

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Nigeria 2023

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).

Cooperation Framework Guidance (2019)

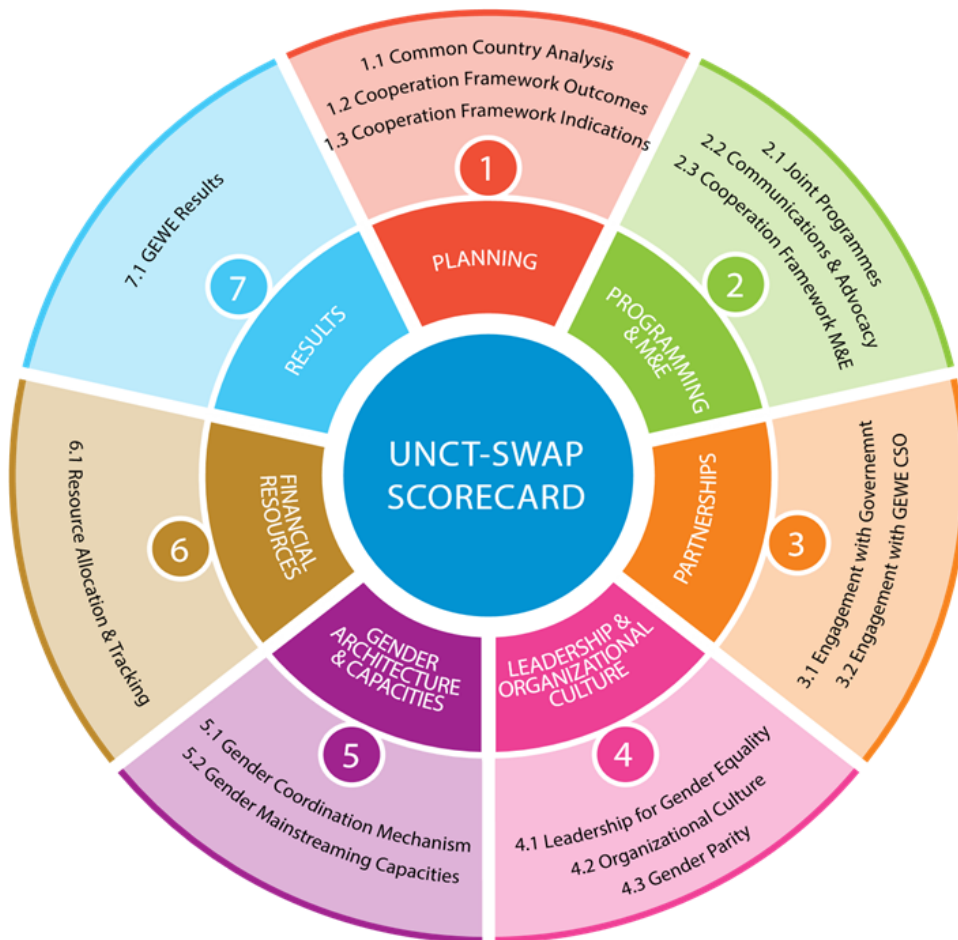
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation 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. 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.



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 Nigeria

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

During September 2023 GTG monthly meeting, the gender scorecard was reviewed and the GTG discussed on how best to track and report on the indicators. 7 indicators were prioritized for review but later narrowed down to 5. The Joint programme indicator was reassessed because a new joint programme commenced in 2023, the engagement with Women/Gender Equality CSO was assessed because of UNCT current engagement with women leaders CSOs, Leadership indicator was assessed because of increase commitment of UNCT towards gender while engagement with government was selected based on UN agencies collaboration with government especially in the review of the Gender equality policy. The last indicator was selected because of the need to re-assess how the GTG is performing. Gender parity was considered for assessment but could not be achieved because of lack of disaggregated data by grade level. We are still working with the OMT network to get the data.

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

UN Women, UNODC, WFP, UNIDO, WHO, IOM and RCO

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

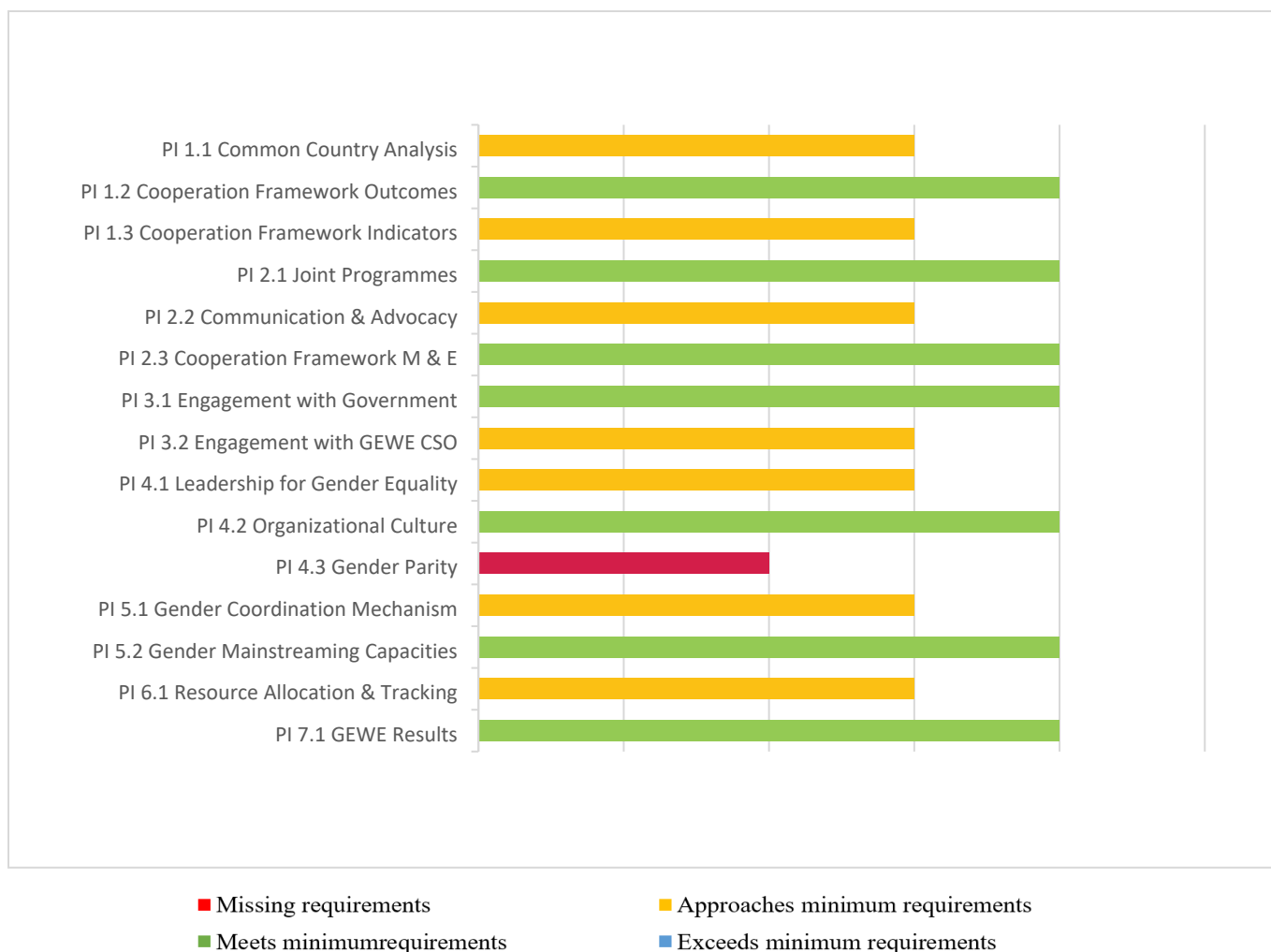
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

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

The findings presented in the below table indicate the ratings scored by the UNCT in Nigeria for each Performance Indicator across the seven dimensions of analysis as they stand in 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



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
APPROACHES MINIMUM REQUIREMENTS

Planning

CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.

a) Gender analysis is integrated across the majority of sectors in the current CCA, dated 2022, including underlying causes of gender inequality and discrimination, in line with SDG priorities including SDG 5. In the CCA report, gender equality is extensively discussed across 6 main areas: i) gender based violence, ii) early marriage, iii) female genital mutilation, iv) legal frameworks in place to promote, enforce and monitor equality and non-discrimination based on sex, v) women in employment and vi) women in governance. Gender equality is also discussed in other analyses of sectors although some of them do not include an in-depth discussion on underlying causes of gender inequality and discrimination.

In summary, gender analysis is included across the analysis of the following sectors: (i) Economic development and poverty

reduction, (ii) Human dimension, (iii) Climate change and the environment, (iv) youth (v) Leave No One Behind. It is noted that these sectors including gender analysis would need improvement as far as GEEW is concerned.

On the contrary, following sectors do not provide in-depth gender analysis: (i) Governance, Political and Institutional Development, (ii) Cross-boundary, regional and sub-regional perspectives, (iii) Financing Landscape.

It is worthy to note that the CCA have a section dedicated to Gender Dimension.

b) In the 2022 CCA report, some sectors include sex-disaggregated and gender-sensitive data where available. Data disaggregated by sex are provided under Economic development and poverty reduction, Human dimension, Youth, and Leave No One Behind.

In conclusion, efforts need to be made by the UNCT to disaggregate data by sex (where available) for most sections of the CCA during the next update.

c) The current CCA (2022) has a section for Leaving No One Behind principle, and gender analysis is specifically provided in the following section: i) LGBTQI, and ii) People Living with HIV/AIDS. It is noted that these sectors including gender analysis would need improvement as far as GEEW is concerned.

On the contrary, following sectors do not provide in-depth gender analysis: (i) Persons with Disability, (ii) Internally Displaced Persons, (iii) Persons with Albinism, iv) Discrimination and Minority Groups, v) Older persons, 7) Indigenes and settlers, 8) Refugees, 9) Stateless Persons.

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) The new UNSDCF 2023-2027 have 4 pillars. In each pillar, there was discussion on gender equality, including safeguarding the civil and socio-economic well-being of women, girls, boys and men, as being central to the development process.

However, a more in-depth analysis of the document revealed the following:

- UNSDCF Pillar 1 (sustained and inclusive economic growth and development) partially mainstreams GEEW since outcomes 1.2 and 1.3 have gender/women/girls in their outcome statements.
- UNSDCF Pillar 2 (Environmental Protection and Climate Change Resilience) partially mainstreams GEEW since outcomes 2.1 and 2.3 have gender/women/girls in their outcome statements.
- UNSDCF Pillar 3 (INCLUSIVE AND EQUITABLE HUMAN DEVELOPMENT AND WELL BEING) partially mainstreams GEEW since outcomes 3.1 and 3.2 have gender/women/girls in their outcome statements.
- UNSDCF Pillar 4 (GOVERNANCE, PEACE AND SECURITY, ACCESS TO JUSTICE AND RULE OF LAW) visibly mainstreams GEEW since GEEW is mainstreamed across all the 3 outcomes i.e outcomes 4.1, 4.2 and 4.3.

In conclusion, the pillar that does a good job of mainstreaming GEEW is UNSDCF Pillar 4 (Governance, Peace and Security, Access to Justice and Rule of Law)

In summary, GEEW is visibly mainstreamed across outcomes 1.2 (Decent Work), 1.3 (social protection), 2.1 (Food Security, Environment and Natural Resources Management), 2.3 (Resilience and Disaster Risk Management), 3.1 (Health), 3.2 (Education), 4.1 (Peace and Security), 4.2 (Governance and Justice) and 4.3 (Gender Equality and Human Rights) through the formulation of specific outputs that include gender equality/women and girls issues and the inclusion of gender references in the narrative of the outcomes. GEEW is not at all mainstreamed across outcomes 1.1 (productivity and Competitiveness), 1.4 (Data), 2.2 (Climate change), and 3.3 (WASH).

b) Outcome 4.3 "gender equality and rights of women, youth and other marginalised groups including persons with disabilities in Nigeria are enhanced is specifically targeting gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5. All the 3 outcome indicators for outcome 4.3 are related to goal 5 which are:

- Proportion of seats held by women at national and local parliament (SDG 5.5.1)

- Proportion of women and girls aged 15-49 years who have undergone female genital mutilation/cutting by age (SDG 5.3.2)
- Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 (SDG 5.3.1)

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
APPROACHES MINIMUM REQUIREMENTS

Planning

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.

The Nigeria UNSDCF which is to commence implementation in 2023 has 38 outcome indicators. Out of 38 outcome indicators, 12 measure changes in gender equality and the empowerment of women (31.58%).

A particular analysis by outcomes revealed significantly higher levels of gender sensitivity in indicators of outcomes 1.2, 3.1 and 4.3. Nevertheless, indicators of outcomes 1.1, 1.4, 2.2, 2.3, 3.3, and 4.1 do not include any measures on gender equality or gender disaggregation, as follows:

- 0 out of 3 indicators under Outcome 1.1 (productivity and Competitiveness)
- 3 out of 3 indicators under Outcome 1.2 (Decent Work)
- 1 out of 2 indicators under outcome 1.3 (Social protection)
- 0 out of 2 indicators under outcome 1.4 (Data)
- 1 out of 4 indicators under outcome 2.1 (Food Security, Environment and Natural Resources Management)
- 0 out of 2 indicators under outcome 2.2 (Climate change)
- 0 out of 3 indicators under outcome 2.3 (Resilience and Disaster Risk Management)
- 2 out of 4 indicators under outcome 3.1(Health)
- 1 out of 3 indicators under outcome 3.2(Education)
- 0 out of 3 indicators under outcome 3.3 (WASH)
- 0 out of 2 indicators under outcome 4.1 (Peace and Security)
- 1 out of 3 indicators under outcome 4.2 (Governance and Justice)
- 3 out of 4 indicators under outcome 4.3 (Gender Equality and Human Rights)

Output indicators are formulated in UNCT joint work-plan and this will be conducted in Nigeria in 1st quarter of 2023 as the UNSDCF will be signed on 18th November 2022.

To conclude, the results framework for the UNSDCF is still undergoing development and all the indicators that need to include sex dis-aggregation and which are collected in-country will be included in the final result framework.

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
MEETS MINIMUM REQUIREMENTS

**Programming and
M&E**

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

All the 9 Joint programmes are operational in 2023 and 5 of them have gender marker rating of 3 meaning that the principal objective is to promote gender equality and empowerment of women, 2 of them have gender marker rating of 2 meaning that the objectives significantly address gender equality while 2 have limited contribution to gender equality.

1. Title: Spotlight Initiative to eliminate violence against women and girls in Nigeria. Implementing agencies: UNDP, UNICEF, UN Women, UNESCO and UNFPA. The project is primarily focused on promoting gender equality and empowerment of women through designing and implementing programmes that prevent and respond to violence against women and girls. The aim is to support a Nigeria where all women and girls, particularly the most vulnerable, live a life free from violence and harmful practices. The analysis of the country situation, the expected results and the activities are all gender focused. This JP directly addresses issues of gender-based violence, harmful traditional practices, access to basic services, availability of appropriate laws and capacity building for women's groups.

2) Title: Strengthening Fact Based and Data Driven Migration Governance and Management in Nigeria. Implementing agencies: IOM and UNODC. The project have gender marker that states that it significantly contributes to gender equality and Women's empowerment (GEWE) with a section of the project highlighting the gender consideration which include that in Nigeria women and girls account for 49.3% of the total population, while men account for 50.7%. To this end, the project will be implemented from a gender perspective to guarantee and protect the rights of migrants of all gender identities. By designing the project through a gender lens, IOM and UNODC will contribute toward gender empowerment as it follows that gender-inclusive, sensitive and centred policies significantly contribute to the development of communities. The project will consider gender balance in the nomination of participants to activities.

3) UNFPA-UNICEF Joint Programme on the Elimination of Female Genital Mutilation: Delivering the Global Promise to End FGM Jan 2022 – December 2030. Key SDG goal and target that it is addressing is SDG Goal 5 target 5.3. This JP links community-level transformation of social/gender norms that often drive FGM with laws banning the practice and access to quality sexual and reproductive health (SRH) and child protection services for girls and women at risk of and affected by FGM. The Nigeria programme is currently deploring various strategies such as health systems capacity enhancement, social norms change, policy advocacy, coordination, data, and research as well as documentation to mobilize accelerated actions towards the abandonment of the harmful practice nationally and in 5 high burdened states of Ebonyi, Ekiti, Imo, Osun, and Oyo.

4) Project on the Development of Coconut Value Chain in Lagos State. Implementing agencies FAO and UNIDO. The project is gender focused as it involved women in field production and processing of coconut products, packaging and marketing throughout the value chain system.

5) Resilience and Social Cohesion (Peace) in Northeast Nigeria- January 2022 to December 2024. Implementing partners WFP and UNICEF. The project objective is to Strengthen resilience, and social cohesion across vulnerable population groups, and structures and systems of local government. Some of the expected outcomes focused on Children, adolescents, and women have increased inclusive and sustainable access and utilization of quality basic services at the individual, community, and institutional level and improved equitable access to and utilization of sustainable livelihood opportunities for youth, women, men, adolescent girls and boys for increased income and intake of diverse, safe and nutritious diets.

6) Strengthening reconciliation and reintegration pathways for persons associated with non-state armed groups, and communities of reintegration, including women and children, in Northeast of Nigeria (PBF)". Implementing Partners: UNDP, IOM, UNICEF, UNODC. The specific project component on provision of reconciliation and reintegration services seeks to ensure that a significant number of the targeted beneficiaries are selected based on sex-specific vulnerabilities and criteria. As an example, the project will provide direct assistance to 350 vulnerable women in interim care and another 700 vulnerable women in selected LGAs of return. The project facilitates gender sensitive access to information on support services and counseling women and young women on specific health care, gender-based violence, while also seeking gender-sensitive support for those victims of the conflict. It will build the entrepreneurial skills of vulnerable women to enhance their economic empowerment.

7) EU Support for Reconciliation and Reintegration of Former Armed Non-State Combatants and Boko Haram Associates (S2R). Participating agencies: UNDP, UNICEF, IOM. Duration: three years ending in May 2023. The intervention has supported and provided Social Economic empowerment for women associated with Non-State Armed Groups (NSAGs), to improve their livelihood support as the male counterparts undergoing rehabilitation at OPSC camp. The Action focused on Social Cohesion Platforms capacity development on gender and human rights, peacebuilding and conflict resolution, negotiation/mediation skills, post-conflict reconciliation and tenets of community level transitional justice in the context of CBRR. The Action also aimed to strengthen the capacity of over 40 Community-Based Child Protection Committees (CBCPC) and 144 Social Workers of the Borno State Ministry of Women Affairs and Social Development (MoWASD) on child safety and "do no harm" principle.

8) Strengthening Nigeria's Criminal Justice Response to Trafficking in Persons and Smuggling of Migrants (PROMIS) in collaboration. Implementing Agencies UNODC with OHCHR. The project lends its support to the Nigerian Federal Government to combat trafficking in persons and smuggling of migrants. The project focuses on gender as a critical factor in several aspects of human trafficking

including vulnerability; types of exploitation; demand factors; recruitment and tactics; control and violence; social stigma; and legal and policy responses.

9) Capacity building activities for judges, defense counsel and prosecutors of specially handling SGBV cases, implementing Partners UNODC and UNFPA. The joint activity focuses on evidentiary issues related to SGBV offences. The gender element of sexual and gender-based violence (SGBV) refers to the fact that such violence is often rooted in, and perpetuates, gender inequalities and power imbalances.

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:

- Spotlight Initiative Project
- Joint Programme on the Elimination of Female Genital Mutilation: Delivering the Global Promise to End FGM document.

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

oint Programme on the Elimination of Female Genital Mutilation: Delivering the Global Promise to End FGM document.

PI 2.2 Communication & Advocacy

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

Programming and
M&E

(a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.

a) The UNCT has contributed collaboratively to joint communication activities on GEEW during the past year, as follows: In the context of eliminating violence against women and girls, UN Nigeria in collaboration with the Federal Ministry of Women Affairs and supported by EU-UN Spotlight mobilized and engaged with Traditional and Religious Leaders for Community Action to End all forms of VAWG. The conference was held on August 6, 2020. A video message of the Deputy Secretary-General (DSG) was screened at the Webinar. With the spike in domestic violence as a result of the COVID-19 lockdown, UN Nigeria in collaboration with the Federal Ministry of Women Affairs, EU-UN Spotlight Initiative and Nigeria's Governors Forum held a High-Level Town Hall Meeting on Sexual and Gender-Based Violence on 25 August, 2020 to declare a state of emergency on the status of GBV in the country. The Town Hall meeting brought together survivors, civil society representatives, government, police and representatives from the EU and UN in Nigeria. It was broadcast live on Channels TV and focused on improving access to justice and the adoption of legal frameworks that protect women and girls. There was a special message from the President of the Federal Republic of Nigeria. To celebrate the 16 Days of Activism to End Violence against Women and Girls, the UN system in Nigeria, UN Women, Generation Equality, and Spotlight Initiative launched #IDeyWithHer campaign tailored after the #WithHer campaign, seeking to raise awareness of gender norms and harmful stereotypes that perpetuate violence against women and girls. Against the backdrop of the high incident of rape in Nigeria during the COVID19 lockdown, social media promotion of Ending Rape, EVAWG & Harmful Practices were hugely disseminated during March - June on the social media platforms of all UN agencies. Messages, cards, and graphics created by UN Women, GTG, UNIC, UNFPA and UNICEF were disseminated. The National Situation and Data Dashboard for ending VAWG in Nigeria was launched on November 2020, 17 by the UN DSG. The aim was to improve and strengthen measurement and methodologies for VAWG data collection and harmonization in Nigeria.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
MEETS MINIMUM REQUIREMENTS

Programming and M&E

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) UNSDPF Results Matrix data for gender-sensitive indicators are being gathered as planned. The Nigeria UNSDPF Result and Resource Matrix have 3 results areas, as follows:

☐ Result Area 1: Governance, Human rights, Peace and Security;

☐ Result Area 2: Equitable Quality Basic Services;

☐ Result Area 3: Sustainable and Inclusive Economic Growth and Development.

There are 9 outcomes distributed among these 3 Result Areas, with 2 outcomes in Result Area 1, 4 outcomes in Result Area 2, and 3 outcomes in Result Area 3, and 28 outputs in total. 117 indicators are tracked under the UNSDPF with 47 tracked at the outcome and 70 at the output level. 26 (22%) of the indicators are gender-focused and data for 20 (77%) of the indicators have been reported on the UNINFO although there are still gaps to be filled, which the M&E group is addressing. Further analysis of the indicators revealed that there are about 33 indicators that could have sex disaggregation but currently are not disaggregated by sex even when the indicator statement includes it, as shown in the table below. This is an area that the M&E group will also focus on to ensure that data are properly disaggregated.

b) The Nigeria 2019 One UN Report included a comprehensive component on GEEW (within outcomes 1, 2, 4, and 6). Also, an analysis of gender marker was presented in the report which shows the percentage of gender-related activities and the amount of resources spent per marker for gender equality and women/girl's empowerment. The midterm review of the Nigeria UNSDPF 2018-2022 is slated for 2021 hence no evaluation report for review.

c) During the M&E group meeting on 23rd September 2020, a member of the group from UN Women made a presentation on "The Gender Marker" to the rest of the members. It was through a Zoom meeting but the attendance was not taken on the day of the meeting, but the PowerPoint presentation was saved.

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

a) The UNCT collaborated with government agencies to promote gender equality and empowerment in the following areas:

- UN Women, UNFPA, UNDP, UNICEF, and ILO has been conducting the Spotlight Initiative, which is a joint initiative to address intimate partner violence and domestic violence since 2018 with government agencies such as Ministries of Justice, Health and Women Affairs, the National Agency for the Prohibition of Trafficking in Persons.
- UNCT has supported the FMWA to review and disseminate the National Gender Policy and produced a Nigeria Gender Equality Profile. Dissemination efforts are currently ongoing to ensure that a wide range of stakeholders have access to the report and are able to utilize it for their planning and programme implementation.
- UNCT Worked with various governments at national and subnational levels to domesticate the VAPP act through the development of costed action plans. These efforts have been inclusive of advocacy for the adoption of child rights acts (UN Women, UNDP, UNFPA, UNICEF, UNODC, UNHCR)
- UNICEF, UN Women, UNDP, UNAIDS supports National Bureau of Statistics, National Population Commission, Ministry of Budget and Planning, Office of the Senior Special Assistant to the President on SDG and Ministry of Women Affairs to implement capacity system strengthening for generation of gender statistics including gender budgeting.
- The UNCT also works with the FMWA to contribute to global observances that promote gender equality and the Empowerment of women; the international women's day, widows, day, the day of the child and 16 Days of Activism against Gender-Based Violence in particular are used to advocate and sensitize stakeholders to advance the cause of gender equality and the Empowerment of women and girls. UNFPA and UNICEF conducted a joint programme on the Elimination of female genital mutilation (FGM)
- UN Women has continued to convene the FMWA, Development Partners, the donor community and UN agencies to support gender equality and the Empowerment of women through the platform of the Development Partners Group on Gender (DPGG). The multilateral/bilateral partner continue to also ensure that support to the FMWA are well coordinated and gender issues and demand are developed to support the new administration

b) In line with UNSDCF, the federal Ministry of Women Affairs, Federal Ministry of Justice, and security sectors (Army, Navy, Airforce and Police) were supported by UN Women, UNFPA, UNDP, UNODC, UNICEF and the OHCHR to develop the third National Action Plan for Women Peace and Security for the country. The support includes deploying consultants to facilitate the planning, consultations, and development of the third NAP.

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)

AGENDA

SOUTH-SOUTH ZONAL DISSEMINATION OF THE NIGERIA COUNTRY GENDER EQUALITY PROFILE

Sub group for DPGG strategic framework Review

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

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

APPROACHES MINIMUM REQUIREMENTS

Partnerships

(a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST ONE joint initiative that fosters gender equality and empowerment of women within the current Cooperation Framework cycle.

- The UNCT has collaborated with GEEW CSO and/or women's rights advocates on joint initiatives that fosters gender equality and empowerment of women within the current UNSDCF cycle: The resident coordinator and heads of agencies met with various CSOs and women groups to discuss progress, challenges and lessons learnt in promoting GEWE in the country and strategies were advanced to accelerate the SDG 5

- Efforts have also been ongoing to meet and support populations that are usually left behind- sub committees have been set up to ensure that persons living with disabilities are supported. Women living with HIV have also received various institutional

and technical supports.

- UN Women and OCHA supported over 100 Women Led organizations in the Northeast to establish a network across the BAY (Borno, Adamawa and Yobe) state to facilitate their course in the states.
- Agencies have been working to promote gender equality and women empowerment issues working with CSOs, women groups, religion and traditional institutions at national and state levels. Agencies that participated in the activities include WFP, WHO, UN Women, IOM and UNODC

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)

Concept note on RC meeting with Women leaders on 2030 target

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
APPROACHES MINIMUM REQUIREMENTS

**Leadership and
organizational culture**

Meets two 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) From January to December 2023, 10 UNCT meetings were held, gender or women issues were mentioned in 7 of the UNCT meetings which represents 70% of UNCT meetings. In November a meeting was held with Female Heads of UN agencies to discuss on the implementation of the UNCT Swap Gender scorecard. Based on the discussion, it was agreed that a presentation should be made to the larger UNCT. In December 2023, GTG through the leadership of UN Women presented to UNCT the Gender Equality Scorecard analyzing the scoring for 2021 and 2022 and provided update on implementation of the key actions from recommendations made in 2021 and 2022 UNCT scorecard analysis. The key ask to the UNCT during the meeting was funding of GTG action plan, support to the gender architecture and capacities as well as support to enhance gender parity in the system and creation of enabling environments. Also, there was a presentation on the 16 days activism. The UNCT agreed to make conscious effort to ensure Gender parity in the system.

b) In 2023, the RC demonstrated his commitment to gender equality through his public championing at events and programmes. 6 speeches made by the RC over the past 11 months included references to GEEW and/or as to how the UNCT is promoting GEEW. Some of his speeches included: (i) RC's keynote address at the Opening Plenary of Future Trust Initiative Model United Nations at Babcock University; (ii) RC's remarks at Africa Social Impact Summit 2023; (iii) RC's remarks at Advancing and accelerating performance of Nigeria's SDG agenda 2023; (iv) statement during the ECOSOC Youth Forum 2023 Watch Party; (v) RC's remarks at the International Day of Peace 2023; (vi) RC's remarks at the strategic consultative meeting on SDG-5 with Women leaders; However, the total number of RC speeches made last year could not be traced. UNCT formed the Inter agency procurement working group to create an inclusive and equitable procurement eco-system for women owned, co-owned and women led business.

c) Although the organizational culture GTG members in consultation with staff members in their agencies, agreed that their Heads of agency are committed to gender equality and Women empowerment. Specifically, WFP stated that the HoA support gender activities with the provision of resources for gender-focused initiatives, IOM have gender focal points in each of IOM offices in Nigeria, initiated the Gender Champion initiative, where every month, in the townhall meeting, we present the Champion country and the reason why the person is a Gender champion, to motivate others to do the same, supported the

development of the Gender Workplan for IOM Nigeria and committed some of the Organization’s funds for trainings. Incorporation of gender-related needs is always part of the questions during interview sessions for staff recruits. WHO HoA Constant reminders and follow up to ensure clusters implement GER strategy. During state visit WR often reiterates WHO commitment to GER to staff in the 36 states and FCT

UNCT is also committed to gender needs of UNCT young mothers by demarcation and allocation of space for lactation and nursery use.

Did you reassess the Performance Indicator in this reporting year

- Yes

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

Rc Speech at Consultative Meeting with Women Leaders on SDG 5
Meeting with UN female HoA on UNCT gender SWAP Analysis
Gender Scorecard Assessment Presentation to UNCT December 2023

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.

The survey results of personnel perception of the organizational culture for promotion of gender equality was completed by 436 staff members, 79.36% of respondents being national personnel and 20.64% international personnel. In particular, 68.13% of respondents had SB1-SB5, G1-G7, or NOA-D contract; 17.09% P1-D2 contract, and 14.78 had other contract modalities, such as UNV or SSA/IC. The job of 50.23% of respondents included personnel supervisory functions. In total, 43.81% of respondents were women, 55.96% men, and 0.23% other gender. This finding is important, concluding that women have participated in the survey to a greater extent than men, given the fact that male staff is twice female staff in UN Nigeria (the number of male staff members is double the number of female staff members). The results of the survey indicate a positive response of 74%, meeting the minimum requirements. The analysis of female responses shows an average positive score of 64% across the 10 questions addressing issues of work- life balance, discrimination, and gender equality compared to the 80% positive score from the male counterparts. Thus, if only positive responses from male staff were considered, the UNCT would exceed minimum standards, whereas if only female staff were considered, the UNCT would only approach minimum standards.

There were positive responses among male and female respondents on equal participation and efforts by the head of agencies and UN personnel to promote gender equality in the workplace with 76% considering the participation of female staff is paramount at the leadership level. The question concerning the procedures in place by the UN system in Nigeria to protect personal safety and security of staff was the one that received the highest number of positive responses (79%), being the one that also received the highest number of positive responses from women (76%). The set of questions related to the work-life balance is the one that received fewer positive responses than those observed for the other dimensions, which means that UNCT’s efforts need to be reinforced in this regard. In particular, 72% of male staff think that the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance, while only 65% of female staff think so. This question received 17% negative responses from women compared to 11% negative responses from men. The question that received the lowest number of positive responses was the one related to the support from heads of agencies to establish an adequate relationship between work life and home life, with 64% positive responses (72% male, 53% female), 22.27% neutral (19% male, 27% female), and 14% negative responses (9% male, 20% female). As observed, this question is the one that received the highest number of negative responses from female staff (20%).

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
APPROACHES MINIMUM REQUIREMENTS**

**Gender architecture and
capacities**

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

a) The gender coordination mechanism for the country team is the Gender Theme Group (GTG), which is not chaired by a HOA but by the UN Women Deputy Country Representative. The group has a TOR and annual work plan, members are made up a mix of senior and middle level staff P4, NOC and NOB. The group made substantive input into the UNDCF including the country analysis, strategic prioritization, results framework, and M&E when it was developed in 2022. The group meet and provide continuous support to gender mainstreaming within the UN System.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has a TOR and an approved annual work plan.

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)

Gender TWG Terms of Reference

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) A training (virtual webinar) on the Enabling Environment Guidelines (EEG) during COVID-19, led by GTG contributing agencies, HR network, the Gender Parity Team at UN Women HQ and RCO, was conducted on July 21, 2020 for all UN staff in Nigeria. The event was a great success and presented critical insight into the challenges faced by the UN staff in their working environment. The EEG was launched by the Secretary-General in 2019, as part of the UN Reform, and in support of the SG's System-wide Strategy on Gender Parity. It was, therefore, extremely apt to hear the recommendations of the GTG and Gender Parity Team in implementing these guidelines in Nigeria. Prior to the webinar, the GTG circulated the Enabling Environments Survey to all staff to ascertain views on themes such as discrimination, harassment, flexible working arrangements and career development.

Following the seminar, the RC requested an EEG roll-out strategy for Nigeria and requested HOA to report on gender parity data. A presentation on the EEG guidelines for UNCT was undertaken by GTG in August 2020.

b) A capacity needs assessment was conducted during the GTG retreat in 2020. It was a GTG gender equality capacity assessment

carried out through a survey and based on the UN Women format for gender equality assessments. The survey had 18 responses

in total. As a result, a capacity development plan was included as part of the AWP 2021. This plan includes actions such as gender

training for GTG and gender focal points based on training needs assessment, training based on specific topics for all UN colleagues, training on gender mainstreaming in design and implementation of programmes for programme staff, and training

on gender audit/ILO for GTG members.

c) The GTG annual work plan 2020 included an action (not finally undertaken that year) to update the UN gender equality briefing

kit -with a review from GTG members-, for orientation of new staff members and consultants and as a reference resource material for UN staff. The development of the kit was co-led by UN Women and UNFPA in 2013. The draft dated 2013 is uploaded

on the drive but the final version of this document could not be traced. In any case, the UN gender briefing kit is not yet used in

UNCT. On the other hand, UNDSS provided specific training in 2019 to new female staff but was more focused on their safety as females

in Nigeria. The objective of this training was to increase awareness of security risks that may affect female personnel and the topics covered were safe travel/commuting, all forms of violence against women (including sexual harassment, assault and rape), cultural awareness, operations in field locations (including road movements, radio use, women's specific field issues, basic vehicle maintenance and car safety), surviving as a female hostage, residential security and office security, stress management and selfdefense techniques/tips. A training was held on October 2 and 3, 2019 in Abuja, and trainings were also scheduled in Lagos, Port Harcourt, and Kaduna duty stations. However, the UNDSS trainings were not organized during 2020.

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

Resources

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

a) During a meeting of the joint M&E group, held on September 23, 2020, a presentation on the Gender Marker was made by a member of the group from UN Women. The objectives of the presentation were to enhance understanding of how to use the Gender Marker methodology, improve skills to make better use of the Gender Marker, and promote greater accuracy and consistency in the use of the Gender Marker, especially when reporting in the UN INFO and UNSDPF. The attendance was not taken on the day of the meeting since the presentation was carried out online via Zoom.

b) and c) Gender equality and the empowerment of women are mainstreamed into most of the activities being implemented by the UN system in Nigeria. Analysis of the gender marker from the 2019 Nigeria One UN report of the implementation of UNSDPF activities showed that over 83% of the activities/services delivered contributed to or has GEEW as the primary objective of the interventions. From the expenditure analysis, the majority of funds (82% - USD 373.1 million) were spent on activities that made a principal (42% - USD 192.7 million) or significant (40% - USD 180.4 million) contribution towards the realization of gender equality and the empowerment of women in Nigeria.

Did you reassess the Performance Indicator in this reporting year

- No

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 UN INFO Indicators report showed that UNCT is on track of achieving the gender equality and the empowerment of women results planned in the UNSDPF 2018-2022:

Under the Governance, Human Rights, Peace and Security Pillar: Governance institutions at Federal/Focused States/LGAs strengthened to effectively plan, mobilize, manage resources, monitor & evaluate projects to ensure evidence-based quality gender-sensitive service delivery; Evidence-based and gender-sensitive policies and institutional mechanisms (including anti-corruption, electoral support, rule of law, and access to justice and preventing human trafficking) enabled at the national/sub-national level for good governance; Institutions of peace-building and social cohesion promoted and strengthened from a human rights and gender; Gender and human rights sensitive policy/plans and regulatory frameworks enabled at the national and sub-national levels for peace and a coordinated resilience based approach to humanitarian action; Strengthened resilience, diversification of livelihoods, and local economies of crisis-affected communities, particularly for youths, women, IDP,s returnees, host communities and other vulnerable communities to meet their basic food and nutrition needs and through the restoration of basic. Under Equitable Quality Basic Services Pillar: Strengthened resilience of families & communities to disasters and enhanced support to national and sub-national institutions to deliver gender-sensitive basic WASH services in humanitarian situations.; Protection systems and services are strengthened to more effectively prevent and respond to violence, abuse, exploitation (including and harmful social norms in target states. trafficking) and harmful social norms in target states. Under Sustainable and Inclusive Economic Growth and Development Pillar: Entrepreneurship and vocational skills programmes and decent job initiatives developed to create economic opportunities for youths and women as well as increase sectoral labor productivity growth.

At this stage of UNSDPF 2018-2022 implementation, no transformative change on gender equality is recorded at the outcome level.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Nigeria 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 | 1. Integrate consistent sex-disaggregated data across all sections of the CCA in the next update 2. Improve on gender analysis of the section on Leaving No One Behind | The GTG members reviewed the CCA to ensure that issues of gender equality were incorporated in the report and this resulted in a dedicated section on gender dimensions in the report. | The CCA update is ongoing. Once the first draft is produced the GTG will have the opportunity to review to ensure that current data on gender is included in the CCA update |
| 1.2 Cooperation Framework Outcomes | 1. To integrate GTG members in results/outcome groups for the new CF to ensure that issues of gender are mainstreamed across all outcomes of the CF during implementation | GTG members participated actively in the preparation, review and finalization of the cooperation framework development including the outcomes. This resulted in having a dedicated outcome for gender equality. | There is no new update to the CF |
| 1.3 Cooperation Framework Indicators | 1. Disaggregate by sex the indicators (as far as possible) and indicate it in the definition (baseline and target) of indicators in UN joint work plans 2. To have more than 33% of output indicators that measure changes in | GTG members were trained on gender statistics in collaboration with M&E group and results groups. The M&E framework is | There is no new update to the CF indicators. |

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|-----------------------------------|--|--|---|
| | GEEW in the results framework of the UNSDCF | still work in progress and the GTG members will ensure that all the indicators that need sex disaggregation are disaggregated as required. | |
| Dimension 2 – Programming and M&E | | | |
| 2.1 Joint Programs | 1. Put in place a system to ensure gender mainstreaming in the formulation of joint programs | There was no new joint programme | 1 new joint programme was developed during the year under review. |
| 2.2 Communication and Advocacy | 1. Visibly include GEEW communication and advocacy in the joint communication annual work-plans of the inter-agency communication group (if work-plans are developed) and in the UNCT communication strategy 2. Include bi-annual news articles from GTG in the UN Newsletter 3. Increase the interaction/ concertation between the GTG and the UNCG group through 2 meetings per year 4. Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas ⁶ every year | Agencies continue to include GEEW in their communication and advocacy document | The communication team participated in gender related activities conducted by UN agencies and feature such activities on UN Newsletters |
| 2.3 Cooperation Framework M&E | 1. Build the capacity of the UN M&E group on gender-sensitive M&E and/or the gender marker (GEM) at least once during the next programming cycle 2. Build the capacity/awareness of government partners in the collection of sex-disaggregated/ gender-sensitive statistical data 3. Provide technical support/ accompany government partners in the collection of sex-disaggregated/gendersensitive statistical data 4. . Integrate sex disaggregated data in UN sectors & programmes/plans | GTG members were trained on gender statistics in collaboration with M&E group | A data Strategy TWG group have just been inaugurated in UN and they will be looking at data gaps related to gender in the UN M&E framework. |
| Dimension 3 - Partnerships | | | |

| | | | |
|--|--|---|--|
| 3.1 Government Engagement | 1 Collaborate with government institutions (other than the Federal Ministry of Women) on joint initiatives fostering GEEW 2. Carry out more than two joint activity to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation | As indicated in the updated report. | AS indicated in the updated report. |
| 3.2 GEWE CSO Engagement | 1. Ensure participation of GEEW CSO in the upcoming UNSDPF consultations, including CCA consultations 2. . Carry out at least one joint activity to substantively strengthen GEEW CSO participation and engagement in genderrelated SDGs localization and/or implementation | The CSOs were included in the CCA consultations | The RC held strategic consultative meeting on SDG5 with Women leaders |
| Dimension 4 – Leadership and Organizational Culture | | | |
| 4.1 Leadership | 1. include the follow-up of the scorecard action plan as a substantive agenda item for discussion at least every 6 months at HOA meetings 2. Include references to GEEW or to how UNCT is promoting GEEW in at least one third of the RC speeches over the year | The UN Women Rep presented the result of the score card during UNCT meeting. | 6 of the RC speeches included gender or women related issues. Gender or women issues were mentioned in UNCT meetings. |
| 4.2 Organizational Culture | 1. Organize brown bag lunches or equivalent on the package of entitlements (e.g. maternity, paternity, breastfeeding) and the package of flexible work arrangements (e.g. compressed work schedule, telecommuting, staggered hours) to support staff to achieve adequate work-life balance, aligned with the implementation of the UN Enabling Environment Guidelines ⁷ , with the participation of HOAs) | In 2023 UNCT Nigeria still allow for flexible working arrangement such as work from home etc | The UNCT designated and allocated space for lactating and nursery use. |
| 4.3 Gender Parity | 1. . Establish a mechanism for monitoring gender parity in staffing to monitor parity levels for general service staff and all professional levels 2. . Redesign job descriptions, application forms and processes to maximize candidate pools, including the development of standard inclusion statements in job advertisements and in the careers section of the | To monitor gender parity the coordinators are reaching out to the UN Human Resources network and the analysis will be included in the final report. | Gender parity was one of the key focus in BOS for 2023. The Human Resource Network collected data parity data but not disaggregated by the different grade levels. The GTG is following up |

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| | organization's website such as mention of women, persons with disabilities, trans and gender non-confirming individuals, and further strengthen messaging that the organization welcomes diversity in all its forms. 3. Develop guidelines for gender sensitive recruitment. 4. Introduce gender responsive procurement aligned with the UN 2.0 Business Operations Strategy (BOS)9 | | with the HR network to get the disaggregated data by grade. |
| Dimension 5 – Gender Coordination and Capacities | | | |
| 5.1 Gender Coordination Mechanism | 1. Carry out retreat of the GTG on an annual basis 2. 2 Update TOR for GTG Representatives to include minimum 15% staff time and deliverables to implement GTG AWP and participate and prepare for GTG bi-weekly meetings. 3. . UNCT to approve budget for a costed GTG AWP and provide funds for implementation 4. Organize an all staff virtual session to present the UNCT SWAP gender equality scorecard action plan to UN staff members 5. Make GTG led by HoA | A retreat was conducted for GTG members during the year. A costed workplan was prepared and approved by UNCT. | The retreat was not conducted in the year. The workplan for 2022 was reviewed by GTG |
| 5.2 Gender Capacities | 1. Implement the capacity development10 actions for GTG and UN personnel before the end of the current UNSDPF 2018-2022, based on the capacity assessment carried out during the GTG retreat last December 2020 2. Update the UNCT capacity development plan at least once during the next UNSDPF cycle and track targets 3. Update the UN gender equality briefing kit for orientation of new staff members and consultants 4. Distribute the updated UN gender equality briefing kit to all UN staff | UNCT Nigeria preparing for gender mainstreaming training | No training was planned for the year |
| Dimension 6 - Resources | | | |
| 6.1 Financial Resources | 1. Organize at least one capacity building event on the gender marker targeting UN staff during each UNSDPF programming cycle 2. Establish and track a financial target for program allocation for Gender Equality and the Empowerment of Women | GEM training conducted in Nigeria for GTG members | Not tracked during the period under as this is the first year of implementation of the new CF |

| Dimension 7 - Results | | | |
|-----------------------|---|---|--|
| 7.1 GEWE Results | 1. nclude in TOR of experts in charge of UNSDPF reviews the responsibility to thoroughly assess progress towards gender equality and the empowerment of women 2. Include responsibility for gender mainstreaming and the promotion of GEEW visibly in the mandate/TOR of the result groups and UN coordination mechanisms 3. Establish a link between the GTG and the result groups and between GTG and the Project Management Team (PMT) (i.e. annual coordination meetings, etc.) | GTG chair attends PMT meeting and report to the group on GTG activities. The ToR for the evaluation of the UNSDPF also include aspect of progress towards achieving gender equality and empowerment of women. | Progress towards GEWE will be conducted during the results reporting for the 1st year of the implementation of the CF. |

9. Supporting Evidence

| PI1.1: Indicator 1.1: Common country analysis integrates gender analysis APPROACHES MINIMUM REQUIREMENTS | | Planning |
|---|--|----------|
| Category | Documents | |
| CCA or equivalent | Nigeria_CCA Final Document | |
| | | |

| PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS | | Planning |
|---|--|----------|
| Category | Documents | |
| Cooperation Framework | Nigeria UNSDCF_2023_2027 final Signed Document | |
| | | |

| PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality APPROACHES MINIMUM REQUIREMENTS | | Planning |
|---|--|----------|
| Category | Documents | |
| Cooperation Framework results framework | Nigeria UNSDCF 2023-2027_Draft | |
| | | |

| PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS 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 APPROACHES MINIMUM REQUIREMENTS | | Programming and M&E |
|---|---|---------------------|
| Category | Documents | |
| Communication/Advocacy | Decade of Action UNCG Comm Strategy Feb 2020 | |
| Communication/Advocacy | Nigeria Report of 16 Days of Activism Report for 2020 Revised 22nd Jan 2021 | |
| | | |

| 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 | |
| Cooperation Framework reviews/monitoring data | Nigeria Gender Marker Presentation | |
| Cooperation Framework reviews/monitoring data | Nigeria Minutes of the M E Meeting 23 sept 2020 | |
| Cooperation Framework reviews/monitoring data | Nigeria Printing 1 2018 UN Annual Result Report Nigeria | |
| Cooperation Framework reviews/monitoring data | Nigeria UN INFO indicators report | |
| Cooperation Framework reviews/monitoring data | un nigeria country results report 2019-Designed Draft | |
| | | |

| 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 | Agenda for Gender Profile Dissemination for South West CORRECT | |
| Government engagement | SUBGROUPS FOR DPGG STRATEGIC FRAMEWORK | |
| | | |

| PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations APPROACHES MINIMUM REQUIREMENTS | | Partnerships |
|--|---|--------------|
| Category | Documents | |
| Other | UNRC Consultative Meeting with Women Leaders on 2030 Target FINAL | |

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| PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS | | Leadership and Organizational Culture |
|---|--|---------------------------------------|
| Category | Documents | |
| RC communications | UN Women Event Speech Aug 1st 2023 final | |
| Other | Gender Scorecard Assessment Presentation to UNCT December 2023 | |
| Other | Nigeria Meeting with Female UN Heads of Agencies | |
| | | |

| PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS | | Leadership and Organizational Culture |
|--|--|---------------------------------------|
| Category | Documents | |
| Organizational culture survey results | Nigeria Survey of Organizational Culture promoting Gender Parity | |
| | | |

| PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS | | Leadership and Organizational Culture |
|--|--|---------------------------------------|
| Category | Documents | |
| UNCT BOS | Nigeria Gender Parity Consolidated Data UNCT Nigeria | |
| UNCT BOS | Nigeria UN BOS CRC 31 1 18 | |
| | | |

| PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS | | Gender Architecture and Capacities |
|---|---|------------------------------------|
| Category | Documents | |
| GTG TOR/AWP | Final TOR for GTG - 31 January 2020 CLEAN | |
| GTG TOR/AWP | Nigeria GTG 2023 Workplan | |
| | | |

| PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS | | Gender Architecture and Capacities |
|--|-----------|------------------------------------|
| Category | Documents | |

| | |
|----------------------|---|
| Capacity development | Nigeria FWA Benefits Handout 7.28.19 FINAL |
| Capacity development | Nigeria GTG Retreat Report 2020 14th -15th December final-converted |
| Capacity development | Nigeria PPP THE ENABLING ENVIRONMENT |
| Capacity development | Nigeria Vacancy announcements Good Practices - final |
| Capacity development | UN Nigeria UNW presentation 21 July 2020 |
| | |

| PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS | | Financial Resources |
|---|--|---------------------|
| Category | Documents | |
| Financial resources | Nigeria Gender Equality Marker Table Graph 20 Oct 2020 | |
| Financial resources | Nigeria Gender Marker Presentation | |
| Financial resources | Nigeria Minutes of the M E Meeting 23 sept 2020 | |
| Financial resources | un nigeria country results report 2019-Designed Draft | |
| | | |

| 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 | Nigeria One UN Report 2019 | |
| Cooperation Framework reviews/monitoring data | Nigeria UN INFO indicators report | |
| | | |

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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