UNDP GENDER EQUALITY SEAL
COMPREHENSIVE BENCHMARKING MATRIX

The UNDP Gender Equality Seal is a corporate certification process that recognizes good performance of UNDP Country Offices in delivering transformational gender equality results. It is a tool for empowering managers and accelerating changes needed to support countries' gender equality goals. The Gender Equality Seal **establishes minimum acceptable quality standards**. Country Offices are certified based on a review of their gender equality accomplishments.

The Benchmarking Matrix is at the heart of the Seal methodology. It is organized into seven elements, with **indicators** to capture the 'state of play' on each element. Each indicator is also linked to a set of benchmarks that corresponds to the minimum acceptable quality standard. **Country Offices are assessed against this set of indicators and benchmarks**. There are two versions of the benchmarking matrix:

a. **An online assessment matrix/tool** is a shorter version of the original benchmarking matrix. This online tool helps offices to see where they are. Total number of benchmarks: 39[1].

b. **A comprehensive benchmarking matrix** is used to assess potential gold offices as part of a hands-on assessment mission. Total number of benchmarks: 75[2].

While the online matrix includes benchmarks that can be verified through a desk review process, the following comprehensive benchmarking matrix includes complementary benchmarks **that only can be verified through a mission and involves a triangulation of information.**

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[1] There are 3 additional benchmarks for crisis post crisis affected country offices.
[2] Idem.

1. MANAGEMENT SYSTEMS FOR GENDER MAINSTREAMING

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
1.A UNDP Gender Equality Strategy guides the planning and implementation of gender mainstreaming.	• Are gender issues systematically integrated in key CO documents? • Are gender issues systematically integrated into key planning processes and tools? • Are gender equality outcomes systematically translated into programme targets and indicators?	1. CO Gender Strategy document well aligned to corporate Gender Equality Strategy. (1.1) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 2. CO Gender Strategy document well aligned with CPD results framework.	• CO gender equality strategy/action plan • CO results framework
1.B Effective leadership by senior managers	• Do senior managers set high personal standards for ethical and non-discriminatory behaviour? • Are senior managers able to identify sexism and gender discrimination? • Have senior managers acted promptly in cases of sexism and gender discrimination?	3. Senior managers act as role models for gender equality. 4. Senior managers have taken action to combat sexism and gender discrimination.	• HR records • Meeting with Senior Management Team • Focus groups with mixed groups of staff members • Interview with DRR/CD • Interview with CO lead on gender[3] • Staff questionnaire • GSS scores for current and previous year

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[3] This should be the individual who is the functional and substantive lead actor on gender mainstreaming for the CO, and could be the head of the Gender Unit, the Gender Advisor or Gender Expert.

1.C Management accountability systems in place and functional	• Are gender issues systematically integrated in key CO documents? • Are gender issues systematically integrated into key planning processes and tools? • Are gender equality outcomes systematically translated into programme targets and indicators?	5. Performance reviews of senior managers (RR, DRR and ARRs) include at least one key result on gender. (1.2) 6. ROAR consistently highlights progress on gender equality.	• Extracts from PMDs of RR, DRR, Operations Manager, HR Manager and Unit Chiefs
1.D Active and effective Gender Focal Team (GFT)	• Who heads the GFT? • Who are the members? • What is the GFT's level of technical competence? • The GFT has a formal ToR? • Does the GFT meet regularly? • Is the GFT involved in implementing and monitoring the CO Gender Action Plan? • Is the GFT contributing to capacity building? • Is the GFT contributing to gender mainstreaming in programmes? • Is the GFT contributing to key planning processes?	7. GFT in place and meets mandatory quality criteria[4]. (1.3) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 8. GFT makes substantive contributions to gender mainstreaming[5].	• ROAR • List of members and ToR of GFT • GFT capacity assessment • GFT current work plan and activity reports for previous and current year • Focus group with GFT members

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[4] Mandatory quality criteria are: GFT headed by DRR/CD/DCD and includes staff from both programme and operations, units, and has clear TORs and work plan.

[5] "Substantive involvement in gender mainstreaming" should include coordination and monitoring implementation of CO gender strategy; involvement in gender analysis for CCA/ UNDAF; participation in LPACs; gender reviews of ToRs and reports of ADRs; contributions to perspective-building and capacity-building on gender; and support to programme and operational divisions for identifying and responding to emergent gender issues.

1.E Adequate resources made available for gender mainstreaming	• What proportion of the overall CO budget is being spent on gender equality related outcomes? • What proportion of programme/non-programme resources are contributing to gender equality outcomes? • Has the CO secured any donor funds for gender equality projects under the current CP?	9. At least 50% of the programme expenditure directly contributes to gender equality results. (GEN 2+GEN3). (1.4) *Mandatory for Silver and to qualify for an assessment mission.* 10. Funding secured for at least one gender- focused project in the current Country Programme.	• Gender Marker CO expenditure reports for current and previous year • Interview with DRR • Interview with CO lead on gender
1.F Gender equality concerns are integrated into management practices	• Have senior managers adopted and promoted gender-responsive management practices? • Have managers innovated to make standard management tools more gender-responsive?	11. CO has adopted at least one innovative practice for gender-responsive management[6].	• Interviews with senior managers • Focus-group discussion with middle managers • Note on innovative practice developed by the CO

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[6] A management practice can be considered innovative if it meets the following criteria: it responds to a specific situation/issue; it reflects a new approach or new way of understanding the issue; it is a departure from the way the issue has been dealt with in the past; it opens the space for positive change in gender relations in the workplace.

2. CAPACITIES

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
2.A Staff have a common basic understanding of gender mainstreaming	• Have all staff completed the basic online gender course? • Are staff aware of corporate gender mainstreaming goals and policies? • Are staff aware of CO gender mainstreaming goals? • Are staff supportive of gender policies and goals? • Are staff able to link CO gender mainstreaming goals to their own work?	12. UNDP's commitment to gender equality is integrated into induction process for new appointees. (2.1) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 13. At least 50% of staff is able to explain how gender mainstreaming is relevant to their own work. 14. All staff have completed the "I Know Gender" online course.	• Record of completions of online gender course by all staff • Staff questionnaire • Learning materials/modules used as part of induction courses • Focus groups with mixed groups of staff members
2.B CO has adequate technical capacity for gender mainstreaming	• Does the CO have a dedicated gender unit or specialist in place? • Is gender capacity distributed evenly across the organization? • Do programme managers have the experience and expertise needed for gender mainstreaming?	15. Dedicated gender specialist/ gender advisor in place (2.2) 16. All managers have basic competencies in gender mainstreaming. (2.3) 17. At least 50% of programme and operational units have at least one person with subject-specific gender competence.	• CO organigram showing the location and staffing of the gender specialist/unit with reporting lines highlighted • TOR of gender specialist • Office organigram showing locations of individuals with sector-specific gender expertise • Responses to subject-specific competency assessment tool from identified individuals

2.C Strategic actions taken for building CO gender capacity	• Does the CO allocate budget for gender-related- learning activities?	18. CO has planned and implemented strategic actions for capacity- building on gender. *Mandatory for Silver and to qualify for an assessment.* 19. Recruitment procedures include screening for gender competence. (2.5)	• List of activities funded by the CO learning budget with the outlays for gender related learning highlighted separately • Agenda and process reports (including feedback from participants) of at least two all – staff perspective – building sessions carried out during the last year • Samples of the tools (e.g. "gender questions") used by the CO in screening for gender technical competencies while recruiting staff and/or consultants
2.D Gender capacities are deployed to strengthen synergies and encourage innovation	• How are individuals with gender capacities contributing to the CO gender agenda?	20. At least 50% of individuals with gender capacities have made substantive contributions to the CO's gender agenda[7].	• Discussion with GFT • Interviews with selected individuals identified as having gender capacities but not in formal "gender roles"[8]

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[7] Substantive contributions include but are not limited to contributing gender analysis to programmes/projects in own field of expertise; providing comments during gender screening/PAC of projects from other units/divisions; participating in design and/or implementation of cross-practice gender-focused interventions; participation in GFT; organizing or facilitating learning events for colleagues; participating in advocacy on gender issues; leading inter-agency gender initiatives."

[8] Individuals interviewed should not include gender focal points, members of the GFT, gender experts, gender trainers and others whose job descriptions include a specific gender- related role.

3. ENABLING ENVIRONMENT

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
3.A Corporate policies preventing Sexual Harassment and SEA localized and implemented	• Is the corporate policy on Sexual Harassment and Sexual Exploitation and Abuse being implemented? • Are all staff aware of and satisfied with the implementation of the Sexual Harassment and Sexual Exploitation and Abuse policy? • How is management accountability for workplace equality being ensured? • Are accountability mechanisms for Sexual Harassment and Sexual Exploitation and Abuse perception in place?	21. UNDP personnel and partners have been informed and briefed about corporate SH and SEA policies. (3.1) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 22. All personnel have completed mandatory online trainings on SH and SEA. (3.2) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 23. All personnel are aware of what to do in response to complaints of sexual harassment. (3.3) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 24. Accountability mechanisms for prevention of SH and SEA in place. (3.4) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 25. At least 70% of staff members aware of and satisfied with provisions of work-life policy.	• Copy of the notification email or memo on SH and SEA to UNDP personnel • List of new personnel including signatures certifying they have received the policy on SH and SEA as part of induction pack/ sessions. • Copy of the notification email or memo on SEA to external partners • Note describing other actions taken by HR Manager to disseminate policies on SH and SEA in an accessible form • A copy of the full list of employees completing each course and date • Agenda, list of participants and report of at least one face-to-face learning event on SH and SEA for all managers/ supervisors • Names Focal Points • TOR of focal points • Note (500 words) on training/ orientation of focal points • PMD of senior managers, supervisors and HR manager, showing relevant results

			• A copy of the CO action-plan and monitoring reports on its implementation • Focus group with mixed groups of staff members • Interview with CO lead on gender • Interview with HR manager • Staff questionnaire • Global Staff Survey results
3.B Corporate policies and guidelines on gender parity localized and applied	• Is the corporate work-life policy being implemented? What is the status of gender parity in the CO? • Are staff aware of and satisfied with implementation of the work-life policy? • How are gender parity targets being monitored? • How are gender equality concerns being integrated into recruitment and promotion processes?	26. Gender parity targets achieved (40% staff at all levels should be women). (3.5) 27. Work/ life policy and family friendly policy notified and implemented. (3.6) 28. CO Gender Equality Strategy/Action Plan includes gender parity targets and actions for achieving them. 29. HR manager, interview panel members and APP members oriented to gender-aware interviewing principles and guidelines[9]. 30. Exit interviews include question on experience of gender equality while working in UNDP. 31. At least 50% representation of women in key committees and decision- making bodies.	• Interview with HR manager • Job announcements and interview guidelines • Interview with Senior Management Team • A copy of the CO notification(s) on work/life and family friendly policies signed by the RR/RC • A note on the steps taken for implementation of the work/life and family friendly policies • A list of staff who have availed of provisions under the policy during the last year • Office personnel disaggregated data

[9] Including SMT, APP, Programme Committee, HR Committee, Learning Committee and Staff Association.

3.C Open and participatory process	• Is decision-making on internal policies and practices consultative and transparent? • Do staff members across various levels get opportunities to participate in organizational processes? • How are grievances addressed?	32. RC/RR interacts directly with all staff through open meetings at least four times a year. 33. At least 70% of staff feels that the CO management team listen to their ideas, suggestions and concerns. (3.7) 34. At least 70% of staff feel encouraged to have open and honest discussions with the management. 35. At least 70% of staff feels that CO management deals effectively with conflicts and grievances in my office. (3.8) 36. CO senior managers have addressed GSS results and implemented measures in response to GSS findings on participation and transparency. (3.9)	• Focus group with project staff • Staff questionnaire • Workshop with GFT • Interview with DRR/CD • Minutes of staff meetings • Global Staff Survey Results • A note with actions taken describing the steps taken to ensure collective ownership of the process by all staff • A note with actions taken addressing findings from GSS
3.D CO has taken innovative steps to promote gender equality in the workplace	• How do senior managers interpret the notion of gender equality in the workplace? • What do senior managers see as key issues of gender equality in the CO? • What innovative steps has the CO taken to promote gender equality in the workplace?	37. CO has taken innovative steps to promote an organizational culture of gender equality. (3.10)	• Interview with senior managers • Discussion with GFT • Focus group with staff • A note with actions taken to promote an organizational culture of gender equality

4. KNOWLEDGE MANAGEMENT

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
4.A Knowledge products on gender equality and women's empowerment developed and disseminated	• Has the CO developed any new gender mainstreaming tools or knowledge products? • Has the CO contributed to the global/regional pool of gender mainstreaming tools?	38. CO has produced at least two gender related knowledge products[10] in the last 12 months. (4.1)	• Interview with CO lead on gender/Gender Unit • Review of knowledge products • Review of HDRO
4.B Lessons from CO experience of gender mainstreaming disseminated to larger gender community	• Are gender-related knowledge products disseminated effectively? • Do staff members participate actively in any online gender communities such as Yammer? • Have CO experiences been shared through global collections of good practice on gender mainstreaming?	39. CO has made at least one contribution to the global pool of knowledge on gender mainstreaming in last three years.	• Review of best practice documentation on public website • Review of knowledge products produced in current and previous year • Review of CO contributions to online gender discussions in current and previous year • Interview with CO lead on gender
4.C CO communication plan and materials reflect commitment to gender equality and women's empowerment	• Are gender concerns effectively mainstreamed into knowledge products and communications materials produced by the CO? • What systems have been put in place for monitoring gender- responsiveness of CO communications materials?	40. CO communications strategy adequately integrate gender equality concerns. (4.2) 41. CO website reflects organizational commitment to gender equality. (4.3) *Mandatory to qualify for an assessment mission.* 42. GFT members and/or CO lead on gender are involved in screening and quality assurance of CO communications materials.	• Review of CO communications strategy • CO guidelines on gender responsive and non-discriminatory language. • Interview with Communications Manager • Interview with CO lead on gender/Gender Unit • Review of website

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[10] These could include but are not limited to concept papers and research reports on thematic gender issues, checklists, thematic gender indicators, gender statistics or communication materials.

4.D CO knowledge products reflect a consistent gender-aware stance across focus areas	• Do CO knowledge products across sectors reflect a consistent commitment to gender equality? • Has the CO produced any material that brings a gender perspective to an issue that is not usually seen as gendered?	43. CO has produced at least one knowledge product in the last 12 months that brings a gender perspective to a subject/issue that is not usually seen as gendered[11].	• Review of the cited knowledge product • Discussion with GFT

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[11] "Examples of innovations in gender mainstreaming could include mandatory gender impact analysis for infrastructure projects; providing employment opportunities to women in science and technology-focused projects; recruiting women to lead projects on disaster risk reduction, mine clearance and other such traditional "masculine" concerns; making women's unpaid work visible in reporting on national macroeconomic indicators.

5. PROGRAMMES AND PROJECTS

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
5.A Gender mainstreaming in programmes is guided by global gender strategies and networks	• Is the Country Programme document (CPD) aligned with the corporate gender strategy? • How has the CO ensured this integration?	44. Country Programme Document integrates gender concerns. (5.1) 45. CPD gender analysis flags gender issues across all programme areas. 46. CPD has at least one gender-related outcome and/or target.	• Review of the cited knowledge product • Discussion with GFT and/or office lead on gender
5.B Programme/ project cycle incorporates gender concerns	• What systems/ mechanisms have been put in place to ensure integration of gender concerns into the programme cycle? • How are lessons from programme/ project implementation harvested and used?	47. Prodoc appraisal process includes mandatory gender screening. (5.2) *Mandatory for Bronze, Silver and to qualify for an assessment mission.* 48. Programme portfolio regularly reviewed, and actions taken to strengthen gender mainstreaming where needed. (5.3)	• Interviews with CO lead on gender/Gender Unit • Focus group discussion with Programme Managers and Programme Teams • Selected Project documents • Programme review documents • ToRs and reports of latest programme reviews or equivalent.
5.C Potential of CO programmes/ projects to positively impact gender inequality	• What is the relative distribution of women- focused, gender-equality focused and gender-blind projects in the CO programme/project portfolio? • Are any of the CO programmes/projects likely to have an adverse effect on gender equality?	49. All project documents incorporate substantive gender analysis. (5.4) 50. All programmes/projects with budgets over USD 500,000 are screened to ensure that they will not have any adverse impact on gender equality and the situation of women. 51. CO M&E plan integrates tracking of gender commitments in the CPD and CO gender strategy. (5.5)	• Programme/project document reviews • Gender marker scores • Social and Environmental Safeguards tool • Office M&E plan for the current year

5.D Cross-practice coordination	• Has the CO made any efforts to encourage cross-practice collaboration? • Are there any opportunities for developing joint initiatives across practice areas? • Is the CO implementing any cross-practice initiatives?	52. CO has developed at least one cross-practice initiative in the current CP. 53. At least one joint UN project led by UNDP reflects a cross-practice approach.	• Focus group with programme unit heads • Focus group with programme staff • Interviews • Review of programme/ project updates on intranet
5.E CO programmes recognize and leverage women's voice and agency	• Does the CO recognize women as autonomous agents of development? • Do programmes/ projects other than gender-focused and women-focused initiatives leverage women's voice and agency?	54. At least two programmes in the current CP have leveraged women's voice and agency on issues other than gender equality and women's empowerment.	• Review of cited programmes • Discussion with concerned programme manager and team • Focus group with programme staff

6. PARTNERSHIPS

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
6.A Collaboration with national actors around gender equality goals	• Does the CO relate to the national women's machinery? • Does the CO relate to national women's organisations, gender research organisations and women's movements?	55. CO has collaborated with the national gender machinery on a substantive gender issue[12] at least once in the current CP. (6.1) 56. CO has collaborated with a key line ministry (other than the women's machinery) on a substantive gender issue[13] at least once in the current CP. (6.2) 57. CO has collaborated with at least one women's organization during the current CP. (6.3)	• Interview with CO lead on gender • Meeting/phone interview with representative of national women's machinery • Meetings/phone interviews with government counterparts • Meetings/phone interviews with representatives of national women's organizations • Data from CO Partnership survey • Programmes and projects documents and reports from partnerships
6.B Active participation in inter-agency coordination mechanisms for gender equality and women's empowerment	• What is the role of the CO in the UN Inter-Agency Gender Theme Group? • Has UNDP partnered with other UN agencies and non-UN donors on gender issues? • Has UNDP built a strong partnership with UN Women?	58. UNDP has made at least one substantive contribution[14] to the IA-GTG in the last 12 months. (6.4) 59. Effective collaboration with UN Women during the current CP. 60. At least one gender- focused joint activity with another UN agency implemented during the current CP.	• Meeting with IA-GTG • Review of joint UN projects

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[12] Examples include but are not limited to project support, joint advocacy campaigns, contributions to policy formulation process and joint public events

[13] Examples include but are not limited to project support, joint advocacy campaigns, contributions to policy formulation process and joint public events.

[14] Examples include but are not limited to mobilizing funds for a GTG activity, taking the lead in implementing an activity under the GTG work plan, organizing a learning/capacity building event for/on behalf of the GTG or undertaking knowledge management for/on behalf of the GTG.

6.C CO has expanded engagement on gender issues beyond conventional partners	• Has the CO been able to integrate gender equality concerns into partnerships other than with women's groups or around women's issues?	61. CO has successfully integrated gender equality issues into at least two partnerships with groups other than women's groups and/ or on issues other than women's issues.	• Programmes and projects documents and reports from partnerships.

7. RESULTS

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
7.A UNDP programmes make significant contributions to national gender equality	• Are UNDP programmes/ projects well-aligned with national gender priorities? • Have UNDP programmes resulted in any clearly attributable changes in gender relations or women's empowerment? • Has the CO brought gender equality perspectives into policy dialogues across sectors/issues?	62. Progress on gender equality reported under all ROAR outcomes. (7.1) *Mandatory for Silver and to qualify for assessment mission.* 63. CO has made at least one substantive contribution towards addressing gender inequalities that keep women in poverty in the country over the last three years. (7.2) *Mandatory to qualify for an assessment mission.* 64. CO has made substantive contribution to addressing structural inequalities in order to accelerate transformations for sustainable development in the country over the last three years. (7.3) *Mandatory to qualify for an assessment mission.* 65. CO has made at least one substantive contribution to build resilience of women and reduce structural vulnerabilities to shocks and crisis in the country over the last three years. (7.4) *Mandatory to qualify for an assessment mission.* 66. CO has made significant national contributions to engendering policy dialogues across sectors. (7.5) 67. National Human Development Report includes substantive gender analysis and data on gender inequalities. (7.6)	• Evaluations and impact assessment reports • Review of best practice documentation • Gender review of CPD • Review of documentation on policy engagements • Interviews with partners and interlocutors • Review of ROAR for current and previous year • Reports of independent evaluations, government reports and media coverage

7.B CO has contributed significantly to public advocacy on gender issues	• Are gender issues appropriately highlighted in public products? • Has UNDP implemented any public advocacy campaigns on gender issues? • Have gender advocacy materials produced by the CO been effectively disseminated? • Is the RR consistent in highlighting gender issues on public platforms?	68. At least one advocacy campaign on a gender issue undertaken during current CP. (7.7) 69. Senior leaders speak out for gender equality on public platforms. (7.8) 70. CO commitment to and actions on gender equality issues highlighted on national media at least once in last 12 months. 71. Flagship products[15] consistently highlight gender issues. 72. Substantive engagement and advocacy on gender issues with at least one public constituency[16] during the current CP.	• Review of flagship products and advocacy materials • Interviews with CO lead on gender/Gender Unit • Interviews with women's groups/civil society representatives • Interview with communications specialist. • Interview with senior management. • Interview with cluster leaders and managers. • One public speech or statement/public blog for 8th of March and one for November 25th; and at least one more public speech articulating a clear vision of how the UNDP/ the office will contribute to the gender equality and the empowerment of women in the country for the last 12 months. • Scan copy of notification for cluster leaders/ managers indicating the requirement of the Secretary General and Gender Equality Strategy to set up and participate only in gender balanced panels.

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[15] These include national HDRs, national MDG reports, best practice documentation and research reports.

[16] Public constituencies include (but are not limited to) the media, professional associations and trade unions, citizens' students, youth groups, and mass movements.

			• Note explaining how senior CO managers have prioritized funds for the achievement of gender equality and the empowerment of women through advocating and/or reallocating internal funds.
7.C UNDP recognized as a credible and competent actor for gender equality	• Is UNDP recognized by key national actors and collaborators as having contributed to national gender goals? • Is UNDP approached by national media for comments on gender issues? • Is UNDP seen by national government as a policy resource on thematic gender issues?	73. Key partners and counterparts[17] are able to identify at least one specific instance of UNDP's contribution to gender equality in the country.	• Interviews with key collaborators • Review of media coverage of UNDP work on gender in last 12 months
7.D UNDP has brought gender equality perspectives into national development instruments and frameworks	• What does the CO see as its most important contribution to the national development discourse? • How strongly does this contribution reflect a gender equality perspective? • What is the sector where the CO has engaged most consistently? • To what extent have gender equality perspectives been advanced through this engagement? • How successfully has the CO promoted policy recognition of women's abilities and agency?	74. CO can cite at least one substantive contribution to the integration of gender equality perspectives into a national development instrument or framework[18]. 75. CO has championed/ supported at least one initiative in the last three years that has facilitated women's entry into non- traditional sectors/roles.	• Interviews with senior managers • Discussion with GFT • ROAR reports • Reports of ADRs and policy impact assessments

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[17] These include representatives of project partners, government counterparts, women's organizations, civil society groups and media representatives.

[18] Examples of national development instruments and frameworks are national vision documents; national and sectoral development plans and budgets; national census; annual economic surveys; macroeconomic policy documents; national statistical systems and other instruments/frameworks with a long-term bearing on national development.

S. THIS SECTION IS APPLICABLE TO CRISIS AND POST CRISIS AFFECTED COUNTRY OFFICES

INDICATOR	KEY QUESTIONS	BENCHMARKS	DATA SOURCES
S.A UNDP programmes make significant contributions to gender equality in crisis and post-crisis affected countries	• What does the CO see as its most important contribution to the gender equality in crisis and post- crisis countries? • How strongly are these contributions aligned to the 8 Point Agenda? • What is the sector where the CO has engaged most consistently? • To what extent have gender equality perspectives been advanced through this engagement?	76. The CO has made at least one strategic intervention aimed at preventing and/or addressing the issue of sexual and gender-based violence in the last 12 months[19]. (S.1) 77. The CPD includes at least three interventions specifically directed to increasing women's access to resources and services. (S.2) 78. COs contributions to gender equality in crisis and post- crisis recovery recognized and affirmed by key actors[20]. (S.3)	• Evaluations and impact assessment reports • Review of documentation • Interviews with partners and interlocutors • Review of ROAR for current and previous year • Government reports and media coverage. Review of prodocs for cited projects • Focus group discussions with managers and teams of cited projects

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[19] Examples include but are not limited to: legislative reform, adequate support to survivors etc.

[20] Examples include but are not limited to: national counterparts, civil society, groups, international and regional bodies and international media.