

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Zambia 2022

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



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1. Background

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

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

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

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

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

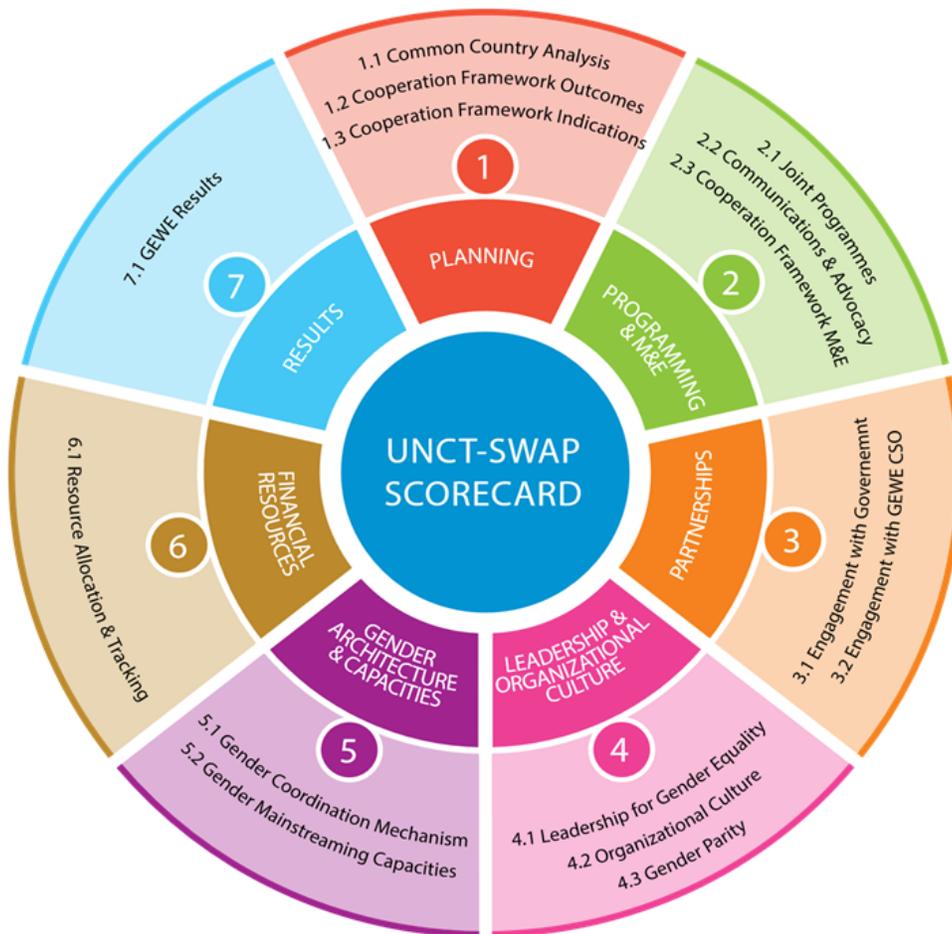
2.1 Performance Dimensions and Indicators

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 Zambia

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 Gender Scorecard Focal Points and the GTG members collectively decided more than 10 Performance Indicators to reassess to focus on those areas of performance where improvement is needed. Since the new Cooperation Framework is developed and launched in November 2022, the team focuses on the Planning Dimension. The GTG members had reviewed the UNCT-SWAP GE Scorecard Annual Progress Reporting through emails and had a consolidation workshop.

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

- Zambia GTG members
- Womba Mayondi (UNFPA)
- Shupe Makashinyi (UNDP)
- Edwin Mumba (UNICEF)
- Bupe Mumba (UNRCO)
- Yangsun Kim (UNRCO)

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

The findings presented in the below table indicate the ratings scored by the UNCT in Zambia for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



■ 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
EXCEEDS MINIMUM REQUIREMENTS

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

a) There is gender analysis across all sectors (political analysis, economic context, environmental challenges, and humanitarian-development and peace nexus), including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5. The Zambia CCA 2021 further mainstreamed efforts to leave no one behind, "addressing gender equality and women's empowerment" (page 14). For instance, CCA 2021 document presents a detailed gender analysis of education by indicating "access to education with 60 per cent of females aged six years or older having no education or only some primary education, compared to 54 per cent of males" (page 49). Furthermore, it explains that "a significant gender gap emerges at the secondary school level, with secondary school completion at 31.6 per cent for girls and 40.4 per cent for boys" (page 50).

b) Consistent sex-disaggregated and gender sensitive data: Compared to previous reports, the CCA 2021 and UNSDCF have more indicators to be gender-sensitive and gender-transformative. Consistent sex-disaggregated and gender sensitive data is presented in terms of percentages under education, water and sanitation, political participation, vulnerability to ill health and access to health facilities and others. For example, the CCA states that "Overall, 11.1 percent of adults aged 15-49 in Zambia are living with HIV; and HIV prevalence is higher among women than men (14.2 versus 7.5) (ZDHS, 2018) (page 86)."

c) CCA includes targeted gender analysis of those furthest behind, including young people, people with disabilities, internally displaced persons, migrants, refugees, returnees and other groups. The CCA document analyzes gender representation among the youths and goes further to analyze it as indicated in the following statement, "the rate of youth unemployment increased from 16 per cent in 2018 to 17.9 per cent in 2019, with females being most unemployed (13.1 per cent for females and 12.1 percent for males)" (page 89). Additionally, the CCA document indicated targeted gender analysis of people with disabilities. For example, the CCA Document explains that "41.6 per cent of male adults and 19.4 per cent of females in households without disabilities were in paid employment, while 26.7 males and 16.7 females from households with disabilities were in paid employment" (page 95).

*Through the coordination of the RCO, the Gender Analysis was done during the development of the CCA and the UNSDCF. Support was rendered by UN Women regional office colleagues (there is no resident UN Women office in Zambia yet). Presentations were made and pointers were given as to how best to do a thorough Gender Analysis. Gender focal points from various agencies were engaged through the gender theme group.

Did you reassess the Performance Indicator in this reporting year

- Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind

- Women and girls
- Children
- Young people
- Key Populations/ Lesbian, gay, bisexual, transgender and intersex (LGBTI)
- People with Disabilities
- Internally Displaced Persons, Migrants, Refugees, Returnees and other Groups

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

CCA 2021

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

Gender equality mainstreamed in Cooperation Framework outcomes

Planning

MEETS MINIMUM REQUIREMENTS

(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 transformative and integrated approach within the UNSDCF 2023-2027 ensures that "By 2030, Zambia is a peaceful, inclusive, resilient country with a diversified and industrialized green economy, where all people enjoy their fundamental rights and have access to quality services and opportunities, guided by principles of equality, equity, sustainability and shared prosperity." The UNSDCF emphasizes enhancing the spirit of partnership to drive transformative change. It reinforces the commitment to focus on those left behind. In order to ensure, gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5. All four outcomes of four pillars (Prosperity, People, Peace, and Plant) explicitly states "By 2027, all people in Zambia, including the marginalized and vulnerable groups." The UNSDCF identifies vulnerable groups based on the core principles of LNOB in accordance with CCA 2021 findings, which include women and girls and LGBTQI+ people (Page 20 of the UNSDCF 2023-2027 document).

The four outcomes of the UNSDCF 2023-2027 are:

Outcome 1 of the Prosperity Pillar: "By 2027, all people in Zambia, including the marginalized and vulnerable groups, benefit from an inclusive, resilient and sustainable economy that provides equitable, diverse and sustainable opportunities for decent jobs, livelihoods and businesses."

Outcome 2 of the People Pillar: "By 2027, all people in Zambia, including the marginalized and vulnerable groups, have equitable access to and utilization of quality, inclusive and gender- and shock- responsive universal social services."

Outcome 3 of the Peace Pillar: "By 2027, all people, including the marginalized and vulnerable groups, participate in and benefit from sustained peace, democracy, human rights, rule of law, justice, non-discrimination, equality and inclusive and transformative governance."

Outcome 4 of the Planet Pillar: "By 2027, ecosystems are healthier, and all people, including the marginalized and vulnerable groups, are more resilient and contribute to and benefit from the sustainable management and use of natural resources and environmental services, and more effective responses to climate change, shocks and stresses."

b) Two out of four Cooperation Framework outcomes specifically target gender equality in line with the Cooperation Framework Theory of Change and SDG Priorities, including SDG 5. First, the People Pillar consists of three main components (i) capacities for better service provision; (ii) capacities to utilize services; and (iii) strengthening resilience to shocks and continuous use of quality services, "especially for women, youth, children, the displaced and stateless, and other marginalized and vulnerable groups (page 32)." Second, the Peace Pillar focuses on four core areas including "Gender equality, ending discrimination and violence (page 35)."

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

The UNSDCF was developed through an inclusive and participatory process with various stakeholders, including civil society and cooperating partners, and the framework was developed based on the consideration of the UNSG's call to action for human rights advances, including gender equality and equal rights for women (page 19). The UNSDCF's outcomes under each pillar have been applied based on six principles, which are human rights-based approach, gender equality and women's empowerment, resilience, sustainability, leave no one behind, and accountability.

The outcomes as indicated in the UNSDCF document do identify gender-related disparities and takes into consideration gender-related needs and opportunities for women/girls as well as men/boys. As explained previously, the UNSDCF has all four gender targeted outcomes as all the outcomes explicitly include the marginalized and vulnerable groups (including women and girls; LGBTQI+ people). Specifically, Outcome 2 states that "By 2027, all people in Zambia, including the marginalized and vulnerable groups, have equitable access to and utilization of quality, inclusive and gender- and shock-responsive universal social services."

Therefore, it can be confirmed that for this indicator, UNCT Zambia exceeds the minimum requirements and has laid the basis for deeper and comprehensive gender equality and women empowerment outcome indicator development as outlined in the UNSDCF document.

List the Means of Verification. (E.g. Cooperation Framework document)

UNSDCF 2023-2027 Document

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

EXCEEDS MINIMUM REQUIREMENTS

More than half 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 Zambia Gender Theme Group participated in multiple consultative meetings to ensure the incorporation of gender analysis into the Cooperation Framework and to include outcome and output indicators that measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Zambia UNSDCF 2023-2027 has detailed information on each outcome and output indicator including how progress would be measured. Both output and outcome indicators do recognize gender-based differences and the document specifically explains that two pillars out of four total pillars of the new Cooperation Framework measure changes in gender equality and the empowerment of women in line with SDG 5.

43 out of 83 both outcome and output performance indicators measure changes on gender equality. To be specific, there are 21 performance indicators for the Prosperity Pillar, and 11 indicators measure changes on gender equality, including "unemployment rate by sex, women's employment rate, and number of gender-sensitive policies" (page 53 -55). There are 21 indicators for the People Pillar, and 11 indicators, including "proportion of adolescent boys and girls who complete secondary education, percentage of girls who drop out of school as a result of pregnancy, and total couple years of protection from pregnancy," measure changes in gender equality and women's empowerment (page56-59). Additionally, there are 16 out of 26 indicators that measure the changes for the Peace Pillar and 4 out of 15 indicators for the Planet Pillar. For example, the Peace Pillar includes indicators, such as "percentage of women and men (20-24) married before the age of 18, proportion of seats held by women in national parliament and local governments, proportion of violence and discrimination against women, children, marginalized and vulnerable populations" (page 60-65). The Planet Pillar measures the number of small-scale farmers implementing climate-smart agriculture disaggregated by sex. Thus, 52 percent of the indicators in the UNSDCF measures changes in gender equality and the empowerment of women.

Therefore, it can be confirmed that for this indicator, UNCT Zambia exceeds minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework results framework)

UNSDCF 2023-2027 Document (Results Matrix)

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

**Programming and
M&E**

Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

(a) UN Zambia developed an internal guideline for all JPs, based on the experiences and know-how that agencies already have, to ensure GEWE specific Outcomes, Outputs, Activities, and Indicators. Specifically, all JPs are required to respond to gender aspirations. For example, all 14 ongoing Joint Programmes have Gender Equality Markers above 2 (either GEM 2 or GEM 3). Specifically, 6 out of 14 ongoing Joint Programmes (GRZ-UN Joint Programmes on Social Protection Phase II, GRZ-UN Joint Programmes on GBV Phase II, Together 4SRHR, Ending Child Marriage, Joint Programme on Disability Inclusion, Gender Equality and Women's Participation) have Gender Equality Marker 3 (please see the attached Gender Equality Marker for Joint Programmes matrix).

(b) There are multiple Joint Programme on promoting gender equality and empowerment of women and girls operational, including the Global Programme on Ending Child Marriage, the Joint Programme on Social Protection and the Joint Programme on GBV. In addition to these three joint programmes, five UN agencies (UNDP, UNESCO, UNFPA, UNHCR, UNICEF), have participated in designing and planning for the Gender Equality and Women's Participation Initiative funded by the Irish Embassy through the UN Zambia Resident Coordinator's Office and this project is expected to begin in November 2022.

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:

- The Gender Equality and Women's Participation Initiative: developed based on the need to enhance existing strategies and programmes towards a more integrated and strategic approach that responds to gender inequalities and emerging mega-trends at country level.
- UN Joint Programme on Gender Based Violence, phase II: with focus not only on fight against gender-based violence but also on women economic empowerment. It also supports the creation of child friendly practices and an enabling environment among service providers such as the judiciary, health and the police. The Ministry of Health has created a Technical Working Group for GBV response in the health sector. This will look at the operations of the One Stop Centre and the wider medical response to GBV.
- Global Programme on Ending Child Marriage: Gender transformative approach cuts across all interventions of the programme including community dialogues aimed at transforming negative gender norms.
- Together for SRHR: Integrated adolescent health services which include access to SRHR, HIV and GBV services for adolescents and young people. This focuses on access to information and services for adolescents and young people who are advised to go to health centers. It also focuses on capacity building of health care providers in adolescent friendly services.
- O3 and O3 Plus programmes implemented by UNESCO. These programmes are focused on Our Rights, Our Lives and Our Future: For primary and secondary school learners addressing school related GBV and other inhibitors to completion of secondary education such as adolescent pregnancy. Further, Our Lives Our Rights Our Future plus Zambia addresses GBV and SRH in higher institutions of learning such as colleges and universities (<https://en.unesco.org/news/unesco-and-partners-launch-us156-million-our-rights-our-lives-our-future-o3-plus-project-1>).
- Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapala Province (funded by UNPRPD/MPTF): targeting women and girls with disabilities.

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

- The Gender Equality and Women's Participation Initiative (UNDP, UNESCO, UNFPA, UNHCR, UNICEF, RCO)
- IMS: RC/UNCT annual report 2021 (online on UNINFO)
- UN Joint Programme on Gender Based Violence, phase II
- Global Programme on Ending Child Marriage (UNFPA, UNICEF)
- Together for SRHR (UNFPA, UNICEF)
- Reports on the implementation of the JP: Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapala Province (funded by UNPRPD/MPTF)
- Government of Republic of Zambia – UN Joint programme on social protection, phase II
- UN Joint programme on HIV/AIDS
- Promoting Human Security through Sustainable Resettlement Program in Zambia
- EU global promotion of best practices for children in migration (draft)

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) The UNCT has contributed collaboratively to several communication activities on Gender Equality and the Empowerment of Women. These include the dissemination of key messages through the media during the commemoration of the International Women's Day (8 March 2022), AWLN Zambia Chapter launch (30 March 2022), the International Day of the Girl Child (11 October 2022), and International Day for the Elimination of Violence Against Women (please refer to the UN Zambia website).
- b) Further, through UNIC, the UN in Zambia mobilized youth under Youth of United Nations Association (YUNA) chapters in five universities to develop advocacy plans and outreach activities in line with the 12 Commitments in the Our Common Agenda report. The leadership of young women was also promoted with all the five chapters being led by females and having a balance between males and females for other executive positions.
- c) UNCG AWP 2022 includes GEWE activities, such as "develop[ing] communications and advocacy strategy to promote disability inclusion, gender empowerment and youth empowerment."
- d) UN Zambia has contributed collaboratively to communication and advocacy in at least two non-traditional thematic area during the year. As an advocacy on non-traditional thematic area, UNCT, on 30 March 2022, the Government of the Republic

of Zambia (GRZ) in partnership with the UN System in Zambia, UN Women Regional Office, African Union and the Civil Society Organizations (CSOs) launched the Zambia Chapter of the African Women Leaders Network (AWLN), which was a hybrid event with both physical and virtual participation. This event emphasized on masculinities by “encouraging all men everywhere to become champions and support women’s leadership.” Additionally, the AWLN Launch promoted messages of masculinities through partnerships with the male members from the parliament. Through the UNCG, the UN in Zambia implemented an Advocacy and Communication Strategy that is meant to help increase the participation of both male and female Persons with Disabilities in political activities such as standing for political office, voting and other electoral processes. This included a meeting with stakeholders on disability inclusive communications and plans to increase the production of communication materials in various formats in 2023 which will highlight the various rights of Persons with Disabilities. Lastly, there have been advocacy meetings on ending child marriage, GBV and CSE with the legislature, which is focusing on developing advocacy strategy for members of parliament. Therefore, the UNCT exceeds minimum requirements for this indicator.

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).

UNCG Annual work plan 2022
 UNCT Annual Work plan 2022
 List of UN activities within the 16 days of activism against GBV campaign 2022 (Draft)
 UN Zambia Website and Social Media

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
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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) Through the multiple consultative meetings, the Gender Theme Group has ensured that there are more gender-sensitive and gender- transformed indicators in the Results Framework of the UNSDCF 2023-2027.
- c) All theme groups, including the Data, Monitoring and Evaluation theme group received a training on the UNSDCF programming principles with focus on Human Rights, Gender and Women Empowerment. Therefore, the score has been identified as “meets minimum requirements”.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

- UN-Zambia_UNSDCF-2023-2027.
- Concept note of the PSEA training
- Concept note of the session on the UNSDCF Programming Principles

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

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

a) The UNCT has continued to collaborate with at least two government agencies within the current UNSDCF cycle for at least one joint initiative. Examples include:

- UNCT (through UNDP, ILO, UNFPA, UNICEF, IOM) – within the UN Joint Programme on Gender Based Violence phase II, collaborates with the Gender Division, Ministry of Justice, Ministry of Health, Ministry of Home Affairs, Ministry of Chiefs and Traditional Affairs, Ministry of Community Development and Social Services, Central Statistical Office, Zambia Law Development Commission, and National Prosecution Authority.
- UNCT (through ILO, UNFPA, WHO, UNDP, UNICEF and UNAIDS) – within the UN Joint programme on “Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapula Province”, collaborates with the Ministry of health, the Ministry of Chiefs and Traditional Affairs, the Ministry of Religious Affairs and National guidance.
- UNCT (through the Gender Theme Group and the UN Communication Group) collaborated with the Gender Division, within its national campaign on the 16-days activism against gender-based violence in 2022.
- UNCT, within the implementation of the Socio-Economic Response Plan, collaborated with Ministry of Community Development and social services (MCDSS), Ministry of Health, the Gender Division, and Ministry of Youth, Sport and Child Development to ensure that i) the assessment is planned to further understand the impact of the pandemic through gender disaggregated data and a gender focused assessment, ii) implementation of gender sensitive interventions (women economic empowerment, fight against gender based violence, social protection targeting women headed households)
- UNCT (through the Gender Theme Group) supported the government during the development of the Revised National Gender Policy which has been finalized and will be submitted to Cabinet before at the end of 2022. A roadmap has been developed by the gender division and the GTG will continue to support this process until the policy is approved and ready for use.

b) National Gender Machinery – Under the New Dawn government, Ministry of Gender is now called the Gender Division in Cabinet Office under the Office of the President. The benefits of elevation of the national gender office to be under the office of the President are yet to be seen however, it is worth noting that at the time of this compilation a new Permanent Secretary has been appointed to provide leadership and oversight over the Gender Division. Furthermore, each ministry and local authority still has in place gender focal points to ensure mainstreaming happens at all levels. In addition, the UNCT has initiated discussion on the providing support to the Government in the setting up of the Gender Equity and Equality Commission as per provision in the 2016 Constitutional Amendment.

c) UNCT (through the Gender Theme Group and the UN agencies and entities providing support in the Zambia Voluntary National Review on the SDGs) collaborated with Ministry of National Development Planning, ensured that the Gender Division and the Zambia Statistical Agency (ZAMSTAT) are involved in the process of defining the milestones as well as the collection of that information. Other government institutions that provide information and/or take place in acquiring this information for the Ministry of National Development and Planning are: Ministry of Health; Ministry of Chiefs and Traditional Affairs; and Zambia Information Communication and Technology Agency (ZICTA) among others. Other government institutions that provide information and/or take place in acquiring this information for the Ministry of National Development and Planning are: Ministry of Health; Ministry of Chiefs and Traditional Affairs; and Zambia Information Communication and Technology Agency (ZICTA) among others.

d) HIV/AIDS: The UN Joint Team on HIV/AIDS provide technical and financial support to the Ministry of Health and the National AIDS Council (NAC) to ensure continuity of HIV services during the COVID-19 pandemic (testing, antiretroviral therapy, viral load testing, family planning, tuberculosis preventative therapy, viral hepatitis and pre-exposure prophylaxis), review national HIV guidelines and conduct multiple assessments and studies (prison assessment, gender assessment, HIV treatment guideline for migrants and refugee).

e) On 30 March 2022, the Government of the Republic of Zambia (GRZ) in partnership with the UN System in Zambia and

others launched the **Zambian Chapter of the African Women Leaders Network (AWLN)**. The Republican Vice President of the Republic of Zambia Mrs W.K. Mutale Nalumango, MP, attended the event in person and served as the Guest of honour. The First Lady of Republic of Zambia Mrs. Mutinta Hichilema virtually gave a solidarity message to the women and girls in Zambia.

f) The Gender Division was involved in the sense that UN Agencies have provided support to the government gender entity through various ways including but not limited to technical support during the review and revision of the National Gender Policy and participation in the National GBV Technical Working Group.

g) The Gender Division has been actively involved in the UNSDCF design, and the division will be involved in the implementation of the UNSDCF based on the new Cooperation Framework. Additionally, Gender Division together with other government departments/ministries were invited to the CF consultative meetings and validation workshop. The UNCT has participated in various coordination and technical working groups, including Sector Advisory Groups, aimed at ensuring the gender mainstreaming, streaming implementation and reducing duplication of efforts. Additionally, the new Cooperation Framework specifically addressed that the principal partners in interventions to achieve the Peace-related SDGs include government MDAs, trade unions (workers’ organizations), employers’ organizations, civil society, academia, cooperating partners (bilateral and multilateral donors) and the private sector. Partnerships has been established with the public and private sector and international and regional stakeholders, which include the Gender Division and Office of the Vice President, Zambia Statistics Agency, Ministry of Health, Ministry of Community Development and Social Services, Ministry of Education, Ministry of Labour and Social Security, Ministry of Youth, Sports and Arts, Ministry of Home Affairs and Internal Security, National AIDS Council, Provinces and spending agencies and others (UNSDCF, page 37).

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 Gender Equality and Women's Participation (UNDP, UNESCO, UNFPA, UNHCR, UNICEF)
- UN Joint Programme on Gender Based Violence phase II (UNDP, ILO, UNFPA, UNICEF, IOM)
- UN activities within the 16-days of activism on Gender based violence campaign 2022 (draft)

PI 3.2 Engagement with GEWE CSO

<p>Performance Indicator 3.2: UNCT collaborates and engages with women’s/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS</p>	<p>Partnerships</p>
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Meets all of the following: (a) The UNCT has collaborated with GEWE CSO and women’s rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

- a) The UNCT has continued to collaborate with at least two CSO within the current framework cycle for at least one joint initiative. Examples include:
- UNCT (through UNDP, ILO, UNFPA, UNICEF, IOM) – within the GRZ-UN Joint Programme on Gender Based Violence phase II, collaborates with Young Women Christian Association (YWCA), National Legal Aid Clinic for Women, Southern African Institute for Policy and Research (SAIPAR) Young Happy Healthy and Safe, Zambia National Men’s Network, ZICTA, Zambia Disability HIV & AIDS, Human Rights Programme, Women for Change, Bongo Hive and other similar CSOs.
 - UNCT (through ILO, UNFPA, WHO, UNDP, UNICEF and UNAIDS) – within the UN Joint programme on “Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapula Province”, collaborates with the Zambia Agency for Persons with Disabilities (ZAPD) through the Zambia Association for the Development of the Visually Impaired (ZADVI)
 - UNCT (through UNFPA and UNAIDS) have supported Young Women Christian Association (YWCA); Women for Change;

Lifeline/Childline Zambia; Young Happy Health and Safe; Zambia Centre for Communication Programmes (ZCCP); Zambia Congress of Trade Unions (ZCTU); National HIV/AIDS/STI/TB Council; Local Government Association of Zambia/ AMICAALL to engage in gender related SDG localization and to mainstream gender in national documents such as the National HIV and AIDS strategic framework and the Local Government HIV and AIDS Decentralized Response Mainstreaming Manual.

- UNCT (through UNICEF and UNFPA), within the Global Programme to End Child Marriage, collaborates with i) the National Network of NGOs to end child marriage (Chaired by Plan International and consisting of 35 national and international NGOs), ii) Global Platform (network of youth organizations under ActionAid) through institutional contract. iii) ZCCP (local NGO) through Partnership Cooperation Agreement (PCA).
- b) GEEW CSO - such as Young Women Christian Association (YWCA), National Legal Aid Clinic for Women, Southern African Institute for Policy and Research (SAIPAR) Young Happy Healthy and Safe, Zambia National Men's Network, ZICTA, Bongo Hive – participates in the UNSDCF implementation, namely through the UN Joint programme on gender based violence, and other joint programmes; UN Joint programme on “Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapula Province”
- c) UNCT (through UNFPA and UNAIDS) have supported Young Women Christian Association (YWCA); Women for Change; Lifeline/Childline Zambia; Young Happy Health and Safe; Zambia Centre for Communication Programmes (ZCCP); Zambia Congress of Trade Unions (ZCTU); National HIV/AIDS/STI/TB Council; Local Government Association of Zambia/ AMICAALL to engage in gender related SDG localization and to mainstream gender in national documents such as the National HIV and AIDS strategic framework and the Local Government HIV and AIDS Decentralized Response Mainstreaming Manual.
- d) (Through UNHCR) has supported Carita Czech Republic to mainstream gender initiatives in its livelihood programming by skills training and empowerment of women and girls at risk from refugee and host communities to attain self reliance and reduce the risk of abuse.
- e) Through the Safe from Start Project, UNHCR has supported community groups in the refugee settlements to engage in prevention and mitigation programs that include women and youth empowerment.
- f) The UNCT has collaborated with GEWE CSO on the matter of PSEA through the first technical meeting of National PSEA Network on 14 July 2022. Participating CSOs included Children International, World Vision Zambia, Lifeline/Childline Zambia, Generation Alive Zambia, and others.
- g) On 30 March 2022, the Government of the Republic of Zambia (GRZ) in partnership with the UN System in Zambia, UN Women Regional Office, African Union and the Civil Society Organizations (CSOs) launched the Zambian Chapter of the African Women Leaders Network (AWLN). The approach to the official launch was a hybrid with both physical and virtual participation. The Republican Vice President of the Republic of Zambia Mrs W.K. Mutale Nalumango, MP, attended the event in person and served as the Guest of honour. The First Lady of Republic of Zambia Mrs. Mutinta Hichilema virtually gave a solidarity message to the women and girls in Zambia.
- h) The GEWE CSOs have been actively involved in UNSDCF design. For example, CSOs, including Women for Change, YWCA, NGOCC, Generation Alive, The Planned Parenthood Association of Zambia (PPAZ), and Women in Law and Development in Africa (WILDAF), attended and participated actively during the validation workshop of the UNSDCF 2023-2027 (the attendee list of the validation workshop is attached).

Given that the UNCT has met the 3 main criteria of the indicator on the collaboration with the Government to engage them in Gender Equality and Women Empowerment, the UNCT exceeds the minimum requirements.

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)

- GRZ-UN Joint Programme on Gender Equality and Women's Participation (UNDP, UNESCO, UNFPA, UNHCR, UNICEF) signed proposal
- GRZ-UN Joint Programme on Gender Based Violence Phase II (UNDP, ILO, UNFPA, UNICEF, IOM) reports
- Global Programme on Ending Child Marriage (UNFPA, UNICEF)
- Reports on the implementation of the JP: Promoting Disability Inclusion in HIV, Sexual and Reproductive Health and Social Protection in Luapala Province (funded by UNPRPD/MPTF)
- Government of Republic of Zambia – UN Joint programme on social protection, phase II
- Zambia Voluntary National Review 2020
- UNHCR / Caritas Czech Republic Partnership agreement
- Safe from Start Project Proposal

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 and women empowerment are meaningfully addressed in the UNCT Heads Of Agencies' meetings. Additionally, gender equality and the empowerment of women are addressed across other topics of discussion, including discussions on collaboration with the Gender Division, implementation of the UN Joint programme on Gender Based Violence, functioning of the Gender Theme Group, impact of COVID-19 on women and gender equality, gender mainstreaming within the UN Zambia Socio-Economic response plan, elaboration and implementation of the PSEA action plan, support to the Government in the establishment of a National Gender Commission. Most UNCT meeting's minutes or UNCT retreat report reflects meaningful discussion on gender-related issues.

b) The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT: multiples remarks / speeches and talking points during official meetings of the RC or made on behalf of the RC, made explicitly reference to gender issues and/or women empowerment (please refer to UN Zambia website). On International Women's Day, former RC, Dr. Coumba Mar Gadio, emphasized on UN Zambia's commitments in Gender Equality and Women's Empowerment by stating that "We are all in this fight for gender equality together. Everyone has a role in ensuring adequate prevention and response mechanisms, services and skills are made available for our women and girls." Additionally, current RC, Ms. Beatrice Mutali, emphasize on UN Zambia's commitment in the fight for gender equality. For instance, on the occasion of launch of the Guidelines on Minimum Standards for Child Victims and Witnesses in the Justice Process, RC did shed light on the importance of gender-sensitive and child-friendly justice system in Zambia. Additionally, through continuous engagements, RC is invited to address at the official opening of the NGOCC (the Non-governmental Gender Organizations' Coordinating Council) 22nd General Assembly on 18th November. The theme for this assembly is "Promoting Sustainable Approaches to Gender Equality for Women's Empowerment." Thus, both former and current RCs have demonstrated public championing of gender equality during the last 12 months.

c) Results from the 2020 survey on the organizations culture found that 83.11% of staff felt that Heads of Agencies are committed to gender equality in the workplace. Additionally, there will be a capacity building on gender parity, gender mainstreaming, and PSEA to HR sections on 16 November 2022. This training would strengthen capacities of the HR section on gender equality, gender parity, gender mainstreaming and PSEA.

d) Gender equality and women empowerment are addressed as an explicit part of the RC/UNCT performance appraisal for 2022 and part of the UNCT AWP 2022

Given the UNCT leadership to champion gender equality and women empowerment as stated above, the UNCT exceeds minimum requirements on this indicator.

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)

- UNCT meeting minutes and UNCT retreat report
- UNCT Annual Work Plan 2022

- RC remarks and speeches available for the past 12 months (please also refer to the UN Zambia website)
- Results of the Organizational culture survey for Zambia

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 organizational culture survey was sent to all Heads of Agencies with instructions to distribute to all personnel. Results scored an overall positive rating of 76.93% (6.73% negative and 16.34% neutral). The minimum requirement (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance.

The minimum requirements were met individually for all 10 questions.

The scores for “Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace” was the highest at 83.11%.

This was followed respectively by the score on “adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels” – 81.35% and “UN personnel in this country demonstrate commitment to gender equality in the workplace” at 81.62%.

Score on “Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life Work-life balance” was slightly lower than the others with 65.49% of respondents were satisfied and only 13.27% expressed dis-satisfaction (21.24% percent were neutral).

Given the data from the survey as analyzed above, the UNCT meets minimum requirements for this indicator.

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
MEETS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

The 2020 Addendum partnership framework shared with the UNCT implemented the specific recommendations that were made on the design and inclusion of gender equality indicators and the final UNDAF report demonstrates the urgency to review progress. The UNDAF is committed to ensuring gender equality indicators are implemented and tracked at every step of the development frameworks.

a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for general service staff and all professional levels. This mechanism is established within the Human Resources technical working group under the OMT.

b) The assessment revealed that in total, there are 47.29% of women staff and 52.7% of men staff. Defining gender parity as within the range 47-53%. In average, the parity trends is positive.

Findings indicate that at the general staff level from the G1 to G3, there are more men than women basically at 7:48. However at the G4 to G7 levels, the picture begins to change. The ratio is skewed towards women with the ratio being 77:65.

At the professional levels, it is noted that there are 8 females NOA staff while there are 11 male staff members. At the

NOB level the female staff members surpass the male staff members by far with 48 females as opposed to 25 male staff members. Further, at NOC level the difference is minimal with 15 female staff members as opposed to 17 male staff members. At NOD level again we have only 1 female staff members as opposed to 3 male staff members. This gives a total of 72 female staff members and 59 male staff at the national professional level. In average, there are 56.25% of national professional female staff.

In considering the International categories of staff members, it is also realized that at P1 level there is neither female nor male staff members. At P2 level there are 4 female staff members as opposed to 8 male staff members presenting 50 percent more of the men at that level. At P3 level, noticeably there are 15 female staff members as compared to 9 male staff members giving us a difference of 6 female staff members more than the male. At P4 level we have 9 female staff members as opposed to 16 male staff members giving almost 50 percent difference in favour of men. At P5 level there are 5 female staff members as opposed to 8 male staff members. At P6 level we again see no female or male staff members. At D1 level we see a 3:4 ration and at D2 level no female or male staff member. On the overall, we have 36 female staff members at the international levels as compared to 45 male staff members giving us a difference of 9 more male staff members.

c) The Business Operations Strategy (BOS) does not include gender-specific actions and indicators. However, the UNCT has just started the elaboration of its gender strategy, and this aspect should be taken into account in the strategy.

From the above analysis, the UNCT has demonstrated positive trends towards achieving parity commitments and it therefore meets minimum levels.

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.

- A coordination mechanism exists chaired by UNFPA Country Representative.

- The GTG has Terms of Reference.

- GTG has technical staff gender specialists and/or gender analysts from the UN Agencies.

- Some staff are national; NOC or NOB and others are international P3 or P4.

- The Gender Theme Group Members have made input into the UNSDCF 2023-2027 including participating in the consultative meetings for the country analysis, strategic prioritization, results framework and M&E. Additionally, the Gender Theme Group has developed a draft of Gender Strategy that is planned to be based on the results of the UNCT SWAP Gender Equality Scorecard and aligned with the new UNSDCF.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- A coordination mechanism for gender equality is chaired by a HOA.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.
- 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)

- GTG draft Terms of Reference
- Various Minutes of the GTG
- AWLN Launch Report

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) In 2020, UNCT realizing that they needed adequate capacities developed for gender mainstreaming encouraged UN staff members to participate in a Capacity Building Session which was organized by UN Women Regional Office on the UN Gender Scorecard and the Gender SWAP. UNDP and UNFPA colleagues participated in this training last year and in May 2022. UNCT induction materials includes gender equality and the empowerment of women commitments, onboarding online training and related development information of the country.

For some agencies this is more defined such as the WFP capacity building is integrated in the staff induction as per HR recruitment policy and requirements. This is also a requirement upon Corporation/ Implementing Partner signing of FLA to engage and build staff capacity in gender mainstreaming. Country office plans on further strengthening the staff gender awareness in programming and support systems which has been scheduled with regional gender advisor for first and second quarters of 2022. Equally for UNICEF - outputs and activities that are linked to gender programming are tagged in the programme and financial management system. Outputs are tagged to indicate if they have a significant, marginal or no gender focus and further based on the coding, financial transactions are also tracked.

The Business Operations Strategy (BOS) includes multiple gender-specific actions and indicators. The BOS includes actions on gender parity under HR sections, and key activities are meeting to finalize the Gender training for HR, Gender focal point database to be created, gender parity and diversity training for HR working group and others. Additionally, the BOS focuses on activities of gender responsive procurement sourcing by encouraging all UN agencies to conduct gender responsive solicitation.

b) Gender mainstreaming is also designed and planned in the UNSDCF: empowerment of local actors including women through resilience and aligning with the international norms and standards. This is also done through supporting government efforts and goals to mainstream human rights in national development policies and programmes. In addition, contributing to the achievement of equality and ending discrimination (including intersecting forms) affecting those lagging behind, including women and girls. Gender mainstreaming is also achieved through leading regular consultations with women's rights organizations and making use of their analysis and recommendations and providing feedback in subsequent meetings, including CCAs. Subsequently, mainstreaming human rights, youth empowerment and gender equality into national development plans and policies and ensuring a coordinated approach to building national capacity for the implementation of human rights, and gender responsive plans and strategies also promotes gender mainstreaming once done consciously.

c) Finally, the UNCT acknowledges that promoting and advocating for the fundamental values, standards and principles of the UN Charter, including respect for and protection of human rights and gender equality. From the analysis above, at least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. Further, a capacity development plan based on an inter-agency capacity assessment is established per UNSDCF cycle and targets are on track. The UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

d) Some specific efforts have been carried out around prevention of sexual exploitation and abuse (PSEA) where 194 UN staff from all agencies; were oriented so that they can better understand how to protect themselves SEA. This was done through online and offline meetings organized by UNICEF (both in July and September 2022). Agencies also had orientation sessions for their staff at agency level seeing that in 2022 many agencies recruited new staff members.

e) All theme groups and results groups received a training on the UNSDCF programming.

f) PSEA is constant agenda item in the Gender Theme Group meetings and in the National GBV Technical Working Group led by the Gender Division under the Office of the President. Further, the RCO and the GTG worked together to develop the Multi-year Action Plan. Furthermore, some specific efforts have been carried out around prevention of sexual exploitation and abuse (PSEA) where 194 UN staff from all agencies; were oriented so that they can better understand how to protect and prevent SEA. This was done through a virtual platform organized by the UNCT, GTG led by UNFPA and RCO. Agencies also had orientation sessions for their staff at agency level. Comprehensive training for all partners is being planned and it will be done before the end of 2022.

It is therefore clear that this indicator meets minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- Concept Note- UN Zambia HR Orientation on Gender Equality and Gender Mainstreaming
- UNCT Zambia Annual Work Plan 2022
- PSEA Multi-year Work Plan (Draft)

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) Through GTG Members (UNDP and UNFPA), UNCT participated in the capacity development related to the gender marker organized by UN Women. Following the capacity building session, the participants shared the takeaways and insights to GTG members during the GTG meetings, GTG retreat (June), and through documentations. As well, the participants and RCO coordinated the production of the UNCT SWAP Gender Equality Scorecard.

b) The UNCT has allocated \$ 15,000.00 to GEEW (specifically for 1. Elaborate and implement the UN Zambia gender strategy based on the results of the UNCT SWAP gender equality scorecard) for its Annual Work Plan 2022. Additionally, the UNCT has in place a set of budgeted activities to enhance the programmes on Gender Equality and Women Empowerment.

*Some agencies have allocated funds for tracking to ensure that more women are included in various processes. For example, various committees have 50% or more representation of women.

Recruitment adverts still have a gender marker which states that suitably qualified women are encouraged to apply.

Gender mainstreaming has been including in operations and other processes through OMT and there is guidance given through the integration of business operating systems that women led enterprises and/or companies should be considered to provide various goods and services.

During townhall meetings PSEA and gender equality is included as an agenda and presentations are made to this effect.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- GTG meeting minutes
- UNCT Annual Work Plan
- UNCT meeting minutes
- UN Joint Programme on Gender Based Violence – phase II

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

Results

APPROACHES MINIMUM REQUIREMENTS

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

The UNCT is on track to achieve some gender equality and empowerment of women results as planned in the UNSDPF outcomes and outputs in line with SDG priorities including SDG 5.

In the reports on the UNSDPF Joint work plan, the achievement on gender equality and women empowerment are tangible within each of the UNSDCF 5 pillars:

- Economic Diversification and Job creation: for instance, support to enterprises led by women, improvement of the livelihood of women in crossborder areas. In addition, 371 Women were trained in enterprise skills, savings and credit groups and provided with start up kits worth ZMW742,000.00 kwacha by the GRZ-UNJP on GBV Phase II

- Poverty and Vulnerability Reduction: for instance, In response to COVID-19, part of the funds under the UN joint programme on GBV were used to support ChildLine/Lifeline Zambia to ensure child survivors and adults report and seek psychosocial support for Gender Based Violence (GBV) cases. A total of 21 Childline/Lifeline staff were trained in self-care to enable them to continue providing frontline services during the COVID-19 pandemic. These include 17 call centre counsellors (13 female and 4 male) and four staff members (1 female and 3 male). Additionally, 41 Childline/Lifeline Zambia staff including 27 counsellors (19 female and 8 male) and 14 staff (9 female and 5 male) were trained on Preventing Sexual Exploitation and Abuse (PSEA) to support possible identification and reporting of Sexual Exploitation and Abuse (SEA) cases. This includes six counsellors and volunteers from Mantapala Refugee Settlement. From May 2020 to end July 2020, a total of 6,652 children and 10,909 parents and primary care givers have contacted the Childline/Lifeline Zambia tollfree numbers and received GBV and Violence Against Children (VAC) related trauma counselling and psychosocial services.

- Reduction of Development inequalities: for instance, UNCT has also supported the increase of skills attendants at birth and provided relief supplies and dignity kits to refugees and other vulnerable women and girls in Zambia. Evidently, the programme has facilitated procurement of Personal Protective Equipment (PPEs) to contribute to safety in delivery of services thereby ensuring continuity. Evidence generated through this programme such as KAP study on access and utilisation of integrated SRHR/HIV services by adolescent girls and young women, National AIDS Spending Assessment, has been central to informing programming including the GRZ funding request to the Global Fund. Advocacy on age of consent for SRHR services through this programme is shaping the discourse on access to SRHR/HIV services by young people although various challenges remain to achieve consensus and policy change at present.

- Enhanced Human Development: for instance, targeting of women (pregnant and lactating) in the financial support within the SUN II program; Declaration of maternal mortality as a public health emergency is an opportunity for UNCT to advocate for increased resource allocation to the health sector for improved service delivery especially for skilled attendance at birth; implementation of the joint programmes on “Together for SRHR”, Disability inclusion programme on Reproductive Health and Social Protection targeting women with disabilities.

- Governance and inclusive economy: for instance, the UN is providing support to ensure women’s participation in the election process.

In addition:

- one gender targeted joint programme (GRZ-UN Joint Programme on Gender Based Violence), after reaching its goal for the first phase in 2017 (1 year after the implementation of the UNSDPF), has been extended to its phase II to strengthen and scale up best practices identified from the previous phase; (2) streamline joint programme operations to strengthen further the Delivering as One approach; and (3) minimise overlaps and duplication with other GBV bi or multi-lateral funded programmes and (4) strengthen community GBV response mechanisms and their linkages to the institutional structures.

- The GRZ-UN joint programme on social protection (initially 2016-2018) has also been extended for its second phase (2019-2022) to build on the lessons learnt from the first phase and this programme document provides a detailed account of the current challenges in social protection and inclusion, what needs to be done to address these challenges, the anticipated downside risks and mitigation, the planned results framework, and the detailed results-based budget.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Zambia 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	N/A	Elaboration of the CCA should take an integrated approach because the underlying causes of inequality are inter linked to each other and are inter-generational and thus calling for a comprehensive gender sensitive logical framework analysis rather than sector specific.	
1.2 Cooperation Framework Outcomes	N/A	For the new UNSDCF: ensure that the outcomes take an empowerment approach aiming at empowering vulnerable and marginalized population from social and economic progress by stimulating their demand for and access to services	
1.3 Cooperation Framework Indicators	N/A	For the new UNSDCF: More than one-half of UNSDCF out- come	

		(and output) indicators should measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	
Dimension 2 – Programming and M&E			
2.1 Joint Programs	N/A	Continue to ensure that a majority of joint programmes contribute to reducing gender inequalities and enhance women empowerment (currently there are 4 gender focused joint programmes and 4 others mainstreaming gender)	
2.2 Communication and Advocacy	N/A	Continue organizing joint communication activities on Gender Equality and Women Empowerment	
2.3 Cooperation Framework M&E	N/A	The midterm review made specific recommendations on the design and inclusion of gender equality indicators and its monitoring and evaluation plan. In the current UNSDPF, there is the need to strengthen gender sensitive indicators – in collaboration with the Data and M&E group. Organize technical training on gender sensitive M&E before getting into the new UNSDCF cycle	
Dimension 3 - Partnerships			
3.1 Government Engagement	N/A	Pursue the collaboration with the Government and CSOs on gender equality and women empowerment as a UNCT	
3.2 GEWE CSO Engagement	N/A	Pursue the collaboration with the Government and CSOs on gender equality and women empowerment as a UNCT	
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	N/A	Continue to address issues on gender equality and women	

		empowerment during the UNCT meetings / retreat The RC and Heads of agencies to use opportunities of speeches at key events to advocate for gender equality and women empowerment	
4.2 Organizational Culture	N/A	Strengthen further the culture of gender equality at the work place and the commitment of the leaders in gender equality and women empowerment	
4.3 Gender Parity	N/A	Through the OMT, monitor regularly the gender parity among UN staff	
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	N/A	Have the GTG Terms of reference finalized and approved by the UNCT	
5.2 Gender Capacities	N/A	Organize more targeted training on gender equality and women empowerment, especially within the elaboration of the new UNSDCF	
Dimension 6 - Resources			
6.1 Financial Resources	N/A	Within the elaboration of the JWP 2021, ensure that the gender code for each activity is indicated	
Dimension 7 - Results			
7.1 GEWE Results	N/A	Track and monitor the implementation of the key activities related to these indicators and their achievements	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis

Planning

EXCEEDS MINIMUM REQUIREMENTS	
Category	Documents
CCA or equivalent	CCA Report Zambia 2022

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Zambia UN Sustainable Development Cooperation Framework 2023-2027 (1)	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Zambia UN Sustainable Development Cooperation Framework 2023-2027 (1)	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	2.1 UN-Zambia Together-4SRHR	
Joint Program documents	2.1-3.1-6.1 GRZ-UN-GBV-Phase-II Final-Signed-Prodac	
Joint Program documents	2.1-3.2 Global-Programme-End-Child-Marriage	
Joint Program documents	UNRC Financing Agreement 2022 signed ALL	
Joint Program documents	UNCT-Zambia-Joint Programmes	

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	UNCT-Zambia AWP-2022	
Communication/Advocacy	UN led activities 16 Days of Activism revised 21 Nov 2022	
Communication/Advocacy	UNCG 2022 Workplan	
Communication/Advocacy	Final Advocacy Strategy for Members of Parliament	

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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	2.3 UNSDCF-Zambia Training-GEWE-LNOB-HRBA October-2021	
Cooperation Framework reviews/monitoring data	Zambia UN Sustainable Development Cooperation Framework 2023-2027 (1)	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	2.1-3.1 UBRAF-JP-HIV-AIDS	
Other	2.1-3.1-6.1 GRZ-UN-GBV-Phase-II_Final-Signed-Prodac	
Government engagement	AWLN Launch Report Final	
Government engagement	UN led activities 16 Days of Activism revised 21 Nov 2022	
Government engagement	Zambia UN Sustainable Development Cooperation Framework 2023-2027 (1)	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	2.1-3.2 Zambia-Global-Programme-End-Child-Marriage	
Other	3.2 Zambia-UNHCR Safe-from-the-Start Draft-proposal	
Other	National PSEA Network Meeting 14 July 2022	
Other	AWLN Launch Report Final	
Other	Validation Meeting - 09062022	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	

Other	4.1-4.2 Zambia-organizational-survey
RC communications	Concept Note- UN Zambia HR Orientation on Gender Equality and Gender Mainstreaming Final November 2022
RC communications	UNCT-Zambia AWP-2022
Other	Report- 2022 UNCT Retreat

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	1b. Annex RCs Template Certification 2022 OCDC clean Zambia	
Organizational culture survey results	4.1-4.2 Zambia-organizational-survey	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	5.1 UN-Zambia Gender-Theme-Group ToR	
GTG TOR/AWP	AWLN Launch Report Final	
GTG TOR/AWP	GENDER THEME GROUP RETREAT Report 01 June 2022	

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	Concept Note- UN Zambia HR Orientation on Gender Equality and Gender Mainstreaming Final November 2022	
Capacity development	UNCT-Zambia AWP-2022	
Capacity development	Zambia Multi-year Country-level Action Plan Draft 02112022	
Capacity development	GENDER THEME GROUP RETREAT Report 01 June 2022	
Capacity development	Review 1 Zambia BOS Document	

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PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Other	2.1-3.1-6.1 Zambia-GRZ-UN-GBV-Phase-II Final-Signed-Prodod	
Other	Zambia UN Sustainable Development Cooperation Framework 2023-2027 (1)	
Other	GENDER THEME GROUP RETREAT Report 01 June 2022	
Financial resources	UNCT-Zambia AWP-2022	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	2.3-5.1-5.2-7.1 UN-Zambia-MTR 2019	
Cooperation Framework reviews/monitoring data	7.1 Zambia-FINAL Draft Gender Rapid Assessment of COVID19 Report 09082021	
Cooperation Framework reviews/monitoring data	7.1 Zambia-FINAL Report - UNGRZ PHASE II GBV Baseline Study August 2021	

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>

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG



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