

UNCT-SWAP Gender Equality Scorecard Toolkit Resource

<p>What? <i>UNCT Gender Equality Marker (GEM) Guidance</i> (UN Sustainable Development Group, 2019).</p>	<p>Why? This guidance note aims to support UN Country Teams (UNCTs) to apply the UNCT Gender Equality Marker (GEM) using the guidance as of 2019.</p> <p>The UNCT-GEM is a resource tracking tool of an UNSDCF that helps track planned or actual financial investments in gender equality within programs or projects.</p> <p>By applying the UNCT-GEM to their Joint Work Plans (JWPs), UNCTs will be able to track financing towards GEWE and in turn establish financial targets for program allocation to meet the requirements for performance indicator 6.1 criteria b.</p>
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Performance Indicator 6.1 Financial Resources

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker (GEM) over the current Cooperation Framework cycle.</p>	<p>Approaches minimum requirements</p> <p>and</p> <p>b) The UNCT has established and met a financial target for program allocation for gender equality and empowerment of women.</p>	<p>Meets minimum requirements</p> <p>and</p> <p>c) The UNCT has established and exceeded a financial target for program allocation for gender equality and empowerment of women.</p>

UNCT Gender Equality Marker Guidance Note

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The UN System Coordination Division of UN Women guided the development of this Guidance Note on behalf of the UNSDG. Several colleagues in UN Women served as a sounding board during the drafting stage.

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ACRONYMS

BPfA	Beijing Platform for Action (1995)
CBF	Common Budgetary Framework
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
GEM	Gender Equality Marker
GEWE	Gender Equality and Women's Empowerment
GTG	Gender Theme Group
IASC	Inter Agency Standing Committee
JWPs	Joint Work Plans
LNOB	Leaving No One Behind
M&E	Monitoring and Evaluation
QCPR	Quadrennial Comprehensive Policy Review of operational activities for development of the UN system
RC/HC	Resident Coordinator/Humanitarian Coordinator
RCO	Resident Coordinator Office
RGs	Results Groups
SDGs	Sustainable Development Goals
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNSDG	United Nations Sustainable Development Group (former UNDG)
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNGA	United Nations General Assembly
UNSDG	United Nations Sustainable Development Group
UN-SWAP	UN System-wide Action Plan for Gender Equality and the Empowerment of Women

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INTRODUCTION

The 2030 Agenda and the Sustainable Development Goals (SDGs) represent the most comprehensive set of commitments advancing gender equality since the adoption of the Beijing Platform for Action (BPfA). The development of the SDGs reflects a clear and common understanding across UN Member States that without the realization of gender equality and women's empowerment (GEWE), no country's sustainable development will be realized.

In follow-up to the adoption of SDGs, the UN General Assembly (UNGA) and the UN Economic and Social Commission (ECOSOC)¹ have made explicit the requirement of the UN system to: a) invest more in GEWE within the Development and Humanitarian spheres through both stand-alone programming as well as mainstreaming of gender equality; and b) monitor in a transparent, harmonized and systemic manner the quality and scope of investment on GEWE, and the impact this has on the lives of the women and men, girls and boys.

In 2018, a High-Level Task Force on Financing for Gender Equality was established by the Secretary-General's Executive Committee to review and track UN budgets and expenditures across the system and make recommendations on how to increase financing for gender equality, including by identifying structural and operational changes required to enable financial tracking. The Task Force is expected to complete its work by September 2019.

Moreover, significant efforts have taken place to support United Nations Country Teams (UNCTs) in meeting these obligations within their common programming frameworks (UNDAFs or equivalent), and in tracking performance therein. Also in 2018, an updated global UN System-wide Action Plan on gender equality and women's empowerment (UN-SWAP) and its country level equivalent [UNCT-SWAP Gender Equality Scorecard](#) were finalized and rolled out. The new UNSDCF Guidelines which were released to UNCTs in June 2019 retain 'leaving no one behind' (LNOB), human rights and gender equality as key guiding principles that need to be applied by UNCTs across all phases of the UNSDCF. These are key steps to ensure the UNCTs support advancing GEWE in their work.²

UNCTs are expected to develop a Common Budgetary Framework (CBF) for each outcome level result of the UNSDCF. The CBF is a critical tool for effective planning and budgeting, transparency and reporting. It outlines (a) the total budget required, (b) the resources available, and (c) the funding gap to achieve the

A GEM is defined as a tool used by organisations to track planned or actual financial investments in gender equality within programmes or projects. A GEM has codes (i.e. 0, 1, 2, 3) which denote the type and/or degree to which a unit of analysis – usually an Output or Project – addresses GEWE.

¹ The *Quadrennial Comprehensive Policy Review* of operational activities for development of the UN system (*QCPR–2016*) requires UNCTs to not only utilize the UNCT-SWAP Gender Equality Scorecard but also adopted resource tracking around gender equality and draw on available gender expertise in the system at all levels to assist in mainstreaming gender equality in the preparation of the UNDAFs. ECOSOC Resolution (E/2018/7) on *Mainstreaming a gender perspective into all policies and programmes in the United Nations system* calls on the UN to harmonize gender marker systems to allow for comparability and aggregation to set and meet financial targets on resources including within the UNDAFs.

² The Gender Scorecard (renamed *UNCT Gender Equality SWAP-Scorecard* in 2018) is a tool which assesses the collective performance of UNCTs on gender mainstreaming from planning to results under the UNCT's common programming framework.

UNSDCF Strategic Priorities and outcomes. The CBF is operationalized through annual frameworks as part of the JWPs.

In 2018, the UN Development Coordination Office piloted UN INFO in 32 UNCTs. An online planning, monitoring and reporting platform that digitizes the UNSDCF and Joint Workplans at the country level), UN INFO will be used by UNCTs as the standardized digital monitoring modality. The platform enables faster and more accurate reporting of results, make information more accessible to stakeholders, while offering the possibility to aggregate this information globally. By showing where it is focusing its investments, UN INFO provides a clear overview of how the UN in each country is targeting resources towards national priorities, thematic sectors, and the SDGs. In doing so, it enables the UN Development System to respond more comprehensively to the 2030 Agenda for Sustainable Development.

UN INFO includes a gender equality marker (GEM) to UN Joint Workplans. While many entity-specific GEMs only provide ‘indicative’ information – often only on allocations but not on actual expenditures – rather than concrete numbers, the gender marker in UN INFO provides a granular level of detail by tracking exact expenditures per Key Activity. In UN INFO a Key Activity is a major project or programme undertaken by one or several members of the UNCT with a defined budget, partnerships and designated values against a list of tags such as SDG Targets, human rights and gender equality markers.

Planning View - JWP 2019

Strategic Priority / Outcome	
Indicator 1.1-1 - Exister implementation of treaty	
Indicator 1.1-2 - Malawi implemented, Text, Nat	
Indicator 1.1-3 - 16.6.1 approved budget, by se	
Output 1.1.1 - State and coordinate, promote pa by marginalized groups	
Indicator 1.1.1-1 - Nu justice .. Number, Tot	
Indicator 1.1.1-2 - Per cases resolved annua	
Indicator 1.1.1-3 - Par produced and dissem	
Indicator 1.1.1-4 - Nu revamped/establishec	
Key Activity 1.1.1.1 - containing discrimi	
Key Activity 1.1.1.2 - with constitutional am	
Key Activity 1.1.1.3 - policy and legal frame	
Key Activity 1.1.1.4 -	
Key Activity 1.1.1.5 - local councils, parliam	

Key Activity 1.1.1.1 - Support advocacy for and support reform of specific laws containing discriminatory provisions regarding VAWG and ...

Based on role, constraint and enabled phase some or all content may not be editable.

Details

Tags

- Geography: Malawi - L3
- Result Group: Peace, inclusion and effective insti...
- Agency: UNWOMEN (Lead)
- Source of funds: EUJ
- Implementing Partners: No Data
- SDG Targets: Target 16.3 Promote the rule of law at the national and internatio...; Target 5.1 End all forms of discrimination against all women and gl...
- OECD DAC Sector: Ending violence against women and ...
- Markers: Gender Marker: 3

This guidance is developed to support UNCTs in the application of the GEM within UN INFO and the UNSDCF.

The UNCT GEM tracks the resources allocated collectively by the UN system under the UNSDCF cycle, making clear the level of commitment and the degree of resources allocated by the UNCT in support of national GEWE priorities. As it is applied to the UNSDCF, the UNCT GEM does not replace corporate GEMs which are designed to fulfil entity-specific accountability requirements at global level.

The UNCT-SWAP Gender Equality Scorecard and UNCT GEM

The UNCT-SWAP Scorecard assesses the UNSDCF's performance in addressing GEWE, looking at substantive level and financial level investments and actions taken. It measures performance against 15 indicators clustered into seven "dimensions". These indicators include efforts taken by the UNCT to track financial resources allocated towards GEWE; as well as assessing the financial allocations (planned and/or actual) made towards GEWE in an UNSDCF. The UNCT GEM is a resource tracking tool of an UNSDCF; and its use results in the UNCT's ability to track trends in resource allocation towards GEWE.

TARGET AUDIENCE

The use of the UNCT GEM within UN INFO, consistently with the UNCT-SWAP Gender Equality Scorecard, provides the UN Member States and other development stakeholders with globally comparable data which tracks UN system's investments at the country level in achieving the gender equality commitments outlined within the SDGs. These tools are meant to capture trends, identify gaps, and provide an opportunity for UNCTs to set financial investment targets towards GEWE.

The UNCT GEM was developed for application in those UNCTs/integrated UN presences in which the UNSDCF will include the following components: a) an annual Common Budgetary Framework (CBF); b) Joint Work Plans; and c) an UNSDCF interagency monitoring and evaluation process (supported by UN INFO).

This **UNCT GEM Guidance Note** are for staff leading the interagency mechanisms supporting and monitoring UNSDCF implementation. The Guidance Note assumes a degree of knowledge by the reader of the [UNSDCF Guidance](#), and of the UNCT-SWAP Gender Equality Scorecard. The **UNCT GEM Guidance Note** outlines how the UNCT GEM is to be implemented; its core principles and coding definitions; and how to ensure quality assurance therein.

IMPLEMENTATION GUIDANCE

A. Requirements for successful application of the UNCT GEM:³

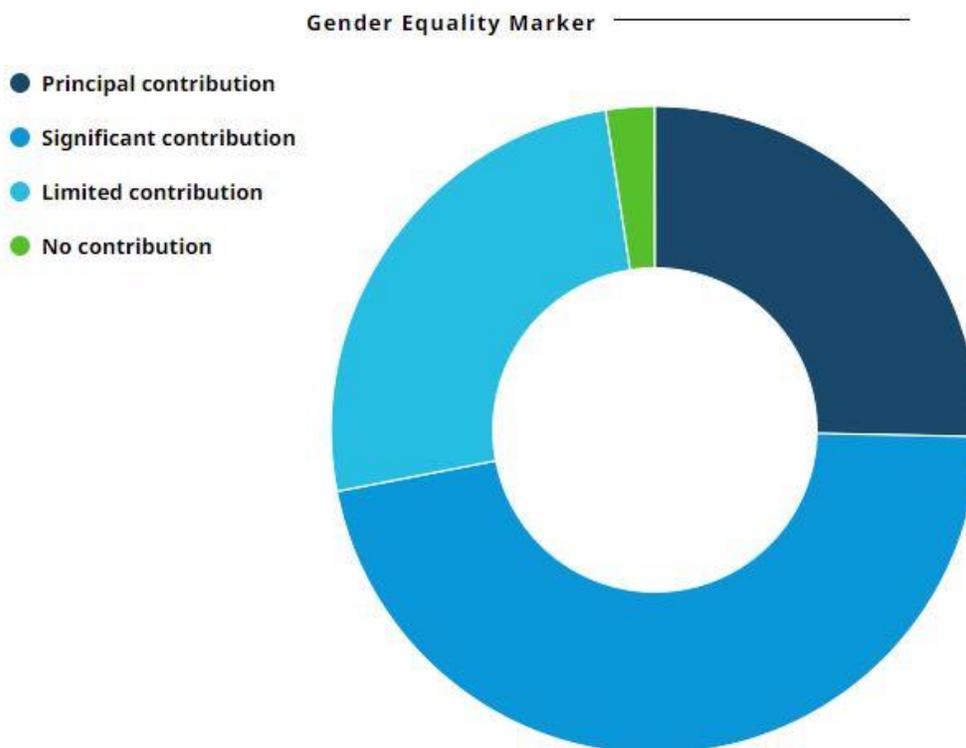
- **Clear Objective:** The overall objective of the UNCT GEM is to capture the trends in UNCT collective resource allocation towards GEWE to strengthen the UN's contribution to

³ Fundamentals are based on the 2013 UNDG's Gender Equality Marker Guidance Note.

improving the lives of women and girls, men and boys in the country it serves. Use of the UNCT GEM is also expected to help to strengthen the UNCT’s collective understanding of GEWE principles and gender mainstreaming processes.

- **Political Will and Leadership:** The UN Resident Coordinator/Humanitarian Coordinator and Heads of Agencies exhibit political will and commitment to ensure that monitoring of UNSDCF implementation takes place with the support of the UNCT GEM, which is applied according to the standards, procedures and codes outlined in this Guidance Note.
- **Planned versus Actual Expenditures towards GEWE:** The UNCT GEM, which is applied to the Key Activity level of UNSDCF JWPs and to the correlating annual CBF, allows the UNCT to track planned budgets on GEWE at the start of a year. While the UNSDG only requires UN entities to track planned expenditure⁴ some entities have adopted and/or are moving towards adoption of a methodology to capture actual expenditures when using their corporate GEMs. Depending on how rigorous the UNCT’s monitoring of the CBF is to be and at what level the financial data is aggregated at, the UNCT GEM may also be used to capture actual expenditures at the end of the year in the case of annual CBFs; and/or in the UNSDCF’s Mid-Term Review and final evaluation process in the case of medium-term CBFs. As noted earlier, UN INFO can track actual expenditures.

CONTRIBUTION LEVEL



⁴ 2013 [UNDG Gender Equality Marker Guidance Note](#).

- **Integrated Reporting:** Through the implementation of UN INFO, the UNCT GEM reporting is fully integrated into the UNSDCF Planning, Budgeting, Monitoring and Evaluation Processes, and should not be reported on or applied separately from the broader UNSDCF processes.
- **Harmonized use of the UNCT GEM Codes:** The UNCT GEM uses a four-point coding scale. It is essential that all UNCTs harmonize the use of the UNCT GEM to the current guidance, so as to provide the UN system with globally comparable data in its reporting to the Member States (see [Guidance Note on Coding Definitions for Gender Equality Markers](#) produced by the Finance and Budget Network of the CEB). **At no point in the process should the UNCT GEM Coding outlined below be modified, regardless of previous UNCT country specific practices.** The UNCT GEM Coding system does not directly impact internal UN entities' GEMs, as the UNCT GEM is to be applied to JWPs, which in accordance with UNSDCF Guidance, are meant to capture the UNCT's collective actions.
- **Participatory Quality Assurance:** The Quality Assurance process of the UNCT GEM **takes the shape of a dialogue rather than a "grading" process.** A lead agency is assigned to provide technical backstopping of the UNCT GEM's application. Typically, the lead agency would be a resident agency, to ensure a more robust level of day-to-day dialogue and to support the UNCT in mitigating the risk of "over-coding". A minimum level of gender technical capacity and expertise is also required to ensure adequate backstopping of the UNCT GEM's application. (See Quality Assurance section below for more details as well as the 2018 [Guidance Note on Quality Assurance of Gender Equality Markers](#) produced by the Finance and Budget Network of the CEB)

B. Who does what:

- UN Resident Coordinator and UNCT members: Based on the JWPs, and data drawn from UN INFO, UNCT members report annually to the UN Resident Coordinator on progress towards the achievement of outputs and outcomes in the UNSDCF. The RC will submit the One UN Country Results Report to the Joint National/UN Steering Committee. By using UN INFO and as a measure of transparency, they ensure reporting on resource allocation, prioritization, implementation and review of the UNSDCF includes disaggregated data to show how 'those being left behind' are being considered in UNSDCF implementation plans in. RC and HoAs, including within the UNSDCF Joint Steering Committee, use the GEM to assess the adequacy of gender related investments in the UNSDCF and to determine if any corrective intervention is required to respond to national gender equality priorities.
- Joint National/UN Steering Committee: Receives UNSDCF results report from the RC and provides overall guidance to ensure effective and efficient UNSDCF implementation, including on issues related to financial allocation towards GEWE, based on information derived from UN INFO.

- UNSDCF Results Groups: They ensure that the GEM is applied to the JWP. They ensure that application is within UN INFO and as per the UNCT GEM process and principles outlined in this Guidance Note. UNSDCF Results group seek support of the GTG or equivalent as needed, when coding the Key Activities (as per table in Annex II).
- Interagency mechanism responsible for GEWE: Whenever they exist, these groups (i.e. the GTG; Gender Working Group; Gender and Human Rights Group; or an *ad hoc* group established annually for the purpose of technically backstopping the UNCT GEM's use) provide technical backstopping to the UNSDCF Results Groups, and support quality assurance on the UNCT GEM's application. Through their support, these mechanisms help assess trends and possible gaps in UNCT's investment on GEWE within the UNSDCF and identify relevant capacity development needs for the UNCT. They help ensure that the GEM Coding process promotes a dialogue with the UNSDCF Results Groups to contribute towards the UNCT's overall capacity development on GEWE and gender mainstreaming processes.
- Joint Monitoring and Evaluation Group (or equivalent): when they exist, they work with UNSDCF results groups to implement UN INFO. The joint M&E group coordinates and is supported as needed by the GTG in capturing trends and analysis provided by the use of the UNCT GEM.

C. Stages of Implementation

The UNCT GEM will be applied at the Key Activity level to the UNSDCF JWPs and annual CBFs. As part of UN INFO, the UNCT GEM will be reviewed, monitored and reported on throughout the full cycle of the UNSDCF.

The table in Annex II provides a snapshot of how the UNCT GEM is to be applied within the UNSDCF's lifecycle.

Considerations when coding:

- **Code what you see:** As UNCTs' RBM capacities vary from country to country, when determining what Code to apply to each Key Activity, the RG must review the total results logic of the Key Activity. The Key Activity's intent regarding gender equality, must be explicit within its wording and RBM logic – i.e. the indicators, targets and the Key Activity's relationship to the Output. A UNCT's or RG's limited RBM capacity may result in the full intent of the Key Activity being inadequately articulated. Face to face meetings between the RG and GTG in the form of a supportive dialogue help to ensure a common understanding is therefore essential. RBM challenges may also mean that while the Key Activity language may be gender-responsive, the corresponding indicators and actions may be gender blind.⁵ **To code**

⁵ For in-depth information on gender mainstreaming concepts and methodologies please refer to the 2017 UNDG [Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level](#).

what you see, the Key Activity's indicative activities need to reflect its GEWE intent for coding to be effectively applied.

- **Justification for the Code:** Within a JWP, each Key Activity should include a column next to the UNCT GEM Code showing justification for Code selected. The justification would also include any plans for improving the Key Activity's GEM code in the future. Please see Annex III on how to include the UNCT GEM within the JWP template;
- **Key Activity's GEM codes may change each year:** The purpose of the UNCT GEM is to help the UNCT identify trends and gaps in its GEWE investment under the UNSDCF. It is therefore important that the RGs aim – where possible – to improve the GEM Coding allocated to Key Activities annually. The annual process of the UNCT GEM provides the UNCT with the chance to dialogue on opportunities and methodologies for how/if the Key Activity's GEM coding can be improved.
- **Aligning the UNCT GEM with other GEMs previously applied:** In those instances where an UNSDCF Key Activity is being considered which has already been Coded using the IASC GEM; or in those instances where an UNSDCF Key Activity is reflecting a UN Joint Programme which has applied an internal UN agency GEM (in the cases of pooled funding of Joint Programmes being administered by a lead agency which has internal GEM requirements), the RG must still recode the Key Activity using the UNCT GEM Codes. The definitions for the UNCT GEM are aligned with the best practices of UN entity GEMs.

QUALITY ASSURANCE

As outlined, the Quality Assurance process of the UNCT GEM **typically takes the shape of a dialogue rather than a “grading” process.** Further:

- a. Technical backstopping of the UNCT GEM would normally be led by a UN entity which is resident, and which has the in-house or corporate capacity to provide the necessary guidance. In some UNCTs, this would ideally be the entity coordinating the Gender Theme Group (GTG) or equivalent. However, as the type, scope and number of UNCT inter-agency mechanisms are country-specific, the decision of what UNSDCF inter-agency mechanisms and which lead agency is one which should be taken by the UNCT in each country.
- b. To the degree that resources allow, the UNCT GEM's use should be accompanied by UNCT-wide investments in staff capacity around gender mainstreaming and gender equality principles.
- c. **Over-Coding:** The advantage of the UNCT GEM is that the process draws on the total complement of gender expertise contained within a UNCT, including Regional Offices and UN region-wide networks. Drawing on this gender expertise will ensure that the UNCT avoids **“over coding”** within the Joint AWP. Over-coding is when Key Activities are coded at a higher level than they should be, in part due to a lack of understanding

about GEWE concepts.⁶ It is further essential that the gender equality intent of the Key Activity is explicit so as to ensure the user codes what they see. **Over-coding can result in UNCTs exaggerating their intended commitments to advancing GEWE, and subsequently there is the risk that expectations of Member States and civil society are not met.**

USING THE UNCT GEM WITHIN AN INTEGRATED MISSION

The UNCT GEM would apply to the ISF process in the same manner as applied to the more traditional UNSDCF process outlined in this Guidance Note. The methodology for applying the GEM to the ISF – i.e. the support of the Gender Working Group – should be discussed at the Heads of Agency level, based on where the gender competencies within an integrated system sit, who resources these competencies, and when/if the RCHC and/or SRSG have designated a lead UN agency to support the integrated UN presence on gender equality.

In most integrated UN missions, while the planning/vision document, such as the ISF, is a collective effort encompassing the whole UNCT (political, peacekeeping, humanitarian/development, etc), there are then usually separate operations frameworks for operationalising the common vision. The decision must be taken at the UNCT Heads of Agency Level as to which Operational framework the UNCT GEM should be applied. In the contexts where the development side of the UN presence will move forward with Joint Workplans and Annual CBFs, then the same strategies apply as is outlined in the table in Annex II.

⁶ UNDG, Financing for Gender Equality and Tracking Systems - Background Note, September 2013.

ANNEX I – APPLYING THE UNCT GEM CODES

UNCT GEM Codes and Definitions		
Code	Code Definition	Criteria for Use of Code
GEM0	The Key Activity is not expected to contribute to GEWE	<p>-The Key Activity is “Gender Blind”. In other words, there is no consideration of gender equality issues in the Key Activity, its indicator or its activities.</p> <p>-GEM0 may be used in those rare instances where there are no possible gender equality dimensions to the intervention.</p> <p>In the case of the latter, it is essential that the UNCT outline in the UNCT GEM Justification Column of the Joint Annual Work Plan (AWP) why the Key Activity has been assessed as having no possible gender dimensions.</p> <p>-If an UNSDCF Outcome area has over 70% of its Key Activities coded at GEM0s each year – or if a Key Activity which the GTG determines as essential to advancing GEWE but remains at GEM0 - then the Chairs of the GTG and RG should report back to the Heads of Agencies/UNCT on this point. The UNCT would then discuss how/if the Outcome’s intended areas of work can be made more gender responsive. Measures which could take an GEM0 Key Activity towards a GEM1 Key Activity include, but are not limited to:</p> <ul style="list-style-type: none"> • Incorporating a gender analysis as a component of the Key Activity, with the intention that the gender analysis inform the future years’ Key Activities; • Increasing the targeting of the disadvantaged sex in the work captured in a Key Activity, and making this measurable through revising the associated indicators (where present); • Seeking to link the works under a GEM0 Key Activity to those of other areas of the UNSDCF which may have much stronger focus on GEWE;
GEM1	The Key Activity contributes to GEWE in a limited way	<p>-GEM1 indicates that there are planned actions targeting the disadvantaged sex as a specified beneficiary, and this is also reflected in the Outcome and Key Activity Indicators and/or Targets.</p> <p>For example, in coding GEM1, while women and/or girls may be one of the specified target audiences, the work under the Key Activity does not include a focus on the root causes of gender inequalities which may be holding women and girls back in that sector. If the intervention did, then the code would be GEM2.</p> <p>For example, if there are capacity development interventions planned for farmers around environmentally-friendly irrigation practices and the UNCT intends to ensure XX% of trainees are women.</p> <p>-Stating “women and men” in Key activities does not allow for a GEM1 coding. The Key Activity must indicate that there is some level of focus on GEWE in order to have GEM1 code applied.</p> <p>-GEM1 would be applied if there is some intent to include an aspect of gender analysis in a broader Research/Knowledge Product Development or Policy review under the Key</p>

UNCT GEM Codes and Definitions

Code	Code Definition	Criteria for Use of Code
		<p>Activity. Generally, in this instance GEWE would still be minor to the overall anticipated Key Activity;</p> <p>-Measures which could determine a change from a GEM1 Code to a GEM2 Code include but are not limited to:</p> <ul style="list-style-type: none"> • Deepening the planned gender analysis under the work of a Key Activity, with the intent of using the results of the gender analysis to inform the interventions under the remaining years of the UNSDCF; • Focusing some advocacy efforts on raising awareness among decision-makers and rights holders on the root causes of gender inequalities in the sector covered and the specific needs of the women, men and girls, boys; • Incorporate Actions – and add indicators – targeting increasing the voices of the disadvantaged sex in the policy/service access processes which are covered under the Key Activity; • Setting gender-responsive targets within the Key Activity’s Indicators;
GEM2	GEWE is a significant objective of the Key Activity’s overall intent	<p>- Key Activity and its accompanying indicators clearly capture that gender equality is significantly mainstreamed into the broader work planned.</p> <p>-For example, targeted trainings of women and girls within broader sectoral/thematic/process areas captured in a Key Activity does not warrant a GEM2 unless the trainings factor in the root causes of why women are disadvantaged in that sector; and unless the trainings also incorporate increased awareness of women and men of their respective rights and needs within the topic area/sector.</p> <p>-For GEM2 to be applied, the results languages of the Key Activity and Indicators should reflect one or more of the following:</p> <ol style="list-style-type: none"> a) That a thorough gender analysis has or will be done relating to the Key Activity and/or Outcome, and that the analysis will inform the work under the Key Activity; b) The Key Activity articulates that there is intent to advocate for the elimination of root causes of gender inequalities in that sector; c)The Key Activity illustrates – through its language or that of the Indicators – that policy support will be provided targeting the reduction of gender inequalities within the areas covered; d) The Key Activity illustrates serious investment in increasing voices, participation and influence of the disadvantaged sex in the processes covered; e) There is serious investment planned under the Key Activity in supporting the Government’s collection of sex- and age-disaggregated data (and applying a gender equality lens in interpreting data) in support of measuring normative commitments – including the CEDAW, the SDGs, BPfA and others.
GEM3	GEWE is the principal objective of the Key Activity	<p>-For GEM3 to be applied, narrowing gender inequalities, transforming prejudicial gender norms, or the empowering of women and girls is the main reason the Key Activity is being undertaken.</p>

UNCT GEM Codes and Definitions

Code	Code Definition	Criteria for Use of Code
		<p>-Gender equality results must be accompanied by indicators that will track the proposed changes;</p> <p>-Simply put, when applying a GEM3 code, the UNCT is saying that without a gender equality focus, this Key Activity could not be undertaken.</p> <p>-A Code GEM3 would typically be applied in the following cases:</p> <p>a) Key Activities which reflect Joint Programmes/Programming/Coordination around gender equality including ending gender-based violence; b) increasing women and girls voice, participation and leadership in policy processes; increasing socially inclusive economic empowerment;</p> <p>c) Key Activities which reflect long-term investment on GE and/or on ensuring the disadvantaged sex – most commonly women and girls – equal and equitable access to quality services in a sector;</p> <p>d) Key Activities which strongly capture the need for enhanced leadership and representation of the disadvantaged sex – most commonly women and girls - to overcome inequalities;</p> <p>e) Key Activities which focus on establishing long-term monitoring and/or data collection mechanisms which would considerably deepen the Country’s knowledge of the situation of women and girls and gender equality when monitoring the implementation of the SDGs.</p>

ANNEX II – APPLYING THE UNCT GEM IN AN UNSDCF CYCLE: A SAMPLE PLAN OF ACTION

UNSDCF Process	How to apply the UNCT GEM	Considerations
Common Country Analysis (CCA)	The CCA incorporates a thorough gender analysis so as to inform the UNSDCF's Strategic Prioritisation Process.	
UNSDCF Strategic Prioritisation Process and Narrative	The Strategic Prioritisation process under an UNSDCF and the subsequent Narrative and Results Matrix will reflect the gender and human rights dimensions of the country.	Ensuring within the Strategic Prioritisation process that gender experts and/or the UNCT's lead agency on GEWE are well positioned to impact discussions.
Medium Term CBF (under the UNSDCF Results Matrix)	The UNCT or Integrated Mission has the option of setting Financial Benchmarks (Gender Equality Benchmarks) under the Medium Term CBF on resources towards Gender Equality. For example, in the UNSDCF Results Matrix, within the Medium Term CBF details/columns, the UNCT could state that it aims for XX% of overall Outcome anticipated budget to go towards GEM1; GEM2; and GEM3 respectively. If the UNCT opts to apply a Gender Resource Benchmark to the Outcomes (or to some of the Outcomes), then the Final Evaluation stage would include a review on what extent the Benchmark was realized. This would be done through calculating the total percentage of annual CBFs allocated towards each GEM1; GEM2; GEM3.	In the case of setting Gender Resource Benchmarks/Targets in the UNSDCF Medium Term CBF, these would need to be broken down into GEM1 benchmark; GEM2 benchmark; GEM3 benchmark.
Annual Joint Work Plans of the UNSDCF Results Groups	<p>The UNCT RGs develop integrated Joint AWP's under the Outcome or Pillar areas of the UNSDCF. According to the new UNSDCF Guidelines, the Joint AWP's represent collective contributions (not necessarily joint actions) of the UNCT. In the new UNSDCF Guidelines, Agency-specific Outputs are to be avoided.</p> <p>When each RG has developed the first draft Annual Joint Workplan, the GTG or similar would review the workplans in consultation with the RGs, and together jointly allocate GEM Codes to each output. Face-to face meetings instead of email reviews are recommended.</p> <p>Justifications (one to two sentences) for each GEM Code should be provided against each Output;</p>	<p>If there is no GTG or equivalent within a UNCT, then it is recommended that "UNCT GEM Advisory Group" be convened under the UN RCO to support this process. Where appropriate, the advisory group could fold within it national gender equality experts.</p> <p>The TORS of RGs and GTGs (or equivalent) would include their obligations under the UNCT GEM process;</p> <p>In integrated Joint AWP's, coding should <u>not</u> happen <u>at the activity level</u> and should <u>only</u> happen <u>at the output level</u> as there is a risk of capturing agency-specific budgets and interventions rather than the work of the collective UNCT;</p>

<p>Annual CBFs (under the Annual Joint Work Plans)</p>	<p><u>Planned Budget:</u> All Outputs are given a UNCT GEM Code within the Joint AWP and accompanying Annual CBFs; <u>To apply a GEM1, GEM2, or GEM3, there is no budgetary threshold that must be met. (i.e. the idea that XX% of budget of Output must be allocated to GE in order to be a GEM1).</u> At the time of Coding the Output (i.e. GEM0, GEM1, GEM2, GEM3), the RG must also estimate what percentage of the Output’s budget is going towards GEWE <u>This is an estimate only.</u></p> <p><u>Actual Budget:</u> Each year end, as part of the UNSDCF Annual Reporting process, the RGs have the opportunity to update the Annual CBFs to show actual budgets allocated and resources mobilized. When this process is complete, the UN RCO would then be able to calculate the total percentage budget of the Outcome area going towards gender equality;</p>	<p>If each Output which is Coded at a GEM1 or higher does not provide an estimate as to what percentage of the annual Output budget is going towards GEWE, then the UNCT runs the risk of “over-coding”. Over coding is what happens when an Output, for example, covers 10 activities over a fiscal year which total XXX amount, but only 15% of that amount is going towards the GEWE aspects coded in the Output. Over-coding in a UNCT context runs the risk of raising national expectations and/or a reputational risk on the part of UNCT who may be seen as not delivering on large estimated budgets towards GEWE. All budgetary calculations under the UNCT GEM review process should be disaggregated at the GEM1; GEM2; GEM3 levels.</p> <p>There is little value in totalling the budgets of the three Codes. To do so would require providing weighted values against each Code, as they reflect very different levels of gender mainstreaming. (i.e. GEM 2 and GEM 3 have more value in terms of level of impact than GEM1)</p>
<p>UNSDCF Annual Reporting</p>	<p>The UNSDCF Annual Report would include a review of the UNCT GEMs, capturing trends and budgetary allocations. The GTG or equivalent would work with the UN RCO in conducting this analysis. If there is an instance of grading an Outcome, the process, rationale and dialogue around the grading would also be captured annually.</p>	
<p>UNSDCF Final Evaluation (and MTR if conducted)</p>	<p>UNSDCF Evaluation processes would integrate a review of the UNCT GEM, capturing trends, and percentage budgetary allocations. If the UNCT opts to apply a Gender Resource Benchmark to the Outcomes (or to some of the Outcomes), then the Final Evaluation stage would include a review of to what extent the Benchmark/Target was realized. This would be done through calculating the total percentage of annual CBFs allocated towards GEM1; GEM2; GEM3.</p>	<p>It is important to note that the UNCT GEM will not, in its own right, provide an effective means of assessing the quality of the results under each Outcome and Output as it relates to gender equality. There are other tools – such as a gender audit, or the use of the UNCT Gender Scorecard.</p> <p>The TORS of the UNSDCF M&E Working Group (or equivalent) would include this process in their responsibilities.</p>

ANNEX III – UNSDCF JOINT ANNUAL WORK PLAN TEMPLATE WITH A UNCT GEM

Outcome Statement XXXXX							
Outcome Indicators, MOVs, Baseline, Targets;							
Output XXX	Indicators	Output Total Budget	Funds in Hand	Funds to be Mobilised	GEM Code	Justification for GEM Code	% of Output Budget that is being Coded (to avoid over coding)
Key Activities under each Output							