

Indicator 4.3 Gender Parity

What?

**United Nations Tanzania
UNCT-SWAP GE Scorecard:
Progress on Indicator 4.3
Gender Parity (Presentation
by Hamid Aboudou and
Rashida Shariff 2020).**

Why?

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

Approaches Minimum Requirements	a. A system-wide plan is in place for the UNCT to achieve gender parity.
Meets Minimum Requirements	Approaches minimum requirements and b. At least one Gender Focal Point is appointed (as per SGB/2023/3) c. The UNCT can demonstrate progress in the implementation of the systemwide plan on gender parity.
Exceeds Minimum Requirements	Meets minimum requirements and d. The UNCT can demonstrate positive trends towards achieving gender parity. e. 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.



UNITED NATIONS
TANZANIA



by 2030
Equality



UNCT-SWAP GE Scorecard: Progress on Indicator 4.3/Gender Parity

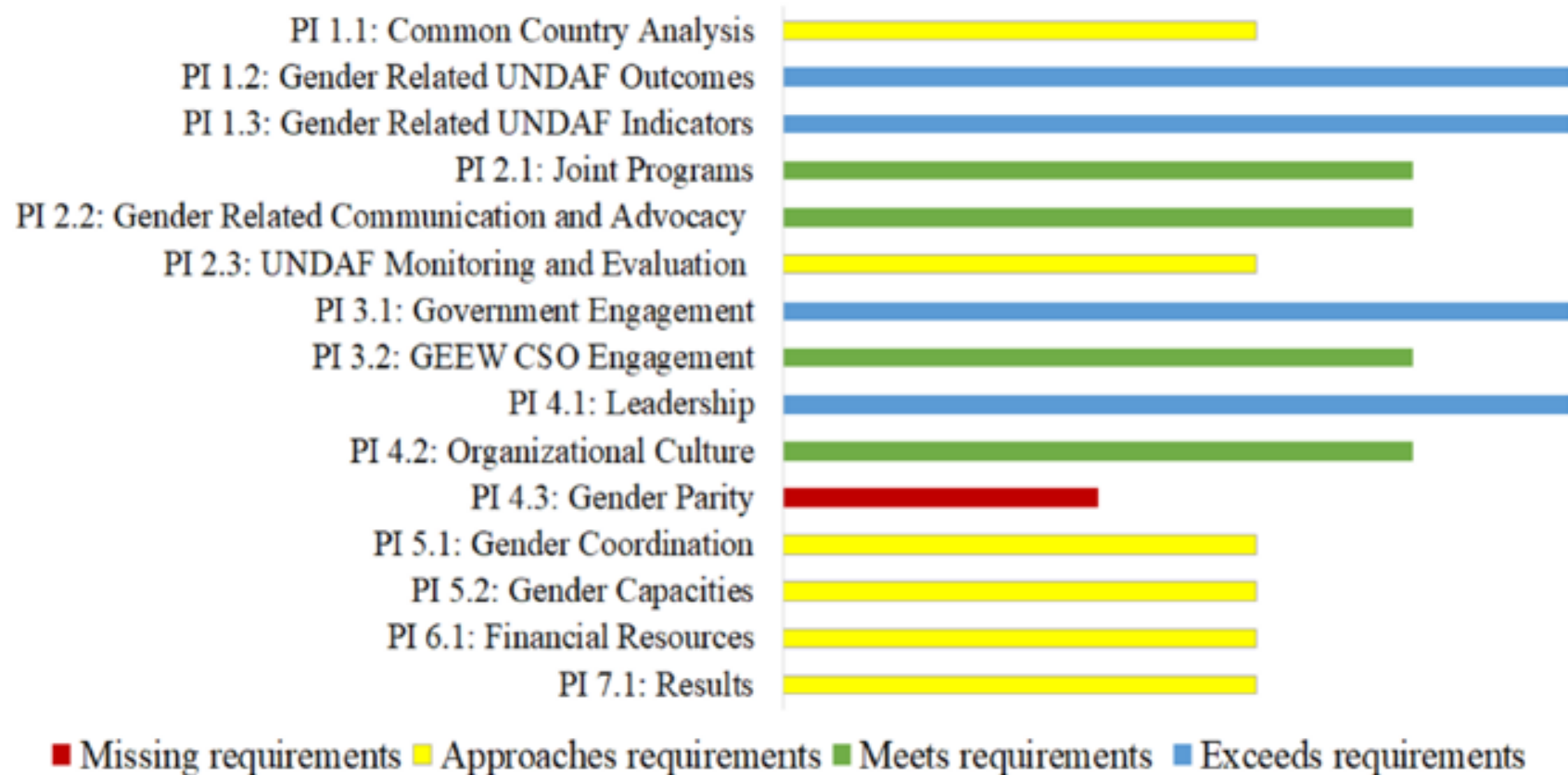


Tanzania, 16th September 2020

Hamid Aboudou (OMT)

Rashida Shariff (UN Women)

Overall UNCT Tanzania Performance (2018)



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



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Early March,
COVID-19
disruption



Nov 18: UNCT-SWAP Gender Equality Scorecard assessment and action plan approved

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

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

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

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

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

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



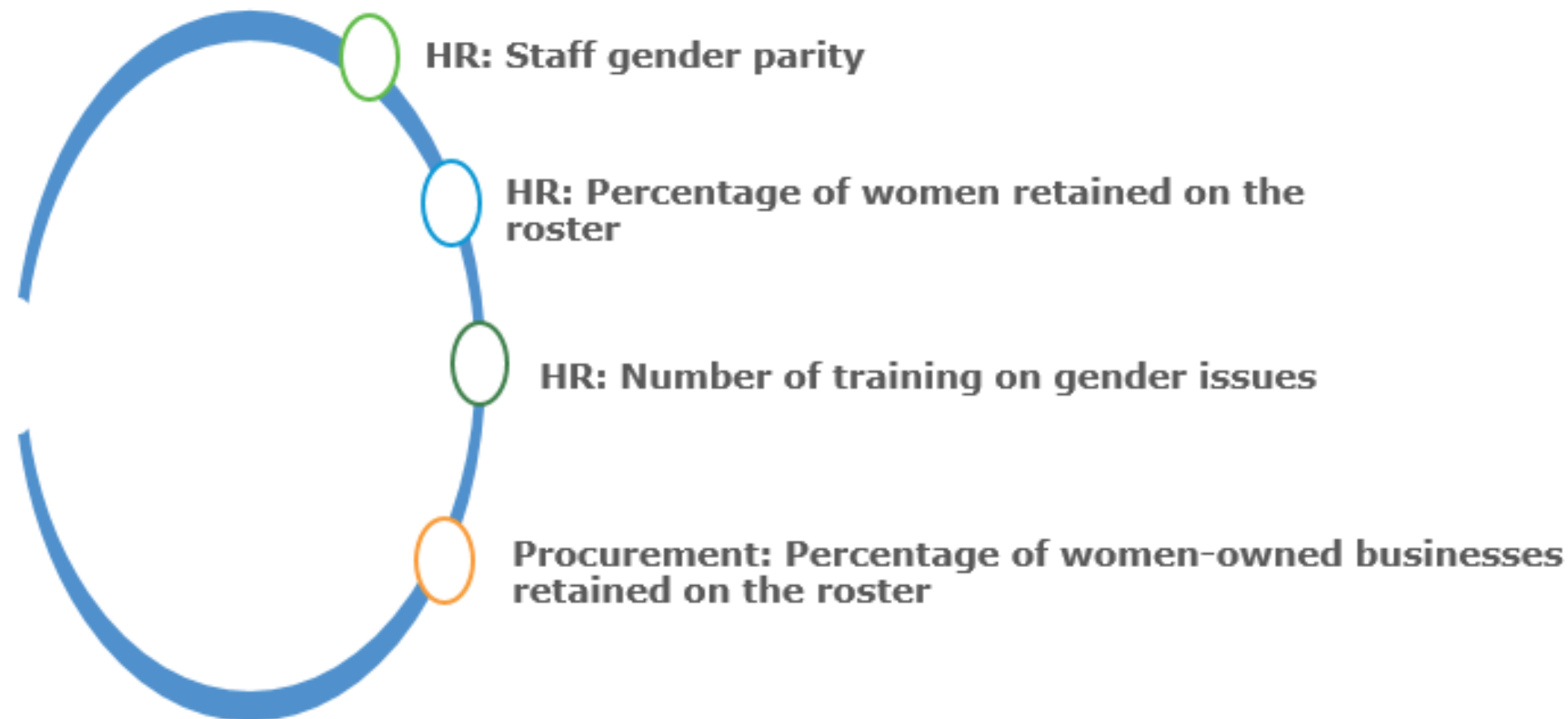
UNCT-SWAP Gender Equality Scorecard

Assessment Results and Action Plan
United Nations Country Team, Tanzania



Gender sensitivity tracking

4 new KPIs introduced to track gender sensitivity of Operation



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

percentage of women retained on the roster %

Staff training services

Number of gender sensitive training organized 1 to 5

UN activities (UN cares & UN day)

Tanzania UN staff Gender parity %

Central Database for Vendors

Percentage of women-owned business retained on the database %

Enabling Environment Guidelines

FOR THE UNITED NATIONS SYSTEM



SYSTEM-WIDE
STRATEGY ON
**GENDER
PARITY**

