

UNCT PERFORMANCE INDICATOR FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT

(Gender Scorecard)

Nepal

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List of Acronyms

CA	Country Analysis
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CERD	Committee on the Elimination of Racial Discrimination
CPAP	Country Programme Action Plan
CSAG	Civil Society Advisory Group
CSO	Civil Society Organization
CSW	Commission on the Status of Women
FAO	Food and Agriculture Organization
GESI	Gender Equality and Social Inclusion
GEWE	Gender Equality and Women's Empowerment
GTG	UNCT Gender Theme Group
ICERD	International Convention on the Elimination of all forms of Racial Discrimination
IFAD	International Fund for Agricultural Development
ILO	International Labor Organization
IOM	International Organization for Migration
LGCDP	Local Governance and Community Development Programme
MOAD	Ministry of Agriculture Development
MOF	Ministry of Finance
MOLE	Ministry of Labour and Employment
MOPR	Ministry of Peace and Reconstruction
MOWCSW	Ministry of Women, Children and Social Welfare
M&E	Monitoring and Evaluation
M&E Group	UNDAF Monitoring & Evaluation Group
NGO	Non-Governmental Organization
NPC	National Planning Commission
NWC	National Women's Commission
OSG	UNDAF Outcome Steering Group
RC	Resident Coordinator
RCO	Resident Coordinator's Office
TOR	Terms of Reference
UNAIDS	United Nations Programme for HIV and AIDS
UNCDF	United Nations Capital Development Fund
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNDSS	United Nations Department for Safety and Security
UNESCO	United Nations Educational, Scientific and Cultural Organization

UNFPA	United Nations Population Fund
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations Children’s Fund
UNSCR	United Nations Security Council Resolution
UN SWAP	UN System-wide Action Plan for Gender Equality and Women’s Empowerment
UNV	United Nations Volunteers
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WFP	World Food Programme

I. Executive Summary

The gender scorecard is one of the three system-wide accountability mechanisms for gender mainstreaming across the UN system. The scorecard establishes systems and tools to measure progress against stated gender equality goals and accountability functions of the United Nations Country Team (UNCT). It is focused on the performance of the UNCT, rather than the performance of any one UN organization. It intends to provide an assessment of what the UN as a whole contributes to gender mainstreaming and the promotion of gender equality. The main focus of the scorecard is on processes rather than development results. It looks at joint processes and institutional arrangements within the UNCT, focusing on improving strategic planning for gender equality and women's empowerment (GEWE) through the United Nations Development Assistance Framework (UNDAF) cycle.

This narrative report presents a brief description of the scorecard exercise. It outlines the methodology used, and presents a summary of findings. A follow up table, containing key issues and recommendations for future actions is included. The lists of documents reviewed and the key stakeholders interviewed are attached as annexes. The implementation of the gender scorecard is the first assessment of this sort within the UN system in Nepal.

II. Methodology

The methodology included a desk review of documents and interviews/consultation with UN agencies, government counterparts and representatives from civil society organizations (CSOs). The implementation of the scorecard was facilitated by the Resident Coordinator's Office (RCO) and the Gender Theme Group (GTG) of UNCT in Nepal. All the necessary documents were made available by the RCO on time. The list of people to be interviewed was agreed upon with RCO and GTG. An introductory letter to the interviewees with set questionnaire was sent in advance. In view of the volume of documents to be reviewed and the interviews to be conducted with 25 partners (19 UN agencies, 4 government agencies and 3 CSOs), a time constraint was faced to complete the assignment within the allocated time. Consultations with the government and CSOs/non-governmental organizations (NGOs) took much longer than expected.

III. Summary of Findings

The gender scorecard has eight dimensions to assess the UNCT's planning and programming process, aiming to capture all important elements related to gender mainstreaming. While the UNCT in Nepal has already completed its planning stages (Country Analysis and UNDAF 2013-2017) and is in its first stage of UNDAF implementation, this exercise is considered as an opportunity to assist the UNCT for more effective gender mainstreaming throughout the UNDAF cycle.

The findings are presented in terms of strengths, weaknesses and examples of good practices. A follow-up matrix for future actions is also included. The findings are based on a review of documents and interviews/consultations.

The UNCT in Nepal has achieved an average score of 3.6 out of 5. Table 1 below provides a summary of the scorecard results for Nepal.

Table 1: Summary of scorecard results for Nepal

Dimension	Average score
1 Planning	3.8
2 Programming	3.8
3 Partnerships	3.3
4 Policies and capacities	3.6
5 Decision-making	3.5
6 Budgeting	3.0
7 Monitoring and evaluation	4.0
8 Quality control and accountability	4.0
Total of Average Score	3.6

Strengths**Planning**

The quality of the country analysis (CA) conducted by the UNCT during the planning stage is of high standard. The UNCT in Nepal recognized that interventions based on limited, one-sided analyses have been largely ineffective in addressing the root causes of social exclusion. Thus, the analysis is firmly grounded in human rights, gender equality and social inclusion, recognizing the interdependent and overlapping nature of these. The intersection of the various forms of discrimination has been highlighted in the recent committee reports of Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and International Convention on the Elimination of all forms of Racial Discrimination/Committee on the Elimination of Racial Discrimination (ICERD/CERD), which have stressed the need for generating sex disaggregated data and information on the intersectionality of multiple forms of discrimination. Thus, the UNCT in Nepal agreed on a common conceptual framework that would address the interdependence and build synergies between diverse actors and initiatives for human rights, gender equality and social inclusion. Hence a system wide common approach developed by the GTG of the UNCT in 2011 is a highly effective framework for addressing all forms of social discrimination and exclusion and their relationship with human rights and gender equality. There is sufficient focus on gender equality and women's empowerment within the programmes of individual agencies.

The identification of 19 client (vulnerable) groups using the "Intersectional Programming Tool", developed by the GTG as part of the common work plan, has provided ample opportunities to address the root causes of exclusions and discriminations, which are the national priority concerns. All the interventions of the UN system in Nepal are guided by this approach and are well reflected in the UNDAF

2013-2017, Country Programme Action Plans (CPAPs) and joint programmes. This approach has also contributed significantly to the UNCT “Delivering as One” in Nepal.

While gender equality and women’s empowerment are not explicitly articulated in the outcomes, 8 out of 10 outcomes have very strong components addressing gender inequalities, and gender mainstreaming is ensured under several outputs, particularly under outcome 3 and 4. Ample evidence can be extracted from the indicators planned. Several sub-indicators at outcome level, and over one third of the indicators at output level, are gender sensitive and are expected to track progress towards gender equality. However, when gender is not explicitly articulated in results statements and indicators, there is a potential risk that inadequate attention will be paid to gender equality in programming, monitoring and reporting. Therefore, it is suggested that respective agencies pay particular attention during the formulation, budgeting and monitoring of their programmes to include explicit articulation of gender equality and women’s empowerment in results statements and indicators.

The UN agencies are abiding by their corporate gender policies, and gender mainstreaming is considered a key programming principle. In addition, agencies are committed to looking for common ground for supporting gender equality and women’s empowerment within the identified client groups and programmes.

The UNCT’s support to national entities in preparing the CEDAW committee reports is significant. It has also supported the CSOs in preparing shadow CEDAW reports. In addition, the GTG also prepares a separate report providing inputs to headquarters for the confidential joint UN report to the CEDAW Committee.

Decision-making

The UNCT in Nepal is very strong in terms of gender balance with five agencies headed by women. The GTG is chaired and co-chaired by heads of agencies on a rotational basis. Almost all agencies have gender experts/focal persons to ensure that the programmes address various forms of gender inequality. Agencies, such as International Fund for Agricultural Development (IFAD) and United Nations Educational, Scientific and Cultural Organization (UNESCO), which do not have a gender focal person, appoint gender experts as members of their project teams.

Partnerships

National partners value the UNCT’s role in developing the capacity of national partners, such as the Ministry of Women, Children and Social Welfare (MOWCSW), National Women’s Commission (NWC), Ministries of Agriculture Development (MOAD), Peace and Reconstruction (MOPR), Labour and Employment (MOLE), in gender mainstreaming and promoting women’s empowerment as well as supporting the capacity of key agencies like the National Planning Commission (NPC) and Ministry of Finance (MOF) in coordinating efforts on gender responsive planning, budgeting and results tracking.

Given the UN’s comparative advantage as an impartial institution, the UNCT should further strengthen its role in coordinating the work of the government and CSOs on gender equality, and in providing upstream support for the development of policy frameworks on GEWE in the country.

Weaknesses

Planning

The UNDAF process involved experts and key national partners at various stages of programming. However, very few seem to have a clear understanding of the process and their roles. The partners who participated in the UNDAF process were not confident to express their views in relation to issues of gender equality being addressed in the programmes stipulated in the UNDAF, as they were not adequately briefed and/or oriented on the intersectional programming approach and their involvement during the CA/UNDAF development was very limited.

Although gender equality was addressed within the vulnerable group analysis in the CA and the UNDAF, participants in the consultations process had expected to receive additional background notes and information on gender equality issues for the analysis of vulnerable groups. The lack of sufficient data to generate the additional information necessary to track changes in terms of gender equality within the vulnerable groups was noted.

Monitoring and Evaluation

While the implementation of the scorecard was adequately mentioned in the UNDAF document, individuals and some agencies were not aware that the UNCT would be “assessed” on gender equality considerations.

In many cases, data related to indicators is not disaggregated by gender, caste, ethnicity or by other groupings. Several baseline surveys including sex-disaggregated data need to be completed in 2013-14, with a follow-up survey in 2016 to assess changes over the programme period.

While the government is keen to address all forms of discrimination and exclusion, it often lacks the appropriate institutional capacity to effect substantive change. In addition to the support provided through the Local Governance and Community Development Programme (LGCDP), the capacity, accountability and responsiveness of local bodies in addressing the issues related to gender equality and social inclusion must be further strengthened.

UNCT Capacities

Differing levels of capacity and understanding of gender equality issues was noted across the UNCT. There is currently no common approach in developing UNCT’s capacity and in providing training for gender focal persons, nor a pool of resources that can be used for such purposes. However, the GTG under UN Women’s leadership has initiated a number of initiatives to address some of these issues, including an inventory of resources on GEWE developed by the UN system and a roster of gender experts in Nepal, gender and United Nations Security Council Resolution (UNSCR) 1325 training for UN agencies, and information on resources and tools for capacity development on gender mainstreaming.

With the firm commitment and technical expertise of UN Women under the new leadership, the gender equality aspects of UNDAF are expected to be more prominently addressed at UNCT’s meetings.

Similarly, there could be more sharing of information and tools on gender equality, such as checklists, training information and terms of references (TORs) for gender focal points. While promoting women’s participation and leadership in programmes and projects is well recognized, their safety and security

concerns should be taken into consideration in close consultation with United Nations Department for Safety and Security (UNDSS).

Good Practices

Intersectional Programming Tool: The application of an intersectional programming tool developed by the GTG of the UN system in Nepal has added significant value to its work. The tool is particularly relevant in the context of the focus on gender and social inclusion as a central priority of the development process in Nepal. The approach also takes account of:

- The most marginalized categories within an excluded social group
- The “do no harm” principle
- Rights-based policy frameworks such as “Health for All” and “Education for All.” However, the system-wide application of an intersectional approach and related analytical tools would require application at all stages of programming.

Agencies such as United Nations Children’s Fund (UNICEF), United Nations Population Fund (UNFPA), and United Nations Development Programme (UNDP) have introduced a Gender Team/Gender Task Force under the leadership of the Country Director or Deputy Country Director. Agencies have also developed a number of programming and monitoring tools (for instance, checklists) to ensure that programmes are gender responsive.

The UNCT has initiated a joint traineeship programme to provide capacity development and professional training to university graduates from socially excluded groups, particularly women to develop their professional competencies and enhance their prospects for employment. The programme is for a period of 11 months with a full time on-the-job training assignment that includes access to mentoring and practical experience in an international UN working environment.

The UNCT in Nepal has established a crèche for the children of UN staff. This is a joint initiative of the UNCT and is perceived to be a worthwhile addition. Agencies, such as the UNFPA, which are located outside of the UN House, have also set up a crèche facility especially for breast-feeding mothers.

IV. Follow-up Matrix: Recommendations

The recommendations for the UNCT in Nepal are aimed at ensuring that there is no disconnect between the vision (design of the UNDAF) and its implementation.

In terms of allocation of responsibility, accountability for the recommendations, once accepted, rests with the UNCT. Given their mandates and functional roles, technical and coordination support will be provided by UN Women and the UNCT GTG, while coordination and general support will be provided by the RCO.

Dimension	Average numerical rating	Main follow-up issues	Steps to be taken, including technical assistance needed, time-frame, allocation of responsibility, and resources required
1 Planning 1.e - Baselines are gender-sensitive	3.7	Limited sex-disaggregated data for baselines to be gender sensitive	One perception survey is being carried out by UNDP and UN Women to collate sex disaggregated baseline information for some outcome level indicators (related to outcomes 3, 4, 8 and 9) The UNDAF monitoring and evaluation (M&E) matrix should be regularly monitored by the UNDAF M&E Group and issues of concern should be raised in the UNCT meetings. Time frame: 2013-14 Responsible parties: GTG & concerned agencies, UNDAF M&E Group Budget: N/A
2. Programming 2.e - UNCT support to gender mainstreaming in aid effectiveness processes	3.8	Lack of support in monitoring and evaluating gender mainstreaming in national development plans, general budget support, programming, and sector wide	The UNCT could take a stronger role in supporting the national entities to monitor and evaluate gender mainstreaming in development plans, strategies and budgetary provisions in line with CEDAW recommendations to Government of Nepal. UNDP's support to NPC can address this issue. Prioritize gender mainstreaming in all joint programmes. As one of the primary modalities for enabling the UN to deliver as one, joint programmes can play a

		approaches	central role in enhancing capacities and realizing gender equality across agencies if gender mainstreamed effectively from the start. Strengthen the capacity of the GTG to play a more proactive role and provide policy guidance on GEWE to the UNCT (supporting key steps of the UNDAF road map analysis, planning and M&E, promoting dialogue with relevant national partners (including on CEDAW and other relevant international instruments) and networking with civil society). Provide coordinated technical support to the government for intergovernmental normative processes (Commission on the Status of Women (CSW), Beijing + 20 review, post-2015 development agenda, etc.) Research support by the GTG and M&E Group Contribute to the definition of research areas across the UN system Assist in the assessment of research methodologies Provide referrals to help select researchers with expertise in applying gender perspectives to the particular research area Facilitate the mainstreaming of gender equality perspectives in the statistical work of the UN system, including ensuring that all statistics take into consideration gender roles and gender differences and inequalities in society The roster of GEWE experts should be regularly updated so that a resource pool of experts is available to the UN system and development partners. The inventory of GEWE knowledge products should be
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			regularly updated so as to avoid duplication and ensure coherence in knowledge management. The Resident Coordinator (RC) and the UNCT regularly highlight the importance (with data) of addressing gender issues in speeches, presentations and interventions with the government, civil society and development partners. Time frame: 2013-2014 Responsible parties: UNCT, GTG, UNDAF M&E Group Budget: (to be determined in consultation with UNCT)
3. Partnership 3.a Involvement of national machineries for women /gender equality and women's departments at the sub-national level	4.0	Participation of concerned national entities and other partners working for gender equality and social inclusion (GESI) and women's empowerment could be made more effective	Explore the possibility of establishing a macro-level gender coordination body to provide strategic guidance, led by the government, co-convened by the RC and with UN Women as its secretariat to strengthen accountability for work on gender equality and women's empowerment. This will contribute to be an important effort towards strengthened accountability for results, enhanced efficiencies, improved coherence, joint action and reduced transaction costs through better coordination between the government and development partners, including the UN system Periodic reviews of the UNDAF should also focus on prior identification of partners with clear roles so as to enable an effective engagement in supporting the results related to GESI and women's empowerment. Partnership with CSOs/NGOs working on gender issues, including citizenship, should be expanded. Invitation lists to consultative meetings must be regularly reviewed and updated to expand representation. Develop and establish a community of

			practice on GEWE Time frame: ongoing Responsible parties: UN Women, GTG, with support from RCO Budget: To be determined
4. UNCT Capacity 4.b - Assessment and capacity development of UNCT on gender equality and women's empowerment programming	3.3	Differing levels of capacity in gender equality and women's empowerment programming was noted; Resource base for UNCT's capacity development and its staff.	The GTG in close consultation with UN Women take the lead in enhancing the capacity of UNCT and agency staff on gender related issues. The first step would entail carrying out a capacity assessment of UNCT members using existing methodology and corporate guidelines on capacity development to improve accountability, coherence and coordination on GEWE. A discussion on gender equality issues in the country for new UNCT and GTG members of can be a regular feature of orientation sessions/programmes. A blended training provided by the UN Staff College can benefit the gender focal points by providing an introduction to the UN gender architecture, strategies, tools for identifying and addressing gender equality obstacles within the UN. This should include an orientation on the UN System-wide Action Plan on Gender Equality and Women's Empowerment (UN SWAP). A mechanism to mobilize a pool of common resources for UNCT and GTG capacity development on gender related issues may be considered Time frame: Ongoing Responsible parties: UN Women, GTG Budget: To be decided by the UNCT
5. Decision making 5.b - UNCT heads of agencies meetings regularly take up	3.5	Gender equality aspects of UNDAF to be regularly addressed at UNCT's	Eight out of the ten UNDAF outcomes directly or indirectly contribute to eliminating all forms of discrimination and exclusion and have significant implications for gender equality and women's empowerment. This would require

gender equality programming and support issues		meetings	constant review and adjustments to ensure that the focus on GEWE is maintained. A system needs to be in place to follow up on the recommendations of this gender scorecard exercise. The UNCT should review progress annually, while the GTG should monitor progress every six months. Remedial actions should be taken within a stipulated timeframe when recommendations are not being met. These reviews should feed in to the next gender scorecard exercise planned for 2016, which will use the current GSC as a baseline. Time frame: Ongoing Responsible parties: UNCT, GTG Budget: N/A
			Establish an informal advisory panel (composed of experts from CSOs to provide substantive advisory support including on crosscutting issues e.g. human rights, gender equality, climate change, etc.) to enhance the quality of programme results. The panel should not become an additional “super” structure. The panel should engage with other groups e.g. UN Women Civil Society Advisory Group (CSAG) and UNDAF Outcome Steering Groups (OSGs) Time frame: 2013 Responsible parties: UNDAF OSGs Budget: To be determined by the UNCT
6. Budget 6.a - UNCT Gender responsive budgeting system instituted	3.0	UNCT’s budgeting system does not track expenditures related gender equality	Based on the experience gained from ongoing initiatives to track programme expenditure on gender equality (e.g. through projects under the UN Peace Fund for Nepal) the UNCT should initiate a tracking system to monitor budgetary provisions and expenditures related to gender equality and women’s empowerment for which the UNCT may use the September 2013 background note

			on Financing for gender equality and tracking systems developed by the United Nations Development Group (UNDG) Task Team on Gender Equality. http://www.undg.org/docs/13191/Item%206%20-%20Background%20note%20gender%20equality%20markers%20-%20Final.pdf As part of the UN SWAP, UNICEF and UNDP are providing support to the UN system on developing gender markers. Time frame: 2014-2015 Responsible parties: UNCT Budget: To be determined by the UNCT
7. Monitoring and evaluation	4.0	To ensure uniformity and consistency of tracking the progress towards UNDAF results	There is a need for a gender sensitive UNDAF M&E Group. It should be set up with a TOR that specifically ensures the tracking of gender equality and women's empowerment in UNDAF implementation and monitoring. It should facilitate consistency in the use of M&E frameworks for tracking UNDAF results from various perspectives. Time frame:2013 Responsible parties: UNCT, UNDAF M&E Group Budget: N/A
8. Quality control and accountability	4.0	The Scorecard noted: "Ample references and recommendations were made by Peer Support Group from Regional Office related gender equality and empowerment of women and their comments were adequately responded."	Ensure that gender equality is included in the TOR of the readers' group. Ensure that information and analysis on gender equality issues/concerns is available and forms an integral part of UNDAF reviews. The UNDAF quality review template for assessing gender equality and women's empowerment should be used. Time frame:2014-15 Responsible parties: UNDG Budget: N/A

		Involvement of gender experts was not consistent throughout the process.	
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Annex 1 : List of persons consulted

No	Name & designation	Institutions	Date of meeting
1.	Ms. Ninamma Rai Coordination Analyst	UN/RC	May 20, 2013
2.	Ms. Binda Magar Gender and Social Inclusion Programme Specialist	UNDP	May 20, 2013
3.	Ms. Caroline Vandenabeele Head of RC Office	UN/RC	29 th May,2013
4.	Mr. Will Parks Deputy Representative	UNICEF	31 st May,2013
5.	Mr. Patrick Lach Ferguson Peace Building Advisor	RCO	31 st May,2013
6.	Ms. Shoko Noda Country Director	UNDP	3 rd June,2013
7.	Mr. Jose Assalino Country Director	ILO	3 rd June,2013
8.	Mr. Ziad Sheikh Representative Ms Gitanjali Singh Deputy Representative Ms. Sharu Joshi Program Manager	UN WOMEN	3 rd June,2013
9.	Mr. Somsak Pipoppinyo FAO Representative	FAO	4 th June,2013
10.	Mr. Maurizio Busatti Chief of Mission	IOM	4 th June,2013
11.	Ms. Giulia Vallese Representative Ms. Sudha Pant Program Officer	UNFPA	4 th June,2013
12.	Mr. Terence Jones	Resident Coordinator's Office	5 th June,2013

	Resident Coordinator a.i.	(RCO)	
13.	Mr. Upendra Prasad Adhikary	Ministry of Women, Children and Social Welfare	6 th June, 2013
14.	Ms Beena Pokhrel Social Mobilization Advisor	UNAIDS	6 th June, 2013
15.	Mr. Craig Sanders Representative	UNHCR	7 th June, 2013
16.	Mr. Sharad Raj Bista Secretary	National Women Commission	6 th June, 2013
17.	Dr.Meera Thapa	WHO	7 th June 2013
18.	Dr. Rabindra Kumar Shakya Vice chairman	National Planning Commission	11 th June 2013
19.	Mr. Ram Babu Shah National Information Officer	UNIC	13 th June 2013
20.	Ms. Pramila Karki Ghimire National Program Officer	WFP	13 th June 2013
21.	Mr. Padma Sundar Joshi Programme Manager	UN HABITAT	14 th June2013
22.	Mr. Basu Aryal Country Program Coordinator	IFAD	19 th June2013
23.	Mr. Axel Plathe Representative	UNESCO	19 th June2013
24.	Mr. Krishna Das Security Adviser Nepal	UNDSS	20 th June 2013
25.	Mr. Sudip Gautam	(CELRRD)	24 th June 2013
26.	Ms. Durga Sob Chairperson	Sankalpa (Federation of Dalit)	24 th June 2013
26.	Mr. Nawal K.Yadav Director	Aasaman	25 th June 2013
27.	Ms. Sama Vajra Deputy Director	Lumanti Support Group for Shelter	25 th June 2013

Annex 2: Key documents reviewed

- Committee on the Elimination of Discrimination against Women (2011), Concluding Observations on Fourth and Fifth Periodic Reports (combined) of Nepal on CEDAW Convention, available at <http://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-NPL-CO-4-5.pdf>
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- Moser, Annelise (2007), Gender and Indicators: Overview Report, BRIDGE: Institute of Development Studies, available at <http://www.bridge.ids.ac.uk/reports/indicatorsorfinal.pdf>
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- National Women's Commission (2013), National Women's Commission Yearly Report 2068/2069 (2012/2013), available at <http://www.nwc.gov.np/yearly-program-report-21-en.html>
- National Women's Commission (2012), Rights of Women (in Nepali), available at <http://www.nwc.gov.np/uploads/Mahila%20Adhikar%20Patra.pdf>
- National Women's Commission Regulation, 2065 (2009), available upon request from the NWC
- National Women's Commission Act, 2063 (2007), available at <http://www.nwc.gov.np/uploads/eng-National%20Women%20Commission%20Act2007.pdf>
- Office of the Prime Minister and Council of Ministers (2009/2010), National Plan of Action against Gender-Based Violence, available at http://www.google.com.np/url?sa=t&rct=j&q=&esrc=s&source=web&cd=8&ved=0CE8QFjAH&url=http%3A%2F%2Fwww.saarcgenderinfobase.org%2Fincludes%2FshowFile.php%3Fid%3D30&ei=wKYqU8aqBo7HIAWRilC4CA&usg=AFQjCNFVdRBtQzsCXrD_CvgFRPAK1exIKQ&bvm=bv.62922401,d.dGI
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Annex 3: Terms of Reference

1. BACKGROUND

At the 59th Session of the UN General Assembly, Member States, in adopting the Triennial Comprehensive Policy Review (TCPR) of Operational Activities for Development of the UN System called on all UN organizations to:

mainstream gender and to pursue gender equality in their country programmes, planning instruments and sector-wide programmes and to articulate specific country-level goals and targets in this field in accordance with the national development strategies.

Further, ECOSOC Resolution 2004/4 - Review of Economic and Social Council agreed conclusions 1997/2 on mainstreaming the gender perspective into all policies and programmes in the United Nations system requested: 'the Secretary-General to ensure that all United Nations entities develop action plans with time lines for implementing the agreed conclusions 1997/2, which address the gap between policy and practice identified in the Secretary-General's report, with a view to strengthening commitment and accountability at the highest levels within the United Nations system as well as to establishing mechanisms to ensure accountability, systematic monitoring and reporting on progress in implementation.'

As a direct follow-up to the TCPR, and to ensure a comprehensive response to many of its recommendations, the UN Development Group (UNDG) created a Task Team on Gender Equality as a sub-group of the UNDG Programme Group. The goals of the Task Team are: to support more consistent and coherent action among UNDG member agencies to mainstream gender equality and promote women's empowerment at the country level; and to ensure that gender equality and women's empowerment are mainstreamed into the wide range of tools and processes that emerge from the UNDG for use by UN Country Teams (UNCTs).

In 2006 the UNDG Task Team on Gender Equality commissioned a background paper on accountability mechanisms in UNDG agencies. This paper reviewed accountability for programming in support of gender equality in ILO, UNDP, UNFPA, UNICEF, and WFP and found that:

A common understanding of how to apply gender mainstreaming in UN operational activities is needed. This is because if there is no agreement on what constitutes a minimum level of actions to support gender equality, how will it be possible to hold agencies and UN Country Teams accountable for this? Reaching agreement across agencies on what constitutes a minimally acceptable performance to support gender equality, through an agreed set of indicators, would contribute to stronger guidance and accountability.

Subsequently this background paper was endorsed at the UNDG Principals' meeting in July 2006, where agreement was reached on development of a UNCT-level 'Accounting for Gender Equality' Scorecard that sets minimum standards for UNCTs to assess their performance, and to identify gaps and progress across the system.

A UN System-Wide Policy on Gender Equality and the Empowerment of Women was endorsed by the Chief Executives Board for Coordination (CEB) in October 2006, as a means of furthering the goal of gender equality and women's empowerment within the policies and programmes of the UN system, and implementing the ECOSOC agreed conclusions 1997/2.1 The CEB policy notes: "A United Nations system-wide action plan that includes indicators and timetables, allocation of responsibilities and accountability mechanisms and resources is essential to make the strategy of gender mainstreaming operational."

The ECOSOC Resolution 2011/6 on "Mainstreaming a gender perspective into all policies and programmes in the UN system" requested the United Nations system, including agencies, funds and programmes, within their respective mandates, to continue mainstreaming the issue of gender in accordance with previous resolutions of the Economic and Social Council, in particular resolution 2008/34, and General Assembly resolution 64/289, including mainstreaming a gender perspective into all operational mechanisms, inter alia the United Nations Development Assistance Framework and other development frameworks, ensuring that managers provide leadership and support, within the United Nations system, to advance gender mainstreaming, strengthening monitoring, reporting and evaluation so as to allow system-wide assessment of progress in gender mainstreaming, and using existing training resources, including institutions and infrastructure, to assist in the development and application of unified training modules and tools on gender mainstreaming and to promote

the collection, analysis and use of accurate, reliable, comparable and relevant data, disaggregated by sex and age, during programme development and the evaluation of gender mainstreaming in order to assess progress towards achieving gender equality and the empowerment of women.

On 13 April 2012, a landmark **System-wide Action Plan (SWAP) on gender equality and the empowerment of women** was approved by the United Nations Chief Executives Board (CEB). SWAP is a great achievement for the entire UN system. The SWAP constitutes a unified accountability framework, designed to promote simultaneously common understanding, enhanced coherence, systematic self-assessment, as well as a steady targeted and progressive approach to which the UN system entities can adhere in their work on gender equality and the empowerment of women.

2. MAIN OBJECTIVES, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED ANALYTICAL WORK

The purpose of the scorecard exercise is:

- To assist UNCTs in identifying areas in which they are meeting or not meeting minimum standards.
- To stimulate a constructive dialogue within the UNCT about the current status of support for gender equality and women's empowerment and how it can be improved.
- To identify where technical assistance can support the achievement of minimum standards.
- To share good practice in supporting national priorities to advance gender equality and women's empowerment.

A consultant is required to implement the Scorecard as follows:

Activity	Number of days
Background document review: ➤ Scorecard and Users' Guide ➤ Common Country Assessment, ➤ UNDG Common Country Assessment and United Nations Development Assistance Framework. Guidelines for UN Country Teams on Preparing a CCA and UNDAF. ➤ System-wide Action Plan (SWAP) on gender equality and the empowerment of women ➤ United Nations Development Assistance Framework 2013-2017 for Nepal ➤ UNCT planning and programming documents ➤ National Plan of Action on Gender Equality and/or Women's Empowerment, CEDAW related documents, PRSPs or their equivalent, UNCT joint programmes ➤ UNCT budgets, Joint Programme budgets ➤ Agency Projects/programmes and budgets ➤ Readers' Group comments, 180 degree assessment materials	5
Interviews: ➤ Resident Coordinator ➤ Agency Heads ➤ Gender Theme Group (GTG) ➤ Monitoring and Evaluation Theme Group ➤ Other UN staff ➤ Regional Director Team ➤ Counterparts, including women's machinery, other government ministries (e.g. planning), and civil society Approximately 15-20 interviews	5
Completion of draft Scorecard and narrative report	3
Verbal debriefing with RC/UNCT, completion of final Scorecard, narrative report and follow-up matrix, and debrief with UNDG Task Team	2
Total	15

3. REQUIRED QUALIFICATIONS AND SKILLS

Advanced university degree in development related disciplines, economics, public policy, law, women's studies or other social science fields.

- Advanced university degree in development related disciplines, economics, public policy, law or other social science fields.
- In-depth knowledge of the UN programme in-country
- At least 10 years of experience of work on gender mainstreaming
- Working knowledge on results based management
- Ability to complete the Scorecard, narrative report and follow-up matrix in English

5. DELIVERABLES

- (a) A comprehensive report detailing the chapters for the report. It should include a lessons learnt section with relevant annexes (reference documents, list of interviews/TOR etc); and
- (b) A PowerPoint presentation for the UNCT.

6. WORK SETTING:

- (a) Place, timing and duration of assignment: 15 working days spread over a period of 5 weeks between **22 April - 27 May 2013**
- (b) Briefing/debriefing arrangements: the consultant will be briefed/debriefed by the RCO and GTG cluster
- (c) The consultant is expected to maintain close contact with the UN RC Office for facilitation, UN Women as the chair of the GTG should he/she need some clarification on the score card. The consultant is to finalize the report taking into account feedback received from the UNCT, the RCO and GTG.

7. SPECIFIC CONDITIONS:

- (a) Format of outputs; Written report
- (b) Ownership of output: The report is owned by the UN Country Team in Nepal