

## 2022 - DPR Korea's UNCT SWAP GE scorecard <sup>1</sup>

### Introduction

Because of the challenging operating context the UN Country presence has been dealing with since the covid-19 pandemic, and due to the lack of critical data to feed into the reporting exercise on UNCT SWAP GE scorecard for 2022, as agreed with the UNWOMEN Office for Asia and the Pacific, this note stands *in lieu* of the formal online reporting template.

### Details on context

UNCT DPR Korea conducted the last Gender SWAP Assessment Report in 2021. The previous report was produced in 2019. The COVID-19 outbreak presented challenges for the DPRK UN Country Team with the lockdown of the host country as of early 2020, resulting in the departure of all international staff and severe disruptions in the implementation of UN's programmes and activities in the country. Consequently, the conditions were not conducive to the production of the 2020 report. At the time of editing this 2022 report, no international staff is left in DPRK, and there is no indication of when and under which conditions a return will be possible. There has been no change in the situation since the previous report.

While the reporting exercise in 2019 triggered the creation of a *Gender Working Group* and *Gender Action Plan 2020-2021*. The Gender Action Plan is tailored to the DPRK's unique context. Indeed, as the country is cut off from the rest of the world, free remote/online virtual access with national interlocutors is not possible; only physical presence of staff on the ground would allow to some degree, a level of interaction. With the closure of the borders and the absence of international staff, the Gender Action Plan in 2020 and 2021 was not implementable. Indeed, the current UNCT SWAP GE scorecard exercise has highlighted considerable challenges in our ability to reflect on the progress given the operational and structural difficulties present in the remote operational modality.

Given the restrictions to conduct programme implementation since the COVID-19 border closure, the Government and the UNCT mutually agreed to extend the Strategic Framework 2017-2021 until the end of 2024.<sup>2</sup> This implies that inter-agency mechanisms, programmes and projects, when applicable, shall have an extended scope in time as well. This frames the 2019 Gender Action Plan to be ready for implementation upon the return of international personnel to DPR Korea. The Common Country Analysis process is ongoing, and the review/modified evaluation of the Strategic Framework Evaluation conducted in 2022 has incorporated gender analysis that will contribute to the preparation of the next Cooperation framework.

It is noteworthy that due to the limited critical mass of international staff and the already small UN footprint in DPRK, the UNCT does not have a Gender Advisor/Expert. The reporting exercises were, however, possible thanks to the contribution of a small team of three individuals from UNFPA, UNICEF and the RCO.

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<sup>1</sup> Document created by the by the RCO in close consultation and agreement with UNFPA and UNICEF.

<sup>2</sup> In the case of DPRK, due to country specific context a UN Strategic Framework stands in lieu of a formal cooperation framework as per normal UNSDCF requirements.

## Progress on GE via five key indicators

Five indicators have been selected to demonstrate UNCT approaches and progress. Explicative answers appear in blue.

Common Country Analysis integrates Gender Analysis	
Indicator: 1.1	Missing Minimum Requirements
Action to be taken: Ensure that the UNSF evaluation has a strong gender perspective, feeding into the Common Country Analysis. Gender is an integral part of the CCA.	
Evidence Used: DPRK UNSF 2017-2021 [extended to 2024].	
2022 Status	
<p>The Common Country Assessment (CCA) is under development and has a component dedicated to gender analysis. Considering the absence of UN international staff throughout the year and the very limited new data available since 2019, the gender analysis in DPRK remains weak.</p> <p>In the DPRK, there is no available official governmental data or evidence-based alternative analysis on the existence of violence against women, including domestic violence. There is no indicative evidence accessible by the UN on any form of gender-based violence.</p> <p>In the 2021 first Voluntary National Review (VNR) submitted by the DPRK government to the High-Level Political Forum (HLPF) for sustainable development in June 2021, it was reported that <i>"mental and physical violence is not a social issue in the DPRK where the people are masters of everything, and everything serves for people."</i> This further highlights the absence of data collection, mechanisms and multisectoral services for the country's prevention and response to GBV.</p> <p>According to the DPRK government (2021 VNR report p.23), <i>"data on gender equality are collected through the population and housing census, MICS and RH survey"</i>. Unfortunately, the Population and Housing Census, MICS and RH survey provide a very limited scope of data for gender analysis.</p> <p>Reporting on indicator criteria:</p> <p><b>a) Gender analysis across many sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5</b></p> <p>Some gender analysis across sectors: Based on the availability of 2019 census data, gender disparity analyses across education and labour force participation (social and economic) have been done and presented.</p> <p><b>b) Some sex-disaggregated and gender-sensitive data exist.</b></p> <ul style="list-style-type: none"> <li>• Sex-disaggregated and gender-sensitive data available in UNSF:</li> <li>• Sex-disaggregated data (data provided for one indicator, P18)</li> <li>• Since both (a) and (b) must be fulfilled, the indicator does not approach the minimum requirements.</li> </ul>	

**2022 Progress Assessment** – The last Common Country Analysis is from 2021 and an updated 2022 version is in progress in accordance with the new guidelines issued by UNDCO. The essence of the information on the gender situation will be covered. A peer review of the document will only occur early 2023. As a substantive living exercise, the CCA will be subject to updates when UNCT activities resume upon returning to DPRK.

### Gender equality mainstreamed in UNDAF outcomes

#### Indicator: 1.2

#### Meets Minimum Requirements

Actions to be taken: In addition to continued mainstreaming of gender across outcomes, at least one UNSDCF *or equivalent framework*) outcome/output in the 2022-2027 cycle will specifically target gender.

Evidence Used: DPRK UNSF 2017-2021 [extended to 2024]. (incl. Results Matrix)

2022 Status

The current UN Strategic Framework has been extended until the end of 2024.

In addition to continued mainstreaming of gender across outcomes, at least one UNSDCF (or equivalent) outcome/output in the 2025-2029 cycle shall be gender-focused. It is premature to predict the content of the discussions between the UNCT and the Host Country as officially, in DPRK, gender inequality does not officially exist. Indeed, according to the 2021 VNR submitted by the DPRK, it is mentioned: "*The DPRK achieved gender equality a long time ago; thus, most of the targets of the global SDGs have been achieved.*"

The DPRK has adopted a national version of the SDGs, with SDG translated as "Goal 5. Consolidate gender equality and rights of all women and girls".

This already indicates that, according to the DPRK government, gender equality does not require much focus and attention besides sustaining the current achievements made over the past decades.

To meet minimum requirements:

***a) gender equality and the empowerment of women are visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5***

or

***b) One UNDAF outcome specifically targets gender equality in line with the UNDAF theory of change and SDG priorities, including, SDG 5.***

The 2017-2021 [extended to 2024]. UNSF has 14 outcomes under four strategic focus areas.

Gender Equality is mentioned as an essential programming principle stipulated in the UNSF, with Gender Equality and Women Empowerment visibly mainstreamed across all focus areas in line with SDG priorities, including SDG 5. For instance,

- Under focus area 1 on Food and Nutrition Security, outcome 1.2 stresses the importance of enhanced livelihoods and diversified food for most vulnerable groups (women included), and outcome 1.3 highlights improved nutrition for women of reproductive age.
- Under focus area 2 on Social Development Services, outcome 2.1 addresses primary health care for the most vulnerable (women included) and outcome 2.2 mentioned enhanced services to the most vulnerable women.

An intervention to promote GEEW is in the pipeline and is aimed at the upward economic mobility of mid-level women managers working in the formal sectors.

- Under focus area 3 on Resilience and Sustainability, outcome 3.1 aims to increase local communities' capacity to cope with the impacts of disasters and climate change, especially for vulnerable groups, including women.
- Under focus area 4 on Data and Development Management, outcome 4.1 is about increasing disaggregated data for programming and decision-making, in which gender is the most important dimension for disaggregation.

Therefore, the indicator meets minimum requirements (a).

#### UNDAF monitoring and evaluation measures progress against planned gender equality results

##### Indicator: 2.3

##### Missing Minimum Requirements

Action to be taken: Explore how UN Info can be used as a tool for tracking gender-related indicators in the UNSF results matrix.

UNSF evaluation to assess progress against gender-specific results.

Evidence used: UNSF Results Framework and UNSF 2017 – 2021 [extended to 2024].

2022 Status

Findings and Explanations: To approach the minimum requirements, one of the following must be met:

***a) The UNDAF results matrix data for gender-sensitive indicators must be gathered as planned.***

UNCT has undertaken evidence-generation activities in conjunction with the Central Bureau of Statistics and other national institutions aiming at affording sex-disaggregated and gender-sensitive data. However, the results matrix has not yet been finalized, and no annual reviews have been done. Therefore, the minimum requirements are missed.

***b) UNDAF reviews/evaluations have assessed progress against gender-specific results.***

In 2022, a UNSF rapid assessment/modified evaluation was completed. Elements of gender analysis were included, but the scope was limited due to a lack of granular evidence-based results.

Therefore, the indicator does not approach the minimum requirements.

Gender parity in staffing is achieved	
Indicator: 4.3	Meets Minimum Requirements
Actions: BOS training for OMT to have a focus on gender. OMT to establish a mechanism to measure gender parity at the country level.	
Evidence used: OMT Gender Parity Tracking (2020) 2019: Consultation with OMT members; OMT work plan for 2019; Survey on organizational culture 2019.	
2022 Status To meet the minimum requirements, the following two criteria must be met: <b>a) <i>The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used.</i></b> The UNCT has approved OMT's responsibility within their work plan to monitor gender parity within the UN staffing that is regularly updated to track parity levels.  <b>b) <i>The UNCT can demonstrate positive trends toward achieving parity commitments.</i></b> OMT has also been tracking trends in achieving parity commitments. Positive trends such as parity among all staff and among IOs have shown slight improvement since 2020, and gender parity of all staff has improved slightly, from 67% being male to 63%. Parity among IOs has improved somewhat, from 28% female to 32%. This progress is hindered by the challenges in the operational environment, which result in frozen positions, etc.  Therefore, the indicator meets the minimum requirements.	

Gender coordination mechanism is empowered to influence the UNCT for GEEW	
Indicator: 5.1	Meets Minimum Requirements
Actions: Increased meetings of Gender Task Force (GTF) to implement the action plan of Gender Scorecard. Review the Gender Working Group and dedicate staff as WG members Develop TORs for the Gender Working Group Develop and implementation of an annual work plan for the GWG	
Evidence used: GWG TOR, Workplan	
2022 status: Compared to the 2019 report, when indicator 5.1 was reported as "Missing Minimum Requirements" in 2022, the mechanism to coordinate on gender does exist as per the indicators – after the establishment of the Gender Working Group in late December 2019, an approved ToR, with the engagement of senior UN staff, chaired by an HOA. High staff turnover for DPRK throughout 2020 has presented severe constraints in implementing the approved action plan. The action plan is therefore postponed until the return of UN international personnel to Pyongyang. At this stage, new members from each UN entity will also be nominated for the Gender Working Group. Notably, key members of the Gender WG provided essential and substantive contributions to gender in the CCA and other key analytical processes. The limitations posed are more an outcome of the overarching challenge of not having international personnel on the ground instead of shortcomings in the gender coordination mechanism.	

**a) A coordination mechanism for gender equality is chaired by an HOA.**

The Gender Working Group was re-established following the gap since 2017. Gender focal points were assigned from each agency and participated. It is currently under the chair of UNFPA

**b) The group has a TOR and an approved annual workplan.**

While ToRs exists, it has not been possible to develop an annual workplan in 2022 due to the high turnaround of staff and non-presence of international staff in country. This has been postponed to 2023.

**c) At least 50% of members are senior staff (P4/NOC and above)**

Yes, this was also ensured in the composition of staff within the group.

**d) The group has made substantive input into the UNDAF, including the country analysis, strategic prioritization, results framework and M&E.**

The group has provided substantive inputs on gender into the CCA; a complete analysis with UNCT recommendations on the way forward for strengthening gender analysis and programming can be provided.

Therefore, the indicator meets minimum requirements.