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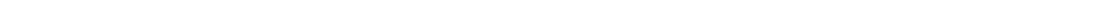


# Frequently Asked Questions UNCT Gender Equality Marker

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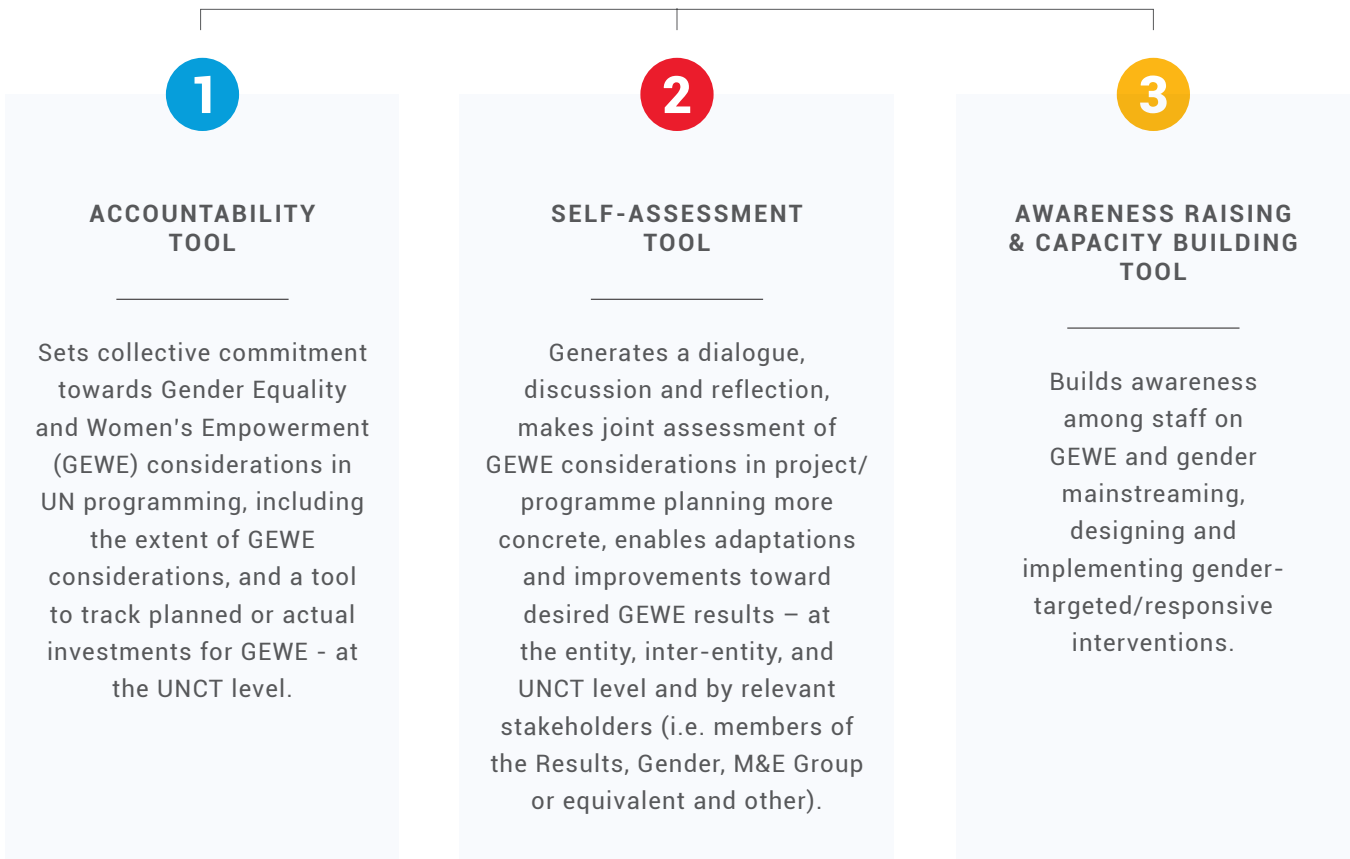


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# I. WHAT IS THE PURPOSE OF UNCT GEM?

UNCT GEM is:



# II. WHAT ARE THE REQUIREMENTS OF UNCT GEM?

UNCT GEM requirements:

- ✓ **Mandatory** reporting field in Joint Work Plan (JWP) in UN INFO.
- ✓ Applied to the UNCT JWP at **Sub-Output level** (planning stage, annual review).
- ✓ Uses the **four-point coding scale** (GEM 3, GEM 2, GEM 1 and GEM 0) and definitions.
- ✓ Enables UNCTs to **track financial resources** allocated collectively to GEWE under UNSDCF cycle.
- ✓ Provides with brief **justification** for the selected UNCT GEM code at Sub-Output level.

# III. HOW IS THE UNCT GEM DIFFERENT FROM MY ENTITY-LEVEL OR OTHER GEMS?

The UNCT GEM is focused on country-level, UNCT-led processes (UNSDCF) and specifically the UNCT Joint Work Plans (JWP). It does not replace UN entity-level GEMs. Rather, these should be considered as parallel processes.

ENTITY-LEVEL GEMS	JOINT FUND GEMS	UNCT GEM
<b>Entity-level</b> accountability requirements on GEWE (UNDP, UNICEF, UNFPA, ILO, and more).	Special funds, such as COVID-19 MPTF, Peacebuilding Fund (PBF), joint SDG fund.	<b>UNCT level.</b> Focused on country-level processes (UNSDCF), specifically UNCT JWP.

At the moment there is no single standardized GEM across the UN, but there is an effort to align different GEM coding. When applying a GEM to the UNCT Joint Work Plan, only the UNCT GEM coding scale and definitions must be used.

# IV. WHAT ARE THE UNCT GEM CODING CRITERIA?

UNCT GEM Guidance Note (2019) spells out the below coding definition:

• Table 1: UNCT GEM codes and definitions

GEM CODE	CODE DEFINITION
<b>GEM 3</b>	GEWE is the <b>principal objective</b> of the Sub Output.
<b>GEM 2</b>	GEWE is a <b>significant objective</b> of the Sub Output's overall intent.
<b>GEM 1</b>	The Sub Output contributes to GEWE in a <b>limited way</b> .
<b>GEM 0</b>	The Sub Output is <b>not expected</b> to contribute to GEWE.

Below are additional and suggested criteria recommended for use - to inform UNCT GEM application – based on good practice and common approaches.

• Table 2: Suggested additional criteria to inform UNCT GEM application

	GEM 3	GEM 2	GEM 1	GEM 0
<b>OBJECTIVE</b> <i>Is gender equality an explicit objective?</i>	GEWE is a principal objective.	GEWE is a significant objective of the overall intent.	Contributes to GEWE in a limited way.	Not expected to contribute to GEWE.
<b>TARGET GROUP/ BENEFICIARIES (IF MENTIONED)</b> <i>Are the target groups clearly identified by gender?</i>	Clearly identified by gender.	Identified by gender.	Some action targeting the disadvantage gender.	Gender neutral language (children, migrants, people).
<b>INDICATORS (IF MENTIONED)</b> <i>Are indicators measuring GEWE results?</i>	Measure gender related changes.	Capture or measure contribution to gender equality.	Measure some contribution to gender equality.	Gender neutral.
<b>DATA DISAGGREGATION (IF APPLICABLE)</b> <i>Is data disaggregated by sex/gender?</i>	Sex-disaggregated and gender-sensitive data.	Sex-disaggregated and gender-sensitive data.	Sex-disaggregated and gender-sensitive data.	No sex disaggregation or gender-sensitive data.
<b>RESULTS</b> <i>What is the planned GEWE result?</i>	Gender-transformative: result contributes to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations.	Gender responsive: results address differential needs of men or women and address equitable distribution of benefits, resources, status, rights but do not address root causes of inequalities in their lives.	Gender sensitive: result focuses on the number of equity (50/50) of women, men or marginalized populations that were targeted.	Gender blind: results have no attention to gender, failed to acknowledge the different needs of men, women, girls and boys, or marginalized population.

# V. HOW TO TRACK FINANCING ON UNCT GEM?

The new Quadrennial Comprehensive Policy Review (QCPR) indicator (2021-2024) reflects a renewed focus on use of the UNCT GEM to track financial resources for GEWE under UNSDCF. More specifically, QCPR Indicator 1.4.18 states:

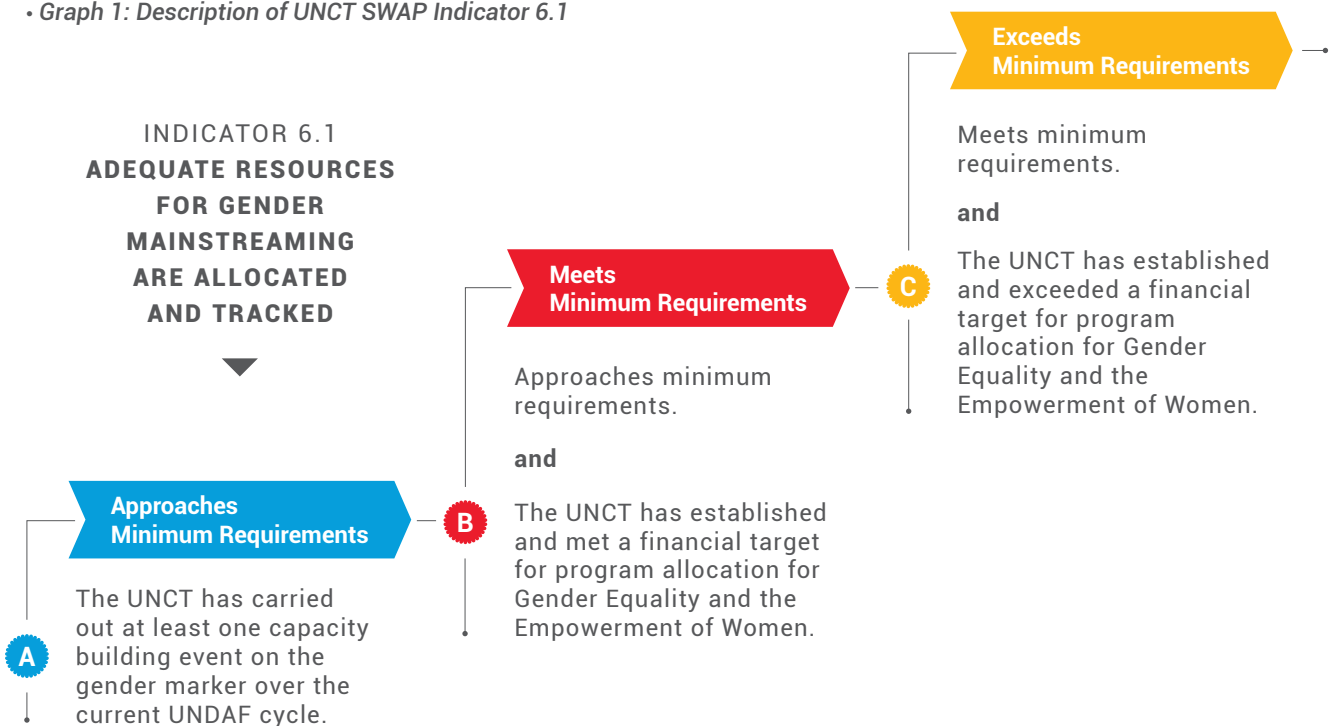
*Proportion out of total UNCTs with a Joint Work Plan in UN INFO 2.0 that allocated 70% or more of the UNCT annual funding framework available resources to activities [i.e., sub outputs] with gender equality as a principal [i.e., GEM code 3] or significant objective [i.e., GEM code 2].*

This translates to calculating available resource amounts indicated in the JWP in UN INFO for Sub-Outputs coded as GEM 3 and GEM 2 (and not GEM 1 or GEM 0). For example:

*If Sub-Output 1.1.10.1 indicates USD 240,000.00 available annual resources in the JWP in UN INFO and is marked as GEM 2 (or GEM 3), then this whole amount will be counted towards the total UNCT annual funding framework available resources for GEWE.*

While reporting on the QCPR indicator is mandatory, other strategies to calculate specific resources towards GEWE could support the coding process and would be up to the discretion of UNCTs. As such, UNCT GEM supports UNCT System-wide Action Plan (SWAP) gender equality scorecard's dimension 6 on Resources and its' performance indicator 6.1 on Adequate resources for gender mainstreaming.

• Graph 1: Description of UNCT SWAP Indicator 6.1



# VI. WHAT ARE THE EXAMPLES OF SUB-OUTPUTS FOR EACH OF THE UNCT GEM CODE?

Below are examples of Sub-Outputs (and related Output Indicators) for each UNCT GEM code with the proposed assessment to explain the most appropriate UNCT GEM coding.

• Table 3: Examples of Sub-Outputs for each UNCT GEM code

GEM 3	
<p><b>EXAMPLE SUB-OUTPUT:</b></p> <p><b>Sub-Output:</b> Designing and implementing programmes on young women empowerment and political participation eventually leading to improved decision-making.</p> <p><b>Output Indicator:</b> Number of women (disaggregated by age) who run in the local elections.</p>	<p><b>PROPOSED ASSESSMENT:</b></p> <p><b>Objective:</b> Women political empowerment is the principal objective.</p> <p><b>Target group:</b> Young women is a specific target group.</p> <p><b>Indicators:</b> Measures GEWE result – whether women engage in political participation.</p> <p><b>Data disaggregation:</b> All women to be counted.</p> <p><b>GEWE result:</b> Women increase political participation and improve decision making, leading to transformative changes in gender power dynamics.</p>
GEM 2	
<p><b>EXAMPLE SUB-OUTPUT:</b></p> <p><b>Sub-Output:</b> State migration policy with gender-responsive considerations is developed and adopted by the Government and recommendations to inform implementation of migration policy is developed by policy makers, also based on lessons learned from the work on increasing economic opportunities for women.</p> <p><b>Output Indicator:</b> Number of policies in support of migration issues, including gender-responsive considerations and the analysis on impact on women and men with gender disaggregated data.</p>	<p><b>PROPOSED ASSESSMENT:</b></p> <p><b>Objective:</b> GEWE is not a principal objective as the focus is made on the development and adoption of the migration policy; but GEWE is a significant objective as the migration policy is intended to integrate specifically gender-responsive considerations.</p> <p><b>Target group:</b> Identified by gender – migration policy targets the whole population, women and men, with specific focus on gender considerations when it comes to impact analysis.</p> <p><b>Indicators:</b> Measures contribution to GEWE in the policies by tracking gender-responsive considerations and analysis on impact on women.</p> <p><b>Data disaggregation:</b> Sex disaggregation is planned.</p> <p><b>GEWE result:</b> Different needs of women and men are to be considered when developing a migration policy, leading to gender-responsive result.</p>

## GEM 1

### EXAMPLE SUB-OUTPUT:

**Sub-Output:**

Increased capacity and skills of CSOs, including women's rights organizations and networks, to follow up on universal periodic reviews and human rights recommendations.

**Output indicator:**

Number of human rights advocates trained, disaggregated by sex.

### PROPOSED ASSESSMENT:

**Objective:**

Contributes to GEWE in a limited way – by including women's rights organizations but generally focusing on capacities and skills of CSOs being able to follow up on universal periodic reviews and human rights recommendations.

**Target group:**

The core target group are CSOs while some women's rights organizations and networks are also included.

**Indicators:**

Measures some contribution to GEWE by tracking trained women and men human rights advocates.

**Data disaggregation:**

Sex-disaggregation is planned.

**GEWE result:**

The focus is made on ensuring women's rights organizations and networks are also targeted – making it a gender-sensitive result.

## GEM 0

### EXAMPLE SUB-OUTPUT:

**Sub-Output:**

Provision of school meals and home-grown school feeding program.

**Output Indicator:**

Number of schools covered by the program.

### PROPOSED ASSESSMENT:

**Objective:**

Not expected to contribute to GEWE; the focus is made on school feeding program.

**Target group:**

Gender-neutral language, the reference is made to school children, without specific focus to boys and/or girls.

**Indicators:**

Gender-neutral indicator that counts schools (vs. for example, number of girls and boys participating in the school feeding program).

**Data disaggregation:**

No sex-disaggregation.

**GEWE result:**

No attention to gender or gender-blind result.



# VII. WHAT IS UNCT GEM RELATED DATA ENTERED IN THE JWP IN UN INFO?

UN INFO 2.0 version has dedicated spaces in the JWP at the Sub-Output level where UNCT GEM data and information should be entered and reviewed and adapted on an annual basis.

<hr style="width: 20%; margin: 0 auto;"/> <b>SUB-OUTPUT LEVEL</b>	<ul style="list-style-type: none"><li>• Sub-Output formulation (and description).</li><li>• Markers &gt; Gender Marker with drop down menu for selecting Gender Marker codes 0, 1, 2 or 3.</li><li>• Other &gt; GEM&gt; Please qualify your score (justification for the selected GEM code).</li><li>• Financials &gt; Funding framework &gt; Available funding per agency and contributing partner &gt; amount/USD.</li></ul>
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In addition, GEWE considerations should be also reflected and integrated at the Output and Outcome level results across the JWP and the Cooperation Framework:

<hr style="width: 20%; margin: 0 auto;"/> <b>OUTCOME LEVEL</b>	<ul style="list-style-type: none"><li>• Outcome formulation (and description).</li><li>• Outcome Indicator formulation (and description, metrics, disaggregation).</li></ul>
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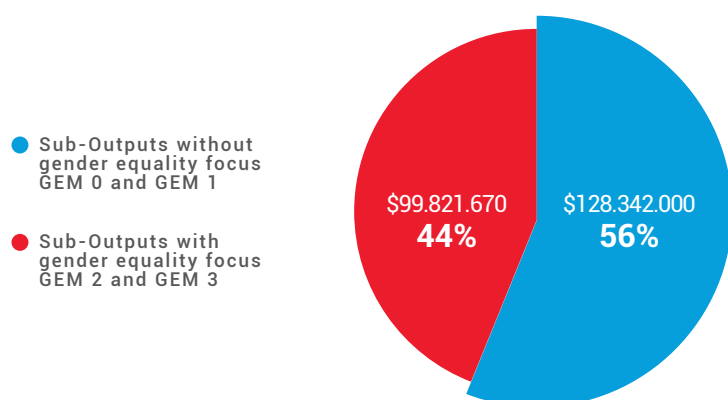
<hr style="width: 20%; margin: 0 auto;"/> <b>OUTPUT LEVEL</b>	<ul style="list-style-type: none"><li>• Output formulation (and description).</li><li>• Output Indicator formulation (and description, metrics, disaggregation).</li></ul>
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# VIII. WHAT CAN UNCT GEM DATA ANALYSIS UNCOVER?

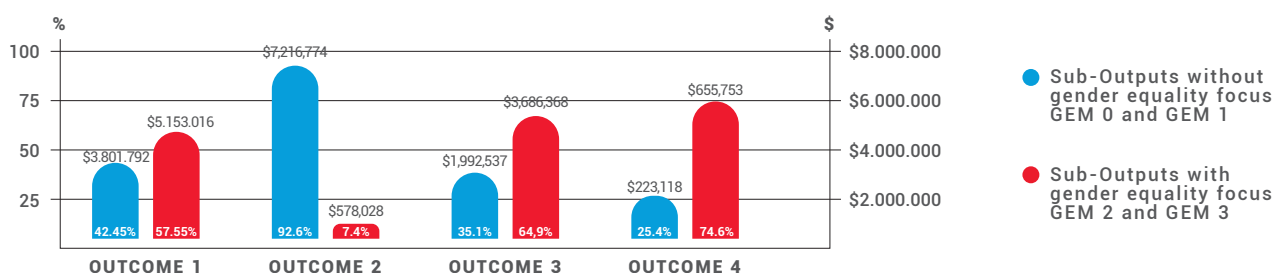
UNCT GEM data can highlight trends (over time) in financial allocations towards GEWE priorities at the UNCT level, and gaps (and missed opportunities to address GEWE priorities in specific Outcome areas) - to inform decision making and advocate for increased financial investments towards GEWE. The data can also highlight patterns in the distribution of codes, between outcomes (and outputs) to inform discussions on areas for improvement. Below are few examples on UNCT GEM related data analysis:

- Percentage and allocated resources of the UNCT annual funding framework available resources to Sub-Outputs with gender equality focus (GEM 2 and GEM 3) - by Outcomes and overall.
- Number of Sub-Outputs per GEM code and for GEM 2 and GEM 3 together - by Outcomes and overall.
- Number of Sub-Outputs with justification on selected GEM code - by Outcomes and overall.
- Number of Sub-Outputs per GEM code by joint programmes vs single projects - by Outcomes.
- Number of gender-sensitive indicators - by Outcomes and overall.
- Available resources for GEM 2 and GEM 3 per agency (if disaggregation allows).

• Graph 2: Percentage and amount of allocated UNCT annual funding framework available resources for GEWE



• Graph 3: Percentage and amount of allocated UNCT annual funding framework available resources for GEWE - by Outcomes



UNCT GEM data analysis and GEWE results can be reported in UNCT *Annual Results Report*. It is recommended to explore *visualization* capabilities of UN INFO for UNCT GEM data.

## IX. HOW DOES THE UNCT GEM CYCLE LOOK LIKE IN THE JWP ANNUAL TIMELINE?

The UNCT GEM should ideally be applied **after** finalization of the Cooperation Framework, **during** the drafting process of the JWP and **before** it is finalized. UNCT GEM is applied across all Sub-Outputs during JWP development at the beginning of the implementation year. The expectation is to then monitor and evaluate GEWE considerations throughout the implementation period, report on GEWE results to conclude the yearly achievements, and review UNCT GEM applied previously and adapt if needed towards the end of the implementation year – to inform the next JWP.

• Graph 4: UNCT GEM cycle in the JWP

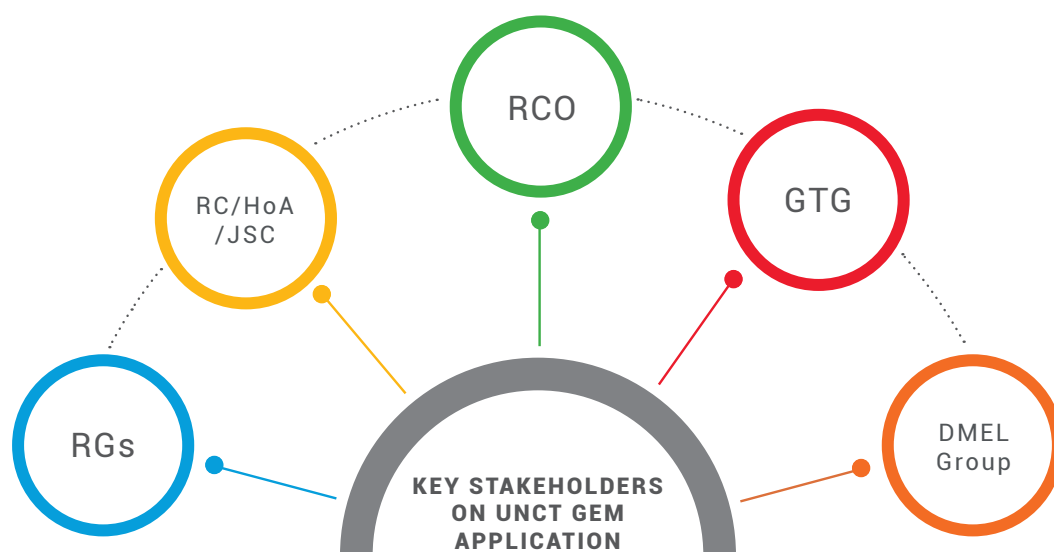


## X. WHO IS ENGAGED IN UNCT GEM APPLICATION AND WHAT IS THEIR ROLE?

UNCT GEM application and tracking financing for GEWE is a joint effort at the UNCT level. Below is the suggested distribution of roles and responsibilities between key stakeholders, which may vary:

- **Resident Coordinator, Heads of Agencies, and Joint Steering Committee:** make commitment and set gender equality priorities
- **Resident's Coordinator Office:** coordinate and support
- **Results Groups (and programme teams):** lead and apply UNCT GEM
- **Data, Monitoring, Evaluation and Learning Group (or equivalent):** integrate GEWE results, gender-responsive indicators, gender data
- **Gender Theme Group (or equivalent):** provide technical advice and quality assurance

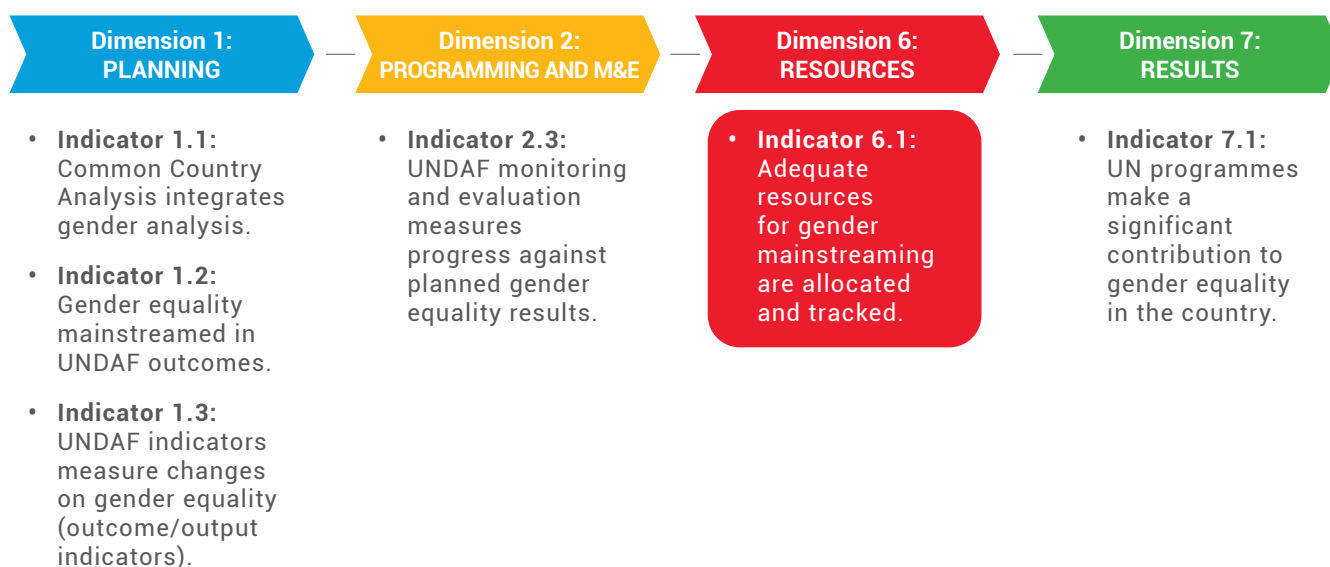
• Graph 5: Key stakeholders on UNCT GEM application



## XI. HOW IS UNCT GEM LINKED TO THE UNCT SWAP SCORECARD?

UNCT GEM is part of a GEWE mainstreaming commitment within the UN system. It can be used as a tool for advancing relevant minimum requirements on UN planning, programming, and results for GEWE – as spelled out in UNCT SWAP Gender Equality Scorecard. While UNCT GEM directly supports UNCT-SWAP's dimension 6 on Resources and its' performance indicator 6.1 on Adequate resources for gender mainstreaming, other performance indicators are relevant to the UNCT GEM - such as on planning, programming and M&E, and results.

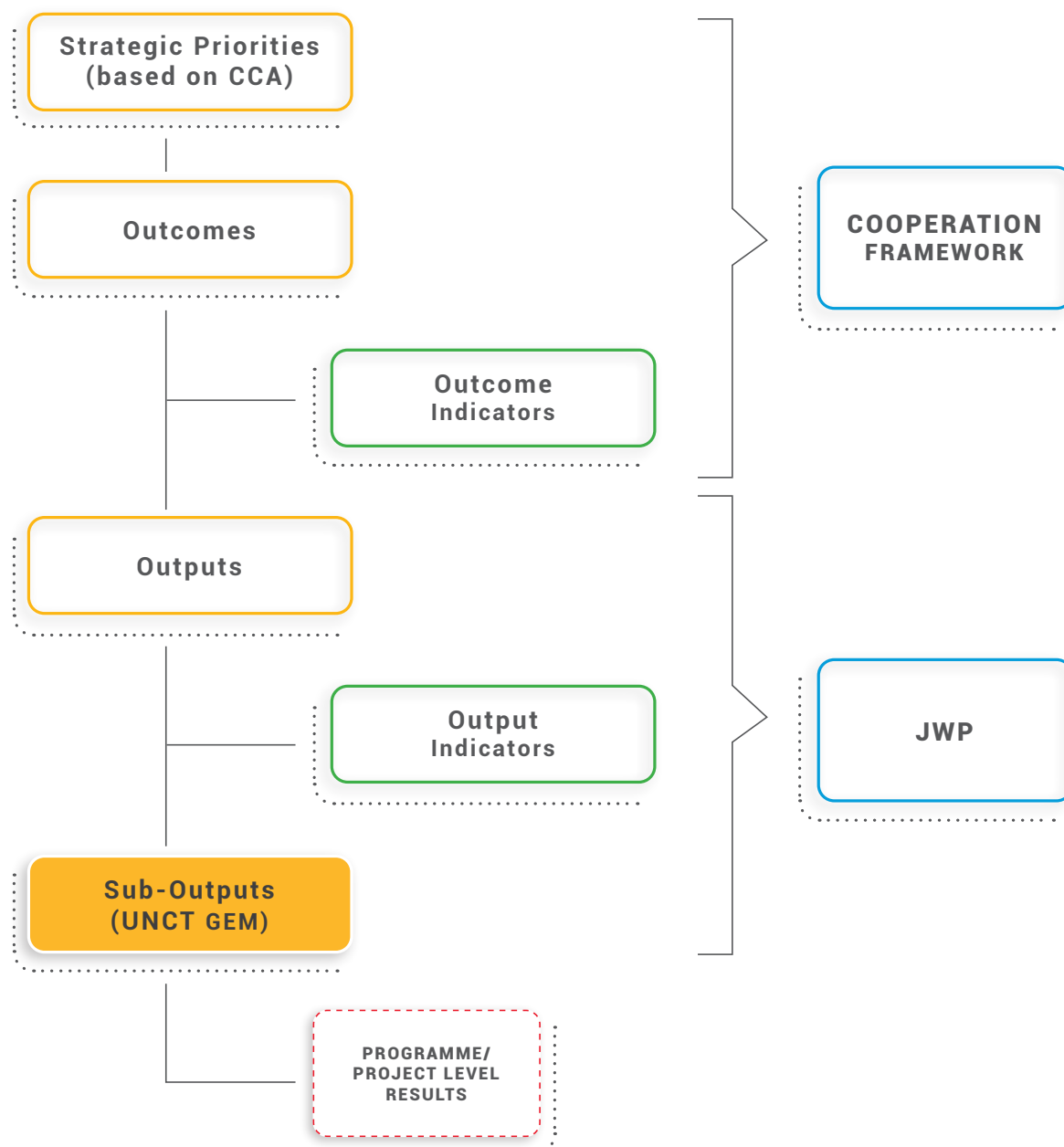
• Graph 6: UNCT-SWAP performance indicators relevant to UNCT GEM



## XII. WHY IS THE RESULTS CHAIN IMPORTANT FOR UNCT GEM?

Determining UNCT GEM code at the Sub-Output level requires review of the results chain of the Sub-Output holistically within the JWP and Cooperation Framework overall. Based on the RBM approach, it is important to inter-link GEWE considerations across Outcomes, Outputs, Indicators, Sub-Outputs and within the programmes. While UNCT GEM is applied at the Sub-Output level, the Sub-Output's intent regarding gender equality (and the selected UNCT GEM code) must be explicit within its wording and RBM logic – in the related Output Indicator and reflected where possible in relevant Output and Outcome formulations and Outcome Indicators. For example, one should not assign GEM 3 to a Sub-Output, which has a gender-blind Output Indicator.

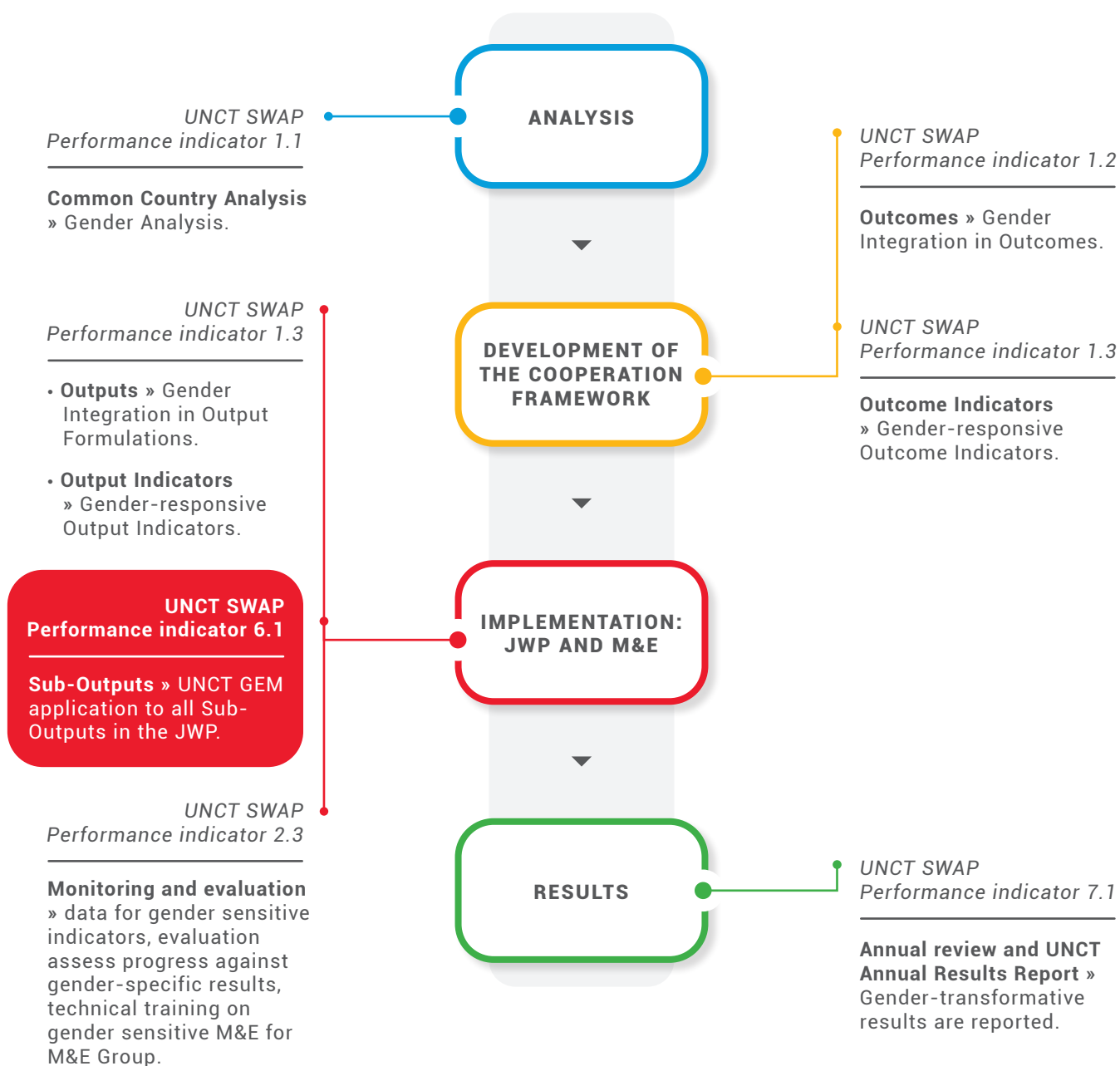
• Graph 7: Results Chain of a Joint Work Plan



# XIII. IS UNCT GEM A GENDER MAINSTREAMING TOOL IN THE UNSDCF?

UNCT GEM is more a financial tracking tool but it may be an accelerator for gender mainstreaming in UNSDCF. Gender mainstreaming should be done throughout the UNSDCF cycle - from planning, to implementation, and results - as illustrated below.

• Graph 8: UNCT GEM and gender equality mainstreaming in the Cooperation Framework cycle, with references to the relevant UNCT-SWAP minimum requirements





# XIV. WHY ARE DIALOGUE AND QUALITY ASSURANCE IMPORTANT FOR UNCT GEM APPLICATION?


UNCT GEM application is not a 'grading' process or a technical exercise. On the contrary, it is a dialogue, reflection, and discussions on GEWE considerations. Below are few examples of key challenges on UNCT GEM application:


- Accurate coding - over coding or miscoding
- UNCT GEM code is not supported by related Output Indicator
- Sub-Output description is too brief or unclear to determine a UNCT GEM code


UNCTs should put in place quality assurance measures in order to mitigate these and other challenges. The ultimate aim to improve reliability and accuracy of UNCT GEM coding. Below are few examples on quality assurance measures:

 GTG (or equivalent) to quality assure at the time when RGs apply GEM codes or through the review process.

 Validating UNCT GEM codes at the design stage of the programme or project.

 UN entities to be explicit about contributions to gender equality at the Sub-Output level during the development of the JWP.

 Peer review and feedback practices on validating UNCT GEM codes among programme managers and gender focal points within or between different entities.

 Dialogue and joint UNCT GEM application rather than 'grading process' by one individual.





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