

Office of the United Nations Resident Coordinator in Tanzania

*This good practice model 'unpacks' the UNCT-SWAP Action Plan with detailed steps (actions), target groups, responsibilities, timelines and budget to map out the way forward to achieve results in line with UNSDG minimum requirements for key Performance Indicators.*

UNCT-SWAP GE Scorecard Implementation Plan

2019-2021

s/n	Indicator	Recommendation	Action	Target group(s)	When?	Budget	Responsible Party
1.	1.1 CCA	Ensure next UNDAP Planning phase and design processes align with the UNSDG minimum requirements for GEEW	Training: Gender Mainstreaming in CCA, theory of change, prioritizing, programming, implementation and reporting on results including gender mainstreaming results of the UNDAP	<ul style="list-style-type: none"> <li>- All programme staff</li> <li>- PMT</li> <li>- OMT members</li> </ul>	Annually (according to the PME cycle produced by RCO) during UNDAP planning and reviews.	Nil	UNCMT led by RC; UN Women through PMT operationalize through key Groups
2.	2.2 Communication & Advocacy	Gender to be articulated in the One UN communication strategy, indicators and action plan in UNDAP II in addition to their gender sensitive activities	Targeted gender mainstreaming training to the inter-agency communication group  UN System to contribute collaboratively to communication or advocacy in at least one non-traditional	UNCG	Annually	Nil	OMT

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			thematic area during that past year				
3.	2.3 UNDAF M&E	Strengthen Gender sensitive M &E over UNDAP cycle to improve gender aspect of monitoring progress towards GEWE	Targeted training on Gender Responsive M&E	PME, outcome group leads and gender focal points	Annually as part of preparations to UNDAP annual planning and reviews	TBD (Depends on whether there will be external consultant to be hired)	PMT
4.	3.1 & 3.2 Partnerships	Foster partnerships to promote GEWE in Tanzania	<ul style="list-style-type: none"> <li>-Develop partnership strategy emphasizing support on GEWE</li> <li>-Build Gender capacities and targeted work of partners</li> <li>-Govt participation in UNDAP prioritization and implementation, evaluation, strategic prioritization as per the UN Coordination mechanism to be formed</li> </ul>	<ul style="list-style-type: none"> <li>-Government</li> <li>-Development Partners</li> <li>-CSOs/WROs</li> <li>-Private Sector</li> </ul>	April-June 2020/21 (Annually)	3 Meetings/ conference package  <b>For 2 years Total USD 1,000</b>	UNCMT RC Gender Coordination group

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5.	4.2 Organisational Culture	-Address PSEA as a system-wide issue in a coordinated approach drawing on those agencies that have models of good practice	Set up Tanzania PSEA Network	-UNCT -UN Staff association -inter-agency coordination groups -PSEA focal points	July 2019	Nil	-UN Staff Association, -Human Resources working groups -UN Agencies with models of good practice
6.	4.3 Gender Parity	UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels in general service and all professional staff	OMT track gender parity data in AWP and report annually to UNCMT and data fed into the online dashboard that is part of UNINFO	OMT + all HoAs	Jan-June 2020/21 (Annually)	Nil	-OMT + -UNCMT + -RCO, -UN Staff Association, -Human Resources Working Group
			Training on Gender Parity as per the system wide strategy on gender parity and	OMT + all HoAs	December 2019	Nil	-OMT -Gender Coordination Mechanism

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			enabling environment guidelines to OMT				
		Integrate gender targets into the One UN Business Operations Strategy (BOS).	Train OMT drawing on examples from other country teams	OMT	Jan-June 2020	Nil	-OMT -UN Coordination Mechanism
7.	5.1 Gender Coordination Mechanism	Establish Gender Coordination Mechanism in line with UNSDG guidelines as a platform for strengthening the performance of the UN on gender issues through programming, joint Gender policy advice to UNCT, government, private sector, CSOs/WROs & DPGs	-Develop ToRs drawing on the UNSDG Resource Guide for Gender Theme Group	-UNCMT -All UN Agencies	March 2020	Nil	-UNCMT to endorse ToRs -PMT facilitate discussion of the mechanism formation -UN Women provide technical support to form the mechanism

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8.	5.2 Gender Capacities in the UNCT	Carry out a UN Tanzania gender capacity assessment for gender equality skills and knowledge and develop a capacity development plan to address weaknesses identified within the system	Conduct gender capacity assessment and develop capacity development plan.	-UNCT Staff, -M&E group, -Human Resources Working Group, -UNCG, -HoAs, -Specific Outcome Groups	Sept 2020	Consultant - <b>USD 5,000</b> (flight, DSA, Consultancy Fee, Local transport)	-Regional + HQ UN Women office -UNCMT - Gender Coordination Mechanism
			Conduct ToT to develop gender capacity to UN staff-ongoing trainings once per year	-UNCT Staff, -M&E group, -Human Resources Working Group, -UNCG, -HoAs, -Specific Outcome Groups	2020/21 (Annually as per the Capacity Development Plan)	UN Agencies with best practices in the identified gender capacity gaps to lead	-Respective UN Coordination Structures leads -UN Agencies with the experts required -UN Women

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		Review UN Tanzania staff induction process to include GEEW information in Welcome Booklet; including a review and update of safety and security elements tailored to male and female risks	Conduct gender mainstreaming training to UNDSS staff.	UNDSS staff	December 2019	Nil	OMT + UNDSS UN Women to coordinate the Process
			UNDSS review and update Welcome booklet to be gender responsive	UNDSS OMT	February 2020	Nil	OMT + UNDSS + UNCMT
10.	6.1	Monitor annually percentage of UN System budgets that go towards gender equality programming by utilizing comprehensive gender marker data at the output level. This will serve as baseline and allow for tracking of gender budget allocations annually.	UN INFO and Gender Marker Trainings to PME and Programme staff	-PME - Programme staff responsible for reporting in the UNINFO	RCO to conduct the trainings during annual reviews of UNDAP (March/April) every year	Nil	RCO + PMT + UNCMT
					<b>Total Budget</b>	<b>USD 6,000</b>	