

UNCT Performance Indicators for Gender Equality and Women's Empowerment

Rating

5 = exceeds minimum standards

4 = meets minimum standards

3 = Needs improvement

2 = Inadequate

1 = Missing

0 = not applicable

Dimensions	Definition	Rating Include reviewer comments and evidence base
1. PLANNING (CCA/UNDAFs)¹		
1.a - Adequate UNCT review of country context related to gender equality and women's empowerment Source: UNDG Guidance²	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> Includes an in-depth evidence-based analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in legislation and policies, access to and control of resources. The analysis notes links to national legal frameworks, relevant to the promotion of gender equality and women's empowerment, and specific measures for follow up to CEDAW reports and CEDAW Committee concluding comments. All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. Critical capacity gaps are identified in the area of the promotion of gender equality. <p>Meets minimum standards</p> <ul style="list-style-type: none"> Includes an analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in access to and control of resources. The analysis notes links to national legal framework relevant to the promotion of 	<p>4 – meets minimum standards</p> <p>Sex disaggregated data is provided where possible throughout the narrative. Some analysis has been carried out on the gender equality issues with mention of CEDAW commitments.</p> <p>There is no in-depth evidence based analysis of the ways in which gender inequality is reproduced and no mention of the national legislation and plans.</p>

¹ To be completed once during the CCA/UNDAF period. Countries that don't have a CCA/UNDAF, including conflict/post conflict/crisis countries, should apply these indicators and standards to any other common country planning and programming that the UNCT agrees on. This process will be reviewed on an ongoing basis by the Development Operations Coordination Office.

² Key source documents are provided as an Annex to the Users' Guide.

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>gender equality and women’s empowerment, and includes reference to CEDAW reports and concluding comments.</p> <ul style="list-style-type: none"> • All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. <p>Needs improvement Any two of the above three areas (under <i>Meets minimum standards</i>) are met.</p> <p>Inadequate Any one of the above three areas (under <i>Meets minimum standards</i>) is met.</p> <p>Missing Not applicable</p>	
<p>1.b - Gender equality and women’s empowerment in UNDAF outcomes</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard More than one outcome clearly articulates how gender equality and women’s empowerment will be promoted.</p> <p>Meets minimum standard One outcome clearly articulates how gender equality will be promoted.</p> <p>Needs improvement One outcome includes reference to gender, but does not clearly articulate how gender equality will be promoted.</p> <p>Inadequate Gender equality or women’s empowerment are given ‘token’ or minimal attention.</p> <p>Missing Not applicable</p>	<p>1 – Missing</p> <p>At present no outcomes refer to gender equality explicitly, it is possible that two outcomes could include gender equality principles explicitly without being tokenistic.</p> <p>The outcome on social and protection services can ensure that adequately meet the needs of men and women, girls and boys.</p> <p>The outcome on democratic governance can be couched in terms of human rights and principles of gender</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
		equality. Gender equality is not relevant to the outcome on environment.
<p>1.c - Gender equality and women's empowerment in UNDAF outputs</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard At least one half of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improvements in progress toward gender equality and women's empowerment.</p> <p>Meets minimum standard Between one third and one half of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improved gender equality.</p> <p>Needs improvement Less than one third of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improved gender equality.</p> <p>Inadequate Outputs refer to gender equality or women in passing, but with no logical connection to changes in gender equality.</p> <p>Missing Not applicable</p>	<p>4 – meets minimum standards</p> <p>Gender equality is mentioned in about a quarter of the outputs and seek to address gender in a substantive way.</p>
<p>1.d - Indicators to track UNDAF results are gender-sensitive</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard At least one indicator at outcome level, and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p> <p>Meets minimum standard At least one indicator at outcome level, and between one third and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p>	<p>4 – Meets minimum standards</p> <p>Could be specific indicators on gender equality at the outcome level. Some concern whether or not gender equality will be tracked separately.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>Needs improvement No gender-sensitive indicators at outcome level, and less than one third of indicators at output level are gender sensitive.</p> <p>Inadequate Token reference to gender equality or women in indicators.</p> <p>Missing Not applicable</p>	
<p>1.e - Baselines are gender-sensitive</p> <p>Source: UNDG Guidance</p>	<p>Meets minimum standard³ All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <p>Needs improvement Some data is sex-disaggregated but sex-disaggregation is not systematic.</p> <p>Inadequate There is token sex-disaggregation of data.</p> <p>Missing Not applicable</p>	<p>4 – meets minimum standards.</p> <p>Sex disaggregated data will be systematically collected.</p>
2. PROGRAMMING		
<p>2.a - Gender perspectives are adequately reflected in joint programming⁴</p> <p>Source: ECOSOC 1997, 2004, 2005, 2006, TCPR 2007, World Summit Outcome 2005</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Promoting gender equality and women's empowerment is reflected in long-term programming consistent with the opportunities and challenges identified in the UNCT's background analysis of gender inequality and women's rights situation (e.g., in CCA/UNDAFs, MDG report, etc.). • UNCT joint initiative(s) (e.g., advocacy and other initiatives) in support of gender equality and women's empowerment exist. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • There are detailed, practical and adequately 	<p>3 – needs improvement</p> <p>Several joint initiatives have been conducted with success (16 days to end violence and a joint programme on HIV) and future initiatives are being discussed (seminars on violence and</p>

³ It is not possible to exceed the minimum standard in this case, because the indicator refers to an absolute value (all data).

⁴ For background information and guidance on joint programming and joint programmes, see <http://www.undg.org/index.cfm?P=237>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>funded programmes addressing the problems and challenges identified in the background analysis of gender inequality and women's rights situation.</p> <ul style="list-style-type: none"> • UNCT joint initiative(s) in support of gender equality exist. <p>Needs improvement Meets either one of the two areas above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token reference to gender equality in programming.</p> <p>Missing Not applicable</p>	<p>training of trainers).</p> <p>At the policy and strategic level the UNCT could explore initiatives on the formulation of gender legislation, reducing the pay gap for women and the role of women in Armenia society with a focus on CEDAW and women's rights.</p>
<p>2.b – Joint programmes</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard Key national gender equality and women's empowerment priorities are being addressed through a Joint Programme on gender equality, and through mainstreaming gender equality into other Joint Programmes.</p> <p>Meets minimum standard A Joint Programme on promoting gender equality and women's empowerment is in place, and work is in progress to mainstream gender into other Joint Programmes.</p> <p>Needs improvement Joint Programme on promoting gender equality and women's empowerment being formulated, and limited mainstreaming in other Joint Programmes.</p> <p>Inadequate No Joint Programme on promoting gender equality and women's empowerment being formulated, and limited attention to gender in Joint Programmes</p> <p>Missing Not applicable</p>	<p>2 – Inadequate</p> <p>Gender equality has been mainstreamed into the joint programme on HIV and the tolerance programme but other programmes are still under development.</p> <p>There is no plan to develop a joint programme on gender equality and no real source of funding could be identified. Further investigation is required to identify the potential to work with USAID on gender.</p>
<p>2.c - UNCT</p>	<p>Exceeds minimum standard</p>	<p>4 – meets</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
<p>support for national priorities related to gender equality and women's empowerment</p> <p>Source: TCPR 2007</p>	<p>UNDAF budgetary allocations support implementation of national gender equality legal frameworks, including:</p> <ul style="list-style-type: none"> - National Plan of Action on Gender Equality and Women's Empowerment. - implementation of CEDAW, and follow-up to CEDAW Committee concluding comments. - collection and analysis of sex-disaggregated data at the national level. - gender mainstreaming in ministries other than the women's machinery. <p>Meets minimum standard Meets any three of the above.</p> <p>Needs improvement Meets any two of the above.</p> <p>Inadequate Meets one of the above.</p> <p>Missing Not applicable</p>	<p>minimum standards.</p> <p>Although the budget will include money for a number of national priorities, most will be funded from one project budget.</p> <p>The Res Cor funded a shadow report on CEDAW and there is potential for the 2009 budget to include a small budget for follow up activities.</p>
<p>2.d - UNCT support to gender mainstreaming in programme based approaches</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Capacity development provided to relevant government ministries for mainstreaming gender in Poverty Reduction Strategy Papers or equivalent. • Capacity development provided to relevant government ministries for mainstreaming gender in General Budget Support programming. • Capacity development provided to relevant government ministries for mainstreaming gender in Sector Wide Approaches and/or National Development Plans. <p>Meets minimum standard Meets any two of the above.</p> <p>Needs improvement Meets any one of the above.</p> <p>Inadequate Token attention to gender mainstreaming in</p>	<p>4 – meets minimum standards</p> <p>The UNCT has provided support to engendering the PRSP and national development plans.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	programme based approaches. Missing Not applicable	
<p>2.e - UNCT support to gender mainstreaming in aid effectiveness processes</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender-responsive budgeting (GRB) is promoted in the Ministry of Finance and other key ministries. • UNCT takes lead role in strengthening the Government's ability to coordinate donor support to promote gender equality. • UNCT supports monitoring and evaluation of gender mainstreaming in National Development Plans, Poverty Reduction Strategy Papers or equivalent, General Budget Support programming, and Sector Wide Approaches. <p>Meets minimum standard Meets any two of the above.</p> <p>Needs improvement Meets one of the above.</p> <p>Inadequate Token attention to gender mainstreaming in aid effectiveness processes.</p> <p>Missing Not applicable</p>	<p>3 – Needs improvement</p> <p>A gender analysis of the budget has been conducted in some ministries with support from the UN in Armenia. This is now outdated and should continue. No donor groups on gender exists. There is no evidence of gender budgeting, apart from staff members attending training courses.</p>
3. PARTNERSHIPS		
<p>3.a - Involvement of National Machineries for Women / Gender Equality and women's departments at the sub-national level⁵</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <p>Women's machinery/department participates fully in:</p> <ul style="list-style-type: none"> • Consultations about CCA/UNDAF planning (e.g. the prioritization retreat). • Development of UNDAF outcomes, outputs and indicators. • As key informants/stakeholders in the monitoring and evaluation of UNDAF results. <p>Full participation means that the women's</p>	<p>3 – needs improvement</p> <p>Although there is no national machinery for women in Armenia, the department of family, children and women does participate in UNCT planning and</p>

⁵ To be completed once during the CCA/UNDAF process.

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	<p>machinery/department is present at meetings, is involved in decision-making, and that recommendations made are followed-up and there is involvement at the implementation level.</p> <ul style="list-style-type: none"> • Role of women’s machinery in supporting achievement of UNDAF outcomes clearly defined. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women’s machinery/department participates fully in CCA/UNDAF consultations. • Role of women’s machinery/department in supporting achievement of UNDAF outcomes clearly defined. <p>Needs improvement</p> <ul style="list-style-type: none"> • Women’s machinery/department participates fully in one of the above (under <i>Meets minimum standard</i>). <p>Inadequate Token participation by women’s machinery/department.</p> <p>Missing Not applicable</p>	<p>implementation. However, discussions with the department reveal that it is not always clear how they will support the achievement of the UNDAF outcomes. This has a lot to do with the format used by the UN and the fact that the UNDAF is developed in English.</p>
<p>3.b - Involvement of women’s NGOs and networks⁶</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard Women’s NGOs and networks participate fully in:</p> <ul style="list-style-type: none"> • Consultations around CCA/UNDAF planning (e.g. the prioritization retreat). • Development of UNDAF outcomes, outputs and indicators. • Monitoring and evaluation of UNDAF results. <p>Full participation means that women NGOs and network representatives are present at meetings, involved in decision-making, that recommendations made are followed-up, and that they are also involved at the implementation level.</p>	<p>3 – needs improvement.</p> <p>Civil society groups have participated in the development of the UNDAF. They have attended meetings and had an opportunity to communicate their needs. It is not clear to some of these groups how they will feed into the implementation</p>

⁶ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<ul style="list-style-type: none"> • Role of women’s NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women’s NGOs and networks participate fully in CCA/UNDAF consultations. • Role of women’s NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. <p>Needs improvement</p> <ul style="list-style-type: none"> • Women’s NGOs and networks participate fully in one of the above (under <i>Meets minimum standard</i>) <p>Inadequate Token participation by women’s NGOs and networks.</p> <p>Missing Not applicable</p>	<p>process, it is less clear how they will be part of the monitoring and evaluation process for the UNDAF.</p>
<p>3.c - Women from excluded groups included as programme partners and beneficiaries in key UNCT initiatives</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups and their capacities and livelihoods strategies, clearly identified in UNCT country level analysis. • UNCT proactively involves women from excluded groups in planning, implementation, decision-making, and monitoring and evaluation. • Women from excluded groups are participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups clearly identified in UNCT country level analysis. • Women from excluded groups are participants and beneficiaries in key UNCT activities, e.g. in UNDAF outcomes and outputs. <p>Needs improvement Meets one of the above (under <i>Meets minimum standard</i>).</p>	<p>3 – needs improvement</p> <p>There is not a great deal of analysis on different groups of women in the UNCT country level analysis.</p> <p>Refugees were included in the UNDAF process, however, it is not clear how they will feed into the implementation, decision making and monitoring and evaluation and through participatory</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>Inadequate Token involvement of women from excluded groups.</p> <p>Missing Not applicable</p>	<p>processes such as those outlined in UNDAF outcome 2.2.</p>
4. UNCT CAPACITIES		
<p>4.a - Multi-stakeholder Gender Theme Group is effective</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender Theme Group adequately resourced, and resourced equally to other Theme Groups. • All key stakeholders participate (e.g. national partners, Bretton Woods institutions, regional banks, civil society, trades unions, employer organizations, the private sector, donors, and international NGOs). • Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF. • Gender Theme Group has a clear terms of reference with membership of staff at decision making levels and clear accountability as a group. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender Theme Group adequately resourced. • Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF. • Gender Theme Group has a clear terms of reference. <p>Needs improvement Meets any two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Meets any one of the above (under <i>Meets minimum standard</i>).</p> <p>Missing Not applicable</p>	<p>1 – missing</p> <p>There is currently no UNGTG in Armenia. As a result gender often falls off the agenda of HOA meetings and opportunities for collaboration are not maximised.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
<p>4.b - Capacity assessment and development of UNCTs in gender equality and women's empowerment programming</p> <p>Source: ECOSOC 2006</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Resident Coordinator systematically promotes, monitors and reports on capacity assessment and development activities related to gender equality and women's empowerment. • Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every one or two years). • The impact of the gender component of existing training programmes regularly reviewed, and revised based on the review. • Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every year after this). • Gender specialists and gender focal points receive specific training (minimum four days of training a year on gender equality and women's empowerment programming). <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Resident Coordinator systematically promotes, monitors and reports on capacity development activities related to gender equality and women's empowerment • Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every two or three years). • Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every two years after this). • Gender specialists and gender focal points receive specific training (minimum two days of training a year on gender equality and women's empowerment programming). <p>Needs improvement Any two of the above (under <i>Meets minimum standard</i>) are met.</p> <p>Inadequate</p>	<p>2 - inadequate</p> <p>There is some degree of reporting on gender equality. Not every agency conducts a gender review of their programme. In some cases reviews are not conducted by external consultants.</p> <p>Staff within the UNCT are not consistently trained on gender mainstreaming. Some agencies used to conduct induction training on gender but not anymore. Most agencies have some gender training modules.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>Token attention to capacity development of UNCTs in gender mainstreaming.</p> <p>Missing Not applicable</p>	
<p>4.c - Gender expert roster with national, regional and international expertise used by UNCT members⁷</p> <p>Source: ECOSOC 2006</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender expert roster exists, is regularly updated and includes national, regional and international experts. • Experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality and women's empowerment). • Roster used on a regular basis by UN agencies (dependent on size of UN country programme). <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender expert roster exists. • Roster used on a regular basis by some UN agencies (dependent on size of UN country programme). <p>Needs improvement Roster in place but not updated or utilised.</p> <p>Inadequate No roster exists.</p> <p>Missing Not applicable</p>	<p>2 – Inadequate</p> <p>Although some agencies maintain a roster at the regional level, the rosters are not being utilised. There is some evidence of round table discussions with experts. Most agencies could name a gender expert or know where to find one.</p> <p>National experts lack English. International experts are seldom used.</p> <p>If there was a conduit for discussion and communication on gender a roster at the national level could be established and shared by the UNCT.</p> <p>There are also reports of new gender expertise in Armenia emerging</p>

⁷The roster can be maintained at national or regional levels.

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		from Universities. These young researchers and experts should be tapped as a resource to the UN through volunteering, internships or short term consultancies.
5. DECISION-MAKING		
5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency group Source: TCPR 2007	Yes/No	No
5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues Source: TCPR 2007	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender equality programming and support issues included in 75% of Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender equality programming and support issues are included in 50% of Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. <p>Needs improvement Heads of Agency meetings occasionally include gender equality programming on their agenda.</p> <p>Inadequate Token attention to gender equality programming and support issues.</p> <p>Missing</p>	<p>2 – inadequate</p> <p>Gender is seldom discussed at HOA meetings. When it is discussed it is by those agencies programming on gender equality.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	Not applicable	
6. BUDGETING		
<p>6.a - UNCT Gender responsive budgeting system instituted</p> <p>Source: ECOSOC 2005</p>	<p>Exceeds minimum standard The UNCT has implemented a budgeting system which tracks UNCT expenditures for gender equality programming, as a means of ensuring adequate resource allocation for promoting gender equality.</p> <p>Meets minimum standard The UNCT has clear plans for implementing a budgeting system to track UNCT expenditures for gender equality programming, with timelines for completion of the plan noted.</p> <p>Needs improvement Discussions ongoing concerning the need to implement a budgeting system to track UNCT expenditures for gender equality programming.</p> <p>Inadequate The issue of implementing a budgeting system to track UNCT expenditures for gender equality programming has been raised, but a decision was taken not to proceed with this.</p> <p>Missing Not applicable</p>	<p>1 – missing</p> <p>There is no mechanism for tracking gender spending at present. Some agencies are working towards this.</p>
<p>6.b - Specific budgets allocated to stimulate stronger programming on gender equality and women’s empowerment</p> <p>Source: ECOSOC 2005</p>	<p>Exceeds minimum standard Specific budgets to strengthen UNCT support for gender equality and women’s empowerment located for:</p> <ul style="list-style-type: none"> • Capacity development and training of UNCT members. • Gender equality pilot projects. • Support to national women’s machinery. • Support to women’s NGOs and networks. • Maintenance of experts’ roster. • Gender mainstreaming in CCA/ UNDAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.). <p>Meets minimum standard</p>	<p>2 – Inadequate</p> <p>Although there is some evidence of money being allocated for gender equality initiatives, these have been ad hoc and reactionary. Several initiatives have also not been UNCT initiatives but agency specific. For example support was provided for the</p>

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	<p>Specific budgets allocated for any four of the above.</p> <p>Needs improvement Specific budgets allocated for any three of the above.</p> <p>Inadequate Specific budget allocated for one or two of the above.</p> <p>Missing Not applicable</p>	<p>PRSP gender analysis, CEDAW report, training for counterparts working on gender.</p> <p>These initiatives have highlighted that you do not need very much money to work on gender in Armenia.</p>

7. MONITORING AND EVALUATION

<p>7.a - Monitoring and evaluation includes adequate attention to gender mainstreaming and the promotion of gender equality and women's empowerment</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • A dedicated gender equality evaluation is carried out once during the UNDAF period. • Gender audit undertaken once during UNDAF period. • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. • The UNDAF Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting covers the main gender-related expected results. • Gaps against planned results are rectified at an early stage. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. • All monitoring and evaluation data is sex- 	<p>3 – Needs improvement</p> <p>Potential to improve in this area. There is no evidence that a gender evaluation will take place and additional reporting does not provide detailed information.</p>
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Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <ul style="list-style-type: none"> • The UNDAF/CAP Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting covers the main gender-related expected results. <p>Needs improvement Any four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p>Inadequate Less than four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p>Missing Not applicable</p>	
8. QUALITY CONTROL AND ACCOUNTABILITY		
<p>8.a - CCA/UNDAF quality control⁸</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> • Gender experts involved in all aspects of CCA/UNDAF preparation. • Readers' Group comments refer specifically to gender equality and empowerment of women. • Evidence of changes based on Readers' Group comments concerning gender equality and empowerment of women. • Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA/. • Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender experts involved in all aspects of CCA/UNDAF preparation. • Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA. 	<p>3 – Needs improvement</p> <p>Comments from readers group did not address gender equality in a substantive way. Gender experts were involved but there involvement was not timely.</p>

⁸ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<ul style="list-style-type: none"> • Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF. <p>Needs improvement Meets only one or two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token attention to gender equality during review and quality control exercises.</p> <p>Missing Not applicable</p>	