

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Mozambique 2021

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

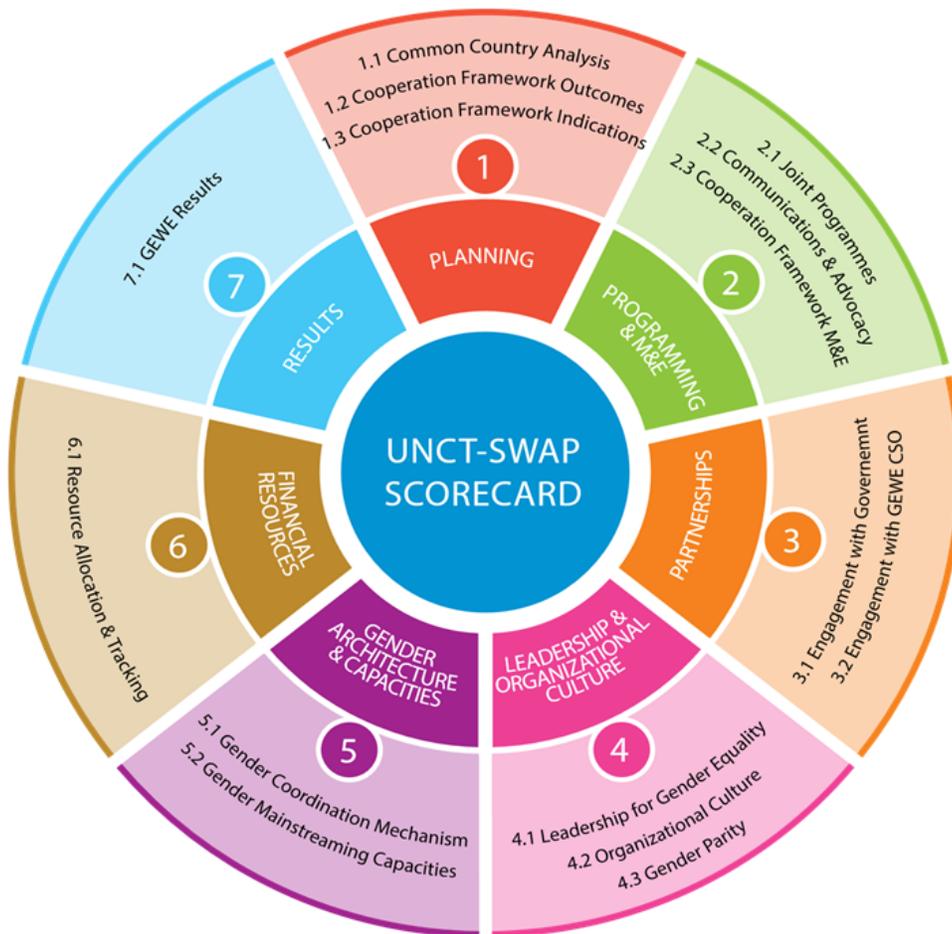
2.1 Performance Dimensions and Indicators

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). 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 Mozambique

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

This exercise was coordinated by UN WOMEN and the RCO and the assessment was carried out by the Inter-Agency Team with the endorsement from the UNCT.

The following steps were carried out to elaborate this report:

1. RCO and UN WOMEN assigned the coordinators for the current year exercise.
2. Coordinators selected the five indicators to be assessed and carried out a background research of relevant documents to support as evidence such as the Common Country Analysis (CCA), the UNDAF 2017-2021 and the UNDSF 2022-2026 draft, meeting minutes, communications materials, event reports, work plans and TORs of the GTG and the Communications Group.
3. The RCO briefed the UNCT on the exercise and requested the confirmation and/or appointment of focal points for each UN entity member of the UNCT. A total of 14 focal points were indicated from different UN entities to be part of the Inter-Agency Team (IAT), representing the following 12 UN entities part of the UNCT: UN WOMEN, RCO, UNDP, WFP, WHO, ILO, IOM, FAO, UNAIDS, UNFPA, UNODC, UNHCR.
4. The coordinators organized a briefing session for the IAT members and distributed the relevant materials for the assessment through a shared folder in the UNCT sharepoint containing the previous 2019 report, the guidance, templates for the score card and action plan, the briefing session's ppt, and the relevant documents for verification and evidence.
5. The first IAT meeting was conducted divided into two agenda points: a briefing session done by the coordinators providing an explanation of the exercise and necessary following steps and a second part for clarification of questions and discussion among participants of the working methodology. The IAT members agreed on selecting one indicator per person and working on the reviewing of the scorecard and the drafting of the action plan individually at first and then organizing a second session for consolidation of inputs. Due to COVID restrictions, the assessment exercise was entirely conducted online.
6. The second IAT meeting was conducted where participants shared and discussed their inputs to the scorecard and action plan draft.
7. The coordinators aided by other colleagues from the RCO consolidated all contributions and finalized the draft.
8. RCO and UN WOMEN shared the draft with the UNCT for final comments and revisions.

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

Coordinators: Narcya Chilengue & Amelia Tunzine

Agencies participating in assessment team: UN WOMEN, RCO, UNDP, WFP, WHO, ILO, IOM, FAO, UNAIDS, UNFPA, UNODC, UNHCR and UNESCO.

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

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

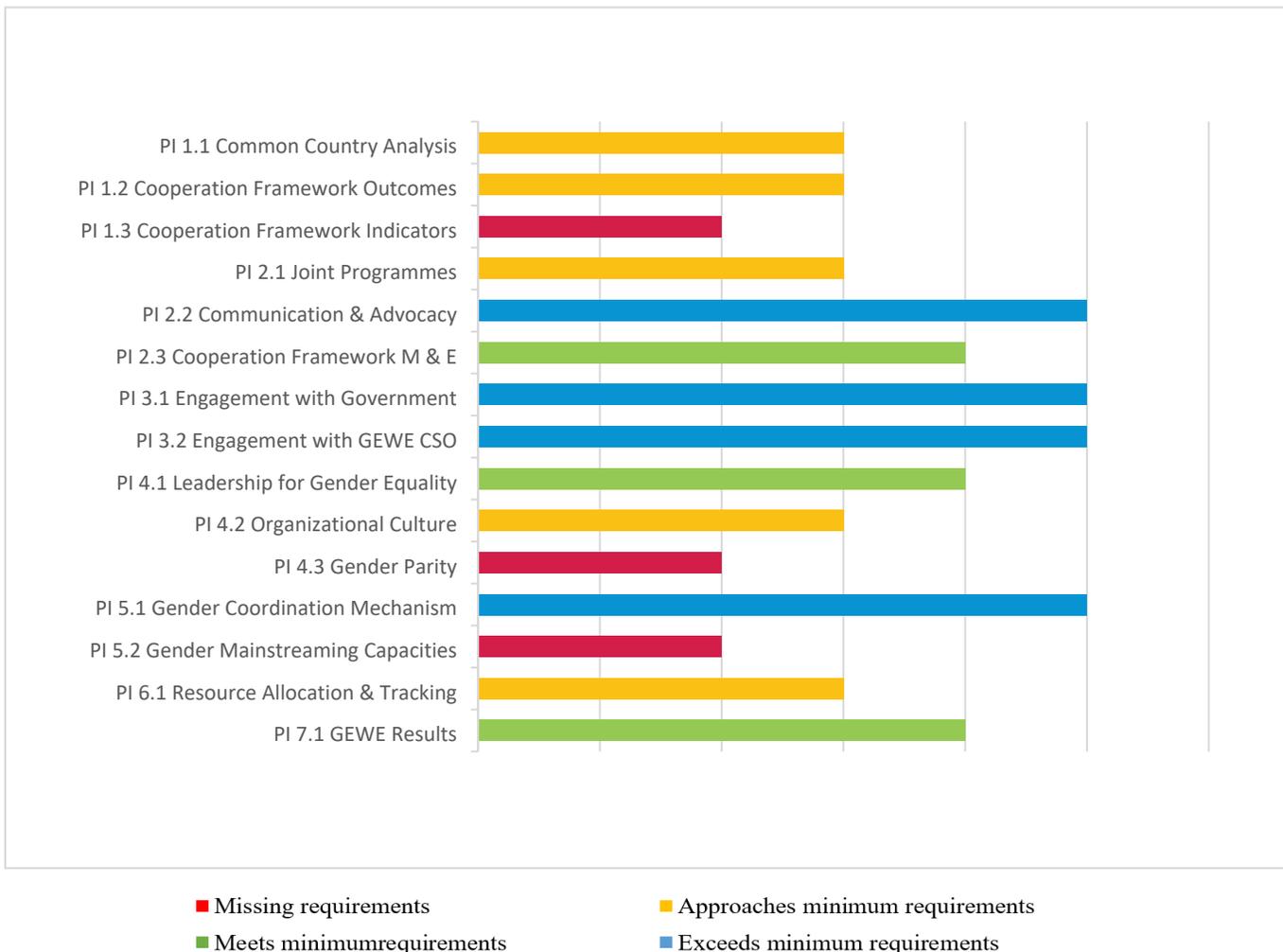
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	APPROACHING	Yes
PI 1.2 Cooperation Framework Outcomes	APPROACHING	No
PI 1.3 Cooperation Framework Indicators	MISSING	No
PI 2.1 Joint Programmes	APPROACHING	No

PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	Yes
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	MEETS	Yes
PI 4.2 Organizational Culture	APPROACHING	No
PI 4.3 Gender Parity	MISSING	No
PI 5.1 Gender Coordination Mechanism	EXCEEDS	Yes
PI 5.2 Gender Mainstreaming Capacities	MISSING	No
PI 6.1 Resource Allocation & Tracking	APPROACHING	No
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Mozambique for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021



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 APPROACHES MINIMUM REQUIREMENTS

Planning

CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.

Findings and Explanation

List findings by criteria (a, b, c....), including relevant details and analysis

a) Gender analysis across majority/all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5

In 2020 the UNCT conducted the Common Country Analysis (CCA) to inform the next UNSDCF (2022-2026) and it includes a standalone section on Gender Equality and Empowerment of Women (pg. 37) and the analysis of Mozambique's progress towards the SDG has a gender component. The CCA also has gender mainstreamed in different sections and it is considered as a key element to contribute to inclusive development. It also brings the underlying causes of gender inequality and discrimination mentioning patriarchal sociocultural norms, weak law enforcement and limited finance to public investment to advance GEWE. However, it is worth noting that most of the mentions of gender aspects make reference to women's vulnerability and the disproportional impact they bear of development challenges. In contrast, gender analysis is relatively absent in the analysis of sectors that are not traditionally coded as 'male', such as the business environment, the industrial sector, the economy, and natural resources management. Furthermore, while there is analysis of the causes of gender inequality and discrimination, the CCA fails to explicitly discuss the consequences of gender inequality for the national progress towards reaching SDG priorities.

b) Some/consistent sex-disaggregated and gender sensitive data.

The availability of updated sex-disaggregated data is still a challenge in the country. In the CCA, only 50% (21 of 42) of the indicators in the National SDG Indicator Framework have sex-disaggregated data. However, wherever it was not possible to provide quantitative data, a qualitative assessment of women and girls vulnerability is made. E.g. is missing sex disaggregated data on people that lost their jobs as a result of COVID-19; people in manufacturing sector (owners or employed);

c) Targeted gender analysis of those furthest behind.

Rural women (especially women and girls heads of households and other vulnerabilities) are amongst the groups that are considered to have been systemically left behind in the CCA.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

CCA Mozambique 2021

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS

Planning

(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

While seven out of ten outcome areas mention gender in their descriptions only one outcome (4) explicitly refers to gender: Disadvantaged women and girls benefit from comprehensive policies, norms and practices that guarantee their human rights. Outcome 3 refers to inclusive and equitable quality education without two indicators under outcome 9 refer specifically to inclusion and gender sensitivity in sustainable management of natural resources and environment.

Other outcome areas do not mention gender specifically in the expected results rather referring to “all people”, “vulnerable populations” and “children, youth and adults”.

As such the UNDAF only just approaches the minimum requirements.

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

MISSING REQUIREMENTS

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.

Several Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.

Among the joint UN activities, the Spotlight Initiative is a significant Joint Program on promoting gender equality and empowerment of women in line with SDG priorities including SDG 5 that became operational in 2019. Mozambique is one of the 8 African countries selected for this initiative and will received 40 million dollars, to be disbursed in four years benefiting around 6 million people. The ‘Action for Girls and Young Women’s Sexual and Reproductive Health and Rights in Mozambique’ programme, also known as Rapariga BIZ, is another important joint initiative with focus on sexual and reproductive health and women economic empowerment. Lastly, there is a global programme to end child marriage. Out of 8 joint programmes, there are 3 joint programmes that focuses on promoting gender equality and the empowerment of women. Here is a list of joint programmes in the current UNDAF cycle.

1. Food Security and Nutrition Programme (FSNP)
2. Support to Accelerate Progress towards MDG1c in Mozambique
3. Civil Registration

4. Action for Girls and Young Women's Sexual and Reproductive Health and Rights in Mozambique
5. Improving Sexual, Reproductive, Maternal, Newborn, Child, and Adolescent Health in Mozambique
6. Joint Programme on Social Protection in Mozambique (being launched today)
7. Joint Programme on Management of Acute Malnutrition
8. Spotlight Initiative

As part of the 'Delivering as One', the UNCT tracks results and investments for gender equality and women's empowerment (GEWE) following the Gender Marker guidelines developed by the Gender Joint Team (currently the Gender Outcome Results Group) and the UN INFO guidelines for Joint Workplans.

UNDP, UNICEF, UNFPA and UN Women have also consistently adopted projects and programmes gender-marking to rate results contribution and track investments allocated for GEWE. Although gender marking system has been increasingly applied during the current UNDAF, the UNCT still lacks a common quality assurance mechanism of gender mainstreaming across JPs implementation. The Spotlight Initiative is intended to address this gap, but it is still in an early stage of implementation.

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. The UNCT collaborated in the following joint communication activities:

- Commemoration of the 25th anniversary of the Beijing Declaration and Platform for Action;
- Opening ceremony of the 16 Days of Activism against GBV;
- 1 High Level Dialogue on Women, Peace, Security and Humanitarian Action from a Gender Perspective;
- 3 High Level Advocacy Panel through consultation session with civil society, youth and parliamentarians members on Comprehensive Sexuality Education (CSE) to reinforce and integrate contents into Eastern and Southern Africa Ministerial Commitment on health and well-being for adolescents and young people;
- 1 Interactive session between young social activists and feminists;
- Mozambique-Malawi Webinar on Access to Justice in rural areas for women and girls;
- Forum on Good Practices in Women's Economic Empowerment and the National Forum of Community Leaders;
- Ceremony of equipment hand-over and other donations to fight GBV;
- Virtual workshop with Civil Society: leveraging the voices of women and girls during the COVID-19 crisis;
- Mural painting in Gaza to raise awareness on sexual harassment in schools;
- International Women's Day celebration in Manica;
- Inauguration of the Governmental "one-stop" center for Victims of GBV; and
- Provincial conferences to disseminate the Law on Prevention and Combat of Child Marriage.

In its website, the UNCT in Mozambique has published content related to GEEW with the following metrics by 7 December 2021:

44 publications, 19 videos, 34 press releases and 221 tweets.

UNCT's Human centered stories on GEEW have been featured at the Spotlight Initiative, UNSDG and UN News institutional websites and national and international media.

Through the Spotlight Initiative (SLI) and under the RC leadership, the following activities addressed GEEW:

- 2 National Capacity building sessions in communication and visibility to the Spotlight Initiative communication focal points (April and September)
- 23 interviews on GEEW and GBV given to national media on behalf of the UNCT;
- 5,000 units of brochure on SLI, GEEW and GBV produced and handed out;

· 4 units of a Quarterly newsletter on SLI activities produced and disseminated.

During the Joint Government and UNCT Monitoring and Evaluation Mission to Nampula Province in April 2021, projects with a strong GEEW components were visited and given visibility with high-level authorities and key-line Ministries representatives.

b) The UNCT has contributed collaboratively to at least one joint communication advocacy campaign on GEEW during the past year.

Through its website and social media channels until 7 December 2021, the UNCT Mozambique has participated in 31 different online communication and advocacy campaigns addressing GEEW and GBV topics (full list in attachment).

From the communications and advocacy campaigns above-mentioned, it is worth to mention the one on the International Day to End Fistula to resume obstetric fistula surgeries and provide health care amid the COVID-19 pandemic. After the subsequent declaration of a state of emergency due to COVID-19, the Ministry of Health implemented a series of regulations to contain the spread of the pandemic, including the interruption of all elective surgeries.

It is estimated that 2,500 new cases of fistula occur in the country annually. Aware of the suffering and discrimination faced by women and girls, UNFPA and partners advocated for the resumption of elective obstetric fistula surgeries, including through radio and TV programs, debates and a show with renowned musicians broadcast live on Facebook, virtual training and lectures facilitated by health professionals and a meeting with health authorities.

This advocacy work led to two major changes: the Ministry of Health committed to performing 80% of surgeries for those who need fistula correction in the coming years and it resumed elective surgeries for obstetric fistula in all provinces.

Another example of a joint campaign is the "Sisters' Bus". It consists of an awareness campaign on sexual and gender-based violence in public transport ("chapas") and transport terminals, spaces that are notorious in Mozambique for incidents of sexual harassment. The chapas used for these activities are privately owned. Its owners and drivers have been trained by the Spotlight Initiative on preventing and responding to gender-based violence, having pledged to advocate for the prevention of sexual harassment and harmful practices in public transport spaces. During each "Sisters' Bus" session, activists from the Consortium Against Sexual Violence hop on public transport and talk to passengers about domestic violence, child marriage and the support services available to survivors of violence at the community level.

c) Interagency Communication Group Annual work plan or equivalent visibly includes GEEW communication and advocacy.

In 2020 and 2021, the UN Communications Group (UNCG) annual work plan was not approved by the UNCT. Nevertheless, the group drafted the two documents and implemented ad hoc joint activities under the guidance of the UN Resident Coordinator (UNRC). The draft UN Communications Group annual workplan for 2021 included GEEW and GBV topics as one of the communications and advocacy priorities for the UNCT.

Under the Spotlight Initiative, the annual communications and visibility work plan specifically addressed GEEW and GBV topics.

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

Through partnership and collaboration with the UN Free and Equal initiative for LGBTIQ+ equality, UN Globe and the Office of the UN Independent Expert on sexual orientation and gender identity (IESOGI), the UNCT has contributed to 12 non-traditional thematic area communications and advocacy campaigns until 7 December 2021. They are: Zero Discrimination, Celebrate diversity, Pride month, Against Conversion Therapy, LGBTIQ+ and disabilities, Bi visibility, Mental health, Trans day of visibility, Non-Binary Visibility, True colors united, Trans Depathologisation and Intersex awareness 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)

Facebook page

Twitter page

UN Mozambique website

- Stories
- Press Releases and Statements
- Videos
- Speeches

The Spotlight Initiative

- Newsletter #5
- Newsletter #4

- Newsletter #3
- The Spotlight Initiative report 2019
- The Spotlight Initiative report 2020
- Communications and visibility annual workplan

2020 UN Mozambique results report

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.

The UNDAF Results Matrix includes gender responsive indicators and sex disaggregated indicators. UNDAF (2017-2020) was informed by a comprehensive Country Analysis developed by the UNCT in Mozambique based on 18 cross-sectorial and thematic Issue Papers, most of them reflecting gender analysis at different levels. One of the Issue Papers is specifically about gender and women empowerment.

UNDAF Outcome 4 particularly addresses gender equality and women's empowerment (GEWE): 'Disadvantaged women and girls benefit from comprehensive policies, norms and practices that guarantee their human rights'. This outcome has 3 gender responsive indicators and/or sex disaggregated indicators. At output level, there are other 11 gender responsive indicators and/or sex disaggregated. Other outputs combined have 20 gender responsive indicators and/or sex disaggregated indicators clearly stated.

The latest 2017 UNDAF Progress Report shows that progress against gender-specific results have been monitored and assessed not only for the targeted-gender outcome but also quite consistently reflected in other outcomes reporting narratives. The Progress Report also presents the gender-responsive and sex-disaggregated indicators with baseline, actual and targets data as planned in the UNDAF Results Matrix. The report, however, does not comprise a deep gender analysis on progress of such GEWE-related indicators.

Besides the M&E Group which is responsible for the overall monitoring of UNDAF progress, the UNCT also counts on the support from the Gender Outcome Results Group to monitor GEWE results. Among other tasks, the group is responsible for proposing common and coherent approaches for the UN agencies to mainstream gender within the UNDAF, tracking progress and results through specific tools and conduct analysis to assess the gender sensitiveness and responsiveness of UN joint planning, budgeting, monitoring and evaluation. During the current UNDAF, the group has leveraged the use of gender markers and gender mainstreaming across UNCT programmes.

The M&E Group did not have a targeted gender training during the current UNDAF although group members have participated in capacity- building activities in different subjects including GEWE that informed the current UNDAF. In 2018, the M&E Group also organized a Results-Based Management training which included GEWE in several sessions.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:

UNCT collaborates and engages with government on gender equality and empowerment of women

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

A) The UNCT has collaborated with at least one/ two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.

UN Agencies collaborate with at least 3 government institutions in the following joint programmes to advance SDG 5:

- Action for girls and young women's sexual and reproductive health and rights in Mozambique. Agencies involved: UNICEF, UNFPA, UN WOMEN, UNESCO and UNRCO. Government Institution: Ministry of Youth and Sports.
- Global Programme to accelerate action to end child marriage. Agencies involved: UNICEF, UNFPA, UNDP, UN WOMEN and IOM. Government Institutions: Ministry of Education and Ministry of Gender, Children and Social Affairs.
- Spotlight Initiative to end violence against children and women. Agencies involved: UNRCO, UNICEF, UNFPA, UNDP and UN WOMEN. Government Institution: Ministry of Gender, Children and Social Affairs.
- Support technical assistance to Coalition to End Child Marriage (CECAP) to coordinate CSO activities with government. Agencies involved: UNICEF and UNFPA.
- Unified Budget Results and Accountability Framework (UBRAF) to maximize coherence, coordination and impact of the UN response to AIDS. Agencies involved: UN Women, UNAIDS, UNDP, UNFPA, WFP, ILO, IOM, UNODC, UNOPS and UNESCO.
- Education Plus Initiative (2021-2025)
- Empowerment of Adolescent Girls and Young Women in sub-Saharan Africa. Agencies involved: co-led by the heads of UNAIDS, UNESCO, UNICEF, UNFPA and UN Women.

The two Ministries mentioned include multiple sectors (Youth, Sports, Gender, Children, Social Affairs) and include other institutions under them (e.g. National Directorate of Gender).

B) The National Women's Machinery participates in UNDAF/UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.

During the consultations for the upcoming Cooperation Framework (2022-2026), joint retreats and meetings were held in July and August with the participation of the Ministry of Gender, Children and Social Affairs (MCGAS) as well as civil society organizations such as Gender and Sustainable Development Association and Forum Mulher.

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

The UNCT successfully advocated for prioritization and inclusion of SDG5 related indicators and the involvement of the most marginalized groups of women in a consultation process held in 2020 led by the Ministry of Economy and Finance, related to

SDG volunteer reporting, in line with the principle of LNOB and recommended some particularly at the provincial level (in the previous report SDG5 was not prioritized). Support to the SDG process was provided through participation in the meetings convened by the Ministry of Economy and Finance where key documents related to the process were shared for inputs. As part of the SDG National Reference and Thematic Groups, the UNCT also participated in related meetings providing contributions and advice.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

Minutes of the Meeting with CSO 10.08.2021

Minutes of the Technical Meeting for the CF Outcomes 1.07.2021

List of Joint Programmes Mapping

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

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

of women within the current UNDAF cycle.

Development of the Spotlight Initiative (2019-2022): Participation of Women's Rights advocates as experts and CSOs Through the Interim National CSO Reference Group;

The Multi-stakeholders meetings during the formulation of the Country Programme Outline and the Country Programme Document of the Spotlight Initiative, UN's joint initiative on GEWE;

Support to the CSOs Coalition to end Early Marriage (CECAP) in the formulation process of the law against early marriage in Mozambique

Capacity building on the integrated package of services to women and girls survivors of gender based violence in Tete Province;

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. No evidence found

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

UNCG organized series of consultations with CSO members including CSO for the SDGS localization campaign Joint programme on early marriage -with CSO implementing partners (ROSC)

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.

a) Gender Equality is a regular topic of discussion in HOA meetings during the last 12 months.

The UNCT leadership has discussed on 9 of 16 meetings throughout the year Gender related topics such as GBV, PSEA, Gender Equality and a gender-based approach to the UN response to the situation in the North of Mozambique. Gender Equality is clearly stated in the UNCT 2030 Vision which is part of the new UN Sustainable Development Cooperation Framework for 2022-2026.

b) RC demonstrates public championing of gender equality during the last 12 months;

The UNRC has given 25 public speeches until 7 December of 2021, of which 3 were specific on GEEW and GBV. The UNRC has published 5 public statements, of which 2 was specific on gender equality including one on the International Day Against Homophobia, Transphobia and Biphobia. All public speeches and statements championed GEEW and contextualized the topic in question to address how the UN, Government, Civil Society and international community could work together to make gender equality a reality. Language used in the UNRC's public communications use gender-inclusive language advised by the UN Secretariat Guidelines.

The UNRC has also given a series of interviews for national and international media outlets and participated in several press conferences championing for gender equality. On the International Women Day, the UNRC gave an interview at the TV Channel TVM news morning show to talk about the UN work on GEEW and GBV.

During the UNRC meetings with key-line Ministers, Governors, State Secretaries, Prosecutors, development partners and civil society, in regard to the UN development or humanitarian work, she has raised the topic if GEEW and GBV. As examples we have the Development Cooperation Platform (DCP) meetings of 10 May and 11 November, in which the UNRC briefed patterns on the gender equality coalition of the willing; and invited UN Women to brief members on the 16 Days of Activism plan respectively. The UNRC has also championed gender equality in the following fora: International Crisis Task Force (for covid-19 response coordination with partners), High Level Forum (between development partners and the government). She has also championed for the inclusion of specific mentions to gender equality and GBV in the formulation of: National Strategy for Development, Reconstruction Plan for Cabo Delgado, Humanitarian Response Plan for 2020 and 2021, Rapid Response Plan for Cabo Delgado, Flash Appeal for COVID-19, UN Multisector Response Plan for COVID-19 and in the new UN Sustainable Development Cooperation Framework for 2022-2026.

c) HoAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
Due to time limitations, no survey was conducted to assess this point.

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months. Gender equality is reflected in section 5. (Leaving No One Behind, Human Rights and Gender Equality in the 2030 Agenda) of the 2020 RC& UNCT Performance Appraisal. This section assesses among others, the work done towards the promotion and advocacy of gender equality. Examples of activities undertaken towards this goal are the implementation of the UNCT-SWAP GE Scorecard and the establishment of an inter-agency PSEA network, an agreed PSEA inter-agency mechanism and a preliminary referral pathway for Sexual Exploitation and Abuse (SEA).

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 meeting minutes of October 19- a presentation was made on the 16 days of Activism against GBV by UN WOMEN
UNCT meeting minutes of June 22-a presentation was made on PSEA Network Update by the PSEA Coordination and a presentation on Generation Equality Forum made by UN WOMEN.

2020 RC& UNCT Performance Appraisal.

Relatório-Celebração Mês da Mulher

PI 4.2 Organizational Culture

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

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

Organizational Culture was assessed through survey. The results scored an overall positive rating of 67.5% (7.6% negative and 22.5% neutral). The minimum requirement (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 7/10 questions with three questions on work-life balance falling below the 65% threshold. The score for equal treatment in the workplace irrespective of sex, gender identity at 80%. It is important to note that only 121 respondents, out of 2253 currently registered staff, answered the survey and thus the result is only suggestive and may not be presentative. The fact that the response rate was relatively low despite several reminders from RC shows how much this issue is taken up by staff members in Mozambique.

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
MISSING REQUIREMENTS**

Leadership and organizational culture

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

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

Gender architecture and capacities

Meets all four of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

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

The gender equality group is coordinated by UN Women and chaired by the Country Representative

B) The group has a TOR and an approved annual work plan

The group has a ToR and a bi-annual work plan developed jointly for 2020 and 2021. The BAWP is monitored and updated in a quarterly basis.

C) Members include at least 50% senior staff (P4 and above; NOC and above);

At least 11 of the 22 members of the Gender Coordination Mechanism are senior staff (pending confirmation of 2 members) including Agencies Representatives and Deputy Representatives.

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

The GTG annual workplan includes the production of a Country Gender Brief and Profile to inform and contribute to the CCA and UNSDCF formulation. In fulfillment of this plan, the gender group was involved in the first stages of the CCA providing technical oversight for the issues papers.

For the CF, the GTG held a meeting on June 11th where the members reviewed the CF process and discussed their contribution to gender mainstreaming. As a result, the group did a mapping of the key gender issues on each SP areas and participated in the consultations phase as well as in all of the SP areas discussions providing inputs for the formulation of the outcomes, outputs and indicators. For the CF process the GTG was briefed on how to mainstream gender in the CF as a preparation of their participation in different Strategic Priority groups as part of the CF process. Under the leadership of the chair the GTG is regularly updated on the process of the CF.

Did you reassess the Performance Indicator in this reporting year

- Yes

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)

Notes from 5 GTJ meeting 11 June 2021

GTG Workplan 2020

TOR-for-Gender-Equality-Outcome 4 & Working Group

PI 5.2 Gender Mainstreaming Capacities

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

**Gender architecture and
capacities**

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**
APPROACHES MINIMUM REQUIREMENTS

Resources

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

The Gender Joint Team (currently the Gender Outcome Results Group), with leadership of UN Women and UNFPA, proposed a gender marker training during the UNDAF formulation process. Nineteen representatives of UNHCR, FAO, WFP, RCO, UNICEF, WHO, UNFPA and UN Women participated in the training. The participants were expected to share the knowledge acquired within their organizations and among partners during the current UNDAF cycle.

According to UN INFO database, the UNCT has established a financial target of USD 23,782,481.00 for the specific gender outcome 4 for the current UNDAF cycle. Dedicated fundraising and resources allocation are rolling since then. According to the 2017 UNDAF Progress Report, although lagging behind in terms of fundraising, the gender outcome had the highest disbursement rate (96.6%) among all UNDAF outcomes.

Resources allocation for GEWE cannot be assessed by its targeted gender outcome alone. Data collected through UN INFO suggest that substantial resources have been allocated in projects that addressed GEWE consistently in the framework of other outcomes during the current UNDAF (2017-2020). Out of 208 key activities developed by the UNCT, 153 (or 74% of them) were marked as GEN 3 (principal contribution) or GEN 2 (significant contribution). These activities represent a total expenditure of USD 170,576,170.79 since 2017. The 2017 UNDAF Progress Report corroborates that the UNCT has been regularly addressing GEWE and delivering results through cross-cutting and intersectoral activities.

If assessed alone, the UNCT has not exceeded the financial target for the UNDAF gender-targeted outcome 4. However, financial resources allocated in more than two thirds of UNDAF activities have had principal or significant contribution for GEWE according to UN INFO Gender Marker.

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**
MEETS MINIMUM REQUIREMENTS

Results

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

UNDAF indicator 4.1 Capacity of Ministries of Gender, Children and Social Action, Economy and Finance and Parliament strengthened to coordinate, monitor and oversee the implementation of commitments on gender equality.

Under the coordination of UN Women, through the National Council for the Advancement of Women, all 22 government sectors were supported in the development of gender-responsive social and economic plans. With UN contributions, seven additional sectors now have specific strategies for gender mainstreaming (Education, Health, Agriculture, Fisheries, Public Function, Environment and Gender). At the request of the Ministry of Economy and Finance, and in collaboration with the Ministry of Gender, Children and Social Affairs, the UN is supporting the development of the National Women's Economic Empowerment Programme.

The UN, in partnership with University Eduardo Mondlane has supported the Ministry of Gender, Child and Social Affairs on instilling good practices and procedures for gender mainstreaming at central and provincial government levels. Over 100 gender focal have been trained and good results have been realized – in the targeted districts, the percentage of women having representation in local decision-making structures as grown substantially. Another good example is that of Gaza Province Strategic Development Plan 2017-2022 where gender mainstreaming has been incorporated, including gender sensitive budgeting.

UNDAF indicator 4.2 Key actors at local level able to contribute to the transformation of discriminatory socio-cultural norms and harmful practices against women and girls

The UN has continued its communications and advocacy work to promote gender-responsive social norms, attitudes and behaviours. Activities have brought together central and local government officials, member of Parliament, civil society, traditional and local leaders, religious leaders, media, academia, celebrities, students, teachers and communities in awareness raising activities. Through social mobilization and dissemination of communication material (including radio and TV spots, and an album of personal stories), over 13,000 people have been involved in awareness raising initiatives on ending violence against women and girls. Aligned to the broader framework of GEWE promotion and social mobilization, and with the common objective of shifting public perception, the advocacy campaigns targeted specific audiences such as community and religious leaders, and military personnel. Other examples include the HeForShe campaign, focused on changing behaviour of boys and men towards gender-based violence in all its forms; a sensitization campaign targeted media professional from community radio on gender-sensitive reporting.

4.3 Multi-sectoral integrated assistance to women and girls affected by Gender Based Violence

The UN has supported the Ministry of Health in developing a National Action Plan for assistance in GBV. Two clinical guidelines addressing sexual violence in children and PEP were developed, and nearly 60 new health facilities were expanded to include GBV care. Now there are 781 health facilities in the country with front line clinical care and support including HIV services.

4.4 Gender disaggregated data is systematically collected, analyzed and disseminated for policy formulation, planning, monitoring and evaluation

The UN is working in conjunction with the Ministry of Gender, Child and Social Affairs and with the Government to promote production and use of gender disaggregated data.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Mozambique 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
Dimension 1 - Planning		
1.1 Common Country Analysis	- Ensure the next UNDAF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment	

	(CCA). - Establish a repository of gender related data accessible to all UNCT members for planning and programming and designate an entity to update it regularly.	
1.2 Cooperation Framework Outcomes	- Ensure the next UNDAF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment (CF outcomes). - Sensitize and train all UN staff to understand principles of gender mainstreaming in UNDAF formulation and programming principles (results & indicators).	
1.3 Cooperation Framework Indicators	- Ensure the next UNDAF planning phase aligns design processes and criteria to UNSDG minimum requirements for gender equality and women's empowerment (CF indicators).	
Dimension 2 – Programming and M&E		
2.1 Joint Programs	- Map all joint programmes and analyze to what extent GEEW has been prioritized. Advocate for prioritization of gender in future joint programming	
2.2 Communication and Advocacy	- Expand GEEW comms and advocacy activities into less- traditional areas.	
2.3 Cooperation Framework M&E	- M&E group receives technical training on gender sensitive M&E. - To have a timely evaluation of the all gender related results as part of the UNDAF evaluation.	
Dimension 3 - Partnerships		
3.1 Government Engagement	N/A	
3.2 GEWE CSO Engagement	- Establish a platform to have an institutional engagement with CSO.	
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	N/A.	
4.2 Organizational Culture	- Hold a dedicated UNCT meeting to review the data obtained from the survey on	

	organizational culture and ensure that gender parity issues are discussed.	
4.3 Gender Parity	- UNCT to establish a mechanism for monitoring gender parity in staffing on a yearly basis. - OMT to include gender specific action in BOS.	
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	- GTG to have their annual work plan approved by UNCT. - UNCT to appoint senior staff to GTG membership.	
5.2 Gender Capacities	- Make gender sensitive training as mandatory course and establish a system to regularly monitor and follow up at the HR and OMT level. - UN Induction training package to include information on UNCT commitment and activities on GEEW, and country's gender context. - UNCT to allocate adequate resources to for interagency gender capacity development activity for UN personnel.	
Dimension 6 - Resources		
6.1 Financial Resources	- UNCT to allocate adequate resources to for interagency gender capacity development: basic training on gender marker.	
Dimension 7 - Results		
7.1 GEWE Results	- Review the score card report annually and regularly update UN info as a real time database to track progress against results (with focus on gender specific results).	

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis		Planning
APPROACHES MINIMUM REQUIREMENTS		
Category	Documents	
CCA or equivalent	Final CCA Mozambique - August 2021	

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

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MISSING REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	UNCG WORK PLAN 2021 last y	
Communication/Advocacy	List of Links for verification of Indicator 2.2	
Communication/Advocacy	List of communication campaigns as evidence for Indicator 2.2	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	List of Joint Programmes Mapping final	
Government engagement	Reunião Técnica do CF 01.07.21[9893]	

Government engagement	CSO Meeting 10.08.21

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

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Relatório - Celebração Mês da Mulher	
Other	UNCT Meeting Minutes 22 June[8658]	
Other	UNCT Minutes 19 Oct 21	
RC communications	T3 2020 RC & UNCT Performance Appraisal Draft	
Other	List of Links for verification of indicator 4.1	

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

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	GTJ Worksplan 2020 - F200820	
GTG TOR/AWP	TOR-for-Gender-Equality-Outcome 4 & Working Group	
Other GTG documents	Notes from 5 GTJ Meeting 11 June 2021 NC (002)Rep's inputs[3]	

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PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING 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 APPROACHES MINIMUM 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 MEETS 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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