

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Lebanon 2021

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



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1. Background

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

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

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

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

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

2. The UNCT-SWAP Framework

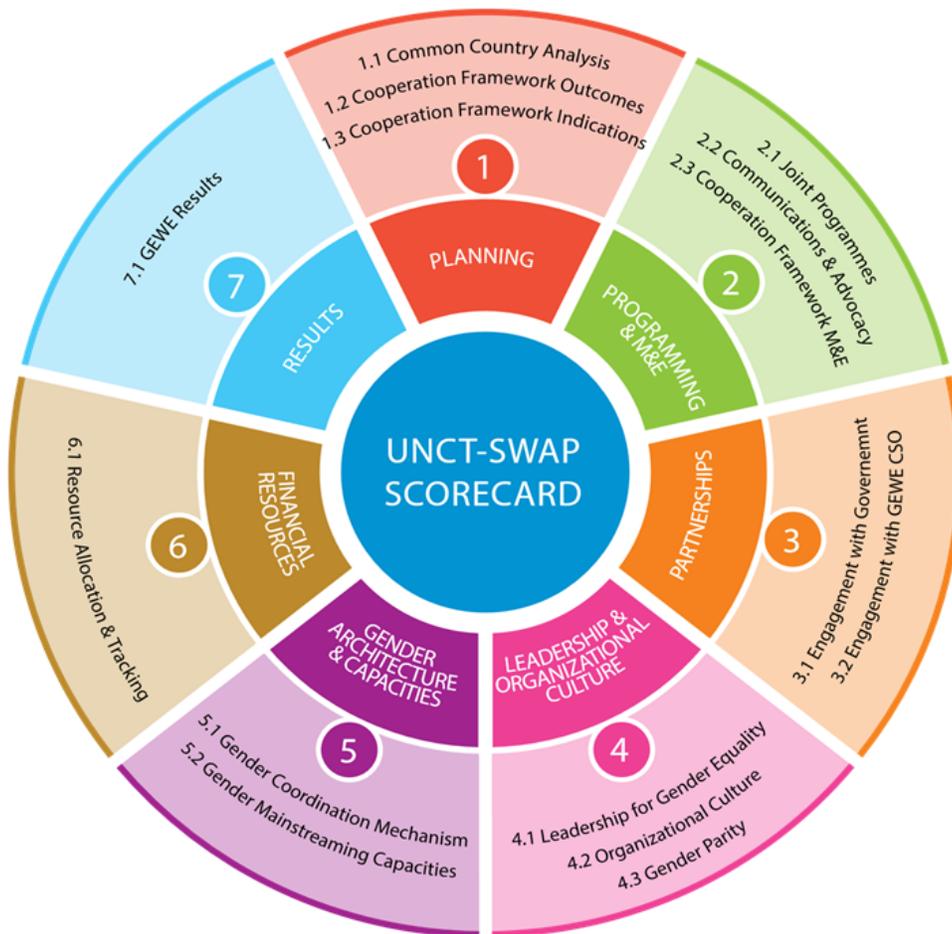
2.1 Performance Dimensions and Indicators

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

Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

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

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

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

3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

3.3 Supporting Evidence and Knowledge Hub

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

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

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Lebanon

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

The following 8 indicators of the UNCT SWAP were reviewed in 2021: 2.1 | 2.2 | 3.1 | 3.2 | 4.1 | 5.1 | 5.2 | 7.1. These indicators were selected for review because there was evident progress on gender equality. Technical representatives from UN Women and the UN RCO in Lebanon reassessed

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

Coordinators:

Dima Krayem: dima.krayem@un.org

Olivia Schmitz: olivia.schmitz@unwomen.org

Claire Wilson: claire.wilson@unwomen.org

19 UN Agencies in the Gender Working Group (GWG)

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

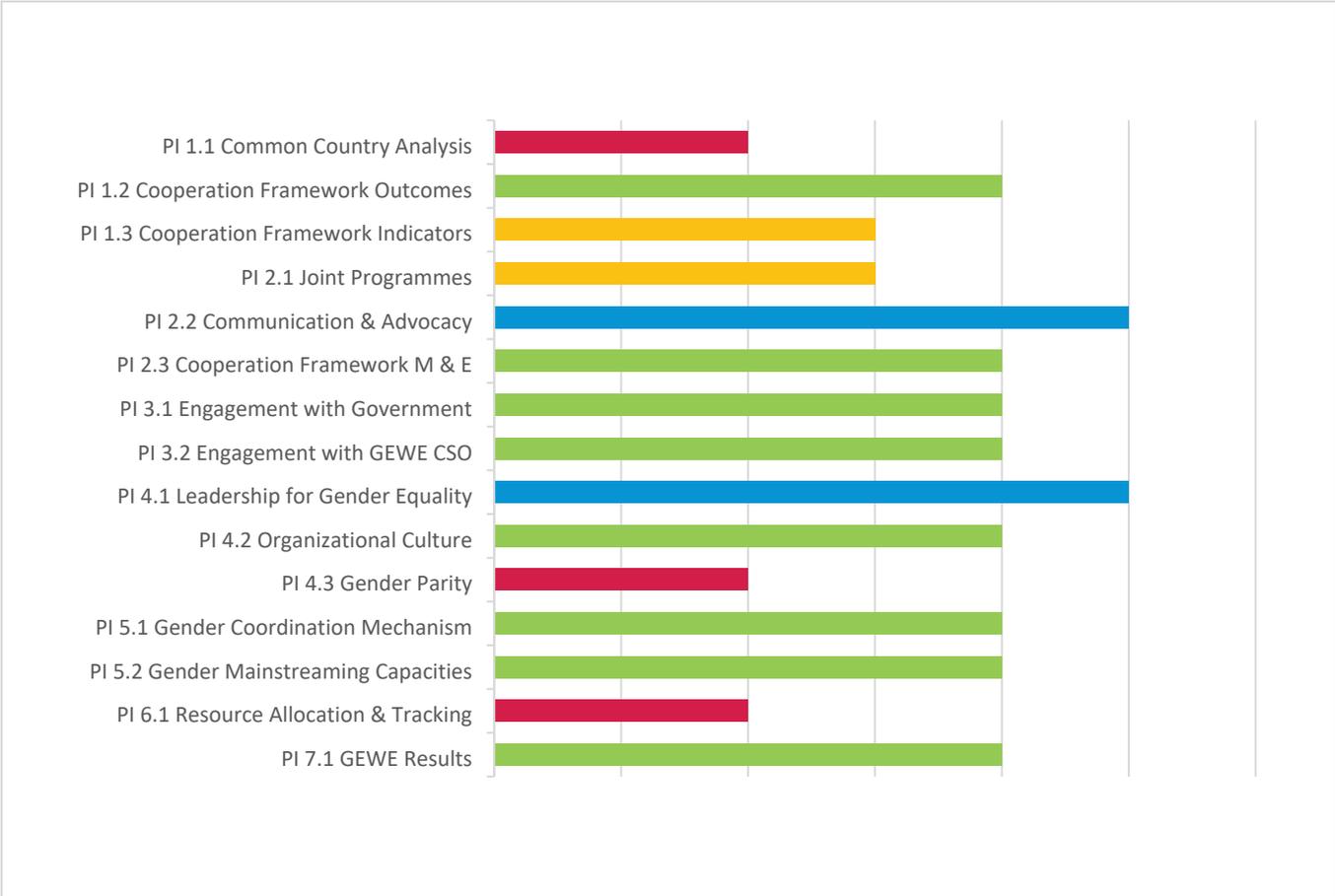
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Lebanon for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021



- Missing requirements
- Approaches minimum requirements
- Meets minimum requirements
- Exceeds minimum requirements

7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

**Performance Indicator 1.1:
Common Country Analysis integrates gender analysis
MISSING REQUIREMENTS** **Planning**

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

**Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes
MEETS MINIMUM REQUIREMENTS** **Planning**

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

a) Outcomes of the UN Strategic Framework (UNSF - equivalent of UNDAF) for Lebanon do not visibly mainstream gender equality and the empowerment of women: eight out of nine Outcomes lack clear gender equality language, despite the fact that a number of UNSF Outputs reflect gender focused interventions and corresponding activities. Whereas the title of the UNSF Core Priority 33 contains the words “in a human rights/ gender sensitive manner”, the latter are not spelled-out in Priority’s Outcomes.

b) One UNSF Outcome – #2.3 – specifically targets gender equality in line with UNSF Theory of Change and SDG priorities, including SDG5. The UN system in Lebanon aims at contributing to improvement of the legal status of women, elimination of gender-based violence and promotion of gender equality by strengthening institutional mechanisms and policies.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

APPROACHES MINIMUM REQUIREMENTS

Between one-fifth and one-third (20-32 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Indicators that do not contain disaggregation where relevant (e.g. “number of persons reached through awareness sessions on legal topics” (UNSF Output 4.2.2)) consequently do not prompt gender-based monitoring and reporting. This practice may lead to activities that are designed “for all”, while the most disadvantaged do not receive targeted support.

Of 178 UNSF Outcome and Output indicators, 42 (24%) track progress towards gender equality results in line with SDG priorities including SDG 5.

The analysis found low level (5%) of gender sensitivity in Core Priority 1 (All people in Lebanon have peace and security): 1 Output indicator out of 20 indicators (total of 8 Outcome and 12 Output indicators).

As for Core Priority 2 (Lebanon enjoys domestic stability and practices effective governance), the level of gender sensitivity is slightly higher (33%) than in other Core Priorities: 20 (10 Outcome- and 10 Output indicators) out of 61 (24 Outcome and 37 Output indicators) are sex-disaggregated and/or gender-sensitive, with overwhelming majority of such indicators (11) concentrated in Outcome 2.3 (Institutional mechanisms and policies strengthened for improving the legal status of women and girls, eliminating GBV and promoting gender equality).

In Core Priority 3 (Lebanon reduces poverty and promotes sustainable development while addressing immediate needs in a human rights/ gender sensitive manner) 21 (8 Outcome- and 13 Output indicators) out of 97 (23 Outcome and 74 Output indicators) qualify and constitute 22% of all Priority’s indicators. It is to note that in Outcome 3.3 (Environmental Governance), none of indicators are sex-disaggregated and/or gender-sensitive, suggesting a need for greater attention to gender mainstreaming in this area in the future.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex and/or a definition that is gender specific, taking into account Means of Verification that were specific to gender (e.g. CEDAW reporting).

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

**Programming and
M&E**

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

b) There is at least one JP on promoting GEWE - A JP with UNDP, FAO and ILO on women's economic empowerment. In addition, there are six Joint Programmes on promoting gender equality and empowerment of women and girls operational over current Cooperation Framework period in line with SDG priorities, including SDG 5. These include:

c) There is currently no system in place to ensure 100% accountability of gender mainstreaming in JPs. As a result, this criteria cannot be met at 100% of JPs.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1) A JP with UN Women, OHCHR and UNDP on transitional justice and the civil war. The funding is provided by the Peacebuilding Fund and the project "Dealing with the Past: Memory for the Future" aims to support civil society, individual families, and national institutions in their efforts to seek the truth, foster collective remembrance and, ultimately, move towards reconciliation around the legacy of the civil war, including brutality perpetrated against women, men, and children. In light of the continuous rise of inter-sectarian tensions in Lebanon which partially bear their source from the civil war, this project will support the full establishment of the Commission investigating the fate of missing and forcibly disappeared persons, provide support to the families of the disappeared and to national and civil actors in Lebanon in their advocacy efforts to deal with the past. In the broader context, supporting efforts of truth seeking and reconciliation will be a timely and effective contribution to consolidating peace and preventing a relapse into conflict. The total budget is \$3m USD for 18 months.

2) A JP with UNICEF, ILO, UNDP and WFP on social protection under the UN SDG Trust Fund. This is also an 18-month project. UN Women's interventions are small, focusing on knowledge production and analysis. Nonetheless, this offers a foothold into upstream work on social protection and an opener into longer term work with UN partners on social protection. The total budget is \$2m USD,

3) A JP with UN Women, FAO and UNDP on fiscal space and budgeting funded by the UN SDG Trust Fund, supporting the ministry of Agriculture, with a total budget of \$900,000 USD.

4) A JP with UN Women, UNDP, UNIDO, FAO and WFP in support of Lebanon's productive sectors, with a total budget of \$7m USD.

5) A JP with UNICEF and UN Women on protection women, girls, boys and marginalized groups in response to the Beirut Port explosion.

6) A JP with UNDP, FAO and ILO on women's economic empowerment.

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

UN Joint Programme on Women, Peace and Security

GEWE Mapping Survey (2019) maps out all UNCT projects and programmes

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

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

A and b) The UNCT has contributed collectively to at least 5 Joint advocacy and communication campaigns (5 traditional and 1 non-traditional, outlined in section d. In 2021, the UNCT coordinated 3 campaigns: to mark the International Women's Day; the 16 Days of Activism against Gender-based Violence (GBV) and in response to rising period poverty, all organized in partnership with the Gender Working Group and Sexual and Gender-based Violence Task-Force. The advocacy campaigns were coordinated with numerous UN agencies including for IWD - under the theme Women in leadership: Combating the impact of the COVID-19 pandemic and Lebanon's compounded crises - (SCO, UNODC, UNHCR, FAO, UNIC, RCO, UNRWA, UNFPA and UNDP) and for the 16 days of activism - around the theme, Women, girls and marginalized groups at increased risks of Gender-based violence (GBV) in the context of Lebanon's multiple crises. Let's act now! - (UNIC, UNICEF, UNSCOL, UNOPS, UNFPA, UNHCR, RCO, OHCHR, WHO). All agencies contributed either technically or financially to both campaigns and were carried out in close collaboration with the UN Agency Communication Group. In addition, in reaction to rising reports of period poverty, UN Women, UNDP, UNFPA and UNICEF, led an advocacy campaign to raise aware around the growing menstrual hygiene management needs of women and girls and advocate for reduced costs within the private sectors and through governmental subsidies. This resulted in a policy paper, a national parliamentary hearing and action by the government around subsidizing raw materials. In 2021, the UNCT contributed to communication and advocacy in a non-traditional thematic areas of gender equality via a campaign, entitled #TakeAStep, and through advocacy related to the gender quota in the Lebanese Parliament and politic parties. The #TakeAStep campaign highlighted SDG 5 as an accelerator of change and as a prerequisite to achieving the remaining 16 global goals, through different communication activities and products. This included a PR Stunt that emphasized the persisting inequality in Lebanese civil law and civil rights, and called for action to amend laws and legislations that treat women differently and address gender gaps. The Stunt resulted with over 1.1 million impressions and 133,000 engagements on social media. The issue of gender equality was also highlighted in another TVC and related radio spot under the same campaign on "Together We Turn Things Around in Lebanon", which portrayed first the negative aspect of having women excluded and then transitioning to the positive side of how the future will look like if women are politically and economically empowered. The video, which was aired on 9 TV stations in Lebanon and widely promoted on social media resulted in 1.4 million impressions and 400,000 engagements. In addition, the UNCT, spearheaded by UNDP, UN Women, and UNSCOL, have lobbied for the gender quota in national parliament. This has included developing and delivery advocacy messages directed to the government (Ministries, and parliament) and political parties. This work is in lead up to the planned 2022 elections and has contributed to the parliament bringing a national draft law on the gender quota to vote in late 2021.

b) The Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy, with efforts led by UN Women

d) In 2021, the UNCT conduct a social media campaign raising awareness on situation of trans individuals. The purpose was to show UN commitment and support to trans communities, which are among the utmost vulnerable and left behind in Lebanon. A total of 4 key messages were posted the a variety of social media, including the UN Lebanon and UNIC Beirut social media platforms as well as shared with UNCG members on our UNCG WhatsApp group for amplification. This is one of the first times that the UN has spoken out on transgender issues.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Gender Working Group Action Plan (2020)
 International Women's Day Concept Note (2020)
 16 Days of Activism on GBV (2020)
 Joint advocacy letters produced under the GWG

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures
 progress against planned gender equality results

Programming and M&E

MEETS MINIMUM REQUIREMENTS

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators

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

a) Data for UNSF gender sensitive indicators has been mostly gathered as planned, using the UNSF Joint Work Plan Reports, with some cases of gaps in reporting sex-disaggregated and/or gender specific data.

b) UNSF annual and mid-year reviews assess progress against gender-specific results. The 2017 and 2018 UNSF Annual and Semi-annual Reports contain detailed information on progress with regard to gender equality and women's empowerment under Outcome 2.3 within Core Priority 2. Gender-specific information is also available in other components of the reports (e.g. on education, UN joint campaigns). Among the UN main gender results in 2017 was development of the National Gender Equality Strategy and improvement of legislation, including on penalization of sexual harassment and discrimination, and on paternity leave. In 2018, the UN supported the Government in drafting the National Strategies on Child Marriage and Violence against Women, National Plan on Child Protection and Gender-based Violence, and National Action Plan on Women Peace and Security, among other.

c) During the current UNSF cycle, Core Priority Groups and Data and Statistics Group (equivalent of UNSF M&E Team) have not received technical training on gender-sensitive M&E.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

**Performance Indicator 3.1:
UNCT collaborates and engages with government on gender
equality and empowerment of women
MEETS MINIMUM REQUIREMENTS**

Partnerships

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

MEETS:

a) The UNCT, specifically FAO, UN Women, WHO, UNFPA, UNSCOL, UNICEF, and UNHCR collaborated with the Government of Lebanon in a variety of capacity on gender issues. Engagement was with at least ten ministries including the i) National Commission for Lebanese Women, ii) the Ministry of Social Affairs, iii) the Ministry of Public Health, iv) the Ministry of Defense, v) the Ministry of Interior, iv) the Ministry of Justice, and the vii) Ministry of Foreign Affairs, and the viii) Ministry of Education on gender equality, and ix) Ministry of Agriculture, and x) Ministry of Industry on gender equality and women's empowerment initiatives. Examples of joint initiatives include:

- 1) the Women, Peace and Security Agenda (WPS) (UNSCOL, UN Women, MOI, NCLW, MOSA, UNIFIL)
- 2) the Strategy on Prevention and Response to Child Marriage (MOSA, UNICEF, UN Women, UNFPA)
- 3) the National Strategy on Child Protection

b) The National Commission for Lebanese Women (NCLW) is involved to implement Lebanon's UN Cooperation Frameworks through partnerships with UN Women, UNICEF and UNFPA. The NCLW's main involvement here was through defining Lebanon's leading gender needs in Lebanon's 2 key gender profiles issued in 2021, by the EU and World Bank, in partnership with UN Women. NCLW also reviewed the UNSF for Lebanon in 2021. The new UNSF will be developed in 2022, however, NCLW was involved in initial discussions as well as the UNCT review.

DOES NOT MEET:

c) The UNCT has also made a contribution to strengthen government participation in SDG localization. Given the changing context in Lebanon and competing priorities of the Government, support for the SDG localization agenda since 2019 has taken place bilaterally, with UN agencies supporting specific ministries.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

UN Joint Programme on Women, Peace and Security

GBV Strategy (available in Arabic only)

Policy Brief on WPS and COVID-19

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

MEETS MINIMUM REQUIREMENTS

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

MEETS:

a) The UNCT has collaborated with women's/ gender equality CSOs on a number of joint initiatives and programs including the 16 Days of Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence against women. Specific agencies actively involved included UNICEF, UNIFIL, UNFPA, OCHA, WFP, UNSCOL, and UNHCR.

b) The UNCT has also contributed to strengthening GEWE CSO participation in relief and recovery efforts related to the country's economic crisis, COVID-19 pandemic and Beirut Blast. An informal feminist platform was created after the Beirut Port Explosion to promote accountability for women's rights and gender equality in the efforts of national partners, the UN, the WB, the EU and others to rebuild Beirut and support recovery in Lebanon. In August 2020, UN Women Lebanon mobilized 46 feminist civil society actors and activists to issue a unified "Charter of demands." The charter represents the signatories' concerns and demands for immediate humanitarian assistance that recognizes and addresses existing gender inequalities and seeks to ensure that needs and priorities of all women and girls living in Lebanon (especially the most marginalized) are met, and that the process is transparent and subjected to clear accountability mechanisms. Gender equality CSOs participated in UNSF strategic prioritization and implementation, including on the Women, Peace and Security Agenda, the Strategy on Elimination of VAW, the Strategy on Prevention and Response to Child Marriage. The CCA and UNSF will be developed in 2022, however CSOs were included in initial discussions and here are plans to actively engage CSOs in the formulation of the CCA and UNSF.

DID NOT MEET:

c) The UNCT has also strengthened GEWE CSO participation and engagement in gender related SDGs localization and/or implementation through Lebanon's Relief, Recovery and Reconstruction Framework 3RF (see attachment). The secretariat and decision making body for Lebanon's socioeconomic recovery framework includes representatives from not only

government, the UN, the EU, the WB, but also members of civil society. With much advocacy from the RC and UN Women, 3 of these civil society organizations, out of a rotating body of 8-10 CSOs are women's rights organizations.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Feminist Charter August 2020 Statement

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

**Leadership and
organizational culture**

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

a) Gender equality has been a regular topic of discussion in UNCT meetings during the last 12 months including for instance topics related to the impact of economic crisis on women's economic rights, mainstreaming gender into COVID-19 response, and peace and security issues. b) The RC has also publicly championed gender equality during the past 12 months through advocacy efforts related to COVID-19 response and the economic crisis. c) Heads of Agencies are seen by 73 percent of personnel as committed to gender equality in the workplace during the last 12 months (2019); d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

**Leadership and
organizational culture**

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

In 2019, the survey was sent to all HOAs with instructions to distribute to all personnel. Results scored an overall positive rating of 68.3% (20.3% neutral and 11.3% negative). The minimum requirement (65%) is met as an average across eight questions, with two questions on work-life balance falling below the 65% threshold.

The question on UN system making adequate efforts to fulfill its mandate to achieve an equal representation of women and

men at all levels scored highest with 77% positive rating. The question on UN system in the country adequately facilitating the equal participation of both women and men at all levels of the organization was second high in terms of positive rating (76%). Work-life balance scores were lower on average than the other dimensions. 52% believed Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life. 55% of respondents were satisfied with support by flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule). This is also the question with the biggest difference among female and male personnel who were not satisfied with the arrangements. Other questions with noticeable difference of opinion among female (implying they are less satisfied than men) and male personnel who disagree and strongly disagree with the survey statements, relate to (1) the package of entitlements supporting staff in achieving work-life balance; (2) the UN system in Lebanon having adequate procedures in place to prevent and address sexual harassment, exploitation and abuse; and (3) the UN system making adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

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

**Leadership and
organizational culture**

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

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

**Gender architecture and
capacities**

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

MEETS:

- A coordination mechanism for gender equality exists within the UN system in Lebanon in a form of a Gender Working Group (GWG) and consists of representatives of 19 UN entities, including agencies, funds, programmes, peace keeping forces, World Bank, RC Office, and the Office of the UN Special Coordinator for Lebanon (UNSCOL). The GWG is chaired by a HoA
- GWG has ToRs and an approved work plan;
- The GWG makes substantive input into the UNSF's (one dedicated output on gender equality) results framework and M&E plan. (based on the last UNSF, the next one will be developed in 2022)

DOES NOT MEETS:

- The GWG does not have the list of people's levels but that a number of heads of NGOs join. From the UNCT side likely not P4 and above The Cooperation Framework will be developed in 2023. Lebanon did not meet this criteria.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

GWG Terms of Reference
GWG Action Plan (2020)

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

MEETS MINIMUM REQUIREMENTS

Gender architecture and capacities

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

a) All UN Agencies' personnel were encouraged to take the Prevention of Sexual Exploitation and Abuse (PSEA) online course and c) during the COVID-19 pandemic, the GWG developed a document on mainstreaming gender into essential programmes. In addition, members of the GWG provided substantive input into the country's 3RF process.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

MISSING REQUIREMENTS

Resources

Did you reassess the Performance Indicator in this reporting year

- Yes

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

The UNCT has not carried out capacity building events on the gender marker over the current UNSF cycle and has not established, met or exceeded a financial target for program allocation for GEWE. However in 2019, the GEWE conducted a mapping exercise to map GEWE projects and programmes and gender markers, and track resources. The findings were summarized in the attached report and attached excel sheet.

Please select minimum requirement(s) met:

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

GEWE mapping exercise conducted in 2019 to map GEWE projects and programmes and track resources

Dimension Area 7: Results

PI 7.1 GEWE Results

**Performance Indicator 7.1:
UN programmes make a significant contribution to gender
equality in the country
MEETS MINIMUM REQUIREMENTS**

Results

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

The UNCT is on track to achieve some gender equality results as planned in UNSF Outcome 2.3 (Institutional mechanisms and policies strengthened for improving the legal status of women and girls, eliminating GBV and promoting gender equality). UNSF reports provide evidence of UN contribution to development of important legislation (e.g. Strategy to Eliminate VAW) and national plans (e.g. NAP on 1325) aimed at improving gender equality in the country. Given the fact that most of these laws and plans have been adopted rather recently, it will become evident in the medium- or long-term whether they have led to transformative change.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data).

M&E UNSF Output 2.3 dedicated to GEWE

8. UNCT in Lebanon Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, and (3) underlying causes of gender inequality and discrimination in line with SDG	CCA will start in 2021, however, initial discussions took place to ensure that sex-disaggregated data and gender analysis is included.	CA will start in 2022 (was postponed in 2021), however, initial discussions took place to ensure that sex-disaggregated data

	priorities, including a targeted gender analysis of those furthest behind.		and gender analysis is included.
1.2 Cooperation Framework Outcomes	Ensure that 50 % of the UNSF objectives and outcomes address gender-related challenges identified by the CCA and include gender-disaggregated data (in indicators, targets, etc.)	N/A	N/A
1.3 Cooperation Framework Indicators	N/A	N/A	N/A
Dimension 2 – Programming and M&E			
2.1 Joint Programs	- Ensure gender marker and support application by all UN entities in Lebanon. - Develop and implement guidance/ gender for joint programming.	N/A	N/A
2.2 Communication and Advocacy	Arrange at least one joint communication event annually with an exclusive focus on gender equality (on the 8th of March preferably), with UNCT participation.	a) Joint advocacy and communication campaigns were carried out in 2020 on the occasion of International Women's Day and 16 Days of Activism against Gender-based Violence (GBV) organized under the UNCT's Gender Working Group. The advocacy campaigns were coordinated with numerous UN agencies including UNFPA, UNESCO, FAO, UNICEF, UNHCR, and others. b) All agencies contributed either technically or	a) Joint advocacy and communication campaigns were carried out in 2020 on the occasion of International Women's Day and 16 Days of Activism against Gender-based Violence (GBV) organized under the UNCT's Gender Working Group. The advocacy campaigns were coordinated with numerous UN agencies including UNFPA, UNESCO, FAO, UNICEF, UNHCR, and others. b) All agencies contributed either

		financially to both campaigns and were carried out in collaboration with the UN Agency Communication Group.	technically or financially to both campaigns and were carried out in collaboration with the UN Agency Communication Group.
2.3 Cooperation Framework M&E	Ensure availability of essential gender related data and statistics for monitoring of progress, advocacy and policy/ decision-making.	N/A	N/A
Dimension 3 - Partnerships			
3.1 Government Engagement	N/A	N/A	The UNCT collaborated with at least ten ministries; The National Commission for Lebanese Women (NCLW) was involved to implement Lebanon's UN Cooperation Frameworks through partnerships with UN Women, UNICEF and UNFPA; and the UNCT has also made a contribution to strengthen government participation in SDG localization.
3.2 GEWE CSO Engagement	Involve women civil society organisations and women's rights focused Government entities (incl Women's Affairs Ministry and NCLW) in development of a	a The UNCT has collaborated with women's/ gender equality CSOs on a number of joint initiatives and programs including the 16 Days of	a) The UNCT has collaborated with women's/ gender equality CSOs on a number of joint initiatives and programs including the 16 Days of

	<p>new UNDAF beyond 2020 (including CCA).</p>	<p>Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence against women. The UNCT has also contributed to strengthening GEWE CSO participation in relief and recovery efforts related to the country's economic crisis, COVID-19 pandemic and Beirut Blast. b) Gender equality CSOs participated in UNSF strategic prioritization and implementation, including on the Women, Peace and Security Agenda, the Strategy on Elimination of VAW, the Strategy on Prevention and Response to Child Marriage. CSOs did not participate in the development of the CCA and are not involved in UNSF monitoring and evaluation. However, there are plans to actively engage CSOs in the formulation of the next CCA. c) an informal feminist platform was created after the Beirut Port Explosion to promote</p>	<p>Activism against Gender-Based Violence, the Women, Peace and Security Agenda, the development of Strategy on Prevention and Response to Child Marriage, and the strategy to combat violence against women; b) The UNCT has also contributed to strengthening GEWE CSO participation in relief and recovery efforts related to the country's crises; and the UNCT has also strengthened GEWE CSO participation and engagement in gender related SDGs localization and/or implementation through the 3RF.</p>
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		<p>accountability for women’s rights and gender equality in the efforts of national partners, the UN, the WB, the EU and others to rebuild Beirut and support recovery in Lebanon. In August 2020, UN Women Lebanon mobilized 46 feminist civil society actors and activists to issue a unified “Charter of demands” . The charter represents the signatories’ concerns and demands for immediate humanitarian assistance that recognizes and addresses existing gender inequalities and seeks to ensure that needs and priorities of all women and girls living in Lebanon (especially the most marginalized) are met, and that the process is transparent and subjected to clear accountability mechanisms.</p>	
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Dimension 4 – Leadership and Organizational Culture

<p>4.1 Leadership</p>	<p>- No more participation of UN management and staff in public meetings and events where women are not represented. This policy should be announced broadly inside and outside</p>	<p>Discussion on Gender Equality in UNCT meetings</p>	<p>Discussion on Gender Equality in UNCT meetings; the RC has also publicly championed gender equality during the past 12 months through all her speeches, quotes and</p>
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	<p>the organization (through website, press release and social media, etc.) - Hold UNCT discussions on gender equality at least twice a year (including on work-life balance). - Promote work-life balance policies - Hold UNCT discussions on gender equality at least twice a year (including on work-life balance).</p>		<p>statements and through various advocacy efforts related to COVID-19 response, the economic crisis and the upcoming parliamentary elections</p>
4.2 Organizational Culture	<p>- Conduct staff survey annually one month ahead of the UNCT retreat and ensure that findings are discussed at the retreat and followed up by an action plan. - Conduct organizational survey annually to collect data and follow up on progress towards gender parity in the UN.</p>	N/A	N/A
4.3 Gender Parity	<p>Business Operations Strategy (BOS) to include gender-specific actions and indicators in at least one Business Operation Area.</p>	N/A	N/A
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	<p>- UN entities to reconsider the nomination of their respective middle programme/ technical staff in the GWG to strengthen</p>	<p>various resources has been produced to support integration of gender into programmes. This includes gender</p>	<p>A coordination mechanism for gender equality exists within the UN system in Lebanon in a form of a Gender Working</p>

	<p>the groups' work. - Provide knowledge resources on integrating gender into programmes and projects. - Facilitate identification of expert(s) with knowledge and skills in gender and M&E among UN agencies and externally, if needed.</p>	<p>COVID-19 alerts conducted by UN Women, WHO, UNFPA, NCLW as well as gender tip sheets for the Beirut Port Explosion Response conducted by OCHA and UN Women. In addition, the secondments of a gender specialist to WHO and OCHA supported gender mainstreaming in the covid and port explosion reponse.</p>	<p>Group (GWG) and consists of representatives of 19 UN entities, including agencies, funds, programmes, peace keeping forces, World Bank, RC Office, and the Office of the UN Special Coordinator for Lebanon (UNSCOL). The GWG is chaired by a HoA; the GWG has ToRs and an approved work plan; and GWG members include at least 50% of senior staff (2019) survey; additional senior members in 2020); the GWG makes substantive input into the UNSF's (one dedicated output on gender equality) results framework and M&E plan.</p>
<p>5.2 Gender Capacities</p>	<p>Develop capacity building plan for gender equality.</p>	<p>N/A</p>	<p>All UN Agencies' personnel were encouraged to take the Prevention of Sexual Exploitation and Abuse (PSEA) online courses; a capacity development plan based on an inter-agency capacity assessment for Lebanon was established or updated at least once per Cooperation Framework cycle and targets are on track; UNCT</p>

			induction material for Lebanon includes issues gender equality and the empowerment of women, including on issues of safety and security.
Dimension 6 - Resources			
6.1 Financial Resources	- UNCT to commit to a budgetary target for GEWE expenditures for the whole UNSF (should be, as per SG guidance, at least 15% of the total). - Ensure that UNCT tracks and utilizes UNSF budgetary data to ensure adequate allocation of resources for GEWE should be, as per SG guidance, at least 15% of the total.	N/A	NA
Dimension 7 - Results			
7.1 GEWE Results	Report annually on all gender-related indicators of the UNSF JWP (including explaining lack of progress/results)	Gender results have been reported under the UNSF	Gender results have been reported under the UNSF

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis		Planning
MISSING REQUIREMENTS		
Category	Documents	
	No documents uploaded	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	IWD 2020 Report 25.3.2020	
Communication/Advocacy	mediatoolkit_advanced-report_13-12-2020_#SafetyIsYourRight Campaign 2020	
Other	Copy of GWG Action Plan 2020	
Communication/Advocacy	2.2D Transawareness Week Non-traditional Campaign	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Other	UNSF CF&JWP 2019 Joint Workplan 2019 01 17 Final	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	

Government engagement	UN JOINT PROGRAM ON WPS Draft 8 22APR-FINAL SUBMISSION
Government engagement	WPS and COVID-19 Final Pdf

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations		Partnerships
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
Other	3.2 A NAP 1325 - CSO engagment	
Other	CCA- CF list of stakeholders (4) (1)	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality		Leadership and Organizational Culture
EXCEEDS MINIMUM REQUIREMENTS		
Category	Documents	
RC communications	20200629 UNRC Letter to DPM	
RC communications	IWD 2020 Report 25.3.2020	
RC communications	RC letter regarding sanitary pads inclusion in subsidized basket. July 2020.FINAL	
RC communications	UN Response Statement LGBTIQ+	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women		Leadership and Organizational Culture
MEETS MINIMUM REQUIREMENTS		
Category	Documents	
Organizational culture survey results	Gender score card report 10 May 2019 FINAL	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved		Leadership and Organizational Culture
MISSING REQUIREMENTS		
Category	Documents	
Human Resource documents	2019 OrganizationalSurveyResults	
Other	Gender score card report 10 May 2019 FINAL	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Copy of GWG Action Plan 2020	
GTG TOR/AWP	Gender Working Group TOR 21 03 2017 FINAL DRAFT	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Other	GWG COVID 19 Essential Programming FINAL	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
Other	GEWE Survey Results 2019	
Other	UNCT Gender Equality Mapping Design Adjusted	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	7.1 UNSF M&E 2020 One UN Report Annex UNSF progress against targets 2021 03 12 Final	

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD
PLEASE VISIT

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

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

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