

Good Practice Example:

UNCT-SWAP PERFORMANCE INDICATOR 4.2 Virtual Toolkit Resource



What?

Tanzania Gender Assessment Survey (UN Tanzania 2021)



Why?

The Gender Assessment Survey, developed by the Programming Principles Task Team, which serves as the UN in Tanzania's Gender Coordination Mechanism, is a modified version of the UNCT-SWAP Organizational Culture Survey as it includes questions that seek to assess the capacities of UN personnel on gender equality and women's empowerment issues.

The survey seeks to gauge the awareness, skills and capacities of UN personnel, and their attitudes and organizational culture in the Tanzanian context.

This resource can be used by UNCTs who are seeking to leverage the Organizational Culture Survey to obtain information about perceptions of the principles of gender equality and the empowerment of women, and if these understandings may have informed responses to the standard survey questions.



Performance Indicator 4.2 Organizational Culture

Approaches Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.
Meets Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.
Exceeds Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

General Information

Dear Colleagues,

Thanks so much for taking 20 minutes of your time to complete this Gender Assessment Survey. Questionnaire responses are anonymous and confidential and will gather important information to take stock of staff capacities and perceptions on organizational environment for the promotion of gender equality in the UN family in Tanzania. We thank you for responding honestly and in the most complete way possible.

* 1. Select your gender:

- Female
- Male
- Other

* 2. Select your age:

- 20-29
- 30-39
- 40-49
- 50-59
- 60 or over

* 3. Do you consider yourself a person with a disability?

- Yes
- No
- Prefer not to answer

* 4. Select below:

- National personnel
- International personnel

* 5. Select below:

- My job includes personnel supervisory functions
- My job does not include personnel supervisory functions

* 6. Unit/Department:

- Operations
- Programme
- Communications and/or Partnerships
- Other

Gender Awareness and Capacities

The objective of this section is to gather information on your understanding of gender equality and how to include gender equality in activities.

1. Based on your understanding, what does the term 'gender refer to?

- Biological characteristics of men and women
- Learned roles and relations between females and males that can vary by factors such as culture, class and religion
- I don't know

2. How relevant is gender equality to the mandate of your agency/organization?

- Not relevant
- Somewhat relevant
- Very relevant

3. How relevant is gender equality to your everyday work?

- Not relevant
- Somewhat relevant
- Very relevant

4. How familiar are you with the international and regional conventions on Gender Equality and the Empowerment of Women (e.g. the Convention on the Elimination of Discrimination against Women (CEDAW), United Nations Security Council Resolution 1325, on women, peace, and security, The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, (Maputo Protocol))?

- Not familiar
- Somewhat familiar
- Very familiar

5. How familiar are you with your agency's policies for Gender Equality and the Empowerment of Women (e.g. gender targets, gender mainstreaming, gender parity)?

- Not familiar
- Somewhat familiar
- Very familiar

6. Are you clear about the difference between gender mainstreaming and equal representation of women?

- Yes
 No

7. How important is it for you to achieve gender parity in your agency/organization?

- Not important
 Somewhat important
 Very important

8. In the last two years, have you received any support from the gender advisor/focal point or unit in your organization?

- Yes
 No
 My agency does not have a gender advisor/focal point

9. Have you completed the 'I Know Gender' course, or any other similar courses?

- Yes
 Not yet
 I am not aware of such courses

10. What types of trainings on gender would help you to strengthen your work? Select as many options as needed.

- Introduction to gender equality
 Gender equality in programming
 Gender equality issues relevant to a specific sector/issue
 Gender responsive budgeting
 Gender responsive M&E
 Gender and communications and advocacy
 Gender equality in operations
 Agency/organization gender equality policies and mandate
 National, regional and international gender commitments

If you ticked 'gender equality issues relevant to a specific sector/issue, please specify:

11. What are the top three ways in which you prefer to learn? Please select your top three options.

- Face to face training, courses and workshops
- Self-paced online courses
- Moderated online courses with a tutor
- Blended trainings (online moderated with a tutor and face to face workshops)
- Detailed assignments
- Coaching or mentoring
- On the job/learning by doing with follow up by specialist
- Conferences

12. Please read through the statements below and think about how you rate your everyday practice.

	No, not at all	Rarely/ad hoc	Sometimes/partially	Always/consistently
I understand and can explain gender concepts and frameworks for analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand and can explain gender-responsive data and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can argue and advocate for gender analysis and strategic planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can advocate for or sensitize others on gender analysis and tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can develop gender-responsive projects/programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can develop gender-transformative projects/programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can mainstream gender in projects/programmes designs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can develop gender-responsive budgets that ensure women and men benefit fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No, not at all	Rarely/ad hoc	Sometimes/partially	Always/consistently
I can advocate for or sensitize others on the need for gender equality in programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can take action towards a more gender-responsive organization, including applying gender policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can mainstream gender throughout operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can design and implement gender responsive M&E systems (including sex-disaggregated data) for tracking progress towards gender equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can collect and report on gender responsive data (including sex-disaggregated data) for tracking purposes (M&E) of gender projects/programmes or policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can design and implement gender-responsive advocacy and communication materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can produce quality materials on gender for knowledge generation specific to local context	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can build strategic partnerships with key gender partners (government, civil society and/or private sector) for advocacy and communication of gender equality/women's empowerment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. What do you see as challenges for you personally to addressing gender equality in your work? Tick as many options as applicable.

- Limited knowledge
- Limited skills
- Lack of time
- Lack of priority
- Lack of commitment of supervisors
- Lack of engagement of colleagues
- Social or cultural constraints
- I don't face any challenges

Other (please specify)

Attitudes and Organizational Culture

The objective of this section is to gather information on attitudes and various aspects of the UN in Tanzania's organizational culture for gender equality including perceptions of gender equality and discrimination, enabling environment and work-life balance.

1. I believe that gender equality is a universal human rights issue that is about both men's and women's rights.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

2. I believe that gender equality should only be promoted where it does not conflict with local traditions/customs.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

3. I believe gender inequality is not a real issue in Tanzania because women are decision-makers in the household.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

4. I believe 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.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

10. The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

12. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

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

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree