

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Cambodia 2022

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



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## 1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

## 2. The UNCT-SWAP Framework

### 2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

### Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

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

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

### 3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

### 3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

## 5. The UNCT-SWAP Process in Cambodia

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

Most of the activities in this year scored "approaching minimum requirements." Many of them are still in on-going process. Gender Theme Group has been strongly engaged to the activities and we are still progressing. RCO coordinated actively to keep the gender theme group on track along with the action plan.

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

1. Jaewon Jung (UNRCO)
2. Lan Laing (UNRCO)
3. Sokroeun Aing (UNFPA)
4. Ratha Norng (UNFPA)
5. Mao Meas (UNDP)

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

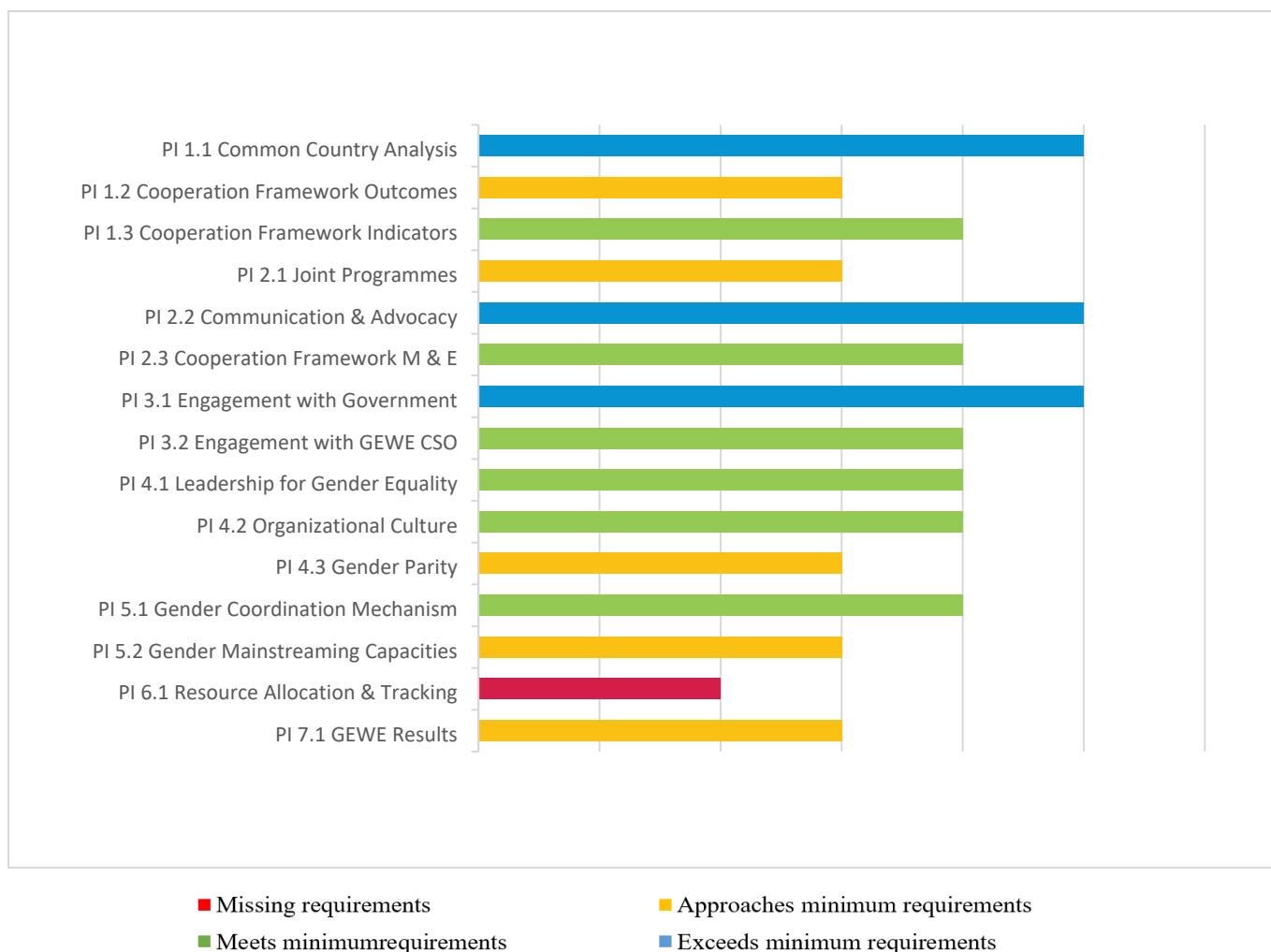
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	Yes
PI 1.2 Cooperation Framework Outcomes	APPROACHING	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	APPROACHING	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	MEETS	Yes
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	MEETS	No
PI 4.1 Leadership for Gender Equality	MEETS	Yes
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	APPROACHING	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	Yes
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	No
PI 6.1 Resource Allocation & Tracking	MISSING	No
PI 7.1 GEWE Results	APPROACHING	Yes

The findings presented in the below table indicate the ratings scored by the UNCT in Cambodia for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:  
Common Country Analysis integrates gender analysis  
EXCEEDS MINIMUM REQUIREMENTS**

**Planning**

**CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.**

a) The country produced an additional analysis through the Gender Deep Dive in early 2022, which provides in depth analysis on gender and social norms and clear recommendations for 5 key priority gender equality areas for the next UNSDCF. UNCT used the critical results and recommendation from Gender Deep Dive to inform the 2022 CCA, including underlying causes of gender inequality and discrimination in line with SDG priorities, particularly SDG 5 . Met.

bb) The report of the draft 2021 Cambodia Common Country Analysis\* showed sex-disaggregated data in most of the sectors, such as Demographic Dividend, Decision Making, Economics in 2020, Garment factory, and Education, and also provided some gender-sensitive data, such as migrant workers, and persons with disabilities. The CCA has also informed, together with the Gender Deep Dive the start of the UNSDCF process. disability people. Met.

c) The Gender Deep Dive informed the CCA and influenced the start of the UNSDCF. The Gender Theme Group used the Gender Deep Dive to brief the UNCT in advance of the UNSDCF process in which the UNCT agreed on the priorities of the Gender Deep Dive.

\*The CCA took a long time to be finalized which meant that the Gender Deep Dive was completed before the CCA.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind

In the gender deep dive analysis we targeted most marginalized and vulnerable groups as garment workers and women in agricultural field in Cambodia

### List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

CCA Gender Deep Dive

Common Country Analysis

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

##### Gender equality mainstreamed in Cooperation Framework outcomes

Planning

##### APPROACHES 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.

The UNDAF 2019-2023 has 5 outcome areas. The development of UNDAF is underpinned by the six global guiding principles, including “Gender equality and women’s empowerment”.

a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5. Met. Outcomes 1, 2 and 4 employ gender-sensitive language, particularly in the Outcome statement, and strive to mainstream gender throughout.

- Outcome 1: “Expanding Social Opportunities” has a strong focus on gender equality: By 2023, women and men in Cambodia, in particular marginalized and vulnerable populations, have their basic (economic and social) needs addressed equitably as they benefit from and utilize expanded quality social services and social protection in a more resilient, fairer and sustainable society.
- Outcome 2: “Expanding Economic Opportunities” has a focus on women’s empowerment with reference to SDG 5 and addresses gender-based discrimination: By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations: and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.
- Outcome 3: “Promoting Sustainable Living” uses gender sensitive language: By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, live in a safer, healthier, more secure and ecologically balanced environment with improved livelihoods, and are resilient to natural and climate change related trends and shocks.
- Outcome 4: “Strengthening Participation and Accountability” explicitly addresses gender inequality and discrimination issues: By 2023, women and men, including the under-represented, marginalized and vulnerable, benefit from more transparent and accountable legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes.
- Outcome 5: “Managing Urbanization” does not address gender equality except for the outcome statement: By 2023, women and men living in urban areas, including those marginalized and vulnerable, enjoy a safer, more secure and healthier life, utilizing quality public and private services, and benefiting from improved urban governance informed by their voice and participation.

b) The UNDAF has at least one gender-targeted outcome that specifically advances GEEW with a clear link to the SDGs, including SDG5. Not Met. None of the above-mentioned outcomes specifically targets gender equality.



## Did you reassess the Performance Indicator in this reporting year

- No

### PI 1.3 Cooperation Framework Indicators

#### Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

**MEETS MINIMUM REQUIREMENTS**

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

Between one-third and one-half (33-50%) of UNSDF outcome indicators track progress towards gender equality results, in line with SDG targets including SDG5. Met.

Out of the 44 Outcome indicators for UNDAF Cambodia 2019-2023, 20 indicators (45.5%) are gender sensitive and track progress against gender equality and the empowerment of women.

The analysis found significantly higher levels of gender sensitivity in Outcome 1 (Expanding Social Opportunities) and Outcome 4 (Strengthening Participation and Accountability), to some extent in Outcome 2 (Expanding Economic Opportunities) and lower levels for Outcome 3 (Promoting Sustainable Living) and Outcome 5 (Managing Urbanization), suggesting a need for greater attention to consistency in mainstreaming gender in the future.

- Outcome 1 – Expanding Social Opportunities- 88% (7 of 8) of the indicators qualify
- Outcome 2 – Expanding Economic Opportunities - 50% (5 of 10) of the indicators qualify
- Outcome 3 – Promoting Sustainable Living- 0% (0 of 10) of the indicators qualify
- Outcome 4 – Strengthening Participation and Accountability - 86% (6 of 7) of the indicators qualify
- Outcome 5 – Managing Urbanization - 22% (2 of 9) of the indicators qualify

The assessment qualified an indicator based on either a definition that includes gender disaggregation or a definition that is gender specific. In those cases where the indicator definition is not specific on gender, attention was paid to the related target, that included a gender-sensitive or disaggregated component or the means of verification, such as CEDAW Reports.

## Did you reassess the Performance Indicator in this reporting year

- No

### Dimension Area 2: Programming and M & E

#### PI 2.1 Joint Programmes

#### Performance Indicator 2.1:

Joint programmes contribute to reducing gender inequalities

Programming and  
M&E

**APPROACHES 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 Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

Meets one of three criteria.

a) Gender Equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment. Met. There are currently eight Joint Programmes undertaken by the UNCT in Cambodia, and the team assessed six Joint Programmes to ensure reliable sample size. Three out of six JPs visibly mainstreamed gender, one did not address gender, one lacked gender sensitive indicators and one results framework was not available for assessment.

Below are key findings from assessing the JP documents.

6. The Joint SDG Fund, named 'Supporting the National Social Protection Policy Framework in Cambodia', (UNICEF, ILO, WHO) mainstreams a gender lens when assessing the context in which the programme will operate. Gender equality is also a key programme priority by identifying women and girls as both direct and indirect target population of the intervention. The results-based management framework does mainstream gender but could be strengthened from a gender perspective by 'spelling out' its gender impact. The overall assessment is that the Joint SDG fund program document visibly mainstreams gender.
7. The UN COVID-19 Response and Recovery Multi-Partner Trust Fund, named 'Strengthened National Preparedness, Response and Resilience to COVID-19 in Cambodia', (WHO, IOM, UNFPA, UNICEF) highlights the impact of women from the COVID-19 pandemic in a generic manner. This could have been done to a much larger degree and the gender-component is missing when zooming in on the impact of the pandemic on migrants. In terms of programme priorities, GBV support and maternal health are in focus as one of three key priorities. Furthermore, there is a focus on mitigating impact on women-lead households through the provision of economic reintegration packages. As such, the initiative clearly addresses gender (in)equality issues. Gender is furthermore mainstreamed in the results-based management framework. The overall assessment is that the UN COVID-19 fund programme document visibly mainstreams gender.
8. The UNTFHS Funded project named 'Sihanoukville for All: Promoting a Smart, Sustainable and Inclusive City (OHCHR, UN HABITAT)' uses a gender lens to analyze the situation in Sihanoukville. Gender is streamlined into the programme priorities by referring to at risk population. The project aims to assess the situation of women and gather data that is currently unavailable, but this would have benefited from being more evident in the project document. Gender is not evident in the results-based management. The overall assessment is that the SHV project does not visibly mainstream gender.
9. The Programme to Promote Disability Inclusion and Quality Services for Gender-Based Violence (GBV) Victims (Sep 2019-June 2021, UNDP, UNFPA, UN Women) is developed to respond to issues related to the lack of effective linkage and coordination between the health and legal sectors in response to Gender-based violence. These issues are well analyzed and reflected in the responses: evidence-based policy advocacy (inc. advocating for gender responsive budgeting in capacity development to respond to GBV (SOP, toolkits) etc. Gender is mainstreamed throughout the results frameworks.
10. The Decent Employment for Youth in Cambodia (DEY) Phase Two 2020-2023 Programme (ILO, UNIDO, UNESCO, UNICEF): The situation analysis briefly highlights gender issues in the labor market, skill gaps and in the ecosystem where young women have less access to or are not represented sufficiently. The strategic responses to these issues include gender responsive skill training and career advisory and access to employment information (outcome 2). The results framework is not provided in the ProDoc and could therefore not be assessed here.
11. Access to Justice without Barriers for Persons with Disabilities (Mar 2018-Feb 2021, OHCHR, UNDP): Issues of women with disabilities are substantively analyzed. Specifically, it looks into the triple discriminations that women with disabilities are facing in access to justice and other social services. Therefore, the programme proposes to improve these two strategic areas. There is however an absence of gender sensitive results or indicators in the results framework.

b) A Joint Programme on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5. Not Met.

c) A system is in place to ensure gender mainstreaming in JPs. Not Met. There is no system in place.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 2.2 Communication & Advocacy

**Performance Indicator 2.2:**  
**Communication and advocacy address areas of gender inequality**  
**EXCEEDS MINIMUM REQUIREMENTS**

**Programming and**  
**M&E**

**Meets minimum requirements AND (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.**

- a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. Met.
- UNCG had an annual action plan endorsed by the UNCT. The 16 days campaign and International Women's Day were the GEEW priorities stimulated in the workplan.
  - The United Nations marked 16 Days of Activism against Gender-based Violence from 25 November to 10 December 2021, under the global theme set by the UN Secretary-General's UNiTE campaign: "Orange the World: End Violence against Women Now!". This was organized in consultation with and the contributions of the UN GTG members.
  - Both UNRCO and specialized UN Sister Agencies promoted the gender theme by producing the social media video and messages to post on their platforms for both International Women's Day and during the 16 Days Campaign which received thousands of engagements (reactions, comment and shares).
  -
- b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. Met.
- The UNs collaborated on the annual 16 Days of Activism against Gender-based Violence campaign, under the leadership of the Ministry of Women's Affairs and with several ministries and key partners. In 2021, the global theme was adopted by the government, namely the Ministry of Women's Affairs. Through the ministry's FB page, the post gained nearly 2 thousand engagements and hundreds of shares.
- c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. Met. There is an action plan in the communication strategy that visibly includes GEEW communication and advocacy: 16 days of activism & International Women's Day
- d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. Met. UNCG tried to include gender perspective into the campaign - World Indigenous' Day, World Youth Skills Day, and World Population Day.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

UN GTG meeting Minutes 2021; UNDAF result report 2021, UNCG workplan 2021

### PI 2.3 Cooperation Framework M & E

#### Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures progress against planned gender equality results

Programming and M&E

**MEETS MINIMUM REQUIREMENTS**

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

a) As part of annual results reporting, the progress against UNDAF result matrix has been updated where data is available across all outcomes. The documents assessed show updated progress against intermediate outcome indicators. Data for gender sensitive indicator listed in the result matrix are gathered during the annual reporting

b) The GTG had seriously reviewed and provided input into the UNDAF evaluation TOR as well as the draft evaluation report. One of the key evaluation questions is also assessing the gender equality in the UNDAF implementation. The UNDAF Evaluation Draft Report provides substantive assessment of progress against gender-specific results across all 5 UNDAF outcomes. There is a separate section assessing against the programming principles which Gender Equality is there.

### Did you reassess the Performance Indicator in this reporting year

- Yes

**List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)**

- \* Updated Progress against UNDAF Results Matrix
- \* UNDAF evaluation TOR
- \* Second draft UNDAF 2019-2023 evaluation report

**Dimension Area 3: Partnerships**

**PI 3.1 Engagement with Government**

**Performance Indicator 3.1:**

**UNCT collaborates and engages with government on gender equality and empowerment of women  
EXCEEDS MINIMUM REQUIREMENTS**

**Partnerships**

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

a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. Met. Examples include:

- The UN Agencies (UN Women, UNFPA, UNICEF, UNDP) provided technical support for the development and implementation of the National Action Plan to Prevent Violence Against Women 2019-2023 (NAPVAW III), under the leadership of MOWA and in collaboration with many government ministries (MOEYS, MOI, MOH, MOLVT, MOSVY, MOINF, etc.), including sub-national institutions and authorities.
- The UN in Cambodia (FAO, WFP, WHO, UNICEF) supported the RGC (CARD, TWG-SP&FSN) to finalize the National Strategy for Food Security and Nutrition (NSFSN) 2019-2023, ensuring gender is mainstreamed and priority actions reflect explicit objectives for gender responsiveness and gender equality.

b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. Met. The National Women's Machinery includes the Ministry of Women's Affairs (MOWA) and the Cambodian National Council for Women (CNCW). The Ministry of Women's Affairs participated in the Foresight and UN Vision 2030 workshops (October 2017) which informed the Cambodia CCA 2018, the strategic prioritization workshops to develop the UNDAF (January 2018) and in various validation processes for Results Group development, particularly Results Group 4, and verified details of indicators. MOWA and CNCW representatives also participate in annual UNDAF reviews. An evaluation of the UNDAF 2019-2023 will be conducted in 2022.

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation. Met.

- SDGs and Data: The UNCT is actively engaged in strengthening the data and statistical architecture and capabilities across the line ministries, Ministry of Planning and National Institute of Statistics. Key interventions include supporting implementation and roll out of the National Strategy for the Development of Statistics to enhance the national statistical system in line with international standards, as well as provision of technical assistance on gender statistics and indicators with government officials/ministries, to ensure gender is reflected in SDG monitoring and reporting. Key results include National Statistical Protocols and User Guides for CAMSTAT (a new-SDG based platform for reporting SDG indicators) developed with line ministries, CSOs and UN, support for the National Institute of Statistics in the Ministry of Planning to conduct the 2019 General Population Census, ensuring disability and gender disaggregated data and government commitment to increase budget allocation to the National Statistical Institute.
- Voluntary National Review (VNR): Eleven members of the UNCT (UNDP, UNFPA, UNICEF, ILO, UNIDO, OHCHR, UNV, UNESCO, UN Women, UNAIDS, WFP), plus ESCAP, supported preparations for the first VNR by RGC, including co-convening

multi-stakeholder consultations/platforms; coordinating technical support among UN agencies and partners, communications/outreach; and follow up. This included ensuring gender equality issues are reflected in SDG implementation, with special attention paid to the six global prioritized goals: SDGs 4, 8, 10, 13, 16, 17 as well as SDG 5 including support for gender equality and mainstreaming into national laws, plans, programs and policies.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 3.2 Engagement with GEWE CSO

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

Partnerships

**Meets two of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.**

Meets two of the three criteria.

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. Met.

- GEEW CSOs are the UN partners in monitoring the implementation of CEDAW concluding observations and the UN has also supported CSOs in drafting the CEDAW shadow report.
- The UN facilitated GEEW CSO and women's advocates engagement in consultations (e.g., high-level visit of Ms. Ana Maria Menendez, the Under-Secretary-General and UNSG's Senior Advisor on Policy, in January 2020) and awareness raising activities and campaigns (e.g. International Women's Day; 16 Days of Activism against Gender-Based Violence in November 2019; Facebook live event on gender-based violence in August 2020).
- A joint UN effort (UN Women, UNAIDS, OHCHR), with active engagement of CSOs and the LGBTIQ community, was made to conduct a legal and policy assessment to identify key implementation barriers for LGBTIQ people to access health, HIV and social protection services.
- The UN (Un Women, UNFPA, UNAIDS, ILO, OHCHR) continues to support a coalition for gender equality, through movement building and feminist transformative leadership approaches. In 2019, the UN supported International Women's Day, a national policy dialogue on rights of LGBTIQ people and communities, and a petition on women's labour rights.

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E. Not Met. GEEW CSOs, national gender experts and women leaders participated in the Foresight and UN Vision 2030 workshops (October 2017), the UN Strategic Prioritization Workshops (January 2018) and implementation of UNDAF. Targeted focus group consultations and validation workshops with GEEW CSOs, national gender experts and women's leaders were held in the framework of the Cambodia's Context Analysis in 2019. However, GEEW CSOs were not involved in the UNDAF monitoring processes to date, and there is an opportunity to broaden engagement with GEEW CSOs in annual reviews.

c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation. Met. GEEW CSOs were involved in SDG localization consultations and the 2019 VNR process as a part of a broader civil society coalition. However, the space for their meaningful contribution to gender related matters was limited and this remains an area for continued improvement.

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:**  
**UNCT leadership is committed to championing gender equality**  
**MEETS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

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

Meets three of four criteria

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. Not Met. Gender equality was a topic on three out of nine UNCT meetings (33 percent), as per the meeting minutes. It does not qualify to meet the requirements of 60 percent for criteria a.

b) The RC demonstrates public championing of gender equality during the last 12 months. Met. The RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT on many occasions, mostly emphasizing the importance of gender equality, however, less visible is how the UNCT is promoting GEWE.

- Six out of 13 (46 percent) RC talking points and speeches between November 2019 and November 2020 made reference to gender issues. The issues that were highlighted included how women are impacted disproportionately by the COVID-19 crisis, women's rights, women and girls' empowerment and entrepreneurship, and highlighting national gender role models.
- The RC also attended key gender events such as the National Consultations on Enabling Environment for Women's Entrepreneurship in November 2019, and championed gender at virtual events, such as the 16-Day Campaign Against Gender-Based Violence and Human Rights Day, through videos and social media outreach.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. Met. In the organizational culture and gender equality survey, 83 percent of respondents answered positively (29 percent strongly agree and 54 percent agreed). For this criterion to be scored positively, the percentage of respondents answering agreed and strongly agreed must be at least 65 percent. Male staff (85 percent) were more positive than female staff (79 percent).

d) Gender equality is reflected in the 'RC and UNCT Performance of Results for 2019'. Met. More specifically, gender equality is mentioned in relation to CEDAW implementation, '16 Days of Activism against Gender-based Violence', International Women's Day events, and as part of PSEA. The 'RC and UNCT Performance of Results', which replaced the Assessment of Results and Competencies (ARC) in 2019 did not have stated objectives or goals, only activities, so this is an area for improvement.

### **Did you reassess the Performance Indicator in this reporting year**

- Yes

### **List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)**

UNCT HOA meeting minutes for the past 12 months, RCT7 UNCT Annual Report for 2019, RC and UNCT Performance Results 2019 (as of July 2020), RC speeches, Results from organizational culture and gender equality survey,  
<https://www.facebook.com/OneUNCambodia/photos/2734339570140906>,  
<https://www.facebook.com/OneUNCambodia/photos/2734343350140528>



#### PI 4.2 Organizational Culture

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

**Leadership and  
organizational culture**

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

The survey link was shared by the RC with HOAs with instructions to share with their respective staff. The total number of responses was 219 (107 women, 111 men, 1 other) out of a population size of 850. As such the responses yielded a confidence interval of 5.71, thus we can be confident that the responses are representative of the larger population plus or minus 5.71 percentage points.

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of between 65 and 80 percent. Met. Results scored an overall positive rating of 79 percent (7.5 percent negative and 13.5 percent neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance. Refer to annexed charts for detailed information.

Highest positive scores:

- Q5: HOAs in this UNCT demonstrate leadership and commitment to gender equality in the workplace (82.4 percent positive)
- Q10: The UN system in this country has adequate procedures in place to protect my personal safety and security (82.3 percent positive)
- 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 (81.9 percent positive)

Lowest scores:

- Q13: HOAs are supportive of staff to establish an adequate relationship between work life and home life (72 percent positive)
- Q11: The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance. (74.8 percent positive)

On average, male respondents were more positive than females across all areas, with males as a group providing an overall positive rating of 84 percent compared to females' positive rate of 73 percent, over 10 percent higher. The widest disparities were perceptions on the UN system facilitating equal participation of both women and men at all levels in the organization (Q7), the UN System having adequate procedures to prevent and address sexual harassment, exploitation and abuse of authority (Q9) and HOAs supportive of an adequate relationship between work life and home life (Q13). Reasons for differences in male and female perceptions require qualitative assessments.

The respondent identifying as other agreed or strongly agreed with all statements, and skipped Q11 on entitlements.

#### **Did you reassess the Performance Indicator in this reporting year**

- No

#### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

#### **(a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.**

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. Met.

UNCT created an HR working group to monitor the progress. They also set up the work plan and monitored it regularly at the working group meeting. However, the data which this group gathers has not systematically reported back to the UNCT through the OMT.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### Please select minimum requirement(s) met:

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

### Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	2	33
G3	11	23
G4	18	11
G5	39	24
G6	28	35
G7	15	17
NOA	29	23
NOB	28	26
NOC	16	33
NOD	0	4
P1	0	0
P2	6	3
P3	20	12
P4	25	19
P5	1	13
P6	0	0
D1	4	2
D2	4	7

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

- 2022 UN HR Working Group Workplan
- 2022 HRWG WP Gender Parity Consolidated

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

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

Gender architecture and capacities

Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b)



**The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

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

UN Cambodia Gender Theme Group is chaired by UNFPA Head of Agency . The co-chair is UNDP deputy Head of Agency.

b) The Group has a TOR and an approved annual work plan; Met.

Gender Theme Group has a TOR and has an approved annual work plan by UNCT.

c) Members include at least 50% senior staff (P4 and above; NOC and above); Not Met.

Gender Theme Group has a total of 38 Members, with 10 senior staff and 28 non-senior staff.

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

The GTG presented to the UNCT in advance of the UNSDCF development. The GTG presented on the findings of the Gender Deep Dive, as well as the standards for gender mainstreaming into the UNSCDF – the best standards for mainstreaming as well as the revised GTG guidance note 2021. The draft Gender Deep Dive has been shared to Gender Theme Group and the members. The input has been provided into the UNDAF based on the Gender Deep Dive

### **Did you reassess the Performance Indicator in this reporting year**

- Yes

### **Please select minimum requirement(s) met:**

- The group has a TOR and an approved annual work plan.
- A coordination mechanism for gender equality is chaired by a HOA.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

### **List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)**

1. Gender Theme Group Work Plan
2. Gender Theme Group Member List
3. CCA 2022 Presentation on the Gender Deep Dive and on Gender Mainstreaming into the UNSDCF
4. CCA Gender Deep Dive

### **PI 5.2 Gender Mainstreaming Capacities**

**Performance Indicator 5.2:  
UNCT has adequate capacities developed for gender mainstreaming**  
**APPROACHES MINIMUM REQUIREMENTS**

**Gender architecture and capacities**

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

Meets one of three criteria.

a) At least one inter-agency substantive gender capacity development activity in the past year. Met. There have been several interagency capacity development activities for UN personnel on gender:

- Learning session on IPV conducted at the UNTG-G Meeting in April 2020
- Localizing IPV guidelines for UN Personnel
- E-Training on Gender Equality Markers (GEM) (11-13 August 2020) organized by UN Women ROAP with participation of 10 representatives from RCO, OHCHR, UNFPA and UN Women
- Gender Statistic dialogue with UN Agencies conducted in February 2019

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. Not met. There has been no UN system-wide capacity assessment on gender during the current UNDAF cycle. An Interagency mapping on PSEA was conducted in 2020 and a PSEA action plan was developed and endorsed by UNCT. Increasing PSEA awareness is being planned through engagement with other Task Teams and/or Theme Groups.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. Not met. There is no induction package that includes GEWE for new UNCT members. Individual agencies handle induction without central coordination. However, there are some UN mandatory online courses including those relevant to gender (I.e. I know gender, preventing sexual harassment and abuse of authority, human rights etc.) which all UN staff are required to take.

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:**  
Adequate resources for gender mainstreaming are allocated and tracked  
**MISSING REQUIREMENTS**

Resources

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 7: Results

### PI 7.1 GEWE Results

**Performance Indicator 7.1:**  
UN programmes make a significant contribution to gender equality in the country  
**APPROACHES MINIMUM REQUIREMENTS**

Results

### (a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

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. Met. This is the second year of UNDAF implementation and it is quite early to assess achievement of results. Nevertheless, the UNDAF Results Report 2019 indicates that the UNCT has achieved some of the key results and is on track to achieve the gender equality targets and results as planned in the UNDAF 2019-2023.

Reasonable progress have been made in the following areas, especially under Outcomes 1 and 4 and to some extent, progress under Outcomes 2 and 3.

- Outcome 1- “Expanding Social Opportunities”, Intermediate Outcomes 1.1, 1.2, 1.3, - Quality Services and Basic Rights for Vulnerable people, Public and Private Services and Expanded Coverage, and Social Services and Social Protection. Of note is UN technical assistance for the social transfer program design leading to national cash transfer program for poor pregnant women and women with disabilities as well as provision of dignity kits for pregnant women migrant workers, GBV survivors and vulnerable women. Aligned with SDG targets 5.2, 5.4 and 3.1.2, 3.3.1, 3.8.1, 1.3.1.

- Outcome 4 on “Strengthening Participation and Accountability”, Intermediate Outcomes 4.1, 4.2, 4.3 – Human Rights for All, Public Institution Functioning and Implementation and Monitoring of Laws and Standards. Of note is legal and policy work with stakeholders on LGBTIQ rights, violence against women, and gender sensitive complaint mechanisms, as well as capacity development to mainstream gender in policy and institutions including CEDAW implementation. Aligned with SDG targets 5.5.1, 5.1.1, 5.2, 5.c.1
- Outcome 2 - “Expanding Economic Opportunities”, Intermediate Outcomes 2.1, 2.3 -Decent Work and Economic Inclusion of Vulnerable People. Of note is women and girls benefiting from UN assisted programs including the Factory Literacy Program targeting female factory workers, Entrepreneurship Education Modules (58 percent female) and the Entrepreneurship and Enterprise Development Training program (50 percent female). Aligned with SDG targets 5.4, 5.5, 4.3.1
- Outcome 3 - “Promoting Sustainable Living”, Intermediate Outcomes 3.1, Increased Resilience and Access to Resources. Of note is UN technical assistance to government to mainstream gender into livelihoods, agriculture, climate change and disaster risk programs and policies with increased participation of women in community livelihoods and agriculture groups. Aligned with SDG target 5a.

Notable progress has been made in the field of policy development to advance GEEW, including technical assistance for the National Action Plan to Prevent Violence Against Women 2019-2023 (NAPVAW III), the ten year National Gender Policy, National Guidelines on the Health Sector Response to Violence Against Women for Health Managers, Trafficking in Persons Strategic Plan (2019-2023) and integration of gender equality aspects into the review of the Cambodia Climate Change Strategic Plan 2014-2023. Other key results include increased capacity of national and sub-national authorities to mainstream gender issues in local planning, strengthening demand for gender equality at school levels, piloting menstrual hygiene management with health staff and school officials, establishing Women’s Charter of Demands for Disaster Risk Reduction and Climate Change and mobilization of young women and LGBTIQ activists in feminist transformative leadership approaches to promote women’s empowerment and leadership.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women. Not Met. Though results show some progress is being made towards GEEW, none of them can be qualified as transformative under the UNCT-SWAP Guidance definition (page 64).

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

UNDAF Results Report 2019

## 8. UNCT in Cambodia Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1
<b>Dimension 1 - Planning</b>		
1.1 Common Country Analysis	a) Ensure that all chapters and sectors in the CCA contain 1) consistent gender analysis, 2) sex-disaggregated data, 3)	a. CCA has been shared with GTG for review. Gender

	<p>underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5 and 4) target analysis of those left behind. If relevant data in some sectors such as infrastructure, environment and governance is not available, the reasons why the data is not included should be mentioned. b) To improve the availability of gender-disaggregated data, support generation of gender data under UNDAF, with annual updating of CCA, with support of M&amp;E Focal Points/Results Groups. c) A comparative advantage of the UN specifically addressing gender inequality should be analyzed in more depth, including building UNCT capacities in conducting gender analysis, and in the collection and application of gender specific and sex-disaggregated data.</p>	<p>Deep Dive is shared with CCA task team. b. GTG engages in UNSDCF drafting c. CCA gender deep dive: CSO consultations 13-14 July, GTG validation 4 FDB</p>
1.2 Cooperation Framework Outcomes	<p>a) Ensure that all Outcomes in the next UNSDCF/UNDAF are gender mainstreamed and/or gender targeted; and consider to establish a checklist or screening mechanism to ensure all Outcomes include gender aspects. b) Ensure one Outcome in the next UNSDCF 2024-2028 specifically targets gender equality in line with the UNSDCF Theory of Change and SDG priorities including SDG 5.</p>	<p>Used CCA gender deep dive for forward looking strategic actions, preparing for next UNSDCF</p>
1.3 Cooperation Framework Indicators	<p>a) Ensure that Outcome and Output Indicators consistently include sex disaggregated data, and at least 50% of Indicators measure changes in gender equality in line with SDG priorities, especially SDG 5. This is especially important to address the situation of marginalized and vulnerable groups as well as to measure the percentage of women and LGBTI persons involved in the coordination of public services. b) Strengthen/Build capacity on HRBA and gender responsive RBM within UNCT, especially M&amp;E Focal Points/Results Groups and UNTG-G members.</p>	<p>GTG is engaged in the UNSDCF drafting Oct - Dec/Jan</p>
<b>Dimension 2 – Programming and M&amp;E</b>		
2.1 Joint Programs	<p>a) Develop at least one JP that specifically promotes gender equality and the empowerment of women in line with SDG priorities, including SDG 5. b) Establish a</p>	<p>GTG explored the development of at least one Joint Programme that</p>

	checklist and screening mechanism for all JP proposals to ensure gender mainstreaming and includes gender aspects, such as gender analysis, TOC, gender-sensitive and sex-disaggregated indicators and results framework. The checklist can be used by the interagency results groups, submitted to the UNCT and UNTG-G for review with the draft JP document.	especially promotes GEWE. Potentially spotlight initiative. However, RCO had 3 times follow up meeting with EU and no clarity on funds from the EU yet.
2.2 Communication and Advocacy	a) Develop Interagency Communication Group Annual Work Plan, incorporating GEWE issues, following guidelines and with resources and responsibility. Share with UNTG-G and endorsed by UNCT. b) Provide orientation on gender issues to universities, research firms and media outlets.	UNCG developed interagency communication annual group work plan. Incorporating GEWE issues, following guidelines and with resources and responsibility. b. the UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.
2.3 Cooperation Framework M&E	a) Ensure UNDAF/ UNSDCF tools and mechanisms measure progress against planned gender equality results. b) Ensure annual reviews/reports, assessments and evaluations not only assess progress against gender-specific results, but also provide qualitative analysis of progress in areas where gender-sensitive indicators were not originally included (e.g. outcomes 3 and 5 do not have any gender-specific results and gender-sensitive indicators). c) Strengthen systemwide efforts by providing group technical training on gender sensitive M&E to M&E Focal Points in Results Groups.	GTG secretariats assigned GTG members to support each Result Group in the review of the 2022 JWPs.
<b>Dimension 3 - Partnerships</b>		
3.1 Government Engagement	UNCT continue to deepen the engagement and consistently document the involvement of National Women's Machinery representatives, including	UN GTG coordinated activities related to engaging MoWA and other line ministries to

	CNCW, and sub-national administrative offices, in all UNDAF processes.	strengthen gender equality and women's empowerment, GBV and VAC.
3.2 GEWE CSO Engagement	UNCT should strengthen the platform to include a wide range of GEEW CSO involvement in UNDAF processes, especially M&E and gender related SDGs' localization and implementation, including annual reviews.	GTG had consultation with CSOs for the next UNSDCF process.
<b>Dimension 4 – Leadership and Organizational Culture</b>		
4.1 Leadership	a) Ensure gender equality is a topic on at least 60 percent of the UNCT HOA monthly meetings, including decision-making and follow up. Examples include PSEA, gender parity strategy of the SG, RCO leadership on 16 Days Campaign, and Political Engagement Strategy on COVID-19. b) Ensure at least one-third of RC speeches and press statements per year include references to how the UNCT is championing gender equality and women's empowerment (i.e. consider a gender checklist for RC speeches and press statements). c) RC to champion work on Organizational Culture (4.2) and Gender Parity (4.3) within UN, with support of OMT/HR. d) Ensure the ARC or 'RC and UNCT Performance of Results', explicitly incorporates GEEW, with clearly stated objectives or goals, as per guidelines.	RCO continue support RC. HOA should also champion GEWE>
4.2 Organizational Culture	a) Conduct a qualitative internal assessment to better understand and address issues related to work-home life balance, (Q11&Q13) and take necessary actions. b) Strengthen implementation and tracking of UN Agencies practices on GEWE including PSEA, women friendly security measures, and equal treatment / participation (Q7, Q8, Q9) to champion gender equality and women's empowerment.	When the SOPs-CBCM is completed by the PSEA consultant, GTG can take action through the action output
4.3 Gender Parity	a) Establish a mechanism for monitoring gender parity in staffing and set targets, such as equal number of male/female candidates on shortlists, equal representation of men and women on	GTG and UNCT consider

	<p>interview panels, etc. b) Collect UN Agencies HR data on a regular basis (annually), monitor trends and discuss at UNCT meetings. The HR data collected for this exercise can be used as a baseline. c) Improve gender responsiveness of the BOS and include gender specific actions and indicators in the review of the BOS in 2021, such as setting targets/strategy for improved gender balance within UNCT, gender responsive procurement, monitoring disaggregated data on male and female vendors, female ownership of selection criteria in vendor awards, etc.</p>	
<b>Dimension 5 – Gender Coordination and Capacities</b>		
5.1 Gender Coordination Mechanism	<p>a) Review and update the UNTG-G TOR, develop UNTG-G AWP in accordance with guidelines, including resources and responsibility, with endorsement from UNCT. Consider to include GEWE into the TORs of the Human Rights Theme Group (HRTG) and the CG, with links to the UNTG-G. b) UN Agencies should nominate more senior level staff (NOC/P4) to the UNTG-G to reach 50 percent and consider gender balance. c) Consider co-chair of the UNTG-G with UN Women and UNFPA, in light of UN Women changing role in Cambodia.</p>	<p>a. UNTG TOR exists b. unfortunately, number of senior staff and gender parity of the GTG is unbalanced. c. Cambodia is chaired by UNFPA and co-chaired by deputy head of agency</p>
5.2 Gender Capacities	<p>a) Conduct a system-wide capacity needs assessment and design a capacity development plan that follows the UNDAF/UNSDCF cycle. Implementation of the plan will require some joint resources. b) The UNCT should dedicate one HOA meeting per year on gender with UNTG-G, include a review of this action plan as an agenda item at least every quarter, as well as receive regular sessions on gender programming, gender mainstreaming and gender targets. c) The UNCT should include an induction package for all new staff and personnel, with materials on GEWE, UN mandate/priorities on GEWE and analysis of gender situation in Cambodia.</p>	<p>10 senior staff and 28 non-senior staff</p>
<b>Dimension 6 - Resources</b>		

6.1 Financial Resources	a) UNCT endorse a system-wide training on the UNCT GEM with technical support from the UNTG-G and UNW ROAP. Participants are UNTG-G and M&E focal points. Training should include both gender responsive planning and RFs and then the coding process, with UNTG-G co-chairs first and then M&E group. b) The UNCT to establish a financial target for GEWE allocation and track and utilize UNDAF/UNSDCF budget data for Joint Work Plans' activities.	the resource should be shared more
Dimension 7 - Results		
7.1 GEWE Results	Ensure comprehensive annual reporting against UNDAF Indicators to assess progress against gender specific indicators.	GTG compiled information for UNDAF evaluation

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Other joint analysis	<a href="#">Gender Deep Dive - CCA Cambodia V6 010322 LQ</a>	
CCA or equivalent	<a href="#">CCA 2022_draft_edit_14 October 2022</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
	No documents uploaded	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
	No documents uploaded	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	



	No documents uploaded
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<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">Cover Letter H E Chheang Yanara 2021 Annual Results 8Apr2022 attached report</a>	
Communication/Advocacy	<a href="#">UNCT-RCO communication strategy UNCG 29 April-logo added (1) (2)</a>	
Communication/Advocacy	<a href="#">Communication materials for evidence</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Other	<a href="#">UNDAF Cambodia Evaluation Report - Second Draft Report - Track Changes - 31 October - Clean Latest</a>	
Cooperation Framework reviews/monitoring data	<a href="#">ToR UNDAF 2019-2023 Evaluation 18Feb22 final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">ToR UNDAF 2019-2023 Evaluation 18Feb22 final</a>	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
	No documents uploaded	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
	No documents uploaded	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b>		Leadership and Organizational Culture
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MEETS MINIMUM REQUIREMENTS	
Category	Documents
	No documents uploaded

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	<a href="#">2022 UN HR Working Group Workplan</a>	
UNCT BOS	<a href="#">2022 HRWG WP Gender Parity Consolidated</a>	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Other GTG documents	<a href="#">September 2022 Gender Theme Group Member List</a>	
GTG TOR/AWP	<a href="#">GTG Annual Work Plan 2022 progress update Aug - Copy</a>	
GTG TOR/AWP	<a href="#">UN-GTG TERMS OF REFERENCE 31 March 2021</a>	
Other GTG documents	<a href="#">Gender Deep Dive - CCA Cambodia V6 010322 LQ</a>	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS		Financial Resources
Category	Documents	
	No documents uploaded	

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

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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