

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Cameroon 2020

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



Contents

2. The UNCT-SWAP Framework	4
2.1 Performance Dimensions and Indicators	4
2.2 Performance Indicator Ratings and Explanation.....	4
3. The UNCT-SWAP Methodology – Annual Progress Reporting	5
3.1 Participatory Self-Assessment.....	5
3.2 UNCT-SWAP Annual Progress Assessments.....	5
3.3 Supporting Evidence and Knowledge Hub	7
4. Quality Assurance and Global Reporting	7
5. The UNCT-SWAP Process in Cameroon.....	7
6. Overview of Results by Performance Indicator.....	8
7. UNCT-SWAP Detailed Findings by Performance Indicator.....	9
Dimension Area 1: Planning	9
PI 1.1 Common Country Analysis.....	9
PI 1.2 Cooperation Framework Outcomes	9
PI 1.3 Cooperation Framework Indicators	10
Dimension Area 2: Programming and M & E	11
PI 2.1 Joint Programmes	11
PI 2.2 Communication & Advocacy.....	12
PI 2.3 Cooperation Framework M & E	12
Dimension Area 3: Partnerships.....	13
PI 3.1 Engagement with Government.....	13
PI 3.2 Engagement with GEWE CSO.....	14
Dimension Area 4: Leadership & Organizational Culture	15
PI 4.1 Leadership for Gender Equality	15
PI 4.2 Organizational Culture	16
PI 4.3 Gender Parity	16
Dimension Area 5: Gender Architecture and Capacities.....	17
PI 5.1 Gender Coordination Mechanism.....	17
PI 5.2 Gender Mainstreaming Capacities.....	18
Dimension Area 6: Financial Resources	18
PI 6.1 Resource Allocation & Tracking	18
Dimension Area 7: Results	19
PI 7.1 GEWE Results.....	19
8. UNCT in Cameroon Action Plan.....	20
9. Supporting Evidence	21

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)

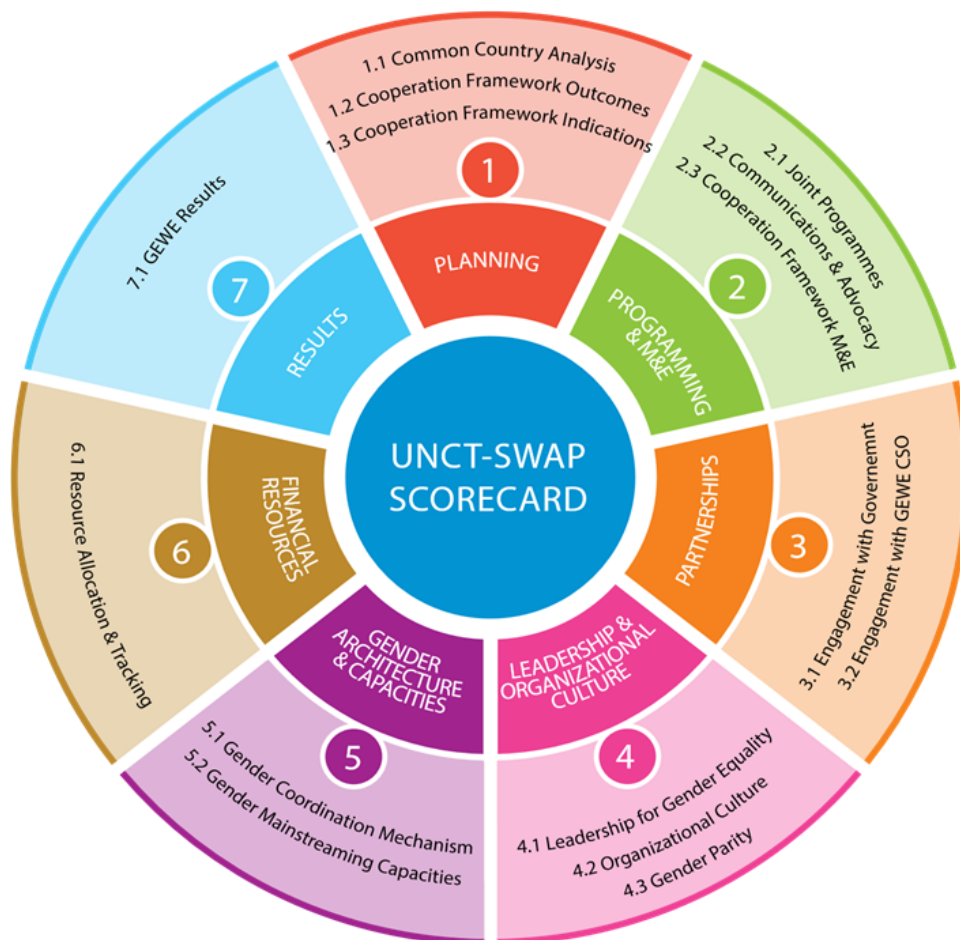
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation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

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 UNCT-SWAP annual progress report was prepared in consultation with the UNGTG and the UNPMT
the inter-agency evaluation team supported the definition of indicators and their evaluation

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

ALL UN entities under the leadership of RCO

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

RAS

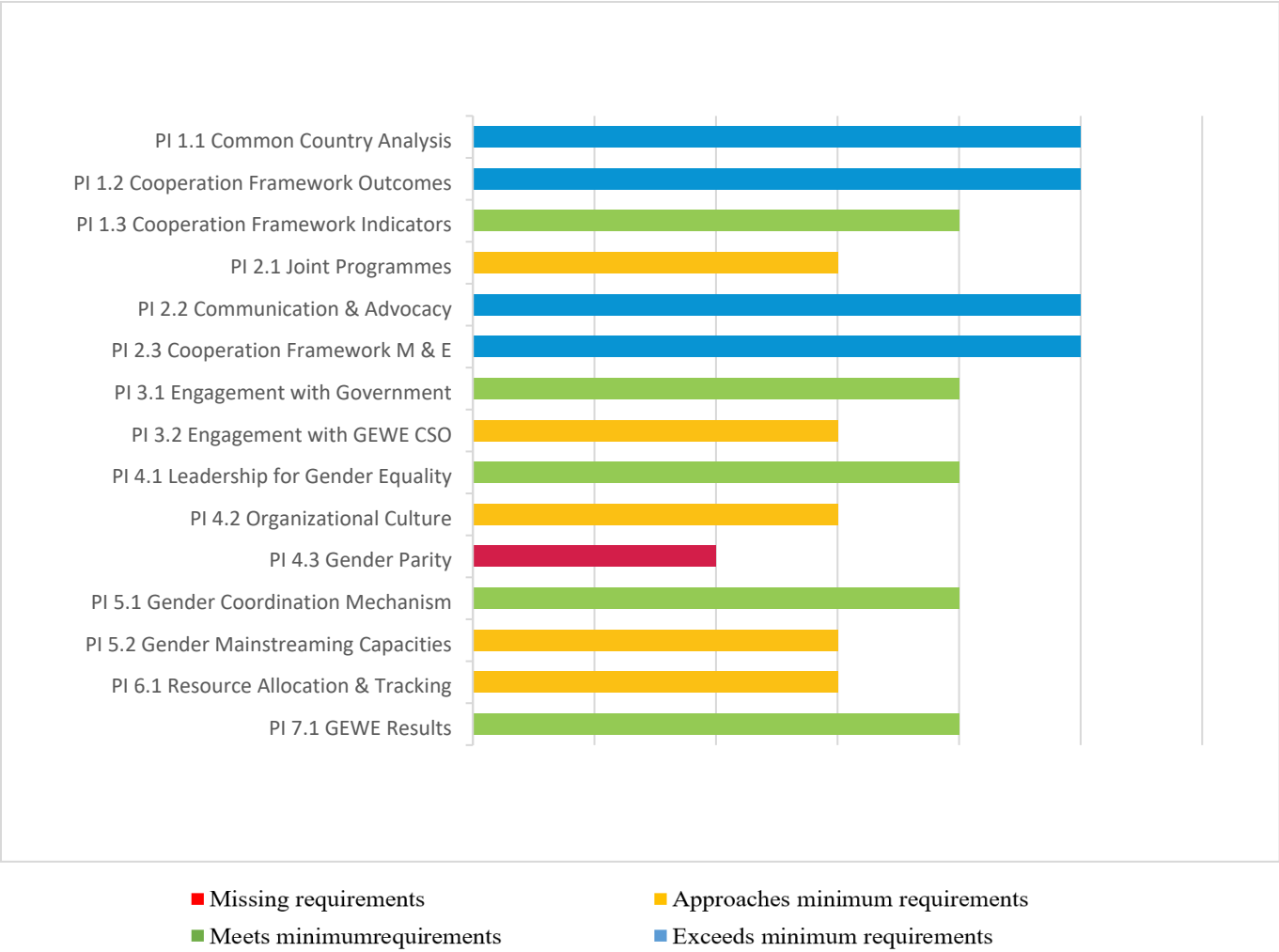
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	
PI 1.3 Cooperation Framework Indicators	MEETS	
PI 2.1 Joint Programmes	APPROACHING	
PI 2.2 Communication & Advocacy	EXCEEDS	
PI 2.3 Cooperation Framework M & E	EXCEEDS	
PI 3.1 Engagement with Government	MEETS	
PI 3.2 Engagement with GEWE CSO	APPROACHING	
PI 4.1 Leadership for Gender Equality	MEETS	
PI 4.2 Organizational Culture	APPROACHING	
PI 4.3 Gender Parity	MISSING	
PI 5.1 Gender Coordination Mechanism	MEETS	
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	
PI 6.1 Resource Allocation & Tracking	APPROACHING	
PI 7.1 GEWE Results	MEETS	

The findings presented in the below table indicate the ratings scored by the UNCT in Cameroon for each Performance Indicator across the seven dimensions of analysis as they stand in 2020. It includes the ratings reassessed in 2020, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2020



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.

CCA meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind. LNOB Report is attached

:

PI 1.2 Cooperation Framework Outcomes

**Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes
EXCEEDS 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; AND (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

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

:

PI 1.3 Cooperation Framework Indicators

**Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender
equality
MEETS MINIMUM REQUIREMENTS**

Planning

Between one-third and one-half (33-50 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.

In the Cameroon Results framework, between one-third and one-half (33-50 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

:

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

Programming and
M&E

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

Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment;

:

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.

The Terms of Reference and Action Plan of the UN Communication Group were updated to visibly include advocacy and knowledge products on Gender Equality and Empowerment of Women (GEWE). Capacity of the UN Communication Group were strengthened on GEWE. UNCT contributed collaboratively to communication and advocacy in at least one non-traditional thematic area during the past year, with the Covid 19 outbreak. UN Response plan was deployed with a key role played by UN Communication Group for BCC, advocacy and sensitization on barrier measures and C19 prevention.

:

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

Meets all 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.

Meets all 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.

:

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

Partnerships

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

Meets two of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women’s Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E.

:

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 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

:

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 MEETS MINIMUM REQUIREMENTS	Leadership and organizational culture
---	--

Meets three 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 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.

:

PI 4.2 Organizational Culture

Performance Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS	Leadership and organizational culture
--	--

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

:

PI 4.3 Gender Parity

Performance Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and organizational culture
---	--

:

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

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

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

Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA (UN Women Representative). (b) The group has a TOR and an approved annual work plan (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

:

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS	Gender architecture and capacities
--	---------------------------------------

(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.

(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.

:

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
APPROACHES MINIMUM REQUIREMENTS

Resources

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

The UNCT has carried out at least one capacity-building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle. In 2019, Gender Them Group organized a training on the Gender Marker (see GTG 2019 Report Attached)

:

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.

UNCT 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.

:

8. UNCT in Cameroon 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
Dimension 1 - Planning	
1.1 Common Country Analysis	Assist and Contribute to gender mainstreaming in the CCA
1.2 Cooperation Framework Outcomes	Strengthen the capacity of PMT on gender mainstreaming, gender analysis and gender planning. Draft a gender mainstreaming strategy on the implementation of UNDAF 2018-

	2020 to highlight how GEWE will be promoted, in particular for outcomes 2.1, 2.2, 2.3, 3.2, 4.1 and 4.2 with indicative activities. Include responsibility for gender mainstreaming and promotion of GEWE in the TOR of UNDAF outcome groups.
1.3 Cooperation Framework Indicators	N/A
Dimension 2 – Programming and M&E	
2.1 Joint Programs	Develop an internal quality control system for Joint Programs that includes gender as a mandatory field to ensure that gender is systematically mainstreamed into Joint Programmes.
2.2 Communication and Advocacy	Update TOR and Action Plan of UN Communication Group (UNCG) to visibly include GEWE advocacy and knowledge products. Include an amendment to the UN communication strategy to address issues of GEWE and gender awareness. Continue and increase the contribution of UNCG to GEWE advocacy campaigns. Produce collaboratively at least one knowledge product promoting GEWE. Strengthen the capacity of UNCG members to properly mainstream gender in their work.
2.3 Cooperation Framework M&E	Finalize the TOR of M&E Group to include responsibility for ensuring gender sensitivity in joint M&E frameworks, to be able to provide technical support accordingly. Strengthen the capacities of the M&E group members on gender-responsive monitoring and evaluation (training provided at least once per UNDAF cycle). Elaborate the UNDAF 2018- 2020 M&E Plan from a gender perspective.
Dimension 3 - Partnerships	
3.1 Government Engagement	Carry out a collective contribution within the UNDAF 2018-2020 cycle to strengthen the capacities of MINPROFF and its provincial/local delegations.
3.2 GEWE CSO Engagement	Carry out a collective contribution within the UNDAF 2018-2020 cycle to strengthen the capacities of CSO working on GEWE, at national, provincial and local level
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	Include gender as a standing agenda item in UNCT HOA meetings. Organize monthly brown bag lunches on gender issues and other advocacy sessions.
4.2 Organizational Culture	Strengthening the capacity of UN agencies who work with traditional leaders as guarantors of culture to help develop leadership

4.3 Gender Parity	Organize public discussions on gender issues and advocate to have gender as an important issue on the policy dialogue
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	All UN agencies to appoint GFPs (P4 or equivalent and above) to attend GTG meetings. All cross-cutting groups (UNCG, M&E group, outcomes groups, etc.) to appoint focal points to participate in the GTG. Revision of performance reviews of all GTG members so that they have their contributions to the group reflected in their performance reviews. Review annual work plan of GTG to include responsibility designation amongst UN agencies. Strengthen the capacities of GTG members to properly perform their GTG work and provide technical support on GEWE to other cross-cutting groups.
5.2 Gender Capacities	Undertake a capacity assessment of UN staff to analyze and address gender inequality. Establish a capacity development plan, based on the capacity assessment of UN staff.
Dimension 6 - Resources	
6.1 Financial Resources	Initiate discussions at HOA meetings on a system to track and utilize country-level budgetary data to ensure adequate allocation of resources for GEWE; assess options for institutionalizing budget tracking of GEWE and establish a tracking mechanism.
Dimension 7 - Results	
7.1 GEWE Results	Place major emphasis on country-level gender results achievement and UN system contribution to GEWE in the country Collective UN support to MINPROFF to implement the National Gender Policy.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	Cameroon CCA 2020	
Other joint analysis	LNOB CAMEROON FINAL REPORT V2-7Feb2020	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes	Planning
--	-----------------

EXCEEDS MINIMUM REQUIREMENTS	
Category	Documents
Other	UNSDCF Consultations 03032021 - Results Framework
Cooperation Framework	UNSDCF 2022-2026 CMR Final - 19 avril 2021

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Other	UNSDCF Consultations 03032021 - Results Framework	
Cooperation Framework results framework	UNSDCF 2022-2026 CMR Final - 19 avril 2021	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	UNCTCameroon_GYPI prodoc signed UNDP UNWOMEN UNFPA_CM	
Joint Program documents	UNCTCameroon_Prodoc-signed_Youth-Connekt_2020	
Joint Program documents	PBF PRODOC	

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	UNCTCameroon CommunicationStrategy 11 2017	
Communication/Advocacy	Presentation UNCG Finalisée (1)	
Communication/Advocacy	RCCE1 Report Cameroon	
Communication/Advocacy	RCCE Report 2 Cameroon	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	

Cooperation Framework reviews/monitoring data	UNDAF 2018-2020 Mid-Term Review Cameroon 2019
Cooperation Framework reviews/monitoring data	UNSDCF 2022-2026 CMR Final - 19 avril 2021
Other	MODULE AnalyseDDSA
Cooperation Framework reviews/monitoring data	MODULE I ProgSenEgalGenre

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	Consultations UNSDCF Mars 2021 Fiche de présence Gvnt,deputés,maires,secteurs... (1)	
Government engagement	Consultations UNSDCF Mars 21 attendance sheet Gv MP Cameroon	
Government engagement	Rapport séance de consultation pour des analyses préliminaires à l'élaboration du Cadre de Coopération des Na (1)	
Government engagement	SYNTHESE RAPPORT SDGs ACCELERATEURS July Cameroon	
Government engagement	ToR consultation CCA final Cameroon	

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	SYNTHESE RAPPORT SDGs ACCELERATEURS July Cameroon	
Other	Consultations UNSDCF Mars 21 attendance sheet NGOs Cameroon	
Other	Liste de presence Consultation Ebolowa UNSDCF Cameroon	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	RAPPORT 16 days activism 20 lauching Cameroon	
RC communications	Report IWD 2020 UNW Cameroon	
RC communications	Article Ambassadors Visite 2019 Maroua	
RC communications	RAPPORT 16 days activism 20 lauching Cameroon	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	Survey Results Gender & Humanitarian Cameroon	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	BOS 2.0 02 08 2020	

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	
Other GTG documents	GTG Annual Report 2019 Cameroon	
Other GTG documents	Final AWP GTG 2020 New (1)	
GTG TOR/AWP	Final TDR GTG	
GTG TOR/AWP	Rapport GTG 2020 et AWP2021 Cameroon	
GTG TOR/AWP	Liste de presence Consultation Ebolowa UNSDCF Cameroon	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	Agenda CMR virtual training on UNSDG CF guidelines and key UN program principles	
Capacity development	Cameroon 2019 UNCT self assessment	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Other	GTG Annual Report 2019 Cameroon	

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	CMR 2018 Revue UNDAF 20191016 MTR	

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



UNITED NATIONS
SUSTAINABLE
DEVELOPMENT
GROUP