

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Uganda 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).

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 Uganda

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

In 2020, the UN System in Uganda conducted a comprehensive, participatory self-assessment in 2020. UNCT Uganda performed quite well, as it met or exceeded minimum requirements for a total of 10 indicators (67%), while four indicators (27%) approached minimum requirements, and only one (7%) was missing. Based upon these findings the UNCT adopted a UNCT-SWAP Gender Scorecard Action Plan to advance and maintain, as required, progress against the indicators. To address the most pressing gaps, the UNCT prioritized gender parity (Indicator 4.3), gender analysis and data in the Common Country Analysis (Indicator 1.1), and gender resource allocation and tracking through the Gender Equality Marker and UN INFO. The 2021 annual assessment and report found that the UNCT had progressed in three indicators: CCA (exceeding), Joint Programmes (exceeding) and gender parity (approaching). Yet key performance still gaps remained in the areas of gender financing, gender capacities, and gender parity (including organizational culture). These areas were therefore prioritized for action in 2022.

The UNCT-SWAP Gender Scorecard methodology is based on a self-assessment exercise, both for the comprehensive assessment and in annual reporting. For this reason, the UNCT Uganda, through the Human Rights and Gender Advisory Group (HRGAG), reconstituted the Interagency Assessment Team (IAT) to conduct this annual 2022 reporting and annual assessment. The IAT collected and reviewed the necessary means of verification, analyzed them, and provided the rationale for the scoring for each of the reassessed indicators, as well as relevant actions from the UNCT Uganda SWAP Action Plan. Once the results were gathered and consolidated, a draft report was circulated to the HRGAG for validation, before submitting to the UN Resident Coordinator for approval.

In accordance with global requirements, this 2022 annual report includes the reassessment of five indicators, as well as progress against the UNCT Uganda Gender Scorecard Action Plan. The indicators that corresponded to 2022 action plan priority areas were selected for re-evaluation. In addition, although Communications and Advocacy had previously been assessed as 'Exceeding,' efforts were taken throughout 2022 to better systematize and strengthen the inter-agency communications team's attention to and advancement of gender equality – this was the basis for the decision to re-assess indicator 2.2.

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

The RCO Gender Advisor provided coordination, technical and quality assurance support to the inter-agency task team. The team included representatives of all relevant UNCT inter-agency groups, including the HRGAG, Deputies Group, M&E/RBM Group, UN Communications and Partnership Group, and the Operations Management Team. Thirteen UN staff from eleven UN entities/agencies participated in the annual review: FAO, IOM, OHCHR, RCO, UN Women, UNFPA, UNDP, WFP.

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

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

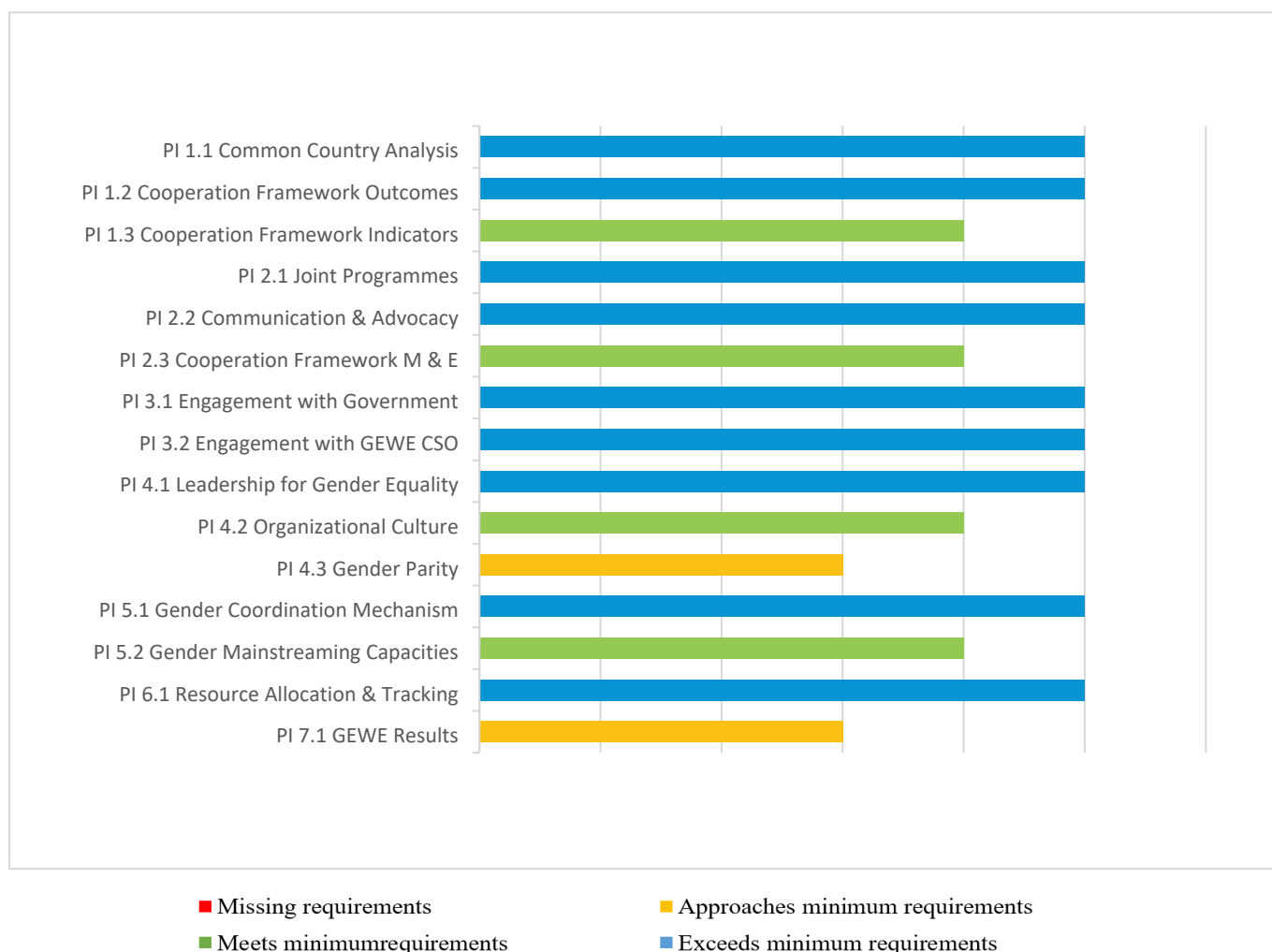
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	EXCEEDS	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No

PI 4.2 Organizational Culture	MEETS	Yes
PI 4.3 Gender Parity	APPROACHING	Yes
PI 5.1 Gender Coordination Mechanism	EXCEEDS	No
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	EXCEEDS	Yes
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Uganda 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



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.

Score: From Missing Requirements in 2020, the UNCT Uganda exceeds minimum requirements as the 2021 revised Common Country Analysis (CCA) includes gender analysis across all sectors, including underlying causes of gender inequality and discrimination, and consistently uses sex-disaggregated and gender-sensitive data as relevant. The CCA also maintains targeted gender analysis of those furthest behind.

Findings and Explanation: The Uganda CCA was developed in 2019/20 to inform the development of the UNSDCF 2021-2025. The prior UNCT-SWAP assessment found that the 2020 CCA included gender analysis and data across the majority, but not all, of the sectors; addressing these gaps was therefore prioritized for the 2021 review. As part of the 2021 annual review, the UNCT significantly strengthened the gender analysis and data throughout the CCA .

(a) and (b): The Uganda CCA (2021) includes gender analysis across all sectors and includes underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5. Within the CCA, the relevant country analysis is concentrated in the Executive Summary; in Chapters 2 and 3, which assess Uganda's progress and factors behind progress towards the 2030 agenda; and Chapter 4, which provides an LNOB analysis of groups left behind or likely to be left behind in Uganda.

Executive Summary:

- Gender inequalities are addressed in a broad way under #4 Addressing Gender Equality, Human Rights and SGBV.

Chapters 2 and 3:

- Social Dimension: Gender data and analysis is included for each of the sectors/areas identified under the "social dimension" of the 2030 agenda (SDGs 1-7, 10 and 11), although to varying extents. This includes, among others:
 - o Poverty (SDG 1): The impact of gender inequality on household poverty and multidimensional poverty.
 - o Hunger (SDG 2): Identifies that gender inequality is an important contributor to persistent food insecurity and malnutrition, identifying women's inequitable ownership and access to land and productive assets as one factor.
 - o Health (SDG 3): Good gender data and analysis on improvements and persistent challenges in reproductive and maternal health, including maternal mortality rates and adolescent pregnancy. It also addresses the disproportionate effects of HIV/AIDS among young women and adolescent girls, including analysis of underlying causes.
 - o Education (SDG 4): The revised CCA added disaggregated data and gender analysis of gender parity levels in enrollment and completion of primary, secondary, and tertiary education, as well as literacy and women in STEM fields.
 - o Gender Equality (SDG 5): Gender analysis and data is included on women's political participation, gender-based violence and harmful practices, land ownership, among others.
 - o WASH (SDG 6): Gender analysis incorporated with respect to access to safe water sources and impact of poor sanitation in schools on girls' educational attendance and advancement and in health facilities on maternal and newborn mortality, morbidity, quality of care and privacy.
 - o Modern Energy (SDG 7): Gender data and analysis on access to electricity and use of clean energy for cooking.
 - o Inequalities and Social Protection (SDG 10): Gender analysis and data is included on rates of unemployment, vulnerable employment, wages, vulnerability to shocks/risks, and poverty, as well as underlying causes including harmful gender norms and stereotypes, inequitable burden of unpaid care work, and economic rights.
 - o Cities and Settlements (SDG 11): Some analysis of the impact of rapid and poor-quality urbanization on women and girls, including recent data on exposure to violence and harassment when using public transportation.
- Economic Dimension (SDGs 8, 9, and 12): The impact of gender inequalities on Uganda's economic growth is well reflected in the CCA, as well as the corresponding opportunities through women's economic empowerment. Disaggregated data is included on female and male headed households in subsistence economy and on women and men in the informal sector and unemployed, among others. Some analysis is also included on underlying factors that contribute to women businesses remaining clustered in smaller, less profitable, and informal enterprises.

- Environmental Dimension (SDGs 13, 14, and 15): Although somewhat limited, gender analysis and data is included under the “environmental dimension” of the 2030 agenda. Including some underlying analysis of why women are more vulnerable to extreme weather and climate change, the opportunities to engage women in disaster risk reduction through Uganda’s third National Action Plan on UNSCR 1325; and the need to address gender gaps in Uganda’s National Policy for Disaster Preparedness and Management.
- Governance, Peace, and Security and Partnerships (SDG 16 and 17): Although there are areas that should continue to be strengthened in subsequent revisions, gender data and analysis is included on governance peace and security. This includes on rates of physical and sexual violence (in part due to impunity for perpetrators of sexual violence) and sexual exploitation and abuse, as well as perceptions of safety. There is also some limited analysis of women’s leadership and political participation.

Chapter 4, LNOB

- Gender analysis and data is well reflected in the CCA’s analysis of groups who are left behind or at risk of being left behind. The CCA identifies women and girls as a marginalized/vulnerable group that could be left behind if not deliberately targeted in development, including because women and girls are subjected to discrimination, disempowerment, violence, and harmful practices, and are denied the full realization of their human rights. Intersectional analysis is also included with respect to women/girls with disabilities, living with HIV/AIDS, and who are elderly, refugees, sexual minorities, or part of an indigenous group.
- (c) Targeted gender analysis of those furthest behind. As noted above, Chapter 4 of the CCA provides targeted gender analysis and data on those furthest behind, including with respect to refugee populations, women with disabilities or living with HIV/AIDS, among others.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS	Planning
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(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.

SCORING:

The UNCT Uganda exceeds this indicator as the new UNSDCF 2021-2025 includes one specific and dedicated outcome for promoting gender equality and women’s empowerment, while gender is well integrated in the other four outcomes.

EXPLANATION:

- a) UNSDCF 2021-2025 has 3 Strategic priorities and 5 outcomes. SP1 Transformative and Inclusive Governance; SP2 Shared prosperity in a healthy environment; SP3 Human wellbeing and resilience. Out of its 5 outcomes, one is gender specific (3.2), while the other four address gender inequality issues in some of its areas of intervention.
- 1.1 By 2025, Uganda has inclusive and accountable governance systems and people are empowered, engaged and enjoy human rights, peace, justice and security. Indicates that UN will be supporting the government, private sector and civil society in advocacy towards gender equality, as well as enhancing women’s political participation.
- 2.1 By 2025 people, especially the marginalized and vulnerable, benefit from increased productivity, decent employment and equal rights to resources. Includes a specific output (2.1.2) in promoting access, especially for women and youth on decent employment and livelihoods, as well as an indicator of women’s ownership of agricultural land (2.1.1c).

2.2 By 2025, Uganda's natural resources and environment are sustainably managed and protected, and people, especially the vulnerable and marginalized, have the capacity to mitigate and adapt to climate change and disaster risks. This outcome is focused on equitable access, including to clean energy for cooking and funding for women and underserved communities.

3.1 By 2025, people, especially the vulnerable and marginalized, have equitable access to and utilization of quality basic social and protection services. Includes a specific output (3.1.3) focused on development and access to rights based and gender responsive social protection services.

3.2 By 2025, gender equality and human rights of people in Uganda are promoted, protected and fulfilled in a culturally responsive environment. This is a gender specific outcome, and therefore both its outputs on cultural norms and practices (3.2.1) and public and private financing to social sectors (3.2.2), visibly mainstream gender.

c) UNSDCF 2021-2025 includes a gender specific Outcome 3.2: By 2025, gender equality and human rights of people in Uganda are promoted, protected and fulfilled in a culturally responsive environment.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

MEETS MINIMUM REQUIREMENTS

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.

SCORING:

This indicator meets minimum standards, as 40% of the indicators in UNSDCF 2021-2025 results framework are gender sensitive. There is no change from the 2020 review.

EXPLANATION:

Between one-third and one-half (33-50%) of UNSDCF outcome and output indicators measure changes in GEWE in line with SDG targets, including SDG 5. There has been no change in the UNSDCF indicators, baselines or targets since the 2020 Gender Scorecard review - 40% of the indicators are gender-sensitive and/or sex disaggregated. The proportion of gender sensitive indicators remains higher at output level than at outcome level (43% vs. 31%). Being a gender specific outcome, outcome 3.2 presents the higher percentage of gender sensitive indicators (89%), followed by 2.1 (43%) and 1.1. (42%). Outcome 2.2 on environment is clearly the least gender sensitive (14%) followed by 3.1 (27%).

With relatively minor changes, however, the UNSDCF Results Framework will move from meeting to exceeding minimum requirements - with more than 50% gender-sensitive and/or sex disaggregated indicators. This can be accomplished, for example, by adding sex disaggregated baselines/targets for the following seven indicators:

- 1.3.3 Proportion of the public with confidence in the security system
- 2.2.3.b. Number of households and enterprises with access to modern, renewable and affordable sources of energy/energy services
- 3.1.b. Primary to secondary school transition rate
- 3.1.2.a. User satisfaction with the quality of basic social and protection services [by type]
- 3.1.2.b: Proportion of users [in their diversity] who report that they exercise increased decision making in the choice and use of basic social and protection services.
- 3.1.2.c: Number of new infections by priority condition and susceptible population sub- type
- 3.2.b. Percentage of population with trust in the Justice System

In addition, or in the alternative, several indicators can be adjusted to measure changes in GEWE. For example, indicator 1.3.2. Existence of a functional infrastructure for peace, consider including a reference to UNSCR 1325 and/or defining “functional” to require equitable participation of women.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

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

Programming and
M&E

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

SCORING:

From Meeting Requirements in 2020, the UNCT Uganda now exceeds minimum requirements as gender parity is visibly mainstreamed in all Joint Programmes (JPs) and there is a specific system in place to ensure gender mainstreaming in all future JPs.

EXPLANATION:

a) Gender equality is visibly mainstreamed into all JPs that are operational at the time of assessment. Uganda is currently implementing ten joint programmes. Of these, four specifically focus on promoting gender equality and women’s empowerment, while the remaining six visibly mainstream gender in the outcomes, areas of intervention, and targeted beneficiaries. The JPs reviewed are:

1. EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls (UN Women, UNFPA, UNDP, UNICEF, UNHCR): The goal is to advance Uganda’s progress on SDG 5, in particular to end violence against women and girls, including harmful practices, and advance SRHR.
2. Joint Program on GBV in Uganda (UN Women, UNFPA): The goal is to contribute to the elimination of GBV and the improvement of SRHR of women, girls, boys, and men including disadvantaged and vulnerable populations in Uganda.
3. Accelerating the Action to End Child Marriage (UNICEF, UNFPA): The goal is to put end to child marriage, which particularly affects girls and adolescent women in Uganda.
4. Combatting Female Genital Mutilation Programs/PD (UNICEF, UNFPA): The goal is to end the extremely harmful practice of FGM for girls and women.
5. Joint United Nations HIV/AIDS Programme of Support in Uganda (JUPSA) (UNAIDS, UN Women, UNFPA, UNDP, UNICEF, UNHCR, IOM, UNFPA, ILO, UNESCO, WFP, FAO): Gender is mainstreamed across the programme outcome areas, including (3.1.1) aiming to increase coverage and use of HIV/AIDS prevention services, with particular focus on adolescent girls and young women and (3.2.1) aiming to strengthen the policy and regulatory environment to promote equitable access to and use of rights-based and gender-responsive social and protection services. Male engagement is another key area of focus for JUPSA programs , the intent is to facilitate treatment cascade.
6. Integrating Policy and Financing for Accelerated Progress in SDGs in Uganda (UNCDF, UN Women, UNDP): The JP specifically focuses on SDG gender-sensitive targets 1.b and 5.c. Example of JP outputs include: “Strengthen institutional capacity in gender and equity responsive planning and budgeting targeting under-performing sectors and local governments in collaboration with CSO” and “conduct an assessment to establish the impact of the Public Finance Management Act 2015 in promoting Gender and Equity and the transformation made in the lives of women and other vulnerable groups.”
7. Strengthening Electoral Processes in Uganda (UNDP, UN Women, OHCHR): The JP aims, among others, to increase women’s

political participation both as voters and national and local level candidates and increase the gender responsiveness of violence early warning and rapid response (EWER) infrastructure.

8. Child Sensitive Social Protection in Refugee Hosting Districts of West Nile (UNICEF, WFP): While not having a specific gender target, the programme mainstreams a gender perspective throughout activities favoring the decision-making power and the financial inclusion of women; and promoting a more adequate distribution of tasks within a household, with a view of promoting a joint responsibility of both women and men.

9. Strengthening Uganda's Response to Malaria (UNICEF, WHO): The JP specifically targets the protection women and children from malaria and other common illnesses and strengthen health systems to sustainably provide malaria and RMNCAH interventions.

10. Resilient Food Systems - Fostering Sustainability and resilience for food security in Sub-Saharan Africa (FAO, UNDP): The project targets smallholder farmers (at least 30% women and 20% youth) and seeks to reduce the number of households suffering moderate or severe hunger (at least 35% female-headed households). Gender is also among the JP's key thematic areas with interventions designed to strengthen women's decision-making power and support women-led CBOs, among others.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over the current UNSDCF period in line with SDG priorities including SDG 5. Four JPs currently operational are specifically dedicated to gender equality and women's empowerment related objectives, in line with SDG 5 priorities. They are: EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls; Joint Program on GBV in Uganda; Accelerating the Action to End Child Marriage; and Combatting Female Genital Mutilation Programs.

c) A system is in place to ensure gender mainstreaming in JPs. The UNCT adopted Guidelines on Establishing UN Joint Programmes in Uganda, which require that all JPs meet a minimum Gender Equality Marker 2 code and specify that the gender theme group – the Human Rights and Gender Advisory Group – should be consulted and involved in the programme planning and review process.

Did you reassess the Performance Indicator in this reporting year

- No

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 Uganda meets this requirement as there have been several joint GEWE communications in the past year. For example, the UNCT contributed collaboratively toward the national commemoration of International Women's Day (8 March) and International Day for the Elimination of Violence Against Women (25 November). Five UNCT members participated in the joint launch of a Spotlight Initiative-supported GBV Reception Center in Amudat District. Members of the UN Communications Group (UNCG) contributed content to the RC's speeches, which received wide coverage in the national media. Several communication activities involved two or more UN agencies, for example the Commemoration to Celebrate the South African Women's Month highlighting the economic plight of women following the COVID-19 pandemic (UNDP and UN Women), amongst others.

b) The UNCT meets this requirement as there are several ongoing joint advocacy campaigns advancing GEWE. In December 2021, senior women political leaders (Uganda's First Lady, Vice President, and Speaker of Parliament) launched the "Protect the Girl, Save the Nation" campaign to address the surge in teenage pregnancy and child marriage, which has continued throughout 2022 and included, for example, a High-Level Regional Dialogue on Teenage Pregnancy (UNICEF, UNFPA, RCO). In June 2022, the First Lady launched the Education Plus Initiative (UNAIDS, UNESCO, UNFPA, UNICEF, and UN Women) that aims to reduce adolescent girls and young women (AGYW) getting HIV/AIDS, reduce teenage pregnancies, and improve transition to secondary school. The UNCT also collaborated on the annual 16 Days of Activism Against Gender-Based Violence campaign, with events hosted by a range of UN and civil society partners (RCO, UN Women, UNFPA, UNDP, OHCHR, amongst others).

c) The UNCT meets this element as the UN Communications Group's annual work plan visibly includes GEWE communication and advocacy. The 2022 Annual Work Plan for the UN Communication Group focused on the 3 UNCT Flagship Areas: Data and Statistics for SDGs; Empowering Adolescents and Youth to unleash their full potential; and Gender/GBV with a focus on the Spotlight Initiative. While one third of the plan was fully focused on gender and women empowerment, GEWE was mainstreamed in all the other activities of the plan. For example, speeches by the RC at national commemoration and other events were GEWE mainstreamed, panel discussions at events were gender balanced to the extent possible, and the UN Uganda publications such as the UN Uganda Country Results Report for 2021 and UN Uganda Bulletin was gender sensitive in terms of content including language and use of photos.

d) The UNCT meets this element as there have been several communication or advocacy activities that target non-traditional thematic areas during the past. Two high-level and strategic communications activities are as follows:

In June 2022, the UNCT contributed financial and technical support towards the First National SDG Conference in June 2022, aimed at promoting awareness about the SDGs and tracking progress on implementation. During the conference the National Progress Report on SDGs was presented for discussion by different stakeholders from government, development partners, civil society, academia and the private sectors, highlighting sector contribution and challenges to achieving the SDGs. Speakers included the Vice President, Speaker of Parliament, Chief Justice and Prime Minister. The national progress report was reviewed and discussed by various stakeholders through a series of panel discussions over the two days, including through a gender lens and incorporating a gender perspective in non-traditional thematic areas. Gender was expressly integrated into one of two high-level panel discussions - "Leaving No One Behind: Technology, Data and Evidence for Social Protection." Four of five panel discussions/sessions expressly integrated gender perspectives and panelists:

- "Doing Good While Doing Well: How Can the Private Sector do More with the COVID 19 Era;"
- "Protecting the Gains and Strengthening Investments Towards Achieving SDGs for Children and Young People;"
- "Civil Society in SDGs Implementation, Monitoring and Reporting," and
- "Local Authorities Delivering on the SDG Promise."

In addition, in the spirit of Leaving No One Behind, the national conference was preceded by regional platforms to involve ordinary people at the grassroots, which were supported by the UN system.

The UN System, through the Human Rights and Gender Advisory Group, collaborated with the Gender Development Partners group to develop a briefing note on financing for Gender Equality and Women's Empowerment in Uganda - government financing and development partner financing across sectors, including non-traditional sectors. It further provided analysis and recommendations for advancing gender and economic governance and gender is climate change. This was presented to the Local Development Partners Group, along with key messages, for action and to support consistent messaging with government across development partners and UN agencies around these issues.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

- Annual Work Plan for 2022 for the United Nations Communications Group
- RC's remarks on International Women's Day and the Launch of 16 Days of Activism to Eliminate Gender-Based Violence
- "Protect the Girl Save the Nation" campaign launch and background note
- Invitation to "High Level Regional Dialogue on Teenage Pregnancy
- Education Plus Briefing Note
- Joint 16 Days of Activism Calendar
- UN Uganda Country Results Report for 2021
- UN Uganda Bulletins
- Gender Development Partners Group Brief for the LDPG (May 2022)
- National SDG Conference Program

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

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

SCORING:

The UNCT meets this indicator as two out of three criteria are met, regarding the training of UN M&E staff on gender sensitive M&E and the assessment of progress against gender specific results in the UNDAF mid-term and final evaluation.

EXPLANATION:

a) The UNCT does not meet this criteria. The UNDAF 2016-2020 monitoring plan did not indicated the UNCT's commitment to updating of the Results Matrix Indicators' data in a periodic way. The indicators' matrix was only gathered at the time of the mid-term evaluation, while is expected to be gathered again at the time of the UNDAF final external evaluation. In the mid-term evaluation, the gender sensitive indicators were updated as the rest of the UNDAF indicators, though for some of them, mid-term data was not available (e.g., Percentage strongly agreeing that women should have equal rights and receive same treatment as men do, by sex). As for the new UNSDCF 2021-2025 monitoring plan, it states that gender equality, as one of the six programming principles, will be applied at monitoring and evaluation. It previews the development of UNSDCF annual performance reviews and a final external evaluation, where it is understood the indicators' matrix data will be gathered.

b) The UNDAF mid-term evaluation assessed progress against all outcomes, including the gender specific ones. The UNDAF final evaluation will begin in the coming weeks, and the ToRs specifically mention "assess effectiveness of Human Rights Based and Gender Mainstreaming Approaches..." and state requirements on gender competencies for the evaluation team.

c) In March 2019, a 5 day residential training retreat on gender statistics was held for UN gender and M&E focal points, as well as partners. 42 UN Staff participated from UN Women, IFAD, IOM, OHCHR, UNOPS, WFP, RCO, UNDSS, UNHCR, and UNCDF. M&E Group members also participated in the Gender Equality Marker training that was conducted as part of the UNSDCF development process.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

Partnerships

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.

SCORING:

The UNCT Uganda exceeds this indicator as all three criteria required are met.

EXPLANATION:

a) UNCT is extensively working jointly with the government under several initiatives to advance GEWE, mostly under the current JPs. For example, the UNCT is supporting:

- More than 20 different government Ministries, Departments and Agencies (including Health, Gender, Education, Justice) and eighteen district local governments for the prevention and elimination of GBV, child marriage, and FGM and promotion of SRHR – including male involvement initiatives (Spotlight Initiative and JP GBV Prevention and Response with SRHR integration);
- Health and Education to eliminate FGM (JP Elimination of female genital mutilation);
- Electoral Commission, Judiciary, UPF and MoICT/MCU in advancing women's participation in electoral processes (JP Strengthening Electoral Processes in Uganda);
- Health to reduce HIV infections particularly among adolescent girls (KARUNA-HP)
- Finance to develop policy frameworks at national and local level for advancing gender equality (JP Integrating policy and financing for accelerated progress in SDGs);
- Defence and UPDF to develop a gender policy, facilitate a participatory gender audit, gender analysis and disaggregation of information and data, and strengthen mechanisms to prevent and address sexual harassment (Integrated support to the Ministry of Defence and Veterans Affairs).

UNCT also developed a joint paper on NDPIII on incorporation of GEWE, GBV and SRHR issues and supported government MDAs to integrate gender-responsive budgeting in their plans and budgets. During COVID-19, UNCT and government jointly developed an e-conference on Human Rights, Gender, and Social Cohesion during COVID-19; a GBV/VAC Subcommittee within the COVID response architecture; GBV/VAC Guidelines in the Continuity of Essential Health Services, and other GEWE knowledge products.

b) The Ministry of Gender, Labour and Social Development participated in the consultations for the development of the new UNSDCF 2021-2025. It was also consulted during the UNDAF mid-term evaluation and is expected to participate in the final review. The UNCT has also supported staffing of the MGLSD to support programs and gender normative and coordination efforts. The MGLSD co-chairs the Spotlight Joint Steering Committee with the RC. UNCT supported the MGLSD to draft a roadmap and support the development of National Action Plan III on UNSCR 1325.

c) In October 2019, the UNCT supported the Government of Uganda to establish an SDG Secretariat at the Office of the Prime Minister and led by the Minister of General Duties to support localization and monitoring of the SDGs in Uganda, including SDG 5. As part of the collective UNCT support, UN Women seconded a staff member to sit at the National SDG Secretariat to enhance gender mainstreaming across the SDGs. In 2020, the UNCT also supported the Government of Uganda through SDG Secretariat to produce Uganda's Second Voluntary National Review Report and a 2020 SDG Fact Sheet, both of which included the analysis of SDG 5 progress and GEWE mainstreaming across the SDGs in Uganda.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:
**UNCT collaborates and engages with women's/gender equality
civil society organizations**

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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.

SCORING:

UNCT Uganda exceeds this indicator as all three criteria required are met.

EXPLANATION:

a) The UNCT has extensively collaborated with GEWE-CSOs and women's rights advocates during the current UNDAF cycle. For example, through the Spotlight Initiative, the UNCT is engaging with five umbrella women's organizations (comprised of more than 80 CSOs/CBOs), including representing women experiencing intersecting forms of discrimination, to strengthen Uganda's women's movement to advance GEWE. A Spotlight Civil-Society National Reference Group was recently established to provide an additional channel for formal engagement between the UN and civil society. Through Spotlight Initiative and JP-GBV the UNCT is supporting CSO Coalitions to advance GEWE-related legislation (e.g., Domestic Violence Act Coalition and Coalition on 1325), CSO legal aid service providers to promote women's access to justice, and CSOs to advance social, cultural and gender norm change and community mobilization to promote SRHR and eliminate GBV and harmful practices. In February 2020, UNCT supported the formation and launch of the Uganda chapter of the African Women Leaders Network. The UNCT partners with the Uganda Private Midwives to ensure that SRHR services reach the furthest behind. Relatedly, the work of Mama Clubs that are committed to addressing HIV and other gender issues affecting the women.

In 2018, 50 women human rights defenders were trained in human rights monitoring, reporting and advocacy, a panel discussion was held on "the situation of Women Human Rights Defenders in Uganda" and the Uganda network of Women Human Rights Defenders was officially launched – the UNCT has continued to engage with and support the network's advocacy efforts.

The UNCT has engaged with GEWE-CSOs to respond to COVID-19 and its impacts. For example, CSOs were engaged in the development and are partners under the UN's COVID-19 Appeal and coordination structures. The UNCT Collaborated with GEWE-CSOs in advocacy and communications, for example the two-day e-Dialogue on Human Rights, Gender, and Social Cohesion during COVID-19.

b) GEWE CSOs participated in consultations for the development of the new UNSDCF 2021-2025. The UNSDCF Strategic Priority consulted with, among others, the Uganda Women's Network (UWONET), the National Union of Women with Disabilities in Uganda (NUWODU), Center for Domestic Violence Protection (CEDOVIP), Uganda Association of Women Lawyers (FIDA), the Uganda Family Planning Consortium. GEEW Academic institutions also participated, including the Makerere University School of Gender and Women's Studies.

Consultations with key GEWE CSOs were also conducted for the development, implementation, and monitoring of the UNDAF 2016-2020. For example, the Uganda Women's Network (UWONET), FIDA, Makerere University Department of Gender, the Uganda Women Parliamentary Association (UWOPA), and the Uganda Human Rights Commission (UHRC), among other CSOs, were consulted as part of the Mid-Term Review (MTR). GEWE CSOs will again be part of the consultations for the final evaluation.

c) With support from the UNCT, the Government of Uganda held a consultative meeting with civil society in February 2020 on Uganda's SDGs Voluntary Review Report. GEWE-CSOs called for greater use of gender data throughout the report and provided feedback on key gender issues across the SDGs.

Did you reassess the Performance Indicator in this reporting year

- No

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.

SCORING:

UNCT Uganda exceeds minimum requirements as all for criteria are met.

EXPLANATION:

a) Gender equality has been a regular topic of discussion in HOA meetings during the last 12 months. Gender equality was discussed in 8 out of 13 UNCT meetings (61%) that took place in the past 12 months, therefore meeting the 60% required by the benchmark. Topics discussed were the PSEA workplan, the UPR, the Gender Scorecard assessment, the launch of the Spotlight Initiative, the gender capacity assessment developed by UNW with the UNACs, and the 16 days of activism against GBV campaign.

b) RC demonstrates public championing of gender equality during the last 12 months. All reviewed RC' statements and advocacy speeches highlight the clear linkages between gender issues and the importance of the promotion of gender equality and women's empowerment, strong commitment of the UNCT in protection of women and girls from violence across all the sectors of the economy with the principle of leaving no one behind.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months of the review period. The criteria is met as more than 76% of staff survey participants consider that the heads of agencies in UNCT Uganda demonstrate leadership and commitment to gender equality in the workplace. Even though, a significant gender gap was identified, with much lesser women than men providing a positive opinion (67% women vs. 86% men).

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. The 2019 Strategic Summary of Coordination Results reflected UNCT's gender equality work in Uganda, highlighting the support to the Ministry of Gender, Labour and Social Development to integrated gender in the NDP III; the support to the UPF was established to detect and respond to early warning signs of crime, sexual gender based violence and violent extremism; the activities under the Spotlight Initiative; the support to Ministry of Education and Sports for integrating gender, and the support to the Ministry of Defense and Veterans Affairs to establish integrated support on Gender/GBV/SRHR/Human rights and engendering their structure.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and
organizational culture

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

UNCT Uganda continues to “meet” this indicator, as 71% of the survey respondents agreed or strongly agreed with the questions regarding the organizational culture. Although the indicator ranking did not change, there was a statistically significant increase in overall positivity rates since the last survey.

Findings and Explanation

A total of 541 staff responded to the survey (52% women, 47% men, and 0.5% that identified themselves as “other”), representing 25% of the total UN Uganda staff. This meets the staff sample required for a confidence level of 95% and a confidence interval of 3%.

Overall opinions of the UN staff/personnel in Uganda remain quite positive, achieving a 71% positivity rate and meeting minimum requirements of a 65-79% positive rating. This represents a statistically significant increase since the last survey (67% positivity rate in 2020). Of the ten standard indicators, seven met the minimum positivity rates (65-79%), one exceeded (at 81%), and two fell below minimum requirements with 55% and 62% positivity rates.

“The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority” achieved an 81% positivity rate – up from 73% in 2020. This statistically significant increase may have resulted from the increased focus the UNCT has placed in these areas over the past two years. Notably, although a gender gap on this question persists, there has been positive movement in women’s perceptions (from 64% in 2020 to 67% in 2022).

Also notable is the significant increase in the positivity rate of “The UN system in this country has adequate procedures in place to protect my personal safety and security” – from 65% in 2020 to 76% in 2022. Female personnel in sub-national offices had identified this as a key concern, which was incorporated into the Uganda Gender Parity Action Plan. The development and dissemination of the Aid Memoire on Gender-Based Security Incidents in Uganda may have contributed to the increased positivity rates.

Despite areas of progress, two areas did not meet minimum requirements:

- “The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance” achieving a positivity rate of only 62% (down from 67% in 2020).
- “Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life” achieved a positivity rating of only 55%. This is down from the already low rate of 59% in 2020.

Moreover, significant gender gaps continue to exist - if only women’s responses were considered the positivity rate of 60% would fall below the minimum positivity requirement for this indicator. Considering only women’s responses, 7/10 questions would miss minimum requirements. Of particular note, only 54% positivity rate among women personnel on “Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace” and 48% on “Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.”

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. results from organizational culture and gender equality survey)

Results of the staff survey (Survey Monkey Platform)

PI 4.3 Gender Parity

Performance Indicator 4.3:
Gender parity in staffing is achieved
APPROACHES MINIMUM REQUIREMENTS

Leadership and
organizational culture

(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.

Despite an increased focus and attention by the UNCT, overall gender parity ratios were stagnant between 2020 to 2022, although there were slight positive trends in NO and GS categories, and ID remained at parity or above over the three year period.

Findings and Explanation

a) Gender Parity Monitoring: The UNCT developed a gender parity data collection tool in 2020, which was integrated into the UNDSS personnel database that agencies update monthly. Periodically (at least annually), the Human Resources Working Group (HRWG) presents this data to the UNCT for discussion and decision. In 2021, the HRWG with support from the UN Human Rights and Gender Advisory Group (HRGAG), conducted an assessment of the gender parity and enabling environment in Uganda, including consultations with staff council representatives. Based upon this assessment, in 2021 the UNCT established annual gender parity targets and in 2022 adopted a UNCT Uganda Gender Parity Strategy and Action Plan, contextualizing the global strategy and tools.

b) Gender Parity Progress: Gender parity numbers have remained essentially unchanged between 2021 and 2022, despite the additional focus and attention from the UNCT. The most significant disparity continues to be found in the GS category. This is most pronounced at the G2 level where only 14 of 194 staff are women – which category represents the majority of UN drivers. After some progress between 2020 and 2021, IP staff parity numbers regressed in 2022 – from 44.91% in 2021 to 41.31% in 2022. This was primarily due to both a decrease of women in P2 and P3 positions and an increase in men in P2 and P3. (P2 2021: W:18, M:21; 2022: W:16, M:25) (P3 2021: W:35, M:39; 2022: F:26, M:42). Uganda has retained parity in the ID category for the third year in a row.

Annual percentage of women by contract category:

2020 2021 2022

ID 55.56% 55.56% 50%

IP 43.82% 44.91% 41.31%

NO 44.58% 45.03% 45.68%

GS 37.68% 37.65% 37.91%

c) The Business Operations Strategy (BOS): The Uganda Business Operation Strategy 2021-2025 (BOS 2.0) includes five strategic areas: administration, logistics, financing, human resources, and ICT. A key performance indicator (KPI) on Human Resources establishes a gender parity target of 50% for new UN recruitments and a 90% retention rate over the BOS 2.0 period. The UNCT gender parity strategy and action plan, further outline key activities and outputs that will be incorporated into the annual work plans of the relevant OMT working groups – including human resources, administration, and procurement. In addition, the BOS 2.0 includes an output (1.2) on gender response procurement sourcing, with corresponding indicators.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- 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.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	2
G2	14	194
G3	10	31
G4	72	84
G5	103	103
G6	110	104
G7	25	29
NOA	56	68

NOB	63	72
NOC	40	51
NOD	5	4
P1	0	0
P2	16	25
P3	26	42
P4	32	38
P5	14	20
P6	0	0
D1	5	3
D2	0	2

List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

- UNCT Uganda Gender Parity Strategy and Action Plan
- UNCT Uganda Gender Parity Dashboard
- Presentation to UNCT on Gender Parity Progress
- BOS 2.0 2021-2025

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
EXCEEDS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets all four 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.

SCORING:

UNCT Uganda performs very well in this indicator exceeding all minimum requirements, as the HRGAG is chaired by a HOA, it includes at least 50% of senior staff, has ToRs and an approved annual work plan and has made substantive contributions to the UNSDCF roll-out process.

EXPLANATION:

a) The Human Rights and Gender Advisory Group (HRGAG) is co-chaired by the Heads of OHCHR and UN Women and meets at least quarterly.

b) The group has a TOR and an approved annual work plan stating a commitment to GEWE. The annual work plan for 2020 was approved late due to COVID-19. It is based upon the UN system and UNSDCF commitments on human rights and gender equality. For each action or task under the annual work plan, the HRGAG identifies a responsible participating agency and/or individual, as well as a budget and timeframe for implementation.

c) Members include at least 50% senior staff (P4 and above; NOC and above). HRGAG membership includes a focal point from 15 of 17 UN resident agencies in Uganda and the Resident Coordinator's Office, as well as the two co-chairs. 56% of the members (10 of 18) are senior staff (P4/NOC and above), which include two Country Representatives (co-chairs), three deputy country representatives, and the RCO/UNCT Gender Advisor.

d) The group has made substantive inputs into the UNDAF including the country analysis, strategic prioritisation, results framework and M&E. The HRGAG made substantive input into each stage of the development of the UN Sustainable

Development Cooperation Framework (UNSDCF 2021-2025). Members of the HRGAG substantively participated in the development of the UN Common Country Analysis – including providing country gender data and analysis, the Visioning and Strategic Prioritization Retreat, and the National Task Team on UNSDCF co-led by the RCO and Office of the Prime Minister, which guided the development of the UNSDCF. Notably a member of the HRGAG - Deputy Representative, UN Women – led the team that developed Strategic Priority 3: Human Wellbeing and Resilience. Through the Strategic Priority Groups, members of the HRGAG, contributed to the development of the UNSDCF results framework – including indicators and data – and in the kick-off workshop on the CF joint work plans development held in July 2020.

Members of the HRGAG also provided a series of capacity building trainings for UN staff and stakeholders at different stages of the process, including on gender mainstreaming, relevant UNCT-SWAP indicators, and application of the gender and equity markers.

Members of the HRGAG were likewise involved in the different M&E and reporting processes under the former UNDAF, including ensuring gender analysis will be a part of the forthcoming UNDAF desk review and development of the five years UN achievements report.

Did you reassess the Performance Indicator in this reporting year

- No

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.

From Approaching Minimum Requirements in 2020 and 2021, the UNCT now meets minimum requirements as it conducted an inter-agency capacity assessment, developed a Gender and Human Rights Capacity Development Plan, and has implemented a series of capacity building activities pursuant to that plan. It is not yet “exceeding” as gender induction materials are not yet finalized.

Findings and Explanation

a) Inter-Agency Capacity Development Activity: TSeveral inter-agency gender capacity building activities have taken place in the past year. To strengthen GEWE throughout the UNSDCF programme cycle, the HRGAG undertook training for (i) the UN Results Based Management Working Group (RBM) and the CF Results Groups on gender mainstreaming in and the application of the UNCT-Gender Equality Marker (GEM) to the CF annual joint work plans; and (ii) the RBM WG and the SDG WG on how to conduct a gender analysis for the annual CCA review. To strengthen overall staff gender capacity, (i) the HRGAG developed and delivered joint training on gender (gender concepts, situation in Uganda, accountability tools, and mainstreaming) and human rights (HRBA) for subnational staff in four UN Area Coordination (UNAC) areas; and (ii) the IA PSEA Network integrated modules on gender concepts and gender in humanitarian action in its PSEA Focal Point training. A series of trainings have taken place this year on Gender in Humanitarian Action (GiHA) and Gender and Age Marker for staff engaged in the refugee response.

b) Capacity Development Plan: The UNCT meets this elements as it has in place a capacity development plan, based upon an inter-agency capacity assessment, and is on track. In May 2022, the UNCT conducted a system-wide gender and human rights capacity assessment. A total of 462 personnel from 20 UN entities completed the online capacity survey. Based upon the results of the capacity assessment, among other sources, the HRGAG developed a Gender and Human Rights Capacity Building Plan 2022-2025 for the UN System in Uganda. Pursuant to this Plan, the HRGAG developed replicable training materials and tools and initiated implementation as indicated above. Implementation of the plan is on track and monitored

through the HRGAG.

c) Gender Induction Materials: The UNCT does not meet this element as it has not yet developed UNCT induction material on gender equality and the empowerment of women commitments and related development challenges in Uganda. The development of induction materials has been initiated but was not concluded during the reporting period.

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)

- Gender and Human Rights Capacity Assessment and Action Plan
- Concept Notes and Agendas for inter-agency capacity building activities
- UNCT-GEM, Gender Analysis in CCA, Gender Concepts for PSEA Focal Point, and Gender Mainstreaming training materials (PowerPoint, Facilitators Guides, Handouts, etc.)

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

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

Resources

Meets minimum requirements AND (c) The UNCT has established and exceeded a financial target for programme allocation for gender equality and empowerment of women.

From Approaching Minimum Requirements in 2020 and 2021, Uganda now Exceeds Minimum Requirements as there have been several capacity building activities on the gender marker, the UNCT established gender financing targets for the UNSDCF, and the UNCT exceeded the target for 2022.

Findings and Explanation

a) Capacity Building on Gender Marker: The UNCT meets this requirement. In the last year, the UNCT has conducted three training courses on the application of the UNCT Gender Equality Marker and provided mentoring and technical support for its application in the UNSDCF Joint Work Plan and UN joint programmes. In-depth training with practical exercises was conducted for agency gender focal points who are part of the HRGAG and for the inter-agency Results Based Management working group, mid-depth training was conducted for the UNSDCF results groups as part of the annual review of the JWPs. In addition, introductory information on the UNCT-GEM was incorporated into the joint gender and human rights training that the HRGAG conducted for subnational staff.

b) UNCT Established and Met Financial Targets: The UNCT now meets this requirement. The UNCT applied the UNCT-GEM to the UNSDCF joint work plans for the first time in 2021. An assessment of the GEM codes across the strategic priority and outcome areas demonstrated that only 24% of available funding was allocated to activities with gender as a principal (8%) or significant (16%) objective (GEM2 or GEM3). There were wide disparities across outcomes, with the dedicate outcome on gender equality and human rights (Outcome 3.2) having the highest number of activities with gender as a principle or significant objective, but with an overall small percentage of the total budget. The results of this exercise were analyzed and used to inform the 2022 review of the JWP and presented to the UNCT to inform the establishment of UNSDCF financing targets. The UNCT set a target of reaching 50% of UNSDCF annual available resources allocated to activities with a GEM 2 or GEM3 code by 2025. This would require an increase of 6.5% each year.

With technical and capacity support to the UNSDCF Results Groups, gender financing increased to 56% - exceeding the 2022 annual target of 30.5%.

c) UNCT Established and Exceeds Financial Targets: The UNCT meets this requirement. As noted above, the UNCT exceeded its 2022 gender financing target of 30.5% - in fact, exceeded its 2025 target by 6 percentage point.

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)

- Concept Note for RBM Retreat, including UNCT-GEM training module
- Training PowerPoint for UNCT-GEM and HRM training for UNSDCF Results Groups and M&E
- 2021 Analysis of the UNCT-GEM for UNCT and Addendum
- UN INFO Activity Report

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 UN Development Assistance Framework (UNDAF) covered the period from 2016-2020. The UNDAF had three areas of strategic intent - Governance, Human Capital, Sustainable & Inclusive Economic Development - and twelve results areas, one of which is dedicated to gender and human rights (ORG 1.2), another dedicated to combating GBV/VAC (2.4) and gender targets are included across other areas. Overall, there were significant and transformational results achieved for gender equality and women's empowerment in Uganda. However, some areas did not meet the Outcome targets set out in the UNDAF and often were negatively affected by the outbreak of the COVID-19 pandemic and subsequent public health measures.

Explanation

a) The UNCT has achieved some GEWE results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.

Outcome 1.1, Rule of Law and Constitutional Democracy: Women made gains in terms of leadership positions following the 2021 General Elections. Women were appointed to the positions of Vice-President, Prime Minister, and 1st Deputy Prime Minister, in addition to other key Cabinet positions. Overall, the percentage of women in Cabinet has increased from 33% in 2016, to 45.2% in 2021. However, despite this positive outlook in leadership, there still remain challenges to women's political participation. The Parliament now consists of 175 female Members of Parliament (34.1%) – with just under 6% of women elected through open seats. Compared to the last Parliament, there has been a slight decrease in women's representation in percentage, and below the UNDAF target of 42% women in Parliament.

Outcome 1.2, Human Rights and Gender Equality: Uganda has also progressed in advancing the protection, promotion, and fulfillment of gender equality and human rights of all people in Uganda. 80% of Ugandans said that equal opportunities and treatment of women were "much better" or "better" compared with "a few years ago," (Afrobarometer, 2019). More than 80% agree/strongly agree that women/girls should have equal opportunities to education (86%), a paying job (80%), and earn an income (80%) - up from the aggregate total of the UNDAF baseline of 61%.

Outcome 2.1, Education: Uganda has achieved gender parity in primary education enrolment and completion rates for boys and girls. However, survival rates to Primary 7 and transition rates to Senior 1 did not meet UNDAF targets of 50% and 80% respectively. Moreover, girls are less likely to complete secondary education (34%) than boys (36%) or transition to higher levels where gender disparities persist in enrollment in favor of boys. Additionally, fewer females (37%) than males (63%) enroll for skills development in business, technical, vocational education, and training institutions.

Outcome 2.2, Health: The modern contraceptive prevalence rate rose to 50% in 2019/20, surpassing the target of 40% set out

in the UNDAF and almost doubling the baseline number of 26%. The total fertility rate fell from 6.2 in 2011 to 5.4 in 2016. (UDHS, 2016). Release of the 2021 UDHS is needed to assess whether the UNDAF target of 4.7 is reached, however, other sources indicate a further reduction in the TFR in 2019 and into 2020. The maternal mortality fell from 438 per 100,000 live births in 2011 to 375 in 2017; evidence suggests that this trend has continued.

Outcome 2.4, GBV and VAC: Although still a significant challenge, until the COVID-19 pandemic, incidence and impact of GBV had been progressively reducing in Uganda. Since 2011/12, lifetime prevalence and last 12 months prevalence of physical and/or sexual violence had steadily reduced and was on track to meet the UNDAF targets. However, the onset of the COVID-19 pandemic and related lockdowns in March 2020 resulted in spikes in all forms of violence against women. The pandemic has also negatively impacted rates of child marriage, which had been reducing - although likely still would not have met the UNDAF's ambition target of 0% of young women who were married before the age of 15.

Outcome 2.5, HIV & AIDS Response: The number of new HIV infections and AIDS-related deaths, as well as HIV prevalence, reduced over the course of the UNDAF cycle, exceeding the sex disaggregated targets across all three indicators.

Outcome 3.1. Natural Resource Management and Climate Change Resilience: Progress was made on access to electricity and clean cooking. It exceeded the UNDAF target under this outcome. The use of canister-wick lamps (kerosene) has declined from 58% to 28% between 2013 and 2017. There is a slightly higher percentage of male-headed households (52.4%) than of female-headed ones (48.4%) with access to the grid or other sources of electricity, and that differences are more pronounced in rural households. More male-headed households (66%) can access the national grid than female-headed ones (58%), however despite gaps - there has been overall improvement in access.

Outcome 3.3-Employment: Gender inequalities in employment remain a persistent challenge, with women representing 62% of all persons engaged in vulnerable employment, higher unemployment rates and significant wage disparities. Yet, the share of women in the non-agricultural sector as a percentage of total employment in the non-agricultural sector, exceeded the UNDAF target (prior to COVID-19), as did the targets for percentage of women engaged in trade and services sectors. The percentage of women in manufacturing reduced, thus missing this portion of the target.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

The reduction of social tolerance towards GBV and social tolerance for wife battering is a significant result in terms of eradicating GBV in intimate partner relationships. This was noted during the SWAP Scorecard exercise in early 2021. From the baseline of 58% of women and 54% of men in 2011 agreeing with one or more reasons a man is justified in beating his wife, this fell to 49% of women and 41% of men in 2016. (2016, UDHS). This surpassed the UNDAF target of 50% of men and 52% of women. Notably, although data from the 2021 UDHS is not yet available.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Uganda 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	ACTIVITIES UNDERTAKEN IN YEAR 3

Dimension 1 - Planning

1.1 Common Country Analysis	During the annual review of the UN Common Country Analysis (CCA), ensure the CCA includes more comprehensive and systematic gender analysis and that all population related data is sex disaggregated. When sex-disaggregated data is not available, the CCA should indicate it, so the UNCT can develop the necessary actions to address it.	This indicator was reassessed as part of this 2021 annual report. The Human Rights and Gender Advisory Group (HRGAG) provided analysis and guidance to the CCA review team on sectors which required additional gender analysis and data disaggregation. During the 2021 revision process, the HRGAG contributed specific gender and human rights data and analysis to strengthen the revised CCA across all sectors.	In 2022, training was conducted for the CCA review team on how to conduct gender analysis for the CCA. This was done in conjunction with complementary training on human rights analysis and LNOB analysis for the CCA. Members of the HRGAG also contributed to the CCA review with updated gender data and analysis.	
1.2 Cooperation Framework Outcomes	N/A	N/A.	N/A	
1.3 Cooperation Framework Indicators	Review UNSDCF 2021-2025 indicator matrix to increase the number of gender sensitive indicators by means of: (i) Specify that all population related indicators should be sex disaggregated both at baseline and targets. (ii) Review all indicators to increase their gender sensitiveness adjusting their wording and specifications when possible.	Indicator 1.3 was reassessed as part of this 2021 annual report. The Human Rights and Gender Advisory Group provided a detailed analysis of and briefings on opportunities to increase the number of gender sensitive indicators in the UNSDCF indicator matrix, including through sex disaggregation of all population-based indicators. The M&E team elected to wait until the 2021 annual review to revise and update the relevant indicators. This is	In 2021, the UNCT instructed that all population related indicators should be sex disaggregated - this has not been fully actualized. This is due, in part, to limited availability of sex-disaggregated data, as well as deprioritization. An annual performance review is planned in December 2022 during which JWP will be updated with indicators from the Global Output Indicator Framework, with priority for gender-sensitive indicators. Additional Action 2023: • During the 2022-23 review of the UNSDCF, incorporate new gender-sensitive indicators from the global UN Output Indicator Framework and review and strengthen existing indicators.	

		expected during the first quarter of 2022).		
Dimension 2 – Programming and M&E				
2.1 Joint Programs	Put in place and institutionalise a mechanism to ensure all Joint Programmes (JPs) significantly integrate gender concerns. (i) Institutionalise the review of all JP proposals by the HRGAG or the gender specialist in the RCO, ensuring their comments and concerns considered for the final definition of the JP; (ii) Institutionalise the implementation of the Gender Marker to assess JP proposals, ensuring that all new JPs meet at least GEM 2 requirements.	The UNCT adopted Joint Programme Guidelines, which require involvement of the inter-agency Human Rights and Gender Advisory Group in the development of all future JPs and that all JPs must meet at least Gender Equality Marker GEM2 requirements.	Action was completed in 2021. Training was conducted in 2022 and technical support provided during the reporting period on the use of the Gender Equality Marker to strengthen gender mainstreaming and gender financing in the development of UN joint programmes. This included the flagship SDG Data and Statistics Joint Programme. 2023 Planned Action: ● Allocate gender focal points (from the HRGAG) to each joint programme to provide ongoing support to the development and implementation of gender-responsive programmes. ● Implement the UNCT Uganda Capacity Building Plan, including training for programme staff on gender integration and minimum requirements for gender mainstreaming.	
2.2 Communication and Advocacy	Strengthen the UN Communications and Partnerships Group Annual Plan to go beyond the commemoration of women's human rights' days, setting specific GEWE strategies and targets, and ensuring the commitment of the plan to integrate a gender responsive approach when developing any communication activity, making sure that all of them contribute to	With active support from the UN Communications and Partnership Group (UNCPG), the UNCT communication and advocacy in 2021 deliberately planned and fostered gender equality and women empowerment. The UNCT organized or actively engaged in more than a dozen events that directly promoted GEWE and received national media attention. This included the National Commemoration of	The Annual Work Plan for 2022 for the UN Communication Sub-group focused on the three UN Flag Areas: Data and Statistics for SDGs; Empowering Adolescents and Youth to unleash their full potential; and Gender/GBV with a focus on the Spotlight Initiative. While one third of the plan was fully focused on gender and women empowerment, GEWE was mainstreamed in all the other activities of the plan. For example, speeches by the RC at national commemoration and other events were GEWE mainstreamed, panel	

	<p>challenging gender stereotypes.</p>	<p>International Women's Day; E-Dialogue on Civic Space and Peacebuilding in the Context of Advancing Human Rights and Gender Equality; Tweet Chat on Menstrual Hygiene organised in collaboration with the Youth Coalition for SDGs; Launch of the thriving Woman Course by the Rhema Women's Space; and numerous events surrounding the 16 Days of Activism against GBV, among others. The UNCPG ensured that the UN had social media plans which were executed before, during and after these events through use of social media posters, standard tweets and short videos among others, promoting the events and for advocacy on the issues. The Resident Coordinator recorded a short video to inspire women leaders and promote gender equality. The UNCP also prepared several op-eds for the UN Resident Coordinator for the press on gender equality and women empowerment, notably the joint op-ed with the Minister for Gender, Labour and Social Development and the Head of the EU Delegation in Uganda on the Spotlight</p>	<p>discussions as at events were gender balanced and the UN Uganda publications such as the UN Uganda Country Results Report for 2021 and UN Uganda Bulletin was gender sensitive in terms of content including language and use of photos. 2023 Planned Action: ● Implement the UNCT Uganda Capacity Building Plan, including training for the UNCG on gender- and equity- sensitive communications.</p>	
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		Initiative to Eliminate Violence Against Women and Girls.		
2.3 Cooperation Framework M&E	<p>Strengthen UNSDCF 2021-2025 monitoring of gender related results and targets. (i) Ensure the data for the indicator matrix is collected and updated yearly as agreed by the UNCT, ensuring the sex disaggregation of all possible indicators even when not specifically indicated in the UNSDCF 2021-2025; (ii) Ensure UN M&E Sub-Group includes in its terms of reference (ToRs) specific accountability for gender equality and measurement of related results; (iii) Produce biannually a report on UNCT's advances, challenges and lessons learned regarding gender results in the UNSDCF; (iv) Develop at least one training per year targeting M&E sub-group members and gender focal points from agencies for strengthening their capacities on gender responsive M&E; and (v) Develop and offer training for Joint Programme partners to undertake gender-responsive programme implementation, reporting and M&E.</p>	<p>The UN Results-Based Management Team (RBM) coordinates the reporting on all results specified in the UNSDCF results framework. The team will collect and update data for all indicators during the annual review of the UNSDCF planned for January 2022. The TOR for the RBM team remains gender-blind - only requiring the team to systematically collect and analyze accurate data for reporting. This will be prioritized in 2022. A training was held for the RBM team on use of UN Info, which incorporated elements of gender-responsive M&E. A stand-alone training was not held in 2021. Through the Spotlight Initiative programme, some training took place with partners on gender-responsive programme implementation and reporting.</p>	<p>(i) Some, although not all gender data and statistics were collected and updated in the UNSDCF results framework. (ii) There has been no progress on amending the RBM working group's terms of reference. (iii) The government is currently conducting a mid-term review of the National Development Plan III, which will inform the analysis of gender results in Uganda and, since the UNSDCF is grounded in the NDP III, progress against the UNSDCF's gender results. Accordingly, this activity was postponed to 2023. (iv) The RBM working group participated in two inter-agency, gender-focused trainings in 2022. The first was on the use of the UNCT Gender Equality Marker as tool to inform gender mainstreaming in the UNSDCF Joint Work Plan and tracking of gender financing (June 2022). The second training, conducted for RBM working group and broader CCA Review Team, was on how to conduct and integrate a gender analysis and sex disaggregated data in the annual review of the Common Country Analysis (September 2022). A more comprehensive training on gender data and statistics is planned for under the Uganda Gender and Human Rights Capacity Development Plan. (v) The UN System conducted an RBM training for implementing partners under the Spotlight Initiative to Eliminate Violence Against Women and</p>	

			Girls- 60 participants total. The training incorporated core components of gender-responsive program reporting and M&E . 2023 Planned Action: • Carry forward activities (i), (iii) and (iv) to 2023. Training for partners will be considered in 2024.	
Dimension 3 - Partnerships				
3.1 Engagement	Government	Facilitate a more coordinated approach between the different UN initiatives and agencies working to advance gender equality with the private sector. (i) Develop a joint position paper that integrates the diverse UN efforts and partnerships to advance GEWE with the private sector, both in programmes and operations. (ii) Include as part of the UNCP group's periodic meetings between UN initiatives with the private sector to facilitate and enhance coordination and building up synergies. (iii) Recognize the commitment to gender equality to private sector companies applying to UN procurement. For example, introduce specific criteria for UN procurement providing additional scoring for bidding companies that have been certified with the Gender Equality Seal. In this same sense, it is recommended that	No action taken	The UN System has continued to engage with the private sector to advance gender equality - principally through promotion of the Gender Seal for Private Enterprises through the Spotlight Initiative to Eliminate Violence Against Women and Girls (UNDP, UN Women, UNFPA, UNICEF). As part of 16 Days of Activism campaign, the UN is hosting a Gender Equality Seal Symposium to Celebrate Corporate Excellency in Gender Equality. Action was not taken on the specific activities enumerated, which will be carried forward to 2023-2024.

	the OMT takes part of the UN WG on Private Sector.			
3.2 GEWE CSO Engagement	<p>Develop a mechanism to ensure a more sustained, systematic and coordinated engagement with gender equality and women's empowerment (GEWE)-CSOs and UN accountability. (i) Facilitate the integration of a GEWE Civil Society advisory group to UN (following the experience of the Civic Society Reference Group integrated for the Spotlight initiative), ensuring a diverse participation, and a periodic interlocation with the UNCT (direct or by means of the HRGAG) within the UNSDCF framework. (ii) Facilitate the participation of the GEWE Civil Society advisory group in key UN coordination and accountability mechanisms such as the UNSDCF Steering Committee and/or the SDGs Secretariat.</p>	<p>The UN System regularly engaged with GEWE-CSOs during 2021, although a specific advisory group has not yet been established. For example, the HRGAG facilitated a 2-day High-level eDialogue with the UNCT, civil society, government, and the donor community on civic space and peacebuilding in the context of advancing gender equality and human rights in Uganda (March 2021). The HRGAG also facilitated a UNCT consultation with vulnerable and marginalized groups to understand their concerns with the proposed Sexual Offences Bill (May 2021). The UNSDCF Joint Steering Committee did not meet during 2021 and the terms of reference has not been finalized. However, it is anticipated that at least one of the civil society observers will be a representative of Uganda's women's movement. This action will be carried forward into 2022.</p>	<p>(i) The Spotlight Initiative Civil Society National Reference Group remained active and engaged throughout 2022, providing advice and guidance to the UN's VAWG and SRHR interventions. To date, this group has not been expanded to advise the UNCT on a broader range of gender concerns and emerging issues. (ii) GEWE-CSOs were engaged in the review and reporting on 2021 UNSDCF progress, which took place during 2022, as well as the Joint Work Plan revision/update process. In addition, a representative GEWE-CSO participated as an observer in the UNSDCF Joint Steering Committee. Efforts to include civil society as full JSC members were unsuccessful due to government objections. The UNCT engaged with GEWE-CSOs in various fora, including a breakfast dialogue between Heads of UN Agencies, the National Union of Women with Disabilities (NUWODU), and government regarding the GoU commitments at the Global Disability Summit. Other examples include the development of a public report and National Action Plan on albinism, SGBV Symposium with the Uganda Human Rights Commission and civil society organizations, high-level policy dialogue on teenage pregnancy, amongst others. Action carried forward to 2023, in addition: • Ensure GEWE and Human Rights CSOs are appointed to each of the UNSDCF Strategic Priority Groups to strengthen</p>	

			integration of gender and human rights across the UNSDCF. • Hold high-level dialogues between civil society, members of the UNCT, and government on gender and human rights.	
Dimension 4 – Leadership and Organizational Culture				
4.1 Leadership	<p>Strengthen UNCT leadership on GEWE knowledge and awareness: (i) Implement a mechanism to track the frequency of gender equality as a substantial topic in UNCT and UNAC meetings. (ii) Implement a mechanism to track the frequency of the Resident Coordinator's public championing of GEWE. (iii) Ensure the RC and UNCT Annual Plan have specific gender equality objectives and costed activities, and that they are visibly reported in the RC/UNCT performance assessments.</p>	<p>Tools have been developed to track the frequency of UNCT meetings and RC remarks that substantially address gender equality; however, these have not been routinely monitored during 2021. (i) The UNCT engaged in substantive gender discussion during a majority of UNCT meetings over the past 12 months (5 of 9) and both days of the UNCT annual retreat. Topics included gender parity, PSEA, escalation of GBV in COVID-19, systematic collection of sex disaggregated and citizen generated data, gender programming including Spotlight Initiative and SRHR, among others. (ii) Speeches delivered by the UN Resident Coordinator at over 150 events in 2021, over a wide range of themes, were reviewed by the UN Communication and Partnership Group, as well as the Gender Advisor at the UN Resident Coordinator's Offices</p>	<p>(i and ii) Tracking of frequency of gender equality discussion in the UNCT and the RC's public championing of gender equality was conducted on an ad hoc basis throughout the year. This informed the decision to reinstate the standing agenda item on gender and other normative areas. (iii) The HRGAG conducted session with sub-national UN staff on gender issues and related UN priorities in Uganda. The development of induction materials for senior staff is under development but was not concluded during the reporting period. (iii) The 2022 RC and UNCT annual plans included specific gender equality objectives, including from the Uganda Gender Scorecard Action Plan, which were costed and reported. 2023 Activities: Carry forward activities on developing and implementing induction materials for new staff and senior staff.</p>	

		<p>to ensure that they fostered GEWE. (iii) The RC/UNCT annual work plan for 2020 and 2021 includes a key result area on LNOB, Human Rights, and GEWE, with corresponding activities and indicators. The RC/UNCT reported against these in its 2020 RC & UNCT Performance Appraisal and in its 2020 One UN Report. 2021 assessments have not yet been completed but anticipate that they will likewise report on gender progress.</p>		
4.2 Organizational Culture	<p>From the findings of the Gender Scorecard staff survey, develop a plan to better identify the existing challenges in the UN working environment, gather recommendations and put in place an action plan to address them, ensuring the active participation of the staff. The process should particularly focus on: (i) Work and life balance policies and practices in the UN agencies, in line with the UN Global Guidance on Work and Life Balance. (ii) The significant gender gaps arising in women's and men's perceptions on the working environment on UN Uganda, particularly regarding the systems in place to prevent and</p>	<p>The HRGAG supported the OMT's Human Resource Working Group to conduct a gender parity and enabling environment assessment, which included consultation with staff association representatives. This report provided more in-depth analysis of the issues, as well as recommendations to advance gender parity. Based upon this analysis, a draft Uganda Gender Parity Strategy and Action Plan has been developed and submitted to UNCT for approval. Revised actions for 2022: Implement UNCT Uganda Action Plan on Gender Parity, including: • UNCT approval and</p>	<p>In early 2022, the UNCT adopted a Uganda Gender Parity Strategy and Action Plan, contextualizing the global strategy and tools. Key actions from this plan were incorporated into the annual work plans of the Human Resources Working Group, the HRGAG, UNCT among others. Reporting is currently underway on agency and inter-agency actions under the Action Plan, with a consolidated annual report expected to be presented to the UNCT in the first quarter of 2023. In addition, see the 2022 indicator re-evolution on progress. 2023 Actions: • Implement the Uganda Gender Parity Strategy and Action Plan, including, among others: (i) Develop and disseminate FWA support materials for managers and staff, and (ii) HoAs and Senior Managers to speak positively about and promote FWAs and</p>	

	address sexual harassment, exploitation and abuse of authority, leadership and staff commitment to gender equality and equal treatment.	championing of the strategy and action plan • Incorporate action plan activities within the annual work plans for the relevant inter-agency groups, including the UNCT, HRWG, ADWG, and the HRGAG. • Ensure reporting on actions in accordance with the strategy	full use of parental leave entitlements. • Implement the Uganda Gender and Human Rights Capacity Development Plan, including, among others, staff training on sexual harassment and abuse of authority, PSEA, and unconscious bias	
4.3 Gender Parity	<p>(1) Establish a systematic mechanism to collect and analyse UN sex disaggregated staff data, to monitor gender parity, and specific targets according to the requirements of the System-Wide Strategy on Gender Parity. (2) Include additional specific gender related activities and targets in the BOS 2.0 such as:</p> <p>(i) In line with the Gender Responsive Procurement Sourcing objective of the Procurement subgroup: - Develop a specific UN Uganda roster of gender specialists. - Ensure sex disaggregated data in all common rosters created (e.g., vendors). - Promote and ensure women's access to UN rosters in non-traditional areas (drivers, guards etc.). - Develop a joint strategy to facilitate women's owned enterprises (MSMEs) to access UN procurement. (ii) In line with the Gender</p>	<p>(1) Completed. The UNCT has approved the routine collection of gender parity data across the system, with annual reporting by the Human Resource Working Group (OMT). Based upon the 2020 baseline data, UNCT has established annual targets towards achievement of the Secretary General's target of gender parity at all levels by 2026. (2) The OMT, through its Procurement Working Group and with support from the HRGAG, is currently developing Sustainable Procurement implementation guidelines, informed by the global Sustainable Procurement Strategy, which they expect to have completed by first quarter 2022. These guidelines are expected to include the collection of sex, age, and ability disaggregated data of prequalified vendors</p>	<p>(1) The gender parity data collection process was further strengthened in 2022, with the development of a country-specific gender parity dashboard to visualize the data and support efficiency and decision making. 2023 Action: Implement the Uganda Gender Parity Strategy and Action Plan, ensuring actions are incorporated into the annual work plans of inter-agency groups and accountability/oversight from UNCT. (2) No action was taken on the finalization and roll-out of UN Uganda Sustainable Procurement Implementation Guidelines and rosters. 2023 Actions: OMT, with technical support from the HRGAG, finalize and roll-out UN Uganda Sustainable Procurement Implementation Guidelines, ensuring that the guidelines included: • Clear joint strategies to facilitate women's owned enterprises (MSMEs) to access UN procurement • Collection and monitoring of sex disaggregated data in all common rosters created (e.g., vendors). • Promoting and ensuring women's access to UN rosters in non-traditional areas (drivers, guards etc.).</p>	

	<p>parity objective of the HR subgroup: - Improve working conditions for national staff, particularly women, in hardship areas.</p>	<p>and any other common rosters. The guidelines will likewise consider ways to facilitate women-owned enterprises' access to UN procurement, along with youth-owned and persons with disability (PWD)-owned businesses. This will include targeted efforts to increase the number of prequalified vendors who are women, youth, and PWD, including adjusting certain minimum qualifications for disadvantaged groups. These guidelines follow from a UNDP-led vendor consultation exercise in 2018 to evaluate the number of women-owned businesses. As noted under 4.2, the OMT, through its Human Resources Working Group, has developed a UN in Uganda Gender Parity and Enabling Environment Strategy to, among other things, improve conditions for all staff members, including in hardship areas. Revised action for 2022: OMT, with technical support from the HRGAG, finalize and roll-out UN Uganda Sustainable Procurement Implementation Guidelines, ensuring that the guidelines included: ● Clear joint strategies to facilitate</p>		
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		women's owned enterprises (MSMEs) to access UN procurement. • Collection and monitoring of sex disaggregated data in all common rosters created (e.g., vendors). • Promoting and ensuring women's access to UN rosters in non-traditional areas (drivers, guards etc.).		
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Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	<p>(1) Institutionalize the full-time position of a senior-level gender advisor/specialist in the RCO; include a requirement to deliver on GEWE in the job descriptions of all RCO staff. (cross-cutting)</p> <p>(2) Sustain and strengthen HRGAG's capacities to influence UN's work for advancing GEWE: (i) Develop at least one UN joint GEWE knowledge product per year focusing on one UNSDCF priority areas, focus on advocating to the UNCT in gender relevant or emerging gender issues. (ii) Ensure HRGAG reports bimonthly to the UNCT, and that at least two UNCT meetings per year allow for meaningful discussion of key gender issues in the country. (iii) Include a standing gender and human rights agenda item in UNCT meetings. (iv)</p>	<p>(1) Due to funding constraints, the gender advisor position may be downgraded from a P4 level to a P3 level. This has the potential to negatively impact ongoing attention and progress on GEWE from the highest levels. Discussions are ongoing within the UNCT to retain this position at the P4 level. (2) During 2021, the HRGAG developed several knowledge products and joint analysis on emerging gender issues to support UNCT decision-making and programming. This includes: UNCT CEDAW and UPR reports; analysis of the pending Sexual Offences Bill and Succession Amendment Bill, recommended joint programme to advance women's land and inheritance rights, human rights briefing</p>	<p>(1) The UN System has continued to fund a senior-level gender advisor/specialist in the RCO. In 2022, the responsibilities of this role were expanded to also include PSEA Coordination. The expectation is the funding will be renewed for 2023. (2) The HRGAG continued to provide support, advice, and guidance for the UNCT on advancing gender equality. (i) The HRGAG developed several knowledge products on relevant or emerging gender issues. These include, among others: • Analysis and recommendations on pending or adopted legislation - the Sexual Offences Bill, Succession Amendment Act, and the Marriage and Divorce Bill. • Training modules for PSEA focal points on gender concepts and gender in humanitarian action. • Joint training materials and facilitated training with sub-national staff on gender concepts and mainstreaming, international and regional human rights frameworks, UN corporate accountability tools, and an overview of the gender situation in Uganda.</p>	
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	<p>Biannually include gender equality topics/orientation in staff in townhall meetings. (v) Ensure that all HRGAG members have in their ToRs or post descriptions specific responsibilities for their participation in the group.</p>	<p>note, among others. The HRGAG, through its co-chairs and secretariat, was able to influence the agenda for the UNCT meetings during 2021 to ensure that relevant gender and human rights related issues were routinely discussed. This included during the UNCT annual retreat, which included dedication sessions on gender programming and gender parity. To enhance accountability, the HRGAG provided a biannual report to the UNCT on progress towards its annual workplan and agreed gender priorities.</p>	<p>(ii) The HRGAG, through its co-chairs and the Gender Advisor, presented analysis and facilitated discussion UNCT regular and ad hoc meetings including on gender parity, gender financing and programming, gender capacity building, amongst others. (iii) In August 2022, the UNCT reinstated a standing “normative” agenda item in the UNCT monthly meetings, which includes gender, human rights, disability inclusion and/or PSEA. The UNCT held one town hall meeting in 2022, which focused on the Ebola outbreak. During the meeting, the RC emphasized the UN’s zero tolerance policy on sexual exploitation and abuse and reminded colleagues of their personal responsibilities on PSEA and sexual harassment. (iv) Not all members/focal points have their HRGAG responsibilities incorporated into their TORs and/or annual goals/performance management plans. Actions carried forward to 2023.</p>	
5.2 Gender Capacities	<p>Develop and implement a UNCT gender capacity needs assessment and a UNCT gender capacity plan, learning from the existing experience of the Rapid Assessment of the Gender Equality and Women’s Empowerment coordination needs of UN Area Coordinators (UNACs). Develop, implement and offer (i) an annual/bi-annual 1 or 2-hour induction on gender issues in</p>	<p>The design of the gender capacity needs assessment survey has been initiated and will be carried out during the first quarter of 2022.</p>	<p>Strengthening staff and personnel capacity on gender and human rights was a key priority in 2022. See 2022 indicator reevaluation for progress. 2023 Actions: ● Implement the Uganda Capacity Building Plan, ensuring trainings are incorporated into the annual work plans of inter-agency groups and accountability/oversight from UNCT. ● Finalize induction materials for new staff.</p>	

	Uganda for new arrival senior positions; and (ii) periodic induction sessions for new UN staff on gender issues and related UN priorities in Uganda			
Dimension 6 - Resources				
6.1 Financial Resources	<p>Ensure that adequate resources for gender mainstreaming are allocated and tracked. (i) Map gender equality targeted investments when the UNSDCF 2021-2025 budgetary framework is developed, utilizing the GEM; (ii) Establish financial targets for GEWE in the UNSDCF overall and per strategic priority; (iii) Annual monitoring of GEWE expenditures within the UNSDCF; (iv) Annual training on the Gender Equality Marker for M&E, gender focal points, and relevant staff.</p>	<p>During 2021, the HRGAG conducted a training on the GEM with 20 gender focal points and agency UNSDCF technical leads, representing 11 UN entities. The recording and materials were sent to all members of the HRGAG and was followed-up with bilateral support from the RCO/UN Women Gender Advisor. Thereafter, the HRGAG conducted a quality assurance review and recommendations for both GEM and Human Rights Marker (HRM), which demonstrated the need for broader training and capacity building with agency UNSCF technical leads.</p>	<p>Strengthening gender financing in the UNCT was a key priority in 2022. See indicator reevaluation above for progress. 2023 Actions: • Annual monitoring of GEWE expenditures within the UNSDCF; • Annual training on the Gender Equality Marker for M&E, gender focal points, and relevant staff.</p>	
Dimension 7 - Results				
7.1 GEWE Results	<p>Re-assess indicator 7.1 upon completion of the UNDAF final review.</p>	<p>The final UNDAF evaluation was completed in 2021. Indicator 7.1 was reassessed as part of this 2021 annual report.</p>	n/a	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	DRAFT 2021 Uganda CCA (30 Nov)	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Uganda UNSDCF-6 (1)	
Cooperation Framework	Uganda UNSDCF-6 (1)	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Uganda UNSDCF-6 (1)	
Cooperation Framework results framework	Uganda UNSDCF-6 (1)	
Other	Gender Analysis and Recommendations for UNSDCF Results Matrix (June 2021)	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
JP screening tool/process	UN Uganda Guidelines on Developing Joint Programmes Final	

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	Annual Work Plan - UN Communication Sub-group 2022	
Communication/Advocacy	Concept Note 16 Days of Activism 2022	

Communication/Advocacy	'Protect the Girl, Protection the Nation' Booklet and Launch Agenda
Communication/Advocacy	Uganda GDPG Brief to LDPG May 2022
Communication/Advocacy	Uganda National SDG Conference agenda

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	Uganda UNDAF MTE Report 14th Dec 2018 Final	
Cooperation Framework reviews/monitoring data	Uganda UNDAF MTE Report 14th Dec 2018 Final	
Cooperation Framework reviews/monitoring data	Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)	
Cooperation Framework reviews/monitoring data	Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)	
Cooperation Framework reviews/monitoring data	Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)	
Cooperation Framework reviews/monitoring data	Uganda Concept Note UN Agencies training in Gender Statistics (March 2019)	

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	AR2020 UGANDA spotlightinitiative FINAL	
Government engagement	AR2020 UGANDA spotlightinitiative FINAL	
Government engagement	Uganda SDG Secretariat BULLETIN Issue 1 Vol 1, 2019	
Government engagement	Uganda SDG Secretariat BULLETIN Issue 1 Vol 1, 2019	
Government engagement	Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)	
Government engagement	Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)	
Government engagement	Uganda UNSDCF Stakeholder Consultation List	
Government engagement	Uganda UNSDCF Stakeholder Consultation List	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS	Partnerships
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Category	Documents
Other	Uganda AWLN Launch Brief (FEB 2020)
Other	Uganda AWLN Launch Brief (FEB 2020)
Other	Uganda CSO VNR Report
Other	Uganda CSO VNR Report
Other	Uganda Spotlight Initiative AR 2019
Other	Uganda Spotlight Initiative AR 2019
Other	Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)
Other	Uganda UNDAF MTE Report Annexes (Annex 8, List of Consulted Institutions)
Other	Uganda UNSDCF Stakeholder Consultation List
Other	Uganda UNSDCF Stakeholder Consultation List

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	RC-UNCT Uganda Collective Results 2020	
RC communications	RC-UNCT Uganda Collective Results 2020	
RC communications	Strategic Summary of Coordination Results - 2018 - Export - 03-11-2020 (1)	
RC communications	Strategic Summary of Coordination Results - 2018 - Export - 03-11-2020 (1)	
RC communications	Uganda RC Remarks at AWLN Launch 28 Feb 2020 Final	
RC communications	Uganda RC Remarks at AWLN Launch 28 Feb 2020 Final	
RC communications	Uganda RC Speech Womens Day 8 March 2020	
RC communications	Uganda RC Speech Womens Day 8 March 2020	

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	Uganda Organizational Culture Survey Data 2022	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	

Human Resource documents	Uganda Gender Parity summary 2021-2022
Other	Uganda 2021 Gender Parity Update for UNCT
Other	UNCT Uganda Gender Parity Strategy and Action Plan (Final)

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	HRGAG Focal Points Analysis	
GTG TOR/AWP	HRGAG Focal Points Analysis	
GTG TOR/AWP	Uganda CCA inputs GEWE analysis	
GTG TOR/AWP	Uganda CCA inputs GEWE analysis	
GTG TOR/AWP	Uganda HRGAG AWP 2020 (2)	
GTG TOR/AWP	Uganda HRGAG AWP 2020 (2)	
GTG TOR/AWP	Uganda HRGAG TOR	
GTG TOR/AWP	Uganda HRGAG TOR	

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 August PSEA TOT	
Capacity development	Concept Note Joint Gender PSEA HRBA Training Final	
Capacity development	Gender and Human Rights Analysis Training for CCA	
Capacity development	Uganda Gender and Human Rights Capacity Building Plan 2022-2025	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked EXCEEDS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	Uganda 2021 Financing for Gender and Human Rights Memo	
Financial resources	Uganda UNSDCF 2022 JWP Activity Report and GEM Analysis	
Other	GEM and HRM Introduction for Drafting Team	
Other	Gender Financing Targets Memo to UNCT	
Other	Uganda Concept Note RBM Retreat final 06.06.2022	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
	No documents uploaded	

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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