

Dimension		Indicator	2022 rating	Analysis
Partnerships	3.1	Government Partnerships	<i>Meets minimum requirements</i>	<p>(2 of the following)</p> <p><b>a) The UNCT has collaborated with at least one or two government agencies on a joint initiative that foster gender equality and empowerment of women within the current UNSDCF cycle.</b> Met</p> <p>The UN has collaborated with multiple government partners on joint gender initiatives. These range from joint programmes, including joint projects addressing sexual bribery and gender responsive approaches to reconciliation in Sri Lanka, as well as joint initiatives for 16 Days of Activism (2019) and International Women's Day (2021). The UN has also supported the adoption of a National Action Plan on Sexual and Gender Based Violence (2017-2021), and is in the process of supporting on the formulation and adoption on a National Action Plan on Women, Peace and Security, a second iteration of the National Action Plan on SGBV, a policy on gender equality, and a Bill on Women's Rights. In 2022, the UN has also provided substantive emergency support to the Government to ensure sustained services and support for women affected by the prevailing economic crisis giving special considerations to gender equality aspects in targeting process.</p> <p><b>b) The National Women's Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</b> Not met</p> <p>The National Women's Machinery (Ministry of Women, Child Affairs, and Social Empowerment [MWCASE]) was consulted in the formulation of the UNSDCF 2018-2022, and is an implementing partner as per the Results framework of the UNSDCF 2018-2022 via joint programmes including those referenced under 3.1.a.</p> <p>It was not consulted in the development of the CCA since at the time of development (2016), the development of the CCA was recommended to be a wholly internal process. It was also not part of high level monitoring via the Joint Steering Committee.</p> <p>In 2021, the SMWCA was consulted in the evaluation of the UNSDCF 2018-2022, as a key stakeholder entity in the UNSDCF 2018-2022. It has also been consulted in the formulation of the UNSDCF 2023-2027. In both cases the Ministry has provided substantive feedback. The Ministry will also continue to be a primary counterpart in the implementation, and monitoring of the UNSDCF outcome on gender equality. This will be further assessed during the 2023 - 2027 cycle.</p> <p><b>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.</b> Met</p> <p>The UNCT contributed to substantively strengthening government participation and engagement in gender related SDG localization and implementation through the GEWE-focused joint programme on addressing sexual bribery experienced by military widows and war widows (2019). This programme included multi sectoral partnerships with government institutions including the SMWCA, the Police Commission, the Commission to Investigate Allegations of Bribery or Corruption, the Human Rights Commission, the Legal Aid Commission, the District and Divisional Secretariats of the project areas etc. The UNCT has also supported the implementation of the National Action Plan on SGBV by multiple agencies, and is in the process of collectively supporting on the formulation and adoption on a National Action Plan on Women, Peace and Security, a second iteration of the National Action Plan on SGBV, a policy on gender equality, and a Bill on Women's Rights.</p>
Gender Architecture and Capacities	5.1	Gender Coordination Mechanism	<i>Fails to meet minimum requirements</i>	<p>(3 of the following)</p> <p><b>a) A coordination mechanism for gender equality is chaired by a HOA:</b> Met</p> <p>The Gender Theme Group is chaired by the Representative of UNFPA</p> <p><b>b) The group has a TOR and an approved annual work plan;</b> Met</p> <p>While the GTG had a TOR, it did not have an approved annual work plan for 2022.</p> <p><b>c) Members include at least 50% senior staff (P4 and above; NOC and above);</b> Not met</p> <p>Although The GTG is comprised of representatives of 16 UN agencies, there is insufficient representation of senior level officers (defined by the Scorecard as P4 and above as well as NOC and above).</p> <p><b>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</b> Not met</p> <p>Reference to the GTG is reflected in the UNSDCF Coordination Structure - however, gender is treated as a cross cutting theme across the four pillars and the GTG has not been consistently engaged in this process at a high level.. The GTG has been more engaged in the drafting of the new CCA and UNSDCF - and is likely to show progress on this requirement under the new UNSDCF [2023-2027]</p>

Programmes and M&E	2.2	Communication and Advocacy	Meets minimum requirements Met	<p>a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.</p> <p>Met UN Women and UNFPA collaborated with the EU in Sri Lanka on an advocacy campaign on domestic violence and prevention of violence in humanitarian work across the 16 days of activism in 2022. Agencies also collaborated via the Forum Against Gender Based Violence (a multi-stakeholder group co-chaired by UNFPA) to conduct a joint advocacy campaign on prevention of violence against women. Multiple agencies collaborated to commemorate International Women's Day in March 2022, with a focus on engaging more women in the workplace and the broader economy. This event was co-organized and co-financed by UN agencies, and included participation from multiple stakeholder groups.</p> <p>b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.</p> <p>Met The Annual Work plan specifically references gender equality as a focus area of the UNCG in its joint communications across 2022. This was the result of coordination between the GTG and the UNCG in 2021, and continues into 2023.</p>
Leadership and Organizational Culture	4.3	Gender Parity	Missing minimum requirements	<p>(must meet (a) to approach or meet minimum requirements)</p> <p><b>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.</b></p> <p><u>Not met</u> The UNCT did not have a system in place for monitoring gender parity at the country level during 2022. However the HR working group on behalf of the UNCT / OMT conducted a gender parity assessment across all UN agencies. The HR working group has incorporated this process into their 2023 annual workplan and hopes to establish it as a recurring process.</p> <p><b>b) The UNCT has demonstrate positive trends toward achieving gender parity.</b></p> <p>Not met. Trends are unclear without an established monitoring system.</p> <p><b>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.</b></p> <p><u>Not met.</u> There are no gender specific actions and indicators included in the 2022 Business Operation Area to foster gender equality and women's empowerment. However the 2023 iteration of the BOS document this will be reflected in line with the next Cooperation Framework 2023-2027. the 2023 draft OMT workplan includes gender specific activities under the HR working group, joint procurement team and the ICT working group.</p>
Resources	6.1	Financial Resources	Missing minimum requirements	<p>(must meet (a) to approach or meet minimum requirements)</p> <p><b>a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNSDCF cycle.</b></p> <p><u>Not Met.</u> While there have been specific trainings held under the Peacebuilding portfolio within the UN in Sri Lanka (see details below), there have been no capacity building events on the UNCT gender equality marker for all UN Staff.</p> <p><b>b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.</b></p> <p>Not met No common and central financial target has been established and met for programming on Gender Equality and the Empowerment of Women, despite the existence of such targets specific to certain funding pools, such as the peace building fund. This will be a priority under the new UNSDCF 2023 - 2027</p>

## Action Plan for Strengthened UN System Gender Coordination: 2022 updates

Action	Responsibility	Update - 2022
<b>1. Planning</b>		
<p><b>1.1 Ensure next CCA meets UNSDG minimum requirements in line with DCO guidance: gender analysis across all sectors/sections including underlying causes using sex disaggregated, gender sensitive data and assessing women's empowerment.</b></p> <p><b>Particular attention required for environment, climate change and disaster section.</b></p>	<p>Outcome Groups with technical oversight by GTG and RCO.</p>	<p>The CCA was finalized in early 2021, incorporating the feedback of the GTG and gender-focused agencies, resulting in a strong focus and analysis on gender equality, much of which is housed in a standalone section on gender equality. This focus has also been highlighted in the final executive summary of the CCA, as an area needing targeted UN intervention.</p> <p>In late 2022, updates to the CCA were collated and are being finalized. These also integrate recent analysis on gender equality.</p> <p>Gender disaggregated data continues to be a challenge, and a few agencies are pushing to collate more disaggregated data particularly in the context of the current economic crisis. The UNCT will work to streamline this advocacy across different lines of work, especially in line with the next UNSDCF cycle [2023 - 2027].</p>

<p><b>1.2 Ensure next Cooperation Framework visibly mainstreams gender across all outcomes and includes one gender-targeted outcome.</b></p>	<p>Outcome Groups and others involved in consultative process with technical oversight by GTG and RCO.</p>	<p>As finalized in early 2022, the UNSDCF for 2023 - 2027 will incorporate gender equality as a Strategic Priority and a standalone outcome. It also reflects gender equality to some extent across all outcomes.</p> <p>Based on the finalized results frameworks and outputs, the outcome on gender equality is poised to be a strong and centralized channel for the UN system's work on gender equality, particularly focusing on women in leadership, women's economic empowerment, and violence against women.</p>
<p><b>2. Programming and M&amp;E</b></p>		
<p><b>2.1 Ensure gender mainstreaming in line with UNSDG requirements in future JPs with design and application of a gender equality marker modeled on PBF/JPP gender marker.</b></p> <p><b>Develop a quality assurance screening process for all JPs for gender and other guiding principles/cross-cutting requirements.</b></p>	<p>Oversight by RC/RCO; Deputy Reps Group to operationalize screening with technical support from GTG.</p> <p>Agencies involved in development of each JP to follow screening process.</p>	<p>The Joint Work Plans which were made mandatory for all results groups in 2022 captures the UN's total footprint in the country. While the use of the Gender Equality Marker was not mandatory in 2021, this has been strongly enforced in 2022, therefore also comprehensively capturing the extent to which the UN's programming addresses gender equality.</p> <p>One of the remaining challenges is to reflect a common understanding/ definition of the gender equality marker. In 2023, the RCO will work with interagency groups to strengthen common understandings and approaches to gender mainstreaming in joint programmes, and work with the Gender Task Force to strengthen technical input and review on gender mainstreaming across all UN programming.</p>

<p><b>2.2 Revise the UNCG Communications Framework (2019-2022) to make visible gender mainstreaming across three priority areas. Develop AWP for UNCG that moves beyond regular communications to include non-traditional gender advocacy campaigns (at least one innovative initiative per year). Institutionalize regular communications between the UNCG and GTG by having at least one joint meeting each year to strengthen complementary efforts.</b></p>	<p>UNCG with technical support from GTG</p>	<p>Following bilateral communications between the UNCG and the GTG in 2021, the annual work plan of the UNCG in 2022 reflected gender equality as a priority area of engagement.</p> <p>However, given Sri Lanka's progression into a crisis context in 2022, most advocacy space has been utilized to highlight and address urgent humanitarian needs. While gender has been mainstreamed throughout, it has not been a focus area for collaborative communications. This will be a focus area for the UNCG and the GTG in 2023.</p>
<p><b>3. Partnerships</b></p>		
<p><b>3.1 Facilitate expanded UN-Government engagement on GEWE beyond the Ministry of Women's Affairs to mainstream gender across key ministries and public institutions. Monitor collectively targets such as:</b></p> <ul style="list-style-type: none"> <li>- Engagement with GFPs from partner institutions</li> <li>- Capacity building of GFPs and wider partner institutions</li> <li>- Operationalizing targeted and mainstreamed approaches</li> </ul>	<p>GTG to operationalize with RC/UNCT oversight</p>	<p>The Steering Committee for the new UNSDCF 2023-2027 has been a platform for the UN to engage with all key government ministries on gender equality, given that it is a standalone outcome, although the Ministry of Women, Child Affairs, and Social Empowerment remains the key nodal ministry partnering with the UN on gender equality.</p> <p>There has also been strong inter-sectoral engagement with the government on gender responsive and sensitive approaches to humanitarian response, in light of the current economic crisis in Sri Lanka. Agencies have individually and collectively worked to capacitate government partners on providing equitable and safe care for affected women. This has also been strengthened by the activation of a multi-stakeholder network around a Humanitarian Needs and Priorities Plan, where the prevention of sexual exploitation and assault remains a priority.</p> <p>While much of this has been done on a ad hoc basis in 2022, in response to</p>

		<p>an evolving humanitarian, economic, and political crisis, the UN will work to streamline and systematize this work in 2023.</p> <p>Existing programming of UN agencies - joint and individual - in partnership with Ministries on issues such as food security, labour rights, health, migration and resettlement etc continue to strengthen gender mainstreaming within programming and institutions.</p>
<b>3.2 Facilitate greater awareness of the UN's Women's Empowerment Principles (WEP) among the private sector, CSOs and government, and partner with the Global Compact Network Sri Lanka and other business associations to ensure the adoption of the WEP by a greater number of private sector organizations.</b>	Private Sector Working Group	<p>The UN continues to support the Global Compact Local Network in implementing and advocating for the Women's Empowerment Principles.</p> <p>Progress in other respects has been slow, given major shifts in the economy and varying priorities within the private sector. However, this continues to be a priority in upcoming years.</p>
<b>4. Leadership and Organizational Culture</b>		
<b>4.1 Include gender and other cross-cutting themes as a regular agenda item for UNCT meetings (allowing for exchanges with GTG 2x/year) and ensure substantive discussions outside of regular meetings by having at least one dedicated meeting on gender each year as well as a focus area for UNCT retreats.</b>	RC and UNCT	<p>There were several discussions within the UNCT on the gender outcome in the UNSDCF 2023 - 2027, and accompanying output areas. These particularly addressed the balance between a gender targeted outcome and gender mainstreaming across the remaining outcomes, positioning the outcome on gender to focus on policy reforms, and the structuring of gender theme groups within the oversight framework of the new UNSDCF.</p> <p>This discussion was also reflected in the UNCT's retreat on the UNSDCF in late 2022.</p>
<b>4.2 Take coordinated steps to improve the institutional culture for gender equality across the UN system with a focus on making</b>	RC/RCO to oversee; Senior managers to operationalize	<p>In 2022, the RC convened an all-staff townhall on workplace sexual harassment and sexual exploitation and abuse, to ensure a clear understanding of the two among staff, and to establish lines of reporting and</p>

<p><b>measurable changes to improve UN Sri Lanka organizational culture in two priority areas: PSEA and flexible work arrangements.</b></p> <p><b>Progress is to be reinforced by a staff induction that seeks to unify understanding and demonstration of UN Sri Lanka values.</b></p> <p><b>Track progress toward improved culture for gender equality every two years via a staff survey that uses the One UN Gender Awareness Survey as baseline.</b></p>	<p>strategy</p>	<p>support for survivors.</p> <p>The RC and UNCT will continue to convene similar sessions on gender equality and social issues across 2023.</p>
<p>□ 4.2.a Develop, operationalize and monitor the PSEA Action Plan in line with IASC template and requirements.</p>	<p>RC/UNCT has ultimate oversight to ensure a systemwide approach; responsibilities for key actions TBD</p>	<p>An action plan on PSEA was not initially developed for 2022. However, mid-2022, the RC led the development of a short term action plan on PSEA in support of the Humanitarian Needs and Priorities Plan, which is currently being implemented in collaboration with the UN's network of humanitarian actors in-country, including local and international non-governmental organizations.</p> <p>An action plan for 2023 in line with IASC requirements has also been developed and approved by the UNCT.</p>

<p>□ 4.2.b Develop and operationalize a systemwide approach to flexible work arrangements.</p> <p><b>Monitor rates of uptake and levels of satisfaction (disaggregated by sex and other variables) to show progress/problems.</b></p>	<p>RC/UNCT to oversee; OMT Human Resources Group to operationalize and monitor</p>	<p>Work from home arrangements remained a common priority in 2022 given COVID-19 regulations and fuel restrictions. However, policies were not consistent across agencies, and did not always reflect flexible hours. The institutionalization and implementation of a system wide policy on flexible work arrangements will continue to be a priority in 2023.</p>
<p>□ 4.2.c Develop a UN Sri Lanka induction process that fosters a cohesive environment around common UN values and standards with a strong focus on gender equality and diversity (including diverse sexual identities and orientations) as an institutional value.</p>	<p>HR working group of the OMT with technical support from GTG in coordination with UNDSS</p>	<p>The HR working group of the OMT has had initial discussions on a common induction process and carried out a mapping of gender mainstreaming and gender responsive segments in agencies' individual induction training. Developing a common induction process continues to be a priority over the coming year.</p>



<p><b>4.3a Institutionalize annual monitoring and reporting of UN system gender parity as part of OMT annual reporting to UNCT.</b></p> <p><b>4.3b Integrate gender targets into the Business Operations Strategy (BOS) during the end of year review of the current BOS. Ensure that the new BOS for the next Cooperative Framework expands gender focus drawing on global models of good practice.</b></p>	<p>UNCT to oversee; OMT to operationalize</p>	<p>The UNCT did not have a system in place for monitoring gender parity at the country level during 2022. However the HR working group on behalf of the UNCT / OMT conducted a gender parity assessment across all UN agencies. The HR working group has incorporated this process into their 2023 annual workplan and hopes to establish it as a recurring process.</p> <p>There are no gender specific actions and indicators included in the 2022 Business Operation Area to foster gender equality and women's empowerment. However the 2023 iteration of the BOS document will reflect this in line with the next Cooperation Framework 2023-2027. The 2023 draft OMT work plan already includes gender specific activities under the HR working group, joint procurement team and the ICT working group.</p>
<p><b>5. Gender Architecture and Capacities</b></p>		

<p><b>5.1 Strengthen the GTG for stronger coordination across the UN system.</b></p> <p><b>Maintain group leadership by an HOA, but establish an active technical coordinator function</b></p> <p><b><u>Option A:</u></b>  <b>Dedicated gender specialist position based in the RCO (funding cost-shared by all agencies)</b></p> <p><b><u>Option B:</u></b>  <b>Lead technical role filled by a specialist agency with gender expertise.</b></p> <p><b>Revise GTG membership to include more senior members and recognize responsibilities in performance appraisals.</b></p> <p><b>Revise the TOR and develop a costed AWP with budgetary commitments by agencies plotted against each intervention in the short term, moving toward a pooled funding modality.</b></p> <p><b>GTG to report annually to the RC/UNCT to facilitate two-way dialogue and accountability.</b></p>	<p>RC/UNCT to oversee; GTG to operationalize</p>	<p>There was a lacuna in the role of a Gender Coordination Officer in 2022 due to hiring delays. However, the UNCT jointly committed to funding this role in 2022, and a newly recruited GCO will support the UNCT commencing in early 2023.</p> <p>The Gender Theme Group has met several times in 2022, with particular focus on assessing the gender impacts of the current crisis. The group has convened to discuss gender-responsive work being undertaken by agencies in response to the crisis, and to review data which has been collected on the gendered impact of the crisis.</p> <p>The GTG did not adopt a formal work plan in 2022, particularly given the changing country contexts and shifting agency priorities and resources. However, it has continued to be an effective platform to discuss and advocate for internal and external-facing reforms and programming.</p> <p>The GTG will be incorporated in the new UNSDCF implementation architecture from 2023 to 2027, and will continue to advocate for the implementation of the Gender Scorecard and advocate for stronger normative work and policies on gender.</p>
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<p><b>5.2 Strengthen systemwide gender capacities in line with the findings of the One UN Gender Survey by integrating systemwide capacity development targets into regular monitoring and operational systems.</b></p>	<p>RC to oversee with GTG and OMT to operationalize in coordination with relevant interagency groups.</p>	<p>The RC's townhall on PSEA reflected strong attendance, and provided an overview of UN policies on sexual exploitation and abuse as well as sexual harassment in the work place.</p> <p>Several other trainings are in the pipeline including sessions on the gender equality marker, and unpacking issues reflected in the One UN Gender survey.</p>
<p><b>6. Financial Resources</b></p>		
<p><b>6.1 Set targets for UN Sri Lanka annual budget allocations to GEEW, and monitor progress utilizing the UNCT Gender Equality Marker (GEM).</b></p> <p><b>Build capacities across Outcome Groups for meaningful UNCT GEM application as part of the rollout of UNINFO 2020.</b></p>	<p>RC/UNCT to set targets; RCO to facilitate application and monitoring of UNCT GEM with technical support from GTG and M&amp;E Group.</p>	<p>The Gender Equality Marker built into UNINFO 2.0 was provided by agencies for each activity undertaken. However, there was no capacity building session on the consistent application and assessment of this, and will be a priority in the coming year.</p> <p>Targets for financial resources have not been set - however, information provided as part of the UNINFO process has been a helpful indicator in 2022 to assess current funding to work on GEWE, and to assess areas within the GEWE with weaker funding.</p>
<p><b>7. Results</b></p>		

<b>7.1 Ensure that the UN Sri Lanka is able to demonstrate gender specific UNSDCF results by ensuring annual tracking of outcome indicator data is collected and disaggregated as planned, paying special attention to the four Outcome Indicators that lack sex disaggregated baselines and targets.<sup>1</sup></b>	M&E Group with RC/RCO oversight	<p>Results continue to be tracked within the UNSDF framework, and were incorporated into the annual results report for 2021, including specific results on gender equality. The strengthened UNINFO system and the centralization of information on all UN activities along with indicators has supported the monitoring of ongoing work on GEWE and related results.</p> <p>The UNSDCF 2023-2027 has a strong results framework on gender equality - particularly in relation to the outcome on gender equality. It is expected that this will reflect stronger results on gender over the coming cycle.</p>
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<sup>1</sup> 1.1 Proportion of SDG indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics (Modified SDG indicator 17.18.1); 3.1 Proportion of the population covered by social protection floors/systems, disaggregated by gender, and distinguishing children, the unemployed, old-age persons, persons with disabilities, pregnant women/new-borns, work injury victims, the poor and vulnerable (SDG indicator 1.1.1); 3.2 Proportion of children under five years of age who are developmentally on track in health, nutrition, learning and psychosocial well being, by gender (and location) (SDG Indicator 4.2.1); 3.3 Proportion of youth (aged 15-29 years) engaged in education, unemployment, training or volunteer activities, by gender and location (SDG 8.6.1)