

Good Practice Example:

# UNCT-SWAP PERFORMANCE INDICATOR 5.1

## Virtual Toolkit Resource



### What?

United Nations Country Team Myanmar Gender Theme Group  
Annual Work Plan (GTG 2020)



### Why?

This Annual Work Plan from the Myanmar UNCT offers a good practice model of integrating the UNCT-SWAP as a focus area for work planning for the Gender Theme Group (GTG).

It includes results, indicators, targets and activities that are aligned to the UNCT-SWAP Performance Indicators and the country-level Action Plan. The AWP is in line with the requirements for UNCT-SWAP Performance Indicator 5.1 (criteria b and d) and supportive of other Performance Indicators related to identified activities.



### Performance Indicator 5.1 Gender Coordination

#### Approaches Minimum Requirements

Meets **2** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.



## Performance Indicator 5.1 Gender Coordination

### Meets Minimum Requirements

Meets **3** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.

### Exceeds Minimum Requirements

Meets **all 4** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.



**United Nations Country Team Myanmar Gender Theme Group  
Annual Work Plan 2020**

|                  |                  |                 |
|------------------|------------------|-----------------|
| <b>Postponed</b> | <b>Completed</b> | <b>On track</b> |
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**Overall Objective:** To provide coherent and coordinated support to UNCT on gender mainstreaming, advancing gender equality and empowerment of women for implementation of Myanmar UNDAF 2018-2022 in support of the 2030 Agenda for Sustainable Development

| Focus Areas                                 | Result areas  | Indicators and Targets  | Activities  | Time frame | Activity cost | Responsible bodies | Lead Agencies            | Mid-Term Review   |
|---|---|---|---|------------|---------------|--------------------|--------------------------|---|
| <b>UNCT SWAP Gender Equality Score Card</b> | <b>1. The UNCT has strengthened capacities and mechanisms to coordinate and mainstream GEWE commitments</b> | 1.1 The GTG related actions in the UNCT SWAP Gender Equality Scorecard Action Plan are implemented to strengthen UNCT's coordinated work and accountability towards GEWE<br><br><b>Target:</b> 6 Actions in 2020<br><b>Baseline:</b> No<br><b>Source:</b> GTG meeting minutes, SWAP GES annual report | 1.1.1 Ensure substantial gender sectoral analysis conducted as the part of the annual CCA update and the UNSDCF development | Q2-Q4 2020 | Not required  | GTG                | RCO                      | RCO revived the preparation for the CCA process. GTG will consolidate Roster of Gender Specialists in Myanmar |
|   |   |   | 1.1.2 Develop, and update annually, a mapping of UN programmes addressing GEWE, including JPs and budget allocations        | Q2 2020    | Not required  | GTG                | RCO                      | GTG will revive the mapping activity, to track the financial resources on GEWE for the upcoming UNSDCF        |
|   |   |   | 1.1.3 Carry out one capacity building workshop on gender marker(s) with GTG, PMT and RCO members                            | Q2-Q4 2020 | TBD           | RCO/GTG            | External resource person | Completed. The training material <a href="#">here</a>   |



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|  |  |  | 1.1.4 Provide at least one training on gender sensitive M&E to the UN M&E Group   | Q2-Q4 2020  | TBD          | GTG     | External resource person | UN Women will organize a zoom workshop with the M&RWG of the UN SERF on the gender-responsive M&E |
|  |  |  | 1.1.5 Conduct an annual/bi-annual 1 or 2-hour induction on gender issues in Myanmar including accountability on PSEA for new arrival senior positions (CPG, DPs and the UN) | Q2-Q4 2020  | Not required | RCO/GTG | GTG co-chairs            | GTG agreed to postpone the activity to the 2021.  |
|  |  |  | 1.1.6 Report to UNCT on GEWE issues, including UN sex disaggregated staff data, which allows UNCT address meaningfully gender equality at UNCT meetings                     | Q1- Q4 2020 | Not required | GTG     |                          | GTG will submit a progress report to the UNCT in December 2020                                    |



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| <b>Leadership and Advocacy</b> | <b>2. The UNCT leadership is supported by the GTG through evidence-based technical advice and advocacy to deliver on GEWE commitments</b> | 2.1 Number of joint advocacy initiatives with multi-stakeholders on advancement of national legal and policy frameworks on GEWE and awareness-raising on thematic areas<br><b>Target:</b> 3 in 2020<br><b>Baseline:</b> 2<br><b>Source:</b> GTG meeting minutes, GTG policy briefs, advocacy messages and position papers | 2.1.1 Develop joint briefs, position papers, policy recommendations, including advocacy campaigns, in close partnership with UN, TWGs, GEWE partners, GIHA focal points and external multi-stakeholders to promote GEWE commitments (Durable Solutions GEWE analysis; SDG fund) | Q1 – Q4 2020 | Not required | GTG | GTG co-chairs | <ul style="list-style-type: none"><li>• 2 out of 3 targets</li><li>• GTG provided technical, coordination and advocacy support to the GoM and MNCW Advocacy on the planning and execution of the virtual discussions on impact of COVID -19 and women in economy, GBV, education and health for the Myanmar National Women Day. All virtual dialogues can be access <a href="#">here</a></li><li>• GTG supported continuous advocacy on the POVAW</li></ul> |
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|  |  | <p>2.2. Number of technical reference tools on GEWE practices developed to strengthen the capacities of GTG to mainstream gender across HDP nexus</p> <p><b>Target:</b> 4</p> <p><b>Baseline:</b> 0</p> <p><b>Source:</b> GTG meeting minutes, GTG CoP online repository</p> | <p>2.2.1 Develop brief gender planning and programming checklists including gender mainstreaming resource package to equip gender focal points members with guidance tools</p> | <p>Q3 2020</p> | <p>Not required</p> | <p>GTG</p> | <p>GTG Co-chairs</p> | <ul style="list-style-type: none"><li>• 3 out of 4 targets</li><li>• Advocacy Tool for Mainstreaming of Gender Equality and Women's Empowerment into the Myanmar UN SERF</li><li>• Summary of Recommendations on the Gender Sensitive Indicators</li><li>• IPV guidance poster/resource book</li></ul> |
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| Coordination | <b>3. Enhanced collaboration and coordination for GEWE commitments with civil society, donors and government through the GTG</b> | 3.1 bi-annual meetings with external partners and multi-stakeholders are organized for the purpose of strengthened collaboration and joint contribution to advancement and gender related SDGs localization and/or implementation<br><b>Target: 2</b><br><b>Baseline: 1</b><br><b>Source:</b> GTG meeting minutes | 3.1.1 Convene meetings with external partners and multi-stakeholders to strengthened collaboration on GEWE commitments | Q2 and Q4 | Not required | GTG | GTG co-chairs | <ul style="list-style-type: none"><li>• 1 out of 2 targets</li><li>• IDAHOT day celebration-zoom dialogue with LGBTIQ and with support from GTG the HRTG</li><li>• It was agreed to convene a CSO and GTG meeting in December 2020 and use the outcomes of exchange for the planning of the GTG AWP 2021</li></ul> |
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| Operational efficiency and Financing | <p><b>4. The GTG is operational and effectively provides coordinated support to UNCT</b></p> | <p>4.1 GTG meetings organized every six weeks<br/> <b>Target:</b> 8 in 2020<br/> <b>Baseline:</b> 7 in 2019<br/> <b>Source:</b> GTG Meeting minutes</p>  | <p>4.1.1 GTG conducts meetings periodically every six weeks, or as needed at ad-hoc basis, to review progress of activities under the annual work plan and revise accordingly</p> | Q1 – Q4 2020 | Petty cash for refreshments | GTG | GTG co-chairs                     | Total 6 meeting |
|                                      |  |  | <p>4.1.2 Co-chairs and GTG secretariat share information regularly and stimulate joint actions among GTG members</p>  | Q1 – Q4 2020 | Not required                | GTG | GTG co-chairs and GTG Secretariat |                 |
|                                      |  | <p>4.2 GTG work plan 2020 developed, costed for and implemented through joint action<br/> <b>Target:</b> yes in 2020<br/> <b>Baseline:</b> yes in 2019, no budget allocated<br/> <b>Source:</b> GTG AWP 2019</p> | <p>4.2.1 GTG Secretariat support the development of annual work plan in consultation with GTG members and guidance from co-chairs</p>   | Q1 – Q4 2020 | Not required                | GTG | GTG Secretariat                   |                 |
|                                      |  |  | <p>4.2.2 Co-chairs and GTG Secretariat provide budget baseline for the joint implementation of the costed activities in the GTG AWP 2020</p>                                      | Q1 – Q4 2020 | TBD                         | GTG | GTG co-chairs and GTG Secretariat |                 |