

UNCT: Tanzania								
Annual report year: 2019								
Periodic report year: 2018								
UNCT contact information (@): Rashida Shariff (UN Women) rashida.shariff@unwomen.org and Aine Mushi (RCO) aine.mushi@one.un.org								
Guidance: Please refer to UNSDG (2018), UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance; and to the guidance provided for annual reporting (Sheet 2 and separately as Word document).								
Submission of report: 27 January 2020								
For support, please contact: genderscorecard.helpdesk@unwomen.org, copying silja.rajander@unwomen.org								
Attachments: Please submit this report with your UNCT-SWAP Action Plan to above email contacts. Additional attachments are highlighted in column "I".								
DIMENSIONS	#	Performance indicator	Baseline scoring of performance indicator	2019 scoring of performance indicator	Justification for change in scoring Max 200 words. Please provide an explanation vis-à-vis	UNCT-SWAP Action Plan	Suggested attachments Please share attachments with report and action plan to above contacts	
						Key actions conducted since baseline report (1-3 actions, or as relevant)		Additional comments (Max. 200 words)
1. PLANNING	1.1	Common Country Analysis	Approaches requirements	Approaches requirements	n/a	No new UNSDCF planning took place in 2019 to provide opportunity to improve performance of this indicator	Way forward: a. The baseline for this indicator still applies till the next UNSDCF planning. Capacity building to ensure strong gender analysis is required. b. Country Gender Profile to be developed in 2020 with the leadership of UN Women, engagement of other UN Agencies and the gender machineries in both Mainland and Zanzibar. This will increase availability of sex disaggregated data in the next UNSDCF planning and monitoring of GEWE results.	n/a
	1.2	UNDAF outcomes	Exceeds requirements	Exceeds requirements	n/a	a. The baseline score still applies. b. During the 2019 UNDAF II reconfiguration process, it was recognized that all Outcome statements rated by the reconfiguration comply with the 3 standards of the UNSDCF including the UN programming principles. However, one of the recommendation in the next planning cycle was placing of the Rights-Holder or Duty-Bearer at the front of the result statement (outcomes), in line with a HRBA and Gender Equality and Women's Empowerment (GEWE).	The UNCT initiated the reconfiguration of the UNDAF II (2016-2021) Results and M&E framework in the first half of 2019. The process involved participation of all 12 Outcome Groups. The conclusion of this process was that all 12 Outcomes would be retained but further revisions of content was required. The reconfiguration exercise was preceded by an independent review of the UNDAF II (2016-2021) Results and M&E framework, whereby a background note, incorporated in the reconfiguration validation report, was created based on the core RBM guidance of the UN including the UNSDG (2018) UNCT-SWAP Gender Equality Scorecard.	UNDAF II (2016-21) Reconfiguration Validation Report (2019)
	1.3	UNDAF indicators	Exceeds requirements	Exceeds requirements	n/a	a. The UNDAF reconfiguration process of 2019-One of the assessment output of the reconfiguration process was to check the extent to which the outcome and output indicators are gender-specific and/or gender sensitive with reference to the UNCT-SWAP GE scorecard. b. The UNCT used human rights and gender markers in UNInfo to measure progress against programming principles in assessing Outcome performance (see also updated OneFund Terms of Reference). The UNCT endorsed PMT guidance for use of gender markers as one of the key criteria for assessing progress on the UNDAF Outcomes' adherence to RBM and programme principles. This criterion can be seen as an indicator for making sure that the UNDAF has mainstreamed gender within the Outcome. c. Findings from the reconfiguration exercise stated that some output and outcome indicators were pitched at the lower results level and their targets were not gender specific. It was recommended that the indicators to be revised based on the Minimum Set of Gender Indicators and the Core Set of Indicators on Violence Against Women (reference to the Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level, 2017). Disaggregation of data by sex wherever possible was another recommendation.	UNCT Tanzania with the leadership of PMT and UNCTM are to ensure the recommendations from the outcome reconfiguration process of 2019 and the UNCT SWAP assessment of 2018 maintain the strong gender sensitive result framework. The situation will facilitate the next UNSDCF design, specifically the outcome and output indicators to be able to track progress towards gender equality.	UNDAF II (2016-2021) Reconfiguration Validation Report- October 2019 _TOR (revised) OneFund PMT Guidance 18.06.2019 _Revised ToR One Fund..JSC approved _UNCTM Minutes 22.08.19
E	2.1	Joint Programs	Meets requirements	Exceeds requirements	UNDAF II governance structures (PPTT/PME, PMT and UNCTM) to ensure the integration of UN programming principles (including Gender Equality) in JPs designs, implementation and reporting.	KJP and ZJP are ongoing. Progress results in 2019 include: a. Kigoma Joint Programme (KJP) supported the development of a gender responsive action plan for women, youth and people with disability to address challenges of administering the Women, Youth and People with Disability Fund (WYDF). Additionally, a gender lens review of Agriculture Policy was conducted as part of the proposed National Agriculture Policy 2019. b. KJP supported the construction and handing over of three (3) Police Gender Children's Desks (GCD) c. KJP (with LGA and IP) supported the establishment of a safe home, which provided protection services to victims of trafficking and different forms of violence. d. Zanzibar JP supported capacity building for all 36 Police Stations in Zanzibar to respond to GBV and VAC and each Regional Police Station has designated Police Gender and Children's Desk. e. Zanzibar JP supported the establishment of a user and producer platform on gender statistics.	a. The task for ensuring the inclusion of gender in JPs was initially done by PPTT, but following recommendations of the PMT to UNCTM, the PME will now take over the responsibility b. 2 new JPs (on Women Economic Empowerment and on Education - Out of School Children) are in pipeline.	_KJP Gender Brief _KJP 2019 Performance Report _Zanzibar JP 2019 Performance Report _PMT meeting minutes (Sep. 2019) _PMT TOR _Principles for establishing UN JP in Tanzania

2. PROGRAMMING AND M&E	2.2	Communication and advocacy	Meets requirements	Exceeds requirements	<p>a. Gender articulated in the One UN communication strategy, indicators and action plan in UNDAF II in addition to agency gender sensitive activities</p> <p>b. UNCG contributed to advocacy of GEWE in non-traditional thematic areas including at the UN Day, UDHR and international youth day</p>	<p>a. <b>Gender related themes headlined international UN days</b> commemorated jointly by the UN with government and partners- Women's Day, UN Day, 16 Days of Activism and Human Rights Day</p> <p>b. <b>All speeches of the Resident Coordinator reflect gender specific information</b> attributed to UN initiatives implemented within the joint UN workplan</p> <p>c. <b>Articles and human interest stories incorporating gender sensitive and transformative content</b> developed and disseminated to partners and beneficiaries across all UN online and offline communication platforms</p>	<p>a. Targeted gender mainstreaming training for the inter-agency communication group will be organized to enhance gender responsive communications products and programs.</p> <p>b. UN System to contribute collaboratively to communication or advocacy in at least one non-traditional thematic area during that past year</p>	<p>_Communication Group Annual Work Plan</p> <p>_Examples of joint communication</p> <p>- key messages for social media</p> <p>_Speeches of the Resident Coordinator</p> <p>_UMOJA newsletter</p>
	2.3	UNDAF monitoring and evaluation	Approaches requirements	Approaches requirements	n/a	<p>a. Baseline value for this indicator still applies</p> <p>b. <b>UNDAF II Annual reviews</b> for the year 2019 were postponed due to the reconfiguration of the Plan's Results and M&amp;E framework in the first half of 2019.</p> <p>c. <b>The UNDAF reconfiguration methodology</b> considered the UNCT-SWAP GE -refer to the UNDAF reconfiguration validation report, 2019 attached. The reconfiguration exercise recommended on how M&amp;E gender sensitive indicators at all levels of results can be tracked and ensure data disaggregation in reporting. The revised M&amp;E framework has been uploaded in the UNINFO to compel a consistent monitoring system for the collection of sex-disaggregated data and/or gender-sensitive information. This will allow for the full set of lessons to be learned from gender results as planned in the framework.</p>	<p>a. A targeted training on Gender Responsive M&amp;E to be included in the PME 2020 annual work plan for M&amp;E staff and outcome groups leads to improve gender aspect of monitoring progress towards GEWE.</p> <p>b. PME to include in their 2020 work plan Gender Marker training to M&amp;E staff and programme staff responsible for reporting in the UNINFO to allow better monitoring of progress against gender results across the system.</p>	<p>_UNDAF II (2016-2021) Reconfiguration Validation Report- October 2019</p>
3. PARTNERSHIPS	3.1	Engagement with government	Exceeds requirements	Exceeds requirements	n/a	<p>a. <b>UNCG with the leadership of UN Women</b> engaged with the government in the 2019 launch of IWD in Mwanza region.</p> <p><b>UNCG with the leadership of UNICEF and UNFPA</b> engaged the government in 2019 in marking the International Day of a girl child in Tanga region</p> <p>b. <b>UN Women, UNDP and the Government</b> are working within Legislative Support Project (LSP) II developed and launched a gender mainstreaming strategy for the National Assembly 2018 and the Zanzibar House of Representatives (ZHoR) 2019 in Mainland and Zanzibar. The objective of the strategy is to raise awareness among MPs, National Assembly and ZHoR staff of key gender issues and their role in addressing them, and to ensure that gender equality and women's empowerment are mainstreamed in all policies produced by the National Assembly. Results include; Tanzania Women Parliamentary Group (TWPG) influenced gender balance in the Water supply and sanitation, land transport and the Tanzania Meteorological Authority boards as was discussed during the Parliament debates on the three Bills including the Land Transport Regulatory Authority Bill 2018; Water Supply and Sanitation Bill 2018; and the Tanzania Meteorological Authority Bill 2018.</p> <p>c. <b>UNESCO, UNICEF, UNFPA and UN Women within the Women Leadership Political Participation (WLPP) outcome group</b> in partnership with the Ministry of Education, the Ministry of Constitutional and Legal Affairs and local government are working to improve access to education and justice for girls and young women. The work involves raising awareness among strategic government partners on the need for structural reform to advance GEWE such as amending discriminatory laws and policies.</p> <p>d. UNCT engages with the MHCDCGEC, MLEEWC, TACAIDS, Ministry of Constitution &amp; Legal Affairs (MOCLA), Ministry of Trade and Investment to implement Women Economic Empowerment, Access to Justice, NPA-Action Plans, develop gender policy (Mainland) and report on various international normative such as the BPFA+25, CSW, 9th CEDAW report.</p> <p>e. <b>Localization of gender related SDG indicators:</b> The National Bureau of Statistics (NBS, Mainland), the Office of the Chief Government Statistics (OCGS) and UN Women engaged key sectoral ministries, planning commissions, research organizations (REPOA) in the localization of the gender related SDG indicators. There were 105 indicators for mainland and 79 indicators for Zanzibar in this minimum set of gender indicators that were adopted and mapped with SDGs, CEDAW, BPFA and FYDPII/MKUZAIII. GEWE monitoring</p>	<p>b. Way forward:</p> <p>a. The National Gender Machinery to participate in UNDAF consultations; CCA, strategic prioritization, implementation and M&amp;E in case of new UNSDCF planning.</p> <p>b. UN Women, UNDP &amp; the government in LSP II to continue to work with women's caucus of MPs in the National Assembly and the ZHoR to ensure GEWE is mainstreamed in all functions.</p> <p>c. UNESCO, UNICEF, UNFPA and UN Women within the WLPP outcome group to continue working with government to achieve legal reforms that discriminate girls and young women access to education.</p> <p>d. UNCT to continue engaging with the government in the implementation of the localized SDGs gender indicators in the development plans of Zanzibar and Mainland.</p> <p>e. UNCT to continue engaging with the MHCDCGEC (Mainland) &amp; MLEEWC (Zanzibar) to develop the country gender profile as indicated in indicator 1.1 above.</p>	<p>_Invitation from NBS and OCGS (in Swahili) to government to participate in the Gender related SDG indicators localization process</p> <p>_March Umoja newsletter coverage of the IWD2019 launch</p> <p>_Law of Marriage Act-Court of Appeal Decision</p> <p>_National Assembly-Gender Strategy &amp; Action Plan</p> <p>_UNDAF list of Government agencies engaging with ZHoR Gender Strategy &amp; Action Plan</p> <p>_Umoja issue 87 (November/December 2019): <a href="https://bit.ly/3b77X0g">https://bit.ly/3b77X0g</a> covering celebration of the 30th anniversary of the UN Convention on the Right of the Child</p>
	3.2	Engagement with women's/gender equality CSO	Meets requirements	Meets requirements	n/a	<p>a. <b>16 Days of Activism</b> UNCG worked with GEWE CSOs such as WIDAF, Save the Children, TGNP, Women Fund Tanzania (WFT) to commemorate the 16 Days of Activism.</p> <p>b. <b>International Youth Day</b> with the theme transforming education was commemorated jointly, social media campaign, Youth Symposium and gender sub groups was formed to discuss specific issues affecting women and girls in gender perspective. Engaged with CSOs including Restless Development, Hope for Young Girls Tanzania, Femina, VSO etc.</p> <p>c. UNCT engages with CSOs such as KIVIDEA, Kivulini, Equality for Growth, WILDAF, Tanzania Women Judges Association, Tanzania Women Parliamentary Group in implementation in implementation of UNDAF projects to promote Women Economic Empowerment, Access to Justice, EVAW amongst others.</p> <p>d. <b>Localization of gender related SDG indicators:</b> The National Bureau of Statistics (NBS, Mainland), the Office of the Chief Government Statistics (OCGS) and UN Women engaged CSOs (FCS, WILDAF, LANDESA &amp; TGNP) in the localization of the gender related SDG indicators in 2019. There were 105 indicators for mainland and 79 indicators for Zanzibar in this minimum set of gender indicators that were adopted and mapped with SDGs, CEDAW, BPFA and FYDPII/MKUZAIII. This GEWE monitoring framework would be very much useful tool to inform the progress of women and girls in Tanzania.</p>	<p>Way forward-</p> <p>a. UNCT Tanzania needs to increase joint collaboration with GEWE CSOs/WROs and women's rights advocates in joint initiatives to foster GEWE within the current UNDAF cycle.</p> <p>b. GEWE CSOs to be involved in UNDAF consultations including implementation, M&amp;E, CCA and strategic prioritization if there will be new UNSDCF planning.</p> <p>c. UNCT to continue engaging with GEWE CSOs and women rights advocates to implement localized gender related SDG indicators</p>	<p>_Invitation letter from NBS &amp; OCGS (in Swahili) to CSOs, government, research institutions, academic institutions to participate in the localization of the Gender related SDG indicators process</p> <p>-16 Days of Activism calendar of UNCG</p>
4. ORGANIZATIONAL CULTURE	4.1	Leadership	Exceeds requirements	Exceeds requirements	n/a	<p>a. <b>Regular Topic of discussion in UNCTM meetings in the last 12 months</b>-Gender equality discussion featured in the UNCTM meetings in the past 12 months (Jan-Dec 2019). Some of the issues discussed included the plan to established and endorsed of the UNCT network on the Protection from Sexual Exploitation and Abuse (PSEA). The national IWD celebrations and the formation of the gender coordination mechanism also dominated the UNCTM discussions as main agenda items and AoBs. The UNCTM discussions also underscored the need to support vulnerable women in the refugees camps.</p> <p>b. <b>RC demonstrates public championing of gender equality during the last 12 months</b>- In the 'Women, Business and the Law' speech made on 7 August 2019, in Zanzibar, the RC emphasized that gender equality is possible, and with our joint efforts, I believe we will make substantial headway towards the reform of all discriminatory laws. The 2019 UN Day theme 'Investing in Women and Girls' added value to the RC's efforts to championing gender equality.</p> <p>c. <b>PSEA Network in place</b>-The UNCT has the Network on the Protection from Sexual Exploitation and Abuse (PSEA) in place chaired by UN Women and UNICEF.</p> <p>d. <b>UNCTM committed to establishing UNCT Tanzania Gender Coordination Mechanism</b>-UNCT were informed of the progress made in developing ToRs for the mechanism and expressed commitment to set it up to strengthen GEWE in the UNCT Tanzania as well as for broader GEWE policy discussions and advocacy beyond the UNCT.</p>	<p>Way Forward-</p> <p>a. HoAs to emphasize scorecard to be part of the inter-agency and UNDAF outcome groups reference to track progress, gaps and actions to improve performance across all indicators and maintain the ones we scored highly.</p> <p>b. HoAs to support and track record of progress of performance of all indicators at least quarterly and identify actions to support accelerated implementation and improvement of all scorecard indicators.</p> <p>c. UNCTM to have regular discussion of gender issues affecting women and girls in Tanzania in WEE, GBV, leadership and political participation etc., carry out joint initiatives with the government and GEWE CSOs to foster GEWE</p> <p>f. Ensure government and GEWE CSOs participate in UNDAF consultations including: CCA, strategic prioritization, implementation and M&amp;E</p>	<p>_RC speeches-some attached or available in the website <a href="http://tanzania.un.org">tanzania.un.org</a></p> <p>_Various UNCTM agenda</p> <p>_UN Gender Coordination ToRs</p> <p>_PSEA focal points ToRs</p>

4. LEADERSHIP	4.2	Organizational culture	Meets requirements	Meets requirements	n/a	UNCMT are yet to hold a dedicated meeting to review data obtained from the organizational culture staff survey of 2018 to better understand and address areas of lower satisfaction by female staff of UNCT Tanzania from sexual harassment protocols, work life balance amongst others	a study on Status of Women in the United Nations Office in Tanzania like the one conducted in Nairobi in 2017 could help understand deeper the organisational culture issues and inform better actions. - The UNCT should prioritize knowledge and awareness raising interventions on prevention and response to sexual harassment at workplace	n/a
	4.3	Gender parity	Missing requirements	Missing requirements	n/a	OMT are preparing a gender training to be held in 2020 to facilitate development of a gender responsive one UN Business Operations Strategy (BOS) and a system to track gender parity levels across the UN system annually using the 2018 baseline data of gender parity.	Way forward- a. Gender responsive BOS to be in place in 2020. b. Preparations to put a system to track gender parity levels across the UN System annually, using the 2018 data from the scorecard Tanzania report to begin in 2020	n/a
5. GENDER ARCHITECTURE AND CAPACITIES	5.1	Gender coordination mechanism	Approaches requirements	Approaches requirements	n/a	a. UNCT Tanzania Gender Coordination Mechanism ToRs have been developed by UN Women CO and RCO with reference to the support of the Resource Guide for Gender Theme Groups (2018). b. The UNCT were updated of the progress in developing the ToRs at the December 2019 meeting by UN Women Coordinator in collaboration with the RCO. The UNCT expressed commitment to establish the mechanism that will be in line with the existing UNDP inter-agency teams to avoid fragmentation. The ToRs are to be presented to the PMT and later UNCTM for their review and endorsement in 2020	PMT and UNCTM to ensure the set up of UN Gender Coordination mechanism in 2020 according to the UNCT SWAP action plan which, among other issues, will contribute and provide substantive support to the formulation of the next UNSDCF.	_Draft TORs of the UNCT gender coordination mechanism
	5.2	Capacities for gender mainstreaming	Approaches requirements	Approaches requirements	n/a	a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year-The UN Prevention of Sexual Exploitation and Abuse (PSEA) network in Tanzania organized a two days Training of Trainers (TOT) on 22 – 23 August 2019. The objective was to equip the trainers with PSEA knowledge to be able to train UN staff and partners on their obligations towards PSEA. A total of 13 staff from WFP, UNWOMEN, UNHCR, UNICEF, UNEP, WHO, UNDP, UNAIDS and IOM were trained. b. Reviewing & updating the UN Tanzania welcome booklet of January 2014 to include information on safety & security elements of male and female risks is ongoing.	a. Capacity assessment and capacity development plan to be in place in 2020 to ensure UNCT has adequate capacities for gender mainstreaming will be part of the work plan of the UN Gender Coordination mechanism once set up. b. PME will strengthen targeted training on gender responsive M&E in their 2020 annual work plan for M&E staff and outcome groups leads to improve gender aspect of monitoring progress towards GEWE as reported in indicator 2.3 above c. PME to include in their 2020 work plan Gender Marker training to M&E staff and programme staff responsible for reporting in the UNInfo to allow better monitoring of progress against gender results across the system, as reported in indicator 2.3 above d. There are plans by the UNDS to update the induction power point presentation to include information on gender starting January 2020.	_2019 PSEA TOT Facilitator Training Agenda _2019 PSEA TOT Attendance sheet _2019 PSEA TOT Participants and the Trainer (Group Photo) _PSEA focal points ToRs _ Tanzania PSEA network 2019 Action Plan
6. RESOURCES	6.1	Financial resources	Approaches requirements	Approaches requirements	n/a	a. There was no capacity building on gender marker in 2019, However, the UNDP II reconfiguration process provided a practical opportunity to strengthen capacity in gender responsive UNDP II budgeting. b. There are two gender focused Outcomes whose budget, although minimal, continue to have positive impact to the gender machineries in the country (Mainland & Zanzibar).	a. PME to include in their 2020 work plan Gender Marker training to M&E staff and Programme staff responsible for reporting in the UNInfo to allow better monitoring of progress against gender results across the system as reported under indicator 2.3 above. b. No established UNCT financial target set for programme allocation on gender equality and women's empowerment. However, the gender marker in the UNInfo is set to track budget allocations against the SDGs would provide an indication of the overall budget expenditure for Gender Equality programming.	_UNDP II (2016-2021) Reconfiguration Validation Report- October 2019
7. RESULTS	7.1	Results	Approaches requirements	Approaches requirements	n/a	The score remains the same as the baseline. The UNDP II (2016-2021) reconfiguration exercise in 2019 strengthened focus on results to be more gender specific. Examples of some of the positive changes made include : Stakeholders within the national protection system have increased capacity to deliver quality and gender responsive services to women and children in need of care and protection'	a. The UNCT needs to measure and follow up on the targets set by the UNDP II (2016-21) reconfiguration validation report (2019). b. As the UNCT is approaching the end of UNDP II there is a need to assess progress of the UNCT contributions to GEWE in the country, including contributions to transformative change at the outcome level results.	_UNDP II (2016-2021) Reconfiguration Validation Report- October 2019

Performance indicator rating selection:  
Missing requirements  
Approaches requirements  
Meets requirements  
Exceeds requirements

Performance indicator rating selection:  
Not reassessed since baseline  
Missing requirements  
Approaches requirements  
Meets requirements  
Exceeds requirements

b) UNDAF reviews assess progress against gender-focused results.

See part a above.

c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least