This PowerPoint presentation outlines the process by which the Tanzania UNCT took steps (over a period exceeding a year) to successfully mainstream GEWE considerations in the Business Operation Strategy (BOS). It also offers a snapshot of common Key Performance Indicators (KPIs), and targets that have integrated GEWE concerns.

This presentation summarizes the pathway the UNCT followed, to integrate gender-specific actions and indicators in the BOS aligned with the requirements for UNCT-SWAP Performance Indicator 4.3.

Additional materials are available in this Toolkit i.e. to support capacity building for the OMT on gender-sensitive commitments and tools (United Nations Tanzania Agenda OMT Gender Training) and the BOS with gender-integrated targets (United Republic of Tanzania Business Operations Strategy).
### Performance Indicator 4.3 Gender Parity

<table>
<thead>
<tr>
<th>Approaches Minimum Requirements</th>
<th>a. A plan is in place for the UNCT to achieve gender parity.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meets Minimum Requirements</td>
<td>b. The UNCT has reached gender parity.</td>
</tr>
<tr>
<td></td>
<td>and</td>
</tr>
<tr>
<td></td>
<td>c. A plan is in place for the UNCT to maintain gender parity.</td>
</tr>
<tr>
<td>Exceeds Minimum Requirements</td>
<td>Meets minimum requirement</td>
</tr>
<tr>
<td></td>
<td>and</td>
</tr>
<tr>
<td></td>
<td>d. The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women’s empowerment.</td>
</tr>
</tbody>
</table>
UNCT-SWAP GE
Scorecard: Progress on Indicator 4.3/Gender Parity

Tanzania, 16th September 2020

Hamid Aboudou (OMT)    Rashida Shariff (UN Women)
Assessment Results: Missed Minimum Requirements (2018 & 2019)

1- Lack of gender parity monitoring system
2- No stand-alone BOS with gender actions
3- 40% staff are women in UN system Tanzania
4- 50% within Directors category
5- 45% within Professional Staff
6- 46% within NO Staff
7- 36% General Service Staff

PS: Gender Parity Range 47-53 %
Tanzania: Timeline to Mainstreaming Gender in BOS

Early March, COVID-19 disruption

July 2020: Sign-off on the Tanzania BOS with integration of indicator 4.3 by UNCMT Tanzania

Jan 2020:
UN Women training to OMT and WGs members on Gender Scorecard, Gender Responsive Procurement and Gender Parity and discussion on how to integrate scorecard action points to the BOS for better tracking progress towards gender parity

Oct 2019:
Letter from UN Women ED to the RC reminding implementation of the Scorecard Action Plan

March 2019:
UN Women Presentation at the OMT annual retreat for advancement on indicator 4.3

Sept 2019:
Discussion started between UNWOMEN CO and OMT for the Implementation of Gender training and link between scorecard action plan and BOS

Dec 2019:
UN Women CO briefed UNCMT on Scorecard action plan implementation progress following the ED's letter to RC

Nov 18:
UNCT-SWAP Gender Equality Scorecard assessment and action plan approved
Leadership & Technical Support

- UN Women ED letter to RC following up implementation of the scorecard action plan
- Regular emphasis by RC to UNCT/OMT on the importance of tracking scorecard results and making progress on all indicators
- Leadership of OMT chair in getting in touch with UNWOMEN CO for support
- Timely support and Training provided by UNWOMEN CO with personal involvement of the UN Women HoA and RO & HQ colleagues
- Leadership Role of WGs (HR and Procurement) chairs in identifying Key Performance Indicators (KPIs) to measure results and integrate gender indicators in the BOS
- Strong support all along of UNWOMEN CO, RO & HQ coordination and non-coordination divisions for the completion of the BOS
4 new KPIs introduced to track gender sensitivity of Operation

- HR: Staff gender parity
- HR: Percentage of women retained on the roster
- HR: Number of training on gender issues
- Procurement: Percentage of women-owned businesses retained on the roster

With very strong support of UNWOMEN CO, RO & HQ levels
# Gender Sensitivity Tracking

## 4 New KPIs Introduced to Track Gender Sensitivity of Operation

### Integrated Web-based Roster for Staff

<table>
<thead>
<tr>
<th>Percentage of women retained on the roster</th>
<th>NA</th>
<th>0</th>
<th>40</th>
<th>50</th>
<th>50</th>
<th>50</th>
<th>Roster data</th>
</tr>
</thead>
</table>

### Staff Training Services

<table>
<thead>
<tr>
<th>Number of gender sensitive training organized</th>
<th>1 to 5</th>
<th>0</th>
<th>1</th>
<th>1</th>
<th>2</th>
<th>2</th>
<th>2</th>
<th>Training report</th>
</tr>
</thead>
</table>

### UN Activities (UN Cares & UN Day)

<table>
<thead>
<tr>
<th>Tanzania UN staff Gender parity</th>
<th>%</th>
<th>40</th>
<th>45</th>
<th>45</th>
<th>50</th>
<th>50</th>
<th>50</th>
<th>Agency data</th>
</tr>
</thead>
</table>

### Central Database for Vendors

<table>
<thead>
<tr>
<th>Percentage of women-owned business retained on the database</th>
<th>%</th>
<th>0</th>
<th>30</th>
<th>40</th>
<th>40</th>
<th>50</th>
<th>50</th>
<th>Info from the database</th>
</tr>
</thead>
</table>
The End
Q&A, Experiences, Comments, Reflections

Enabling Environment Guidelines
FOR THE UNITED NATIONS SYSTEM

SYSTEM-WIDE STRATEGY ON GENDER PARITY