## Step 04.02 – Gender Profile

### Q.04.02.01 – Gender General Information

Q.04.02.01.01 – Does the UNCT have dedicated capacity to support joint work on gender equality and the empowerment of women?**\*** [Yes/No]

Q.04.02.01.01.01 – [If Yes] What type of capacity on gender equality and the empowerment of women?**\*** (Select all that apply) [Multi-select]

* International gender adviser P4/P5 to the UNCT in the RC Office;
* National gender adviser or officer in the RC office;
* Gender Theme Group or equivalent UN coordination mechanism;
* UN Women in county presence;
* Other

Q.04.02.01.02 – Does the UNCT use a gender equality marker?**\*** [Yes/No]

Q.04.02.01.02.01 – [If Yes] How?**\*** (Select all that apply) [Multi-select]

* For UNDAF/CF planning, monitoring and/or reporting;
* For Joint Work Plans;
* For humanitarian action;
* For the design and implementation of joint programs

Q.04.02.01.03 – If there is an UNDAF/CF (or equivalent), does it have dedicated gender equality results at the outcome level?**\*** [Yes/No] Yes in UNDAF 2015 – 2021 / No in UNSDCF 2021 - 2025

Q.04.02.01.04 – Has your UNCT implemented a UNCT SWAP Scorecard in the past FOUR years?**\*** [Yes/No]

Q.04.02.01.04.01 – [If Yes] What year was it conducted? [Year] 2016

### Q.04.02.02 – Gender Equality Scorecard

[The following are a selection of questions extracted from the UNSDG UNCT-SWAT Gender Equality Scorecard. Please provide more detailed reporting on the UNCT-SWAP Gender Equality Scorecard Reporting Platform at <https://unswap.unwomen.org/home/Index> (contact [genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org) if you encounter any issues).]

Q.04.02.02.01 – In the table below, please indicate the most appropriate rating for each performance area of the scorecard, according to the guidance on the UNCT-SWAP Gender Equality Scorecard Reporting Platform. (Only onerating to be selected per performance area)**\***. [Matrix]

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | A. Missing Minimum Requirements | B. Approaches Minimum Requirements | C. Meets Minimum Requirements | D. Exceeds Minimum Requirements |
| Common Country Analysis integrates gender analysis |  | X  UNCT is approaching minimum requirements.  Action Point: Country Gender Equality Profile shared with RC, SDG 5 consulted with UNCT, gender senstivie data, minimum standards have been include, has a targeted gender analysis been produced. |  |  |
| Gender equality mainstreamed in UNDAF/CF outcomes | . |  | X  UNSDCF Outcomes ''meet minimum requirements''. Currently 38.7% of indicators measure change in GEEW.  If the 6 indicators that could measure change in GEEW were adapted, the percentage would rise to 58% and place the UNSDCF indicators in the category ''Exceeds minimum requirements'' |  |
| UNDAF/CF indicators to measure changes on gender equality |  |  | X  The indicators ''meet minimum requirements', Gender equality is not visibly mainstreamed in the outcome, but it is captured in 4 indicators. |  |
| Joint programs contribute to reducing gender inequalities |  | X  Currently UNCT is close to meeting minimum requirements  Consensus to exeed and work on a system for all Joint Programmes to be gender mainstreamed  DRR and IT Girls Joint Programme (mainstreaming and targeted), AD HOC for  Action Points: get a list of all JPs, link with the respective Project Managers to assess level of gender mainstreaming, come up with the clear list of criteria to be met by all current and future JPs |  |  |
| Communication and advocacy address areas of gender inequality |  |  | X  UNCT has contributed collaboratively to COVID-19 Campaign, and plans are underway for 16 Days, UNCT Comms plan includes GEWE - UNCT meets minimum requiremements  Exceeding minimum requirements might be difficult - would be relevant to focus on GEWE in the advocacy related to pollution and environmental protection - UNDP open to lead and coordinate with other agencies |  |
| UNDAF/CF monitoring and evaluation measures progress against planned gender equality results |  |  | X  Looking into UNDAF 2015 - 2020, we have completed a) and b) - UNCT meets minimum requirement  Action point: ensure gender sensitive indicators in the UNSDCF 2021 - 2025 and Joint Work Plans and provide Gender Sensitive M&E Training for the relevant colleagues in the PMT or M&E Group |  |
| UNCT collaborates and engages with government on gender equality and empowerment of women |  |  | x  UNCT has collaborated with Agency for Gender Equality and FBIH and RS Gender Centres, in particular UNFPA, UNDP and UN Women  Gender institutional mechanisms have been engaged in the UNSDCF consultations and prioritization, and consulted in the UNDAF Evaluation in 2019  UNCT meets minimum requirements  Action Points: Stronger involvement of gender institutional mechanisms and women's rights CSOs in the UNSDCF implementation; SDG engagement is a challenges, need to engage women human right defenders stronger in the SDG work and localization |  |
| UNCT collaborates and engages with women’s/gender equality civil society organizations. |  |  | X  Women's CSOs have been engaged in the Beijing+25 national review consultations which have informed CCA and UNSDCF prioritization - UNCT meets minimum requirement  Women's CSOs have been involved in the foresight planning for UNSDCF  Overall sense is that women's CSOs have been engaged in all major steps of UNCT work and extensively in the specific agencies work  Action Points: Stronger engagement of CSOs is needed in the UNSDCF implementation, latest guidance for the UNCTs is to have annual consultations; probably more feasible to have thorough engagement in the mid-term review and final evaluations |  |
| UNCT leadership is committed to championing gender equality |  |  | X  GEWE is regularly raised in the HoA meetings, RC demostrates public championing - UNCT meets minimum requirement  Action Points: Plan for staff survey and look into the system which is being established by the DCO to replace ARC |  |
| Organizational culture fully supports promotion of gender equality and empowerment of women |  |  | X  GEWE is regularly raised in the HoA meetings, RC demostrates public championing - UNCT meets minimum requirement  Action Points: Plan for staff survey and look into the system which is being established by the DCO to replace ARC |  |
| Gender parity in staffing is achieved |  | X  Action Points: need for joint analysis between the OMT and GTG; BOS Framwork is being designed so the time is appropriate to advise how GEWE can be prioitized |  |  |
| Gender coordination mechanism is empowered to influence the UNCT for gender quality and empowerment of women |  |  |  | X  GTG is co-chaired by heads of UN Women and UNFPA, TOR is approved, workplanning is underway for 2021 - 2025, the group has made substantive inputs in all stages of UNDAF and UNSDCF planning and implementation - UNCT is close to or at exceeding minimum requirements  Action Points: confirm appropriate seniority / decision making power of the GTG members in line with the country context, GTG to review PMT work on planing, implementation and M&E, GTG to review JWP 2021 - 2022 prior to submission to the UNCT |
| UNCT has adequate capacities developed for gender mainstreaming |  |  | X  Basic GEWE training conducted in 2018, Advanced GEWE training for Project Managers to be completed by end 2020 in conjuction with the stocktaking of the available technical resources for gender mainstreaming and gender targetting - UNCT meets minimum reuirements  Action Point: hold regular Basic and Advanced GEWE training, hold Gender-sensitive M&E training |  |
| Adequate resources for gender mainstreaming are allocated and tracked |  | X  UNCT is approaching minimum requirements  Action Points: establishing financial targets for programme allocations for GEWE in the JWP 2021 - 2022 and UNSDCF Financing Framework |  |  |
| UN programmes make a significant contribution to gender equality in the country |  | X  UNCT is approaching minimum requirements  Action Points: review JWP 2021 - 2022 and advise PMT on how GEWE impact can be maximized |  |  |

Q.04.02.02.02 – Please upload the final UNCT-SWAP report [Upload]

Q.04.02.02.03 – Has there been any capacity building for UN staff on the issue of gender mainstreaming in the past year?**\*** [Yes/No]

Q.04.02.02.03.01 – [If Yes] Specify focus**\*** (Select all that apply ). [Multi-select]

* Basic training on Gender;
* Gender and the SDGs;
* Gender dimensions in the CCA;
* Mainstreaming gender in UNDAF/CF Development;
* Mainstreaming gender in UNDAF/CF M&E;
* Joint gender equality programmes;
* UNCT gender equality marker

Q.04.02.02.04 – Does the UNCT have a gender mainstreaming strategy in place?**\*** [Yes/No] Gender Mainstreaming Action Plan due to be revised for the UNSDCF 2021 - 2025

Q.04.02.02.04.01 – [If Yes] Please upload the gender mainstreaming strategy. [Upload]

Q.04.02.02.05 – Has the UNCT undertaken any UNCT-wide actions to enhance gender parity in the recruitment, retention, progression and talent management of staff in the UNCT in the past year?**\*** [Yes/No]

Q.04.02.02.05.01 – [If Yes] How?**\*** [Multi-select]

* Use temporary special measures;
* Targeted outreach;
* Use inclusive vacancy announcement;
* Provision of unconscious bias training opportunities/workshops (including team discussions);
* Provision of relevant training and career development opportunities (e.g., on-boarding, leadership programme);
* Provision of mentoring programme or any other supporting programmes (e.g., coaching, peer-groups);
* Conduct periodic survey (e.g., staff survey, exit survey);
* Other

Q.04.02.02.05.01.01 – [If Other] Please specify [Open Text]

Q.04.02.02.06 – Has the UNCT undertaken any UNCT-wide actions to build an enabling working environment for gender parity (an environment that prizes diversity and flexibility, provides equal opportunities, recognizes that staff are also family and community members, and ensures a safe environment) in the past year?**\*** [Yes/No]

Q.04.02.02.06.01 – [If Yes] How?**\*** [Multi-select]

* Recognition/Exchange of good practices on creating an enabling environment;
* Collect data of recipients of trainings (including detail assignment) by gender;
* Conduct communication campaign/advocacy/dialogue/workshop on safe environment/enabling environment for all;
* Initiatives to mitigate bias for all including women, persons with disabilities, LGBTIQ+ personnel;
* Investment in increasing accessibility for persons with disabilities;
* Leadership’s initiatives;
* Other

Q.04.02.02.06.01.01 – [If Other] Please specify [Open Text]