

UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT
AND ACTION PLAN



2024

UNITED NATIONS COUNTRY TEAM IN SOMALIA



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ACRONYMS

AFPs	Agencies, Funds and Programmes
BOS	Business Operations Strategy
BWP	Bi-Annual Work Plan
CCA	Country Context Analysis
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CF	Cooperation Framework
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
CSW	Commission on the Status of Women
DCO	Development Coordination Office
DSRSG/RC/HC	Deputy Special Representative of Secretary-General/ Resident Coordinator and Humanitarian Coordinator
ECOSOC	Economic and Social Council
FAO	Food and Agricultural Organization of the United Nations
FGM	Female Genital Mutilation
FGS	Federal Government of Somalia
FMS	Federal Member States
GEM	Gender Equality Marker
GEWE	Gender Equality and Women's Empowerment
GFPs	Gender Focal Points
GTG	Gender Theme Group
HOAs	Heads of Agency
IAT	Inter-agency Assessment Team
ICAO	International Civil Aviation Organization
IDP	Internal Displaced People
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IMS	Integrated Monitoring System
IO of DSRSG/ RC/HC	Integrated Coordination Office of the Deputy Special Representative of the Secretary-General/ Resident Coordinator/ Humanitarian Coordinator
IOM	International Organization for Migration

ACRONYMS

IWD	International Women's Day
JP	Joint Programme
JWPs	Joint Work Plans
LAPs	Local Action Plans
LNOB	Leave No One Behind
M&E	Monitoring and Evaluation
MESAF	Ministry of Employment, Social Affairs and Family
MEWG	Monitoring and Evaluation Working Group
MoWHRD	Ministry of Women and Human Rights Development
MPTF	Multi-Partner Trust Fund
NAP	National Action Plan
NDP 9	National Development Plan 9
NGOs	Non-Governmental Organizations
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the High Commissioner for Human Rights
OMT	Operations Management Group
PAS	Performance Appraisal System
PBF	Peace Building Fund
PI	Performance Indicator
PMD	Performance Management Development
PSEA	Prevention of Sexual Exploitation and Abuse
QCPR	Quadrennial Comprehensive Policy Review
SDG	Sustainable Development Goals
SMEs	Small and Medium-sized Enterprises
SJF	Somalia Joint Fund
SP	Strategic Pillar
SGBV	Sexual and Gender-based Violence
SRSG	Special Representative of Secretary-General
ToC	Theory of Change
UNCG	United Nations Communication Group
UNCT	United Nations Country Team
UNCDF	United Nations Capital Development Fund

ACRONYMS

UNCT-GEM	United Nations Country Team - Gender Equality Marker
UNCT-SWAP	
GE Scorecard	United Nations Country Team-System Wide Action Plan on Gender Equality Scorecard
UNDP	United Nations Development Programme
UNDS	United Nations Development System
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UN-HABITAT	United Nations Human Settlement Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	UN Industrial Development Organization
UNMAS	United Nations Mine Action Service
UNODC	United Nations Office on Drugs and Crime
UNOPS	United Nations Office for Project Services
UNPOL	United Nations Police
UNSCR 1325	United Nations Security Council Resolution 1325
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDG	UN Sustainable Development Group
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UNV	United Nations Volunteers
UN WOMEN	UN Entity for Gender Equality and Empowerment of Women
UPR	Universal Periodic Review
VAWG	Violence Against Women and Girls
WFP	World Food Programme
WHO	World Health Organization
WPP	Women's Political Participation
WPS	Women, Peace and Security

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The Somalia UNCT-SWAP Gender Equality Scorecard was a collaborative effort by an independent consultant and the Inter-agency Assessment Team, representing different inter-agency groups and UN entities in Somalia. The report and overall assessment process were informed and enriched by the Gender Theme Group's leadership and the participation of the Inter-agency Assessment Team and Gender Theme Group members, who actively contributed to reviewing and scoring the performance indicators and provided their thoughtful comments and insights, resulting in the report you find here today. The consultant is grateful to the

UN Women's Somalia management and the IAT members for investing significant time and effort to ensure the report is of maximum value and used by the UN Country Team in Somalia. Lastly, I would be remiss in not mentioning that this endeavor would not have been possible without the coordination support role of the Integrated Coordination Office of the Deputy Special Representative of the UN Secretary-General, Resident Coordinator and Humanitarian Coordinator in Somalia and the tangible support and trust of the UN Women's Country Programme in Somalia and the chair of the Gender Theme Group.

01

THE UNCT-SWAP GENDER EQUALITY SCORECARD FRAMEWORK

The General Assembly Resolution 75/233 on the Quadrennial Comprehensive Policy Review (QCPR) (2021-2024) calls upon all entities of the United Nations Development System to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Women's Empowerment of (GEWE), as well as the United Nations Country Team performance indicators for GEWE (the UNCT-SWAP Scorecard). Indeed, as stated by this resolution, gender equality and the empowerment of women and girls will contribute to progress across all goals and targets of the 2030 Agenda.

The Sustainable Development Agenda, successive UN General Assembly resolutions, and the UN Economic and Social Commission (ECOSOC) all make explicit the requirement of the UN Development System (UNDS) to (i) invest more in GEWE, both within the development and humanitarian spheres, and both through standalone programming, as well as mainstreaming gender equality; and to (ii) monitor in a systemic, harmonised and transparent way the quality and scope of investments in GEWE, as well as their impacts.

Several tools support gender mainstreaming across the UN system operational activities, including in the Cooperation Framework, through all its phases - planning, implementation, monitoring, reporting, and evaluation. Such tools include the UNCT-SWAP Gender Equality Scorecard and the UNCT Gender Equality Marker (UNCT GEM).

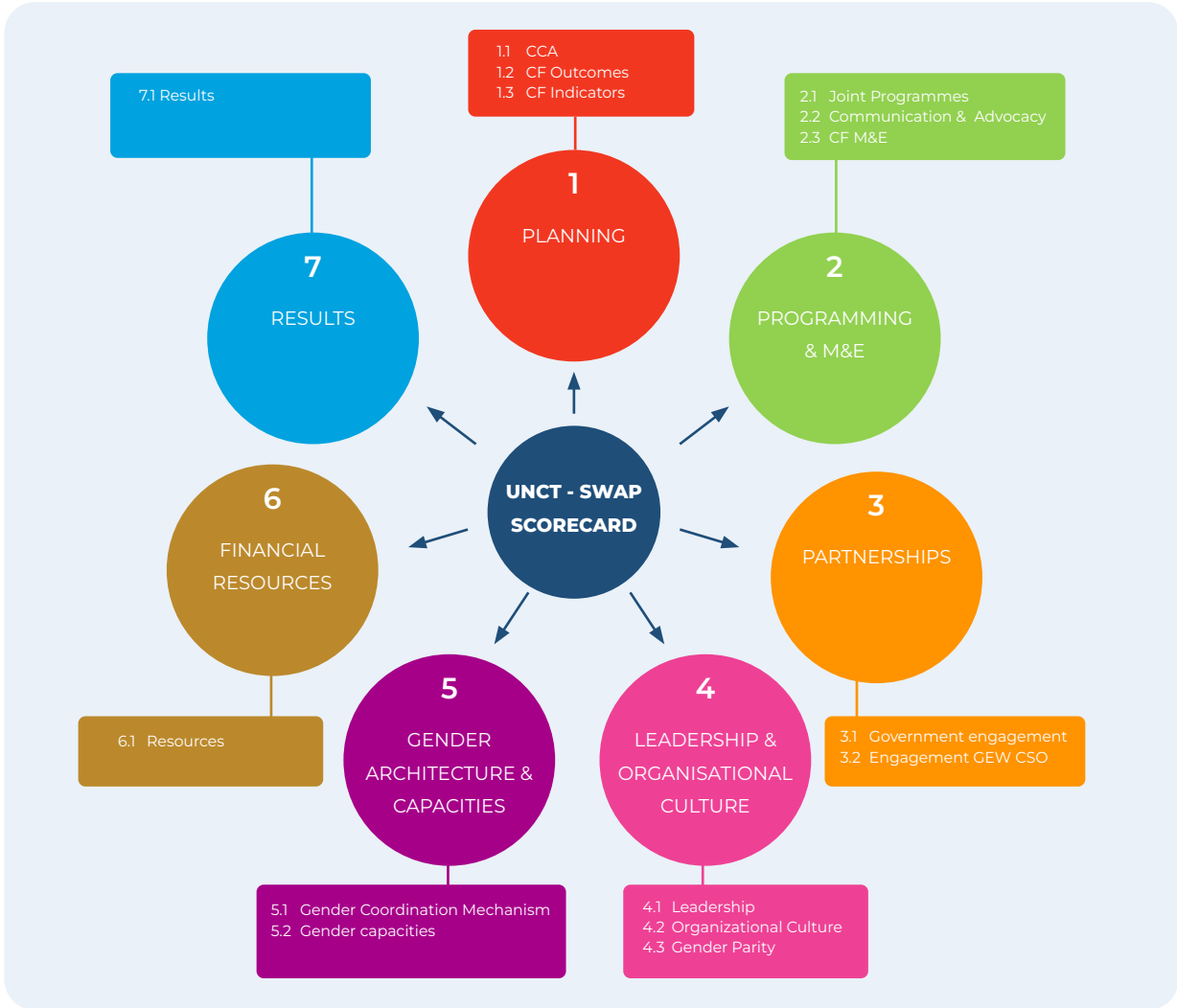
Specifically, UNCTs are recommended to conduct the UNCT-SWAP Gender Equality Scorecard through a comprehensive self-assessment at least once in a UNSDCF cycle. In contrast, a progress review is conducted after that every year and reported through the Scorecard Reporting Platform and the Integrated Management System (IMS).

The UNCT-SWAP Gender Equality Scorecard is a UN accountability tool that brings the UNCT together around several issues, including organisational culture and leadership, and investments in enhanced gender competencies and coordination capacities of inter-agency working groups, such as Gender Theme Groups, Operational Management Teams, UN Inter-Agency Communication Groups, CF Results Groups, among and others. In other words, it is a practical tool to institutionalise gender mainstreaming within the UN country team.

Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs)

that set benchmarks for gender mainstreaming minimum requirements, as agreed by the UNSDG.



Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing concerning each indicator and aspire to higher levels of achievement. The four possible scores (and colour code) for each Performance Indicator are as follows:



Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements.**

UNCTs should meet minimum requirements in all indicators. However, this should be considered a starting point from which UNCTs should strengthen their efforts to achieve better results and exceed minimum requirements.

02

THE CONTEXT AND PROCESS OF THE 2024 UNCT- SWAP GENDER EQUALITY SCORECARD IN SOMALIA

The context

The United Nations Country Team (UNCT) in Somalia is dedicated to advancing gender equality and women's empowerment, aligning with the SDG Agenda and national priorities. The different agencies, funds, programmes, offices and units of the political mission in the country have been collaborating to tackle issues such as Sexual and Gender-based Violence (SGBV), harmful practices affecting women and girls, namely Female Genital Mutilation (FGM), girls' early and forced marriage, access to education and sexual and reproductive health, women's entrepreneurship, and others. The UN has also been leveraging the mandate of its Assistance Mission in Somalia to advance the localisation and implementation of Security Council Resolution 1325 and other subsequent resolutions on the Women, Peace, and Security Agenda. These efforts have primarily focused on promoting women's political participation and representation, women's participation in conflict prevention, and addressing conflict related SGBV.

The UN system's support for gender equality and women's empowerment has been provided

through its various entities and offices in development, peace, and humanitarian mandates and operational settings. It includes policy advise and leadership, capacity development, technical assistance, advocacy, partnership and convening, direct operational and financial support and service delivery. The team also supports the country's efforts to enact laws and other regulatory pieces that strengthen protecting women's and girls' rights in compliance with international frameworks and obligations. The support is provided to government entities at both the federal and state levels, including parliaments, civil society organisations, and women's led associations across the country, to create a better environment for women, men, girls, and boys.

The Somalia United Nations Sustainable Development Cooperation Framework (UNSDCF 2021-2025), jointly developed with the Government, is the central framework guiding the UN's programmatic effort and operations to support the country in achieving its aspirations of peace, resilience and prosperity for all. It institutionalises the triple

nexus of humanitarian, development and peace across the collective work of the UN system, aiming to contribute to building resilience and ensuring sustainability in Somalia. Informed by a comprehensive Country Context Analysis (CCA), the four Strategic Priorities (SPs) of the UNSDCF (CF onwards) are closely aligned with the Strategic Pillars of the National Development Plan 9: (NDP9) SP1: Inclusive Politics and Resilience; SP2: Security and Rule of Law; SP3: Economic Development; and SP4: Social Development. All SPs have, to some extent, mainstreamed gender dimensions and women's and girls' human rights.

The CF represents an opportunity for the UN to improve its contributions towards achieving impactful results for women and men and to reduce gender inequalities that prevent women and girls from reaching their human rights potential and benefiting equally from development.

The leadership body overseeing its implementation, the UNCT, is considered highly integrated, combining development and political missions. In addition to 21 resident and 5 non-resident specialised Agencies, Funds, and Programs (AFPs), the UNCT includes the Heads of the United Nations Assistance Mission in Somalia (UNSOM) and the United Nations Support Office in Somalia (UNSO). The Work Bank Country Manager is also a team member who facilitates the collaboration between the United Nations and the World Bank.

The UNCT-SWAP Gender Equality Scorecard showcases the UNCT's dedication to promoting gender responsiveness and accountability in implementing CF and its operations, structures, and processes. This is the first time the Country Team has conducted the SWAP GE Scorecard since the relaunch of this tool in 2018. The UNCT in Somalia has set the following specific goals for this exercise:

- To identify areas in which the team meets or does not meet minimum standards in terms of gender mainstreaming.
- To set baselines for the current CF 2021-2025 cycle;
- To stimulate a constructive dialogue within the UNCT about the existing support for gender equality and women's empowerment and how it can be improved.
- Identify where technical assistance can support the achievement of minimum standards.
- Propose the minimum actions needed to support gender equality in Somalia's UNCT, focusing on the current UNSDCF cycle and the 2030 Agenda for Sustainable Development.

Based on the findings of this review, improvement actions will be taken for the remaining 18 months of the current CF cycle. The assessment results will also inform the development process of the new CF and strengthen gender mainstreaming from the early planning and design phase.

The process of implementation of the Somalia UNCT-SWAP GE Scorecard, 2024

The UNCT-SWAP GE Scorecard is one of the deliverables of the Gender Theme Group's Work Plan (2023-2025). The team has commissioned it on behalf of the UNCT and under the overall coordination of the UN Women/GTG chair and the Integrated Coordination Office of the Deputy Special Representative of the Secretary-General, Resident Coordinator, and Humanitarian Coordinator (IO of DSRSG/RC/HC). The GTG co-chair, UNSOM's Gender Unit, also played a crucial role in ensuring the engagement of focal points and stakeholders from political missions and operations and an integrated and comprehensive approach to the

gender mainstreaming spectrum across the UN family in Somalia.

The UN Women Country Office and chair of the GTG engaged a consultant to facilitate the exercise and support the coordination role. She worked closely with the internal coordinators from the onset of the exercise planning until the consolidated draft report. The assessment followed the participatory methodology proposed by the technical guidance in its revised 2024 version. It was conducted in close dialogue under the Inter-agency Assessment Team's (IAT) leadership.

The team consisted of representatives of the GTG and other UN inter-agency groups and entities appointed by the UNCT.

The consultant guided the IAT and facilitated the entire exercise, including gathering the means of verification, conducting desk review and data analysis, systematising inputs, and drafting the assessment report with consolidated inputs from the IAT. The consultant also facilitated different working groups' sessions with IAT and a final workshop for consensus building on the findings and discussion of action points. She worked mainly home-based, with a two-week mission to Mogadishu. The assessment process took four months to complete, from December 2023 (with the signature of the contract) to May 2024 (with the finalisation and submission of the assessment report and action plan). The assessment was mainly based on desk review and documentation analysis, as well as group discussions and triangulation of information and evidence. The IAT prepared a draft report and submitted to the UNCT for final endorsement.

UN Women and the IO of the DSRSG/RC/HC facilitated the internal coordination by calling and organising the necessary meetings with the IAT and its Working Groups, including the collective feedback and planning workshop, and by coordinating with the UNCT for the initial briefing on the methodology and roadmap, and the IAT's appointment. They have also provided some documentation for desk review and pieces of evidence. At the same time, the IAT operated as the convening platform for discussions and quality assurance by reviewing the requirements for all the indicators, the initial scoring, the narrative of findings and explanations, providing additional evidence and suggesting recommendations for action to address gaps and improve scores.

The roadmap for the Somalia UNCT-SWAP GE Scorecard has followed the guidance provided by the UNSDG in the Technical Guidance (2023). The consultant conducted the exercise in three main phases:

- (i) **Preparations** included inception meetings with UN Women and GTG to discuss the roadmap and timelines, roles and responsibilities, composition of the IAT, a methodology adapted to the foreseen deadline, a list of documentation for desk review and information management and tools – the establishment of a shared folder). Furthermore, the preparations included the exhaustive gathering of documentation for desk review/means of verification, the development of tools for data analysis and the systematisation of information. The consultant also facilitated a briefing to the UNCT on the framework, methodology, and roadmap to promote buy-in, ownership, and endorsement. She also seized the opportunity to offer guidance on the appointment of the IAT.
- (ii) **(Self-)assessment:** desk review and data analysis; documentation tracking for data review; kick-off meeting with the IAT and division of labour; preparation and facilitation of IAT working groups' sessions to discuss indicator clusters, requirements and criteria; discussions with different stakeholders for further learning and clarification and to address information gaps, preparation and facilitation of a final workshop with the IAT for consensus building on scores and discussion on action points. During this phase, which was half conducted in person, with a mission to Mogadishu (from 16-30 March 2024), communication was kept open with the coordination team to ensure further sharing and updates on progress. The mission helped to finalise the assessment scope: collect complementary documentation for the desk review and conduct a feedback, planning, and consolidation workshop with the IAT. The IAT and GTG members provided inputs to the preliminary assessment results and actively participated in the feedback and planning workshop on March 27, 2024.

(iii) Drafting report and finalising the consolidated report: The consultant developed a draft of the assessment report, integrating results from desk review and data analysis and inputs and discussion outcomes from interactions with the IAT and other stakeholders. The draft, including the action plan, was circulated for the IAT and GTG input and further completed with the missing

analysis of indicators under the dimension of Leadership and Organizational Culture. After the review, the final consolidated report, including Action Points Recommendations, was finalised and submitted for endorsement and final uploading to the UNCT-SWAP GE Scorecard global reporting platform (by the UNCT Somalia Scorecard focal points).

Composition and functioning of the IAT

As per the guidelines, the Inter-agency Assessment Team (IAT) in Somalia was formed by members from various UN inter-agency groups like the Gender Theme Group (GTG), the Communication Group (UNCG), the Monitoring & Evaluation Working Group (ME-WG), the Operations and Management Team (OMT), and the IO. The IAT consisted of staff members nominated by the UNCT in Somalia, ensuring gender parity and representation of the UN family in Somalia. The IAT comprises representatives from UN Women, UNSOM, UNSOS, UNDP, UNICEF, UNFPA, FAO, and WFP, among others. However, it is worth noting that participants had different levels of

engagement, as shown in [ANNEX 7](#) of this report, which provides the IAT’s membership list and participation details.

The IAT was divided into five sub-groups (IAT Working Groups), each responsible for evaluating specific indicators. Members were allowed to assign themselves to a working group, with a maximum of seven members per group. During the orientation session, each group selected a presenter to provide feedback on their findings in the IAT workshop. The groups were clustered as follows:

Working Group	Skills Set/ Proposed Members	Assigned UNCT-SWAP GE Scorecard indicators
WG 1	UNCT members with gender analysis skills/ Including members of Gender Theme Group and Integrated Coordination Office	1.1 CCA
		1.2 UNSDCF outcomes
		2.1 JPs
WG 2	Including members from the UNCG, Gender Theme Group, Pillar Working Groups and Integrated Coordination Office	2.2 Communication & Advocacy
		3.1 Engagement with Govt
		3.2 Engagement with CSOs
		4.1 Leadership
WG 3	Including members of GTG, Monitoring and Evaluation Working Group and Integrated Coordination Office	5.1 Gender Coordination Mechanism
		5.2 Gender Capacities
		6.1 Resource Tracking and Allocation
WG 4	Including from the Monitoring and Evaluation Working Group, GTG and Integrated Coordination Office	1.3 UNSDCF Indicators
		2.3 UNSDCF MEL
		7.1 Results
WG 5	Including members of the OMT/ Human Resources Group and Gender Theme Group.	4.2 Organizational Culture
		4.3 Gender Parity

03

OVERVIEW OF 2024 UNCT RESULTS BY PERFORMANCE INDICATOR

The findings presented here indicate the ratings scored by the UNCT for each Performance Indicator across the seven dimensions of analysis.

1. Planning	1.1 CCA	Approaches minimum requirements		
	1.2 UNSDCF Outcomes	Meets minimum requirements		
	1.3 UNSDCF Indicators	Approaches minimum requirements		
2. Programming and M&E	2.1 Joint Programmes	Meets minimum requirements		
	2.2 Communication and Advocacy	Approaches minimum requirements		
	2.3 UNSDCF M&E	Approaches minimum requirements		
3. Partnership	3.1 Engagement with Government	Exceeds minimum requirements.		
	3.2 Engagement with CSOs	Meets minimum requirements		
4. Leadership and Organizational Culture	4.1 Leadership	Meets minimum requirements		
	4.2 Organizational Culture	Meets minimum requirements		
	4.3 Gender Parity	Missing requirements		
5. Gender Architectures and Capacities	5.1 Gender Coordination Mechanism	Meets minimum requirements		
	5.2 Gender Capacities	Missing requirements		
6. Resources	6.1 Resources	Missing requirements		
7. Results	7.1 Gender Results	Approaches minimum requirements		

Missing requirements

Approaches minimum requirements

Meets minimum requirements

Exceeds minimum requirements.

Summary of findings

The assessment findings indicate that while the UN in Somalia is progressing toward effective gender mainstreaming, more needs to be done to meet the UNCT-SWAP scorecard standards. The Country Team performed well in 7 of the 15 indicators, including exceeding the minimum requirements on Performance Indicator 3.1, which measures engagement with the government on GEWE. However, the combined positive scores represent only 47 per cent, which falls short of the target of at least 60 per cent of the UNCT-SWAP standards (QCPR 2021-2024 Monitoring Plan).

During the assessment, it was found that there is room for improvement across all seven dimensions of the scorecard framework, ranging from planning to results. Some Performance Indicators have been scored as 'approaching the minimum requirements', such as CCA, CF

Indicators, Communication and Advocacy, CF M&E, and GEWE Results. However, others have not met the criteria for approaching, hence scoring as 'missing minimum requirements'. These include Gender Parity, Gender Capacities, and Resource allocation and tracking for GEWE. These elements are critical to the UN system's commitments and standards on gender mainstreaming.

Therefore, urgent action must be taken to address the shortcomings and gaps highlighted in the report. The report provides a detailed assessment of each Performance Indicator, highlighting progress, good practices, insufficiencies, gaps, and opportunities. The UN in Somalia must implement the necessary changes to ensure that it meets the UNCT-SWAP standards and promotes gender equality and women's empowerment across all programs, mechanisms, and tools.

04

THE 2024 UNCT-SWAP SCORECARD DETAILED FINDINGS BY PERFORMANCE INDICATOR UNDER THE SEVEN DIMENSIONS

Dimension Area 1 | Planning

PI 1.1 CCA

INDICATOR 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>CCA includes:</p> <ul style="list-style-type: none">a. Gender analysis across at least 50 percent of sections including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; andb. Some sex-disaggregated and gender sensitive data.	<p>CCA includes:</p> <ul style="list-style-type: none">a. Gender analysis across at least 80 percent of sections including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; andb. Consistent sex-disaggregated and gender sensitive data.	<p>Meets minimum requirements and</p> <p>CA includes:</p> <ul style="list-style-type: none">c. Targeted gender analysis of those furthest behind.

Indicator 1.1 Common Country Analysis integrates gender analysis	Score: Approaches Minimum Requirements
<p>Findings and Explanation</p> <p>a Gender analysis across <u>at least 80 per cent of sections</u>, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5: Not Met</p> <p>b <u>Consistent</u> sex-disaggregated and gender-sensitive data: Not Met</p> <p>c <u>Targeted</u> gender analysis of those furthest behind – Met</p> <p>The Country Context Analysis (CCA) was developed in 2020 and updated in 2021. It comprises a primary document, an annex, and a Companion document. The CCA was the basis for developing the current UNSDCF 2021-2025.</p> <p>a. The UNCT has made significant efforts to integrate gender analysis in the CCA as per UNSDG guidelines. While gender analysis is included in some chapters (Country Context, Progress Towards the 2030 Agenda, LNOB and Commitments under International Norms and Standards), it is lacking in some sections (National Vision for Sustainable Development, Analysis of Risks and Gaps and Challenges Towards Achieving the 2030 Agenda) and very limited in others (Introduction, Executive Summary, Cross-boundary, Regional and Sub-regional perspectives and Financing Landscape and Opportunities). Therefore, it does not meet the minimum requirement of 80 per cent.</p> <p>Section 5 of the CCA, which analyses Progress Towards the 2030 Agenda, includes a comprehensive analysis of gender equality and women’s status in Somalia. It covers existing national legal and policy frameworks, gender-based violence, female genital mutilation, early marriage, labour market participation, Women, Peace, and Security (WPS), Women’s Political Participation (WPP), and women’s control over personal and family resources.</p> <p>b. However, it is worth noting that the generally limited use of gender data and sex-disaggregated statistics across the CCA to support gender analysis is not consistent with the minimum requirements. The analysis mainly disaggregates data by location, social status, and age, not sex. The CCA was observed to miss sex disaggregation on critical demographic statistics such as population, poverty, labour force participation, employment in economic sectors, informal sector, food insecurity, malnutrition, agriculture-based population, access to drinking water and sanitation, electricity, and urban/rural population.</p> <p>It is recommended that gender analysis across the CCA be improved, including the systematic use of gender and sex-disaggregated data and the integration of comprehensive causal analysis. In some cases, gender dimensions are limited to references to gender inequalities and the discrimination women face in a particular sector but are not backed by a thorough gender analysis, including using gender-sensitive or sex-disaggregated data. It is recommended that sectoral gender analysis be conducted, especially in economic and environmental sectors, to inform future CCAs, program design, and Monitoring and Evaluation (M&E). Additionally, it is suggested that the UNCT make greater use of normative frameworks and Human Rights treaty bodies recommendations, including CEDAW, Beijing Platform Declaration and Action Plan, UNSCR 1325, CRPD, CRC, UPR, and others to improve analysis of inequalities and discrimination while combining with the consistent use and analysis of sex-disaggregated data. The team can also build upon existing analysis and qualitative data collected during consultation processes to expand on gender implications, along with intersectional analysis of opportunities in different sectors.</p> <p>c. Under the <i>Leaving No One Behind</i> (LNOB) section (pages 45-50), Women and Girls are among Somalia’s seven identified groups of vulnerable people. A comprehensive analysis of gender issues and women’s human rights situation is provided, including the use of sex-disaggregated and gender-specific data. Gender is a dimension in the analysis of the majority of the groups, namely children, youth, Internal Displaced People (IDP), rural and nomadic communities, and People with Disabilities (PWD).</p> <p>Identified LNOB groups with gender analysis:</p> <ul style="list-style-type: none"> • Women and girls • Children victims of harmful practices such as FGM, domestic violence, forced marriage and early marriage and child survivors of SGBV • Female youth • Internal Displaced Women, including nomadic pastoralists • Rural women • Women with disabilities 	
<p>Evidence or Means of Verification:</p> <ul style="list-style-type: none"> • CCA, 2020 • 2020: “Progress Towards the 2030 Agenda: A Companion to the UN Somalia Common Country Analysis” • CCA update, 2021 	

PI 1.2 UNSDCF OUTCOMES

INDICATOR 1.2 GENDER EQUATYLI MAINSTREAMED IN UNSDCF OUTCOMES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a. Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.</p>	<p>a. Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. or</p> <p>b. One UNSDC outcome specifically targets gender equality in line with UNSDC Theory of Change and SDG priorities including SDG 5.</p>	<p>a. Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and</p> <p>b. One UNSDC outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.</p>

Indicator 1.2
Gender Equality Mainstreamed in the Outcomes

Score:
Meets Minimum Requirements

Findings and Explanation

- a** Gender equality and women empowerment are visibly mainstreamed across all outcome areas per SDG priorities, including SDG 5 - **Met.**
 - b** One UNSDCF outcome specifically targets gender equality in line with the UNSDCF Theory of Change and SDG priorities, including SDG 5 – **Not Met.**
- a. The United Nations Sustainable Development Cooperation Framework (UNSDCF) for Somalia has identified four Strategic Priority (SP) areas for the years 2021-2025 that align with the Sustainable Development Goals (SDGs) and the pillars of the NDP9. The assessment conclusion is that even though gender equality is not the primary focus of any outcome, it has been visibly mainstreamed in all 13 outcomes of the CF in line with SDG priorities, including SDG 5. The following are the gender results foreseen under each SP:
- SP1—Inclusive Politics and Reconciliation (Outcome 1.1, 1.2, and 1.3): To increase women’s political participation, voice, and influence, promote gender-responsive constitutional review, and enhance the capacity of CSOs to engage in GEWE and influence public processes.
 - SP 2 – Security and Rule of Law (Outcome 2.1, 2.2 and 2.3): To support women’s equitable access to justice and promote their participation in conflict prevention and the prevention of SGBV.
 - SP 3—Economic Development (Outcomes 3.1, 3.2, and 3.3): To promote economic opportunities and job creation, focusing on emerging SME sectors led by women and on women’s decent work and income generation.
 - SP 4—Social Development (Outcomes 4.1, 4.2, 4.3, and 4.4): Support social services that work for women, including sexual and reproductive health and rights, girls’ and boys’ education, social and food security, and land tenure. These outcomes mainly focus on women vulnerable to displacement.

Indicator 1.2 Gender Equality Mainstreamed in the Outcomes	Score: Meets Minimum Requirements
<p>However, it is noteworthy that the mainstreaming and contributions to GEWE differ across the SPs' outcomes. In total, six outcomes have more vital components of GEWE than others:</p> <p>SP1 on Inclusive Politics and Reconciliation - <u>Outcome 1.2</u>: Somalis, particularly women and youth, benefit from and participate in functional, inclusive, accountable, and transparent democratic systems across all levels of Government and governmental institutions.</p> <ul style="list-style-type: none"> • SP2 - Security and Rule of Law – <u>Outcome 2.1</u>: Al-Shabaab is reduced and degraded, and respect, protection, and promotion of human rights, gender equality, tolerance, climate security, and environmental governance is sustained through strengthened security and the rule of law institutions and improved accountability mechanisms and legal frameworks and <u>Outcome 2.2</u>: Accessibility and responsiveness of institutions in empowering communities to address underlying causes of insecurity and conflict as well as endemic violations of human rights and marginalisation will be ensured by efficient civilian oversight of security and the rule of law institutions. • SP3 - Economic Development - <u>Outcome 3.3</u>: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights. • SP4 Social Development - <u>Outcome 4.1</u>: By 2025, more people in Somalia, significantly the most vulnerable and marginalised, will benefit from equitable and affordable access to government-led and -regulated quality basic social services at different state levels and <u>Outcome 4.4</u>: By 2025, the capacities of local, national, and customary institutions and communities are strengthened to achieve durable solutions and increase the resilience, self-reliance, and social cohesion of urban communities affected by displacement <p>b. The CF 2021-2025 does not have a gender standalone outcome/ outcome specifically targeting gender results.</p>	
<p>Evidence or Means of Verification:</p> <ul style="list-style-type: none"> • Somalia UNSDCF 2021-2025 • Gender analysis of CF Outcomes 	

PI 1.3 UNSDCF INDICATORS

INDICATOR 1.3 UNSD CF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20- 33 percent) of UNSD FC outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment fo women in line with SDG targets including SDG 5.	More than one-half of UNSD CF out-come (and output) indicators measure changes in gender equality and the empowerment of women ni line with SDG targets including SDG 5.

Indicator 1.3
UNSDCF Indicators Measure Changes on Gender Equality **Score:**
Approaches Minimum Requirements

Findings and Explanation

Between one-third and one-half (33-50 per cent) of UNSDCF outcome indicators measure changes in gender equality and women’s empowerment in line with SDG targets, including SDG 5 – **Not Met.**

Somalia’s UNSDCF has 59 indicators at the outcome level, of which 13 are gender sensitive and track progress towards gender equality (22 per cent). Seven of these 13 indicators are aligned with gender-specific indicators of SDG 3 and SDG 5 (3.1.1, 3.1.2, 3.8.1, 5.2.1, 5.2.2, 5.3.2, and 5.5.1), while five focus on numerical changes and sex disaggregation of data. One indicator is written in a gender-responsive manner.

Gender indicators are more prevalent under Social Development outcomes, with a total of 8 (33 per cent), followed by 3 under Security and Rule of Law (25 per cent). However, gender indicators are limited under Inclusive Politics and Resilience (13 per cent) and Economic Development (7 per cent), with only one indicator each, making tracking progress on GEWE very challenging.

The number of gender-neutral indicators is still high (46 out of 59, corresponding to 78 per cent), which will require more concerted efforts on sex disaggregation and ensuring gender dimensions in measuring the progress of UN investments. Particular attention should be paid to outcomes under Inclusive Politics and Resilience and Economic Development, as they have a higher proportion of gender-neutral indicators. For seven outcomes, tracking is gender-blind: 1.1, 1.3, 2.3, 3.1, 3.2, 4.2 and 4.3. A summary is provided in the table below.

Table 1: Gender Indicators by Strategic Pillar and Outcomes

SP/ Outcome	Total number of indicators	Gender blind/ neutral indicators	Number of sex-disaggregated indicators	Number of gender-specific indicators (SDG framework)	Gender Responsive indicators	Total Gender Indicators	% Gender indicators
SP 1 - Inclusive Politics and Reconciliation							
Outcome 1.1	2	2	0	0	0	0	0%
Outcome 1.2	3	2	0	1	0	1	33%
Outcome 1.3	3	3	0	0	0	0	0%
	8	7	0	1	0	1	13%
SP 2 - Security and Rule of Law							
Outcome 2.1	4	3	1	0	0	1	25%
Outcome 2.2	4	2	2	0	0	2	50%
Outcome 2.3	4	4	0	0	0	0	0%
	12	9	3	0	0	3	25%
SP 3 - Economic Development							
Outcome 3.1	7	7	0	0	0	0	0%
Outcome 3.2	5	5	0	0	0	0	0%
Outcome 3.3	3	2	0	1	0	1	33%
	15	14	0	1	0	1	7%
SP 4 - Social Development							
Outcome 4.1	13	6	2	5	0	7	54%
Outcome 4.2	2	2	0	0	0	0	0%
Outcome 4.3	6	6	0	0	0	0	0%
Outcome 4.4	3	2	0	0	1	1	33%
	24	16	2	5	1	8	33%
TOTAL	59	46	5	7	1	13	22%

Therefore, concerted and deliberate efforts are urgently needed to ensure that gender dimensions are considered when measuring progress with the UN's contributions. Gender dimensions should be strengthened during future reviews of the indicator's framework, and all means should be considered in the design of the next CF to ensure coherence across the results framework and UNCT's capability to measure results on GEWE.

The following is the list of the 13 gender-sensitive indicators at the outcome level of the CF:

Table 2 List of Gender Outcome Indicators in the Somalia UNSDCF 2021-2025

LIST OF GENDER OUTCOME INDICATORS	Alignment with SDG gender indicator-specific	CF Outcome
Proportion of seats held by women in (a) Federal and (b) Federal Member State Parliaments	5.5.1	1.2
Proportion of the population who have experienced a dispute in the past two years and who accessed a formal or informal dispute resolution mechanism, by type of mechanism and disaggregated by gender and displacement status		2.1
Number of victims of intentional homicide per 100,000 population by sex and age		2.2
Conflict-related deaths per 100,000 population by sex, age, and cause		2.2
Vulnerable employment among women		3.3
Proportion of births attended by skilled health personnel	3.1.2	4.1
Maternal Mortality Rate	3.1.1	4.1
Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases, and service capacity and access among the general and most disadvantaged populations)	3.8.1	4.1
Percentage of children under 5 who are wasted (by sex)		4.1
Survival rate to Grade 5 (male and female)		4.1
Percentage of girls and women (15-49) who have undergone female genital mutilation/ cutting	5.3.2	4.1
Gender-based violence prevalence rate	5.2.1 5.2.2	4.1
Percentage of women and men affected by displacement, youth, persons with disability, and minority groups who have participated in public affairs decision-making and planning and can contribute to state building through peacebuilding, reconciliation, and political participation		4.4

Evidence or MoV:

- UNSDCF 2021-2025 – Results Framework, Somalia

Dimension Area 2 | Programming and M&E

PI 2.1 UN JOINT PROGRAMMES

INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a. Gender equality is visibly mainstreamed into at least 50 percent of Joint Programs (JP) operational at the time of assessment. or b. A JP on promoting gender equality and the empowerment of women is operational over current UNSD CF period in line with SDG priorities including SD G5.	a. Gender equality is visibly mainstreamed into all JP operational at the time of assessment. and b. A JP on promoting gender equality and the empowerment of women is operational over current UNSD CF period in line with SDG priorities including SD G5.	Meets minimum requirements and c. A system is in place to ensure gender mainstreaming in JPs.

Indicator 2.1
JP contribute to reducing gender inequalities

Score:
Meets Minimum Requirements

Findings and Explanation

- Gender equality is visibly mainstreamed into all JPs operational at the time of assessment – **Met.**
- A Joint Programme promoting gender equality and women’s empowerment has been operational over the current UNSDCF period in line with SDG priorities, including SDG 5 – **Met.**
- A system is in place to ensure gender mainstreaming in Joint Programmes – **Not Met.**

The team reviewed the UN Joint Programmes that were operational in Somalia at the time of the assessment. The consultant initially obtained a list of these programs from UN INFO and cross-checked it with the IO and the UN Somalia Joint Fund (UN SJF). Later, based on collaboration, the team finalised an updated list of 12 operational Joint Programs (JPs). A total of eight JP documents from this list were reviewed using various variables against a gender checklist. These variables included the program’s primary objective, gender thematic issues, participating UN entities, gender elements in the context analysis and Theory of Change (ToC), program results framework (at outcome and output levels), alignment with SDG targets and indicators, and implementing partners. The team also reviewed the Gender Marker applied to cross-check coherence and alignment.

- a. Out of the 12 Joint Programs listed, 8 were reviewed, and the findings are as follows:
- Gender equality is mainstreamed in all JPs: seven of these Joint Programs are classified as GEM 2, meaning they significantly contribute to Gender Equality and Women’s Empowerment (GEWE). The remaining Joint Program is classified as GEM 3, specifically targeting gender.
 - Six of the eight Joint Programs explicitly contribute to SDG 5.
 - Two Joint Programs fall under the Human Rights and Gender Window, and one has GEWE as its primary goal.
 - A strong correlation between SDG 5 and SDG 16 in the JP falls under the Rule of Law and Inclusive Politics Windows.
 - Joint Programs are contributing to a range of SDG goals, including gender commitments such as fighting SGBV, ensuring women’s access to justice, promoting traditional justice mechanisms that work for women, promoting women’s rights to property and land tenure, implementing legal frameworks that promote women’s rights, conducting gender-responsive constitutional reviews, promoting policies on SGBV justice, promoting women’s engagement, leadership, and political participation, enhancing women’s resilience to climate shocks, promoting women’s participation in reconciliation and peacebuilding processes, and enhancing the capacity of Civil Society Organizations (CSOs) for advocacy, monitoring, and reporting on Somalia’s international human rights obligations, including women’s rights.
 - All Joint Programs Documents provide comprehensive gender analysis, including sex-disaggregated data.
 - Gender inequalities are well identified in the situation analysis.

- Joint Programs are linked to normative frameworks and commitments on gender, including SDG 5.
- GEWE CSOs are both partners and beneficiaries of JPs.

It is important to note that there are still opportunities to strengthen gender mainstreaming across JPs further to better align with Gender Equality Marker 2 requirements, with a particular focus on the results matrix. Issues that need to be addressed include:

- There are gaps in linking the gender analysis in the context analysis and the results framework. Sometimes, the results matrix does not fully reflect the gender issues identified in the analysis and the Theory of Change (ToC).
- Few high-level results on Gender Equality and Women's Empowerment (GEWE) (outcomes and outputs) and gender-sensitive indicators exist, which hinders the possibility of tracking progress on GEWE.
- Some ToCs do not sufficiently articulate contributions to narrow gender inequalities and how they contribute to promoting GEWE.

A webinar on Gender Mainstreaming in Joint Programmes was organised by the UN SJF Secretariat with the support of UN Women in conjunction with the scorecard exercise to discuss quality assurance and opportunities for improvement in the ongoing process of developing new JPs under SJF. The Fund's Steering Committee approved nine JP concept notes for implementation, and teams are currently developing full programme documents for the approved concept notes. During this process, the opportunity was taken to conduct a gender assessment of all nine concept notes and provide recommendations for improvement in line with the UN system requirements for gender mainstreaming in JPs, including by the Scorecard (a reference to Performance Indicators 2.1, 1.2, 1.3).

b) At the time of the assessment, a gender-specific JP on GEWE was operational. The Joint Programme on **Women, Peace and Protection** (UNDP, UN Women, UNSOM) is scheduled to run from 2022 to 2024. It is co-funded by the Peacebuilding Fund (PBF) and MultiPartners Trust Fund/ Somalia Joint Fund (MPTF/SJF). The JP aims to empower women as leaders and change-makers and promote women-led organisations' role in peacebuilding, particularly at the grassroots level. The JP's primary goal is *to encourage women's meaningful participation in peacebuilding processes, particularly in decision-making and leadership roles, and to sustain peace by engaging, empowering, and capacitating women through legislative provisions, policy interventions, and strengthening and establishing infrastructures for peacebuilding.*

- b. It has been noted that there is currently no system to ensure gender mainstreaming in JPs in UNCT Somalia. The gender markers applied to JPs are specific requirements from the funds or donors and are part of the proposal templates, as is the case of JPs funded by the PBF and SJF or UN entities. However, discussions are currently underway to address this issue. During the webinar on Gender Mainstreaming in JPs, participants discussed good practices on quality assurance systems and recommendations to support actions towards a formalised system for the UNCT in Somalia. The *UN Somalia Joint Fund Investment and Resource Mobilization Strategy 2022-2030* includes GEWE as one of the six programming cross-cutting themes, as well as provisions on the QCPR Indicator 1.4.21 (*allocation of 15 per cent or more of their resources to programmes with gender equality as their principal objective*). Nonetheless, there are opportunities for strengthening gender mainstreaming in the strategy, including associating a gender marker with it and a quality assurance system.

List of JPs reviewed:

- Women, Peace and Protection Programme (UNDP, UN WOMEN, UNSOM)
- Joint Corrections Programme (UNIDO, UNODC, UNOPS, UNSOM)
- Joint Justice and Corrections Programme (UNDP, UNODC, UNSOM in collaboration with UHCHR, IOM and UN WOMEN)
- Joint Programme on Human Rights II – UNICEF, UNSOM/UNSOS
- Saameynta, Scalling-up Solutions (IOM, UNDP and UN-HABITAT)
- Joint Justice Programme (UNSOM, UNOPS, UNDP, UN WOMEN, UNICEF)
- Inclusive Somalia, State Building Reconciliation and Support (UNSOM, UNDP)
- Joint Police Programme (UNOPS, UNDP)

Evidence or Means of Verification:

- UN INFO;
- MPTF gateway;
- List of operational Joint Programmes in Somalia (January 2024) and JP documents;
- Prodoc on Joint Programme on Women, Peace and Protection
- The UN Somalia Joint Fund Investment and Resource Mobilization Strategy 2022-2030

PI 2.2 COMMUNICATION AND ADVOCACY

INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS ARE AS OF GENDER IN EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a. The UNCT has contributed collaboratively to at least one joint <u>communication activity</u> on GEWE during the past year.	<p>Approaches requirements and</p> <p>a. The UNCT has contributed collaboratively to at least one joint <u>advocacy campaign</u> on GEWE during the past year. and</p> <p>b. UN Communications Group (UNCG) joint communications and advocacy strategy or equivalent visibly includes GEWE communication and advocacy.</p>	<p>Meets minimum requirements and</p> <p>c. The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.</p>

Indicator 2.2 Communication and Advocacy address gender inequalities	Score Approaches Minimum Requirements
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Findings and Explanation

- a The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year - **Met.**
- b The UNCT has collaborated with at least one joint advocacy campaign on GEWE during the past year—**Met.**
- c UN Communications Group joint communications and advocacy strategy or equivalent visibly includes GEWE communication and advocacy – **Not Met.**
- d The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year - **Met.**

GEWE is a thematic platform that promotes *one voice* in the UN Somalia. It brings together different entities, capacities, and resources to raise awareness about country specific GEWE's priority areas. GEWE issues are communicated and advocated for through events and campaigns targeting internal and external audiences. For instance, the **UN celebrates International Women's Day (IWD)** yearly to accelerate progress towards GEWE and highlight its importance in sustainable development and peace. In 2024, the United Nations in Somalia organised various activities under the GTG's coordination. One of the highlights was the **UN Town Hall** held on March 7, 2024, with the theme '*Investing in Women: Accelerate Progress.*' Staff members from different UN entities attended the event, officiated by the DSRSG/RC/HC. The Town Hall involved various activities such as video clip messages, panel discussions, and thematic discussions on essential topics like ending poverty, implementing gender-responsive financing, shifting to a green economy, supporting feminist change-makers, and creating a caring society.

The **"16 Days of Activism Campaign on Ending Violence Against Women and Girls"** is an annual initiative that aims to promote gender equality and women's empowerment. This campaign is supported by the highest leadership in the UN Country Team and coordinated by GTG. In 2023, the team worked collaboratively with national stakeholders to implement the campaign at federal and member-state levels. The team collaborated with the Ministry of Women and Human Rights Development (MoWHRD) and CSOs, including women-led associations, to raise public awareness and mobilise support to eliminate Violence Against Women and Girls (VAWG).

Over the past two or three years, the UN has advocated for the legal provision of a **30 per cent quota for women** in political decision-making at the parliament and district council levels. This advocacy campaign is crucial to the Joint Programme on Women, Peace, and Protection. The campaign has been widely supported and is considered a flagship initiative in the UN Somalia. It is highly regarded by the UN leadership, with the Special Representative of the Secretary-General (SRSG) for Somalia and the DSRSG/RC/HC promoting and exhibiting their commitment and support at various forums.

UNFPA and UNICEF, in collaboration with the MoWHRD, Ministry of Employment, Social Affairs and Family (MESAF), CSOs and partners, have been working together to **eradicate Female Genital Mutilation (FGM) in Somalia** and promote the rights of girls. Their efforts have included community-level outreach communication and advocacy campaigns, high-level leadership advocacy, policy and legal advice, technical assistance and capacity development. To mark the 2024 International Day of Zero Tolerance to FGM, they have issued a "Joint Declaration Against FGM" titled "*A Call to Action for the Future of Somali Women and Girls*, reaffirming their continued collective commitment to eradicating FGM in Somalia, highlighting the urgency of legal reforms and collective action.

Similarly, in October 2023, in celebration of the **International Day of Girl Child**, top officials of UNICEF and UNFPA, the Government of Somalia and partners joined efforts to organise a high-level forum under the theme '*Our Rights, Our Future*'. Over 200 participants gathered in Mogadishu for the event, which included an inter-generational panel discussion between young women and activists, government officials, UN representatives and civil society members. The discussion focused on strategies to expand girls' rights and opportunities in Somalia. Youth advocates shared personal stories of helping prevent child marriage and female genital mutilation in their communities, highlighting the importance of support networks.

The **UN Somalia's social media channels and resources** are crucial in communicating and advocating for GEWE. According to data available at www.somalia.un.org, the number of stories related to SDG5 has decreased over the years (proportional to the overall decrease in the number of stories). In 2021, out of 77 published stories, 31 were linked to SDG5. In 2022, 11 out of 48 stories contributed to SDG5; in 2023, 9 out of 16 stories were related to SDG5. Similarly, the UNSOM Round-up/Monthly Activities and the Quarterly Newsletter (www.unsom.unmissions.org) provide good visibility to GEWE issues and results. From March 2023 to March 2024, most of the monthly series featured innovative stories and initiatives on GEWE. However, the stories were more often specific to a particular entity than joint initiatives. They focused on a variety of topics, such as women in media, women in business, women in sports, women in the maritime sector, women and climate change, justice for women, education opportunities for girls, period poverty, women in the arts, survivors of sexual and gender-based violence, and women's participation in politics and power. Moreover, five newsletters (issues n°26 to n°30) were published, all of which reported on significant joint contributions to GEWE.

It is essential to increase efforts in communicating and reporting on joint initiatives on GEWE through UN Somalia's communication channels and products. Additionally, UN Somalia should invest more in joint communication and advocacy campaigns that address women's economic issues, as this is a crucial aspect of promoting women's empowerment and gender equality.

c) It would benefit the UNCT to strengthen collaboration between the GTG and the UNGC for complementary support. This could be achieved by visibly including gender results and alignment with GEWE as a core principle in the UN Somalia Joint Communications Strategy 2023, as per the required criteria to meet the minimum standards (criteria c). The Communication Strategy, endorsed by the UNCT on May 18, 2023, does not include gender equality. A good collaboration could be expanded with the UNSOM's Gender Communication Strategy, which is being finalised to support the mission's mandate on the Women, Peace and Security Agenda. The document focuses on the priority areas outlined in the UNSOM Gender Equality Strategy 2022-2025: *women's participation in all areas of public life, the prevention and response to conflict-related sexual violence and advocating for policies and laws that promote and protect women's rights and security*.

d) During the commemoration of IWD in 2024, UN Somalia organised for the first time the initiative called '**Girls Take-Over.**' The objective was to promote the rights of young women and girls to learn, lead, and decide. Key UN leaders, including the SRSG, DSRSG/RC/HC, and Heads of Entities, chose a specific day to allow a young woman or girl either in or out of college/university to shadow them for a day. The initiative proved to be an empowering experience for the girls who took part, and they wished that more young women and girls could participate in such an initiative.

Evidence or Means of Verification:

- Concept note of the 2024 IWD, Somalia
- UN Somalia Girls Take Over Event, 2024
- Communication article on the International Day for the eradication of FGM, 2024
- Records of Joint Communication and Advocacy events (photographic, social media posts, etc.)
- UN Somalia social media channels
- UNSOM Round-up Monthly Activities and Quarterly Newsletter (2023 – 2024)
- UNCT 2023 Communication and Advocacy Strategy

PI 2.3 UNSDCF MONITORING AND EVALUATION

INDICATOR 2.3 UNSD CF MONITORING, EVALUATION AND LEARNING MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. UNSDCF Results Framework data for gender sensitive indicators gathered as planned. b. UNSDCF monitoring/reports/ reviews/ evaluations assess progress against gender-specific results. c. The MEL Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNSDCF cycle. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. UNSDCF Results Framework data for gender sensitive indicators gathered as planned. b. UNSDCF monitoring/ reporting/ reviews/ evaluations assess progress against gender-specific results. c. The MEL Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNSDCF cycle. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. UNSDC ResultsFramework data for gender sensitive indicators gathered as planned b. UNSDCF monitoring/ reporting/ reviews/ evaluations assess progress against gender-specific results. c. The MEL Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNSDCF cycle.

Indicator 2.3
UNDAF M&E measures progress against planned GE results

Score:
Approaches Minimum Requirements

Findings and Explanation

- a** UNSDCF Results Framework data for gender-sensitive indicators gathered as planned – **Not Met**
 - b** UNSDCF monitoring/ reporting/ reviews/ evaluations assess progress against gender-specific results – **Met**
 - c** The MEL Group or equivalent has received technical training on gender-sensitive M&E at least once during the UNSDCF cycle – **Not Met.**
- a) *The CF Monitoring and Evaluation Plan states, “The UN, in partnership with the Ministry of Planning, Investment and Economic Development, will monitor and report on the quality of implementation; results achieved; emerging risks, threats, and opportunities; resources leveraged for financing the SDGs; resources mobilised and delivered by the UN; the continued validity of the theory of change; and implementation of the cross-cutting imperatives, especially gender and human rights’.*
- Despite the notable efforts made in data collection and tracking, the assessment has revealed inconsistencies in the Monitoring and Evaluation processes regarding the collection of sex-disaggregated data and tracking gender results. The UN INFO system has integrated all outcome and output indicators. Still, the lack of consistency in collecting sex-disaggregated data limits the possibility of measuring results on gender equality and women’s empowerment and learning from them. Except for the gender-specific indicator associated with outcome 1.2 (Proportion of seats held by women in (a) Federal and (b) Federal Member State Parliaments), data for the remaining twelve gender-sensitive outcome indicators in the CF are not being gathered and reported as planned. Out of the remaining twelve indicators, five that promise sex-disaggregation are reported in aggregated form. This includes baselines for one of outcome 2.1, two of outcome 2.2, and two of outcome 4.1. No data is available or reported for the other seven indicators: 1 of 3.3, 5 of 4.1, and 1 of 4.4.
- b) Gender results are captured throughout the UN Country Results Reports (2021, 2022 and 2023) using qualitative and quantitative data. GEWE is covered by the different chapters and components of the report, from the SRSG/RC/HC foreword to the country development context, and in a more significant manner under each strategic priority and associated outcomes. The reports also feature gender under a dedicated chapter focusing on implementing cross-cutting imperatives. However, gender results must be tracked at a higher level. They should go beyond the sex-disaggregation of data on participants and beneficiaries, and UNCT should look for results at strategic and transformative levels.

Despite some good practices, there is still room for improvement, particularly in reporting results. It would be helpful to align the UN Country Results Reports narrative with data from the outcome indicators report in the UN INFO. This would also help to document and disseminate gender transformative results and lessons learned properly. Additionally, it would contribute to addressing the duplication of reported results under different outcomes and strategic priorities, such as women’s political participation in parliament and district councils. Likewise, the team should use the UN INFO as the primary CF Monitoring, Evaluation and Learning platform to analyse and report the UNCT-Gender Equality Marker (UNCT-GEM) and as a critical component of semi and annual reports. This would generate usual and visible data about UNCT’s financial investments on GEWE, in line with the QCPR Indicator 1.4.18. This recommendation is also extended to the Somalia Joint Fund (SJF), in line with QCPR Indicator 1.4.21. The upcoming CF’s final evaluation exercise is an instrumental opportunity for strengthening gender mainstreaming, as planned in the CF’s Evaluation Plan.

- c) The assessment did not find evidence that the Monitoring and Evaluation Working Group (MEWG) has received technical training on gender-sensitive M&E during the past few years. The information collected during the assessment shows that the MEWG needs to be revamped and more functional. For example, while it was stated in the CF document that the group would meet at least twice a year, the group convened only once in 2023. GTG should support the group, in line with one of its goals: *‘to provide technical leadership and guidance for gender mainstreaming across the AFP, UNSOS and UNSOM, in particular, to ensure availability of gender analysis, sex-disaggregated data for gender mainstreaming within policy and programme development, share information and best practices, lessons learnt, tools, guidelines and other resource materials’.*

Evidence or Means of Verification:

- UN INFO, Outcome Indicators Report (April 14, 2024)
- UNCT Annual Results Report (2021, 2022)
- UNSDCF 2021 – 2025, Chapter IV, Monitoring and Evaluation (pages 57-59)

Dimension Area 3 | Partnerships

PI 3.1 ENGAGEMENT WITH GOVERNMENT

INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with at least two government agencies/entities/institutions on a joint initiative that fosters gender equality within the current UNSDCF cycle. b. The National Women’s Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SD Gs localization and/or implementation. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with at least two government agencies/entities/institutions on a joint initiative that fosters gender equality within the current UNSDCF cycle. b. The National Women’s Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SD Gs localization and/or implementation. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with at least two government agencies/entities/institutions on a joint initiative that fosters gender equality within the current UNSDCF cycle. b. The National Women’s Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SD Gs localization and/or implementation.

Indicator 3.1 UNCT engages with Government on GEWE	Score: Exceeds Minimum Requirements
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Findings and Explanation

- a The UNCT has collaborated with at least two government agencies/entities/institutions on a joint initiative that fosters gender equality within the current UNSDCF cycle – **Met.**
- b The National Women’s Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. **Met.**
- c The UNCT has made at least one contribution to substantively strengthen government participation and engagement in gender-related SDGs localisation and/or implementation - **Met.**

a. The UNCT, the Federal Government of Somalia (FGS), and the Federal Member States (FMS) have had a close and well-coordinated partnership throughout the UNSDCF cycle, from planning to implementation. This partnership has been achieved through close collaboration with the Federal and State Ministries of Women (MoWHRD) in line with the UNCT Gender Equality Strategy, Objective 1, output 1.1.2. Through its various agencies, the UN has supported Somalia in implementing its key gender priorities, including SDG 5 and UNSCR 1325. The UN has provided policy support, technical and financial assistance for capacity building, advocacy and normative support, coordination, convening, and knowledge sharing. The thematic areas of support are diverse and in line with the priority areas set in the CF. These include Sexual and Gender-based Violence, Sexual and Reproductive Health and Rights of women and girls, including FGM, access to justice, women’s leadership and political participation, women in peacebuilding, women’s economic resilience, social human rights of groups of women affected by crisis and at risk of being left behind. According to data from Joint Work Plans (JWPs), in addition to the MoWHRD, the UN is supporting the following Government entities on GEWE: Office of the Attorney General, Somalia Parliaments, Ministry of Constitutional Affairs, Ministry of Justice, Ministry of Interior, Federal Affairs and Reconciliation, Ministry of Defense, Somali Police Force, Office of the Prime Minister, Youth and Sports, Health, Transitional Puntland Electoral Commission, among others.

Examples of the UN’s joint support of the Government (FGS and FMS line Ministries, departments and institutions):

- Establish the Specialised Gender-Based Violence (GBV) Prosecution Unit and the Online Gender-Based Violence Information Management System at the Attorney General’s Office in Puntland and Banadir.
 - Support to the MoWHRD, Ministry of Health and Justice, Ministry of Interior, and other line ministries at the federal and state levels in GBV-integrated prevention and response, including through GBV one-stop centres, Safe Spaces, and Safe Shelters for Women and Girls.
 - Provided policy and technical support to federal and state Ministries of Women and other key line Ministries to support the development and implementation of the Somalia National Action Plan (NAP) and Local Action Plans (LAPs) on UNSCR 1325.
 - Supported public awareness campaign and training for female Transitional Puntland Electoral Commission staff on women’s equal representation in electoral processes and technical assistance in developing policies and guidelines for gender-responsive voter education and awareness.
 - Furthermore, the UN assisted with developing a Gender Equality Strategy to promote women’s participation in electoral processes and ensure gender mainstreaming in the Commission.
 - Provided support to the Upper House and the House of People to establish the two Women Parliamentary Caucuses and engaged with the newly elected leadership to support its operationalisation and capacity development initiatives to strengthen knowledge and skills on parliament procedures, transformational leadership and drafting of bills on protection of women’s human rights.
 - Advocacy and technical support for drafting key legislative frameworks such as the Sexual Offence bill and anti-FGM bill, to protect and promote women’s human rights, and to influence gender-specific provisions in the constitutional amendment.
 - Policy and technical support to the MoWHRD, Ministry of Employment, Social Affairs and Family in Somaliland (MESAF), and other line ministries are needed to promote enabling policy, legal, and institutional environment to tackle FGM.
- b. The MoWHRD has played a crucial role in implementing the CF. According to information collected from UN INFO, over 14 UN entities in Somalia are working with MoWHRD to execute various initiatives. Different UNCT results reports have pointed this out including participant lists, contract agreements with UN entities, and field visit reports. The Ministry participated in the CF 2021-2025 development process, contributing to stages such as CCA, prioritisation exercise and CF design, and implementation and monitoring of results.
- c. In March 2024, the UN provided technical and financial support for Somalia’s high-level delegation to participate in the Commission of Status of Women (CSW 68). The CSW 68 platform discusses and deliberates on thematic global agendas to accelerate women’s human rights and achieve gender-related SDG results.

Evidence or Means of Verification:

- UNCT Annual Results Report (2021, 2022)
- UN Somalia Joint Fund Annual Narrative Report (2021, 2022, 2023)
- UNSDCF 2021-2025, Annex II – Summary of Consultations

PI 3.2 ENGAGEMENT WITH CSO

INDICATOR 3.2 UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with GEW ECSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSD CF cycle. b. GEWE CSO participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with GEW ECSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSD CF cycle. b. GEWE CSO participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with GEW ECSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSD CF cycle. b. GEWE CSO participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. c. The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

Indicator 3.2
UNCT engages with Women's/ Gender Equality CSO

Score:
Meets Minimum Requirements

Findings and Explanation

- a** The UNCT has collaborated with GEWE CSOs and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle—**Met.**
 - b** GEWE CSO participates in UNSDCF consultation: CCA, Cooperation Framework design, implementation, M&E - **Met**
 - c** The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localisation and/or implementation – **Not Met**
- a. Civil Society Organizations (CSOs) have been crucial partners in promoting gender equality and women's empowerment in Somalia. They have played a vital role in supporting advocacy initiatives for women's legal protection and creating a policy and institutional environment that reduces gender discrimination. Women's organisations and gender have been instrumental in amplifying gender and human rights messages and implementing the principle of Leave No One Behind (LNOB) and intersectionality perspectives. CSOs have also benefited from training and empowerment through financial support and opportunities to participate in policymaking and legal decision-making processes. The UN has organised regular advocacy and networking events with Somali human rights and gender activists and practitioners. This aligns with the UNCT Gender Equality Strategy Objective 1, Output 1.1.2.

CSOs and women's organisations are essential partners during consultation processes when developing and implementing JPs. For example, under the Joint Programme on Women, Peace and Protection, the UN has supported capacity-building and participation in governance, peace, and security-related processes through various initiatives. These initiatives include the Women, Peace, and Protection CSO Reference Group, the establishment of networks, the participation of CSOs in the implementation and reporting structures of the Somalia National Plan 1325, the establishment of the interim committee for the African Women Leader Network, and training on transformative leadership, Women, Peace and Security Agenda, early warning monitoring and reporting design relating to WPS violations, among others.

In the same program context, the UN supports initiatives that are implemented by CSOs including:

- Providing capacity development and technical assistance to national CSOs like NAGAAD Network and Somaliland Women Lawyers. This helps them to influence gender-responsive legal and policy reforms for the justice sector, increase women's participation in justice, policing and security services, and strengthen capacity building for Sexual and Gender-Based Violence service provision. Through UN joint support, these organisations can deliver training, conduct advocacy and awareness campaigns, increase convening and social mobilisation power by organising local and national policy forums, and engage with political authorities.
 - Helping Somali Women Leadership Initiative and Hear Women Foundation to implement advocacy campaigns that target women's organisations and human rights activists. They also promote dialogues and coordination mechanisms for CSOs and organise trainings for CSOs at the federal and state levels.
 - Several examples of joint organisation and participation in communication and advocacy events between the UN and CSOs were observed during the assessment process. Notable examples of strong engagement in gender equality and women's empowerment (GEWE) include the commemoration of the International Day of Zero Tolerance for FGM, International Women's Day, International Day of the Girl Child, and International Day for the Elimination of Violence Against Women and Girls. Additionally, CSOs were provided with coordinated support to implement the 16 Days of Activism Campaign, the annual high-level dialogue on the Women, Peace and Security agenda, and the Open Day event under the senior leadership of the UN in Somalia.
- b. CSOs and women's organisations were actively involved in the design of the CF. Through consistent consultations during the design phase, CSOs provided vital insights, knowledge, and thoughts that helped shape and strengthen the CF's focus on human rights, leaving no one behind. The nominal list of 36 Women NGOs and CSOs participating in the Somalia UNSDCF 2021-2025 development process can be found in Annex II of the UNSDCF document. Additionally, the engagement with CSOs continued at the implementation and monitoring level, with over ten GEWE CSOs listed in the JWPs as direct implementing partners of different activities across the CF outcomes of the strategic pillars.
- c. The assessment failed to identify evidence of UNCT's joint contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localisation and/or implementation.

Evidence or Means of Verification:

- UNCT Annual Results Report (2021, 2022)
- UN Somalia Joint Fund Annual Narrative Report (2021, 2022, 2023)
- Joint Planning Template of 16 Days of Activism Campaign
- GTG Bi-annual Work Plan 2023-2024
- UNSDCF 2021-2025, Annex II – Summary of Consultations

Dimension Area 4 | Leadership and Organizational Culture

PI 4.1 LEADERSHIP

INDICATOR 4.1 UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months; b. RC demonstrates external public championing of gender equality during the last 12 months; c. RC demonstrates internal championing of gender equality during the last 12 months; d. HO Asare seen by personnel as committed to gender equality in the workplace during the last 12 months. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months; b. RC demonstrates external public championing of gender equality during the last 12 months; c. RC demonstrates internal championing of gender equality during the last 12 months; d. HO Asare seen by personnel as committed to gender equality in the workplace during the last 12 months. 	<p>Meets one of the following:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months; b. RC demonstrates external public championing of gender equality during the last 12 months; c. RC demonstrates internal championing of gender equality during the last 12 months; d. HO Asare seen by personnel as committed to gender equality in the workplace during the last 12 months.

Indicator 4.1
UNCT leadership is committed to championing GE

Score:
Meets Minimum Requirements

Findings and Explanation

- a** Gender equality is discussed in at least 60 per cent of UNCT meetings during the last 12 months – **Not Met.**
 - b** RC demonstrates an external public championship of gender equality during the last 12 months – **Met.**
 - c** RC demonstrates an internal championship of gender equality during the last 12 months – **Met.**
 - d** HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months – **Met**
- a. Data from 23 UNCT meetings held between March 23, 2023, and March 28, 2024, revealed that GEWE was addressed in 4 of them, representing 17.4 per cent:
- On April 11, 2023, the ad hoc UNCT meeting with the UN Secretary-General provided a briefing on human rights in Somalia, including the rights of women and girls.
 - On July 27, 2023, the Chair delivered a readout of GTG's retreat, including key requests to UNCT, such as:
 - commitment to pooled funding toward specific activities under GTG BWP,
 - recognition of participation and contribution of Gender Focal Points (GFPs) in the PMDs and PAS of staff,
 - re-nomination of GFP and alternate GFP, among others.
 - On November 1, 2023: GTG provided updates on the Scorecard, Pre-CSW 68, High-level Generation Equality Forum, and 16 Days of Activism Campaign.
 - On February 15, 2024, there was a briefing on the UNCT-Scorecard framework, methodology, and roadmap.

Considering the minimum requirement, GEWE should have been discussed more often than it was. However, when discussed, GTG leadership was effective and successfully conveyed the message and achieved results, as reflected in the decisions and action points of the meeting. Among others, the Scorecard was conducted participatively, including in terms of financial contributions; UN Somalia successfully attended regional training on the UNCT-SWAP Gender Equality Scorecard and UNCT-Gender Equality Marker; the UNCT established a pooled funding for GTG; and the UNCT was determined to feature GEWE in the agenda of the 2024 UNCT Retreat.

Nevertheless, to meet the criteria, it is suggested that GEWE issues should be included as a regular item on the agenda of the UNCT meetings to enhance UNCT's accountability for implementing the GTG BWP, the UN Gender Equality Strategy, and the Scorecard Action Plan. These discussions could take place at least once every quarter.

- b. It has been noted that the Deputy Special Representative/Resident and Humanitarian Coordinator (DSRSG/RC/HC) has been consistently promoting gender equality and women’s empowerment through external communication and advocacy efforts. The UN Somalia has issued 17 press releases from March 2023 to March 2024, and 6 of them integrated topics related to gender equality and women’s vulnerability. Three of these releases were explicitly focused on gender issues, including two released on International Women’s Day and one highlighted the disproportionate impact of humanitarian crises on women and girls. The assessment also shows that the DSRSG has been advocating for women’s participation, protection, and empowerment in public communication and business meetings with officials of Somalia at all levels as part of the 30 per cent quota campaign.
- c. The DSRSG/RC/HC is firmly committed to promoting gender equality in the workplace. He actively supports and participates in various gender-related initiatives within the organization. During the UNCT meeting on November 1, 2023, he emphasized the importance of conducting a mapping exercise to identify successful practices and lessons learned in achieving gender parity, in line with the UN-SG’s Strategy on Gender Parity. He also requested that Gender Equality and Women Empowerment (GEWE) be included in the UNCT’s retreat agenda for a strategic discussion on UN Somalia’s top priorities, commitments, and contributions towards GEWE. Additionally, he welcomed and supported the endorsement of a pooled budget for Gender Theme Group’s (GTG) activities and led the UNCT-SWAP (UN System-Wide Action Plan) Gender Equality Scorecard discussion in the UNCT. The DSRSG/RC/HC also plays a crucial role in promoting gender equality through internal communication and advocacy events.
- d. UN personnel in Somalia positively perceive the Heads of Agencies’ demonstration of GEWE leadership in the workplace. 84.05 per cent of 276 respondents had a positive perception by strongly agreeing (36.59 per cent) or agreeing (47.46 per cent) with the survey question ‘My Head of Agency (and other Heads of Agencies in this UNCT if known) demonstrate commitment to gender equality in the workplace’. The survey results further revealed that a higher proportion of male personnel (90.37 per cent) had a positive perception of HOAs demonstrating a commitment to GE compared to their female colleagues (74.31 per cent).

Evidence or Means of Verification:

- 23 UNCT meeting minutes (March 23, 2023 – March 28, 2024)
- UN Somalia Press Release (2023-2024)
- Results of the Organizational Culture Survey

PI 4.2 ORGANIZATIONAL CULTURE

INDICATOR 4.2 ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of per sonnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results fopersonnel perception of organizational environment for promotion of gender equality scored a positivering of 65-80 percent.	Survey results of personnel perception of or ganizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Indicator 4.2
Organizational Culture fully supports promotion of GEWE **Score:**
Meets Minimum Requirements

Findings and Explanation

Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 65-80 per cent – **Met**

The survey link, disseminated on April 17, 2024, by the Head of the Integrated Coordination Office, was shared with all HOAs and UNSOM Pillar Heads for distribution among their respective staff. The survey remained open until April 30, 2024, and received an impressive 318 responses (130 female, 187 male and 1 other), surpassing the initial minimum target of 164. This robust response rate, combined with a confidential interval of 7.5, ensures that the data collected comprehensively represents the larger population of UNCT Somalia. The majority of respondents were male (representing 58.8 per cent), national staff (62.6 per cent), staff with supervisory roles (51.8 per cent), and from development space, AFPs (72.9 per cent).

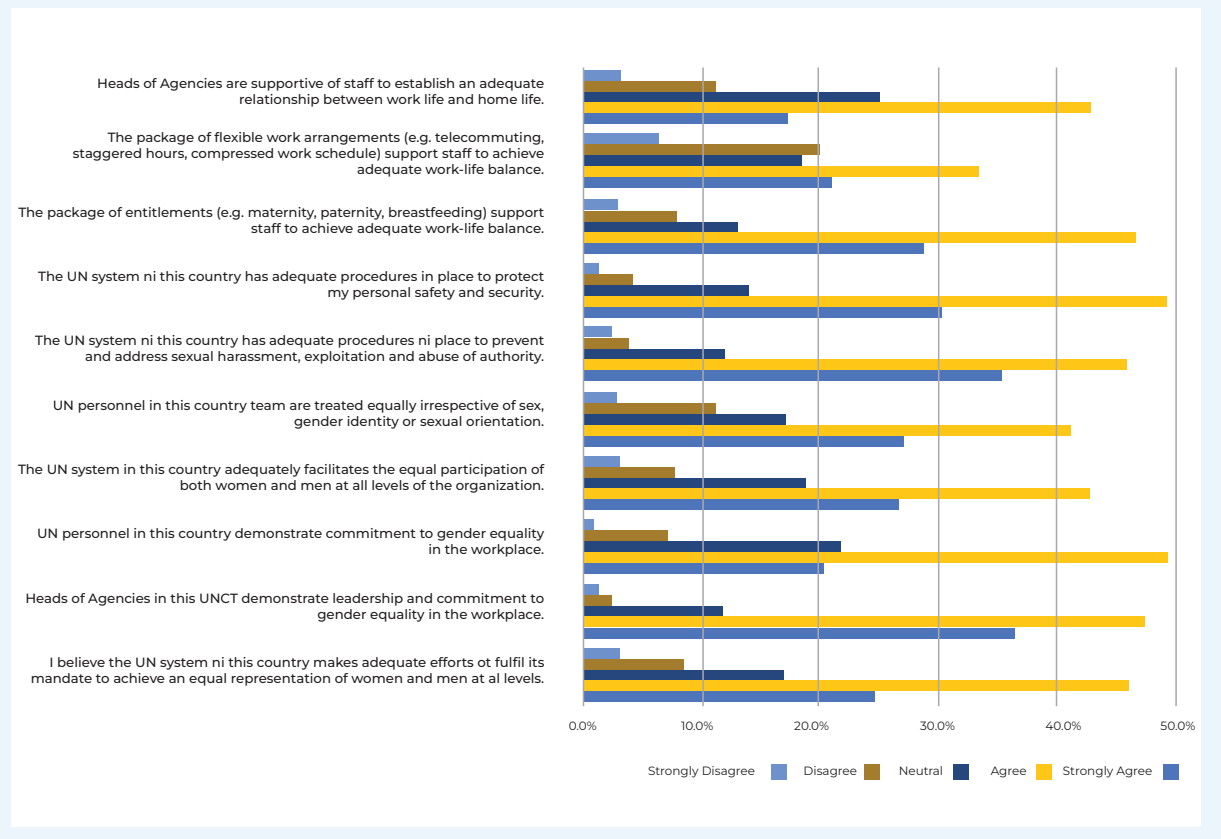
The survey was comprised of the original ten questions that deal with issues related to:

1. The perception of the leadership on gender.
2. Discrimination in the workplace.
3. Promotion of gender equality in the workplace.
4. Work-life balance measures, policies, and practices.

Five additional questions were incorporated into the survey in the interest of the country's humanitarian and political mission context. These questions were designed to address specific issues such as the responsiveness of the Staff Association on gender equality, instances of sexual violence, and the gender responsiveness of facilities and equipment.

The results for the ten core questions scored an **overall positive of 71.5 per cent** (26.9 strongly agreeing and 44.6 agreeing with the survey statements). This indicates that most UN personnel in Somalia positively perceive the UN organizational culture as supporting the promotion of gender equality. 17 per cent were neutral, and 11.5 per cent had a more negative perception, highlighting areas where the UNCT can improve.

Figure 1 Prepared by the author based on the full data set of survey results



- Highest positive scores: (i) the leadership championing and commitment to gender equality in the workplace (84.1 per cent); (ii) Adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority (81.4 per cent) and (iii) adequate procedure in place for personal safety and security (80.0 per cent).
- Lower favourable rates are regarding flexible work arrangements and equal treatment: (i) the package of flexible work arrangements to support staff to achieve adequate work-life balance (54.8 per cent), followed by (ii) HOAs support of the adequate relationship between work-life and home life (60.4 per cent) and UN personnel in the country are treated equally irrespective of sex, gender identity and sexual orientation (68.4 per cent).

However, the overall rating does indicate a highly optimistic view of the organizational culture in all aspects covered by the staff survey.

In general, male, national and UNSOM/UNSOS personnel have a more positive perception compared to female, international and AFP personnel, respectively, with the following gaps: female/ male: -20.2 per cent; national/ international: 7.2 per cent and AFPs/ UNSOM/UNSOS: -10.0 per cent.

	Female	Male	National	International	AFPs	UNSOM/ UNSOS
Overall positive perception (%)	59.5	79.7	74.2	67.1	66.0	76.0

The widest disparities between females and males related to perceptions of UN personnel in the country demonstrating commitment to gender equality in the workplace with a 32.5 percentage gap (female 50.0/ male 82.5) and the UN personnel treated as equal irrespective of sex, gender identity or sexual orientation, 27.3 gap (female 51.9/ male 79.1). Opinions related to equal treatment and non-discrimination also diverge among national and international and between AFPs and UNSOM/UNSOS: national personnel have a more positive perception than internationals (75.6 and 55.1), while UNSOM/UNSOS has a 31.3 per cent higher positive rating when compared to AFPs personnel's rating. Reasons for these gaps, particularly gender, will require qualitative assessment based on the survey results. Refer to *THE CHARTS IN ANNEX 2* for more detailed data on the results.

Evidence or Means of Verification:

- Organizational Survey Results, responded to by 318 UN personnel

PI 4.3 GENDER PARITY

INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED

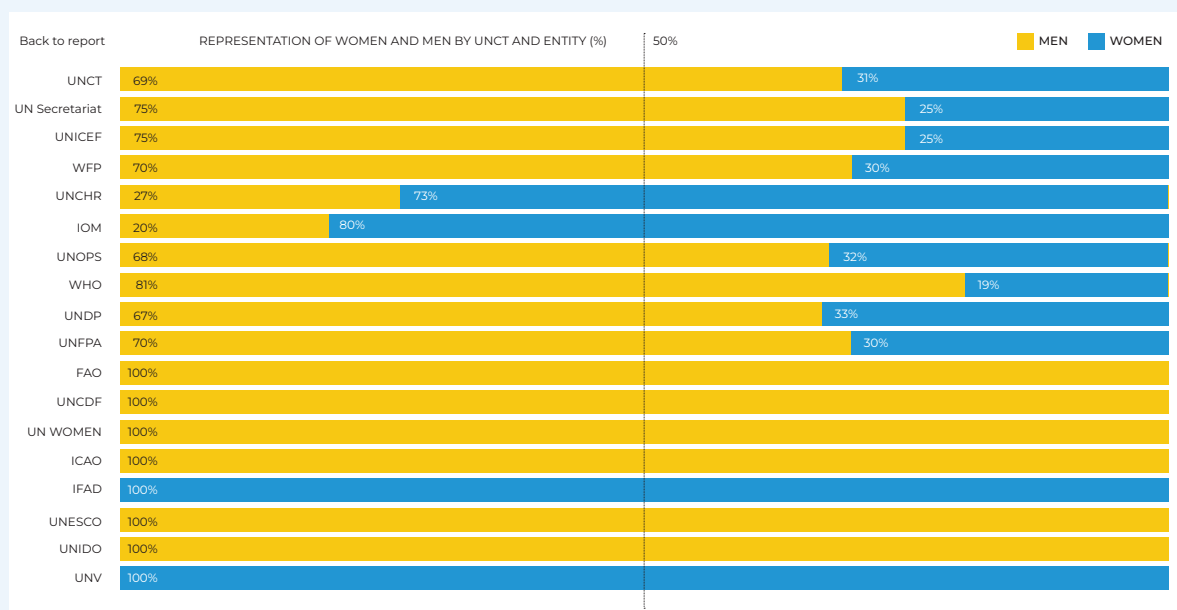
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a. A system-wide plan is in place for the UNCT to achieve gender parity.	Approaches minimum requirements and b. At least one Gender Focal Point is appointed (as per SGB/2023/3) c. The UNCT can demonstrate progress in the implementation of the system-wide plan on gender parity.	Meets minimum requirements and d. The UNCT can demonstrate positive trends towards achieving gender parity. e. The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

Indicator 4.3
Gender Parity in Staffing is achieved **Score:**
Misses Minimum Requirements

Findings and Explanation

- a A system-wide plan is in place for the UNCT to achieve gender parity – **Not Met.**
 - b At least one Gender Focal Point is appointed (as per SGB/2023/3) – **Not Met**
 - c The UNCT can demonstrate progress in the implementation of the system-wide plan on gender parity – **Met**
 - d The UNCT can demonstrate positive trends towards achieving gender parity – **Not Met**
 - e The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women’s empowerment – **Met.**
- a) The assessment found no evidence of a UNCT plan to promote gender parity in the UN in Somalia, despite awareness of the need for deliberate efforts, as expressed in various forums, including the UNCT (as referred to in Indicator 4.1). Additionally, there was a mention of a UNSOM/ UNSOS Gender Parity Strategy developed in 2018.
- b) There is no evidence regarding the appointment of a Gender Focal Point by the UNCT to coordinate and work on gender parity at the UN country level.
- c) The UNCT Gender Equality Strategy (Goals 2 and 3), the Business Operations Strategy (BOS) and the GTG’s Bi-annual Work Plan have provisions to promote gender parity. However, the assessment required assistance finding evidence of whether the planned activities were implemented and whether the outcomes aligned with the plans. It was indicated that good practices would be identified, but the assessment could not verify any follow-up actions yet. However, the UN mission in Somalia (UNSOM, UNSOS) and close collaboration with GTG and Human Resources and PSEA Working Groups have implemented several initiatives to foster GEWE, including recognizing female role models at the workplace, establishing the Nursing Lounge and the Women’s Wellness Center, organizing Careers Fairs specifically for young women professionals, Bi-annual All-Women Town-hall with the SRSG, PSEA discussions, among others. Nevertheless, there is a need for a better, coherent approach and a specific joint framework with indicators, baselines, targets and timelines so that efforts can be documented and measured toward intended results.
- d) It’s a testament to the UNCT’s collective commitment that sixteen UN entities signatories of the UNSDCF 2021-2025 are already using the [UN-System Wide dashboard on Gender parity](#) to monitor progress on staff’s gender equality levels. However, data accessed in April 2024 revealed that UN-Habitat, ILO, UNEP, OHCHR, and UNODC were among the few missing entities. Achieving gender parity in the UNCT Somalia is a matter of equality and a strategic imperative. It can lead to a more diverse and inclusive workforce, improved decision-making, and enhanced organizational performance. Therefore, it is crucial that all entities, including those currently underrepresented, actively participate in and contribute to the efforts to achieve gender parity, as per the UN-System wide Strategy for 50-50 gender parity.

Figure 2 UN System-wide Gender Parity Dashboard (18.04.2024)



This assessment represents an opportunity to set a baseline and assess progress against this. As per the assessed data, the UNCT in Somalia has an overall gender gap of 38 per cent, with more than double the proportion of men compared to women. Women represent 31 per cent of the staff, while men represent 69 per cent. As of today, no entity has reached the 50-50 gender parity, and the majority have disproportional representation of men over women. UNHCR and IOM are among the few entities with more women than men, and IFAD and UNV each recorded a single female staff member. ICAO, UNESCO, and UNIDO reported one male staff member each. For these single-staff entities, gender parity does not apply.

When categories and levels disaggregate data, it reveals that the National Officers' category has the highest gender gap. Men significantly outnumber women in this category, representing less than one-fifth (17 per cent) and over 60 per cent gap across levels (NOA: 66 per cent; NOB: 68 per cent; NOC 67.8 per cent). Achieving 50-50 gender parity in NOD staff is challenging because of the small odd number of posts (5 in total) unless an additional post is open and a man is hired (at the moment, there are three women and two men). This underscores the urgency and determination needed to address these challenges.

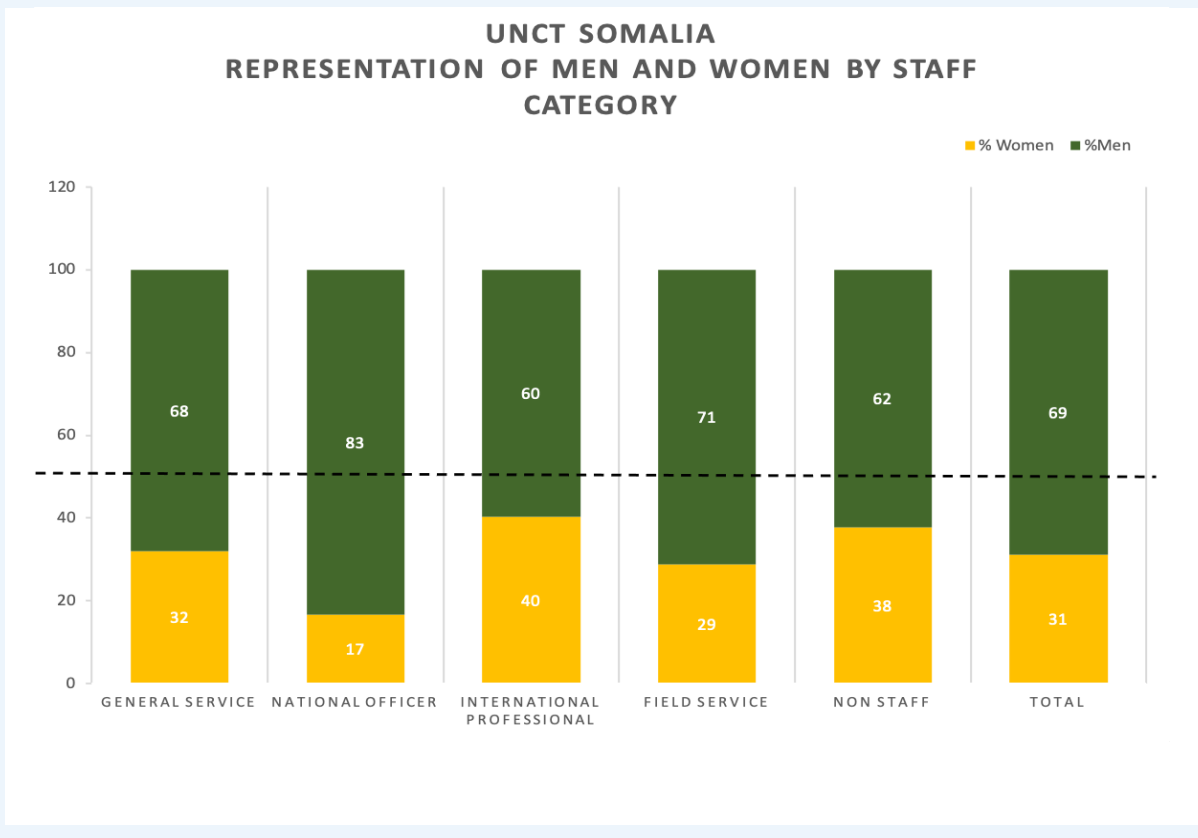
Field Service is the second category with the most significant gap, with a 42 per cent gap (71 men/ 29 women). Within FS staff, FS5 has a 30 per cent gap, while FS 4, FS 6, and FS 7 have a gap of 60 per cent or more. This represents a significant challenge to the UNCT and indicates that the UN AFPs and the Secretariat levels must be implement efforts to reduce gender parity gaps at.

On a positive note, the data also reveals categories closer to parity. International Professionals (IPs) lead the way with a 60-40 per cent distribution of men and women. Also, it is worth noting that under this category, a 50-50 gender parity is met on IP2, representing a significant milestone in our journey towards gender equality, with 27 staff members of each gender.

The IPs are followed by staff in General Service (68-32) and Non-staff (62-38). While these categories show progress, there are still significant gaps that the UNCT should strive to reduce and close. For example, among GS3 and GS7, gender disparities are still high, with a 73 and 72 per cent gap, respectively.

In addition to NOD, the only categories/ levels with women outnumbering men are under IP and Non-staff: D1 (13 women/ 11 men); ASG (2 women/ 1 man); USG (2 women); UNV (1 woman) and Ungraded (5 women/ 2 men). It is worth noting that, for most of these cases, achieving 50-50 gender parity is challenging due to the small and odd numbers. Refer to the below chart and [ANNEX 3](#) for more detailed data on parity.

Figure 3 Prepared by the author based on UN-System wide Gender Parity Dashboard (14.04.2023)



- e) The BOS ended its cycle in 2023. It has been updated and is waiting to be publicly released by DCO in June 2024. It was noted that the existing one mainstreamed gender equality by including PSEA and Gender Parity as identified opportunities under the Common Human Resources Services area, including a list of activities to be undertaken. Under the leadership of UNFPA and with the participation of 15 UN entities, the opportunity was stated as follows: *Outreach in PSEA is a common need for all UN entities. Each agency/ implementing partner runs a similar education, sensitization and care programme on PSEA. There is good room for harmonization of the calendars to ensure knowledge and experience sharing, maximize resource utilization for the organization and create a conducive environment free from SEA and Sexual harassment at the workplace.* Secondly, led by UNSOM, UNSOS, UNPOS and counting, 15 participating UN entities identified opportunities for collaborative work on gender parity by *Working on the development/implementation of the Gender Parity activities: Activity 1: Sharing of best practices and gender-friendly HR policies/procedures and practices to develop an “advisory guide” with concrete suggestions/recommendations to promote and retain female staff (national and international) in the gender-inclusive working environment. Sub activity Quarterly – Discussion forum Activity 2: Establish a harmonized platform to enable colleagues to post all the vacancies in one place (with a referral link to the original site). Post JOs/VAs on email group of career fair participants Sub activity: Local Applicants Database platform under gender parity sub-working group Activity 3: Organize a joint virtual career fair by the end of 2023. The implementation of these activities is expected to Work on the development/implementation of the Gender Parity activities: Activity 1: Sharing of best practices and gender-friendly HR policies/procedures and practices to develop an “advisory guide” with concrete suggestions/recommendations to promote and retain female staff (national and international) in the gender-inclusive working environment. Sub activity Quarterly – Discussion forum Activity 2: Establish a harmonized platform to enable colleagues to post all the vacancies in one place (with a referral link to the original site). Post JOs/VAs on email group of career fair participants Sub activity: Local Applicants Database platform under gender parity sub-working group Activity 3: Organize a joint virtual career fair by the end of 2023. These are expected to contribute to annual progress.*

The suggestion is that GTG and OMT (including the mission entities leading on gender parity) collaborate to map initiatives, consolidate plans and activities in a system-wide plan for the UNCT, avoid the risk of duplication, and capitalize on resources and capacities to accelerate results. This mapping will also inform monitoring and reporting results under the UNCT Gender Equality Strategy, Goal 2, outcome 2.1.

Evidence or Means of Verification:

- BOS Somalia (2019 – 2023)
- GTG Bi-annual Work Plan (2023-2024)
- UNCT minutes of meeting (November 1, 2023)
- Gender parity dashboard data for Somalia (April 2024)
- UNCT Gender Equality Strategy (2021-2025)
- Somalia Inter-Agency PSEA Network, January 2023 – December 2024 Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse

Dimension Area 5 | Gender Architecture and Capacities

PI 5.1 COORDINATION MECHANISM

INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEWE

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. A coordination mechanism for gender equality is chaired by a HOA; b. The group has an approved TOR and annual work plan; c.)c Members include at least 50% senior staff (P4/NO C and above or equivalent); d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E. 	<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. A coordination mechanism for gender equality is chaired by a HOA; b. The group has an approved TOR and annual work plan; c.)c Members include at least 50% senior staff (P4/NO C and above or equivalent); d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E. 	<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. A coordination mechanism for gender equality is chaired by a HOA; b. The group has an approved TOR and annual work plan; c.)c Members include at least 50% senior staff (P4/NO C and above or equivalent); d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.

<p>Indicator 5.1 The gender coordination mechanism is empowered and influences the UNCT for GEWE.</p>	<p>Score Meets minimum requirements</p>
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Findings and Explanation

- a** A coordination mechanism for gender equality is chaired by a HOA – **Met**
- b** The group has an approved TOR and annual work plan – **Met.**
- c** Members include at least 50 per cent of senior staff (P4/NOC and above or equivalent) – **Not Met.**
- d** The group has made substantive input into the UNSDCF, including the CCA, Cooperative Framework design, results framework and M&E–**Met.**

a) The Gender Theme Group (GTG) in Somalia is well-established and functional. It is chaired at the senior level by the UN WOMEN Country Programme Manager and co-chaired by the UNSOM Head of Integrated Gender Office – Senior Advisor to SRSR and DSRSG/RC/HC.

b) The GTG in Somalia has a comprehensive Terms of Reference (TOR), endorsed by the UNCT in 2021. The group also has an approved Bi-Annual Work Plan (2024-2025), including identified resources and assigned responsibilities. The GTG meets monthly to share updates and information, discuss common agendas and joint programs, and coordinate advocacy initiatives, among other business activities. The group actively coordinates UN Somalia’s collective support of International Women’s Day (IWD), 16 Days of Activism Campaign, and Open Day 1325. It coordinates joint programmatic interventions and advocacy on Women’s Political Participation and the Women, Peace and Security Agenda, SGBV, among others.

During the UNCT’s meeting on July 27, 2023, the GTG provided a briefing of its annual retreat’s outcomes under the leadership of its Chair. Among other things, the GTG pledged to seek UNCT’s commitment to pooled funding to support the operationalization of its Bi-Annual Work Plan. The UNCT welcomed the request, and at the beginning of 2024, the GTG received confirmation of funds availability to carry out specific activities, including advocacy and capacity building. The group also received collective support and participation in the UNCT-SWAP Scorecard exercise. This is a commendable achievement, as joint funding of the GTG remains a significant challenge globally.

- c) The team is composed of 28 members. Among them, 23 are permanent, and 5 are alternate members. There are 26 female and 6 male members. At the time of the assessment, the members represent 17 entities of the UN Somalia, namely UN Women, UNSOM, IO, UNSOS, UNDP, UNICEF, UNIDO, OCHA, UNFPA, UNOPS, UNHCR, WFP, UNMAS, UNPOL, IOM, FAO and WHO. Some entities signatories of the UNSDCF are still to nominate their Gender Focal Points for the group, including ILO, UNODC, UN-HABITAT, OHCHR, UNCDF, UNEP and UNESCO.

41 per cent (9) of the 22 members with data available on professional levels are senior personnel (P4/NOC and above). Among these 9 members, 6 are female, 3 are male, and 8 are permanent members and 1 alternate. The senior personnel composition includes 1 D1, 2 P5, 3 P4, 1 CSII, 1 NOC and 1 SC10. It is important to note that while the team in Somalia did not meet the minimum requirement of having at least 50 per cent senior staff, the GTG has a strong constitution, including 13 gender advisers/specialists/Programme Officers from different UN Entities and committed Gender Focal Points from both AFPs and Mission components of the UNCT.

- d) The GTG's BWP (2024-2025) places programmatic support at the centre of its TOR, focusing on four priorities closely linked to CF processes, from planning to implementation and M&E and Learning. The group has been actively seeking opportunities to enhance its contribution to implementing, monitoring, and reporting CF-related initiatives. To this end, the GTG has established a fifth CF's Pillar Working Group on Human Rights, Gender, and Inclusion, which UN Women chairs. The primary role of this working group is to provide technical advice and support to ensure the mainstreaming of core programmatic principles, including GEWE, into the group's work plans and operations.

Despite these efforts, the outputs under the GTG BWP Outcome 1: "Quality of implementation and Monitoring of Activities under UNSCDF" do not have indicators or quality measurements, representing a risk to implementing and tracking results. The assessment could not find evidence of implementation tracking or reporting. Therefore, the implementation of the GTG BWP needs to be clarified and reported, focusing on measurements, tangible results, and evidence of progress. The GTG may need to establish accountability for tracking and reporting progress. In addition, an alignment exercise of the GTG BWP with the UNCT Gender Equality Strategy and the UNCT-SWAP Action Plan for improvement would be beneficial, providing a more integrated and strategic framework supporting UNCT's commitments to GEWE.

Evidence or Means of Verification

- GTG TOR
- GTG Bi-annual Work Plan, 2021-2025
- GTG Membership List
- Minutes of GTG meetings
- IMS 2023, Annual Survey: Normative Areas, Somalia
- Minutes of UNCT Meetings (March 2023 – March 2024)
- Report of GTG Retreat, 2023
- UN Somalia Gender Equality Strategy, 2021-2025

PI 5.2 GENDER CAPACITIES

INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 21 months.</p>	<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. At least one substantive inter-agency gender capacity development activity for NU personnel has been carried out during the past 21 months. b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. 	<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. At least one substantive inter-agency gender capacity development activity for NU personnel has been carried out during the past 21 months. b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Indicator 5.2
UNCT has adequate capacities developed for gender mainstreaming

Score:
Misses minimum requirements

Findings and Explanation

- a At least one substantive inter-agency gender capacity development activity for UN personnel has been conducted during the past 12 months – **Not Met.**
 - b A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle, and the targets are on track – **Not Met.**
 - c UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country – **Not Met.**
- a) According to the available information, representatives of UN Somalia participated in the UN Women Regional Trainings on the UNCT-SWAP Gender Equality Scorecard and UNCT-Gender Marker in 2022 and 2023. Additionally, a training session was conducted during the GTG retreat in 2022. However, no evidence suggests that the UNCT has done any significant inter-agency capacity development activity for UN personnel in the past year.
- b) The UNCT lacks an established inter-agency capacity plan informed by an inter-agency capacity assessment. Additionally, the UNCT could not provide evidence of induction materials for new staff, including UNCT's gender commitments in the CF and related country development challenges and priorities. To address this, the current Strategy for the CF cycle (2021-2025) emphasises the importance of investing in the capacity development of staff on gender equality and women's empowerment, which includes developing a capacity plan based on an inter-agency capacity assessment. This aligns with the Scorecard requirements, and the GTG BWP includes results on capacity initiatives.

Thus, it is strongly recommended that the GTG implement the planned initiatives in close collaboration with other relevant inter-agency groups, such as the Human Rights Working Group of the OMT and coordinate closely with the IO. It is also recommended that the GTG work with OMT to follow up on initial discussions about developing a UNCT gender-responsive induction material that is harmonised for all agency-specific materials.

Evidence or Means of Verification:

- GTG Scorecard training, 2022
- IMS 2023 Annual Survey: Programmatic and Coordination Areas, Somalia
- IMS 2023 Annual Survey: Normative Areas, Somalia
- UNCT Somalia GEWE Strategy 2028-2020 – Assessment Findings
- UNCT Somalia Gender Equality Strategy 2021-2025

Dimension Area 6 | Resources

PI 6.1 RESOURCES FOR GEWE

INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets two of the following criteria:</p> <p>a. The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle to ensure accuracy of coding.</p> <p>b. The UNCT has applied the UNCT- Gender Equality Marker to all sub- outputs in the Joint Work Plan</p>	<p>Approaches minimum requirements and meets two of the following:</p> <p>c. The UNCT has met the common global financial target for UNCT allocations to GEWE.</p> <p>d. The sub-outputs coded UNCT-GEM 1,2 or 3 provide a 'Gender Marker Narrative' which accurately justifies the UNCT-GEM code selected</p> <p>e. The Gender Theme Group (or equivalent) has completed a quality assurance review of UNCT-GEM coding during the drafting of the Joint Work Plan aligned with the GTG Standards and Procedures.</p>	<p>Meets minimum requirements and</p> <p>f. The UNCT has exceeded the common global financial target for UNCT allocations to GEWE.</p>

Indicator 6.1
Adequate Resources for Gender Mainstreamed are allocated and tracked

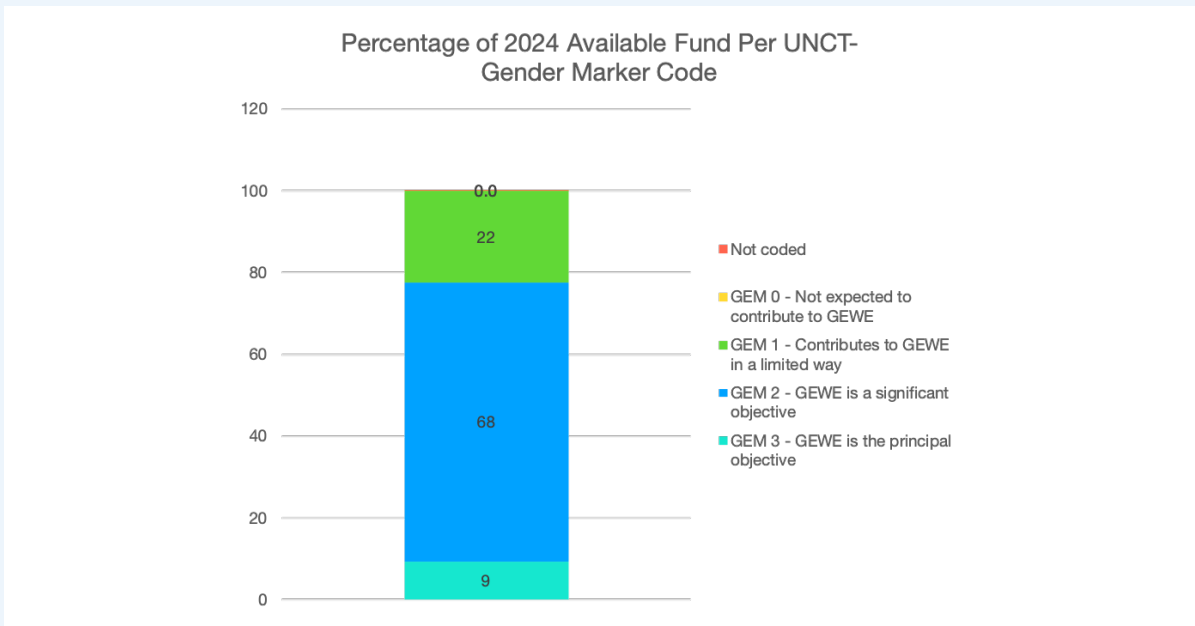
Score:
Misses minimum requirements

Findings and Explanation

- a** The UNCT has carried out **at least one** capacity-building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle to ensure coding accuracy. **Not Met**
- b** The UNCT has **applied** the UNCT-GEM to all sub-outputs in the Joint Work Plan - **Met.**
- c** The UNCT has **met** the common global financial target for UNCT allocations to GEWE – **Met.**
- d** The sub-outputs coded UNCT-GEM 1, 2, or 3 provide a '**Gender Marker Narrative**' that accurately justifies the UNCT-GEM code selected—**Not Met.**
- e** The GTG (or equivalent) completed a **quality assurance review** of the UNCT coding while drafting the Joint Work Plan aligned with the GTG Standards and Procedures – **Not Met.**
- f** The UNCT has **exceeded** the global financial target for UNCT allocations to GEWE - **Met.**
 According to the UN INFO data related to the UNCT's financial allocation to GEWE, UN Somalia has exceeded the global common target of 70 per cent established in the QCPR Monitoring Plan 2021-2024 (criteria f).

UNCT-GEM data in the Joint Work Plan (JWP) shows that the combined available resources allocated to sub-outputs with gender as the principal goal (GEM 3) and to sub-outputs contributing significantly to GEWE (GEM 2) is 77.5 per cent in 2024. This represents a 10.4 per cent increase from the baseline in 2021 (67.1). Over the past years, sub-outputs coded as GEM 2 have mainly contributed to this positive trend. In 2024, the total coded GEM 2 represents 68.2 per cent, while GEM 3 represents 9.3 per cent. Only 22.4 per cent of sub-outputs were coded as GEM 1 (contributing to GEWE in a limited way).

Figure 4 Prepared by the author based on the UN INFO Gender Marker Report (14.04.2024)



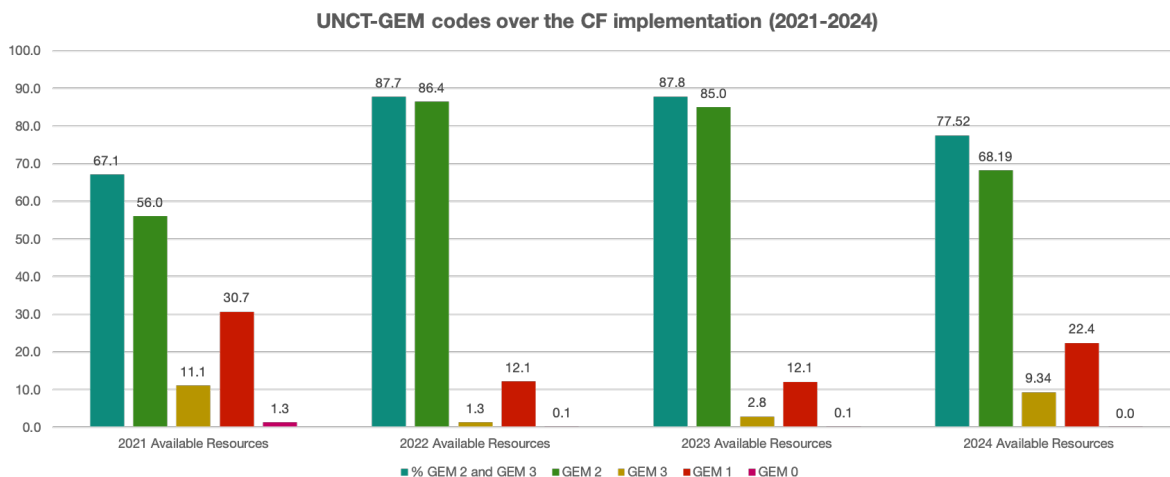
In 2024, the Security and Rule of Law and Economic Development Strategic Pillars of the CF are the main contributors to GEWE, 100 and 98.8 per cent, respectively. This information is crucial to understanding the key areas where the UNCT efforts are making a significant impact. These pillars contribute to GEWE either through sub-outputs with GEWE as a principal (GEM 3) or significant objective (GEM 2) (graph below), followed by Inclusive Politics and Reconciliation (79.7) and Social Development (74.1), which on the other hand, contribute to the significant proportions of sub-outputs coded GEM 3 (11.7 and 10.1, respectively). For Inclusive Politics and Reconciliation, this might be linked to the contributions of the ongoing JP on Women, Peace and Protection, implemented by UNDP, UN WOMEN, and UNSOM. For the Strategic Pillar on Social Development, one can assume that this is because it is the one pillar concentrating the highest proportion of GEWE-specific indicators, in line with the SDG Agenda (refer to the assessment of Performance Indicator 1.3).

Figure 5 Prepared by the author with data from the UN INFO Gender Marker report (14.04.2024)

UNSDC 2021-2025 Strategic Pillar	2024 Available Resources				Combined GEM 3 and GEM 2
	GEM 3	GEM 2	GEM 1	GEM 0	
SP 1- Inclusive Politics and Reconciliation	11.7	68.0	17.3	0.0	79.7
SP 2- Security and Rule of Law	4.6	95.4	0.0	0.0	100
SP 3 - Economic Development	4.2	94.6	1.2	0.0	98.8
SP 4- Social Development	10.1	64.0	25.8	0.0	74.1

With all sub-outputs in the JWP having a gender marker code (criteria b), the UNCT has consistently committed to supporting progress on GEWE, as shown in the graph below. The combined proportion of GEM 2 and GEM 3 has been over the global target since 2022, and while we register a decrease in the proportions of GEM 1 and GEM 0, if compared to the 2021 baseline with the 2024 data (GEM 1: from 30.7 to 22.4; GEM 0: from 1.3 to 0).

Figure 6 Prepared by the author with data from the UN INFO Gender Marker report (14.04.2024)



Refer to the chart below and [ANNEX 4](#) for more data analysis and charts on UNCT-GEM.

Despite these positive results over the years, there is a pressing need to ensure the consistency and accuracy of the UNCT-GEM coding by applying the appropriate codes. This is crucial to mitigate risks of mis-coding or over-coding and to ensure the reliability of the UNCT-GEM data. It is worth noting that Somalia UNCT is missing the requirements when it comes to comprehensive and practical capacity training on UNCT-GEM for staff engaged in the development of JWPs and those involved in period monitoring and reporting of JWP results (criteria a), as well as quality assurance review of coding, supported by GTG (e). In addition, at the moment, the UNCT-GEM codes in UN INFO must be accompanied by a gender marker narrative, which is yet to be the case for Somalia (criteria d). These measures are not just necessary but urgent, and their implementation would significantly enhance the reliability of the UNCT-GEM data.

It is further suggested that accurate data is collected but also given visibility by reporting them. Opportunities exist in the context of the UN Annual Results Report (in line with the QCPR indicator 1.4.18) and the UN Somalia Joint Fund Annual Report (in line with the QCPR 1.4.21). Data analysis can also be used to develop policy briefs in support of resource mobilization for GEWE in the context of CF's implementation and aligned with the *UN Somalia Joint Fund Investment and Resource Mobilization Strategy 2022-2030*.

Evidence or Means of Verification:

- Data from UN INFO: Export Funding Per Standard Marker in a Plan_ (2024-04-08)
- The UN Somalia Joint Fund Investment and Resource Mobilization Strategy 2022-2030
- CF 2021-2025 Funding Framework
- PowerPoint Presentation, including recommendations, of the Webinar on Gender Mainstreaming in Joint Programmes, Somalia, Feb. 2024
- Somalia UNCT-GEM analysis, 2021- 2024

Dimension Area 7 | Results

PI 7.1 GEWE RESULTS

INDICATOR 7.1 UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 21 months.	Meets two of the following criteria: a. At least one substantive inter-agency gender capacity development activity for NU personnel has been carried out during the past 21 months. b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.	Meets two of the following criteria: a. At least one substantive inter-agency gender capacity development activity for NU personnel has been carried out during the past 21 months. b. A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

Indicator 7.1
UN Programmes make a significant contribution to gender equality in the country.

Score:
Approaches minimum requirements

Findings and Explanation

- a** The UNCT has achieved or is on track to achieve **all** GEWE results as planned in the CF outcomes in line with SDG priorities, including SDG 5 – **Not Met**.

(For GEWE results areas planned in the CF Outcomes, please refer to PI 1.2 and 1.3 in this report).

Under Outcome 1.2 of SP1 - *Inclusive Politics and Reconciliation*, as per the outcome indicators report extracted from UN INFO on April 14, 2023, the gender-specific outcome indicator has available data to inform progress: *'Proportion of seats held by women in (a) Federal and (b) Federal Member State Parliaments'*. The data provided for 2022 shows that the 30 per cent quota guaranteed by the indirect electoral model was not respected, with women gaining 26 per cent of seats in the Upper House and 20 per cent of seats in the House of the People, totaling 21 per cent in both houses, a reduction from the 2020 baseline of 24 per cent. However, in 2023, the indicator reported an increase of elected women in Puntland's district councils, from 1.5 per cent (2020 Baseline) to 17 per cent in 2023, with 129 women elected in Puntland's district council elections organized in May 2023. Advocacy, policy, and technical support to national stakeholders, including women's caucus, for the adoption of legal provisions in the context of the Constitutional review process and other legislative frameworks, are still on track and may result in more positive outcomes in this specific strategic result. Additionally, the Parliament recently made an important provision in the constitution amendments, specifically that the quota should be included in subsequent legislation. This is a concrete result of the «30 per cent quota for women» campaign supported by the UN.

Moreover, it is worth noting that the UN Results Reports (2021, 2022 and 2023) show that progress is being made and monitored in all four SPs at the output level. The UN contributes significantly to creating favourable policies and legal environments that promote gender equality and empowerment of women and girls. They are also supporting institutional capacity building of government entities (at federal and state levels), Civil Society Organizations, and women's networks on issues, such as adequate protection and support to survivors of sexual and gender conflict-related violence, access to justice for women, social and economic inclusion, and resilience of young and internally displaced women. Additionally, the UN supports women's business and entrepreneurial skills in Small and Medium-sized Enterprises (SMEs). The UN's advocacy and communication initiatives have contributed to raising awareness and sharing knowledge to address the root causes of gender inequality. For instance, there are community-based outreach campaigns on gender roles and Gender-Based Violence, the adverse effects of Female Genital Mutilation on women and girls, period poverty, and girls' education, among others.

The UN in Somalia has played a crucial role in meeting the practical needs of women, girls, men, and boys in the context of humanitarian and peacebuilding response. It has created gender-responsive infrastructures such as marketplaces, better access to food and water, schools, training centers, health facilities, and roads. Additionally, the UN has installed and equipped SGBV one-stop centers to support survivors of gender-based violence and worked towards agricultural land recovery, among other contributions. In addition, the UN has collaboratively contributed to improving the agency and capacity of GEWE CSOs in Somalia to participate, voice their opinions, and influence consultation and decision-making forums. Through the UN's collective effort, more women and girls are now networking, leading, and participating by sharing their views, concerns, needs, and aspirations and contributing and benefiting from their experience, knowledge, skills, and abilities.

Based on the above information and the fact that there are two years left until the end of the current CF, it appears that UN Somalia is progressing towards achieving some of the gender-related outcomes outlined in the CF. However, the data necessary to measure progress towards these outcomes must be collected as planned.

NOTE: the gender-related outcome indicators for Somalia are at a very high level and challenging to track and achieve within five years. As mentioned above, per the outcome indicators report extracted from UN INFO on April 14, 2023, only one out of nine gender-sensitive outcome indicators can be informed. As mentioned in PI 2.3, monitoring the progress of gender outcome indicators has been challenging between 2021-2023, as data is missing on almost all indicators, making it difficult to measure progress towards achieving the results in line with SDG's priorities on GEWE. Sex-disaggregated data should be available/provided for at least five outcome indicators to measure different results for women and men and support the evaluation of gender impacts of the implemented initiatives. Data should be ensured both at baseline and in progress reporting.

Evidence or Means of Verification:

- UNSDCF 2021-2025 (Results Framework), Somalia
- UNCT Annual Results Report (2021, 2022)
- UN Somalia Joint Fund Annual Narrative Report (2021, 2022, 2023)

05

CONCLUSIONS AND MAIN RECOMMENDATIONS

The UNCT in Somalia is committed to promoting gender equality and women's empowerment. Despite challenges, the UN has formed strong partnerships with government officials and civil society organizations to accelerate results that positively impact the lives of women, men, girls, and boys in Somalia. The UN has consistently invested in and increased its support for gender equality and women's empowerment, with a

solid Gender Theme Group and robust financial investment. The Somalia Joint Fund mechanism also emphasizes gender equality and women's empowerment as core principles, which aligns with the UNCT's commitment to financing gender equality.

The assessment identified some good practices, including:

01

2.1 Gender Mainstreaming twin-track approach in JPs: HR and Gender as a standalone window of SJF and gender mainstreaming across other JPs; webinar on gender mainstreaming in JPs targeting programme staff

02

2.2 Girls Take Over Event & Advocacy on WPP (30% quota)

03

3.1 Support to national delegation to CSW 68

3.2 Forum of Women Parliamentarians Vs UN Somalia

04

5.1 The senior leadership of GTG, with a seat in the UNCT; UNCT's funds allocation to GTG (cost-sharing); assignment of GTG members to Pillar Groups to provide gender-mainstreaming programme support.

It is worth noting that there is a comprehensive Gender Strategy at the UNCT level, which closely aligns with the Scorecard framework. However, it is crucial to ensure its implementation and monitoring while adhering to the governance and accountability provisions indicated in the strategy. If enforced, the UNCT's score will substantially improve against all indicators that do not meet the minimum requirements.

While there have been some positive developments, there is still a need for further improvement in adopting a more comprehensive and organized approach to gender mainstreaming. To meet the minimum standards the United Nations sets at the country level, intentional efforts across the seven-dimensional areas of the gender scorecard are necessary.

Across the performance indicators of the UNCT-SWAP Gender Equality Scorecard, the following list of gaps and challenges need to be addressed to meet the minimum requirements:

- There are areas where gender analysis and gender data are insufficient in the CCA.
- Additionally, gender mainstreaming in CF outcomes and the coherence of the results chain, including outputs and indicators at the outcome and output levels, must be more visible.
- A system must be implemented to ensure gender mainstreaming in JPs, and GTG must ensure quality assurance of the UNCT-GEM code application.
- Moreover, joint communication and advocacy in non-traditional areas beyond SGBV and WPP is necessary.
- Strengthening government and CSO participation and engagement in gender-related SDG localization and/or implementation is also essential.
- There must be systematic tracking and reporting of gender results in the context of the CF implementation.
- Active and meaningful participation of all appointed Gender Focal Points in the GTG, seniority of members, monitoring and reporting of the implementation of the GTG Work Plan and Gender Equality Strategy, and inter-agency collaboration are also needed.
- Inter-agency gender capacity building/technical training is necessary, along with an inter-agency capacity assessment and capacity development plan and UNCT induction material that integrates GEWE commitments and the country's related challenges.
- Gender mainstreaming in strategies and inter-agency group plans, namely in BOS and UNCG, is also essential.
- A system-wide plan on gender parity and tracking, and the appointment of at least one UNCT Gender Focal Point, is necessary. Finally, UNCT-GEM codes in UN INFO should provide narrative justifications.

Leadership

- Allocated sufficient time for meaningful discussions on the status of gender equality in the UNCT Somalia, informed by the results of the UNCT-SWAP GE scorecard and its alignment with the UNCT Gender Equality Strategy (2021-2025);
- Plan and request regular updates on the implementation status and annual reporting on the UNCT-Gender Equality Strategy and the UNCT-SWAP GE Action Plan;
- Improve championing and show commitment to GEWE, internally and externally;
- Strengthen reporting on gender commitments and results and integrate gender results in Performance Appraisal and UNCT coordination results;
- (Re)Appoint all Entity's Gender Focal Point for the GTG and integrate their roles and responsibilities as GFP in the staff's TOR and Annual Performance Reviews.
- Appoint up to four UNCT-SWAP Scorecard Focal Points for the UNCT-SWAP Scorecard Reporting Platform and members of the global network

06

WAY FORWARD AND MONITORING OF THE ACTION PLAN

- Integrated Coordination Office: Circulate the Report and Action Plan for all UN staff and organize an all-UN town hall event to present and discuss findings, including Organizational Survey Results.
- Integrated Coordination Office in collaboration with the Gender Theme Group: Include the discussion of the UNCT-SWAP Scorecard Assessment Report in the next UNCT retreat's agenda, allocating sufficient time for meaningful discussions and ensuring action points are followed through;
- Integrated Coordination Office, in collaboration with Gender Theme Group: Transfer content from Google's shared drive to a UNCT shared drive for tracking and updating documentation for annual reviews, benefiting institutional memory and data management.
- Gender Theme Group: Conduct an exercise to revisit and cost the Action Plan of the 2024-2025 UNCT-SWAP Gender Equality Scorecard. Through the UNCT, Entities' financial commitment should follow immediately after, and pooled funds must be allocated for its implementation;
- Integrated Coordination Office: Convene a workshop of different inter-agency teams to discuss roles and responsibilities in the implementation of the Scorecard Action Plan;
- Gender Theme Group: review the GTG Biannual Work Plan 2023-2025 to include Scorecard Action Points for which it has a leading responsibility;
- The Integrated Coordination Office, in collaboration with Gender Theme Group, will institutionalise a UNCT calendar for quarterly IAT reporting on the progress of implementing the scorecard action plan. Start the process of Annual Reviews in September 2025 to allow sufficient time for in-depth and comprehensive desk review, substantive participation, ownership, and learning.

07

SOMALIA UNCT-SWAP GENDER EQUALITY SCORECARD

ACTION PLAN - 2024-2026

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
1 - Planning					
Explanation and Links to the UNCT-SWAP assessment (PI 1.1 CCA):					
<p>Gender analysis, including causal analysis, is not consistent across the CCA. There is a general lack of use of gender data and sex-disaggregated statistics across the CCA to support gender analysis, which is not consistent with the minimum requirements. The CCA was observed to miss sex disaggregation on critical demographic statistics, such as population, poverty, labour force participation, employment in economic sectors, informal sector, food insecurity, malnutrition, agriculture-based population, access to drinking water and sanitation, electricity, and urban/rural population.</p>					
Alignment with Gender Equality Strategy (2021- 2025)	<p>Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring, reporting and data sharing framework PMT uses and all clusters in the UN's development and humanitarian work.</p>				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 1.1 CCA	Approaches	1.1.1 Rely on the expertise of GTG members assigned to CF Results Working Groups/ Pillar Groups to appoint a GTG's task team to participate in the 2025 CCA.	GTG/ IO/ UNCT	Staff-time	2024
		1.1.2 Ensure consistent use of sex-disaggregated data and gender statistics in the subsequent CCA (including CCA update)	CCA Task Team/ GTG	Staff-time	2024 - 2026
		1.1.3 Create and disseminate a 'UNCT gender data repository' to improve the inventory and use of gender statistics and data (statistics, policy papers, studies and reports) and update it regularly	GTG/ IO	Staff-time	2024
		1.1.4 Conduct Gender Analysis training as part of the preparation activities for the development of the next CF cycle), targeting GGT members and all program staff	IO/ PMT/ GTG	External Consultant	2025
		1.1.5 Draft/ update and share fact-sheet papers/ briefs on the following themes: women in agriculture, gender in the WASH sector, gender in economic sectors; gender and conflict; women in the informal sector; women in law to inform CCA and CF	GTG/ UN Entities	Staff-time/ External Consultant	2024 - 2025
		1.1.6 Ensure quality assurance review of the draft CCA that involves the GTG and institutionalise it for the subsequent CCAs	GTG/ CCA Task Team/ IO	Staff-time	2024 - 2026
Explanation and Links to the UNCT-SWAP assessment (PI 1.2 CF Outcomes):					
Although all outcomes of the CF have varying degrees of gender mainstreaming, there is still room for improvement.					
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring reporting and data sharing framework used by PMT and all clusters in the UN's development and humanitarian work.				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 1.2 CF Outcomes	Meets	1.2.1 Ensure at least one working session annually between the CF Results Working Groups and the CF Result Group on Gender, Human Rights and Inclusion to review and assess the Joint Work Plans with a gender lens	IO/ PMT / CF Results Working Groups/ GTG	Staff-time	2024-2026
		1.2.2 Conduct evidence-based advocacy for a twin-track approach of gender mainstreaming in the next CF (a gender-targeted outcome and gender mainstreamed across CF outcomes)	GTG	Staff-time	2025
		1.2.3 Ensure GEWE is mainstreamed in all outcomes of the new CF in a significant and coherent manner (gender-sensitive language in the statement, gender analysis in the narrative, gender articulated in the TOC and the results framework, with indicators at outcome and output level).	CF Task Team/ GTG/ M&E Working Group	Staff-time	2025
Explanation and Links to the UNCT-SWAP assessment (PI 1.3 CF Outcome Indicators):					
<p>Somalia's UNSDCF has 59 indicators at the outcome level, of which 13 are sex-disaggregated and track progress towards gender equality (22 per cent). The number of gender-neutral indicators is still high (46 out of 59, corresponding to 78 per cent), which will require more concerted efforts on sex disaggregation and ensuring gender dimensions in measuring the progress of UN investments.</p>					
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring, reporting and data sharing framework used by PMT and all clusters in the UN's development and humanitarian work.				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 1.3 CF Out- come Indicators	Approaches	1.3.1 In the next CF (at the design phase), conduct an alignment exercise between the gender issues identified in the CCA and the CF priorities and indicators to measure progress	M&E Working Group/ GTG	Staff-time	2025
		1.3.2 In the next CF (design phase), conduct a review of the results matrix to ascertain the proportion of gender-sensitive indicators across CF outcomes to align with the minimum requirement of 33 per cent (combination of sex-disaggregated and gender-specific indicators in line with SDG 5) which includes corresponding base-lines and targets	M&E Working Group/ GTG	staff-time	2025
2. Programming & M&E					
Explanation and Links to the UNCT-SWAP assessment (PI 2.1 UN Joint Programmes contribute to reducing gender inequalities):					
<p>It has been noted that there is currently no system to ensure gender mainstreaming in JPs (Joint Programmes) in UNCT Somalia. Furthermore, there are still opportunities to strengthen gender mainstreaming further across joint programmes (JPs) to better align with the requirements of the GEM (Gender Equality Marker) 2, with a particular focus on the results matrix. Issues that must be addressed include: (i) gaps in linking the gender analysis to the context analysis and the results framework. Sometimes, the results matrix doesn't fully reflect the gender issues identified in the analysis and the Theory of Change (ToC); (ii) Few high-level results on Gender Equality and Women's Empowerment (GEWE) (outcomes and outputs) and gender-sensitive indicators exist, which hinders the possibility of tracking progress on GEWE; (iii) Some ToCs don't sufficiently articulate contributions to narrow gender inequalities and how they contribute to promoting GEWE.</p>					
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring, reporting and data sharing framework PMT uses and all clusters in the UN's development and humanitarian work.				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 2.1 Joint Pro- grammes	Meets	2.1.1 Ensure provisions for GEWE mainstreaming in all documentation/ guidelines/ standards procedures, calls for proposals and templates related to the establishment process of JPs, including the mandatory application of GEM (and respective targets).	IO/SJF Secretariat/ GTG	Staff-time/ External Con- sultant	2024
		2.1.2 Review GTG ToR to explicitly include provisions on technical support in the application of UNCT-GEM and quality assurance processes and include them in the Work Plan	GTG/ UNCT	Staff-time	2024
		2.1.3 Ensure at least one member of the joint programme design team from amongst participating agencies has sector-specific gender expertise and is provided with clear guidelines to ensure gender mainstreaming in the programme from the start.	UN entities	Staff-time	2024-2026
		2.1.4 Establish a harmonized internal screening process (gender review) of early drafts to be adjusted against a checklist.	UNCT/ GTG	Staff-time/ External Con- sultant	2024
		2.1.5 Apply UNCT-GEM at the design stage of the JP and in mid-term review opportunities.	UN entities/ GTG	Staff-time	2024-2026
		2.1.6 At the review opportunity of the UN Somalia Joint Fund Investment and Resource Mobilization Strategy 2022-2030, strengthen gender mainstream by integrating a gender marker.	IO/ SJF Secretariat/ GTG	Staff-time	XX
Explanation and Links to the UNCT-SWAP assessment (PI 2.2 Communication and Advocacy address gender inequalities):					
UN Somalia Joint Communications Strategy 2023 does not visibly include gender equality.					

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.2 UN Somalia commits dedicated resources for the strategic use of evidence-based data for the advancement of gender equality, women’s empowerment and inclusion across the nexus				
PI 2.2 Communication and Advocacy	Approaches	2.2.1 Ensure that the CF Communication Strategy and the cascaded AWP’s of the UN Communication Group reflect annual goals on gender communication events and advocacy campaigns on GEWE related issues	UNCG/ GTG	Staff-time	2024
		2.2.2 Undertake capacity training on gender-responsive communication in the context of the SDGs, including SDG 5, and if possible, extend the participation to national media partners.	UNCG/ GTG	Staff-time/ External Consultant	2025
		2.2.3 Support documentation and communication of gender results to support resources mobilization and partnership mobilization	UNCG/ GTG/ IO	Staff-time/ Financial allocation	2024-2026
Explanation and Links to the UNCT-SWAP assessment (PI 2.3 CF MEL measures progress against planned GE results):					
<p>The assessment found that Monitoring and Evaluation processes are inconsistent in collecting sex-disaggregated data and tracking gender results, which limits the possibility of measuring results on GEWE and learning from them. Gender results must be tracked at a higher level and should go beyond the sex-disaggregation of data on participants and beneficiaries. In addition, there was no evidence that the Monitoring, Evaluation and Learning Working Group (MEL-WG) has received technical training on gender-sensitive M&E during the past few years.</p>					
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.1 UN Somalia institutionalise a robust planning, monitoring, reporting and data sharing framework PMT uses and all clusters in the UN’s development and humanitarian work.				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 2.3 CF Monitoring and Evaluation	Approaches	2.3.1 Make full use of UN INFO as the primary platform for CF M&E and use available data and information systems at the national level to help strengthen data collection and annual reporting, as planned.	CF Results Working Groups/M&E Working Group	Staff-time	2024-2026
		2.3.2 Ensure that UN Country Results Reports track progress at outcome and output levels and that output indicators promising disaggregation are collected and reported accordingly.	CF Results Working Groups/M&E Working Group	Staff-time	2024-2026
		2.3.3 Organize a capacity training event targeting M&E staff on gender responsive M&E and SDGs gender-related indicators (if possible, extend it to relevant external partners).	GTG/ M&E Working Group/ IO	Staff-time/ External Consultant	2024
		2.3.4 Introduce UNCT-GEM data on annual results report	CF Results Working Groups/M&E Working Group/ IO/ GTG	Staff-time	2025-2026
		2.3.5 Ensure that gender mainstreaming is integrated into the final evaluation of the UN-SDCF (review the TOR per UNEG's guidelines on gender-responsive evaluation; involve the Gender Theme Group from the beginning of the evaluation process; appoint a gender specialist to the UN task team; prepare a briefing on gender-responsive evaluation; conduct a gender quality review of the findings and management plan should be conducted)	IO/ GTG/ Evaluation Task Team	Staff-time	2024
4. Leadership and Organizational Culture					
Explanation and Links to the UNCT-SWAP assessment (PI 4.1 UNCT Leadership is committed to championing GEWE):					
Gender equality was not a topic of discussion in at least 60 per cent of UNCT meetings during the last 12 months					

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
Alignment with Gender Equality Strategy (2021-2025)	Output 2.1.1 Gender equality and inclusion policies, practices, mechanisms and measures applied by UN Somalia in all operations and programmes				
PI 4.1 Leadership	Meets	4.1.1 Ensure GEWE is a more frequently relevant topic in the UNCT agenda with adequate time allocated for discussions, including for tracking the implementation of the UNCT-SWAP GE Scorecard Action Plan and the UNCT GE Strategy	UNCT/ IO/ GTG	Staff-time	2024-2026
		4.1.2 Include discussions on the UNCT-SWAP GE Scorecard findings and Action Plan as a topic in the UNCT Retreat 2024 and ensure subsequent regular updates on implementation progress during UNCT meetings.	UNCT/ IO/ GTG	Staff-time	2024 -2026
		4.1.3 IO-RCO to work closely with the GTG to provide gender inputs to DSRSG/RC/HC's public speeches and press statements	IO/ GTG	Staff-time	2024-2026
		4.1.4 Agree on UNCT's core messages on CF gender-related priorities to be systematically convened by both UNCT/HCT and disseminate among all staff (annual review)	GTG/ UNCG	Staff-time	2024-2026
		4.1.5 Acknowledgement for UNCT members/ HOAs that have shown strong commitment and support GEWE. Institute an annual award/ certification for UNCT members on transformative leadership in gender based on a staff survey/voting mechanism.	GTG/ Human Resources Working Group/ UNCT	Staff-time	2025 - 2026
		4.1.6 Implement a reward system for Gender Focal Points to encourage their active participation and valuable contributions	UNCT/ HOAs/ Human Resources Working Group/ GTG	Staff-time	2024-2026

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
Explanation and Links to the UNCT-SWAP assessment (PI 4.2 Organizational Culture fully supports the promotion of GEWE):					
Alignment with Gender Equality Strategy (2021-2025)	Output 2.1.1 Gender equality and inclusion policies, practices, mechanisms and measures applied by UN Somalia in all operations and programmes				
PI 4.2 Organizational Culture	Meets	4.2.1 Organize a joint meeting of GTG and OMT - Human Resources Working Group/ UN Staff Association and IO-RCO to discuss results of the Organizational Survey and brainstorming ideas of measures to improve on enabling environment in line with the UN System Field-Specific enabling environment guidelines, followed by a Town-Hall meeting with senior managers and UNCT Leadership	GTG/ OMT - Human Resources Working Group/ Staff Association/ PSEA Working Group/ UNSOS Training Unit/ IO	Staff-time/ Financial allocation	2024
Explanation and Links to the UNCT-SWAP assessment (PI 4.3 Gender Parity in Staffing is achieved):					
The assessment found no evidence of a UNCT plan in place to promote gender parity in the UN in Somalia, despite awareness of the need for deliberate efforts, as expressed in various forums, including the UNCT; there is no evidence found regarding the appointment of a Gender Focal Point by the UNCT to coordinate and work on gender parity at the UN country level; the UNCT in Somalia has an overall gender gap of 38 per cent, with more than double the proportion of men compared to women. Women represent 31 per cent of the staff, while men represent 69 per cent.					
Alignment with Gender Equality Strategy (2021-2025)	Output 2.1.1 Gender equality and inclusion policies, practices, mechanisms and measures applied by UN Somalia in all operations and programmes; Output 2.1.2 All UN Somalia agencies have put in place and implemented measures to prevent corporate sexual exploitation and abuse				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 4.3 Parity in staff	Missing	4.3.1 Follow-up on the requested mapping of initiatives promoting gender parity across the UNCT	OMT - Human Resources Working Group	Staff-time	2024
		4.3.2 Develop a UNCT Gender Parity Plan (also integrating results from the Organizational Survey on staff perceptions of GEWE in the workplace)	OMT - Human Resources Working Group/ GTG	Staff-time/ External Consultant	2025
		4.3.3 Conduct annual analysis of data on gender parity in UN staff to track progress against the established baseline and ensure all AFPs input data in the global dashboard	UNCT/ OMT - Human Resources Working Group	Staff-time	2024-2026
		4.3.4 Organize a seminar on gender-responsive procurement for the OMT	GTG/ OMT/ IO	Staff-time/ UN Women	2025
		4.3.5 Appoint at least one UNCT- Gender Parity Focal Point, and ensure this role is included in the staff TORs and performance is assessed by the end of the year	UNCT	Time	2024
		4.3.6 Establish contact with the Office of the Focal Point for Women in the UN System for relevant communication and advocacy products (reports, videos, fact-sheets, and podcasts on advancing gender parity) to share with entities and colleagues across the UNCT.	IO	Staff-time	2024
5. Gender Architecture and Capacities					
Explanation and Links to the UNCT-SWAP assessment (PI 5.1 Gender Coordination Mechanism is empowered to influence the UNCT for GEWE):					
The senior personnel composition includes 1 D1, 2 P5, 3 P4, 1 CSII, 1 NOC and 1 SC10. The team did not reach the minimum required of 50% of senior staff P4/NOC and above					
Alignment with Gender Equality Strategy (2021-2025)	Output 2.1.1 Gender equality and inclusion policies, practices, mechanisms and measures applied by UN Somalia in all operations and programmes				

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
PI 5.1 Gender Coordination Mechanism	Meets	5.1.1 Regularly update the UNCT on the level of participation at the GTG meetings – hold members and agencies accountable for their participation and contribution commitment to the group.	GTG/ UNCT/ IO	Staff-time	2024-2026
		5.1.2 Updated GTG membership (including information on level, post/title) to avoid disruptions and ensure adequate gender capacity and seniority level/ following entities' nomination, members to be appointed formally by the DSRSG/RC/HC	UN Entities/ DSRSG/RC/HC/ GTG	Staff-time	2024
		5.1.3 Promote capacity-building initiatives targeting gender focal points, members of GTG (at least one per year)	UNCT/ UN Women	Staff-time/ Financial allocation	2024-2026
		5.1.4 Ensure annual financial resources are allocated to GTG to support the implementation of its Biannual Work Plan, in line with the pooled funding agreement implemented in 2024	UNCT/ GTG	Financial allocation	2025 - 2026
		5.1.5 Promote annual update and communication on GTG's results (internal report: 'round-up paper of GTG's activities and results')	GTG/ UNCG/ IO	Staff-time/ Financial allocation	2024 - 2026
		5.1.6 Review the Bi-annual work plan to visibly align with the UNCT GE Strategy and the UNCT-SWAP GE Scorecard Action Plan and tracking of implementation	GTG/UNCT	Staff-time	2024
		5.1.7 Create a shared folder for GTG-related documentation (processes, meeting minutes, membership list, work plans, reports, etc.) and assign someone to update it regularly.	GTG	Staff-time	2024
Explanation and Links to the UNCT-SWAP assessment (PI 5.2 UNCT has adequate capacities developed for gender mainstreaming):					

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
<p>There is no evidence to suggest that the UNCT has carried out any significant inter-agency capacity development activity for UN personnel in the past year; the UNCT lacks an established inter-agency capacity plan informed by an inter-agency capacity assessment. Additionally, the UNCT could not provide evidence of induction materials for new staff, including UNCT's gender commitments in the CF and related country development challenges and priorities.</p>					
Alignment with Gender Equality Strategy (2021-2025)	Output 2.1.1 Gender equality and inclusion policies, practices, mechanisms and measures applied by UN Somalia in all operations and programmes				
PI 5.2 Gender Capacities	Missing	5.2.1 Conduct a rapid mapping of in-house capacities on gender and establish which GEWE competencies are available within each UN Entity across the nexus to enable the distribution of GEWE responsibilities and contribute towards capacity-building.	GTG/ IO/ UNCT	Staff-time	2024
		5.2.2 Conduct the staff capacity assessment on gender and use the findings to inform a UNCT capacity development plan that covers the next CF cycle.	OMT - Human Resources Working Group/ GTG/ UN-SOS Training Unit	Staff-time/ External Consultant	2024-2025
		5.2.3 Promote inter-agency capacity development activities in line with the capacity development plan	GTG/ UNSOS Training Unit/ IO/ PMT	Staff-time/ External Consultant/ Financial allocation	2025
		5.2.4 Develop an All UN onboarding induction package that includes GEWE national context and GEWE capacity needs assessment of the incoming person.	OMT - Human Resources Working Group/ GTG/ UN-SOS training Unit/ PSEA Working Group	Staff-time/ External Consultant	2024-2025
		5.2.5 Conduct an internal review of the status implementation of the UNCT Strategy on GEWE (2021-2025) and report on progress and challenges	GTG/ UNCT	Staff-time	2024
		5.2.6 Strengthen gender coordination capacity at UN Women, in line with its coordination mandate and responsibilities across coordination structures	UN Women	Financial resources	2025

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
6. Resources					
Explanation and Links to the UNCT-SWAP assessment (PI 6.1 Adequate resources for gender mainstreaming are allocated and tracked):					
Somalia UNCT is missing the requirements for comprehensive and practical capacity training on UNCT-GEM for staff engaged in the development of JWPs and those involved in period monitoring and reporting of JWP results, as well as quality assurance review of coding, supported by GTG. In addition, at the moment, the UNCT-GEM codes in UN INFO must be accompanied by a gender marker narrative, which is yet to be the case for Somalia.					
Alignment with Gender Equality Strategy (2021-2025)	<p>Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring, reporting and data sharing framework PMT uses and all clusters in the UN's development and humanitarian work.</p> <p>Output 3.1.2 UN Somalia commits dedicated resources for the strategic use of evidence-based data for the advancement of gender equality, women's empowerment and inclusion across the nexus</p>				
PI 6.1 Resources tracking	Missing	6.1.1 PMT will discuss with all CF Results Working Groups/ Pillar Groups a reasonable deadline to complete the UNCT- Gender Marker by integrating the narrative justification in JWPs in the UN Info.	UNCT/ IO/ UN Women/ CF Results Working Groups/ M&E Working Group/ GTG	Staff-time	2024
		6.1.2 Customize and deliver internal training on the UNCT-GEM targeting all UN INFO focal Points, Programme staff and M&E staff with a focus on quality application of UNCT-GEM	RCO/ CF Results Working Groups/ M&E Working Group	Staff-time/ External Consultant	2024
		6.1.3 GTG conducts at least one quality review exercise of the UNCT-GEM in JWPs annually and drafts a narrative report of main findings and recommendations for improvement. Findings on financial allocations to GEWE will inform the UNCT annual results report	GTG/ CF Results Working Groups/ IO	Staff-time	2024-2026

Dimension/ Performance Indicator	Baseline Score (2024)	Action Point	Responsibility/ in collaboration with	Required Resources	Timeline
7. Results					
Explanation and Links to the UNCT-SWAP assessment (PI 7.1 UN Programmes make a significant contribution to GE in the country):					
UN Somalia is progressing towards achieving some gender-related outcomes outlined in the CF. However, the data necessary to measure progress towards these outcomes must be collected as planned.					
Alignment with Gender Equality Strategy (2021-2025)	Output 3.1.1 UN Somalia institutionalises a robust planning, monitoring, reporting and data sharing framework PMT uses and all clusters in the UN's development and humanitarian work.				
PI 7.1 Contribution to Transformative Results	Approaches	7.1.1 Request inputs of the GTG on the reporting processes, including during the drafting and reviewing of the Annual UN Country Results Report, to visibly include gender results	CF Results Working Groups/M&E Working Group/ IO-IO/ GTG	Staff-time	2024-2026
		7.1.2 Ensure annual tracking and reporting of Outcome Indicators progress, including gender-related ones	CF Results Working Groups/M&E Working Group/ IO	Staff-time	2024-2026
		7.1.3 Invest in documenting GEWE results at CF output and outcome levels and support dissemination	GTG/ UNCG/ IO	Staff-time/ Financial Resources	2024-2026

ANNEXES

annex 1 – IAT Membership list and participation

Annex 2 – Findings of the Organizational Culture Survey

Annex 3 – Gender Parity Data

Annex 4 – UNCT-GEM data analysis

ANNEX 5 – PIECES OF EVIDENCE AND MEANS OF VERIFICATION



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