

Good Practice Example:

UNCT-SWAP PERFORMANCE INDICATOR 4.1

Virtual Toolkit Resource



What?

**Good Practice Including Gender in UNCT HOA Meetings
(UNCT-SWAP Toolkit 2020)**



Why?

This one-page document was developed for the UNCT-SWAP Gender Equality scorecard Toolkit to share some good practices identified by UNCTs in response to UNCT-SWAP findings of limited meaningful engagement on GEWE at regular Heads-of-Agency (HOA) meetings.

The document summarizes various approaches trialed by UNCTs, to facilitating a more regular focus on gender equality and women's empowerment issues at the highest levels in line with meeting requirements for Performance Indicator 4.1 (criterion a).



Performance Indicator 4.1 Leadership

Approaches Minimum Requirements

Meets **2** of the following:

- a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months;
- b. RC demonstrates external public championing of gender equality during the last 12 months;
- c. RC demonstrates internal championing of gender equality during the last 12 months;
- d. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.



Performance Indicator 4.1 Leadership

Meets Minimum Requirements

Meets **3** of the following:

- a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months;
- b. RC demonstrates external public championing of gender equality during the last 12 months;
- c. RC demonstrates internal championing of gender equality during the last 12 months;
- d. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.

Exceeds Minimum Requirements

Meets **all** of the following:

- a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months;
- b. RC demonstrates external public championing of gender equality during the last 12 months;
- c. RC demonstrates internal championing of gender equality during the last 12 months;
- d. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.

Good Practice Including Gender in UNCT HOA Meetings
Developed for UNCT-SWAP Toolkit (2020)

The UNCT-SWAP Scorecard Performance Indicator 4.1 Leadership includes a criterion for gender equality to be included in HOA meetings as a regular topic of discussion (criterion a). The criterion is assessed on the basis of reviewing HOA meeting minutes over the 12 months preceding the assessment.

A number of different approaches have been included in Action Plans to facilitate more consistent high-level engagement on GEWE in line with the Performance Indicator requirements. Examples include:

- ▶ Reflecting Gender equality and women's empowerment (GEWE) as a standing agenda item in the UNCT's agenda;
- ▶ Positioning GEWE as part of a broader standing agenda item such as "Human Rights and Gender equality and women's empowerment" or "GEWE and other cross-cutting issues";
- ▶ Scheduling GTG briefings with the UNCT, annually or semi-annually;
- ▶ Scheduling one or more dedicated GEWE-focused UNCT meetings per year; and
- ▶ Ensuring time is allocated for gender discussion at UNCT annual retreats.

UNCT-SWAP Gender Equality Scorecard comprehensive assessment Action Plans assign responsibilities for actions to various inter-agency groups. Some UNCTs have periodically included, in agendas, reports from inter-agency groups on progress toward Action Plan items as a means of facilitating broader ownership and discussion on gender at the highest levels. For example, the head of the Operations Management Team (OMT) may report on gender parity and gender integration in the Business Operations Strategy (BOS), the RCO may report on application of the UNCT Gender Equality Marker in Joint Work Plans (JWPs), and the head of the M&E group may report on developing capacities for gender-sensitive M&E in common frameworks.