

**UNDP Gender Equality Seal *Action Plan***

***Mauritius and Seychelles***

**2021 – 2023 Round**

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# **1. MANAGEMENT**

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMEDNATIONS** | **ACTIONS & RESPONSIBILITIES** |
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| **1.1 CO Gender Equality Strategy and Action Plan well aligned to corporate Gender Equality Strategy.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | **1.1.1**- Revision of the 2018 Gender Equality Strategy and Action Plan aligned with the UNDP Gender Equality Strategy 2022-2025 and UNDP Country Programme Document | **Evidence Required:** 1) Country Office Gender Equality Strategy 2) Annual Action Plan including actions, responsibility, timeline, budget.  **Comments From Assessors:** The office has not availed evidence of a Gender Equality Strategy and Action Plan. It is recommended that the Office embarks on the design of a plan that defines its change agenda for both programmes and operations, in terms of how it will ensure gender parity across all business functions (human resources, procurement, security, communications extra), and how UNDP corporate policies (such as prevention of SEA) and standards on gender mainstreaming in programme development and oversight processes will be implemented. | **Action:** Terms of Reference to Review of the 2018 Gender Equality Strategy and Action Plan to align with the UNDP Gender Equality Strategy 2022-2025 and UNDP Country Programme Document. **PENDING**  **Gender Focal Point**  **National Gender Expert** |
| **1.2** **Performance reviews of senior managers (Resident Representative Deputy Resident Representative, A Assistant Resident Representative , Operation Manager) include at least one key result on gender equality.** | 1.2.1 - Integrate clear gender responsive key results in all senior management staff’s Performance Management and Development (PMD).  1.2.2 – Ensure that all Head of Unit include Gender into their work and initiatives | **Evidence Required:** The relevant results and/or indicators from the Performance Management and Development (PMD) voluntarily provided by all senior management ( Resident Representative Assistant, Resident Representative and Operations manager).  **Comments From Assessors:** According to the Office, the evidence at the UNDP HR dashboard indicates that the Resident Representative and Deputy Resident Representative have set performance targets for broad-based accountability and tracking the implementation of UNDP Corporate standards on gender equality. To meet this indicator the PMD from Operations mangers is needed, in addition to PMDs for the Resident Representative and Deputy Resident Representative E. Kindy keep in mind that relevant information from PMD's is  requested to meet this benchmark.  **MCO proposal:** The Office does not have a Deputy Resident Representative.  The PMD of the Senior managers - UNDP Resident Representative, Assistant Resident Representative and International Operations Manager have set performance targets for broad based accountability and tracking the implementation of UNDP Corporate standards on gender equality. Page 9 of Resident Representative APR – extract of only goal | **Action 1:** PMD Goals of the key senior management staff to cite specific mention of the Gender Equality Strategy and KPIs. **COMPLETED**  **Action 2:** RR and IOM PMD uploaded in the SharePoint **COMPLETED**  **Action 2:** IOM and HR to include gender in PMD for Head of Finance and Procurement. **PENDING**  **HR Assistant** |
| **1.3 GFT in place and meets mandatory quality criteria.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | 1.3.1 - GFT in place and meets mandatory quality criteria.  1.3.2 - Nomination of a member of SMT to chair the GFT and oversee all evidence  1.3.3 - Formulation of GFT TOR with specific role clearly defined  1.3.4 GFT Action Plan. | **Evidence required:**  • A list of GFT members with their designations and specific roles in the  GFT;  • The current ToR and action plan of the GFT.  **Comments From Assessors:** The Office has availed a list of GFT  members, but the ToRs for the GFT have not be shared as part of the evidence. For a gender equality agenda that is owned and energetically pursued by senior leadership, it is recommended that the GFT is chaired by a member of the SMT, who provides hands-on leadership and inspires by example.  Although the GFT members have been allocated responsibilities of  coordinating actions for meeting the GES benchmarks, none of them currently occupies a position at the highest-level management in the Office. | **Action 1:** GFT TOR **COMPLETED**  **Action 2:** Resident Representative to chair bi-monthly GFT meeting and oversee implementation of Action Plan. **COMPLETED**  **Action 3:** Management Team meeting to consider bi-monthly report from GFT for actionable items. **COMPLETED**  **Programme and Operation Officer – Seychelles**  **HR Assistant**  **Programme Assistant Seychelles** |
| **1.4 At least 70% of the programme expenditures directly contribute to gender equality results. (GEN2 + GEN3).**  *Mandatory for Silver and to qualify for an assessment mission.*  *\*Please note this benchmark will be re-assessed after the establishment of the new Gender Equality Strategy 2022-2025 and the updated guidance on Gender Markers.* | 1.4.1 Review ongoing projects Gender Markers scores for quality control and make necessary changes /corrections. Systematically ensure gender screening of all projects starting at PPG stage using check lists | **Evidence Required:** Gender Marker Dashboard  **Comments From Assessors:** The Office has a total of GEN 2  projects at 86.0% and GEN 1 projects  at 13.3%. Therefore, the total amount of expenditures for GEN2 projects is above the corporate minimum of 70% of the total programme budget. | **Action:**  Most of the MCO Projects are GEN 2. Therefore, the total amount of expenditures for GEN2 projects is above the corporate minimum of 70% of the total programme budget. **COMPLETED**  Meeting this benchmark in the Baseline assessment  **Gender and ME Officer, Project Managers and Project Preparation Grant Manager** |
| **1.5 At least 15% of the programme expenditures directly contribute to programmes and projects with gender equality as the primary objective (GEN3).**  *Mandatory for Silver and to qualify for an assessment mission.*  *\*Please note this benchmark will be re-assessed after the establishment of the new Gender Equality Strategy 2022-2025 and the updated guidance on Gender Markers.* | 1.5.1 Review Gender Markers score to restructure the TRAC 1 funding and repurpose the Gender aspect | **Evidence Required:** Gender Marker Dashboard  **Comments From Assessors:** There is no evidence of GEN3 projects. However, since the Office has shown a commendable trend for GEN2 budget expenditures, it is possible to make more investment in gender equality outputs across all programme clusters, as it develops and secures approval plus funding of a standalone gender equality  project. | **Action 1:** To restructure the programme architecture to consolidate gender focused activities into one output area  As 4 July IRRF dashboard shows that Trac 2 for GEN 3 is 8.24% of expenditure. **PENDING**  **Action 2:** Quantum migration and review of GEN3 projects **PENDING**  **Team Leader - SEDU** |

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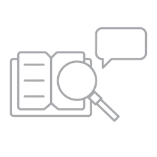
# 2. CAPACITIES

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMENDATIONS** | **ACTIONS & RESPONSIBILITY** |
| --- | --- | --- | --- |
| **INDICATOR 2.A STAFF HAVE A BASIC COMMON PERSPECTIVE ON GENDER MAINSTREAMING** | | | |
| **2.1 Orientation on UNDP’s commitment to gender equality integrated into induction process for new appointees.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission****.*** | 2.1.1 - A Session dedicated to explaining gender concepts to the MCO staff to be included in the next staff meeting agenda.  2.1.2 – Ensure the completion of the UNDP online course ‘Gender Journey’ for personnel on a regular basis. week time  2.1.3 - New Staff Induction Checklist at UNDP Mauritius and Seychelles to including a Gender briefing and SOP | **Evidence Required:**  A list of new appointments made during the last two years with dates of completion of the online course. This list should include all long-term individual contract holders.  **Comments From Assessors:** The Office has availed evidence of staff that took the gender journey course  between 2013 to 2020. Although UNDP globally did not make the online course  available to Offices in 2021, it is recommended to organize an induction for new staff, on the basic gender equality concepts and UNDP corporate standards on gender mainstreaming in programmes and operations. Such an induction with existing and newly appointed staff is critical in enabling them to reflect on their personal and professional experiences of exclusion  and inequality, while raising their consciousness to view themselves as inhouse  actors on equality issues, capable of asserting themselves as champions, who can oversee actions towards equality, and support fellow staff to strengthen their gender competencies, and work with SMT to promote an organizational culture of conviction and commitment, and not just  compliance to UNDP corporate standards on GEWE. | **Action1**: Action 1: Minute of the Staff meeting on Session dedicated to explaining gender concepts **PENDING**  **Action 2:** List of new appointments made during the last two years with dates of completion of the online course. **PENDING**  **Action 3:** UNDP Mauritius and Seychelles New Staff Induction Checklist to include a Gender briefing. **COMPLETED**  **National Gender Expert**  **Gender and ME Officer**  **HR Assistant**  **Resident Representative Executive Associate Agenda** |
| **2.2 Dedicated Gender Specialist/Gender Advisor in place.** | 2.2.1 As per UNDP regulations, the MCO is not required to have Gender Advisor, given the MCO annual delivery is less than USD 25 M. However, the MCO has a National Gender Focal Point for the Socio-Economic Unit and Gender and ME Officer for the Environment Unit, who provide overall programme oversight in this regard. | **Evidence Required:** A positive score must be supported with the ToR of the Gender Specialist/Advisor along with an office organogram showing the location of the post. The post should report to the Deputy Resident Representative. Any alternative arrangements will be discussed and assessed on a case-by-case basis.  **Comments From Assessors:**  The office does not have evidence of a gender specialist that provides technical and analytical support across programmes  and operations, under the technical oversight of GFT and the supervision of the DRR. Hiring such a gender specialist is critical, for efficiency and effectiveness in providing technical backstopping to programme teams and supporting the GFT in implementing the multi-country office gender equality strategy. The gender specialist helps in bringing about even distribution of workloads associated with gender mainstreaming across all programme clusters, by supporting the integration of gender equality concerns into the entire programme portfolio and improving the internal gender capacities of staff, without necessarily having to rely on part-time consultants. | *As per UNDP regulations, the MCO is not required to have Gender Advisor, given the MCO annual delivery is less than USD 25 M. However, the MCO has a National Gender Focal Point for the Socio-Economic Unit and Gender and ME Officer for the Environment Unit, who provide overall programme oversight in this regard.*  **Action:** TOR Gender Expert and Gender and ME Officer and UNDP Mauritius and Seychelles Organigramme **COMPLETED**  **Gender and ME Officer** |
| **2.3 All managers have basic competencies in gender mainstreaming.**  In addition, all managers should be aware of relevant gender issues and concerns in their respective fields and should be familiar with gender issues relevant to the country/region. Additionally, they should be able to integrate analysis and impact of gender dimensions of COVID-19 under their thematic area and each pillar of the UN system response. | 2.3.1 – Ensure that the questionnaire on Gender Mainstreaming Capacity Assessment for Programme Managers/Cluster Leaders and Operations Managers is completed from each Programme/project Manager  2.3.2 – List of free and self-paced gender Mainstreaming training be shared with Programme/Project Managers and be monitored or  Targeted training programs on gender mainstreaming organized for programme staff in collaboration with UNDP Gender Seal Team – RBA virtually  2.3.3 Each Manager to share at least 3 personal initiatives to promote gender equality in their team during the last year. | **Evidence Required:**  • Results of a gender capacity assessment for each of the programme and operational managers.  • Brief note (500 words) from each manager listing at least three personal initiatives they have taken to promote gender equality in their team during the last year.  **Comments From Assessors:** The evidence shared is a how-to-guide on mainstreaming gender into socioeconomic assessments for COVID-19. There is no evidence of a self-assessment of competencies amongst managers that indicates the gaps and improvements made to mainstream gender issues in the working environment as well as in ensuring gender is mainstreamed in their  programmatic work. | **Action 1:** Assessment to be shared with the Programme Managers/Cluster Leaders and Operations Managers. Deadline: 15 October for the Gender Seal self-assessment exercise. **PENDING**  **Action 2:** Compile list of self paced gender courses **PENDING**  **Action 3:** Email to Programme Operations Managers Managers on how they are promoting GEWE. **PENDING**  **Action 4:** Brief note (500 words) from each manager listing at least three personal initiatives they have taken to promote gender equality in their team during the last year. **PENDING**  **HR Assistant**  **Gender and ME Officer to follow up**  **Gender and ME Officer**  **Ensure that the 3 staff add in their PMD – gender – e.g., blog, videos** |
| **2.4 CO has planned and implemented strategic actions for capacity building on gender.**  *Mandatory for Silver and to qualify for an assessment mission.* | **2.4.1 -** Conduct assessment/baseline survey to identify level of knowledge and capacity and learning needs on GE in the MCO.  **2.4.2** – Gender capacity building in all staff meetings, programme meetings operations meetings.  **2.4.3 –** Organize Office-wide gender perspective meetings, including SH and SEA - such as Brown-Bags, Video/Movie screening; Storytelling, Gender-Talks inviting in speakers especially from women’s organizations, World Coffee methods, Art Performance, discussions etc.- one per quarter for all staff in the MCO. | **Evidence Required:** Agenda of at least two all-staff perspective-building sessions carried out during the last year.  **Comments From Assessors:** There is no evidence of office-wide capacity building events on gender equality, and no action plan has been presented to define the way forward in 2022. It is recommended the Office implements in-house capacity building events that are necessary to obtain  programme-linked perspectives and skills  on gender mainstreaming amongst all staff. | **MCO proposal:**  **Action 1:** National Gender Expert to document previous talk about GBV & perpetrators – rehabilitation program at all staff meeting – NOM to be reproduced. **PENDING**  **Action 2:** Conduct assessment/baseline survey to identify level of knowledge and capacity and learning needs on GE in the MCO. **PENDING**  **Action 3:** HR to organize office wide gender perspective meetings, including SH and SEA - such as Brown-Bags, Video/Movie screening; Storytelling, Gender-Talks inviting in speakers especially from women’s organizations, World Coffee methods, Art Performance, discussions etc.- one per quarter for all staff in the MCO. **PENDING**  **National Gender Expert**  **Resident Representative Executive Associate**  **Gender and ME Officer**  **HR Assistant**  **National Gender Expert/Gender and ME officer** |
| **2.5 The CO has planned and implemented specific capacity building for programme managers.** | **2.5.1** – Organize a training session on gender mainstreaming (staff retreat)  **2**.5.2 – Organize a virtual training session on gender analysis for programme and project document conducted by RBA for Programme and project managers in collaboration with the UNDP Gender Seal team.  **2**.5.2 Compile a list of participants for the specific trainings. | **Evidence Required:**  A note on strategic actions implemented to increase gender capacities among programme managers.  Evidence of participation and completion of specific trainings.  **Comments From Assessors:** There is no evidence on strategic actions implemented to increase gender capacities  among programme managers. The Office can consider organizing a training session  for on gender mainstreaming in programme development and oversight processes, based on the Gender Seal Benchmarks. | **Action:** Organize a virtual training session on gender analysis for programme and project document conducted by RBA for Programme and project managers in collaboration with the UNDP Gender Seal team. **PENDING**  **International Operations Manager**  **HR Assistant**  **Gender and ME officer/ HR Assistant**  **To liaise with RBA Gender Seal team** |
| **2.6 Recruitment procedures include screening for gender competence.** | **2.6.1** - Ensure that at least 1 Competency based question is gender related  **2**.6.2 – Ensure gender parity in the structure of interview panel – include a member (observer) with expertise on gender issues in the interview panel | **Evidence Required:** samples of the tools (e.g. “gender  questions”) the CO used in screening for gender technical  competencies while  recruiting staff and/or  consultants.  **Comments From Assessors:** The Office's efforts on mainstreaming  gender into recruitment procedures is very  commendable and the evidence presented,  with regard to programme-linked questions for screening gender competencies alongside other functional  and corporate competencies, can be shared across UNDP offices, for replication,  through the gender equality seal community of practice.  Meeting this benchmark in the Baseline assessment | **Action 1:** Developlist of Competency based questions and evidence of consolidated panel interview report and model answer **COMPLETED**  **Action 2:** Ensure Interview panel – gender balance **COMPLETED**  **Resident Representative**  **HR Assistant**  **International Operations Manager** |

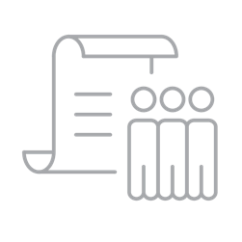
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# 3. ENABLING ENVIRONMENT

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMENDATIONS** | **RESOURCES & RESPONSIBILITIES** |
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| INDICATOR 3.A CORPORATE POLICIES PREVENTING SEXUAL HARASSMENT AND SEA LOCALIZED AND IMPLEMENTED | | | |
| **3.1 UNDP personnel and partners have been informed and are implementing corporate SH/SEA policies.**  *Mandatory for Bronze, Silver*  *and to qualify for an assessment*  *mission.* | 3.1.1 – Senior Manger to disseminate the UNDP SH/SEA policy via email or signed memorandum at least twice a year  3.1.2 - Policies on SH and SEA are to be included in the induction process and signed by new personnel in taken of their acceptance  3.1.3 Submit copy of the signed Annual End of Year Certification to the Administrator regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse  Annex to the Annual End of the Year Certification includes the yearly Action Plan indicating completion of annual milestones in the five mandatory results. | **Evidence Required:**  • Copy of the signed Annual End of Year Certification to the Administrator regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse  • Annex to the Annual End of the Year Certification includes the yearly Action Plan indicating completion of annual milestones in the five mandatory results.  **Comments From Assessors:**  The office has submitted a Copy of the signed Annual End of Year Certification to the Director of the Regional Bureau for Africa, regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse. The Office has also shared an Annex to the Annual End of the Year Certification, that includes a yearly Action Plan indicating completion of annual milestones in the five mandatory results. | **Action 1:** Submit copy of the signed Annual End of Year Certification to the Administrator regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse. **COMPLETED**  **Action 2:** Annex to the Annual End of the Year Certification includes the yearly Action Plan indicating completion of annual milestones in the five mandatory results. **COMPLETED**  **Action 3:** Senior Manger to disseminate the UNDP SH/SEA policy via email or signed memorandum at least twice a year**. COMPLETED**  **Action 4**: Policies on SH and SEA are to be included in the induction process and signed by new personnel in taken of their acceptance. **COMPLETED**  **Action 5:** The SEA policy is an annexure to all IC/NRLA contracts. **COMPLETED**  **HR Assistant**  **International Operations Manager** |
| **3.2 UNDP personnel know what to do when they experience or witness sexual harassment and SEA**  *Mandatory for Bronze, Silver*  *and to qualify for an assessment*  *mission.* | 3.2.1 – Ensure that all staff have completed SH/SEA mandatory online course and monitoring by HR  3.2.2 - Nominate SH/SEA Focal points  - Prepare Focal Points TOR  - Work with RC Office to hold webinar on SH/SEA for SH Focal points and all staff  3.2.3 - Ensure that SH and SEA related results are included in the PMD of all Senior Managers | **Evidence Required:** • Copy of e-mail notification from the head of office to all personnel indicating the Sexual Harassment Focal Points and their functions.  • Brief note (500 words) on training of Sexual Harassment Focal Points.  **Comments From Assessors:** None of the evidence required have  been submitted by the Office. It is  recommended that this indicator is acted  upon and treated as a priority area for the  GFT and SMT. | **Action 1:** Ensure that all staff have completed SH/SEA mandatory online course and monitoring by HR. **PENDING**  **Action 2:** Email nomination of SH/SEA Focal points **COMPLETED**  **Action 3:** International Operations Manager to follow up with UNRCO for UN Country Team OMT agenda**. PENDING**  **Action 4:** To prepare Focal Points TOR and - Work with RC Office to hold webinar on SH/SEA for SH Focal points and all staff. **PENDING**  **Action 5:** Ensure that SH and SEA related results are included in the PMD of all Senior Managers **COMPLETED**  **Resident Representative**  **International Operations Manager**  **HR Assistant** |
| INDICATOR 3.B CORPORATE POLICIES AND GUIDELINES ON GENDER PARITY LOCALIZED AND APPLIED | | |
| **3.3 UNDP personnel are aware of and make use of flexible working arrangements and parental policies.** | 3.3.1 - Review, revise and disseminate work/life balance and family friendly policies of the office – including teleworking arrangements, staff working on roster.  3.3.2 Compile A list of staff who have availed of provisions under the policy during the last year. | **Evidence Required:**  • A copy of the e-mail notification from the Resident Representative on flexible work arrangements and family friendly policies sent to all personnel;  • A note on the steps taken for implementation of the flexible work arrangements and family friendly policies; and  • A list of staff who have availed of provisions under the policy during the last year.  **Comments From Assessors:** The evidence submitted indicates that staff have been made aware of the inhouse policies on work-life balance, but does not include a note on the steps taken for implementation of the flexible work arrangements and family friendly policies. It’s recommended that the Office designs a plan on innovative steps for addressing workplace concerns, such as ramps for easing access to office buildings and sanitation facilities by the physically challenged and expectant mothers; break-away rooms for prayers and lunch breaks; green spaces that enable staff to hold informal gender chats on personal experiences of parenting, healthy lifestyles, workload distribution  and other real-life concerns; encouragement and support for nursing mothers to bring their babies to workshops and learning events.  We have no locus to implement structural changes to a building we neither own or manage. We can show evidence of a request to the Landlord to enable wheelchair access etc. I believe the UNRCO has done so already. | **Action 1:** Resident Representative to re-distribute the Bureau of Management Policy advisory on work life balance. **COMPLETED**  **Action 2:** Upload prior emails shared locally on same. Email on the Review, revise and disseminate work/life balance and family friendly policies of the office – including teleworking arrangements, staff working on roster**. COMPLETED**  **Action 3:** Upload List of Staff who have availed of these provisions. **PENDING**  **Resident Representative**  **International Operations Manager** |
| **3.4 Gender parity targets achieved (45% personnel at all levels should be women).** | **3.4.1** Review regularly gender parity indicators from corporate dashboards. | **Evidence Required:** Country Office's gender parity data by using the Atlas Snapshot, please indicate your office's "Gender Distribution by Grade" and overall "Gender Distribution."  **Comments From Assessors:** The Office is doing well on gender parity, as 57.45% of staff are women compared  to 42.55% of who are men. | **Action:** Monitor corporate dashboards and maintain proactive recruitment policy. Meeting this benchmark in the Baseline assessment. **COMPLETED**  **Senior Management**  **HR Assistant** |
| INDICATOR 3.C OPEN AND PARTICIPATORY PROCESS | | | |
| **3.5 At least 70% of personnel feel that CO management deals effectively with conflicts and grievances in the office.** | **3.5.1** The recently concluded GSS pulse survey demonstrates significant improvement in these parameters. Encourage quarterly participatory meetings and different discussions about internal processes/concerns/needs and conflict resolution. This could be achieved by promoting open and consultative decision-making processes with space for discussion and participation of all staffs at all levels. The CO will continue to implement the GSS Action plan that has generated improved scores | **Evidence Required:** CO gender disaggregated score on the latest GSS  **Comments From Assessors:** The office falls above the cooprate bar of 70% for both men and women. From the UNDP GSS Survey 2020, 76% responded positively in regards to raising workplace issues and concerns with management without fear of negative reaction. | **Action 1:** Achieved 79% in Staff Engagement on GSS pulse survey has been concluded for the MCO. **COMPLETED**  **Action 2:** Implementation of Action Plan – participate in survey November 2022. **PENDING**  **Management Team**  **HR Focal Point** |
| INDICATOR 3.D CO HAS TAKEN STEPS TO PROMOTE AN ORGANIZATIONAL CULTURE OF GENDER EQUALITY THAT ADDRESSES MULTIPLE FORMS OF DISCRIMINATION | | | |
| **3.6 CO has taken steps to promote an organizational culture of equality that addresses how gender intersects with multiple forms of discrimination.** | **3.6.1** Reflection and conversation to address intersectional needs of women, including those with disabilities; racial and ethnic minorities and indigenous peoples; sexual orientation and gender identity, and age. | **Evidence Required:** A note (500 words) with actions taken to address intersectional needs of women, including those with disabilities; racial and ethnic minorities and indigenous peoples; sexual orientation and gender identity, and age.  **Comments From Assessors:** The dialogue on racial discrimination is a good practice that the Office undertook in October 2020. This can be included and shared in the gender seal community of practice for replication by other Offices of  similar context. Good work! | **Action:**  To use the same evidence on the dialogue on racial discrimination the Office undertook in October 2020 **COMPLETED**  Meeting this benchmark in the Baseline assessment  **Resident Representative**  **International Operations Manager** |

**4. COMMUNICATIONS AND KNOWLEDGE MANAGEMENT**

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMENDATIONS** | **ACTIONS AND RESPONSIBILITIES** |
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| **INDICATOR 4.A KNOWLEDGE PRODUCTS ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT DEVELOPED AND DISSEMINATED** | | | |
| **4.1 CO has produced at least two gender-related knowledge products in the last 12 months.** | 4.1.1 At least two gender Knowledge products (newsletter, blog, report) on gender prepared and disseminated  4.1.2 At least one product to communicate gender related results prepared for each portfolio (articles, success stories, video, social media…) | **Evidence Required:** This score should be supported with the title and executive summary of the cited knowledge products, with a link to the CO website (or any other online platform) where the document has been uploaded  **Comments From Assessors:** The Office has produced an impressive collection of communication products, which exhibit abilities to nurture partnerships that advance gender equality and the empowerment of women. One of such reports is the section on ‘Mainstreaming women’s Empowerment and Gender Equality’ which highlights UNDP’s work towards SDG5. The key milestones and activities highlighted in the report include the launch of a Gender Based Violence App, Enhancing parliamentary actions, rehabilitation of perpetrators of domestic violence, and sustained community campaigns on GBV. This is in addition to the first series of the UNDP Mauritius Gendered Voices Newsletter, which draws on women's experiences during the confinement period and in the wake of the 'new normal' to highlight the gendered implications of COVID-19 in Mauritius | **Action 1:** Continued production of Gendered voices **COMPLETED**  **Action 2:** Expand coverage to include MCO portfolio across Mauritius and Seychelles **COMPLETED**  Meeting this benchmark in the Baseline assessment  **Communications Team** |
| **4.2 CO communications strategy adequately integrates gender equality concerns.** | 4.2.1 Review and update the MCO Communication Plan highlighting the gender element.  4.2.2 Provide a copy of the CO guidelines on gender-responsive and non-discriminatory language. | **Evidence Required:**  • The CO communications plan highlighting gender elements;  • A copy of the CO guidelines on gender-responsive and non-discriminatory language.  **Comments From Assessors:** The evidence submitted are online resources of gender-related communications, but not an Office communications plan highlighting gender elements. The Office has also not shared a copy of the guidelines on gender-responsive and nondiscriminatory language. Best practices on a gender-sensitive communications Plan, can be drawn from the Gender Seal Community of Practice, for replication in Mauritius and Seychelles. | **Action 1:** Develop a communications memo on gender sensitive communications. **COMPLETED**  **Action 2:** develop SOPs on minimum standards for UNDP events - panel composition, community consultations etc. **COMPLETED**  **Action 3:** Update Communication AWP plan to include gender specific targets FY 2022 2022. **PENDING**  **Action 4:** Review and update the MCO Communication Plan highlighting the gender element. **PENDING**  **Communication Specialist**  **Communication Assistants** |
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| **4.3 CO website reflects organizational commitment to gender equality.**  *Mandatory to qualify for an assessment mission.* | 4.3.1 Develop a dedicated section on the website to ensure gender disaggregated statistics about Mauritius and Seychelles in line with SDG5 indicators, as a glimpse of the state of gender equality in the countries  under the MCO | **Evidence Required:**  Links to the CO website showing:  • Gender-responsive language, relevant data such as the national Gender Inequality Index, and gender equality representation in images;  • A designated section on gender equality and women's  empowerment;  • The gender dimension mainstreamed through thematic  areas and projects; and  • “Change stories” that highlight shifts in gender relations  on the ground.  **Comments From Assessors:** The evidence available are stories with links to the website showcasing UNDP's commitments to promoting gender equality, but not a designated section on gender equality and women's  empowerment. As a way forward, the Office can develop content for creating a  dedicated section at the website, including gender disaggregated statistics  about Mauritius and Seychelles in line with SDG5 indicators, as a glimpse of the state of gender equality in the countries  under the Office. | **Action 1:** Develop a dedicated section on the website to ensure gender disaggregated statistics about Mauritius and Seychelles in line with SDG5 indicators, as a glimpse of the state of gender equality in the countries under the MCO. **COMPLETED**  **Communication Specialist**  **Communication Assistants** |
| **4.4 At least 15% of social media posts relate to gender equality in the last 12 months.** | 4.3.1 Ensure regular update of MCO website and social media posts reflects organizational commitment to gender equality (at least 15% of media post are related to GE in the last 12 months) | **Evidence Required:** Statistics from social media from country offices showing at least 15% of posts on or relate to gender equality.  **Comments From Assessors:** Congratulations to the Office. The Office has shared a number of links to social media handles where UNDP has demonstrated its commitment to gender  equality and women empowerment.  Efforts around enabling SMT,  Communications Focal Points and GFT in becoming social media savvy can continue, as this is a vehicle for creating  visibility of UNDP's gender equality results and building momentum for informed public discourse on women's rights and equality issues. | **Action:** Ensure regular update of MCO website and social media posts reflects organizational commitment to gender equality (at least 15% of media post are related to GE in the last 12 months  Meeting this benchmark in the Baseline assessment **COMPLETED**  **Communication Specialist**  **Communication Assistant** |



**5. PROGRAMMES/PROJECTS**

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| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **ACTIONS** | **RESOURCES** |
| **INDICATOR 5.A GENDER MAINSTREAMING IN PROGRAMMES IS GUIDED BY CORPORATE GENDER EQUALITY COMMITMENTS, STRATEGIES AND TOOLS** | | | |
| **5.1 Country Programme Document integrates gender concerns.** | 5.1.1 No action to be taken, as the CPD 2017-2023 integrates gender across different sections and a gender specific outcome is available | **Evidence Required:** copy of the CPD highlighting the  gender elements in each section (overall rationale, programme priorities, and results framework).  **Comments From Assessors:** The Office is commended for submitting evidence that shows integration of gender-related elements in the key structural components of the CPD. The key manifestations of inequality are highlighted in the situation analysis. The CPD states: As roughly 50 per cent of the poorest households in the register are female-headed, compared to 21.3 per cent female-headed households in all of Mauritius30, the register is a powerful tool not only for reaching the poorest but also for mitigating the gender bias against women in the most poverty-stricken areas.  The M&E framework has gender-related outputs and the attendant  indicators, such as output 2 which is stated as: Measures in place to  increase women’s capacities to participate in decision-making processes at all levels and to fight gender-based violence. | **Action:** No action to be taken, as the CPD 2017-2023 integrates gender across different sections and a gender specific outcome is available. **COMPLETED**  Meeting this benchmark in the Baseline assessment  **Gender Focal Team** |
| **INDICATOR 5.B PROGRAMME/PROJECT CYCLE INCORPORATES GENDER CONCERNS** | | | |
| **5.2 Prodoc appraisal process includes mandatory gender screening and benchmarking against programming guidelines.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | **5.2.1.** Put in place a gender screening mechanism to establish and document gender mainstreaming into project documents starting at the PPG stage.  **5.2.2** Ensure that gender related issues (including sex disaggregated data, activities) are considered and discussed in LPACs, PSC and AWP discussions and reflected in minutes. | **Evidence Required:** A note describing the mechanism in place for gender screening along with documentation of the screening process for at least one project document (including original project document. minutes of LPAC meeting, revised project document and final signed project document).  **Comments From Assessors:**  The evidence presented suffices for an original prodoc. Minutes of LPAC meeting, revised prodoc and final signed prodoc.  But there is no evidence of guidelines that have been put in place for use during IPACs and LPACs for gender screening of projects and programmes.  Also there is a lack of explanation on the process carried out to screen the project. It is advisable that the Office puts in place guidelines for gender screening processes during programme oversight and quality assurance  processes. | **Action 1:** The Office will put in place guidelines for gender screening processes during programme oversight and quality assurance processes - Project Document Checklist (Segment I: Pre-LPAC checklist) **PENDING**  **Action 2:** Memo on gender screening procedures at the MCO **PENDING**  **Action 3:** Review LPAC Minutes **for gender analysis/sensitivity ONGOING**  **Action 4:** Finalisation of Project documents after Gender screening comments **ONGOING**  **Action 5:** For ongoing projects – AWP screened for gender of Project managers **ONGOING**  **Gender and ME Officer**  **Project Preparation Grants Manager** |
| **5.3 Programme portfolio regularly reviewed, and actions taken to strengthen gender mainstreaming where needed.** | **5.3.1** Prepare a programme portfolio review and gender mainstreaming effort yearly, in terms of resources allocated, analysis and quality assurance process towards gender equality. | **Evidence Required:**  • ToRs and reports of latest programme reviews or equivalent; Elizabeth to elaborate on this  • A table showing scanned projects with recommendations and actions taken against each  **Comments From Assessors:** There is no evidence of a  programme portfolio review. The Office can show ingenuity in adapting selected gender equality seal benchmarks for tracking the contribution of each project to overall  objectives and gender  results set in the CPD and the Office's gender equality strategy, using semi-annual portfolio review meetings. | **Action 1:** Excel sheet with MCO Programme Portfolio review and gender mainstreaming effort annually. **PENDING**  **Action 2:** Email to PM and Project Managers on how to achieve GEWE – review existing project on GEWE **PENDING**  **Gender and ME Officer**  **Project Managers** |
| **5.4 All project documents incorporate substantive gender analysis.**  *Mandatory for Silver and to qualify for an assessment mission.* | The MCO has only 2 clusters – SEDU and Environment Unit.  **5.4.1** – Identify at least 2 projects highlighting the element of gender analysis | **Evidence Required:** At least one prodoc from each programme cluster, highlighting the elements of gender analysis.  **Comments From Assessors:** The evidence shared is good but only speaks to the environment and poverty reduction clusters. No documentation has been shared for crisis prevention and governance clusters. The Office can work with the programme teams under each cluster, to identify opportunities for  strengthening gender analysis and outcomes across all projects that are directly linked to the global UNDP Strategic Plan focus areas, and the gender issues at stake in Mauritius and Seychelles. | *The MCO has only 2 clusters – SEDU and Environment Unit.*  **Action:** One project document from each unit – ECOFISH or IAS and IDPSE – to be submitted in evidence **PENDING**  **Team Leaders** |
| **5.5 CO M&E plan integrates tracking of gender commitments in the CPD and CO gender strategy.** | **5.5.1 –** Develop and strengthen the integration of gender responsive elements in MCO M&E Plan;  **5**.5.2 Include gender modules in M&E training) and proposed gender-responsive indicators to be applied across programmes. | **Evidence Required:** A copy of the Office M&E plan for the current year, highlighting gender-related elements (such as gender impact evaluation of key programmes and inclusion of gender modules in M&E training) and proposed gender-responsive indicators to be applied across programmes.  **Comments From Assessors:** The Office is still formulating its M&E Plan, which provides an opportunity to integrate gender-relevant elements. Good examples can be drawn from Yammer, online evaluation resource portals and the Gender Equality Seal Community of Practice, for hands-on learning and replication. | **Action 1:** Mauritius Evaluation Plan costed completed and uploaded on the ERC website. Seychelles incomplete. **PENDING**  **Action 2:** Integration of gender related elements in Monitoring plan - The Mauritius Status of Agreed Indicators 2021 updated and gender elements need highlighted. Seychelles incomplete. **PENDING**  **Gender and ME Officer**  **RBA COST**  **Team Leaders** |
| **5.6 CO proactively seeks funding for projects with gender equality and women’s empowerment as a principal objective.** | **5.6.1 –** Identify pipeline projects and projects funded by other than vertical funds with gender equality as principal objectives | **Evidence Required:**  • Pipeline of projects with gender equality as principle objective;  • Two examples of prodocs with gender equality as a principle objective submitted to donors or for funding opportunities; and  • Emails, agenda, and similar documents showing engagement with donors/funding opportunities of projects with gender equality as a principle objective.  **Comments From Assessors:** The evidence of pipeline projects shared, has a great potential for responding to issues of information inequities around health and business growth in the face of shocks and pandemics amongst women entrepreneurs and at-risk populations.  Excellent! | **Action 1:** JSB project document including: GBV observatory, funding and signed doc Australian high com to be uploaded. **COMPLETED**  **Action 2:** Upload evidentiary documents:  Letter of Agreement between Lespwar and PMO  GCF project – women RE awareness programme  Ecofish – NOM of Awareness programs and gender analysis  Coral Restoration – Meeting with NGOs  **PENDING**  Meeting this benchmark in the Baseline assessment  **Gender and ME Officer**  **Team Leaders** |

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# **6. PARTNERSHIPS**

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMENDATIONS** | **ACTIONS AND RESPONSIBILITIES** |
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| **INDICATOR 6.A COLLABORATION WITH NATIONAL ACTORS AROUND GENDER EQUALITY GOALS** | | | |
| **6.1 CO has collaborated with a key line ministry (other than the women’s machinery) on a substantive gender issue at least once in the current CP.** | **6.1.1 –** Enhanced cooperation/partnership with governmental institutions on gender related issues and strategically contributing to economic empowerment of women.  Letter of Agreement with the Prime Ministers Office on an e-correction system  • Letters of Agreement with Prime Ministers Office on GBV mobile app, description of activities | **Evidence Required:** Scoring on this benchmark requires details of cited collaboration on substantive gender issues (including the signed LoA or signed cover page, objectives, results, strategy and budget) of the cited collaboration.  **Comments From Assessors:**  The work with the security sector and the national gender machinery to address GBV through technologies that combine prevention and response strategies into one user-friendly platform, is commendable and is capable of nurturing a whole-of-government approach to gender issues at stake, beyond the Ministry of gender and family affairs. | **Action 1:** Consultancy min of gender – enterprise development uploaded. **COMPLETED**  **Action 2:** Letter of Agreement with the Prime Minister’s Office on an e-correction system **COMPLETED**  **Action 3:** Letters of Agreement with Prime Minister’s Office on GBV mobile app, description of activities **COMPLETED**  Meeting this benchmark in the Baseline assessment  **National Gender Expert**  **SEDU Project Assistant** |
| **6.2 CO has collaborated with at least one women’s organization in every portfolio during the current CP.** | **6.2.1 -** Organize Consultation Meeting with NGOs on a priority area  that has been discussed and defined by MCO including SDGs | **Evidence Required:**  • Proof of longstanding collaboration with women’s organizations in every portfolio.  • A brief note (500 words) on the CO’s collaboration with women's groups, highlighting the profile of each group and the activities in which they have been involved.  **Comments From Assessors:** The evidence shared is good as it is a collaboration that links to addressing women's economic dependence as a driver of violating their rights, tolerating violence and increase in poverty. however, this benchmark looks at collaboration with CSO working on women's rights and gender equality under each portfolio. | **Action 1 :** Focus on increased collaboration with women focused/led CSOs by identifying:  • Project for women shelter; • Women fisher community - **PENDING**  **Action 2:** Collaboration with SGP  **Head of SEDU**  **Gender and ME officer**  **SGP National Coordinator**  **ECOFISH Project Manager**  **National Gender Expert** |
| **6.3 UNDP has made at least one substantive contribution to the IA-GTG in the last 12 months.** | 6.3.1 – To inquire on the establishment of the GTG and to propose UNDP active participation | **Evidence Required:** Note summarizing the CO’s substantive contributions to  the IA-GTG in the past 12 months.  **Comments From Assessors:** Collaboration with specific UN agencies, particularly UN Women and UNFPA, is commendable, but there is no evidence of how UNDP has support inter-agency gender  equality standards, such as the implementation of the UNCT Gender Equality Scorecard or  mainstreaming gender in the United Nations Sustainable  Development Cooperation Framework (UNSDCF) formulation and oversight  processes. | **Action 1:** Resident Representative email to Gender and ME for nomination as GE Scorecard focal point on the SharePoint. **COMPLETED**  **Action 2:** Follow-up through UNDP PMT focal point Tony about the GTG at the level of the UN RCO. **PENDING**  Reminder sent on 23 June 2022 to Robert for status update. No reply yet.  **Gender and ME Officer** |
| **6.4 UNDP acts as a convener of multiple women's movements and CSOs to build a coalition on a substantive gender equality topic.** | 6.4.1 The MCO’s has been collaborating with women groups and this will be summarized in a brief note | **Evidence Required:**  • Relevant documents (such as meeting reports);  •  **Comments From Assessors:** There is no evidence of  a brief note (500 words)  on the COs collaboration with  women's groups, highlighting the profile of each group and the activities in which they  have been involved. | **Action:** A brief note (500 words) on the COs collaboration with women's groups, highlighting the profile of each group and the activities in which they have been involved.  Stockholm – sensitization program for omen  Identify the CSO’s Convene **PENDING**  **Environment Unit**  **SEDU**  **Accelerator Lab**  **UNDP Seychelles team** |
| **6.5 CO has collaborated with private sector on a substantive gender issue at least once in the current CP.** | **6.4.2 -** Strengthen MCO collaboration with private sector for deepening synergies in convening and engaging private sectors players, followed by formal agreement | **Evidence Required:** requires details of cited collaboration on substantive gender issues (including the signed LoA or signed cover page. objectives, results, strategy and budget) of the cited collaboration.  **Comments From Assessors:** The work of bring on board the broadest range of national and  regional policy actors and private sector agencies around the Africa Protocol on Women in Trade is great, but there lack of formal and sustained  engagement with the private sector on gender equality. The  could address this by identifying areas of  convergence and complementarity between the UNDP Gender Equality Seal for  private enterprises and the Africa Protocol on Women in Trade, as a starting point for  designing a roadmap for deepening synergies in convening and engaging private sectors players, followed by formal agreement on what and how the agreed-upon actions will be implemented. | **Action 1:** Explore avenues of collaboration with Business Mauritius (Private sector) regarding a study conducted on Africa Protocol on Women in Trade**. COMPLETED**  **Head of SEDU**  **National Gender Expert**  **Senior Economist** |

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# 7. RESULTS AND IMPACT

| **INDICATORS & BENCHMARKS** | **ACTIVITIES** | **RECOMMENDATIONS** | **ACTIONS AND RESPONSIBILITIES** |
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| **INDICATOR 7.A UNDP PROGRAMMES MAKE SIGNIFICANT CONTRIBUTIONS TO NATIONAL GENDER EQUALITY** | | | |
| **7.1 Progress on gender equality reported under all ROAR outcomes over the last three years.**  *Mandatory to qualify for an assessment mission.* | **7.1.1** Improve reporting to ensure that ROAR reports gender sensitive and gender transformative results by outcome/output. This will involve the following actions:   1. Review the list of indicators defined per project and identify gender-sensitive and gender transformative indicators; 2. Ensure that results against those indicators are fully reported in all relevant sections of the ROAR. | **Evidence Required:** an extract of progress on gender-responsive and/or gender- transformative results by outcome/ output from the ROARs for the past year (with outcomes/outputs broken down exactly as reported in the ROAR). Gender targeted results under a single outcome will not be sufficient to claim a positive score on this benchmark.  *[Classification of results:*  *Gender targeted: women, men or marginalised populations targeted in the result;*  *Gender-responsive: results address differential needs of men or women and equitable distribution of benefits, resources, status, rights;*  *Gender transformative: result contributes to changes in norms, cultural values, power structures and the root causes of gender inequalities and discrimination.​​​​​​​​​​​​​​]*  **Comments From Assessors:** The evidence shared demonstrates activities completed successfully, but not gender equality results. For example, the support to integration of rehabilitation clauses in the Domestic Violence Act, through legislative engagements with relevant arms of government, does not include statement of milestones and achievements from UNDP supported initiatives in the ROAR, because the reporting is focused on articulating activities accomplished, rather than in the actual impact and intended changes associated with the interventions implemented. | **Action 1:** Letter GLOC and annex uploaded on SharePoint **COMPLETED**  **Action 2:** Review the list of indicators defined per project and identify gender-sensitive and gender transformative indicators and ensure that results against those indicators are fully reported in all relevant sections of the ROAR. **PENDING**  **Action 3:** Memo to PMs in Q3 to report reporting results inclusive of gender transformative indicators **PENDING**  **Gender and ME Officer** |
| **7.2 Independent or external evaluations reported at least one substantive contribution by the CO over the last three years towards addressing gender inequalities that keep women in poverty.**  *Mandatory to qualify for an assessment mission.* | **7.2.1 -** Ensure that MCOs contribution and impact on gender equality in the country is well documented (independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage).  **7.2.2 -** Collaborate with Implementing Partners to identify, document and disseminate cases of substantive contribution towards addressing gender inequalities that keep women in poverty.  **7.2.3 -** Manage project evaluation processes in a way that ensures comprehensive documentation of the CO’s contribution towards addressing gender inequalities that keep women in poverty. | **Evidence Required:** A note summarizing the CO’s contributions to and impact on gender equality in the country, with evidence in support of the claim through independent evaluation reports of the concerned programmes/projects  and government reports on the national gender situation.    **Comments From Assessors:** The work on enabling women adopt renewable energy and use technology to prevent and respond to violence against them is good. Also the launch of the National  Strategy and Action Plan on the elimination of Gender Based  Violence (GBV) 2020-2024 and a Mobile App “Lespwar” are good  initiatives. However, these are not substantiated through independent evaluations by qualified professionals. | **Action 1:** EU Mid Term Evaluation for **ECOFISH Project**, + a note summary of the evaluations and gender situation. **PENDING**  **Action2:** Upload evidence of *Lespwar* Award by ITU which conducted an independent evaluation of the app; and the review by the Digital Public Goods mechanisms. **PENDING**  **Gender and ME Officer**  **Team Leaders**  **Project Managers** |
| **.3 Independent or external evaluations reported at least one substantive contribution in the country over the last three years to address structural inequalities in order to accelerate transformations for sustainable development.**  *Mandatory to qualify for an assessment mission.* | **7.3.1** - Ensure that MCOs contribution and impact on gender equality in the country is well documented (independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage). | **Evidence Required:** a note summarizing the CO’s contributions to and impact on gender equality in the country, supported by independent evaluations of the concerned  programmes/projects and government reports  to address structural inequalities in order to accelerate transformations for sustainable development  **Comments From Assessors:** The Office has included evidence of  a short-cycle and skills-based  training on solar PV installation,  operation and maintenance for  women entrepreneurs. This is a  successfully completed activity but whose reporting lacks articulation of the change associated with the intervention in line with outcome 2 from the Strategic Plan. | **Action 1:** Summary note on evaluations and reports to address structural inequalities in order to accelerate transformations for sustainable development – Projects to be covered: Terminal evaluation of the Mainstreaming Biodiversity project, Seychelles project and first interim evaluation GCF. Pending Terminal evaluation of the Mainstreaming Biodiversity project, midterm evaluation IAS - TOR being finalized and will be administered in Q3 for report to be available in Q4. **PENDING**  **Gender and ME Officer**  **Cluster Leaders**  **Project Managers** |
| **7.4 Independent or external evaluations reported at least one substantive contribution in the country over the last three years to build the resilience of women and reduce structural vulnerabilities to shocks and crisis.**  *Mandatory to qualify for an assessment mission.* | 7.4.1 Collaborate with Implementing Partners/NGOs to identify, document and disseminate cases of substantive contribution to build the resilience of women and reduce structural vulnerabilities to shocks and crisis. | **Evidence Required:** A note summarizing the CO’s contributions to and impact on gender equality in the country, with evidence in support of the claim through reports of independent evaluations of the concerned programmes/projects and government reports on the national gender situation and to build the resilience of women and reduce structural vulnerabilities to shocks and crisis.  **Comments From Assessors:** As noted earlier, gender activities  have been completed successfully  in collaboration with a wide range of partners. But the real changes associated with the outcome 3, have not been clearly articulated nor has it been subject to an independent evaluation mission. | **Action 1:** Summary note on evaluations and reports to build resilience of women and reduce structural vulnerabilities to shocks and crisis. Project to be covered: GBV app ; Coral restoration project – NGO coral nursery training– women empowerment; MV Wakashio oil spill – Alternative livelihood program; UNDP SGP Projects – Farmer’s resilience **PENDING**  **Gender and ME Officer**  **Team Leaders**  **Project Managers**  **SGP National Coordinator** |
| **7.5 CO has made significant contributions to gender equality in national policies in key sectors.** | **7.5.1 –** Identify and document the MCO engagement process to engendering national policy. | **Evidence Required:**  I. Reports of programmes/ projects highlighting UNDP's  contribution;  II. A note (500 words) describing how the CO has contributed to engendering national policy dialogues across sectors.  **Comments From Assessors:** The work on supporting the implementation of the National Strategy on GBV is great, and the related civic engagement and dialogues with the security sector is an effort in the right direction. | **Action 1:** Document and share LOA with PMO, GBV app and Australian High Com funding -The work on supporting the implementation of the National Strategy on GBV is great, and the related civic engagement and dialogues with the PMO and Police campaign **COMPLETED**  **Action 2:** Listing of policies that UNDP has contributed in and also Gender aspect – all projects **PENDING**  Meeting this Benchmark in the baseline assessment  **Gender and ME Officer**  **National Gender Expert**  **Head of SEDU**  **Head of Environment** |
| **7.6 National Human Development Report includes substantive gender analysis and data on gender inequalities.** | **N/A** | **Evidence Required:** Executive Summary and relevant extracts of the latest HDR.  In countries where a national HDR is not produced, other national reports of equivalent standing and relevance (e.g. national poverty monitor, national development report) may be cited.  **Comments From Assessors:** This benchmarks look at NationalHDRs. As the country office has not been involved in the development of a National human Development Report, in the last years, this benchmark is not applicable for the office. | **MCO proposal: N/A** |
| **INDICATOR 7.B CO HAS CONTRIBUTED SIGNIFICANTLY TO PUBLIC ADVOCACY ON GENDER EQUALITY ISSUES** | | | |
| **7.7 At least one advocacy campaign on a gender issue undertaken during current CP.** | **7.7.1 –** Highlight thecollaboration with UNFPA and government agencies in terms of increasing public consciousness about the cost of violating women's rights and drawing the attention of key decision-makers in government to the required policy reforms and public services. | **Evidence Required:** a short summary of the initiative (issue, strategy, activities, partners, budget) and evidence (media reports, feedback from partners) to substantiate its impact.  **Comments From Assessors:** The collaboration with UNFPA and government agencies is a  commendable effort in terms of increasing public consciousness about the cost of violating women's rights, and drawing the attention of key decision-makers in government to the required policy reforms and public services. | **Action:** The collaboration with UNFPA and government agencies is a commendable effort in terms of increasing public consciousness about the cost of violating women's rights, and drawing the attention of key decision-makers in government to the required policy reforms and public services. **COMPLETED**  Meeting this benchmark in the Baseline assessment  **Gender and ME Officer**  **National Gender Expert** |
| **7.8 Senior leaders speak out for gender equality on public platforms.** | **7.8.1** Senior management consistently includes gender equality and women’s empowerment in public speeches, statements, and advocacy efforts. This will involve monitoring and data collection and reporting by the Communications team/ Resident Representative Secretariat.  **7.8.2 -** Internal memo to all staff from UNDP Resident Representative for participation in gender-balanced panels and supporting the parity pledge (System-wide strategy on gender parity” launched in mid-September 2017.) | **Evidence Required:**  - Two public speeches or statements/ public blogs on “traditional” gender equality events (e.g. for 8 March and one for 25 November); as well as at least four public statements on areas not focused on gender equality.  - Note of explanation on how the RR has implemented the guide on “panels” (men-only panel).  **Comments From Assessors:** The evidence presented shows that the commitment of senior managers to gender equality and women empowerment is not only exhibited in high-profile meetings, but also visible in their daily practice of engaging with local-level partners and communities at project sites. The presence of the RC, Resident Representative and representatives from other UN agencies at such public events for setting the tone and UN's commitment to full realization of women's rights, has potential to address fragmented partner engagement amongst UN agencies on domesticating international norms and standards on gender equality and women empowerment. However, in order to meet this  benchmark, action on ensuring that UNDP does not participate in all male panels/manels is also  required. | **Action 1:** Upload two public speeches or statements/ public blogs on “traditional” gender equality events (e.g. for 8 March and one for 25 November); and at least four public statements on areas not focused on gender equality. **PENDING**  **Action 2:** Internal memo to all staff from UNDP Resident Representative for participation in gender-balanced panels and supporting the parity pledge (System-wide strategy on gender parity” launched in mid-September 2017. This strategy includes recommended actions to reach gender parity by 2028. It covers, among others, targets and accountability, special measures, enabling environment, senior appointments, and mission settings – <https://www.un.int/sites/www.un.int/files/Permanent%20Missions/delegate/17-00102b_gender_strategy_report_13_sept_2017.pdf>  and International Gender Champions Panel Parity Pledge - <https://genderchampions.com/commitment> ) **PENDING**  **Finance Associate to take action on the internal memo – deadline 27 May 2022** |

**Status update**

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| --- | --- | --- | --- | --- |
| **Areas** | **Nominees** | **No of indicators to report on** | **Baseline score** | **Completed as of 04 July 2022** |
| Management; | Sameer Khudaroo | 5 | (2/5) ≈ 40% | (1/5) ≈ 20% - the other indicator was for the Gender Equality Strategy. With new GES 2022-2025, need to align the MCO GES. |
| Capacities; | Martine Chung How; Marille Benoit | 6 | (1/6) ≈ 17 % | (2/6) ≈ 33 % |
| Enabling Environment; | Martine Chung How; Marille Benoit | 6 | (4/6) ≈ 67% | (2/6) ≈ |
| Communication and Knowledge Management; | Jean-Yan Norbert and Sharon Sunassee | 4 | (2/4) ≈ 50% |  |
| Programmes/Projects; | Renooka Beejan | 6 | (2/6) ≈ 33% |  |
| Partnerships; and | Nishi Sewsurn and Preethi Sushil | 5 | (1/5) ≈ 20% |  |
| Result and Impact. | Farzina Lowtun Boolakee | 8 where 1 is n/for the MCO | (2/7) ≈ 29% |  |
| Total |  | 39 | (14/39) ≈ 36% Mandatories Bronze: 2/6  Mandatories  Silver: 3/10  Mandatories  Gold: 3/14 |  |