAF M&E in order to effectively measure changes on gender equality, these capacity trainings will reinforce the two key groups which are considered to play key role as key coordination mechanisms in UNCT.</p>	<p>UNDAF MONITORING & EVALUATION FRAMEWORK UNITED NATIONS FRAMEWORK IN NIGER</p>
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Partnerships

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

<p><i>3.1 UN agencies to collaborate with different sectors of government especially as the new CCA been developed on at least one joint activity.</i></p> <p><i>UN agencies should re-strategize on how to involve government in programs and synergize on common priorities for a higher level of participation such as the CCA.</i></p>	<p>RCO/CCA Thematic Groups</p>	<p>RCO</p>	<p>To be determined by UNCT/RCO</p>	<p>Next CCA-</p>	<p>The government and other key actors contribute to an important effort towards accountability for results for improved coherence and joint action, it crucial for UNCT to exceed the minimal requirements by providing a strategic guidance led by the government and UN Women; For upcoming UNCT processes' UNCT should consider working closely with the National Women's Machinery / Ministry of Women in their participation in UNDAF consultations, country analysis , strategic prioritization in order to exceed the minimum requirements.</p>	<p>UNDAF 2019-2021 PROJECT DOCUMENT SECRETARY GENERAL'S PEACEBUILDING FUND</p> <p>NIGER SPOTLIGHT PROGRAM AUGUST 31-DECEMBER 2020</p> <p>SPOTLIGHT PROGRAM 28 OCT-MARCH 2021</p>
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3.2 UNCT collaborates and engages with women's/ gender equal CSO's

<p>3.2. <i>UN agencies will need to establish civil society advisory mechanisms for the reinforcement of partnership.</i></p> <p><i>Involve CSO's in consultations and implementation of joint programmes</i></p>	RCO/ UNCT	RCO	No financial resources required	2022	For a more effective and coherent response partnership with CSOs/ ONGs working on gender issues is crucial for UNCT; UNCT will need to strengthen and reinforce partnership in this area, this should be fully considered for the next CCA process.	RCO activity on dialogue with CSO report 2021
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Leadership and Organizational Culture

4.1 UNCT leadership is committed to championing gender equality

<p>4.1 <i>Ensure that gender/GEEW is a topic of discussion at UNCT meetings and document this.</i></p> <p><i>RCO should regularly highlight and use data of addressing gender issues in speeches, presentation an intervention with the government, civil society and development partners.</i></p>	RCO/UNCT	RCO	NO financial resources required	2022	RCO has demonstrated a positive approach towards its leadership and its commitment to championing gender equality; however, in order for UNCT to meet this requirement it would need to meet all 4 criteria's for this specific indicator. RCO will need to strengthen discussion on GEEW and Gender Issues.	UNCT Meeting Reports
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<p><i>Conduct a 'good practice' exercise within UNCT to identify the tools and gender equality accountability processes used</i></p>						
<p>4.2 Organizational Culture fully supports the promotion of gender equality and the empowerment of women</p>						
<p><i>4.2 A women only survey of similar questions would allow more detailed responses, of female staff perceptions towards the gender culture organization within UNCT.</i></p>	<p>OMT/UNCT</p>	<p>RCO</p>	<p>No financial resources required</p>	<p>2022</p>	<p>In the survey results the difference in number is not as much between the men and women, UNCT should consider conducting a women only survey for a more detailed comprehension on organizational culture and the promotion of gender equality;</p>	<p>Organizational culture survey results</p>

4.3 Gender Parity in staffing is achieved						
<p>4.3 <i>UNCT to put in place a mechanism for monitoring gender parity in staff that is available as a global document</i></p> <p><i>Develop a Business Operations Strategy that includes gender specific actions and indicators to foster gender equality and women empowerment</i></p>	OMT/UNCT/RCO	UNCT	No financial resources required	2022	This specific indicator is missing; since UNCT does not have a consolidated sex-disaggregated staffing data analysis that demonstrates the representation of men and women; UNCT should consider putting in place a mechanism for monitoring gender parity within UNCT;	

<p><i>Establish a pool funding to support the work of the GTGs within the UN system</i></p>			<p>Financial resources will be determined by UNCT</p>	<p>2022</p>	<p>GTG capacity development and support the works of GTG and gender related issues. This is a missing element in this criterion.</p>	
<p>5.2 UNCT had adequate capacities developed for gender mainstreaming</p>						
<p>5.2 <i>Conduct a capacity assessment at all levels within UNCT to identify capacity needs within agencies in relation to GEEW</i></p>	<p>RCO/GTG/UNCT</p>	<p>RCO/GTG</p>	<p>Financial resources required for capacity trainings</p>	<p>2022</p>	<p>This is a very important indicator in order for UNCT to meet the requirements it will need to have at least on substantive inter-agency capacity development activity for UN personeels, a capacity development</p>	

<p><i>A mechanism put in place to follow up on the recommendations of the Gender Scorecard</i></p> <p><i>UNCT to develop induction materials on gender equality and women empowerment related to development challenges in the country</i></p>	RCO/UNCG/GTG	RCO/GTG		2022	<p>plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and provide UNCT induction material includes gender equality. These actions are crucial in order to meet these requirements. There is lack of capacity for gender equality at UNCT levels, therefore UNCT should support the UNCT in capacity trainings in order to improve UNCT performance on GEEW;</p>	
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RESOURCES

6.1 Adequate resources for gender mainstreaming are allocated and tracked

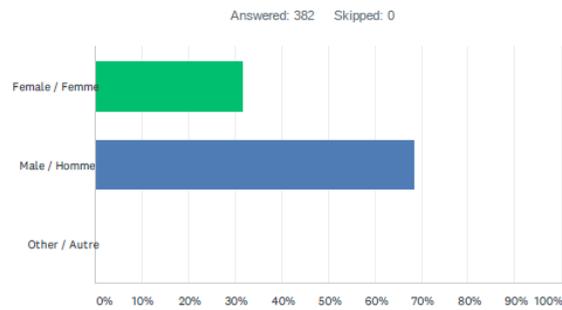
<p>6.1 <i>Establish a pool fund to support a data and budget tracking mechanism on GEEW allocations at UNCT level</i></p> <p><i>Conduct a training on Gender Marker as part of capacity building and then ensure all agencies have undertaken the gender budget analysis</i></p>	RCO/GTG/UNCT	RCO/UNCT	Financial resources depends on UNCT	2022	For this specific indicator, UNCT does not meet the criteria, however there is an existing mechanism that tracks budget allocations at UNCT level: excel sheets and reports; but no capacity development initiatives have been undertaken.	<p>Excel sheet to track resources</p> <p>Results groups reports</p> <p>Mid Term Review UNDAF</p>
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RESULTS						
7.1 UN Programmes make a significant contribution to gender equality in the country						
<p>7.1 <i>Ensure that development activities in line with SDGs are complimented with a gender approach.</i></p> <p><i>Develop an inter-agency team to do the follow up and develop a guidance on social change through programming</i></p>		UNCT	Financial resources not required	2022	The UNCT is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5. In order to exceed this criteria, UNCT will need demonstrate that one outcome level of the UNDAF has contributed to transformative change in relation to gender equality.	

6. ANNEXES

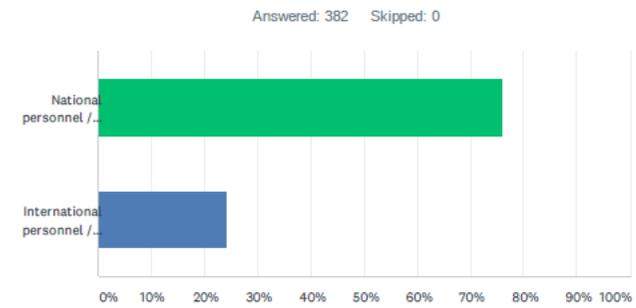
Annex A: Organizational culture staff survey results in NIGER

Q1 Select your gender: Choisir le sexe:



ANSWER CHOICES	RESPONSES	
Female / Femme	31.68%	121
Male / Homme	68.32%	261
Other / Autre	0.00%	0
TOTAL		382

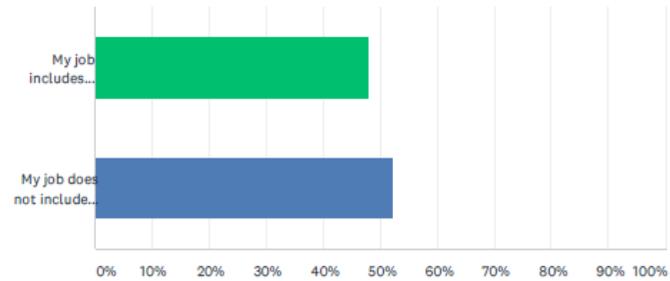
Q2 Select below: Sélectionner ci-dessous:



ANSWER CHOICES	RESPONSES	
National personnel / Personnel National	75.92%	290
International personnel / Personnel International	24.08%	92
TOTAL		382

Q3 Select below: Sélectionner ci-dessous:

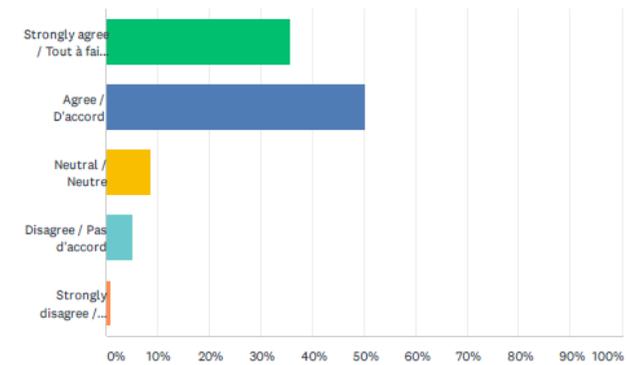
Answered: 382 Skipped: 0



ANSWER CHOICES	RESPONSES
My job includes personnel supervisory functions / Mon travail inclut des fonctions de supervision du personnel	47.91% 183
My job does not include personnel supervisory functions / Mon travail n'inclut pas des fonctions de supervision du personnel	52.09% 199
TOTAL	382

Q4 I believe the UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels. Je crois que le Système des Nations Unies dans ce pays déploie les efforts nécessaires pour s'acquitter de son mandat de parvenir à une représentation égale des hommes et des femmes à tous les niveaux.

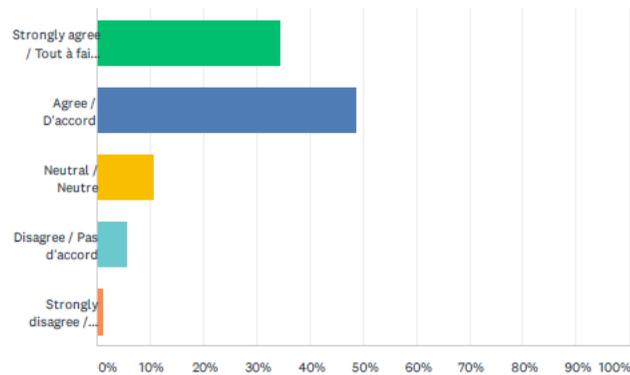
Answered: 365 Skipped: 17



ANSWER CHOICES	RESPONSES
Strongly agree / Tout à fait d'accord	35.62% 130
Agree / D'accord	50.14% 183
Neutral / Neutre	8.49% 31
Disagree / Pas d'accord	4.93% 18
Strongly disagree / Fortement en désaccord	0.82% 3
TOTAL	365

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace. Les Chefs d'agences du Système des Nations Unies font preuve de leadership et de détermination à promouvoir l'égalité des sexes sur le lieu de travail.

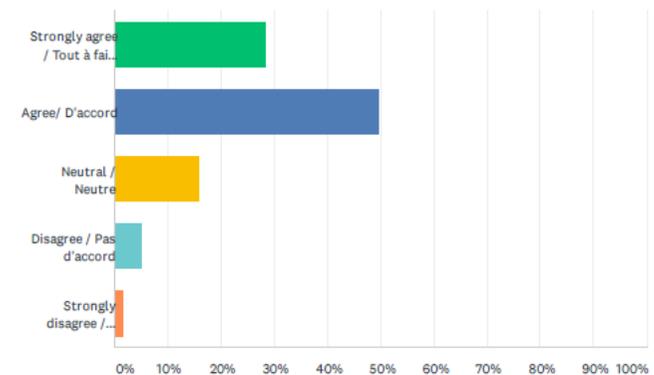
Answered: 364 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	34.34%	125
Agree / D'accord	48.63%	177
Neutral / Neutre	10.44%	38
Disagree / Pas d'accord	5.49%	20
Strongly disagree / Fortement en désaccord	1.10%	4
TOTAL		364

Q6 UN personnel in this country demonstrate commitment to gender equality in the workplace. Les membres du personnel de l'ONU de ce pays démontrent leur engagement en faveur de l'égalité des sexes sur leurs lieux de travail.

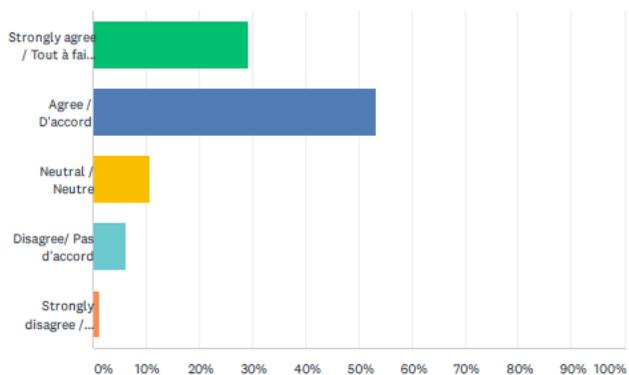
Answered: 363 Skipped: 19



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	28.37%	103
Agree / D'accord	49.59%	180
Neutral / Neutre	15.70%	57
Disagree / Pas d'accord	4.96%	18
Strongly disagree / Fortement en désaccord	1.38%	5
TOTAL		363

Q7 The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization. Le Système des Nations Unies dans ce pays facilite de manière adéquate la participation égale des femmes et des hommes à tous les niveaux de l'organisation.

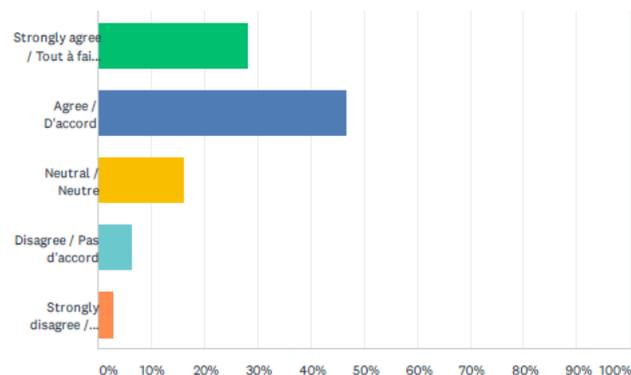
Answered: 361 Skipped: 21



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	29.09%	105
Agree / D'accord	53.19%	192
Neutral / Neutre	10.53%	38
Disagree / Pas d'accord	6.09%	22
Strongly disagree / Fortement en désaccord	1.11%	4
TOTAL		361

Q8 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation. Les membres du personnel de l'ONU de ce pays sont traités sur un pied d'égalité, quel que soient leur sexe, leur identité de genre ou leur orientation sexuelle.

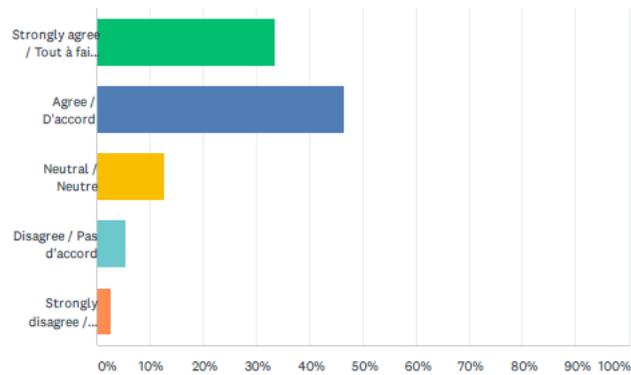
Answered: 364 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	28.02%	102
Agree / D'accord	46.70%	170
Neutral / Neutre	16.21%	59
Disagree / Pas d'accord	6.32%	23
Strongly disagree / Fortement en désaccord	2.75%	10
TOTAL		364

Q9 The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority. Le Système des Nations Unies dans ce pays a mis en place des procédures adéquates pour prévenir et combattre le harcèlement sexuel, l'exploitation et les abus d'autorité.

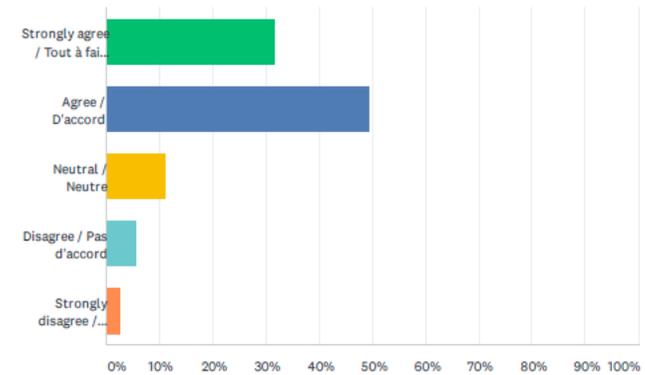
Answered: 364 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	33.24%	121
Agree / D'accord	46.43%	169
Neutral / Neutre	12.64%	46
Disagree / Pas d'accord	5.22%	19
Strongly disagree / Fortement en désaccord	2.47%	9
TOTAL		364

Q10 The UN system in this country has adequate procedures in place to protect my personal safety and security. Le Système des Nations Unies dans ce pays a mis en place des procédures adéquates pour protéger ma sécurité et ma sûreté personnelles.

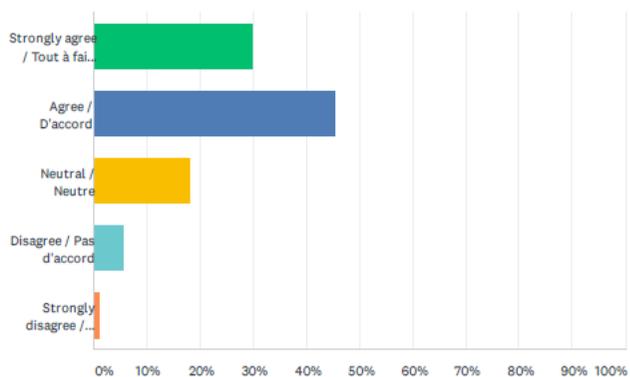
Answered: 364 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	31.59%	115
Agree / D'accord	49.45%	180
Neutral / Neutre	10.99%	40
Disagree / Pas d'accord	5.49%	20
Strongly disagree / Fortement en désaccord	2.47%	9
TOTAL		364

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance. L'ensemble des droits (par exemple : maternité, paternité, allaitement) aide le personnel de parvenir à un équilibre entre vie professionnelle et vie privée.

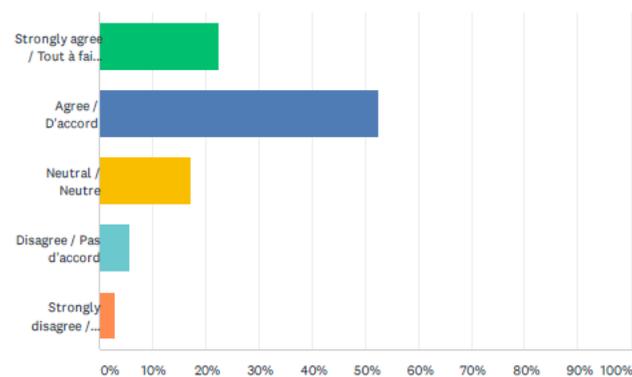
Answered: 365 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	29.86%	109
Agree / D'accord	45.48%	166
Neutral / Neutre	18.08%	66
Disagree / Pas d'accord	5.48%	20
Strongly disagree / Fortement en désaccord	1.10%	4
TOTAL		365

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance. L'ensemble des modalités de travail flexibles (télétravail, horaires décalés, horaires de travail comprimés) aide le personnel à atteindre un équilibre entre vie professionnelle et vie privée.

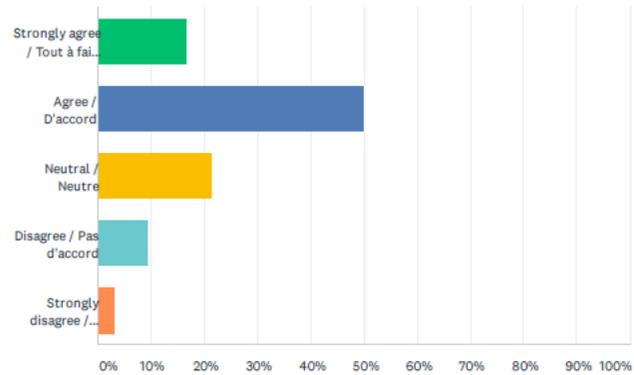
Answered: 365 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly agree / Tout à fait d'accord	22.47%	82
Agree / D'accord	52.33%	191
Neutral / Neutre	16.99%	62
Disagree / Pas d'accord	5.48%	20
Strongly disagree / Fortement en désaccord	2.74%	10
TOTAL		365

Q13 Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life. Les Chefs d'agences encouragent le personnel à établir une relation adéquate entre la vie professionnelle et la vie privée.

Answered: 362 Skipped: 20



ANSWER CHOICES	RESPONSES
Strongly agree / Tout à fait d'accord	16.57% 60
Agree / D'accord	50.00% 181
Neutral / Neutre	21.27% 77
Disagree / Pas d'accord	9.12% 33
Strongly disagree / Fortement en désaccord	3.04% 11
TOTAL	362

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 some outcome areas in line with SDG priorities including SDG 5.	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 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 all outcome areas in line with SDG priorities including SDG 5. and b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.
Score: Meets Minimum Requirements		
<p>Findings and explanation: UNDAF 2019-2021 meet the criteria: a) and b) A specific UNDAF outcome targets gender equality in accordance with</p> <p>UNDAF Theory of Change and the priorities of the SDGs, including SDG 5. Since outcome 3 is a specific outcome targeting gender equality, the PREG ECON project. Outcomes 4 and 5 also target women in education and SRH issues.</p> <p>Indeed, the "Prevention and peaceful management of conflicts related to access to and management of natural resources in the northern communes of the Zinder region" (PREG ECON) project, Output 2.1: The entrepreneurial capacities of women and youth (men and women) are strengthened.</p> <p>As part of the implementation of the Spotlight program in Niger from August 27 to December 31, 2020, which includes the UNS, the ministries of health, justice, defense and women's promotion in the regions of Maradi, Zinder, Tahoua and Tillabéry, indicator 1. 1.4: Number of actors in the fight for women's rights with strengthened capacities to draft laws and/or policies on violence against women, including GBV/NP, gender equality and non-discrimination, Indicator 2.1. 3: Niger has internal and external accountability mechanisms within the relevant governmental institutions in place to monitor the fight against GBV/NP and/or gender inequalities and discriminations, especially those affecting groups exposed to multiple and intersecting forms of discrimination; Indicator 4.1. Indicator 4.2.1: Number of women and girls who survived VAWG, including SGBV/NP, whose knowledge and access to quality essential services have increased.</p> <p>Indicator 1.1.5 Number of parliamentarians and staff of human rights institutions with strengthened capacity to advocate, draft new and/or strengthen existing laws and/or policies to end VAWG and/or gender equality and non-discrimination and implement them, in the past year.</p>		
<p>Evidence or means of verification: UNDAF 2018</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.
Score: Meets Minimum Requirements		
<p>Findings and explanation: The UNDAF meet the Criteria; Between 33% and 50% of the monitoring indicators in Niger's 2019-2021 UNDAF measure changes/progress in gender equality and women's empowerment.</p> <p>Of the 81 indicators, 36 (44.44%) track progress on gender equality. A detailed analysis of the indicators for each outcome shows good levels of gender sensitivity, with a low degree of gender sensitivity for the monitoring indicators for outcome 2 (development management, statistics, cross-border and community security). Specifically, the analysis revealed the following trends:</p> <ul style="list-style-type: none"> - For Outcome 1, 28.57% of indicators can measure changes in gender equality; - For outcome 2, 16.67% of the indicators can measure changes in gender equality; - For outcome 3, 66.67% of indicators can measure changes in gender equality; - For outcome 4, 40% of the indicators can measure changes in gender equality; - For outcome 5, 50% of the indicators can measure changes in gender equality. <p>Results and explanation indicators 3.1 are gender responsive and disaggregated by sex:</p> <p>PREGCON contains 3 outcomes of which 1 is gender sensitive and accounts for 33, 33%. Strengthening of women's entrepreneurial capacities. Sensitive indicators that affect women's entrepreneurial capacities.</p> <p>Program implementation of the Spotlight program affects gender indicators, particularly GBV, VAWL and 100% gender-sensitive advocacy.</p> <p>In addition, it should be noted that LGBT issues are not reflected in any of the UNDAF indicators.</p> <p>As a result of this analysis, while the 2019 - 2021 UNDAF meets the minimum requirements for gender mainstreaming, UNCT Niger should require the disaggregation by sex of all indicators (where possible) and reflect this in the baseline and target values of the indicators in the joint work plan. This could be the main recommendation to consider when formulating the monitoring indicators for Niger's next 2022-2025 CoP.</p> <p>.</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - UNDAF Results Matrix 2019 - 2021 - Country Results Report - UNS Niger 2020 (April 2021) - Joint Work Plan (JWP) UNDAF 2019 - 2021 		

2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program 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>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program 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 and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation: Criterion: A joint program to promote gender equality and women's empowerment is operational during the current UNDAF period, in line with the priorities of the SDGs, including SDG 5: Within the framework of the UNCT in Niger, more than twenty (20) joint programs implemented by two (2), three (3) or four (4) agencies exist. At least four (4) of them promote gender equality. These include, among others:</p> <ol style="list-style-type: none"> 1) The Joint FAO - ADF - UNWOMEN - WFP Program, entitled "<i>Accelerating Progress towards Rural Women's Economic Empowerment</i>" / JP RWEE. Designed to contribute to the improvement of food and nutritional security of rural women and their households, the strengthening of rural women's leadership, the increase of rural women's income to enable them to support themselves and the promotion of a more gender-sensitive environment. 2) The Joint UNDP-UNICEF-UNFPA-UNWOMEN Spotlight Program, designed to help eliminate violence, harmful practices and obstacles to access to sexual and reproductive health rights for women and girls in Niger. 3) The UNICEF-UNFPA-WFP Joint Program, entitled "<i>Breaking Down the Barriers to Girls Education in Niger</i>"/BBGE. Designed to help break down the barriers to girls' education in Niger 4) The UNICEF-UNFPA Joint Program, entitled "<i>Global Program</i>" designed to contribute to the elimination of child marriage in Niger. <p>A particular feature is that even joint programs in the humanitarian field are gender responsive. The Gem CAP mechanism allows for gendering. gendering.</p> <p>It should also be noted that all joint projects funded by the Peace Building Fund / PBF over the duration of the UNDAF, especially those funded under the "Gender and youth promoting initiatives" window, have gender issues as their main objective. We can cite at least three below:</p> <ul style="list-style-type: none"> - The joint UNHCR-UNICEF-UNFPA project "<i>Involvement of youth and women in the peaceful resolution of community conflicts</i> - The joint FAO-UN Women project "<i>Promotion of social cohesion between farmers and herders (men and women) in the region of Dosso and Maradi through an approach based on gender and diversity</i>". - The joint UNDP-UNWOMEN project entitled "<i>Women and Natural Resource Conflict Management - An approach based on women's involvement and resilience to the effects of climate change for the reduction of community and cross-border conflicts related to natural resources</i>." 		
<p>Evidence or means of verification: The program documents of the joint programs (Prodocs)</p> <p>(See non-exhaustive list of joint projects in annex)</p>		

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 GEEW during the past year.	b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. and c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	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.
Score: Approaches Minimum Requirements		
<p>Findings and explanation:</p> <p>Criterion: b) The UNCT has collaboratively contributed to at least one GEEW advocacy activity in the past year and c) The Communication Group's Annual Work Plan or equivalent visibly integrates communication and advocacy on GEEW.</p> <p>The UNCG Communications Team has contributed to at least one GEEW-related activity; Activities include,</p> <p>During the election period, the UNCG was able to conduct a 'DIALOGUE UN75' activity that involved key actors among women and girls,</p> <p>These documentations prove that these activities contribute to the question of gender.</p> <p>Recommendations were made in the action plan on how the group can strengthen this coherence and contribute to gender mainstreaming within the UNCT as an existing key mechanism.</p> <p>Other activities that are not necessarily related to the GEEW are a press conference with journalists and media personalities on the theme of:</p> <p>Theme: "<i>Press conference with journalists from private and public media on the SDGs</i>".</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - UN75 Dialogue Sheet -REVIEW OF ACTIVITIES FOR THE YEAR 2020 -UNCG COMMUNICATION STRATEGY -UNCG MEETING REPORTS -UNCG ACTIVITY ACTION PLAN 		

INDICATOR 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets one of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets two of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets all of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned. b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>The UNDAF meet the criteria of a) ad b) the UNDAF has a section on gender specific indicators and each result per effects, which is then evaluated in the final UNDAF document; it evaluates the progress made in relation to the gender equality in line with the UNDAF outcomes.</p> <p>The UNDAF RESULT MATRIX VISIBLY demonstrates clearly the effects on gender equality; this is the '<i>effet 3</i>' the indicators measure against the planned results for each indicator,</p> <p>For the indicator 3.1.1 <i>Nombre de femmes vulnérables formées à l'exercice d'activité économique durable dans les zones cibles</i> in 2020 was 267,764 and in 2021 320, 632 this indicator specifically shows the increase of number of women for this specific indicator.</p>		
<p>Evidence or means of verification:</p> <p>CADRE DE SUIVI & EVALUATION DE L'UNDAF PLAN CADRE DES NATIONS UNIES AU NIGER</p>		

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 at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets two of the following:</p> <p>a) The UNCT has collaborated with at least two 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&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.</p>	<p>Meets all of the following:</p> <p>a) The UNCT has collaborated with at least two 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&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>Criterion: The UNCT has collaborated with at least two government agencies on a joint initiative that promotes gender equality under the current UNDAF cycle: Under the project "Prevention and Peaceful Management of Conflicts Related to Access to and Management of Natural Resources in the Northern Communes of the Zinder Region" (PREGECON (1 in 3 gender-sensitive outcomes) ; Program for the implementation of the Spotlight program in Niger August 27 - December 31, 2020, which brings together the UNS, the ministries of health, justice, defense and the promotion of women in the regions of Maradi, Zinder, Tahoua and Tillabéry (4 out of 4 indicators are gender sensitive) The indicators are 1.1.4, 2.1.3, 4.15, 4.2.1.</p> <p>Criterion: The UN Country Team has made at least one contribution to substantially strengthening the government's participation and engagement in localizing and/or implementing the gender-related SDGs. As part of the spotlight program from October 28, 2020 - March 31, 2021 (1 out of 1 gender-sensitive indicator) Indicator 1.1.5</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - UNDAF 2019.2021. - 2018 version plus extension to 2022. -PROJECT DOCUMENT SECRETARY GENERAL'S PEACEBUILDING FUND -Niger Spotlight Implementation Program 27 August - 31 December 2020 -Spotlight program from 28 October 2020 - 31 March 2021 		

INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets two of the following: 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. b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization or implementation.	Meets all of the following: 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. b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. 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.
Score: Exceeds Minimum Requirements		
<p>Findings and explanation:</p> <p>The UNCT meets the requirements as UN agencies have existing partnership with CSO's on different thematic areas, UNCT has shown its active partnership with CSO's during the process of the Common Country Analysis; whereby several CSO's participated in an interactive dialogue on the 3 theme areas related to the PDES, this dialogue promoted the role of Gender Equality issues as CSO's expressed their views on this. This is a clear demonstration of how UNCT collaborates effectively with CSO's.</p> <p>Several agencies recognize the importance of collaborating with women groups, women led organizations and CSO's, However UN will need to continue to reinforce its partnership with these active groups. It is important for UN agencies to establish civil society advisory groups or mechanisms to better reinforce these partnerships.</p>		
<p>Evidence or means of verification: OSC DISCUSSION CHANGEMENT CLIMATIQUE DOCUMENT</p>		

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 2 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets 3 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets all 4 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC)</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>The UNCT meets the criteria: It meets all 3 criteria, but there is no visible evidence of d), which is also an important criterion</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings over the past 12 months b) The RC demonstrates a public commitment to gender equality over the past 12 months c) HOAs are perceived by staff to be committed to gender equality in the workplace over the past 12 months.</p> <p>The RC speaks out on gender equality to different audiences; in the past 12 months, the RC has promoted and advocated for gender equality at various RC meetings with high profile individuals as well as at UNCT meetings, it is clear that gender issues, gender mainstreaming, and the promotion of gender equality are visible in UNCT meetings ; It is also clear that over the past 12 months, heads of agencies have been advocating for gender equality within their respective agencies, and the RC has recognized UN Women's work in gender mainstreaming during key processes such as the Common Country Analysis.</p> <p>The report from one of the meetings shows that the discussion was based on gender programming and the involvement of UN agencies in this process, as shown below.</p> <p>Update on the Call for Proposals - Youth and Gender Equality Initiative 2021</p> <p>The PBF has submitted its request for eligibility. As a result, Niger becomes eligible for the 2021 Youth and Gender Equality Initiative.</p> <p>Individual agencies have been able to advocate for themselves at CON meetings, which has increased the discussion around this issue.</p>		
<p>Evidence or means of verification: UNCT MEETING REPORTS</p>		

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 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.
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>For this indicator, UNCT meets the minimum requirements. The survey on cultural organizational was sent to all UNCT which was used as an exercise to measure the perceptions of UNCT staffs in relation to gender equality in the workplace.; after the closure of the survey online, a total of 382 responded participated in the survey of which 121 of respondents were female and 261 male.</p> <p>55% of women believe that the UN system in the country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.</p> <p>All the respondents agree/strongly agree that UN personnel in the country team are treated equally irrespective of sex, gender identity or sexual orientation.</p> <p>119 women responded to the question of UN system on adequate procedures for the prevention and address sexual harassment, of which 42 agree to this question. UNCT has made it compulsory to take the PSEA course; and there is an existing monitoring mechanism in place on staff training on PSEA.</p> <p>The survey results provide results of :</p> <ul style="list-style-type: none"> ▪ Aggregate responses by question including charts ▪ Female responses by question including charts ▪ Male responses by question including charts ▪ Full data set in Excel 		
<p>Evidence or means of verification: CULTURE AND GENDER SURVEY ORGANIZATION</p>		

INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>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.</p>	<p>Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>Meets minimum requirements and 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.</p>

Score: Missing

Findings and explanation:

The UNCT does not have an existing mechanism for monitoring gender parity in staffing, however individual agency within their organization provide documentation on this;

In order for UNCT to exceed the minimum requirements it will need to develop a Business Operations Strategy that includes gender specific actions and indicators to foster gender equality and women empowerment.

Evidence or means of verification:

Missing

5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets 3 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets all 4 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>Criterion: It meets 2 of the following criteria</p> <p>a) A gender coordinating mechanism is chaired by an HOA. b) The group has a mandate and an approved annual work plan.</p> <p>The GTG group has not been active since 2018, However, in the last 12 months, the GTG held one meeting that was related to the introduction of the gender dashboard, (although group members were involved in the process) there was not consistent and full participation in the GTG group;</p> <p>However, the GTG membership list was updated this year; GTG members participated in the gender scorecard trainings and meetings, but the group needs to be more engaged and participatory.</p> <p>The GTG does not have influence on the UNCT for GEEW, which could be because the group is not yet active, last year the group was chaired by UNDP and co-chaired by UN Women.</p> <p>It should be noted that there is no pooled funding to support the work of the WGEW within the UNCT; the GTG needs to be an active coordination mechanism to support the UNCT in various processes such as the CCA, UNDAF and the Gender Scorecard.</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - GTG Terms of Reference 		

INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets 2 of the following 3:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a) At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>For this indicator UNCT meets the minimum requirements; Although UN agencies conduct trainings with the support of external consultants, it is evident that there is no actual induction on gender related topics, UN specialized agency such as UN Women has organized trainings related to Gender and Humanitarian Action this year, however it is important to identify the capacity needs at different levels within UNCT. There will to be a capacity assessment plan based on inter-agency capacity assessment which is crucial as the UNCT is in the process of conducting the new UNSDCF.</p> <p>However there has been significant efforts on providing PSEA trainings for UN staff members.</p> <p>733 staff members from seven UN system agencies, including their implementing partners and one national NGO on protection from sexual exploitation and abuse, including 448 online and 285 face-to-face between March and August 2021</p> <p>As part of capacity building in relation to PSEA, the RCO organized a PSEA training for trainers, 38 participants trained at the Training of Trainers which was held October 12-14, 2021.</p> <p>The training of trainers triggered the training of 157 staff on AMPS in Niamey (UNDH: 17, IOM: 30, WHO: 65, Ministry for the Promotion of Women and Child Protection: 45);</p> <p>Training of 13 members of the inter-cluster (Health, Education, Protection and Food Security) in Tahoua.</p>		
<p>Evidence or means of verification:</p> <p>PSEA trainings</p> <p>Gender and Human rights training</p> <p>E-training Gender score card Niger</p>		

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 and b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.
Score: Missing		
Findings and explanation: UNCT does not meet the criteria, as there is no proof of documentation demonstrating a working data system; Although budget allocations have been demonstrated for GEEW there is no evidence for monitoring whether UNCT has met the financial target for program allocation for Gender Equality and the Empowerment of Women, in order to meet this criteria at RCO level, there will need to be a global data mechanism that will be able to track this ; the Resource Mobilization Working Group with the support of UNCT can take the lead in providing and assuring the monitoring of this. At a started phase UNCT will need to build this database with the support of ALL agencies in order to identify whether the financial target has bene met or has been exceed.		
Evidence or means of verification: MISSING		

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 some 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 all 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 and b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.
Score: Approaches Minimum Requirements		
<p>Findings and explanation:</p> <p>The UNCT has met the minimum requirements for this criterion, a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.</p> <p>UNCT Niger is in the evaluation phase and finalization of the UNDAF 2022; Whilst the UNCT has not achieved all the gender results it has however achieved significant results that are highlighted in the UNDAF mid-term review.</p> <p>UN agencies with the support of the RCO have established partnership with government that provide statistical data, for example INS/CAPEG; Meetings between these actors and the RCO have taken place to better identify common areas and potential collaboration for a more effective utilization of data within the UN System.</p> <p>There has also been significant progress in strengthening gender mainstreaming at coordination level; this has been visible during the Common Country Analysis whereas it was a mandatory exercise to integrate gender and disaggregated data into the CCA.</p> <p>UNCT will need to continue its efforts to exceed the minimum requirement in order for at least one outcome level UNDAF result to contribute to transformative change in relation to gender equality and the empowerment of women.</p>		
<p>Evidence or means of verification:</p> <p>UNDAF DOCUMENT</p> <p>UN AND GOVERNMENT JOINT PROGRAMS</p>		

