



UNITED NATIONS
VIET NAM



Applying the Gender Equality Marker in Practice - **Experience from UNCT Viet Nam**

By Nguyen Bui Linh (RCO) and
Vu Phuong Ly (UN Women)



INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.</p>	<p>Approaches minimum requirements and b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.</p>	<p>Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.</p>

Score: Exceeds Minimum Requirements (2021)

Findings and explanation:

a) The UNCT has organized a capacity building workshop on the gender marker on September 23, 2020, for GTG members, Gender Focal Points and Programme Officers of all UN agencies.

b) UNCT has in place a system to track and to utilize country level budgetary data to ensure adequate allocation of resources for GEEW. The UNCT adopted a target of 15% of total expenditure of the OSP to be allocated for gender equality and women’s empowerment in programmatic activities, as stated in the Annex 4 of the UNCT GEM Guidance in Viet Nam’s 2019-2020 Joint Work Planning under One Strategic Plan 2017-2021,

c) In 2020, the UNCT spent 23.5% of its total budget on gender equality and the empowerment of women.

In addition, the analysis of the gender markers from the UNInfo showed that 51.5% of the UNCT’s COVID-19 response budget has been allocated to gender equality. UNCT has in place a system to track and to utilize country level budgetary data to ensure adequate allocation of resources for GEEW.

GE guidance for the period 2022-2026

At least one Output of each OSP Outcome should be explicitly addressing gender equality and women's empowerment (GEWE), meaning that GEWE is a significant or principal objective of the Output **with a minimum of 30% of the Output's total budget for GEWE** (significant: 30% to less than 100%; principal: 100%).

At least one third (33%) of output indicators measure changes in GEWE in line with SDG targets including SDG5.

GEM 0: Not expected to contribute to gender equality and women's empowerment (GEWE)

Marker Coding	Definition	Financial threshold	Guidance
GEM0	Not expected to contribute to GEWE	No budget or less than 15% of the total budget going to GEWE.	<p>There is no consideration of gender equality issues and there are no expected results relating to gender equality or women's empowerment</p> <p><i>Or</i></p> <p>There is risk that the project or activity will unintentionally nurture existing gender inequalities or exacerbate them.</p>

Examples:

- **Integrate HIV responses into poverty reduction strategies.** [Motivation for rating: The planned activities that make up this output do not take the different needs and interests of women and men into account. Activities are planned in a way that assumes that services “for people” will meet the needs of everyone.]
- **Support the development of standards for manufacturing and quality assurance of biological and medicines in livestock including prevention of misuse.** [Motivation for rating: Gender inequalities are not relevant to this specific area of programming]

GEM 1: Contributes to gender equality and women's empowerment in a limited way

Marker Coding	Definition	Financial threshold	Guidance
GEM1	Contributes to GEWE in a limited way	A minimum of 15% of the total budget going to GEWE.	<p>There is limited consideration of gender equality or women's empowerment.</p> <p>For example, there may be a gender analysis or some collection/analysis of sex-disaggregated data, but no or limited gender equality results.</p> <p>Accordingly, contribution to GEWE is minor to the overall outcomes of the initiative.</p>

Examples:

- **Develop a new systems and procedures to enhance efficiency and transparency in public service.** [Motivation for rating: The main objective of most of the activity is to promote government accountability and transparency in public service. If promoting gender equality is a secondary objective of the activity, for instance, ensuring that these new systems and procedures target both women and men equally, such as by establishing some mechanism to strengthen the interface between women's organizations and the government, or by promoting the active participation of women in ensuring transparency, the activity could be marked as code 1.]
- **Support business registration of 5000 small and medium enterprises.** [Motivation for rating: the activity does not spell out how it takes the different needs and challenges of women and men enterprise owners into account.]

[Most code 1 activities have potential to be elevated to code 2 by improving their gender analysis or design.](#)

GEM 2: Gender equality or women’s empowerment is a significant objective

Marker Coding	Definition	Financial threshold	Guidance
GEM2	GEWE is a significant objective	A minimum of 30% of the total budget going to GEWE.	<p>Criteria that must be met to be given this code can include GE Marker elements 1-4:</p> <ol style="list-style-type: none"> 1. Collection/analysis of sex-disaggregated data is carried out. 2. Gender analysis is carried out. 3. Gender analysis informs the formulation of expected results. 4. Gender equality results are accompanied by indicators that will track the proposed change <p>These are usually considered gender equality ‘mainstreamed’ activities or activities that make a substantial contribution to GEWE.</p>

Example:

- **A business development center established to carry out demand driven gender sensitive enterprise development.**
[Motivation for rating: The business development center will be designed considering the needs of both women and men. Gender sensitive enterprises contribute significantly to women’s empowerment. However, GEWE considerations are not the principal objective of this activity]

GEM 3: Gender equality or women's empowerment is the principal objective

Coding	Definition	Financial threshold	Guidance
GEM3	GEWE is the principal objective	100% of the total budget going to GEWE	<p>Criteria that must be met to be given this code must include GE Marker elements 1-4:</p> <ol style="list-style-type: none"> 1. Collection/analysis of sex-disaggregated data is carried out. 2. Gender analysis is carried out. 3. Gender analysis informs the formulation of expected results. 4. Gender equality results are accompanied by indicators that will track the proposed change <p>Gender equality objectives are the primary intended result(s) of the activity. Narrowing gender inequalities, transforming gender norms, or strengthening the empowerment of women and girls is the main reason the initiative is being undertaken.</p>

Examples:

- **Develop a resource guide on gender and climate change** [Motivation for rating: the activity will require differential impacts of climate change on women and girls, and ensures that climate change policies are gender-responsive]
- **Support the establishment of a gender-based violence resource centre.** [Motivation for rating: the activity will help to provides support to survivors of gender-based violence; increased awareness, advocacy for reduction of gender-based violence.]
- **Strengthen the business management skills for local women's producer groups of selected provinces in Viet Nam** [Motivation for rating: Promotes women's entrepreneurship and economic empowerment]
- **Support the development of legislative quotas to increase women's representation in parliament** [Motivation for rating: Enhances women's political participation]

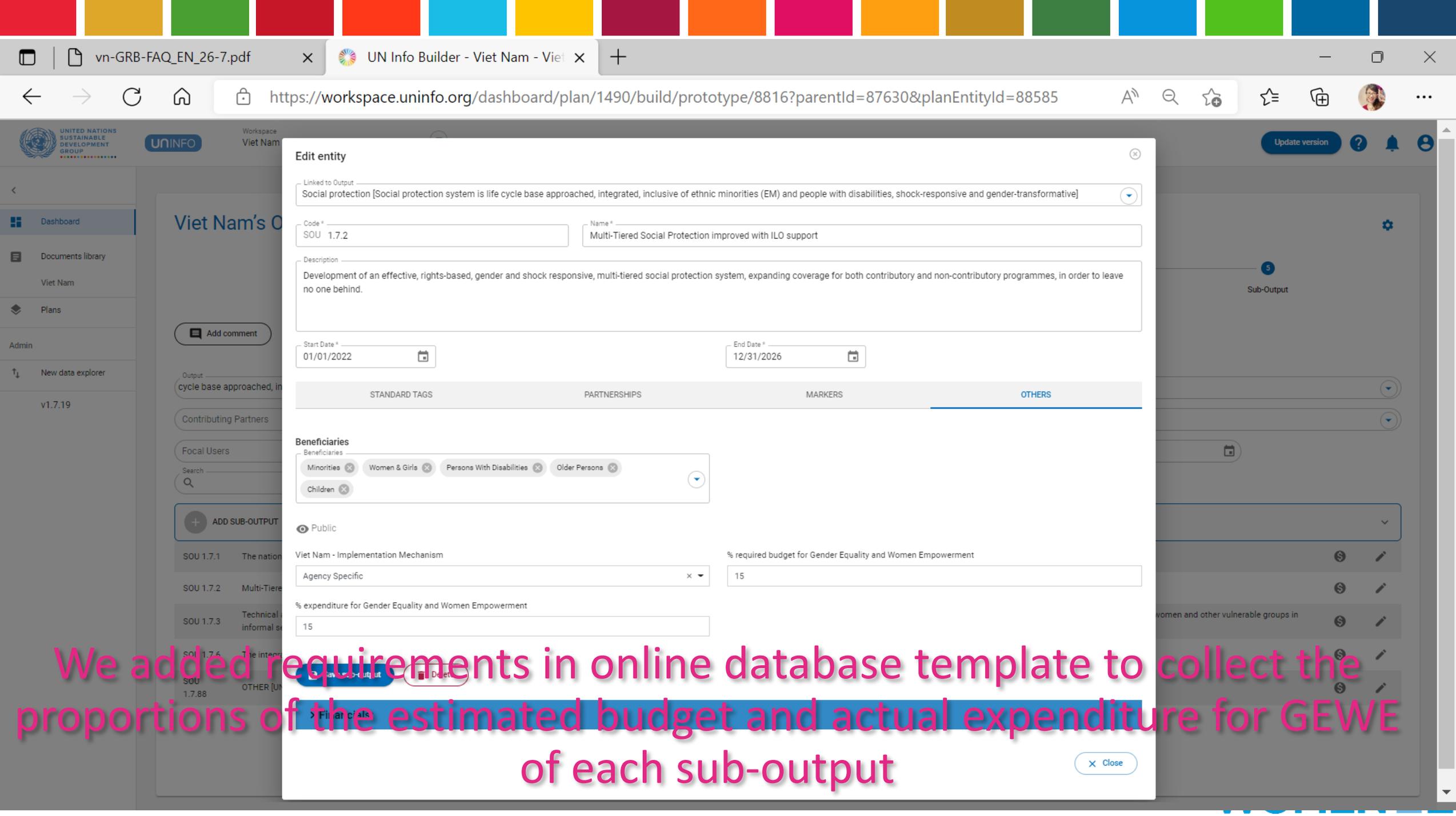
Example: GEM report in 2019

Outcome 1.1. Poverty and Vulnerability Reduction: By 2021, all people benefit from inclusive and equitable social protection systems and poverty reduction services, which will reduce multidimensional

	2019 Total budget	% budget for GEWE	Gender Marker
Output 1.1.1. (RG1) Expanded, more inclusive and equitable social protection based on a lifecycle approach and universal floor coverage, with focus on vulnerable women, migrants, children in need of special protection, EM and rural areas. (Note: this output is developed by RG4 on Inclusive Growth and Social Protection. The RG on Inclusive Social Services will identify how it can contribute to this output)	1,708,322	30 (512,497 USD)	2
Output 1.1.2. (RG1) Enhanced capacity for NTPs monitoring and national policies being more focused in addressing multidimensional poverty, especially among Ethnic Minority women, men and children, migrant workers. (Note: this output is developed by RG4 on Inclusive Growth and Social Protection. The RG on Inclusive Social Services will identify how it can contribute to this output)	346,569	37 (129,297 USD)	2
Output 1.1.3 Output 1.1.1 (RG4) Expanded, more inclusive, equitable and shock-responsive social protection based on a lifecycle approach and universal floor coverage, with focus on vulnerable women, migrants, children in need of special protection, EM and rural areas. [Note: this is the same as output 1.1.1 under RG1]	5,865,899	45 (2,639,655 USD)	2
Output 1.1.4 Output 1.1.2 (RG4) Enhanced capacity for NTPs monitoring and national policies being more focused in addressing multidimensional poverty, especially among Ethnic Minority women, men and children, migrant workers. [Note: this is the same as output 1.1.2 under RG1]	27,000	40 (10,800 USD)	2

Outcome 1.1. Poverty and Vulnerability Reduction: By 2021, all people benefit from inclusive and equitable social protection systems and poverty reduction services, which will reduce multidimensional

	2020 Total available resources (Annual)	% of Total Resources for GEWE in 2020	Gender marker	2020 Expenditure	% of Total Expenditure for GEWE in 2020	Gender marker
Sub output 1.1.2.7 Support programs on child poverty and social protection	267,336	0	0	111,046	0	0
Sub output 1.1.2.8 Technical support to CSO working on ethnic minority women to advocate for the leadership and participation of ethnic minority women in the coming poverty reduction programme (2021–2025) through the review from a gender perspective of P135 on poverty reduction of the period 2016–2020	65,000	100	3	60,000	100	3
Sub output 1.1.2.9 Strengthen capacity for youths (Change Makers) to promote gender equality and end gender-based violence	55,000	100	3	55,000	100	3
Sub output 1.1.2.18 Support for the revision of the Youth law (the final draft Youth law for submitting to NA for review)	49,353	15	1	49,193	31	2



Edit entity

Linked to Output
Social protection [Social protection system is life cycle base approached, integrated, inclusive of ethnic minorities (EM) and people with disabilities, shock-responsive and gender-transformative]

Code *
SOU 1.7.2

Name *
Multi-Tiered Social Protection improved with ILO support

Description
Development of an effective, rights-based, gender and shock responsive, multi-tiered social protection system, expanding coverage for both contributory and non-contributory programmes, in order to leave no one behind.

Start Date *
01/01/2022

End Date *
12/31/2026

STANDARD TAGS PARTNERSHIPS MARKERS **OTHERS**

Beneficiaries

Beneficiaries
Minorities x Women & Girls x Persons With Disabilities x Older Persons x
Children x

Public

Viet Nam - Implementation Mechanism
Agency Specific x

% required budget for Gender Equality and Women Empowerment
15

% expenditure for Gender Equality and Women Empowerment
15

We added requirements in online database template to collect the proportions of the estimated budget and actual expenditure for GEWE of each sub-output



What were the key steps/actions taken by the UNCT in Viet Nam- in the roll-out of the exercise ?

- 1 ▪ **Develop the guidance for the UNCT financial targeting** – led by UN Women in consultation with RCO
- 2 ▪ **RCO led the consultation meetings with UNRGs to finalize the UNCT guidance on planning and reporting, including the GEM guidance on financial thresholds**
- 3 ▪ **Gender focal points of the UNRGs: Facilitated internal discussion within the UNRGs on gender issues and the related gender results and provide advice on the gender marker (ideally)**
- 4 ▪ **Training for UNRGs Secretariat and gender focal points on gender responsive budgeting and planning, and ideas for costing of the GE activities.**

UN Women:

- Provided technical advice on GEM marker when review the draft annual JWPs of UNRGs, and One UN report
- Did quick analysis on budgets committed to gender equality through review of the UNRGs' JWPs
- Advocated the use of the UNCT GEM with government, as a good example for the implementation of the SDG 5.c.1

Lessons learned

- The commitment of the chairs of the UNRGs
- The active participation of the RCO in the whole planning and reporting process
- The timely support and coordination of UN Women to gender focal points in the UNRGs.
- The capacity of gender focal points for the application of the gender marker is a key element for the successful implementation of the gender marker. Colleagues often make assumption for gender marker crossing all programmes or put marker coding without understanding.
- The engagement of the UNCT members as chairs of the UNRGs for the application of the UNCT GEM to the UNRGs Joint Work Plans.