

## 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).*

## Indicator 4.3 Gender Parity



### Performance Indicator 4.3 Gender Parity

<b>Approaches Minimum Requirements</b>	a. A system-wide plan is in place for the UNCT to achieve gender parity.
<b>Meets Minimum Requirements</b>	<b>Approaches minimum requirements</b> 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.
<b>Exceeds Minimum Requirements</b>	<b>Meets minimum requirements</b> 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.



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by 2030  
Equality



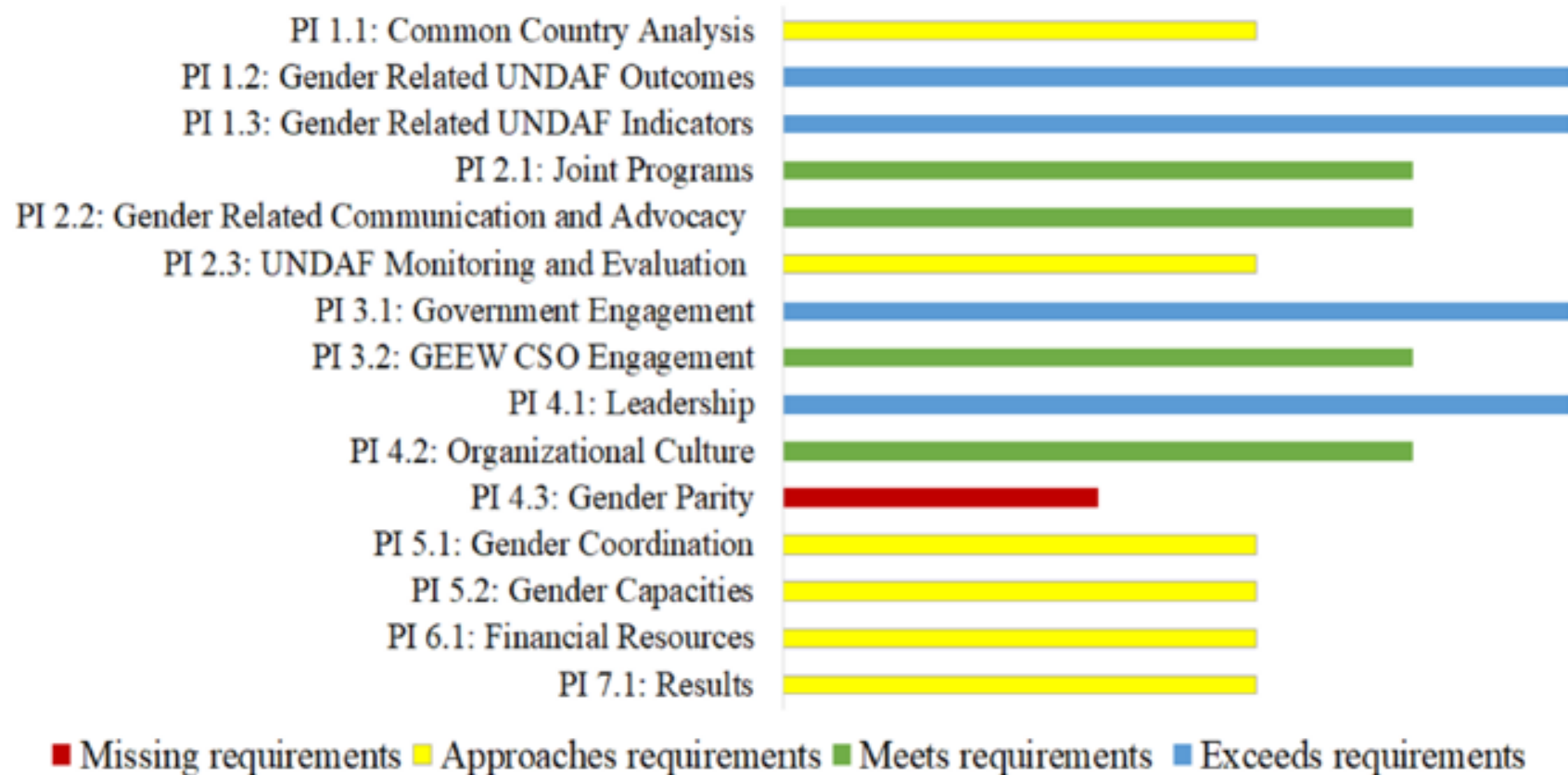
## UNCT-SWAP GE Scorecard: Progress on Indicator 4.3/Gender Parity



*Tanzania, 16<sup>th</sup> 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

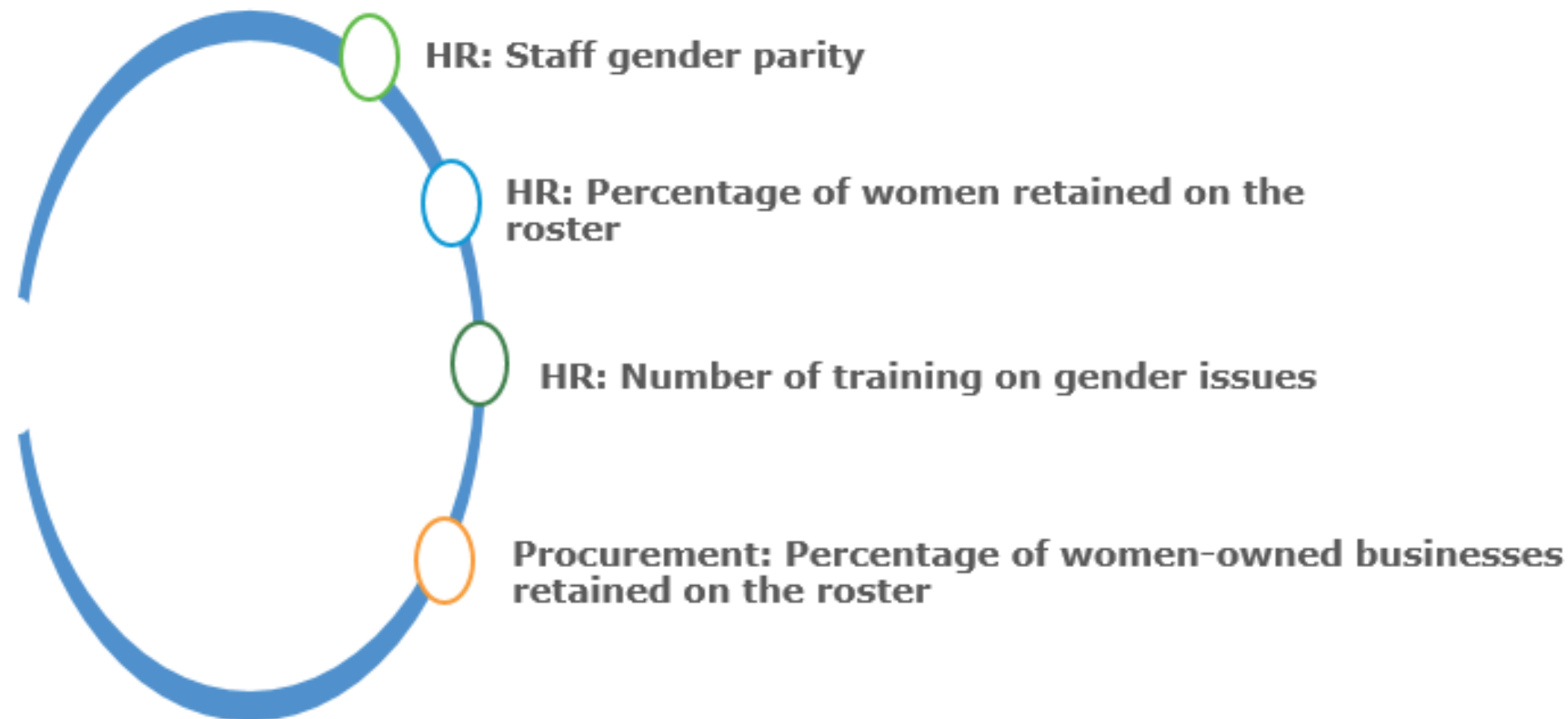
Assessment Results and Action Plan  
United Nations Country Team, Tanzania



## Gender sensitivity tracking

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### 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**

