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BRIEF ON GOOD PRACTICE

**UNCT Gender Equality Marker Application
and Tracking Financing for Gender
Equality and Women's Empowerment**

UNCT Indonesia Experience

BRIEF ON GOOD PRACTICE

UNCT Gender Equality Marker Application and Tracking Financing for Gender Equality and Women's Empowerment UNCT Indonesia Experience

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Foreword

Valerie Julliard

Resident Coordinator
United Nations in Indonesia



Dear Colleagues,

I am pleased to share with you UN in Indonesia's Brief on Good Practice in applying the Gender Equality Marker (GEM) on women's empowerment, and on tracking financing for gender equality in our activities. This Brief is built on practices developed over the years by the 23 UN agencies, who have signed the United Nations Sustainable Development Framework (2021-2025) in Indonesia. We are proud of these good practices and will continue to learn and improve based on the challenges and reflections contained in this document.

Advancing gender equality is not a goal on its own – it is part and parcel of the Sustainable Development Goals (SDGs), which represent a very comprehensive set of commitments advancing gender equality. These reflect a shared understanding across UN Member States that without the realization of gender equality and women's empowerment (GEWE), the SDGs cannot be reached.

There has been major improvement in gender mainstreaming across the UN portfolio in Indonesia – gradually moving from gender sensitive to gender responsive and – when relevant – gender

transformative outputs. But we cannot sit on our laurels; more needs to be done to achieve the ultimate goal of a true gender equality. This means more than 50-50 participation in projects; that our work must address the different needs of men and women and also continue to change norms in the society at large. We are not there yet.

The Gender Equality Marker has been introduced to help ensure that the UN upholds its commitment and remains on track. At the same time, the aim is to move away from seeing the GEM as an annual, one-off exercise. Instead, the GEM is meant to be a tool for learning, reflection and dialogue, so that gender considerations permeate our work from initial planning to implementation.

As part of our collective efforts to put these principles at the centre of our work, the UN in Indonesia team has developed this document, and we hope it will be widely used and its recommendations duly applied.

I would like to thank the Indonesia UN Country Team for the joint exercise, and UN Women for taking the lead on this initiative. Hopefully, this guide is of value to UNCTs beyond Indonesia as well.

I

Introduction

UN Country Team (UNCT) Indonesia shares its experience on UNCT Gender Equality Marker (GEM) application and tracking financing for gender equality and women's empowerment (GEWE) within the Joint Work Plan (JWP) in UN INFO.

This brief contains a description of the process, results, challenges, reflection and learning, good practices, and future perspectives. The good practice with UNCT Indonesia as a case study aims to facilitate learning on UNCT GEM application for further adaptations and replication.



Photo: UN Women/Putra Djohan





Context

In 2020, UNCT Indonesia and the Government signed the [UN Sustainable Development Cooperation Framework 2021-2025](#), a guiding instrument for the entire programme cycle of the UN development activities at the country level for achieving the 2030 Agenda. In line with the Common Country Analysis findings and the theory of change, this Cooperation Framework identified gender equality as one of the inter-linked and overarching drivers of change in Indonesia. UNCT aims to ensure that GEWE is addressed within all outcome areas and features centrally in the design of all its programmes.

With the commitment to deliver GEWE results, UNCT Indonesia highlighted the importance of UNCT GEM in tracking financing for GEWE and gender mainstreaming overall. UNCT GEM application was especially relevant for the Joint Work Plans (JWP) in UN INFO. In 2020, UNCT Indonesia joined UN INFO. In 2021, UNCT developed its first JWP. In 2022, it is in the second-year implementation of the Cooperation Framework. During the first quarter of 2022, UNCT finalized its JWP for 2022.



Planning

As part of preparation for the development of JWP 2021, UNCT Indonesia – under the leadership of the Resident Coordinator Office (RCO) and UN Women - initiated several raising awareness and capacity building efforts to support UNCT GEM application and tracking financing for GEWE. More specifically, this included:



Roadmap on UNCT GEM application – in support of the JWP.



Learning sessions on UNCT GEM application.



Practical exercises and dialogues on UNCT GEM application for the selected joint programmes.



Documenting learnings and recommendations.

UNCT Indonesia conducted similar capacity building efforts on UNCT GEM application in support of JWP 2022 development. Prior to that and as a reflection exercise, UNCT also reviewed its' JWP 2021 experience and learnings on UNCT GEM application through desk review and interviews. This has informed UNCT GEM application and gender equality mainstreaming overall within JWP 2022 development, including the below additional capacity building efforts within JWP 2022:



Trainer of Trainers (ToT) on UNCT GEM for a Reference Group on UNCT GEM application.



Exercise on GEWE results and UNCT GEM analysis in UNCT Annual Results Report – under Gender Theme Group (GTG) leadership.

Implementation



Roadmap to UNCT GEM application:

RCO and UN Women developed Roadmaps on UNCT GEM application for JWP 2021 and for JWP 2022. The Roadmaps provide an overview on UNCT GEM practical implementation and related processes, including details on roles and responsibilities, quality assurance mechanisms, links to UNCT-SWAP Scorecard, UNCT GEM coding criteria, capacity building needs among others. UNCT members reviewed the drafts before confirming final processes and commitments.



Learning sessions and ToT:

The learning sessions and ToT focused on providing information on UNCT GEM application, including on broader framework on gender mainstreaming and commitments, UNCT GEM coding criteria with examples, UNCT GEM application within JWP in UN INFO, practical coding exercises, and quality assurance mechanisms. The learning sessions targeted members of the Results Groups (RGs), GTG, Data, Monitoring, Evaluation and Learning (DMEL), RCO, and other interested programme personnel. The ToT participants included members of the Reference Group on UNCT GEM - eight focal points from RGs, GTG, and DMEL. This Group was created in 2022 with the aim to strengthen in-house UNCT capacity on UNCT GEM.



Practical exercises:

The practical exercises showed how to apply the 4-point UNCT GEM coding scale to UNCT JWP Sub-Outputs. During the dialogue process, the participants jointly discussed and assessed the extent the project contributes to GEWE – to then assign the most relevant UNCT GEM code and provide justification. A total of eight practical in-depth exercises were organised for the selected Joint Programmes – four in 2021 and four in 2022. Participants included project teams of the selected Sub-Outputs/Joint Programmes and interested members of the RGs, GTG, DMEL, and the Reference Group on UNCT GEM.



Exercise on GEWE results in reporting:



UNCT GEM application:

The exercise aimed at highlighting GEWE results and UNCT GEM related analysis within the UNCT Annual Results Report. GTG led the session to the members of the RGs, DMEL and RCO on how to reflect GEWE results in the report.

In the framework of the JWPs 2021 and 2022, UN entities entered relevant information on Sub-Outputs to the JWP in UN INFO online, including UNCT GEM related data. More specifically, programme personnel assigned the most relevant UNCT GEM code at the Sub-Output level and provided a justification for the selected score. RGs and RCO monitored UNCT GEM being applied across all Sub-Outputs. In addition, UNCT is recommended to use the below suggested key criteria to inform UNCT GEM application:

Table 1:

Suggested additional criteria to inform UNCT GEM application

GEM code	Objective	Target group/beneficiaries (if mentioned)	Indicators and data disaggregation (if applicable)	Data disaggregation (if applicable)	Results
	<i>Is gender equality an explicit objective?</i>	<i>Are the target groups clearly identified by gender?</i>	<i>Are indicators measuring GEWE results?</i>	<i>Is data disaggregated by sex/gender?</i>	<i>What is the planned GEWE result?</i>
GEM 3	GEWE is a principal objective	Clearly identified by gender	Measure gender related changes	Sex-disaggregated and gender-sensitive data	Gender-transformative: Result contributes to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations.
GEM 2	GEWE is a significant objective of the overall intent	Identified by gender	Capture or measure contribution to gender equality	Sex-disaggregated and gender-sensitive data	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.
GEM 1	Contributes to GEWE in a limited way	Some action targeting the disadvantage gender	Measure some contribution to gender equality	Sex-disaggregated and gender-sensitive data	Gender sensitive: Result focuses on the number of equity (50/50) of women, men or marginalized populations that were targeted.
GEM 0	Not expected to contribute to GEWE	Gender neutral language (children, migrants, people)	Gender neutral	No sex disaggregation or gender-sensitive data	Gender blind: Results have no attention to gender, failed to acknowledge the different needs of men, women, girls and boys, or marginalized population.

As a result of capacity building efforts and the actual UNCT GEM application within the JWP 2021, UNCT Indonesia achieved the following key results:

Improved awareness and strengthened capacities on UNCT GEM application and tracking financing:

Members of UNCT, GTG, DMEL, RCO and Reference Group on UNCT GEM raised awareness on the importance of GEWE considerations in programming and tracking financing and strengthened their capacities on UNCT GEM application. Dedicated series of learning sessions on UNCT GEM with different focus and participants – conducted annually as part of preparation for JWP 2021 and JWP 2022 – builds and strengthens in-house UNCT capacities on UNCT GEM specifically and GEWE mainstreaming overall.



UNCT Gender Equality Marker application and tracking financing for gender equality and women's empowerment is not a technical ticking box exercise once a year. On the contrary, it is a value-driven tool to promote gender equality considerations in the Cooperation Framework in line with UNCT-SWAP minimum standards and as a result improving development outcomes.

Valerie Julliard

Resident Coordinator, UN Indonesia

Assigned UNCT GEM codes across Sub-Outputs within the annual JWPs:

Overall, UNCT Indonesia had productive results on UNCT GEM application within JWPs 2021 and 2022.

- ▶ The JWPs comprised four Outcome areas. UNCT applied UNCT GEM to 305 Sub-Outputs (93%) out of a total of 330 Sub-Outputs within JWP 2021 and to 295 Sub-Outputs (97%) out of a total of 306 Sub-Outputs within JWP 2022.
- ▶ Vast majority of the Sub-Outputs provided brief justification for the selected UNCT GEM code – 74% in the JWP 2021 and 80% in the JWP 2022.

- ▶ The JWP 2021 annual funding equaled USD 237,689,438, with a total of 42% being allocated for GEWE across Sub-Outputs with gender equality being a significant (GEM 2 - 40%) and principal objective (GEM 3 - 2%). The JWP 2022 annual funding equaled USD 257,949,736, with a total of 49% being allocated for GEWE across Sub-Outputs with gender equality being a significant (GEM 2 - 47%) and principal objective (GEM 3 - 2%).
- ▶ SDG 5 on gender equality accounted for 27% in JWP 2021 and for 22% in JWP 2022 of the total UNCT funding vis-à-vis other SDGs.

Below is the summary table with the results on UNCT GEM application within the JWPs 2021 and 2022 – with information on available financial resources for GEWE (UNCT GEM 2 and UNCT GEM 3) and financial resources per UNCT GEM code.

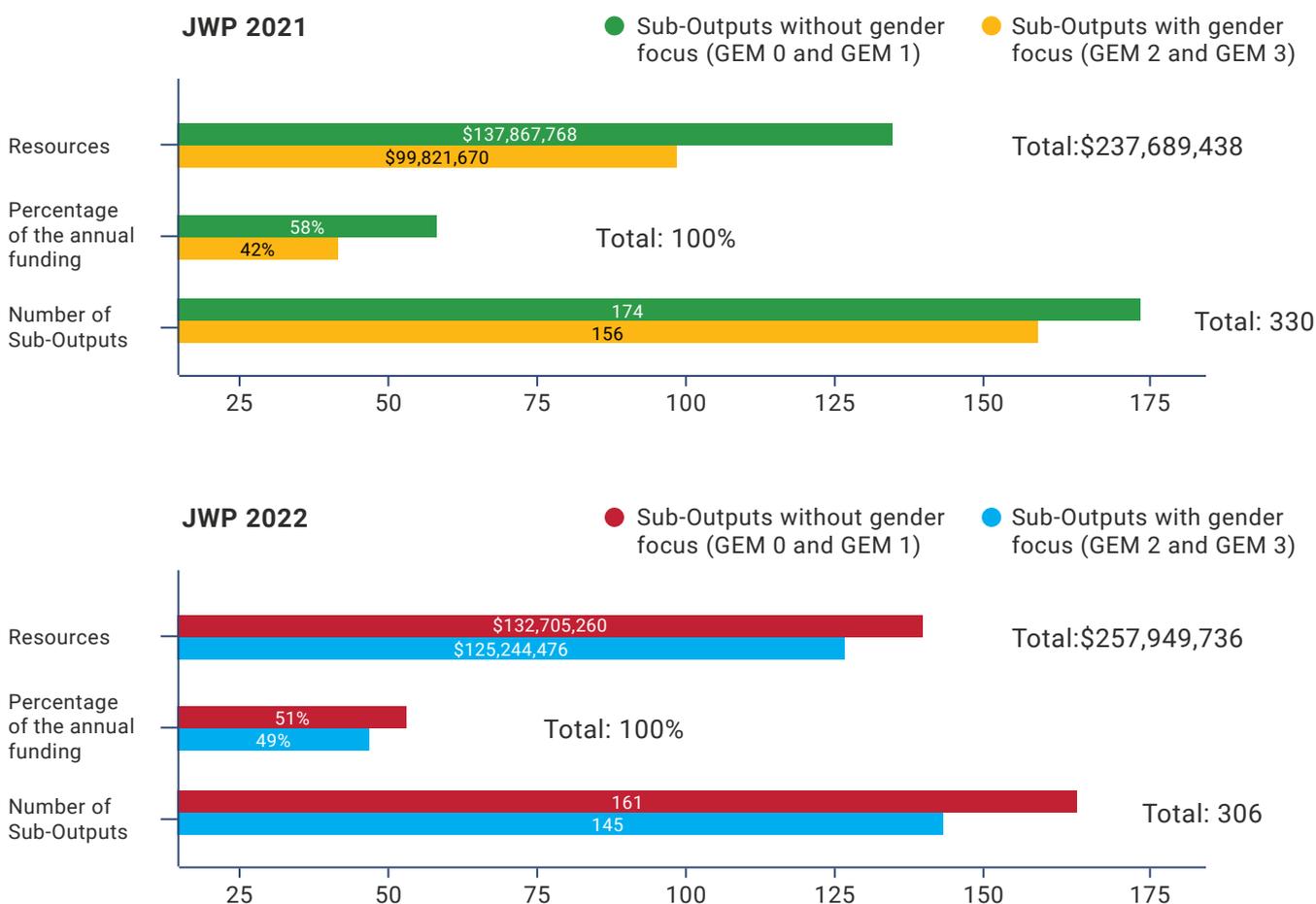
Table 2:

Results of UNCT GEM application within JWPs 2021 and 2022

UNCT GEM code	JWP 2021			JWP 2022		
	Available resources per UNCT GEM and for GEWE	Percentage of the annual funding	Number of Sub-Outputs per UNCT GEM	Available resources per UNCT GEM and for GEWE	Percentage of the annual funding	Number of Sub-Outputs per UNCT GEM
GEM 0	\$4,000,234	2%	9	\$10,097,595	4%	12
GEM 1	\$128,342,000	54%	140	\$117,011,698	45%	138
GEM 2	\$96,058,520	40%	134	\$120,941,808	47%	127
GEM 3	\$3,763,150	2%	22	\$4,302,668	2%	18
(blank)	\$5,525,534	2%	25	\$5,595,967	2%	11
Total	\$237,689,438	100%	330	\$257,949,736	100%	306
Financial resources for GEWE (GEM 2 & GEM 3)	\$99,821,670	42%	156	\$125,244,476	49%	145

Graph 1:

Percentage and amount of allocated UNCT annual funding framework available resources for GEWE



Highlighted GEWE results in the UNCT Annual Results Report:

GEWE results and UNCT GEM related analysis were highlighted in the report – at the Outcome level and overall. This has led to identifying general trends on gender mainstreaming to inform the next programming loop within JWP 2022 and UNSCDF overall and advocate for greater investments for GEWE.

Made significant progress in relation to financial tracking for GEWE within the UNCT-SWAP Scorecard:

According to the UNCT-SWAP Scorecard report for 2021, UNCT Indonesia prioritized six SWAP indicators, including UNCT GEM relevant indicators 5.2 on gender mainstreaming capacities and 6.1 on resource allocation and tracking. Both globally

and regionally in Asia and the Pacific, meeting or exceeding requirements for indicator 6.1 has been one of the weakest performances for UNCTs. Specifically on financing tracking for GEWE, UNCT Indonesia conducted several capacity building efforts on UNCT GEM and tracked financial allocations in 2021 and in 2022.

Identified programming gaps and opportunities for improvement on GEWE considerations:

UNCT members assigned GEM codes through practical exercises for selected Sub-Outputs, which in turn identified programmatic gaps and opportunities for promoting the GEWE agenda for these Joint Programmes. The expectation is that a similar result is achieved through the dialogue process on UNCT GEM application across all Sub-Outputs.

Some of the challenges, reflection and learning the UNCT Indonesia faced as part of UNCT GEM application in 2021 include the below:

Capacity on UNCT GEM application and gender mainstreaming overall:

Often insufficient gender expertise interferes with the accuracy of coding. Weak capacities on GEWE among the programme team is one of the key challenges. This is especially relevant for the case of transition of staff members. UNCT GEM capacity needs to be also placed in the context of generally weak capacities on integrating gender lens in the programmes and gender analysis overall by a) programme teams and b) technical personnel, such as thematic specialists, heads of units, decision makers.

To achieve consistent and reliable coding practices, there should be continuous practical learning sessions, joint dialogues and reflection exercises on UNCT GEM application and gender mainstreaming overall, and quality assurance mechanisms in place. Investing in strengthening capacities among members of GTG, DMEL, and Reference Group on UNCT GEM is especially important – to facilitate technical support on UNCT GEM application at the UNCT level.

Technical backstopping of UNCT GEM application:

UNCT GEM application often needs in house UNCT level capacity and leadership to technically backstop this practice. In the case of UNCT Indonesia, RCO actively promoted and jointly with UN Women supported capacity building on UNCT GEM application at the UNCT level. Members of RGs and/or programme teams across the agencies, in turn, took the leading role on assigning GEM codes across Sub-Outputs. Yet, there is a need to formalise technical backstopping arrangements on UNCT GEM application, such as the role of members of the GTG, DMEL and Reference Group on UNCT GEM could play in facilitating technical support on UNCT GEM application at the UNCT level.



Gender Equality Marker is not all about scoring exercise. It helps UN Country Team take stock of the progress of changes it wishes to achieve on gender equality and how much it has been investing. It also helps in getting UN Agencies to work better in terms of intentionally integrating gender equality into the programme design.

Dwi Faiz

Head of Programmes, UN Women Indonesia

The role of GTG on UNCT GEM application:

Members of the GTG, who also serve as gender focal points in the UN RGs, could provide necessary technical support to RGs and DMEL and facilitate the dialogue on UNCT GEM coding. The expectation is that GTG would assert its' role at the UNCT level and start playing a greater role in supporting UNCT GEM application specifically. GTG may provide technical support and conduct quality assurance – in the form of a dialogue and in consultation with the members of RGs, DMEL Group, and Reference Group on UNCT GEM.

Planning vs. monitoring, analysing, and reporting on GEWE:

Applying UNCT GEM once a year during the JWP development is not enough. It should be monitored throughout the project implementation period and

analysed and reported on an annual basis – all to track progress on *planned* GEWE commitments vs *actual* GEWE results – both programmatic and financial. UNCT GEM data can highlight trends and overall results at the UNCT level, such as through gender-specific inputs into the Annual One UN Results Report. Analysing UNCT GEM data in itself is a challenge, as it requires capacities on gender analysis overall and understanding on how UNCT GEM codes applied at the planning stage are then reflected as GEWE results during reporting. In order to highlight gender equality results at the UNCT level, it is recommended to focus the analysis on Sub-Outputs with gender equality being a principal (GEM 3) and significant (GEM 2) objective. Analysis of Sub-Outputs with no (GEM 0) and limited contribution (GEM 1) to gender equality can indicate existing gaps and opportunities on GEWE. The analysis should reflect GEWE results across the Results Chain of the Cooperation Framework - from Sub-Outputs, to Outputs and Outcomes.

Testimonial I

Advancing Indonesia's Lighting Market to High Efficient Technologies (ADLIGHT) Joint Programme

By UNDP and UNEP

ADLIGHT project team participated in the practical exercise on UNCT GEM application, organised by the RCO and UN Women. We learned how to integrate Gender Equality and Women's Empowerment (GEWE) considerations in the programming - for example, by formulating gender-sensitive indicators. UNCT GEM is a tool for accountability, self-assessment and increased awareness and capacity building on gender equality – to inform and guide the ADLIGHT joint programme implementation. In addition, this tool will help ADLIGHT meet

its commitments on gender equality as a project. It is important to mainstream GEWE considerations in the formulation of the project results and related inputs to the Joint Work Plan in UN INFO. For example, one of the project outcomes initially formulated as "Improved quality, energy efficient and affordable locally-produced EE Lighting products and systems" can be improved by also adding GEWE-focused result - "Improved... products and systems, also responsive to women's needs".

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Good practices and approaches on UNCT GEM application

Promote RCO's leadership and coordination role:

RCO has a critical coordination function on UNCT GEM application in the context of administering UN INFO and the UNCT JWP development. In the case of Indonesia, RC asserts a leadership role by prioritizing and promoting gender equality results within UNSDCF. RCO also plays a vital role in coordinating the UN entities populating JWP, including assigning UNCT GEM across all Sub-Outputs but also strengthening UNCT's capacities on UNCT GEM application overall.

Uphold commitment and advocate UNCT GEM application with the Heads of Agencies:

Support from senior leadership is crucial to the success of gender mainstreaming and UNCT GEM application. In the case of Indonesia, RCO with support from UN Women lead and promote UNCT GEM application. Yet, collective effort is key for effective implementation. As an example, Heads of Agencies can promote UNCT GEM application within their agencies and as part of a programme management system.

Promote dialogue:

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 – among members of GTG, DMEL, RG, and project teams. It is a value-driven joint self-assessment and a self-commitment exercise for collective accountability towards GEWE considerations.

Integrate Results-Based Management approach:

GEMs are often seen as a planning tool. It is suggested to approach UNCT GEM as an accountability tool for the actual GEWE results. From the RBM perspective, it is important to streamline applied UNCT GEM code

at the Sub-Output level across the results chain in the JWP and the Cooperation Framework overall – Outcomes/Outputs/Indicators.

Apply UNCT GEM at the design stage of the programme:

It is recommended to rely on UNCT GEM as a guidance on gender mainstreaming during the design of the project/programmes: to ensure there is gender analysis, planned GEWE results, gender sensitive indicators, data disaggregation, and other. Planning GEWE considerations across the programming from the start ensures commitment to the gender equality agenda.

Complement UNCT GEM across UN entity-specific monitoring, evaluation, reporting systems and practices:

It is recommended to explore opportunities to integrate UNCT GEM related processes in reporting, monitoring and evaluation practices and mechanisms - within JWP and UNSDCF but also extend those at the programme level across UN entities. This may include: monitoring exercises to track progress on GEWE results, data disaggregation by gender, reporting on GEWE results, gender-responsive evaluation, and others.

Apply single UNCT GEM code to a Joint Programme:

In case when one Joint Programme is divided into several Sub-Output entries in the JWP, it is recommended to apply single UNCT GEM code. GEWE considerations should be streamlined – if possible - across all components of the Joint Programmes led by several UNCT members. Gender equality commitments should be evenly shared vis-à-vis respected only by a separate agency-specific components and/or results of the project.

Use adaptive approach and document learnings:

UNCT GEM code and financial allocations for GEWE may change and need to be reviewed annually. Using an adaptive approach, one may identify existing gaps on GEWE to timely address those but also find opportunities to improve GEWE considerations across the programming. UNCT GEM application should be implemented with the learning perspective. It is important to reflect, collect, document the learnings, and share the experience within the UNCT and globally.

Institutionalise UNCT GEM practices:

UNCT GEM practices can be further institutionalised by integrating those into existing processes and documents, such as (i) ToRs for RGs, GTG, DMEL

Group, (ii) manuals, presentations, guidance notes, (iii) agency-specific practices, like gender equality checklist.

Sensitize partners on UNCT GEM:

Although UNCT GEM is a UN system wide tool, the programming is often linked with government counterparts. There is a need to sensitize the government on UNCT GEM related practices and its results. This way key state partners can stay informed and engaged in dialogue on gender equality. It would be also important to engage non-state stakeholders, such as implementing partners and contractors.





Testimonial II

Adaptive Social Protection in Response to COVID-19 Multi-Partner Trust Fund (MPTF) Joint Programme

by UNICEF, UNDP, UN Women, and WPF

In the beginning of 2021, the team of the UN Joint Programme on Adaptive Social Protection participated in the UNCT GEM application practical exercise organised by the RCO and UN Women. This was a dedicated dialogue exercise after the learning session on UNCT GEM - with an in-depth discussion on gender equality considerations in the programming between the JP team and with the participation of Results Group, Data, M&E and Learning, and Gender Theme Group members. During the exercise, the JP team applied UNCT GEM and discussed the UNCT GEM codes, gender equality results, and financial allocation for gender equality and women's empowerment (GEWE).

From the practical exercise, we learned to reflect on GEWE considerations across JP activities and results. We also discussed the extent gender equality considerations were mainstreamed in the programming. During the dialogue, we confirmed that the JP uses gender-

responsive approaches across its activities and focuses on equitable distribution of resources – based on gender needs.

One example of GEWE considerations in the JP included gender-responsive social assistance programmes, cash transfers, under the Village Fund scheme. Specifically, the JP supported the expansion of vulnerability criteria to qualify for cash programmes to include girls, women-headed households, elderly women, and pregnant women. Another example included data collection on access to social assistance with gender disaggregation. The project produced a report on cash disbursement among target beneficiaries – women and men. As a result, the JP produced gender data and analysed its relevance to food security and vulnerability - to inform policy-making for COVID-19 response and recovery, including targeting strategies.”

VI

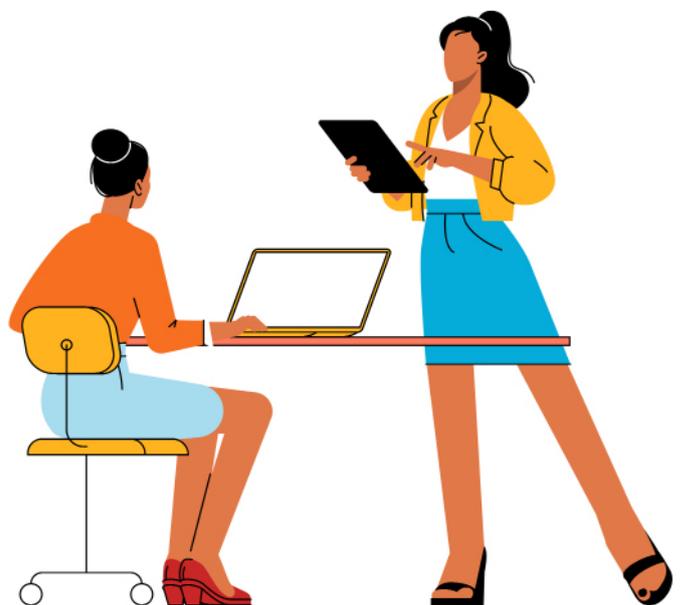
Future perspectives

UNCT Indonesia is taking a gradual approach on UNCT GEM application and tracking financing for GEWE. The first year of UNCT GEM application within JWP 2021 was meant to be a learning curve. In JWP 2021, UNCT applied UNCT GEM to 93% of Sub-Outputs. One of the key priorities set for JWP 2022 and beyond is to focus on quality of coding. UNCT GEM application and tracking financing for GEWE is not mechanical; it is a value-driven tool to mainstream GEWE considerations and investment across UNSDCF. It is a joint effort with continuous dialogue, reflection and assessment of GEWE results in programming. UNCT Indonesia shares few perspectives on UNCT GEM:

UNCT GEM is advocated primarily as a financial accountability tool for GEWE – to track planned and actual investments for gender equality. Yet, when it comes to UNCT GEM application the focus is made on coding and reflecting collective programmatic accountability towards gender equality. Both financial and programmatic commitments equally generate much needed dialogue on GEWE considerations.

UNCT GEM is a tool for advancing relevant minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the 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 (indicators 1.1, 1.2, 1.3), programming and M&E (indicator 2.3), and results (indicator 7.1).

UNCT GEM is an accelerator for gender mainstreaming in UNSDCF. 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. It is important to inter-link GEWE considerations across Outcomes, Outputs, Indicators, Sub-Outputs and within the programmes. It is also important to streamline GEWE consideration throughout the UNSDCF cycle - from planning, to implementation, and monitoring, reporting and evaluation.





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