United Nations Country Team in São Tome e Principe

SWAP GENDER EQUALITY SCORECARD

Assessment Report

December 2022

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Acronyms

AAAA – Addis Ababa Action Agenda on financing for development
ARC – Assessment of Results and Competencies
AWP - Annual Work Plan
BOS - Business Operations Strategy
CBOs - Community-Based Organizations
CCA – Common Country Analysis
CEDAW – Convention on the Elimination of all forms of Discrimination Against Women
CF – Cooperation Framework
CSOs - Civil Society Organizations
ECOSOC - Economic and Social Council
EVAWG – Elimination of Violence Against Women and Girls
FAO - Food and Agricultural Organization of the United Nations
GBV - Gender-Based Violence
GEWE - Gender Equality and Women's Empowerment
GTG – Gender Theme Group
HoA - Heads of Agency
IAT - Inter-agency Assessment Team
ICT – Information and Communication Technology
IFAD – International Fund for Agricultural Development
ILO - International Labour Organization
IMS - Integrated Monitoring System
INPG – National Institute for the Promotion of Gender Equality and Equity
JPs – Joint Programmes
JWPs – Joint Work Plans
LNOB - Leave No One Behind
M&E - Monitoring and Evaluation
OHCHR - Office of the High Commissioner for Human Rights
OMT - Operations Management Group
PI - Performance Indicator
PSEA - Prevention of Sexual Exploitation and Abuse
QCPR - Quadrennial Comprehensive Policy Review
RC - Resident Coordinator
RCO - Resident Coordinator Office
RGs – Results Groups
SDG – Sustainable Development Goals
SP – Strategic Priority
SRHR - Sexual and Reproductive Health and Rights
STP – Sao Tome e Principe
TOC – Theory of Change
UNCG - United Nations Communication Group
UNCT - United Nations Country Team

UNCT-GEM - United Nations Country Team - Gender Equality Marker
UNCT-SWAP GE Scorecard - United Nations Country Team-System Wide Action Plan on Gender Equality Scorecard
UNDAF - United Nations Development Assistance Framework
UNDP - United Nations Development Programme
UNEG - United Nations Evaluation Group
UNEP - United Nations Environment Programme
UNESCO - United Nations Educational, Scientific and Cultural Organization
UNFPA - United Nations Population Fund
UN-HABITAT - United Nations Human Settlement Programme
UNICEF - United Nations Children's Fund
UNIDO - UN Industrial Development Organization
UNODC - UN Office on Drugs and Crime
UNSDCF – United Nations Sustainable Development Cooperation Framework
UNSDG - UN Sustainable Development Group
UN WOMEN - UN Entity for Gender Equality and Empowerment of Women
UN Women WCARO – UN Women West and Central Africa Regional Office
VAC – Violence Against Children
VAWG – Violence Against Women
VNR - Voluntary National Review
WFP – World Food Programme
WHO - World Health Organization
WMO – World Meteorological Organization
WPP – Women's Political Participation

1 - Executive Summary

The United Nations (UN) in São Tome e Principe (STP) undertook for the very first time in 2022 a UNCT-System Wide Action Plan Gender Equality Scorecard (UNCT-SWAP GE Scorecard). The objective of the exercise was to assess the capacity of the United Nations Country Team (UNCT) to effectively mainstream gender equality into different inter-agency processes and frameworks, as well as to generate insights and suggest action points for improvement in the context of the implementation of the new programming cycle (2023-2027), for which the cooperation framework was just signed with the Government of São Tome e Principe (in November 2022). What is being done well needs to be strengthened, and what is insufficient can be substantively improved. The timing of this exercise coincided with the ending of a programmatic cycle (UNDAF 2017-2021, extended to 2022) and the beginning of a new cycle (UNSDCF 2023-2027). Since both frameworks were available, the assessment considered them while looking at different indicators of the UNCT-SWAP GE Scorecard.

The Technical Guidance on the UNCT-SWAP GE Scorecard (UNSDG, 2018) was the principal methodological reference tool for the assessment. The UNCT in São Tome e Principe ensured a participatory process to comprehensively review the country team's performance against all 15 indicators under seven key dimensions: Planning, Programming, and M&E, Partnerships, Leadership, and Organizational Culture, Gender Architecture and Capacities, Resources and Results. These are dimensions that cut across the UNDAF/CF cycle, while also covering programmatic practices and processes and operational and institutional aspects. As foreseen by the technical guidance, the assessment was led by an Inter-agency Assessment Team (IAT) with representatives from different inter-agency groups, combining the skills and expertise required to assess various indicators. The Resident Coordinator Office (RCO) ensured the overall coordination of the exercise. The UNCT designated the IAT members and endorsed the roadmap for the UNCT-SWAP GE scorecard exercise, which was conducted over one and a half month. The analysis was based on a desk review and documentation analysis, as well as group discussions and triangulation of information and evidence. A draft report was prepared and discussed and reviewed with the IAT and presented to the UNCT for endorsement.

The assessment findings reveal that, despite some efforts, the UN in São Tome e Principe is lagging behind in terms of meeting the minimum requirements and needs to accelerate and intensify technical and financial investments to adequately mainstream gender equality and women's empowerment in its inter-agency processes, mechanisms, and tools, as per global standards and minimum requirements. The Country Team scored well in 4 out of 15 indicators, representing 27%, which is below the QCPR MP 2021-2014 target of a 60% positive rating (meeting and exceeding minimum requirements).

The findings are that the UNCT is doing well ('meets minimum. requirements') on CF Outcome Indicators (1.3) and in Organizational Culture (4.2) and very well ('exceeds minimum requirements') in Partnerships, with both Government and Civil Society Organizations (CSOs) (3.1 and 3.2). These are commendable efforts that need to be maintained, consolidated and strengthened. On the other hand, there is evidence of insufficiencies on 11 indicators across different scorecard dimensions, from planning to results: four indicators scored 'misses minimum requirements': Leadership (4.1); Gender Parity in Staffing (4.3); Capacities for Gender Mainstreaming (5.2) and Resources for GEWE (6.1), while another 7 indicators scored 'approaches minimum requirements': Gender in CCA (1.1); Gender in CF Outcomes (1.2);

Gender in Joint Programmes (JPs) (2.1); Communication and Advocacy on Gender (2.2); Gender in M&E (2.3); Gender Coordination Mechanism (5.1); and Gender Results (7.1).

As already mentioned, one of the outstanding performance areas is partnerships, which demonstrates the UN's effectiveness in cooperating with governmental agencies and CSOs at different levels and in different processes. The assessment revealed that the UNCT's partnership on gender goes beyond working with the INPG (the National Institute for the Promotion of Gender Equality and Equity) to reach other sectors and actors, such as the Ministry of Justice, the Ministry of Education, the Ministry of Health and the National Parliament. This must be maintained and expanded to other sectors in view of effective and impactful gender mainstreaming across economic, environmental, and social sectors. The strong partnerships was also confirmed by the implementing partners interviewed during the assessment. They have highlighted the strong policy, technical and financial support from the UN in key national policy and legislative initiatives, influencing results on gender equality in the country. Examples are the development of the third generation of the National Strategy on Gender Equality, the draft and dissemination of the country's first CEDAW report and subsequent recommendations from the Committee, the approval of the Gender Parity law to promote Women's Political Participation (WPP) and the initiatives in fighting Gender Based Violence (GBV) and Violence Against Women and Girls (VAWG) in the context of the implementation of the GBV National Strategy.

Nevertheless, more needs to be done, and the 4-year Scorecard Action Plan, if well implemented and closely monitored, will guide and help the UNCT to meet requirements of the UNCT-SWAP GE Scorecard. This will require strong leadership from the RC and the HoA and accountability mechanisms, availability and allocation of staff time, the continued engagement of different inter-agency teams, technical and financial investments. Most actions fall within the GTG's mandate and roles, but the plan also involves others, such as UNCT (which holds the primary responsibility for the plan), the RCO, the M&E Group, the UNCG and OMT. A significant number of actions are one-off activities while others are to be implemented on a regular basis or throughout the CF cycle.

The results indicate shortcomings and priority areas for improvement in the context of the implementation of the new programming cycle. For example, under the planning dimension, two indicators (1.1 gender in the CCA and 1.2 gender mainstreamed in the UNSDCF outcomes) performed 'approaching minimum requirements, which means that the UNCT needs to work towards meeting the minimum requirements. There is an opportunity to improve the scoring of the indicator pertaining to the CCA at the next review/ update: by ensuring a stronger and more comprehensive gender analysis throughout the document and across all sectors while ensuring consistent use of sex-disaggregated data and gender statistics. The gender intersectional analysis of LNOB groups is also essential. The CF Outcomes (2023-2027) scored below the minimum required because no gender standalone outcome was formulated, while not all outcomes mainstreamed gender visibly (i.e. in the statement, in the TOC, in the rationale, in alignment with the SDG 5). The recommendation is that using terms such as 'vulnerable groups' 'all people' are gender neutral and must be avoided. There is a need to explicitly and visibly include who these groups/ people are, for example, women and girls, youth, as the case maybe. A mid-term review process of the CF might be an opportunity to review the formulation of the outcomes, and it is recommended to invest on capacity building to ensure adequate gender mainstreaming at the level of Joint Working Plans (JWPs). The recently established Gender Theme Group (GTG) can play a decisive quality control role in this regard.

Under other dimensions such as Programming, Leadership, Architecture and Capacities and Results, easily implementable actions are suggested in the action plan to ensure the UNCT improves performance in these areas. For example, on Joint Programmes (JPs), a screening system or quality control of proposals could be adopted to ensure that all JPs have gender visibly mainstreamed, combined with a UNCT Gender Marker. On the Leadership, the UNCT must ensure that GEWE is a regular and consistent topic in its agenda and that the RC and HoA champion GEWE internally and externally. For the Gender Theme Group, the requirement is that the group develops and adopts its TOR and an Annual Work Plan, while actively participating in CF-related processes. The UNCT also needs to provide more capacity building on gender equality for all staff, which should be informed by a comprehensive capacity assessment.

In addition to this and regarding the indicator on financial resources, which is aligned with the Addis Ababa Action Agenda on financing for development (AAAA), the requirement is that the UNCT sets a target for budget allocation to gender equality. This can be done in the context of the development of the budgetary framework and the joint UN financing strategy for the CF implementation. The Quadrennial Comprehensive Policy Review (QCPR 2021-2024) target 1.4.18 can be used as a reference to discuss the country-specific target. Furthermore, the full use of the UN INFO represents a critical opportunity of applying the Gender Equality Marker as the tool to track the allocations and expenditures on GEWE.

Finally, it is worth noting that at the time of the assessment, the UNCT did not have a mechanism to track staff parity trends in the UN Country Team. The data compiled in the context of this exercise is a baseline and can quickly be adopted and used as the mechanism going forward. An annual updating of the staffing data should be possible with the OMT's support.

The following are some of the lessons learned throughout the assessment:
- Institutional memory is important for evidence-based assessment and must be accessible;
- RC's and HoA's leadership are key to ensure participation, accountability, and success;
- RCO's coordination of the exercise is fundamental for success;
- The involvement of different inter-agency groups is critical and helps to promote awareness and ownership;
- The UNCT-SWAP GE Scorecard is a learning opportunity for all (not only for the GTG);
- It is an effective tool to establish and plan concrete measures for improvement.

2 - The UNCT-SWAP Gender Equality Scorecard framework

The General Assembly resolution 75/233 on the Quadrennial Comprehensive Policy Review (QCPR) (2021-2024) calls upon all entities of the United Nations Development System to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Women's Empowerment of (GEWE), as well as the United Nations country team performance indicators for GEWE (the UNCT-SWAP "Scorecard"). Indeed, as stated by this resolution, gender equality and the empowerment of women and girls will contribute to progress across all goals and targets of the 2030 Agenda.

The Sustainable Development Agenda, successive UN General Assembly resolutions, and the UN Economic and Social Commission (ECOSOC) all make explicit the requirement of the UN Development System (UNDS) to (i) invest more in GEWE, both within the development and humanitarian spheres, and both through standalone programming, as well as mainstreaming gender equality; and to (ii) monitor in a systemic, harmonized and transparent way the quality and scope of investments in GEWE, as well as their impacts.

Several tools support gender mainstreaming across the UN system operational activities, including in the Cooperation Framework, through all its phases - planning, implementation, monitoring, reporting, and evaluation. Such tools include the UN-SWAP 2.0, the UNCT-SWAP Gender Equality Scorecard, and the UNCT Gender Equality Marker (UNCT GEM).

Specifically, UNCTs are recommended to conduct the UNCT-SWAP Gender Equality Scorecard at least once in a UNDAF/ UNSDCF cycle through a comprehensive self-assessment. In contrast, a progress review is conducted thereafter every year and reported through the Scorecard Reporting Platform and the Integrated Management System (IMS).

The UNCT-SWAP Gender Equality Scorecard is a UN accountability tool that brings the UNCT together around several issues, including organizational culture and leadership, and investments in enhanced gender competencies and coordination capacities of inter-agency working groups, such as Gender Theme Groups, Operational Management Teams, UN Inter-Agency Communication Groups, CF Results Groups, among and others.

Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that set benchmarks for gender mainstreaming minimum requirements, as agreed by the UNSDG.

1.1 CCA
1.2 CF Outcomes
1.3 CF Indicators

2.1 Joint Programmes
2.2 Communication & Advocacy
2.3 CF M&E

7.1 Results

PLANNING
1

RESULTS
7

PROGRAMMING & M&E
2

UNCT-SWAP SCORECARD

FINANCIAL RESOURCES
6

PARTNERSHIPS
3

6.1 Resources

GENDER ARCHITECTURE & CAPACITIES
5

LEADERSHIP & ORGANISATIONAL CULTURE
4

3.1 Government engagement
3.2 Engagement GEEW CSO

5.1 Gender Coordination Mechanism
5.2 Gender capacities

4.1 Leadership
4.2 Organizational Culture
4.3 Gender Parity

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 (and color code) for each Performance Indicator are as follows:

Missing requirements > Approaches minimum requirements > Meets minimum requirements > Exceeds minimum requirements

If UNCT fails 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, nonetheless, these fall 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 context and process of the UNCT-SWAP Gender Equality Scorecard in São Tome e Principe

2022 is the last year of implementation of the São Tome e Principe UNDAF 2017-2021, which has been extended to one further year (up to December 2022) to align with the national strategic planning cycle and the country's electoral context. São Tome e Principe held legislative and local elections in October 2022, which led to a change in the ruling political party and the appointment of a new Government in November 2022. The new Government brought meaningful and promising changes for gender equality: in addition to the increased proportion of women as members of the cabinet (4 women were sworn in as ministers out of a total of 11, representing 36%, 12,5% higher than in 2018[1]), for the first time, a Ministry of Women's Rights has been created along 10 other Ministries. This represents a significant achievement not only in terms of reinforced governmental capacities but also in terms of high-level political will and prioritization of gender equality issues and women's human rights, placing them among the country's efforts to deliver results on the SDG Agenda and in building an equal, fair and prosperous nation. On the other hand, it also represents an important entry-point for the UN in São Tome e Principe to capitalize on institutional capacity building and on the policy, technical and financial support to accelerate the implementation of the SDG gender-related goals. Investments are therefore required to support capacity building, improved coordination, and enhanced capacities to support gender mainstreaming at different levels and sectors.

In the meantime, in 2022, the UN Country Team embarked on the process of developing the new UN Sustainable Development Cooperation Framework (UNSDCF or CF in short) with São Tome e Principe for the next 5 years (2023-2027). The process started with the development of the Common Country Analysis (CCA) – last updated in October 2022 and followed a participatory process involving not only government entities at central, regional, and local levels, but also CSOs, the private sector, academia, and development partners. The CF was already finalized when the scorecard assessment was conducted (and finally signed by the UN and the Government of São Tome e Principe on November 30th, 2022).

As the scorecard dimensions and indicators are closely aligned with the CF cycle (8 indicators directly linked to the UNDAF/ CF), the UNCT in São Tome e Principe used this strategic exercise to take a closer look at its performance and get insights to improve performance at this particular phase of CF finalization and roll-out. Therefore, the UNCT-SWAP GE Scorecard took a deep dive into the CF 2023-2027 to assess the indicators under the Planning dimension (CCA, CF Outcomes, and CF Outcome Indicators) while using as reference the UNDAF 2017-2022 for the assessment of remaining indicators of the framework.

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[1] STP CEDAW Report (I-V), 2022, page 62

The assessment also benefited from recent evaluations and reporting exercises conducted by the UN and by the Government, namely the UNDAF 2027-2021 Independent Evaluation, the 2022 Country Voluntary National Review (VNR) on implementing the 2030 Agenda, the country's CEDAW combined report (I-V)) of 2022, among others.

The exercise's primary goals (as per the TOR)

The objective of the assignment is to facilitate the UNCT-SWAP Gender Scorecard and thereby assess the capacity of the UNCT to effectively mainstream gender equality into different inter-agency processes and frameworks, including in the planning cycle, as well as to provide a set of actions for improvement. Specifically, the assessment aims:

➢ To assist the UNCT in identifying areas in which they are meeting or not meeting minimum requirements as set by the UNCT Performance Indicators on GEWE.
➢ To stimulate a constructive dialogue within the UNCT about the current status of support for GEWE and how it can be improved given the formulation of a new UNSDCF.
➢ To identify where technical assistance can support the achievement of minimum requirements on gender mainstreaming for the whole UN system.
➢ Share good practices in supporting national priorities to advance gender equality and women's empowerment.

The implementation process

The exercise was driven by an Inter-agency Assessment Team (IAT) appointed by the UNCT under the overall coordination of the RCO. It also benefited from the external technical support of a consultant to guide the group and facilitate the entire exercise, including desk review, compilation and systematization of the inputs, and drafting the assessment report and its action plan. The consultant's work was mainly home-based, with a short mission to São Tome e Principe. The exercise took about one and a half month, starting early in November, and ending by December 15th, 2022, with the finalization and submission of the assessment report and action plan. The consultant first discussed the roadmap for this exercise with the RCO team, including with the Head of the Office and the appointed RCO focal point (the Communication and Advocacy Advisor) before its submission and endorsement by the UNCT.[2] A mission agenda of the consultant to São Tome e Principe[3] was also developed, discussed and agreed with not only with the RCO but also with the IAT. The one-week mission to São Tome e Principe helped to finalize the preparation phase: collect complementary documentation for the desk review, conduct an introductory session with the IAT on the methodology and the scorecard framework, followed by working session with each of the four IAT sub-groups to jointly undertake the assessment. At the end a final workshop was organized with the IAT for presentation of findings and joint brainstorming on the Action Plan for improvement. The consultant also took the opportunity to touch-base with key implementing partners, namely the INPG and the National Assembly.

Through analysis and rating exercises, the groups were engaged and benefitted from the opportunity to check their own processes and tools with a gender lens. Furthermore, the self-assessment was an opportunity for raising awareness and for advocacy.

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[2] Roadmap for the assessment in annex 1
[3] Mission agenda in annex 2

The leadership and coordination role of the RCO was critical to ensure timely feedbacks and high-level engagement of different agencies and inter-agency groups throughout the exercise.
The process entailed the following key steps:

Preparation

Brief UNCT for endorsement; Appoint the IAT; Orientation Meeting with the IA; Desk review; Gather evidence; Develop tools and guidance noted for the IAT; Division of labour (IAT working groups)

Self-Assessment

Kick-off meetings with each IAT Working Group; Internal groups' meetings (analyze data and score indicators); Collect further evidence to support assessment; Present findings, building consensus and begin action planning

Action Planning

Develop Action Plan to improve performance based on findings

Finalization

Draft and share assessment results report and Action Plan with IAT, GTG and RCO; Presentation to the UNCT for validation; Finalize the report

The IAT performed the following tasks during the assessment:
- Conducted preliminary assessment of the performance indicators following the guidance and tools provided by the consultant;
- Provided additional information and documentation support as requested, to support desk review and to be used as means of verification for the analysis and findings, in line with the UNCT-SWAP Gender Equality Scorecard.
- Provided a convening platform for quality assurance and validation of the findings and conclusions of the UNCT Gender Scorecard Assessment Report.

The Inter-agency Assessment Team composition
With the RCO support, the UNCT appointed the IAT in October 2022. As per the guidance shared by the consultant, the group included multi-disciplinary representation, including members of different UNCT inter-agency groups, such as the Gender Theme Group (GTG), the Communication Group (UNCG), the Monitoring & Evaluation Group (M&E group) and the Operations and Management Team (OMT). The 17 IAT members[4] (13 Female and 4 Male) are staff with different gender expertise and management knowledge, skills and experiences, coming from the following UN Entities/ offices: FAO, ILO, RCO, UNDP, UNESCO, UNFPA, UN-HABITAT, UNICEF, WFP and WHO.

It is worth noting the different levels of engagement of the members of the IAT during the exercise. The majority provided substantive inputs for the preliminary review and assessment of indicators assigned to their working groups, and actively participated in the exercise, while others, due to competing priorities, could not participate as expected.

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[4] The IAT membership list is provided in Annex 3

For the purpose of division of responsibilities to assess specific indicators, the IAT was sub-divided into 4 Working Groups[5] assigned to different clustered indicators. The primary purpose of this division of labor was to facilitate the pre-assessment task, while paying attention to the time available for the exercise.

Summary of roles performed by different entities during the assessment

ENTITY	Roles and Responsibilities
RCO	● Facilitated documentation for desk review ● Convened necessary meetings and mobilized the engagement of staff ● Set up the IAT in collaboration with the UNCT ● Followed up requests to UN entities and inter-agency groups ● Facilitated contacts for interviews with key national partners ● Support UNCT for the successful implementation of the Organizational Culture Survey
UNCT	● Assignment of the IAT ● Endorsement of the roadmap ● Supported successful implementation of the Organizational Culture Survey ● Validated the report and action plan
IAT	● Lead the self-assessment through a preliminary scoring of indicators and actionable ideas based on findings ● Facilitated additional documentation as a source of evidence/ Means of Verification ● Review the draft assessment report and action plan
UN Women (WCARO)	● Supported the identification of the external consultant and provided overall support and connection with the Scorecard global Help desk. ● Facilitated the initial briefing to the UNCT on the UNCT-SWAP GE Scorecard methodology
GTG	● Participated as members of the IAT ● Reviewed and provided inputs to the draft assessment report and action plan
Consultant	● Technical support throughout the exercise ● Provided guidance and tools for the assessment ● Facilitated briefings (UNCT, RCO, RC, IAT) and IAT working-group sessions ● Compiled inputs and drafted the final assessment report and action plan

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[5] IAT Working Groups| Division of Labour is provided in Annex 4

4 – Overview of the findings

Indicator		Misses Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1. Planning	1.1 CCA	▉	▉		
	1.2 UNSDCF Outcomes	▉	▉		
	1.3 UNSDCF Indicators	▉	▉	▉	
2. Programming and M&E	2.1 Joint Programmes	▉	▉		
	2.2 Communication and Advocacy	▉	▉		
	2.3 UNDAF M&E	▉	▉		
3. Partnership	3.1 Engagement with Government	▉	▉	▉	▉
	3.2 Engagement with CSOs	▉	▉	▉	▉
4. Leadership and Organizational Culture	4.1 Leadership	▉			
	4.2 Organizational Culture	▉	▉	▉	
	4.3 Gender Parity	▉			
5. Gender Architectures and Capacities	5.1 Gender Coordination Mechanism	▉	▉		
	5.2 Gender Capacities	▉			
6. Resources	6.1 Resources	▉			
7. Results	7.1 Gender Results	▉	▉		

5 – The UNCT-SWAP Scorecard detailed findings by Performance Indicator under the Seven Dimensions

Dimension Area 1| Planning

INDICATOR 1.1	COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
CCA or equivalent includes: a) Gender analysis across the **majority** of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5; **and** b) Some sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across **all** sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; **and** b) Consistent sex-disaggregated and gender sensitive data.	CCA or equivalent meets minimum requirements **and** includes c) Targeted gender analysis of those furthest behind.

Indicator 1.1| Common Country Analysis integrates gender analysis	**Score:** **Approaches Minimum Requirements**

Findings and Explanation

Criteria a) for approaches - <u>met</u> – gender analysis is present in some sectors of the CCA. Some gender analysis is provided under people-social development and peace-governance analysis (SRHR, education, malnutrition, women's participation in the parliament, access to justice and GBV), while it is weak or almost inexistent in prosperity-economic transformation or planet-environmental and energy analysis (no gender analysis on women in agriculture, women in tourism, women and SMEs, access to technologies, industries or manufacturing, access to energy). It is however worth noting a paragraph under People and Social development analysis (page 17) on GEWE that refers to the national policy frameworks in place (the National Strategy for Gender Equality and Equity, ENIEG, 2019-2026 and the National Strategy to Combat GBV, 2019-2023) and their alignment with the global normative frameworks (CEDAW, Beijing Platform and ICPD). However, in general, the CCA does not reflect a comprehensive analysis of gender equality, including causal analysis, that provides information on underlying causes of gender inequality and women's discrimination, neither does it provide an analysis on the status of SDG 5 implementation in the country, despite a paragraph under 'Progress towards the UN 2030' that makes a small note about it (page 12). There is also an attempt in annex 1, but the data and information provided are not aligned with the SDG 5 targets or indicators. The introduction of the CCA and the statistics page are also silent on gender.

Criteria b) for approaches – <u>met</u> - some sex-disaggregated data (unmet contraception needs, early childbearing, secondary enrolment rate, women's average time to access water, self-employment rates, labour force participation and unemployment rate) but not consistently throughout the document and across different sectors. The lack of sex disaggregation data, including on key population statistics, is visible across sectors under analysis.

Criteria c) not met – the CCA misses intersectional analysis of LNOB groups. Even though women are identified as one of the 6 LNOB groups in the CCA, there is limited gender intersectional analysis of the other groups: (1) Poor People and Extreme Poor; (2) Women and (3) Children and Youth have limited data and analysis and (4) People working in the informal sector; (5) People Living in the rural areas and in the island of Principe and (6) Elderly and People with Disabilities are gender blind or silent.

According to information shared during the assessment, some recent and ongoing initiatives supported by the UN provide data and analysis that can contribute to strengthening gender analysis in the next CCA update at the end of 2023. In addition, it is important to continue building capacities and awareness on the importance of gender analysis, including causes of discrimination, and make use of the wealth of existing sectorial analysis, reports and plans developed with UN support, to inform and complete gender analyses in different sectors. The consistent use of sex-disaggregated data is of paramount importance to assist the analysis and support targeted evidence-based programming.

Evidence or Means of Verification:
- CCA Sao Tome e Principe, October 2022

INDICATOR 1.2 | GENDER EQUALITY MAINSTREAMED IN UNSDCF OUTCOMES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across **some** outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across **all** outcome areas in line with SDG priorities including SDG 5. **or** b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.	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 UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.

Indicator 1.2 | Gender Equality Mainstreamed in the Outcomes	Score: Approaches Minimum Requirements
Findings and Explanation **Criteria a) for approaches – met:** GEWE is mainstreamed in 2 out of the 4 CF outcomes. Outcome 1, under SP 1 on Inclusive Social System, and Outcome 4, under SP 4 on Transparent and Accountable Institutions, have some level of gender mainstreaming, including but not limited to the challenges and accelerators analysis, TOC, partnerships, and results matrix (with some gender-sensitive indicators and gender-sensitive language in outcome statements). GEWE priorities in these outcomes are aligned with SDG 5 priorities on EVAW and WPP. Outcomes 2 (under SP 2 on Climate action) and 3 (under SP 3 on Blue & Green Economic Growth) are limited in terms of gender mainstreaming. The two outcomes with GEWE visibly mainstreamed are as follows:	

Outcome 1 - *By 2027, people in STP, in particular the people left behind and most vulnerable, benefit from quality and inclusive social systems and have access to integrated social protection* – despite the fact that gender equality is not visibly mainstreamed in the outcome statement, the outcome narrative, including the TOC based on the analysis of challenges, accelerators and UN comparative advantages, have gender equality as one of the permanent and central component. The outcome focuses on health, nutrition, WASH, learning results, social protection and VAWG and VAC. Gender inequalities and social norms are identified as one of the challenges in promoting quality and inclusive social systems. Under this outcome, and in line with national priorities and SDG 5 priorities on EVAWG, the UN will provide support to: multisectoral coordination case management, community prevention programmes and multi-sectoral behavioural change strategy to address GBV/VAC, capacity building, data collection and evidence-based advocacy, positive parenting, and development of standards for prevention and response (reporting mechanism and referral system). To deliver on results the UN will strengthen its partnership with key sectoral ministries, but also with the National Gender Equity Institute, civil society organizations, private sector and international development actors (AfDB, WB, Global Fund) and Bilateral partners. This is the outcome in the CF with the highest number of gender-responsive indicators (both sex-disaggregated and gender specific ones), 4 in total.

It is however important to note that the references in the outcome statement to 'the people left behind' and 'most vulnerable' is not sufficient to make it gender responsible. The requirement is to make it explicit and visible, by including who these groups/ people are, for example, women and girls, youth, asthe case may be.

Outcome 4 – *By 2027, people benefit from transparent, responsive and gender-sensitive institutions* – the outcome focus areas are: justice system, rule of law, transparency, control and accountability, disaggregated data collection and analysis for targeted policy and RBM. The outcome identifies gender social-cultural norms that tolerate VAWG as one of the challenges and proposes to contribute to two main results: improved women's political and civic participation and improved access to justice and integrated GBV management and response services. The UN will further contribute to initiatives on workers legal protection and labour standards and initiatives for gender-sensitive budgeting and data collection and analysis. Identified gender partners: CSOs, National Parliament, National Gender Institute and Ministry of Justice. Outcome 4 has two gender-responsive indicators, both aligned with indicators under SDG 5.

Criteria b) not met: there is no gender standalone outcome in the CF 2023-2017

Evidence or Means of Verification:
● UNSDCF São Tome e Príncipe 2023-2027

	INDICATOR 1.3 | UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY	
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Indicator 1.3| UNSDCF Indicators Measure changes on Gender Equality	**Score:** **Meets Minimum Requirements**

Findings and Explanation

<u>**Meet criteria for minimum requirements:**</u> **9 out of 23** Outcome Indicators of the CF results matrix (2023-2027) are gender-sensitive (measure changes on gender equality), representing **39% of CF outcome indicators**, within the range of meets the minimum required (<u>33-50%).</u>

The 9 gender indicators (gender-specific, sex-disaggregated, and gender-responsive indicators) cut across the 4 CF's outcomes:

✓ Four in Outcome 1
✓ One in Outcome 2
✓ Two in Outcome 3
✓ Two in Outcome 4

Outcome 1 has a higher number of indicators measuring progress on GEWE, while Outcome 2 has a lower number, with only one.

The number of gender-neutral indicators is still high (14 out of 23, corresponding to 61%), which will require more concerted efforts on disaggregation and ensuring gender dimensions in measuring the progress of UN investments. Particular attention should be paid to Outcome 2 and Outcome 3, which concentrate the higher number of gender-neutral indicators (9). Below is a summary table with the findings:

Outcome Indicators	Total Nº of indicators	Gender blind/ neutral indicators	Nº of sex disaggregated indicators	Nº of gender-specific indicators	Gender Sensitive indicators	Total Gender responsive indicators	% Gender Sensitive indicators
Outcome 1	7	3	2	2	0	4	57%
Outcome 2	6	5	0	0	1	1	17%
Outcome 3	6	4	2	0	0	2	33%
Outcome 4	4	2	0	2	0	2	50%
	23	**14**	**4**	**4**	**1**	**9**	**39%**

The following is the list of gender responsive indicators in the CF:
⇒ 1.1 Maternal mortality rate (per 100 000 live births)

> ⇒ 1.5 Completion rate (primary education, lower secondary education, upper secondary education), disaggregated by sex and location (urban, rural)
> ⇒ 1.6 Proportion of population covered by social protection floors/ systems, disaggregated by sex
> ⇒ 1.7 Adolescent birth rate (aged <19 years) per 1,000 women in that age group
> ⇒ 2.2 Proportion of local governments that adopt and implement gender-responsive local disaster risk reduction strategies in line with national…
> ⇒ 3.1 Proportion of women's and men's informal employment in total employment
> ⇒ 3.4 Proportion of female and male youth (aged 15-24) not in education, employment or training
> ⇒ 4.3 Proportion of seats held by women in (a) national parliaments and (b) local governments
> ⇒ 4.4 Proportion of women and girls (15-49) that have suffered physical, sexual, or psychological violence by a current or former intimate partner in the past 12 months

Evidence or Means of Verification: UNSDCF Sao Tome e Principe 2023-2027

Dimension Area 2|Programming and M&E

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment. **or** **b)** A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	**a)** Gender equality is visibly mainstreamed into **all** JPs operational at the time of assessment. **and** **b)** A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.	Meets minimum requirements **and** **c)** A system is in place to ensure gender mainstreaming in JPs.

Indicator 2.1| JP contribute to reducing gender inequalities	Score: Approaches Minimum Requirements
Findings and Explanation	

Criteria a) for approach: <u>met</u> – GEWE is visibly mainstreamed **in 2 out of 3 operational JPs**: the Joint SDG program **'*Promoting sustainable agriculture value chains in STP*'** – (WFP, UNFPA, ILO, UN-HABITAT), 2022-2023, has two outcomes, being one of them gender-specific (Outcome 2: *Vulnerable women have improved access to the labour market and benefit from lower incidence of Gender-Based Violence (GBV), early marriage and early pregnancy*), while the Joint SDG Programme **'*Reaching the furthest behind first: A catalytic approach to supporting the social protection in Sao Tome & Principe*'** – (UNDP, UNICEF, ILO, and WHO) - has a significant gender component, by mainstreaming gender at output level and women as one of the targeted groups. Both programs have a Gender Marker 2. In both Programme document the context analysis integrated gender analysis and the results matrix mainstreams gender at the outcome or output level, with some

indicators measuring changes on gender equality. The participating UN Agencies (PUNO) also collaborate and engage with CSOs working on gender and with the national gender machinery. Currently, only the Joint SDG Programme '***Health System strengthening for shock responsive social services for the most vulnerable population***' (UNICEF, UNDP), 2022-2023, makes a limited contribution to GEWE (gender marker 1)

Criteria b) <u>not met</u> – At the time of the assessment, the UNCT had no specific JP on GEWE. However, it had a well-succeeded MPTF JP specific on GEWE called '***Women's Economic Empowerment Window***' – MPTF/ COVID-19 - (UNDP, UNICEF, and ILO), which ended in December 2021. The JP made significant contributions in developing entrepreneurial capacities of specific women groups, alternative mechanism for financing women's economic activities, developing new business associative initiatives, that creates synergies between women led MSMEs (SMEs?) and enhance market linkages and creating alternative safety nets for women led households, regarding child care and education.

Criteria c) <u>not met</u> – there is no system in place to ensure gender mainstreaming in JPs. The gender markers applied to the JPs are specific requirements from the funds/ donors and part of the proposal templates.

Evidence or Means of Verification:
● Joint Programme Full Programme Document (Joint SDG Fund): *Promoting sustainable agriculture value chains in STP*
● Joint Programme Full Programme Document (Joint SDG Fund): *Reaching the furthest behind first: A catalytic approach to supporting the social protection in Sao Tome & Principe*'
● Joint Programme Full Programme Proposal: (Joint SDG Fund): *Health System strengthening for shock responsive social services for the most vulnerable population*'

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint <u>communication activity</u> on GEEW during the past year.	b) The UNCT has contributed collaboratively to at least one joint <u>advocacy campaign</u> on GEEW during the past year. **and** c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	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.

Indicator 2.2 | Communication and Advocacy address gender inequalities	Score: Approaches Minimum Requirements
Findings and Explanation	

Criteria a) <u>met</u> – During the past year (Nov 2021 - Oct 2022), the UN has collectively contributed to some communication and advocacy initiatives on GEWE, including as part of gender-responsive JPs, as explained under indicator 2.1 Eg, a celebration of the 2022 IWD, communication and advocacy activities on gender parity law, and a workshop on dissemination of national reports on human rights global and regional normative frameworks (Relatorios nacionais de DH, UPR recomendacoes and Maputo Protocol), among others. As part of the 2022 celebrations of UN Day, an [SDG Awards](#) was organized to raise awareness and encourage stakeholders from government institutions, the private sector, and CSOs to act in support of SDG implementation, including SDG5.

Criteria b) <u>met</u> – [PSEA – Zero Tolerance](#) campaign launched on UN staff day in 2022. This campaign has been launched internally among the UN personnel and needs to be expanded to the external audience in partnership with CSOs and other partners. In [2022, the UN gave continuity to the 16-Days of activism campaign](#), after two years gap, due to COVID-19 restrictions. During 2021 and 2022 the UN (UNDP, RCO, UNFPA, UNICEF …) also provided policy, technical and financial support to implement a [Gender Parity Law](#) advocacy campaign.

The quadrennial UN newsletter *Boletim ONU STP* also captures some activities and results on GEWE, mostly linked to GBV, Women's Entrepreneurial ship and WPP. However, there is room for improvement when it comes to visibility of GEWE issues in the different UN STP media channels, [Facebook](#), [Twitter](#) and the [Webpage](#). One example is that from the 12 stories published from 6 October 2021 to 30 November 2022, only one includes reference to GEWE. In fact, the UNDAF 2017-2021 Evaluation recommended that the UNCT in STP should develop a Multi-media Communication Strategy for the new CF (2023-2027).

Criteria c) <u>not met</u> – 2022 AWP of the UNCG does not visibly include GEWE communication and advocacy.

Criteria d) <u>not met</u> – Joint communication and advocacy initiatives on GEWE tend to be on GEWE traditional areas only, such as the ones indicated above (GBV and WPP)

Evidence or Means of Verification:
- Concept notes, ToRs, records of Joint Communication and Advocacy events
- Boletim ONU STP (Q1 2021, Q2 2021, November 2021, [Q1 & Q2 2022](#))
- [UNCT STP Results Report, 2021](#)
- UNCG AWP 2021

INDICATOR 2.3 | UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
Meets **one** of the following: **a)** UNDAF Results Matrix data for gender sensitive indicators gathered as planned. **b)** UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets **two** of the following: **a)** UNDAF Results Matrix data for gender sensitive indicators gathered as planned **b)** UNDAF reviews/ evaluations assess progress against gender-specific results. **c)** The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets **all** of the following: **a)** UNDAF Results Matrix data for gender sensitive indicators gathered as planned **b)** UNDAF reviews/ evaluations assess progress against gender-specific results. **c)** The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Indicator 2.3 | UNDAF M&E measures progress against planned GE results	Score: Approaches Minimum Requirements

Findings and Explanation

Criteria a) <u>not met</u> – UNDAF 2017-2021Results Matrix data for gender indicators were not gathered as planned. There was limited follow up of the outputs and outcome indicators in the UNCT Annual Results Reports. These mostly feature activities results. According to the UNDAF Evaluation report, data to inform UNDAF gender-responsive outcome indicators and most outputs in the UNDAF results matrix were not available at the time of the evaluation exercise. The evaluation recommends that the M&E, in general, be strengthened. There was no GTG to advise or participate in M&E plan's implementation. However, it is worth noting that the 2022 UNCT Annual Result Report features some gender equality results (at the output and key activity levels) and provides some sex-disaggregated data on projects' beneficiaries of different initiatives supported by the UN in STP. The new CF represents a critical opportunity to address M&E gaps and improve the performance of indicator 2.3, as reflected in Chapter IV (page 37) of the CF document.

Criteria b) <u>met</u> – the UNDAF 2017-2021 independent evaluation captures gender-specific results. The evaluation complies with UNEG policies and guidelines on Evaluation and UNEG good practices of integrating gender equality and human rights in evaluation (in ToRs, scope, methods and tools, …). The evaluation report has a dedicated sub-chapter (page 23) on 'Gender Mainstreaming and Equality' (under Chapter 2.5 on Cross-Cutting Issues). Gender stakeholders (governmental entities and CSOs) were consulted during the evaluation exercise.

Criteria c) <u>not met</u> – there is no evidence that the M&E group has received any technical training on Gender-sensitive M&E during the past years.

Evidence or Means of Verification:
- UNDAF Evaluation Report, 2022
- UNDAF 2017-2021, Monitoring and Evaluation Framework (page 40-47)
- UNCT Results Report (2020, 2021)
- UNSDCF 2023 – 2027, Chapter IV, Monitoring and Evaluation

INDICATOR 3.1	UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
a) The UNCT has collaborated with **at least one** government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets **two** of the following: a) The UNCT has collaborated with **at least two** government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made **at least one** contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.	Meets **all** of the following: a) The UNCT has collaborated with **at least two** government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women's Machinery participates in UNDAF 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.

Indicator 3.1 | UNCT engages with Government on GEWE	Score: Exceeds Minimum Requirements

Findings and Explanation

Criteria a) <u>met</u> – Joint support to government agencies (such as *INPG, Ministry of Justice, Ministry of Education, National Parliament, among others*) to foster gender equality within the current UNDAF cycle. Results under gender JPs and JPs contributing to Gender Equality (under three main areas: women's economic empowerment, including social areas such as education and health; GBV and WPP), through normative, policy, technical and financial support.
It was evident during the assessment that examples of support to the government are more often at the individual agency level than through joint UN initiatives.

Criteria b) <u>met</u> – INPG, as the core of the national gender machinery, participates in CF consultations: UNDAF evaluation, CCA, and CF consultations, including prioritization exercises. This information was also confirmed by the INPG, during an interview in the context of the assessment. The national machinery has confirmed the UN instrumental technical and financial support during the current UNDAF cycle in different domains: normative support in aligning national policy and legal frameworks to global standards and commitments, strategic planning and monitoring and reporting (CEDAW reports, development of gender strategic plans, advocacy and technical guidance and assistance in areas such as GBV, WEE and Women's Political Participation. Support has been also provided through other ministries on gender mainstreaming at sectoral level.

Criteria c) <u>met</u> – INPG participates in stakeholder workshop for the elaboration of Sao Tome e Principe's first VNR report (presented 2022)

Evidence or Means of Verification:
● UNCT Results Report (2020, 2021)
● List of participation in VNR, CCA and CF workshops

- Interviews with IPs (INPG and National Assembly)

Indicator 3.2| UNCT engages with Women's/ Gender Equality CSO	Score: Exceeds Minimum Requirements

Findings and Explanation

Criteria a) met – Joint support to women advocates and CSOs working on WPP (*Mama Caxina, SOS Mulher, Ass. Santomense de Mulheres Juristas*); joint support to NGOs working on WEE (eg *Ass. de Mulheres Agricultoras de STP, Ass. de Mulheres Empresarias e Profissionais de STP*) in the context of JPs implementation (refer to analysis under 2.1)

Criteria b) met – GEWE women advocates/ CSO participates in CCA (CSO consultation Nov 2021 (eg *Ass. de Mulheres do Principe, Ass. de Mulheres Empresarias e Profissionais de STP, Cooperativa Jocina Machel, Forum Mulher Santomense, Instituto Kitembu, Plataforma de DH e Equidade de Genero, Ass. Santomense de Mulheres Juristas* among others) and CF consultations (eg Ass. de Mulheres Empresarias e Profissionais de STP).

Criteria c) met – CSOs working on Gender Equality, such as Kitembu and Ass. de Mulheres Empresarias e Profissionais de STP and Ass. Santomense de Mulheres Juristas participated in the workshop (Nov 2021) on STP's first VNR report, presented in the HLPF in 2022.

Evidence or Means of Verification:
- UNCT Results Report (2020, 2021)
- Final report JPs (LNOB and WEE)
- List of Participation in CCA and VNR, Nov 2021
- Newsletter UN STP (Jan – Jun 2022)
- Social media channels

Dimension Area 4| Leadership and Organizational Culture

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets **2** of the following:	Meets **3** of the following:	Meets **all 4** of the following:
a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;	a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;	a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
b) RC demonstrates public championing of gender equality during the last 12 months;	b) RC demonstrates public championing of gender equality 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;	c) HOAs are seen by personnel as committed to gender equality in the workplace 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.	d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs 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.

Indicator 4.1 | UNCT leadership is committee to championing GE	Score: Misses Minimum Requirements
Findings and Explanation	

Findings and Explanation

Criteria a) <u>not met</u> – Only the last 5 Minutes of the UNCT monthly meetings were available for the assessment *(May, July, August, September, and October 2022)*, which is an insufficient basis for

accurate assessment, as per the criteria. *4 out of 5 UNCT meeting minutes* *reflected some discussion on gender-related issues – PSEA Action Plan; preparations for the UNCT-SWAP Gender Scorecard and information sharing on the Gender Parity-law initiative.*

Criteria b) <u>**not met**</u> – **5 out of 19 RC public speeches/ talking points examined between November 2021 and October 2022 made reference to GEWE** (this is below the minimum required of at least 1/3). Issues highlighted: women's entrepreneurship, gender and education, gender and COVID-19, and gender parity law. Gender equality and women's empowerment is not featured in other public speeches related to agriculture, the blue economy, and energy, among others.

Criteria c) <u>**met:**</u> Of 83 UN personnel participating in the organizational survey, **89% positively perceived HoAs' commitment to Gender equality in the workplace during the past year (27% strongly agree and 62% agree).** This is above the minimum requirement of 65%. Male colleagues have a more positive perception than female colleagues (93% and 85%, respectively).

Criteria d) <u>**not met:**</u> missing means of verification *(UNCT's ARC), 2021 RC/ UNCT Performance Appraisal Work Plan, UNCT Annual Work Plan/ Report, UNCT Coordination Results Report…)*

UN Gender and Organizational Culture Survey -São Tomé and Príncipe 2022

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

Answered: 81   Skipped: 2
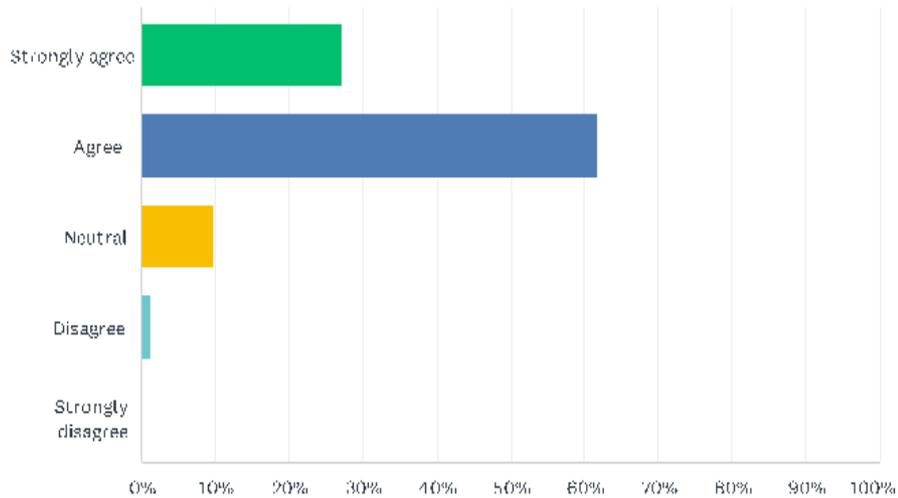
ANSWER CHOICES	RESPONSES	
Strongly agree	27.16%	22
Agree	61.73%	50
Neutral	9.88%	8
Disagree	1.23%	1
Strongly disagree	0.00%	0
TOTAL		81

Evidence or Means of Verification:
● UNCT meeting minutes (May, July, August, September, and October 2022)
● In total 19 speeches from the UN RC in STP, November 2021- October 2022
● Results to the survey on Organizational Culture - Q5 (83 participants)

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Indicator 4.2| Organizational Culture fully supports promotion of GEWE	Score: Meets Minimum Requirements

Findings and Explanation

The RC sent out the Organizational Survey to all UN staff in Sao Tome e Principe on November 3, 2022. It remained open for participation until November 22, 2022, after reaching a positive response rate of 83 staff (41 female and 42 male) out of the 128 personnel in UN Sao Tome e Principe. This is two responses lower than the initial target set at 85. Considering the data from the survey results, the confidence interval was then revised to 5.53.

71.08% of respondents were national staff (59 personnel total, of which 28 were female and 31 male). There was almost the same number of participants with and without supervisory roles, 42 and 41, respectively. The majority of staff with supervisory role are male (23 male; 19 female).

The survey is comprised of 10 questions that deal with issues related to (i) the perception of the leadership on gender; (ii) discrimination in the workplace; (iii) promotion of gender equality in the workplace; (iv) work-life balance measures, policies, and practices. The latter is measured by the extent to which UN staff in Sao Tome e Principe positively perceive the organization's leadership and commitment to ensuring a favourable institutional environment for the promotion of gender equality and a work environment free of discrimination. The Organizational Culture survey results help inform institutional decisions to promote protection, inclusion, equality, and non-discrimination in the workplace.

The minimum requirement (65-80 percent) is met: Survey Results of personnel perception of organizational environment for the promotion of gender equality scored **a positive rating of 75.2%** (53.3% agree and 21.9% strongly agree), while 7% negative and 18% neutral. Male personnel have, in general, a slightly higher percentage of positive responses than their female colleagues. Negative perceptions (disagree and strongly disagree) are primarily from women personnel (9% of females; 5% of males). Positive ratings are higher related to the perception of committed leadership, equal opportunities and non-discrimination, and UNCT efforts to promote GEWE, and lower on issues related to adequate mechanisms in place to protect from harassment and exploitation, the adequate relationship between work and home life, including the packages of entitlements and flexible work arrangements.

Personnel perception of organizational environment for the promotion of Gender Equality
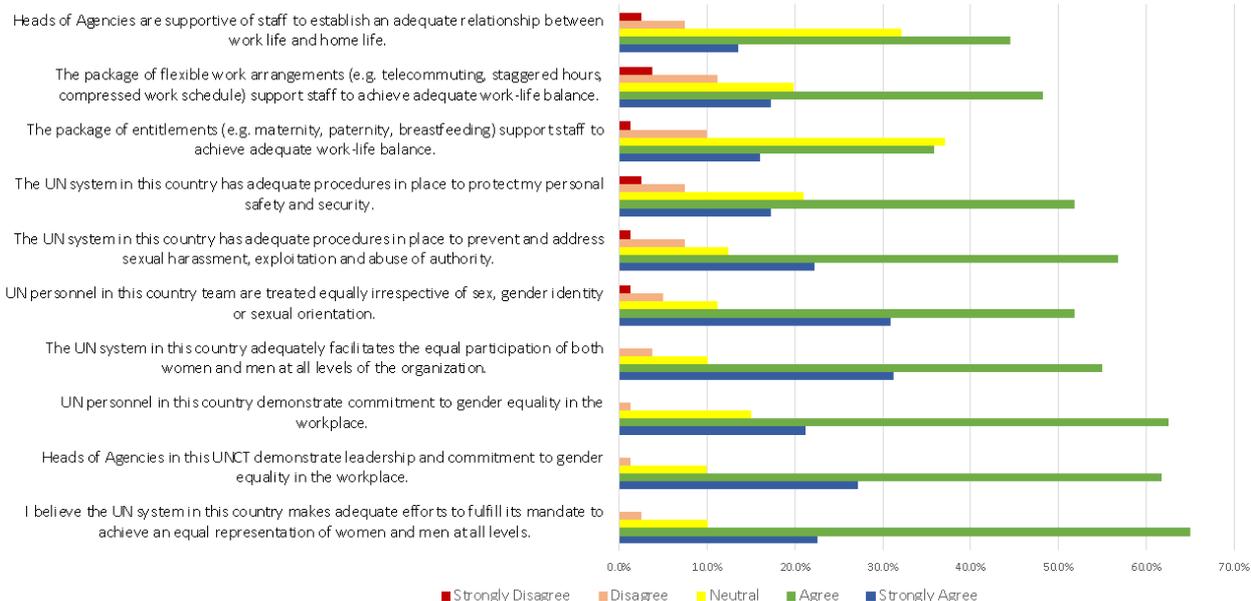
Refer to *Annex 5* charts for more detailed information on the results.

Evidence or Means of Verification:

- Organizational Survey Results, responded by 83 UN personnel *(annex 5)*

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
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.	Approaches minimum requirements **and** b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirement **and** c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

| Indicator 4.3 | Gender Parity in Staffing is achieved	Score: Misses Minimum Requirements

Findings and Explanation

Criteria a) <u>Not Met:</u> The UNCT did not put in place a mechanism to track gender parity in staffing and is therefore not able to demonstrate trends towards achieving parity commitments. This assessment

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was seen as an opportunity to set a baseline and to use the template (parity table) for regular/ annual monitoring of trends, ideally by the OMT and reporting to the UNCT. The table provided by the technical guidance was distributed to all HoA by the RC with a request and deadline to submit data from their own entities, with the following instruction: *For Resident Entities please complete for all UN personnel to which the categories relate. For Non-Resident Entities, please only provide sex-disaggregated data of staff who are designated focal points/ members of the UNCT Sao Tome e Principe.*

Criteria b) <u>Met:</u> there is a positive trend in achieving parity commitments (47-53%). Parity is achieved in General Service (48%) and in International Professional – P1 – P6 (52%), while it is almost achieved in National Professional (56%) and not achieved on higher senior position of international staff (D1-D2), with only two men and no woman.

Parity in Staffing
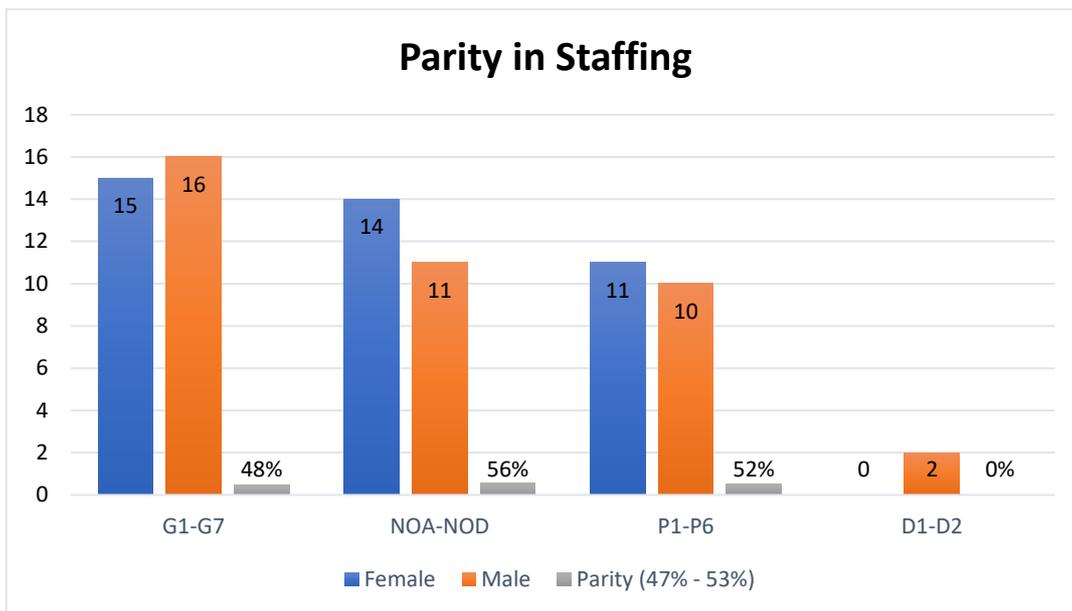
According to the STP UNCT Results Report (2021), the United Nation Country Team in Sao Tome e Principe is represented by 8 agencies with in-country presence,[6] although some have their main office in neighbouring countries. It is also indicated that another 10 UN entities, without physical presence or permanent staff, provide support to Sao Tome and Principe.[7] Therefore, out of the 18 UN entities of the UNCT, 10 completed the assessment of this indicator, namely, FAO, ILO, OHCHR, UNDP, UNFPA, UN-HABITAT, UNHCR, UNICEF, WFP and WHO). In addition to the data provided by the agencies, data from RCO was taken into account in the analysis.

STP has a small country team with a reduced number of staff members (both national and international). Data collected during the assessment allows the following additional considerations:
● at the UNCT leadership level, the UN RC is a man and 10 out of 18 HoA (both resident and non-resident) are also men[8]; the majority of UN staff in STP is national (56 against 23 international);
● There is almost the same number of female and male staff in general: 40 women and 39 men (being 29/ 27 national staff and 11/12 international).

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[6] In Sao Tome e Principe UNCT Results Report, 2021 (page 8)

[7] https://uninfo.org/location/60/unct-overview (November 2, 2022)

[8] FAO, ILO, OHCHR, UN-Habitat, ECA, UNESCO, UNHCR, UNICEF, UNIDO, UNODC and WMO (Male Representatives) and IFAD, UNDP, UN Women, UNEP, UNFPA, WFP and WHO (Female Representatives) https://uninfo.org/location/60/unct-overview (November 2, 2022)

● Men (8) are the only ones under General Services (G1 – G3), while G5 – G7 are majority women (15 against 8 men). This might be due to the functions of these staff and gender-stereotyped roles linked to certain professions (for example, similar to other UNCTs, all drivers in the UN Sao Tome e Principe are male and/or administrative/ assistant positions for women).

● While there are only women in NOA (2) and NOD (1), the gender parity is total in NOB and NOC: 6 women and 6 men in NOB; 5 women and 5 men in NOC.

● On the other hand, the pattern of female and male international staff is slightly different, with the number of men higher than the number of women in most senior positions. For example, at P4, there are 5 men against 2 women and as D1, which is the higher category of staff in the UN in Sao Tome e Principe, only men (2).[9]

In addition to the above, it is worth nothing that in the UNCT in Sao Tome e Principe there is a significant number of personnel under other types of contracts that do not fall under the service and professional categories for the assessment of this indicator: 47 personnel (20 female; 27 male) are under other contracts such as UNV (both national and international, NPSA, IPSA, service contracts, consultants, and others), representing 37% of total UN contracts in STP.

Other contracts	Female	Male
Internship	1	0
GP-UNV National	2	0
GP- UNV international	1	2
NPSA	7	14
IPSA	0	2
Service Contracts (NPP, NPO)	1	2
National Consultants	7	5
International Consultants	1	2
	20	**27**

Criteria c) met – Under Human Resources, the Business Operation Strategy of STP, which was revised in 2022, considers scaling up actions related to PSEA. It states the following: *Better coordination among the agencies to ensure the implementation of an action plan to Protect and Respond to sexual exploitation and abuse (PSEA) is integrated into the UNCT activities.* However, it is important that the BOS is cascaded in the OMT AWPs to ensure the implementation and results. The 2022 OMT AWP is silent on the subject.

Evidence or Means of Verification:
● Consolidated, sex-disaggregated staffing data from: FAO, ILO, OHCHR, UNDP, UNFPA, UN-HABITAT, UNHCR, UNICEF, WFP, WHO and RCO (November 2022)
● Business Operation Strategy (BOS) Sao Tome e Principe, Review #1, 2022

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[9] Refer to the charts in Annex 6 for more details on the Parity in staffing

Dimension Area 5| Gender Architecture and Capacities

INDICATOR 5.1	GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
Meets **2** of the following	Meets **3** of the following	Meets **all 4** of the following
a) A coordination mechanism for gender equality is chaired by a HOA;	**a)** A coordination mechanism for gender equality is chaired by a HOA	**a)** A coordination mechanism for gender equality is chaired by a HOA
b) The group has a TOR and an approved annual work plan;	**b)** The group has a TOR and an approved annual work plan;	**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);	**c)** Members include at least 50% senior staff (P4 and above; NOC and above);	**c)** Members include at least 50% senior staff (P4 and above; NOC and above);
d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	**d)** The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	**d)** The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.

Indicator 5.1| The gender Coordination mechanism is empowered and influences the UNCT for GEWE	Score: Approaches minimum requirements
Findings and Explanation **Criteria a) <u>met</u>** – the group is chaired by the UNFPA Head of Office and co-chaired by the ILO Head of the Office. The Secretariat is supported by the RCO and FAO. **Criteria b) <u>not met</u>** – despite GTG's roles having been discussed and reflected in the CF's configuration in line with technical guidance for GTGs and the Standards and Procedures for GTGs, the group does not yet have a TOR or an Annual Work Plan. The group is relatively new (August 2022), and work is in progress to equip the group with TOR and AWP. **Criteria c) <u>met</u>** – the group comprises 9 gender focal points representing 9 UN entities (RCO, UNFPA, FAO, WHO, UNICEF, UNESCO, ILO, UNDP, and WFP), 8 women, and 1 man. Most members are senior staff (NOC and above and one P4). **Criteria d) <u>not met</u>** – the group was not operational during the CF development process. However, some members contributed in their different technical capacities and representing their respective entities. *Entry points/ opportunities: the configuration for the CF implementation has established the Gender Theme Group as one of the four inter-agency coordination mechanisms to provide policy, advisory and technical support to the UNCT, along with the M&E team, the UN Communication Group and the Operations Management Team (OMT).*	

In addition to the GTG, the UNCT has established an inter-agency group on PSEA, which is chaired by the RCO and currently finalizing the draft of its Joint Action Plan, as discussed in the UNCT meeting of August 25, 2022, and followed up on November 28, 2022.

Evidence or Means of Verification
- GTG Membership list
- UNCT Minutes of Meetings (August 25, 2022 and September 29, 2022)

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.	Meets **2** of the following 3: a) At least one substantive inter-agency gender 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 UNDAF 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.	Meets **all** of the following: a) At least one substantive inter-agency gender 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 UNDAF 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.

Indicator 5.2 | UNCT has adequate capacities developed for gender mainstreaming	Score: Misses minimum requirements

Findings and Explanation

Criteria a) <u>not met</u> – there is no evidence of a substantive inter-agency capacity development activity for UN personnel during the past year.
Criteria b) <u>not met</u> – the UNCT misses a capacity development plan based on an inter-agency capacity assessment in a relevant period of time.
Criteria c) <u>not met</u> – plans to develop an induction material that includes GEWE and related countries' challenges and priorities.

Evidence or Means of Verification
● Not available

Dimension Area 6| Resources

INDICATOR 6.1	ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	**Meets Minimum Requirements**	**Exceeds Minimum Requirements**
a) The UNCT has carried out at least one capacity building event on the gender marker[31] over the current UNDAF cycle.	Approaches minimum requirements **and** **b)** The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements **and** **c)** The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.

Indicator 6.1| Adequate Resources for Gender Mainstreamed are allocated and tracked	Score: Misses minimum requirements

Findings and Explanation

Criteria a) <u>not met</u> – There is no evidence of training on the Gender Equality Marker (GEM) during the past years. The UNCT in Sao Tome e Principe will pilot the implementation of the UN INFO from January 2023, in the context of the new programming cycle (CF 2023-2027)
Entry points/ opportunities: development of the CF's budgetary framework and development of JWPs; use of the UN Info, which includes a Gender Equality marker.

Criteria b) and c) <u>not met</u> – the UNCT has not established a specific target for budget allocations to GEWE. The UNCT in STP might want to consider the global target established by the QCPR Monitoring Plan (2021-2024).[10]
The RCO conducted a mapping exercise of all ongoing projects of UN entities in STP, which integrates a gender marker, reflecting the projects alignment with SDG 5. According to this systematized information, in addition to the USD 32 702 142.00 financial contributions in the context of ongoing projects contributing directly or partially to GEWE, another USD 1 715 000.00 direct investment was made through the implementation of the Gender JP on Women's Economic Empowerment Window (Nov 2020 to Dec 2021).

Evidence or Means of Verification:
- List of UN ongoing projects, including Gender Marker (contributions to SDG5)
- UNDAF Evaluation Report, 2022
- UNDAF 2017-2021

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[10] The indicator 1.4.18 of the QCPR Monitoring Plan, establishes the following global target: *Proportion out of total UNCTs with a Joint Work Plan in UN INFO that allocated 70% or more of the UNCT annual funding framework available resources to activities with gender equality as a principal or significant objective.*

Dimension Area 7| Results

<table>
<tr><td colspan="3">INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY</td></tr>
<tr><td>Approaches Minimum Requirements</td><td>Meets Minimum Requirements</td><td>Exceeds Minimum Requirements</td></tr>
<tr><td>a) The UNCT has achieved or is on track to achieve **some** gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.</td><td>a) The UNCT has achieved or is on track to achieve **all** gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.</td><td>Meets minimum requirements **and** b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.</td></tr>
</table>

Indicator 7.1| Adequate Resources for Gender Mainstreamed are allocated and tracked	Score: Approaches minimum requirements

Findings and Explanation

Criteria a) for approaching: <u>Met</u> – The UN cooperation with Sao Tome e Principe on Gender Equality is implemented through the provision, among others, of support to policy development, technical assistance, striving to ensure that policy, legal and programmatic interventions are aligned with international commitments on gender, including SDG5 and gender-targeted SDGs. As per the UNDAF evaluation report and UNCT Annual reports, the UNCT has achieved some gender results (both targeted and mainstreamed) planned in the UNDAF in line with SDG 5 priorities. With the UN's technical and financial support, the country has adopted a Gender Parity Law (in line with SDG 5.5.1). However, the impact of the parity law, capacity training, education, and awareness campaigns are yet to be felt in terms of increased number of women seats in the parliament, as foreseen by the target of the UNDAF Outcome 2 indicator.

Criteria b) <u>Met</u> – All 3 UNDAF outcomes have contributed to GEWE results in different dimensions: policy and legal frameworks, women's entrepreneurship and economic autonomy, GBV, Women's political participation, and SRHR, parental education, among others. Evidence from recent analyses and evaluations, including the Independent Evaluation of the UNDAF 2017-2022 (2022), the Sao Tome e Principe VNR on the Implementation of the 2030 Agenda of SDG (2022), and the country's latest CEDAW combined report (I-V), show that the UN has contributed to national progress towards the realization of SDGs in STP, through the implementation of the UNDAF 2017-2021, and in particular progress on SDG gender targets. Reports feature gains on the legislative framework, reporting capacities, gender strategic planning and policies, and gender mainstreaming in specific sectoral plans.
The UNDP Human Development Report (last updated data in September 2022) has also shown some improvement in the country's Gender Development Index, from 0.949 in 2015 to 0.958 in 2021, surpassing the target established in the UNDAF 2021-2017 of 0.950 by 2021.[11]

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[11] https://hdr.undp.org/data-center/specific-country-data#/countries/STP

In addition, the newly adopted framework on gender parity under Outcome 2 represents a great achievement in the context of a favourable environment to increase the number of women in the Parliament and other decision-making and political spheres. For instance, as a result of the advocacy implemented with UN support, which resulted in the approval of the Parity Law in July 2022 (which only came into force in November 2022), the recent elections (October 2022) in STP brought some figures that shows positive trends: the new Speaker of Parliament is a Woman, 8 women were elected for the national parliament (the number has decreased in 2 comparing to 10 women elected in the past elections in 2018), 4 out of 11 appointed ministers for the XVIII Constitutional Government of STP, are women (increased from 23,5% in 2018 to 36%), being one of them the Deputy Prime-Minister and Minister of Justice.

Also, it is worth nothing that for the very first time a Ministry of Women Rights has been created, signaling enhanced political commitment in advancing GEWE in the country.

Evidence or Means of Verification:
- STP VNR report, 2022
- STP CEDAW Report (I-V), 2020
- UNDAF 2017-2022 Evaluation, 2022
- UNDAF 2017-2021, Results Framework
- Interview with the National Parliament in STP (Nov. 2022)

6 – Conclusions and Way Forward/ Recommendations

The UNCT is making some progress on gender mainstreaming: 27% of the indicators meet or exceed the minimum requirements (4 out of 15), while 73% (11 out of 15) approach or miss the minimum requirements. The findings have shown excellent performance in Partnerships (with both the Government and CSOs working on GEWE) and good performance in Outcome Indicators and Organizational Culture.

Indicators scoring Approaches or Misses are critical areas of priority intervention for the UNCT in STP going forward. These cut across the different dimensions of the UNCT-SWAP GE Scorecard from Planning to Results. More needs to be done on UNCT capacities on gender equality, both in the broad sense for all staff, but also on particular issues and tailored to different inter-agency groups' mandates, for instance GTG, M&E, OMT, CF Results Groups, and UNCG. Institutionalized mechanisms and tools are also missing in different areas, such as a systematic screening system to ensure gender mainstreaming in all joint programs, an induction package that includes GEWE, budget allocations targets, or a quality assurance system and practices in support of substantive gender mainstreaming in all planning and programming processes and outputs. These inadequacies explain the rating below minimum requirements of performance indicators: CCA, CF Outcomes, Joint Programmes, Communication and Advocacy, M&E, Gender Parity, Gender Coordination mechanism, Gender Capacities, Resources, and Results (all scored missing or approaching minimum requirements).

The current country context of rolling out its new CF is a pivotal opportunity to improve performance on planning, programmatic and M&E dimensions while offering critical opportunities to reflect on how to improve in other dimensions during the implementation phase. The Country Team should therefore take full advantage of the assessment results and new baseline data in seven dimensions and 15 indicators to leverage strengths and address weaknesses, to improve performance against the indicators, in particular those scoring miss or approach. This will ultimately lead to improved coherence and effectiveness of the system and transformative results, not only on GEWE goals and targets but across the SDG goals.

Based on the findings, and as specified below in the 4-year Action Plan (2023-2026) **the following are the recommendations to the UNCT in Sao Tome e Principe:**

• To enhance leadership and commitment at the highest level and to agree on accountability mechanisms to track the progress implementation of the 4-year Action Plan on UNCT-SWAP Gender Equality Scorecard in Sao Tome e Principe. This requires the UNCT to invest in adequate financial and human resources for gender mainstreaming, which will lead to increased compliance with the minimum requirements, in line with efforts to support the acceleration of SDG's implementation.
• To closely follow-up on the implementation and trends, and to request regular updates on the implementation status of the UNCT-SWAP Scorecard Action Plan. This should follow a comprehensive presentation and discussion of the assessment results in the context of the UNCT next retreat early in 2023.
• To ensure wide dissemination of the report and organize briefing sessions with different Inter-Agency Groups on the results and action plan of the Sao Tome e Principe UNCT-SWAP GE Scorecard (UNCT, GTG, M&E group, UNCG, Results Group, OMT) and discuss opportunities for the implementation of action points and seek their engagement.

- To take full advantage of the CF 2023-2027 roll-out processes and tools to increase gender mainstreaming at different levels (planning, programming, implementation and monitoring and evaluation).
- To nominate 2 to 4 focal points for the UNCT-SWAP GE Scorecard Reporting Platform (RCO, GTG, and IAT) and to sustain the IAT nomination for the annual reassessment and reporting.
- To create a common UNCT repository of documentation regarding key processes of CF and JWP (frameworks, TOR and agenda of meetings/ consultations, list of participants, presentations and groups' work results, audio-visual records, deliberations and others), to support data collection and easy tracking of evidence to support scoring processes under UNCT-SWAP Gender Equality Scorecard.
- To explore the baseline data on staff perceptions of collective workplace gender culture collected from the Organizational Survey to improve on measures to increase adequate mechanisms in place to protect from harassment and exploitation, the adequate relationship between work life and home life, including the packages of entitlements and flexible work arrangements.
- To increase efforts in developing internal capacities on gender equality in order to promote a favourable environment for increased and more efficient mainstreaming of gender across the system.
- To promote internal capacity building of inter-agency groups to support gender mainstreaming across the system (gender analysis, gender mainstreaming in non-traditional sectors, normative frameworks and gender accountability tools, including UNCT-SWAP GE Scorecard).
- To conduct a capacity needs assessment and use findings to inform a UNCT capacity development plan for the CF's duration.
- To foster stronger partnership and gender coordination between different key stakeholders, namely governmental entities, CSOs, the national parliament, private sector and development partners, including by supporting the creation of coordination platform, as indicated in the Action Plan.
- To support institutional capacity building of the Ministry of Women and the INPG as well as technical capacity of CSOs working on gender equality in areas such as advocacy, resources mobilization and normative frameworks, including CEDAW and SDG Agenda.

For the Gender Theme Group (GTG) in particular:
- Convene a GTG retreat to build upon actionable points and develop the Group's 2023 AWP. The retreat would also be an opportunity to finalize the group's TOR in line with the technical guidance for GTG and Standards and Procedures for GTG released by UNSDG in collaboration with the UN Women.
- Create a shared folder for agencies/ entities to upload gender-related knowledge products (assessments, surveys, program documents, data …) in support of the next update of the CCA and gender mainstreaming at the programme level, including Joint Programmes that contribute to gender equality.
- Provide gender inputs and ensure quality review of JWPs, updated CCAs and CF's results matrix.
- Develop proposals of required system and tools to ensure gender mainstreaming in JPs and a proposal for the UNCT gender induction package and review and provide quality assurance of crucial planning and programmatic pieces.
- Ensure the collaboration and coordination with other inter-agency groups in order to support gender mainstreaming in different areas, such as communication, monitoring and evaluation, operations, but also collaboration with the CF Results Groups, to influence programmatic approaches and priorities.
- Actively participate in the JWPs formulation (provide quality review) and mobilize/ engage with gender stakeholders to gather ideas and inputs to engender the JWPs.

7 – Sao Tome e Principe UNCT-SWAP Gender Equality Action Plan (2023-2026)[12]
Actions toward meeting and exceeding minimum requirements

Dimension/ Performance Indicator	Baseline Score	Action Points	Responsibility	Required Resources	Timing
1 - Planning					
PI 1.1 CCA		Conduct capacity training on gender analysis for GTG members and the CCA Task Team	**GTG**/ UN Women/ RCO	Staff time/ External Consultant	2023
		Apply the gender twin-track approach to the development of the subsequent CCA by drafting a gender standalone sub-chapter and strengthening gender analysis across CCA sectors, including economic and climate sectors, while providing an intersectional gender analysis of LNOB groups	**CCA Task Team**/ GTG	Staff time/ External Consultant	2023-2026
		Organize a seminar with the M&E group and national counterparts on gender-sensitive data and statistics in the context of the SDGs implementation, including gender-relevant SDG indicators	**RCO**/ UN Women/ M&E group	Staff time	2023
		Ensure consistent use of gender statistics and sex-disaggregated data across all sectors of the CCA	**CCA Task Team**/ M&E Group/ GTG	Staff Time	2023-2026

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[12] 2026, one year before the ending of the new CF (2023-2027), when the next UNCT comprehensive Scorecard assessment should be conducted.

		Organize a webinar on the UNSDG Operational Guide for UNCTs on '*Leaving No One Behind*' (in line with the STP UNDAF 2017-2021 Evaluation Recommendation #6)	**RCO**/ UNCT	Staff time	2023
		Ensure a gender quality review of the next CCA that involves the GTG and institutionalize it for the subsequent CCAs	**GTG**/ UNCT	Staff time	2023
		Put in place a 'UNCT gender data repository' to improve the inventory and use of gender statistics and data (statistics, policy papers, studies and reports)	**GTG**/ RCO	Staff time	2023
PI 1.2 CF Outcomes		Undertake a technical training on gender mainstreaming to members of CF Results Groups to positively influence the gender-mainstreaming in the Joint Working Plans	**RCO**/ UNCT/ GTG	Staff time	2023
		Ensure at least one working session annually between the CF Results Group and the GTG (Gender Theme Group) to review and assess the Joint Work Plans with a gender lens	**RG**/ GTG	Staff time	2023-2026
		Take the opportunity of a mid-term review of the CF to engender all outcomes of the CF (2023-2027), in particular Outcome 2 on Climate Change and Outcome 3 on Blue & Green Economic Growth (statement, rationale, ToC and indicators)	**CF Task Team**/ RCO/ UNCT/ Results Groups (RG)/ GTG	Staff time/ External Consultant	2025
PI 1.3 CF Outcome Indicators		Conduct a review of the gender-responsive outcome indicators in the CF (2023-2027) to establish sex-disaggregated baselines and targets	**M&E Group**/ RG/ GTG	Staff time	2023
		Ensure that at least between one-third and one-half of the CF's output indicators (in the JWP) are gender-responsive (disaggregated by sex, gender-sensitive or gender-specific)	**RG**/ GTG	Staff time	2023

2. Programming & M&E					
PI 2.1 Joint Programmes		Develop a check-list, which includes a Gender Marker, to ensure that gender equality and women's empowerment is visibly mainstreamed across JPs proposals and institutionalize its use.	**GTG**/ UNCT/ RCO	Staff time	2023
		Develop at least one Joint Programme proposal on Gender Equality and Women's Empowerment (in line with SDG 5) and engage in joint resources mobilization for its implementation during the CF cycle (2023-2027)	**UNCT/** RG/ GTG	Staff time/ External Consultant	2023
PI 2.2 Communication and Advocacy		Ensure that the CF Communication Strategy and the cascaded AWPs of the UN Communication Group reflect annual goals on gender communication events and advocacy campaigns on GEWE related issues	**UNCG**	Staff time	2023 - 2027
		Engender UNCT social media channels (Website, Facebook, Twitter) with gender advocacy contents and knowledge materials linked to gender-related international days in the UN calendar (Women's Day, Girls in the ICT, Girls Child Day, International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia, Women's Rural Day, Statistics Day, International Day for the Elimination of Violence and Discrimination against women and girls, Human Rights Day…).	**UNCG**/ GTG	Staff time	2023-2027
		Undertake a capacity training on gender-responsive communication in the context of the SDGs, including SDG 5, and if possible, extend the participation to national media partners.	**RCO**/ UNCT/ UNCG	Staff time/ External Consultant	2023
		Produce communication materials (including promotional) to support the advocacy and dissemination of the SDG gender-related targets, including of SDG 5.	**UNCG**/ GTG	Staff time/ Funds Allocation	2023
		Expand the implementation of the PSEA campaign to external audience in partnership with government agencies and CSOs (including with audio visual contents)	**RCO**/ PSEA-IAT/ UNCT	Staff time/ Funds Allocation	2023 - 2024

		Ensure one annual especial edition of the *Boletim ONU STP* featuring UNCT's work on Gender Equality and Women Empowerment in line with gender priorities in the SDG Agenda, including in SDG 5.	**RCO**/ UNCG/ UNCT	Staff Time	2023-2026
PI 2.3 UNDAF M&E		Conduct a technical training on gender-responsive monitoring and evaluation for the M&E group in line with the UNEG guidelines	**RCO**/UNCT/ UN Women/ M&E group	Staff time/ External Consultant	2024
		Mainstream gender equality in the M&E for the CF 2023-2027, including activities related to UNCT-SWAP Gender Equality Scorecard periodical and annual reviews	**M&E Group**/ UNCT	Staff time	2023
		Conduct biannual progress review of CF's gender-responsive output indicators and annual review of gender-responsive outcome indicators	**Results Groups**/ M&E Group/ GTG	Staff time	2023-2026
		Invest financial and technical capacities to mainstream gender equality in mid-term review and final evaluation of the CF 2023-2027	**UNCT**/ RCO	Staff time/ External Consultant/ Funds allocation	2015 & 2026
3. Partnerships					
PI 3.1 Engagement with the Government		Provide institutional capacity support to INPG and the newly established Ministry of Women for the acceleration of the SDG gender-related goals, including SDG 5, in line with the National Strategy for Gender Equality	**UNCT**	Staff time/ Funds allocation	2023-2026
		Provide technical capacity support for gender mainstreaming in non-traditional sectors, including on climate change, blue and green economy, digital inclusion and financial inclusion.	**UNCT**	Staff time/ Funds allocation	2023-2026
		Organize annual briefings with the Ministry of Women on national gender priorities and challenges, as well as progress in the implementation of SDG gender-related targets, including of SDG 5.	**UNCT**/ RCO/ GTG	Staff time	2023-2026

		Support the Ministry of Women to set up and to operationalize a Gender Coordination Group at the country level, involving government entities, CSOs representatives, private sector, academia and development partners.	**GTG**/ UNCT	Staff time/ Funds allocation	2023
		Ensure INPG's and Ministry of Women's participation in CF related processes	**UNCT**/ GTG/ RCO	Staff time	2023-2026
PI 3.2 Engagement with CSOs		Conduct a mapping and capacity assessment of CSOs, CBOs and groups working on gender equality	**GTG**	External Consultant/ Staff time	2024
		Support tailored capacity trainings on gender advocacy, gender mainstreaming, RBM, GEWE normative frameworks and resources mobilization (in line with UNDAF 2017-2021 evaluation recommendation #8)	**GTG**/ UNCT/ RCO	Staff time/ External Consultant	2024-2025
		Ensure gender CSOs representatives have a seat in at least one governance structures of the CF implementation	**UNCT**	Staff time	2023-2026
		Establish a CSOs gender advisory group to the UNCT and organize annual consultations to discuss progress and to advise on programmatic priorities and approaches in the context of CF's JWPs implementation	**GTG**/ UNCT/ RCO	Staff time/ External Consultant	2023-2026
		Provide technical and financial support to the CSOs and Women's groups to engage on SDG related activities, including implementation, monitoring and reporting	**UNCT**	Staff time/ Funds allocation	2023-2026
4. Leadership and Organizational Culture					
PI 4.1 Leadership		Ensure that gender equality and women and girls' empowerment is a regular topic in UNCT meetings, with adequate time allocated for discussions	**UNCT**	Staff time	2023-2026

		Include discussions on the UNCT-SWAP GE Scorecard Action Plan (2023-2026) as a topic in the UNCT Retreat 2023 and ensure subsequent regular updates on implementation progress during UNCT meetings.	**UNCT/ RCO**	Staff time	2023
		RCO Advocacy and Communication Specialist to work closely with the GTG to provide gender inputs to RC's public speeches and press statements	**RCO**/ GTG	Staff time	2023-2026
		Ensure gender equality and women's empowerment goals are part of UNCT's Annual Work Plans throughout the CF cycle	**UNCT**	Staff time	2023-2026
		Agree on UNCT's core messages on CF gender-related priorities to be systematically convened by HoA and RC as well as UN personnel in Sao Tome e Principe	**UNCT**	Staff time	2023
PI 4.2 Organizational Culture		Organize an All-Staff Town Hall to discuss on findings of the Organizational Survey and to collect inputs for gender mainstreaming in the BOS and OMT Action Plans	**UNCT**/ RCO	Staff time	2023
PI 4.3 Parity in staff		Use the gender parity table as a tool and baseline to track UNCT's trends on gender parity in staffing on an annual basis.	**OMT**/ UNCT	Staff time	2023-2026
		Use the available list of best practices and suggestions on how to mainstream gender on BOS to ensure gender-related measures across the 6 areas of BOS and ensure that they inform the gender-activities in the subsequent OMT AWPs	**OMT**/ UNCT	Staff time	2023
		Organize a seminar on gender-responsive procurement for the OMT	**RCO**/ OMT/ UNCT	Staff time	2024

5. Gender Architecture and Capacities					
PI 5.1 Coordination Mechanism		Organize a GTG retreat to discuss and finalize the group's ToR and to develop the 2023 Annual Work Plan in line with the UNCT-SWAP GE Scorecard Action Plan 2023-2026	**GTG**/ UNCT/ RCO	Staff time/ Funds allocation	2023
		Organize presentation sessions of the UNCT-SWAP GE Scorecard Report and Action Plan to all UNCT inter-agency groups (UNCG, M&E, OMT, Results Groups) to enhance engagement and ownership	**RCO/** IAT/ GTG	Staff time	2023
		Assign GTG group focal points in all CF's Results Groups to influence the gender mainstreaming across the JWPs and other CF's related processes, including inputs to the UNCT Annual Results Report	**GTG**/ RG	Staff time	2023
PI 5.2 Gender Capacities		Conduct a UNCT rapid capacity assessment and use the results to develop and implement a costed gender capacity building plan on GEWE for all UN personnel in STP	**RCO**/ UNCT/ GTG	External Consultant/ Staff time	2024
		Aligned with the new CF cycle develop a mandatory UNCT induction package on GEWE (with key global and national frameworks and information, including statistics on gender development priorities and challenges)	**GTG**/ OMT/ RCO/ UNCT	Staff time	2024
6. Resources					
PI 6.1 Resources tracking		Undertake a training on Gender Equality Marker (GEM) for Results Groups, the M&E group and GTG in the context of the JWP formulation	**UNCT**/ RCO/ UN Women/ RG/ M&E group/ GTG	External Consultant/ staff time	2023
		Ensure the application of the GEM in the UN-INFO starting in 2023 with the introduction of the JWPs in the system	**RCO**/ RGs/ M&E	Staff time	2023

		Take the opportunity of the UNCT Retreat in 2023 to review the QCPR MF (2021-2024) indicator (1.4.18)[13] and to set a country level financial target for programme allocation for GEWE, to be reflected in the CF financial framework and in the Resource Mobilization Strategy and annually monitored by the M&E group with GTG support	**UNCT**/ RCO	Staff time	2023
7. Results					
PI 7.1 Contribution to transformative results		Request inputs of the GTG on the reporting processes, including during the drafting and reviewing of the UNCT Annual Results Report to visibly include gender results	**RCO**/ UNCT/ GTG	Staff time	2023-2026
		Invest in documenting GEWE results at CF output and outcome levels and support dissemination	**RCO/** GTG/ RG/ UNCG	Staff time/ Funds Allocation	2023-2026

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[13] The QCPR MF (2021-2024) has an indicator (1.4.18) that requests data on the *"Proportion out of total UNCTs with a Joint Work Plan in UN INFO that allocated 70% or more of the UNCT annual funding framework available resources to activities [i.e., sub-outputs] with gender equality as a principal [i.e., UNCT GEM code 3] or significant [i.e., UNCT GEM code 2] objective".*

Annexes

- Annex 1| STP UNCT-SWAP GE Scorecard - Roadmap
- Annex 2| STP Mission Agenda
- Annex 3| IAT Membership List
- Annex 4| IAT Working Groups - Division of Labour
- Annex 5| Findings of the Organizational Culture Survey
- Annex 6| Gender Parity in Staffing

Annex 1| SAO TOME E PRINCIPE UNCT-SWAP GE Scorecard Assessment| Roadmap and Timelines

Phase	Activities	Responsible Agency/Person	Timeline
Preparation	1.1 Inception meetings with RCO on:	RCO and Consultant	Sept – Nov.
	· contextual issues and approach to the assignment, including the development and discussion of the roadmap (progress to date…)		
	· develop a list of evidence sources for desk review		
	· set a shared drive for documentation sharing		
	1.2 Brief the UNCT on the UNCT-SWAP Scorecard methodology and the roadmap to secure endorsement	RCO with UN Women WCARO's and consultant support	
	1.3 Setting up the Inter-Agency Team for implementing the assessment - to be appointed by HoA		
	1.4 Desk-review and exercises/tools development for the participatory assessment	Consultant	1 Nov – 7 Nov
Self-Assessment	2.1 Orientation for the appointed IAT on the methodology and agreement on the division of labor and timelines	Consultant with RCO support	7 – 16 Nov.
	2.2 Desk-review and data analysis (simultaneously)	Consultant	
	2.3 Kick-off orientation meetings for each working group (4) to review scoring criteria, reporting sheets, requirements, and evidence sources	Consultant with RCO support	
	2.4 Working groups self-assessment: gathering additional evidence, analyzing data, completing the template, scoring indicators, along with action points recommendations	IAT with Consultant support	
	2.5 Presentation of findings at IAT feedback & action plan workshop to discuss, reach consensus, and reflect on the action plan	IAT with the Consultant support	
	2.6 Conduct complementary interviews to address data gaps and to collect external partners' inputs on findings and action points	Consultant	
	2.8 Presentation of preliminary findings to the RCO/ (end mission briefing)	Consultant	
	2.9 Compile findings of the assessment and action points in a consolidated draft report, including an Action Plan	Consultant	3-Dec
	3.1 Peer review and input to the consolidated report and action plan	IAT and RCO	9-Dec

Action Planning	3.2 Review and finalize a consolidated draft report and action plan	Consultant	14-Dec
Finalization	4.1 Presentation of the assessment's preliminary results and Action Plan to UNCT for approval and endorsement	Consultant	28-Nov
	4.2 Debrief session with IAT and Gender Inter-Agency Group on lessons learned from the processes and next steps		14-Dec
	4.2 Finalize and submit the report		15-Dec
	4.3 Upload the final report in the UNCT-SWAP Gender Equality Scorecard Reporting Platform	RCO	31-Dec
Follow-up	5.1 Implementation of Action Plan by different inter-agency groups and UN entities, as per the assigned responsibilities	Inter-agency groups	2023 onwards
	5.2 Follow-up of Action Plan implementation by the UNCT (at least every six months)	UNCT/ RCO	

Annex 2| Mission Agenda to STP

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Nov. 6	**Nov. 7**	**Nov. 8**	**Nov. 9**	**Nov. 10**	**Nov. 11**
	Introductory Meeting/ Kick-off mission briefing meeting (goals, meetings' confirmation, review and adjustments of mission agenda; status of roadmap implementation) Time: 1000-1100 Venue: ONLINE With: RCO focal point and Head of RCO		*From 0830-1000 (security briefing, courtesy visit to RC, prep meeting with RCO)* *Orientation session for the appointed IAT on the methodology and agreement on the division of labor and timelines* *Time: 1000-1200* *Venue: Sala de Conferencia Sergio Vieira de Mello/ UN House* *Participants: IAT*	Kick-off orientation meeting with IAT - Working Group 2 to review scoring criteria, reporting sheets, requirements, and evidence sources, followed by group's self-assessment: gathering additional evidence, analyzing data, completing the template, scoring indicators, along with action points recommendations Time: 0900-1200 Venue: Sala de Conferencia Sergio Vieira de Mello/ UN House Participants: WG2 + GIG	Kick-off orientation meeting with IAT - Working Group 4 to review scoring criteria, reporting sheets, requirements, and evidence sources, followed by group's self-assessment: gathering additional evidence, analyzing data, completing the template, scoring indicators, along with action points recommendations Time: 0900 – 1030 Venue: Sala de Conferencia Sergio Vieira de Mello/ UN House Participants: IAT- WG4
			LUNCH BREAK		
Arrival in Libreville (1320)		Travel to STP (arrival at 1735)	Kick-off orientation meeting with IAT - Working Group 1 to review scoring criteria, reporting sheets, requirements, and evidence sources, followed by group's self-assessment: gathering additional evidence, analyzing data, completing the template, scoring indicators, along with action points recommendations Time: 1400– 1630 Venue: Sala de Conferencia	Kick-off orientation meeting with IAT - Working Group 3 to review scoring criteria, reporting sheets, requirements, and evidence sources, followed by group's self-assessment: gathering additional evidence, analyzing data, completing the template, scoring indicators, along with action points recommendations Time: 1430 - 1630 Venue: Sala de Conferencia	Conduct in-house complementary interviews to address data gaps and to collect external partners' inputs on findings and action points Time: 1400 – 1700 Venue: UN House With: as per availability of HoA and Chair/Co-chairs of Inter-agency groups (TBD)

			Sergio Vieira de Mello/ UN House Participants: IAT- WG1	Sergio Vieira de Mello/ UN House Participants: IAT- WG3	
Sunday	**Monday**	**Tuesday**	**Wednesday**		
Nov. 13	**Nov. 14**	**Nov. 15**	**Nov. 16**		
	Complementary interviews with stakeholders and IPs (Instituto Nacional para a Promocao e Equidade de Genero; Mulheres Parlamentares, Centro de Aconselhamento contra a VD, CSOs) Time: 0900 - 1230 Venue: Partner's premises With: INPG and Parliamentarian Women)	Internal complementary meetings to address data gaps Time: 0900 – 1200 Venue: UN House With: HoA/ Chairs/ C0-chair of Inter-agency groups	**Departure from Sao Tome e Principe (07:00)**		
		LUNCH BREAK			
	(Workshop): Presentation of findings at IAT feedback & action plan workshop to discuss, reach consensus, and reflect on the action plan Time: 1400 – 1700 Venue: Sala de Conferencia Sergio Vieira de Mello/ UN House With: IAT	End mission briefing to the RC/ RCO: presentation of mission results, preliminary findings and discussion on the ways forward Time: 1500- 1600 Venue: UN RCO With: RC/ RCO team			

Annex 3| IAT Membership list

	Name	Sex	Inter-Agency Group	UN Entity
1.	Francisco Garcia	M		RCO
2.	Elisabete Azevedo-Harman	F	Gender	RCO
3.	Victoria D'Alva	F	Gender	UNFPA
4.	Barbara Campos	F	Gender	FAO
5.	Claudina Cruz	F	Gender	WHO
6.	Neusa Carvalho	F	Gender	UNICEF
7.	Claudio Pinto	M	M&E	RCO
8.	Taiye Fawole	F	Communication	RCO
9.	Jorcilina Correia	F	Communication	UNDP
10.	Alejandra Moncada	F	Results Group	UNICEF
11.	Maria Teresa Mendizabal	F	Results Group	UNDP
12.	Firmina Seca	F	OMT/HR	WFP
13.	Marina Ngono Essomba	F	Gender	UNESCO
14.	Lurdes Maria Viegas Pires	F	Gender	ILO
15.	Alessandra Ramos	F	Gender	UNDP
16.	Celestino Cardoso	M	Gender	WFP

Annex 4| IAT Working Groups - Division of Labour

Working Group	Role or/ skill Set	Assigned UNCT-SWAP GE Scorecard indicators	Proposed IAT Members
WG 1	UNCT members with gender analysis skills. Members of the Results Groups, Gender Interagency Group and RCO.	1.1 CCA 1.2 UNDAF/ CF outcomes 2.1 JPs	Francisco Garcia (RCO)
			Elisabete Azevedo-Harman (RCO)
			Maria Teresa Mendizabal (UNDP)
			Alejandra Moncada (UNICEF)
WG 2	Including members from the UNCG, Results Groups, Gender Interagency Group and RCO.	2.2 Communication & Advocacy 3.1 Engagement with Govt 3.2 Engagement with CSOs 5.1 Gender Coordination Mechanism	Jorcilina Correira (UNDP)
			Taiye Fawole (RCO)
			Elisabete Azevedo-Harman (RCO)
			Victoria D'Alva (UNFPA)
			Neusa Carvalho (UNICEF)
			Barbara Campos (FAO)
			Claudine Cruz (WHO)
			Lurdes Maria V. Pires (ILO)
			Marina Ngono Essomba (UNESCO)
			Alessandra Ramos (UNDP)
			Celestino Cardoso (WFP)
WG3	Including from MEL group, RCO and Results Groups.	1.3 UNDAF/ CF Indicators 2.3 UNDAF/CF M&E 6.1 Resource Tracking and Allocation 7.1 Results	Claudio Pinto (RCO)
			Maria Teresa Mendizabal (UNDP)
			Alejandra Moncada (UNICEF)
WG4	Including members of OMT/ Human Resources, Gender Interagency Group and RCO.	4.1 Leadership 4.2 Organizational Culture 4.3 Gender Parity 5.2 Gender Capacities	Firmina Seca (WFP)
			Taiye Fawole (RCO)
			Francisco Garcia (RCO)
			Victoria D'Alva (UNFPA)

UN Gender and Organizational Culture Survey -São Tomé and Príncipe 2022

Q1 Select your gender:

Answered: 83   Skipped: 0
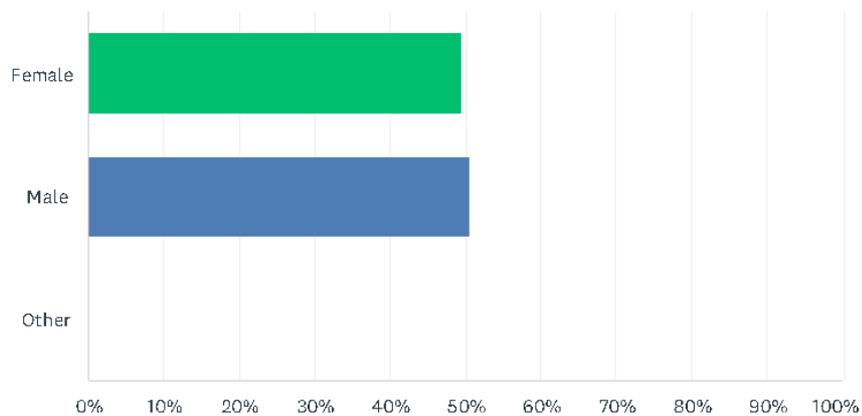
ANSWER CHOICES	RESPONSES	
Female	49.40%	41
Male	50.60%	42
Other	0.00%	0
TOTAL		83

Q2 Select below:

Answered: 83   Skipped: 0
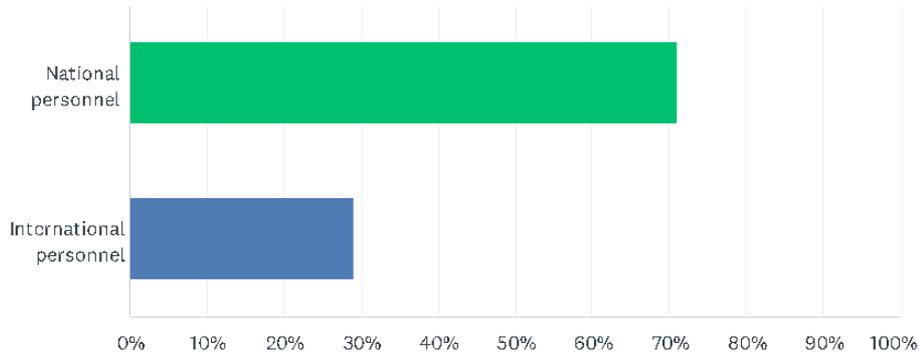
ANSWER CHOICES	RESPONSES	
National personnel	71.08%	59
International personnel	28.92%	24
TOTAL		83

Q3 Select below:

Answered: 83   Skipped: 0
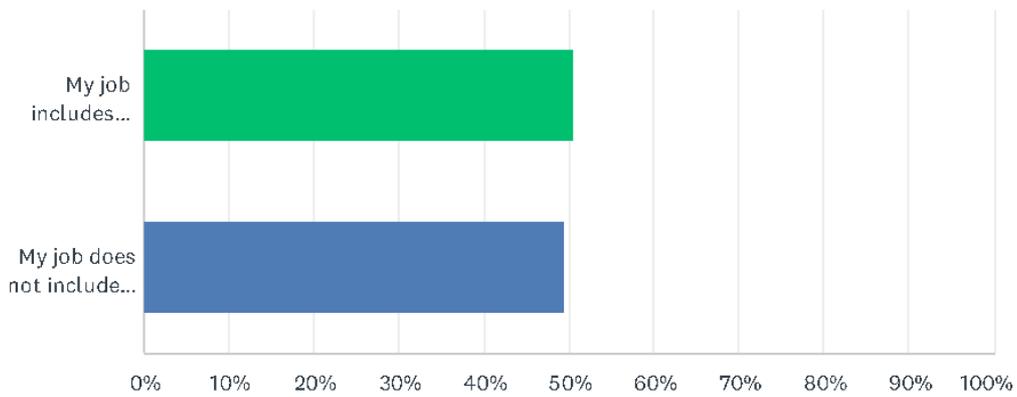
ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	50.60%	42
My job does not include personnel supervisory functions	49.40%	41
TOTAL		83

Q4 The UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

Answered: 80   Skipped: 3
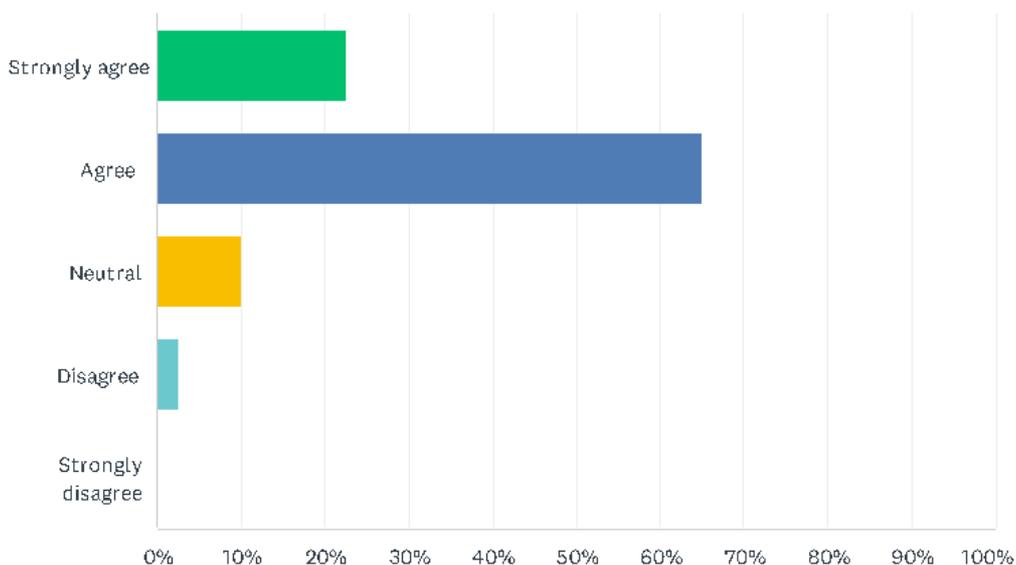
ANSWER CHOICES	RESPONSES	
Strongly agree	22.50%	18
Agree	65.00%	52
Neutral	10.00%	8
Disagree	2.50%	2
Strongly disagree	0.00%	0
TOTAL		80

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

Answered: 81   Skipped: 2
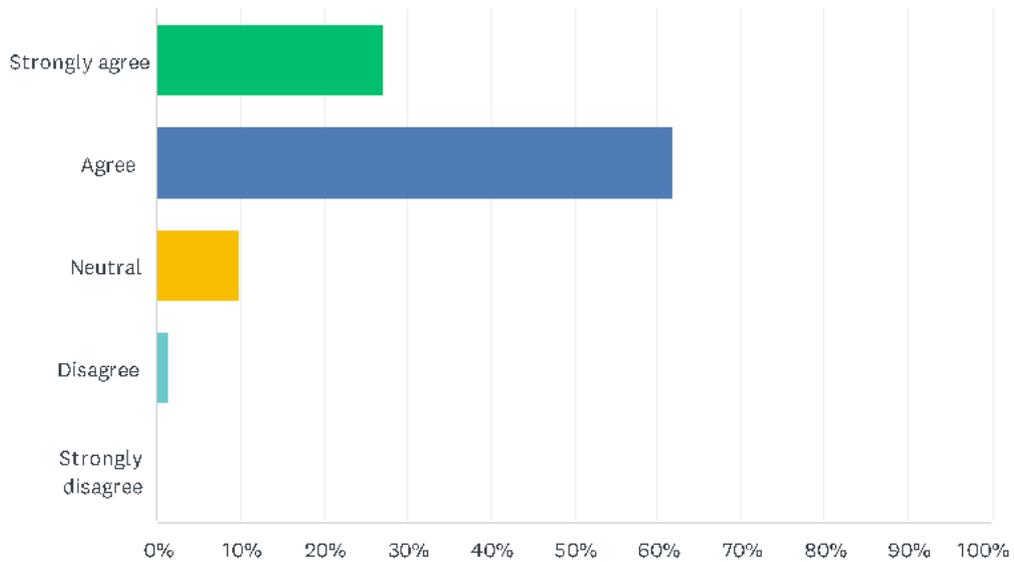
ANSWER CHOICES	RESPONSES	
Strongly agree	27.16%	22
Agree	61.73%	50
Neutral	9.88%	8
Disagree	1.23%	1
Strongly disagree	0.00%	0
TOTAL		81

Q6 UN personnel in this country demonstrate commitment to gender equality in the workplace.

Answered: 80   Skipped: 3
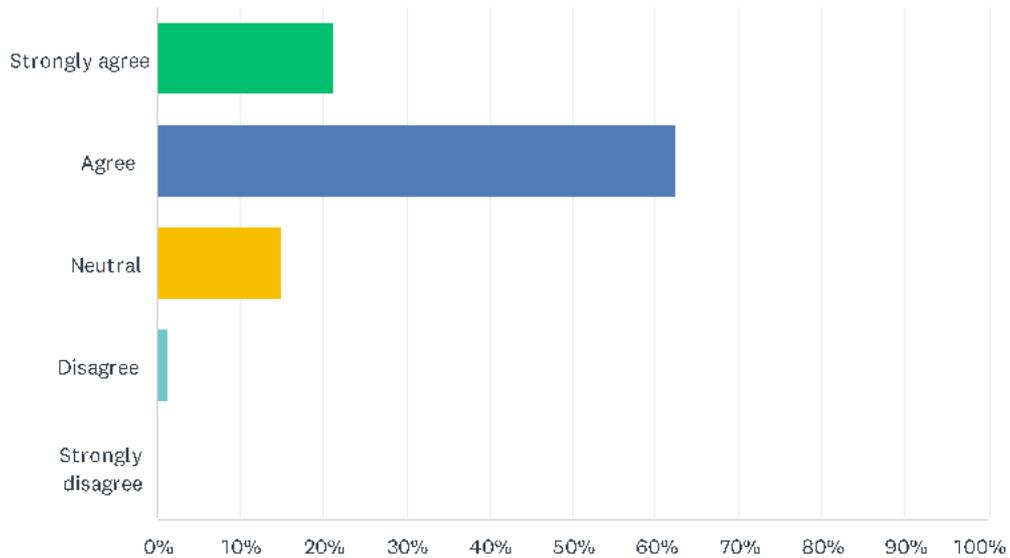
ANSWER CHOICES	RESPONSES	
Strongly agree	21.25%	17
Agree	62.50%	50
Neutral	15.00%	12
Disagree	1.25%	1
Strongly disagree	0.00%	0
TOTAL		80

Q7 The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.
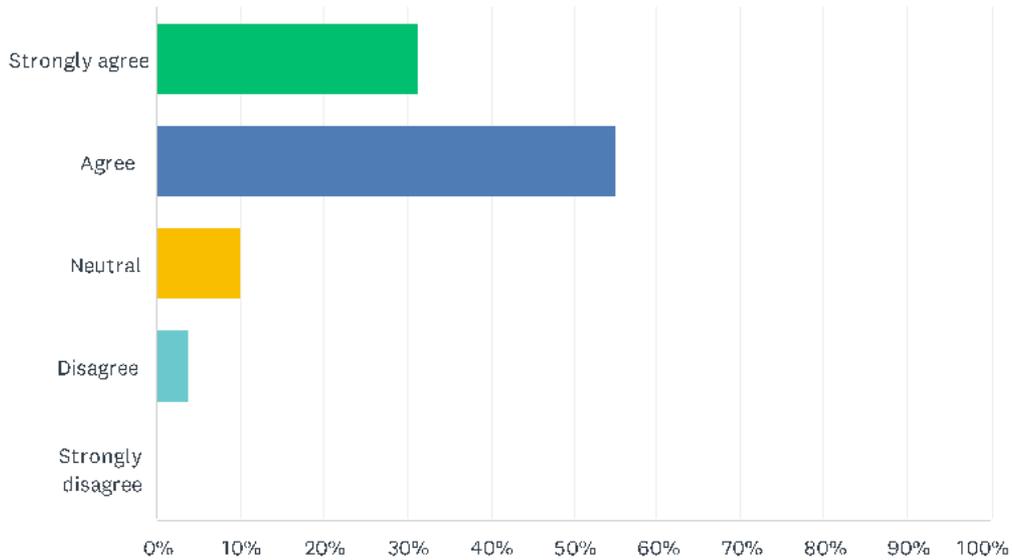
ANSWER CHOICES	RESPONSES	
Strongly agree	31.25%	25
Agree	55.00%	44
Neutral	10.00%	8
Disagree	3.75%	3
Strongly disagree	0.00%	0
TOTAL		80

Q8 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

Answered: 81   Skipped: 2
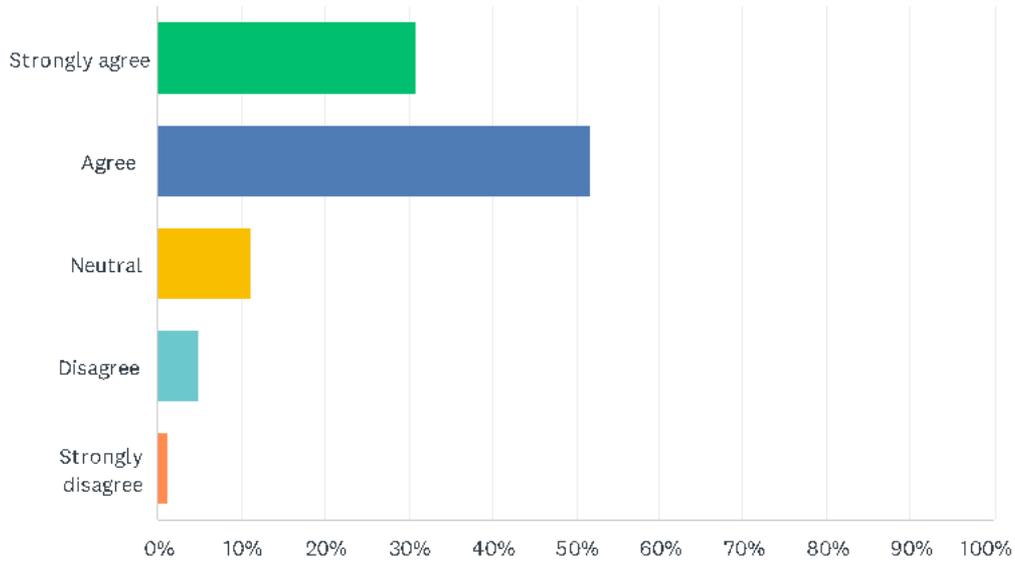
ANSWER CHOICES	RESPONSES	
Strongly agree	30.86%	25
Agree	51.85%	42
Neutral	11.11%	9
Disagree	4.94%	4
Strongly disagree	1.23%	1
TOTAL		81

59

Q9 The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.

Answered: 81   Skipped: 2
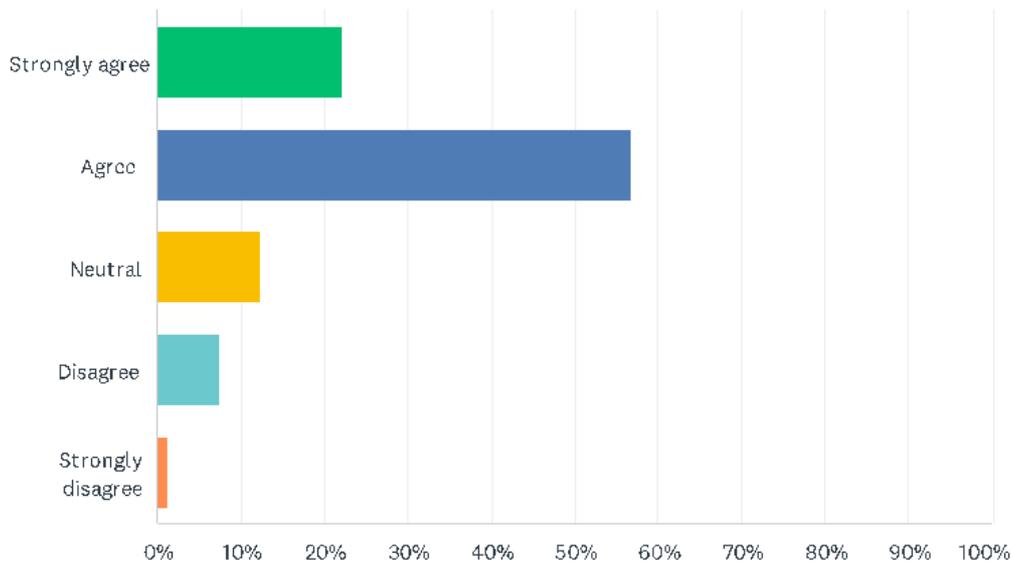
ANSWER CHOICES	RESPONSES	
Strongly agree	22.22%	18
Agree	56.79%	46
Neutral	12.35%	10
Disagree	7.41%	6
Strongly disagree	1.23%	1
TOTAL		81

Q10 The UN system in this country has adequate procedures in place to protect my personal safety and security.

Answered: 81   Skipped: 2
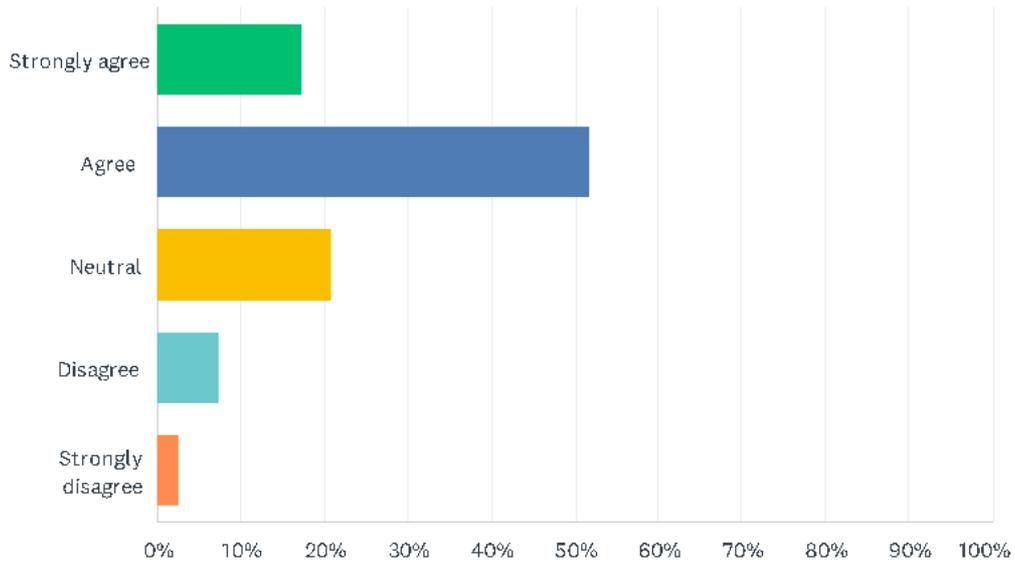
ANSWER CHOICES	RESPONSES	
Strongly agree	17.28%	14
Agree	51.85%	42
Neutral	20.99%	17
Disagree	7.41%	6
Strongly disagree	2.47%	2
TOTAL		81

# Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance.
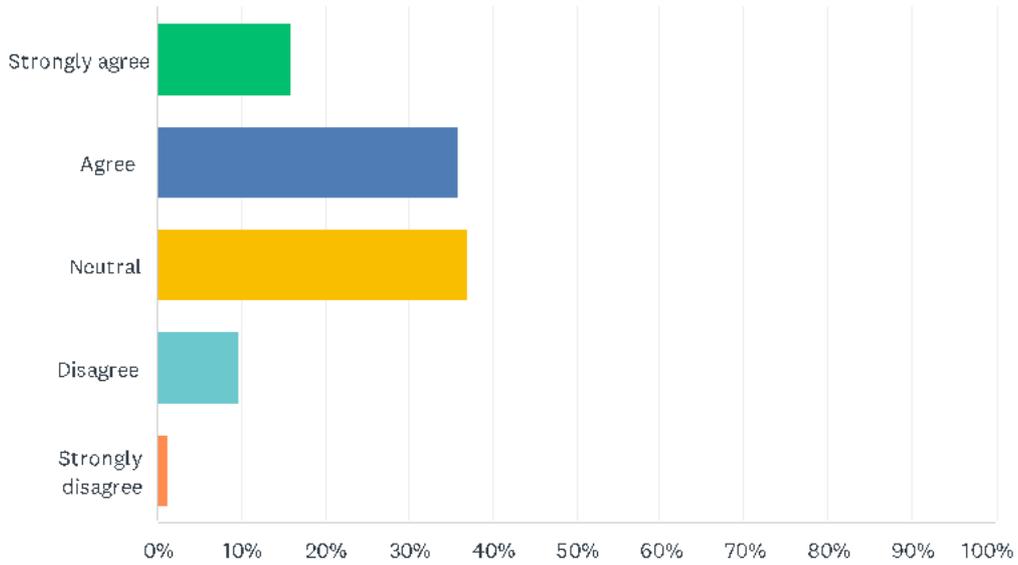
ANSWER CHOICES	RESPONSES	
Strongly agree	16.05%	13
Agree	35.80%	29
Neutral	37.04%	30
Disagree	9.88%	8
Strongly disagree	1.23%	1
TOTAL		81

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.
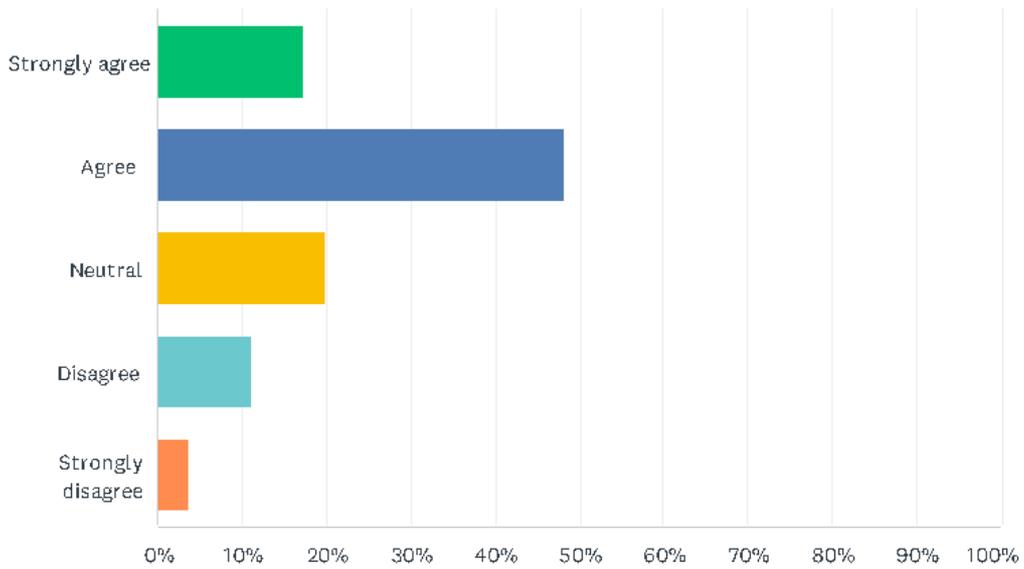
ANSWER CHOICES	RESPONSES	
Strongly agree	17.28%	14
Agree	48.15%	39
Neutral	19.75%	16
Disagree	11.11%	9
Strongly disagree	3.70%	3
TOTAL		81

Q13 Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.

Answered: 81   Skipped: 2
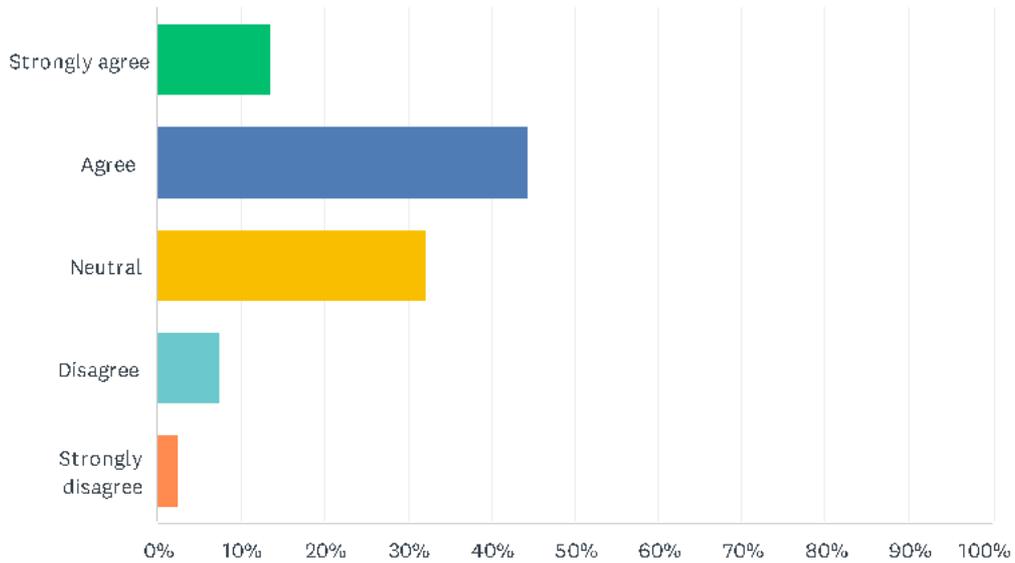
| ANSWER CHOICES	RESPONSES	
Strongly agree	13.58%	11
Agree	44.44%	36
Neutral	32.10%	26
Disagree	7.41%	6
Strongly disagree	2.47%	2
TOTAL		81

Annex 6| Gender Parity in Staffing – UNCT in Sao Tome e Principe (Nov. 2022)

Participating UN Entities:
FAO, ILO, UNICEF, UNDP, WFP, UNHCR, OHCHR, UN HABITAT, UNFPA, WHO and RCO

	Number of Women Staff in Category	Number of Men Staff in Category	Parity Level
General Service and National Staff Category	29	27	52%
International Professional Staff Category	11	12	48%
TOTAL	40	39	51%

UNCT Sao Tome e Principe
Parity in Staffing
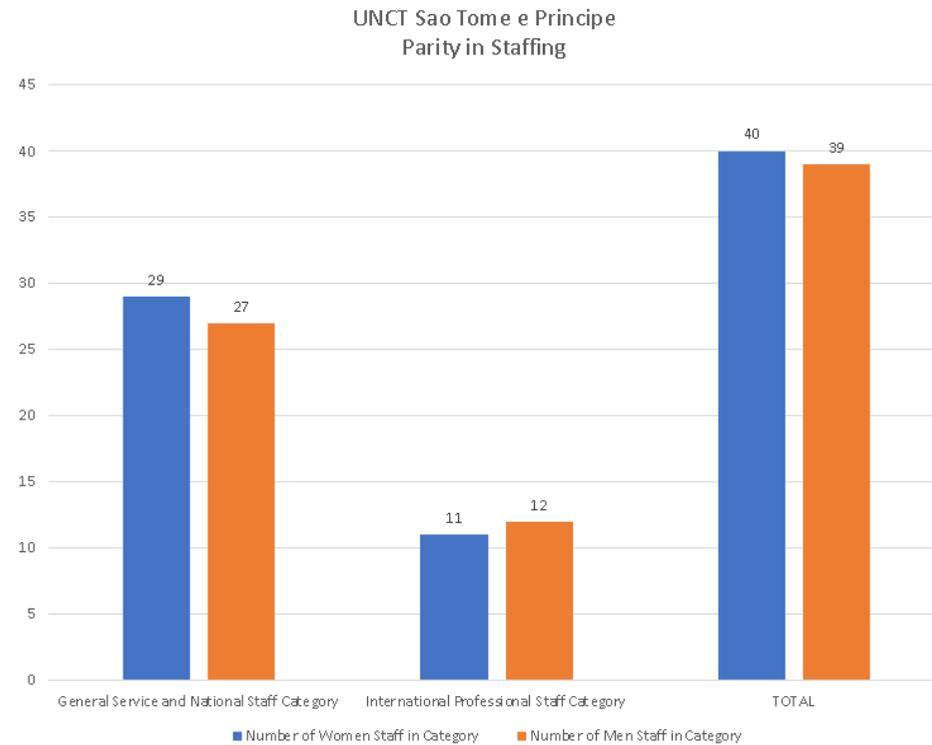
Parity in Staffing
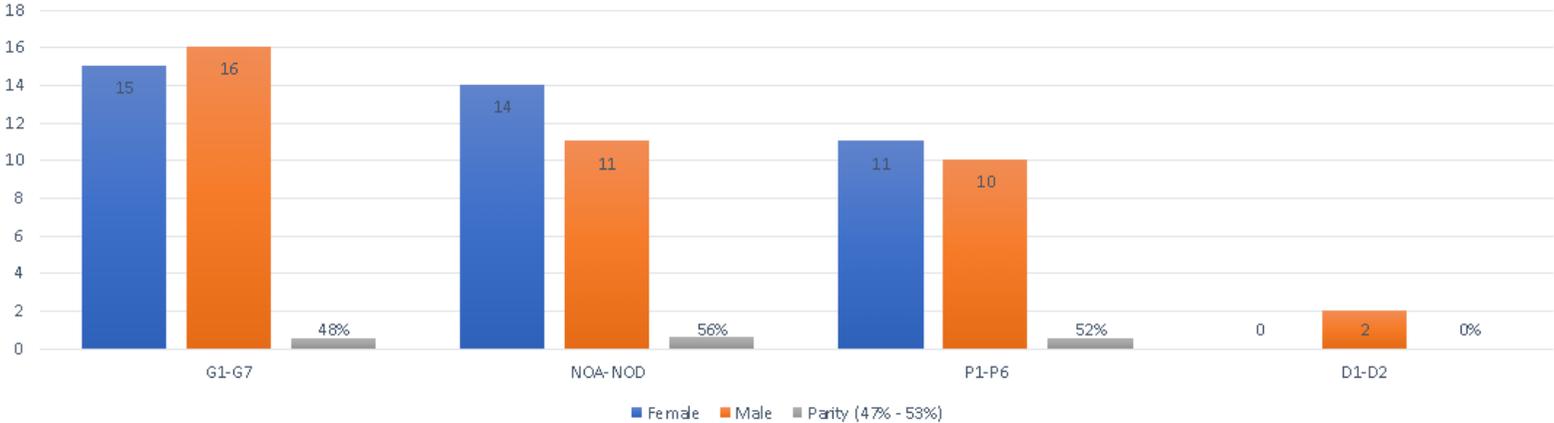
	Female	Male	Parity (47% - 53%)
G1-G7	15	16	48%
NOA-NOD	14	11	56%
P1-P6	11	10	52%
D1-D2	0	2	0%

66

Parity in General Service and National staff category
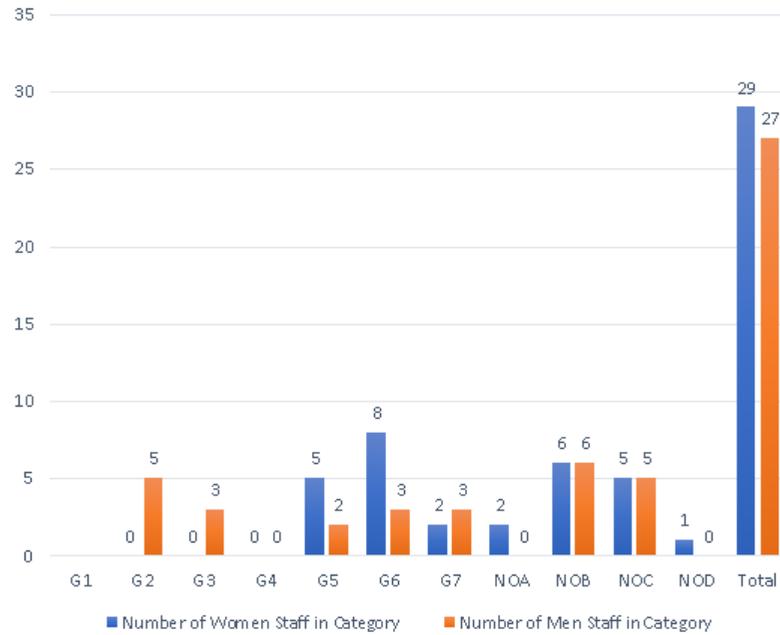
Parity in international professional staff category

Other contracts	Female	Male
Internship	1	0
GP-UNV National	2	0
GP- UNV international	1	2
NPSA	7	14
IPSA	0	2
Service Contracts (NPP, NPO)	1	2
National Consultants	7	5
International Consultants	1	2
	20	**27**