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TANZANIA



THE UNITED NATIONS COUNTRY TEAM, PERFORMANCE INDICATORS FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT

A Comprehensive Assessment on Planning,
Coordination, Programming and Results for Gender
Equality and Women's Empowerment



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ACRONYMS

CCA	Common Country Analysis
ECOSOC	Economic and Social Council
EVAW	Ending Violence Against Women
GE&HRCM	Gender Equality & Human Rights Coordination Mechanism
GEWE	Gender Equality and the Empowerment of Women
GBV	Gender-Based Violence
GTG	Gender Theme Group
HoAs	Heads of Agencies
HRBA	Human Rights Based Approach
IWD	International Women's Day
JP	Joint Programme
JWP	Joint Work Plan
LNOB	Leave No One Behind
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation and Learning
NWM	National Women's Machinery
OMT	Operations Management Team
PSEA	Prevention of Sexual Exploitation and Abuse
QCPR	Quadrennial Comprehensive Policy Review
RCO	The UN Resident Coordinator Office
RC	Resident Coordinator
SDG	Sustainable Development Goal
SRHR	Sexual and Reproductive Health
TOR	Terms of Reference
UNCG	United Nations Communications Group
UNCT	United Nations Country Team
UNCT-GEM	UNCT Gender Equality Marker
UNCT-SWAP	United Nations Country Team System-wide Action Plan
UNDAP II	United Nations Development Assistance Plan II
UNSDCF	United Nations Sustainable Development Cooperation Framework

FOREWORD



Leave No One Behind (LNOB) is the unequivocal commitment of all UN Member States and the transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals. In identifying the furthest left behind all too often, women and girls are at the top of that list. Hence, gender equality is at the forefront of the 2030 Agenda, with a stand-alone goal to advance gender equality and gender-related targets that are mainstreamed across the SDG goals.

We currently have six years left to achieve the promises of Agenda 2030 and the targets of the SDGs. We have seen a positive development across human development indicators in Tanzania; despite this significant progress, our Common Country Analysis highlights gender inequalities that remain, such as the feminisation of poverty, high rates of maternal mortality and gender-based violence.

In the context of UN country programming, the United Nations Sustainable Development Cooperation Framework (UNSDCF) offers the primary instrument through which the UN can deliver on

its mandate and catalyse the implementation of the 2030 Agenda. The UNCT-SWAP Gender Equality Scorecard provides the framework through which the UN in Tanzania has integrated gender equality and women's empowerment into the heart of UN programming.

This UNCT-SWAP report for Tanzania sheds light on the progress made in gender mainstreaming while highlighting areas that demand further improvement. It also provides an opportunity for introspection, allowing us to assess our organisational culture and gender equality considerations. The first UNCT-SWAP comprehensive report was developed in 2018, and with the updated comprehensive report in 2024, we can now identify overarching trends and persistent gaps. With the collective analysis, we are better equipped to focus our attention and allocate resources where they are most needed. Being in the early phase of Tanzania's UNSDCF 2022-2027, the report will catalyse achieving gender equality results to meet the strategic ambitions of the current UNSDCF.

We recognise that when the UN system in Tanzania works cohesively and systematically, integrating gender equality into our work enhances the visibility of women's and girls' contributions. The UNCT-SWAP Gender Equality Scorecard is a tool that guides us in all our efforts to enable us to contribute to a more inclusive and just future for all people in Tanzania.

Zlatan Milišić

Resident Coordinator, United Nations Tanzania

ACKNOWLEDGEMENTS

The UNCT-SWAP Gender Equality Scorecard Comprehensive Report was endorsed by the Heads of Agencies of UN entities in Tanzania and spearheaded by the UN Gender Equality and Human Rights Coordination Mechanism (GE&HRCM).

The findings and analysis presented in the scorecard were made possible through the dedicated contributions of an inter-agency team (IAT) comprising 27 focal points from the following entities: UNFPA, RCO, UNAIDS, UNEP, UN Women, UNESCO, FAO, UNDP, UNICEF, IFAD, WFP, IOM, UNHCR, UNOPS, UNCDF, WHO and ILO who also belonged to UN inter-agency working groups (GE&HRCM, UN Communication Group,

Monitoring, Evaluation and Learning Group and Human Resources Working Group). Personnel from the UN Resident Coordinators Office (RCO) and UN Women provided technical support and expertise throughout the assessment period.

Special thanks to the Resident Coordinator, Zlatan Milišić and UN Women Country Representative, Hodan Addou, representing the Chair and Co-Chair of the GE&HRCM, for their leadership and strategic guidance during the UNCT-SWAP Gender Equality Scorecard Comprehensive Assessment.

Overall quality assurance was provided by UN Women personnel at the country, regional and global level/UNCT-SWAP Gender Equality Helpdesk.



United Nations Tanzania Gender and Human Rights Coordination Mechanism Members

1. BACKGROUND

The United Nations Country Team System-Wide Action Plan (UNCT-SWAP) on Gender Equality Scorecard is an accountability framework that promotes improved planning, coordination, programming, and results for GEWE at the country level, tied to support for Member States in achieving the SDGs.

“Gender equality and women’s empowerment are integral to realising the 2030 Agenda and all the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard” (UNSDG Cooperation Framework Guidance 2019:11).

Leaving no one behind and reaching the furthest behind first is at the core of the 2030 Agenda and further highlighted in the Secretary General’s Vision ‘[Our Common Agenda](#)’ that commits to placing women and girls at the centre of work to accelerate the achievement of the SDGs. In addition, the 2020 Quadrennial Comprehensive Policy Review (QCPR) calls for enhancing and

accelerating gender mainstreaming through the implementation of the UNCT SWAP Scorecard, with consecutive ECOSOC Resolutions on gender mainstreaming also calling on the UN system to implement the UNCT-SWAP fully.

The UNCT-SWAP Gender Scorecard supports UNCTs in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from inter-governmental mandates and based on review and analysis of UNCT processes. It is organised around seven dimensions that address key GEWE components: i) planning, ii) programming monitoring and evaluation iii) partnerships; iv) leadership and organisational culture; v) gender architecture and capacities; vi) financial resources; and vii) results. Each dimension includes minimum requirements for Performance Indicators that UNCTs need to meet. It focuses on the performance of the UN system in terms of GEWE mainstreaming within the UNSDCF framework rather than the achievement of any single agency.

The main objectives of undertaking a Gender Scorecard exercise are to:

- Stimulate a constructive dialogue within UNCTs on the status of women’s empowerment and the mechanisms used to provide support in achieving gender equality;
- Identify gaps, corrective actions, and recommendations to implement comprehensive gender mainstreaming approaches in the implementation of UNSDCF 2022-2027 and;
- Ensure comprehensive gender mainstreaming in UNCT policies and practices, including business operations procedures such as procurement and human resource practices.

2. COUNTRY CONTEXT

The United Nations in Tanzania is implementing the United Nations Sustainable Development Cooperation Framework (UNSDCF) for 2022-2027. This framework serves as the primary planning and implementation instrument for all UN agencies in the country. It outlines a coherent plan of action for a coordinated UN approach wherein all partners will consolidate their efforts to achieve the 2030 Agenda for Sustainable Development and the national development goals. The UNSDCF succeeded in the previous planning framework, the United Nations Development Assistance Plan II (UNDAP II).

The UNSDCF identifies four strategic priority and outcome areas:

- **People** - The UN's focus is on improving Tanzanians' well-being through intervention in health, education, and enhanced capabilities of the population.
- **Prosperity** - The UN's focus is on increasing production, productivity, and incomes, helping to accelerate the creation of decent jobs and structural transformation for economic growth.
- **Planet** - The UN focuses on a greener, more sustainable development path that includes better access to clean energy and technology, climate change mitigation, disaster risk reduction and sustainable management of natural resources.
- **Enabling Environment** - The UN supports realising the three other priority areas by focusing on inclusive governance, development planning and financing, expanding and mainstreaming gender equality and human rights and access to data.

The UNSDCF integrates global programming principles and approaches to Leave No One Behind, Human Rights, gender equality and women's empowerment, sustainability, resilience and accountability.

The UN's partnership with the Government of Tanzania, as articulated in the UNSDCF, envisions that the people in Tanzania, especially the most vulnerable, can contribute to and benefit from a reduction in multidimensional poverty and

increased resilience through greener and more inclusive sustainable economic growth. The UN recognizes gender transformative approaches as a critical enabler in the interventions by the UN system towards the vision articulated in the Cooperation Framework.

To this end, the UN has committed itself to implementing the UN System-wide Action Plan on Gender Equality and Women's Empowerment in Tanzania. Addressing structural and intersectional gender inequalities and ensuring adequate investments in gender equality are essential in achieving the Framework's expected results. The UN has also committed to monitoring financial allocations for gender equality and women's empowerment per global standards.



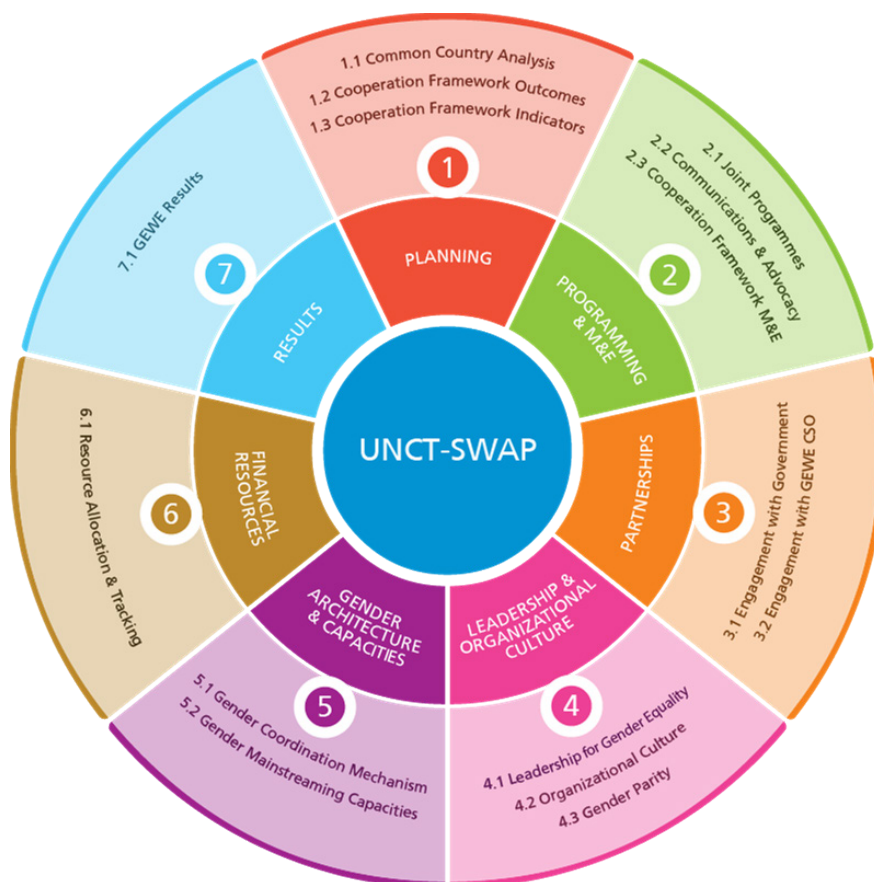
Michel Toto, Officer in Charge, UNESCO

3. THE UNCT-SWAP GENDER SCORECARD FRAMEWORK

The Gender Scorecard was developed as a coordinated approach to strengthen accountability for gender in the UN system. The performance indicators for GEWE in the scorecard were updated in 2023 to align to system changes in line with the United Nations Development System (UNDS) reform and strategic repositioning, which calls for a more coherent, accountable, and effective UNDS to support countries to achieve the 2030 agenda.

The UNCT-SWAP is organized around seven dimensions that address key GEWE components: i) planning ii) programming monitoring and evaluation, iii) partnerships, iv) leadership and organisational culture, v) gender architecture and capacities, vi) financial resources, and vii) results. Each dimension includes minimum requirements for performance indicators that UNCTs need to meet.

UNCT-SWAP Gender Equality Scorecard



4. THE UNCT-SWAP METHODOLOGY

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on each indicator and aspire towards higher levels of achievement. The four possible scores for each performance indicator are as follows:

- Missing requirements
- Approaches minimum requirements
- Meets minimum requirements
- Exceeds minimum requirements

UNCTs should aim to meet the minimum requirements for all indicators. However, this should be considered a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements. If UNCTs fall short of meeting the criteria categorised under 'approaching minimum requirements,' the indicator is scored as 'missing requirements.' Sometimes, an indicator may score as 'missing requirements,' despite some achievements, if it falls short of the criteria outlined in 'approaches minimum requirements.'

The UNCT-SWAP Gender Equality Scorecard Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of all 15 performance indicators, providing a rating and a justification for why a particular rating has been given. The development of a UNCT-SWAP Action Plan is the basis for the UN Country Team's response to the findings of the UNCT-SWAP Comprehensive Assessment. Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress for five selected indicators.

The UNCT-SWAP Gender Equality Scorecard comprehensive assessment was conducted in Tanzania between January and April 2024 as a guided self-assessment using the 2024 version of the UNCT-SWAP Gender Equality Technical Framework.¹ An Interagency Assessment Team

(IAT) comprising of members from the GE&HRCM and other UN inter-agency working groups such as the Monitoring, Evaluation and Learning Group, UN Communications Group, and the Operations Management Team gathered data/evidence, assessed and assigned preliminary scores to the indicators.

The process was co-led by the Resident Coordinators Office (RCO) and UN Women's Country office, with external coordination and technical support from a gender consultant to ensure the validity of findings and rigour of analysis.

The assessment process included Four stages:

1. Preparation: The Scorecard exercise in Tanzania was launched with a presentation to the UN Heads of Agencies (HOAs) by UN Women on the UNCT-SWAP Gender Equality Scorecard performance indicators and assessment methodology. The HOAs endorsed the assessment process in December 2023 and appointed the Interagency Assessment Team (IAT) with representatives from across the UNCT.

2. Self-Assessment: A technical briefing on the methodology and indicators for the IAT on how to conduct the assessment took place. The IAT worked in small groups to gather data/evidence, analyse, and assign preliminary scores for each indicator. The IAT small groups presented their initial findings during a feedback action planning meeting to reach a consensus on results for each indicator.

3. Action Planning: The IAT proposed an Action Plan based on the assessment findings. The GE&HRCM reviewed the Action Plan which will form the basis of the GE&HRCM work throughout the UNSDCF cycle, including the resources required and the responsibilities for follow-up.

¹ UNCT-SWAP Gender Equality [Technical Guidance](#)

4. Finalisation: The consultant drafted and submitted the UNCT-SWAP Gender Equality Scorecard report and action plan based on the inputs from the IAT. Tanzania's UNCT is among the first to utilise the updated 2023 Technical Guidance. It submitted its report and action plan for quality assurance by the UNCT-SWAP Gender Equality Helpdesk at UN Women's Headquarters.

The report will be uploaded to the UNCT-SWAP Platform and UNSDG IMS platform to contribute to the UN global accountability reporting in 2024.

5. Follow up: The UNCT, through the GE&HRCM, is responsible for ensuring resourcing and implementation of the Action work plan (see Annex 2).



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5. FINDINGS

The UNCT in Tanzania undertook its first UNCT-SWAP Gender Scorecard assessment in 2018 within UNDP II as one of the first UNCTs globally to conduct the exercise. Annual progress reports on the UNCT-SWAP have since recorded progress on performance indicators related to GEWE in joint programming, communications and advocacy, collaboration with women's CSOs, an organisational culture that supports GEWE, gender coordination mechanisms, UNCT capacity on GEWE and financial resources for GEWE. This 2024 assessment shows progress in mainstreaming gender in the UN programming framework, especially through establishing a gender coordination mechanism

that provides technical assistance to the UNCT in mainstreaming gender. Nonetheless, there is still need for a concerted effort on indicators that measure gender parity and use of rigour in gender analysis and sex-disaggregated data with the Common Country Analysis (CCA).

This second UNCT-SWAP Gender Equality Scorecard assessment was conducted between January-April 2024, in the second year of implementing the UNSDCF 2022-2027. The findings of this second gender scorecard exercise will continue to strengthen gender mainstreaming of the UNSDCF in all the seven dimensions of the scorecard.

Tanzania UNCT-SWAP Gender Equality Scorecard Results Overview – 2024

Table 1 and 2 below provide an overview and comparison of the performance ratings under the Tanzania UNCT-SWAP Comprehensive Report 2018 and 2024. Some criteria for indicators have been updated in the 2024 official guide with more rigorous criteria (1.1, 1.2, 2.3, 3.1, 3.2, 4.3, 5.1, 6.1), which were used for this assessment. However, it is still evident that there has been

a general improvement in performance across several dimensions from 2018.

The results reveal that the UN Tanzania has met or exceeded the minimum requirements in 12 of the 15 indicators. Two indicators score as approaching minimum requirements, and one is missing the minimum requirements.

Table 1: Tanzania UNCT-SWAP Comprehensive Report 2018

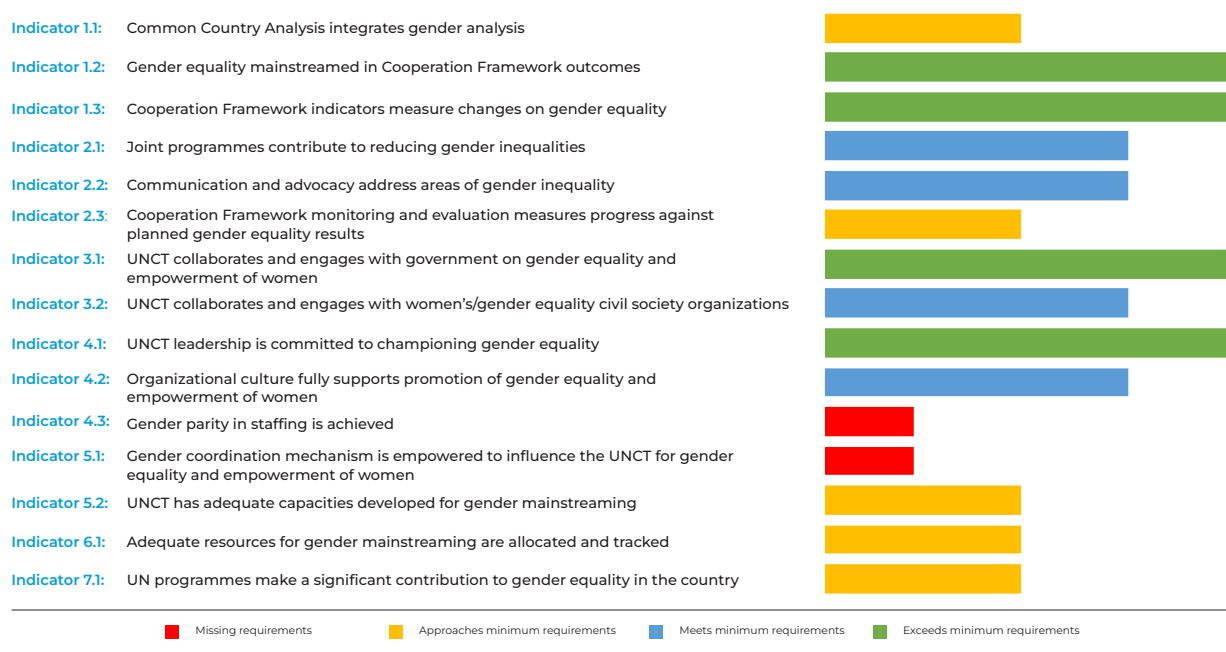
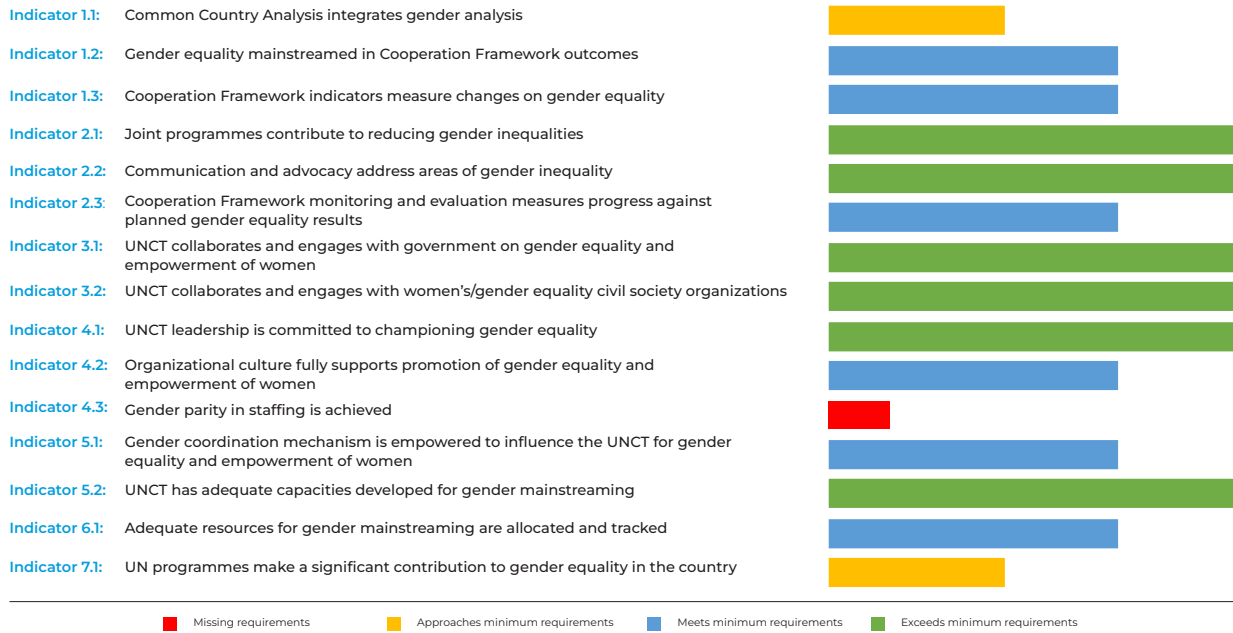


Table 2: Tanzania UNCT-SWAP Comprehensive Report 2024

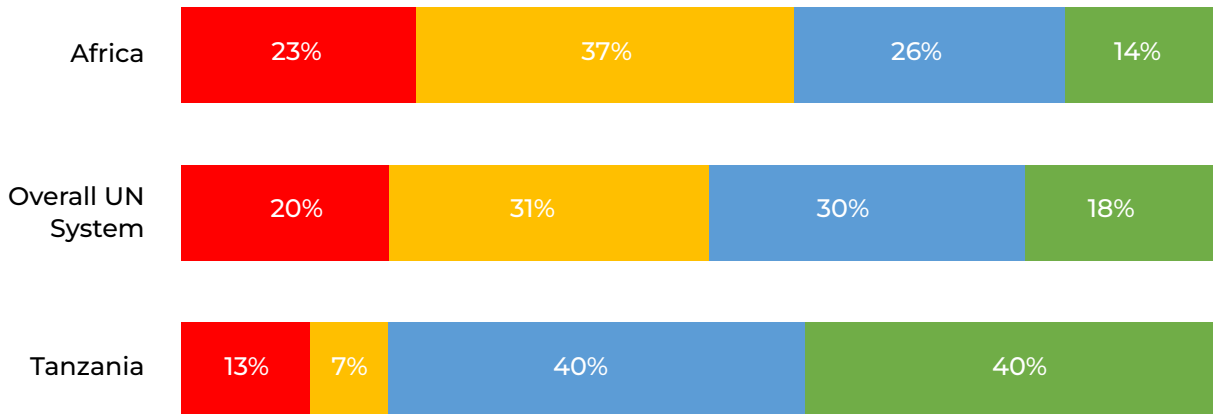


Comparison between Tanzania (2024 data) with Africa and the Overall UN System (2023 data)

Table 3 below compares the performance of UN Tanzania in the 2024 Comprehensive Report with Comprehensive Reports from 2023 UNCTs in Africa and the UN system overall. Tanzania performs significantly better than the regional

and global average, with 80 per cent of indicators rated as meeting (blue) or exceeding (green) minimum requirements compared to the 40 per cent average for the African region.

Table 3: Performance of UN Tanzania in the 2024 Comprehensive Report vs 2023 Comprehensive Reports from UNCTs in Africa and the UN system overall



6. FINDINGS OVERVIEW BY DIMENSION AREA

1. Planning

The planning dimension assesses three indicators, each of which measures the extent to which gender was integrated into the planning phase of the UNSDCF, i.e., the Common Country Analysis and the Outcomes and indicators.

Overall, gender analysis is prominently featured in many chapters in the CCA from 2023, especially within the chapter addressing social development and SDG implementation. There are also examples where gender analysis features in less traditional areas, such as climate and WASH. While the CCA includes some sex-disaggregated and gender-sensitive data, gender data is inconsistently used across all sections of the CCA, and it lacks a targeted gender analysis of those furthest behind. The CCA was hence scored as **approaching minimum requirements**. For the UNCT to meet and exceed the minimum requirements, there is a need for more rigour in conducting gender analysis and consistent

use of sex-disaggregated and gender-sensitive data in all chapters of the CCA. Moreover, there should be a targeted gender analysis of the left furthest behind.

The 2022-2027 UNSDCF outlines four outcomes where the mainstreaming of gender and women empowerment is articulated in all outcomes and related statements, **meeting minimum requirements**. Notably, there is no outcome specifically targeting gender equality in the UNSDCF. Among the UNSDCF outcome level indicators, 50 per cent (23 out of the 46 indicators) track changes in gender equality hence **meeting minimum requirements**. There is particular emphasis on measuring GEWE results under the *Enabling Environment* outcome (70 per cent) and the *Prosperity* outcome (67 per cent), while only one indicator under the Planet outcome level can track results on GEWE.

Table 4: Number of gender-sensitive outcome indicators

UNSDCF 2022-2027	Yes	No	Total
Outcome 1: People	8	7	15
Outcome 2 Prosperity	4	2	6
Outcome 3 Planet	1	10	11
Outcome 4 Enabling Environment	10	4	14
Total	23	23	46

2. Programming, Monitoring and Evaluation

The IAT assessed three indicators under this dimension; the extent of gender mainstreaming in joint programmes, the UNCT joint communication and advocacy on GEWE and the extent to which measuring and tracking progress against the GEWE indicators are undertaken.

The mainstreaming of GEWE in Joint Programming was assessed to be one of the best-performing indicators under the UNSDCF, having **exceeded minimum requirements** - all joint programmes visibly mainstream gender, with 75 per cent of operational Joint Programmes targeting gender

equality. Joint programmes are a valuable means to address gender inequality, and a checklist to integrate GEWE in JPs has been developed. Members of the GE&HRCM also provide feedback to draft joint program proposals on incorporating gender in the analysis and results of joint programmes.

The IAT also identified multiple examples of joint communication products on GEWE, supported by established partnerships between the UN Communications Group and GE&HRCM and an integrated communications strategy focusing on GEWE within non-traditional areas. The UNCT **exceeded the minimum requirements** for their collaboration in communicating and advocating for GEWE.

3. Partnerships

The UNSDCF Global Guidance highlights the importance of leveraging partnerships with government and civil society partners to drive transformative change. It also acknowledges the responsibility of the UN system to engage with CSOs as key partners and rights-holders. Against this background, the dimension of partnerships assesses to what extent government partners (women's machinery) and women's/gender CSOs/partners have influenced key guiding documents for the UN in Tanzania. In this area, the UN in Tanzania **exceeds the requirements for both performance indicators**. The assessment indicates a deliberate effort to include gender partnerships at the planning stage of the UNSDCF (2022-2027) and the initial CCA development and the Cooperation Framework design. Joint Programmes through which the UNSDCF is

4. Leadership and Organisational Culture

The leadership and organisational culture dimension assesses the leadership and commitment by the UNCT to champion gender and the staff's perception of an organisational environment that promotes gender equality. This dimension has three performance indicators.

On leadership and commitment, the assessment found that UN leadership consistently engages in substantive discussions around gender equality issues in almost all HoAs meetings, **exceeding the minimum requirements**. The Resident Coordinator (RC) regularly advocates for gender equality in external public engagements within

The UN in Tanzania **approaches minimum requirements** for gender-sensitive monitoring and reporting of the UNSDCF. Annual reporting from 2022/2023 was the basis for tracking results on gender equality. As the UN in Tanzania is at the start of the UNSDCF, collection and reporting on outcome indicators have not yet been established by the inter-agency Monitoring, Evaluation and Learning Group (MEL). The assessment found that there had been several capacity development initiatives and briefings on gender mainstreaming, which also focused on the UNCT-Gender Equality Marker for the UNCT. However, there was a need for the MEL group specifically to receive technical training on gender-responsive M&E.

implemented show CSOs have been engaged as implementing partners and are also involved during the monitoring and evaluation of those joint programmes.

Several joint initiatives on GEWE with national and CSO partners align with the number of joint programmes with a GEWE focus. This included partnerships within JPs on disability inclusion and women's economic empowerment in the rural sector, livelihood programmes, gender equality coordination mechanisms, and women's leadership and HIV. The involvement of the GE&HRCM has strengthened the UN contribution to SDG implementation with a focus on gender equality, with the National Voluntary Review Process working with both government and CSO partners.

a wide range of thematic areas. The presence of several active inter-agency mechanisms, such as the UN Gender Equality and Human Rights Coordination Mechanism (GE&HRCM), Prevention of Sexual Exploitation and Abuse (PSEA) and procurement integrating gender equality, demonstrates internal championing of gender equality. Besides, 86 per cent of UN personnel in Tanzania agree that their HoAs demonstrate commitment and leadership to gender equality in the workplace.

On organisational culture, the personnel survey which measures perceptions of gender equality

HoAs have endorsed the annual work plan (AWP) for 2024. The work plan is implemented through cost sharing of activities by UN entities and the use of personnel staff time. The GE&HRCM has been instrumental in integrating gender into the UNSDCF development and the CCA and has provided regular review of the UNCT Gender Equality Marker to ensure quality assurance of the UN Joint Work Plan.

However, the current membership represents 45 per cent with senior-level responsibilities, falling short of the requirement that 50 per cent of all members must be at senior level to strengthen the impact of GE&HRCM. Furthermore, the group's membership does not currently encompass all UN agencies signatory to the UNSDCF 2022-2027; hence, in its architecture, the GE&HRCM was

6. Financial Resources

The dimension assesses financial resources for GEWE, reviews the quality of the UNCT Gender Equality Marker (GEM), and shares dedicated results in the UN JWP supporting gender equality results. The UN in Tanzania **meets the minimum requirements** for this indicator. The UNCT-GEM is consistently applied across all sub-outputs (666) in the UN JWP 2023/2024. Of the total available budget in the JWP, 77 per cent is allocated to budgets for sub-outputs marked with a GEM code 2 (gender as a significant objective) and GEM code 3 (gender as a principal objective), which

7. Results

This dimension assesses to what extent the UNCT can demonstrate achievement or progress toward gender equality results as outlined in the UNSDCF outcomes. The first UN Tanzania annual report for 2022/2023 presented evidence of tracking and reporting on results on gender equality across several output indicators, including in strategic areas that contribute to transformative change for gender equality. However, the

8. Action Plan

Based on the assessment, an Action Plan has been developed to address existing gaps and to ensure that we sustain progress in meeting the minimum requirements and work towards

seen to **meet minimum requirements**.

In assessing whether the UNCT has adequate capacities developed for gender mainstreaming, the UNCT **exceeded the minimum requirements**. UN Tanzania undertook a comprehensive capacity assessment in 2022 and is equipped to provide targeted training. The capacity development plan has been regularly reviewed to inform the annual work plan of the GE&HRCM. Within the past year, the GE&HRCM offered substantive training on gender mainstreaming and the gender equality marker to a diverse group of UN personnel. Additionally, the induction material for UN personnel includes several references to gender equality, highlighting general issues in the country context and offering guidance on accessing GBV support centres.

means that the UN in Tanzania exceeds the global financial target of 70 per cent. A training session on the UNCT-GEM was organised in 2023 before the mid-term review of the JWP. The GE&HRCM has also been involved in the quality assurance of the UNCT-GEM while drafting the JWP. Overall, the assessment found that the UNCT-GEM is applied consistently. However, there is potential for strengthened quality assurance to ensure the accuracy of codes applied and utilisation of the gender marker narrative for all remaining (99) sub-outputs.

'approaching minimum requirements' score reflects the challenges in concluding that the UNCT is on track to achieve all gender-responsive outcomes. Further, as the UNSDCF is in its second year of implementation, the assessment did not find evidence from the MEL group to confirm if evidence was gathered as planned at this point to determine if the UNCT would achieve all planned gender equality results.

exceeding them.

The action plan will inform the annual work plans of the GE&HRCM during the current UNSDCF

lifecycle. In addition, the GE&HRCM will collaborate with other inter-agency working groups, such as the MEL working group, to ensure we track and report on the transformative change the UN is making on gender equality. In addition, in collaboration with the Human Resources working group, the UN Tanzania will develop a strategy toward achieving gender parity, including implementing

the Field-Specific Enabling Guidelines³ which aim to accelerate efforts to reach gender parity.

The detailed action plan contains specific activities to enhance performance and accountability for each indicator's follow-up. It also links each action to the Scorecard assessment and describes how it will close the gaps (see Annex 2).



Credit @UN Women

³ UN Women. 2021. Make parity a reality: Field-specific enabling environment guidelines. Accessed: <https://www.unwomen.org/en/digital-library/publications/2021/01/make-parity-a-reality>

ANNEXES

Annex 1: Detailed Findings by Performance Indicator

1. PLANNING

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 review least 50 percent of sections including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b. 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; and b. Consistent sex-disaggregated and gender sensitive data. 	<p>Meets minimum requirements and</p> <p>CCA includes:</p> <ul style="list-style-type: none"> c. Targeted gender analysis of those furthest behind.

Assessment Results

Indicator: 1.1 Common Country Analysis	Score: Approaches Minimum Requirements
<p>Findings and Explanation</p> <p>Criteria a) Gender analysis across at least 50 per cent of sections, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5. Met</p> <p>The 2023 CCA update is structured in four key chapters and 22 sections. Gender analysis is reflected in 13 out of the 22 sections in the CCA that focus on the overall status of SDG Implementation and Social Development. Most sections provide gender-sensitive information, and national policies and frameworks on gender equality are often referenced. Sections that consistently address gender roles and analyse how they affect SDG progress are on Poverty, Nutrition, Education, Water Sanitation and Hygiene, and Protection, as well as the summary of the overall status of SDG implementation and partnerships.</p> <p>In addition, many sub-chapters reference analyses relating to gender roles/specific issues concerning women, such as in the Economic transformation analysis, Environment and climate change analysis, Political Environment, Public Administration and Accountability, Human Rights and Rule of Law and Prevention and humanitarian development peace linkages. Overall, these analyses could be strengthened with a consistent focus on addressing the root causes of discrimination and gender inequality across different sectors. Additionally, ensuring that targeted analysis addressing vulnerable groups (LNOB) is also gender-sensitive would enhance the overall effectiveness of these efforts.</p> <p>There is a lack of gender analysis in the chapters focusing on country context, pollution and waste management, environmental issues and energy, criminal justice reform and financing landscape analysis. These areas typically lack attention to gender-related issues, often due to the reliance on structural analysis and quantitative data.</p>	

Criteria b) Some sex-disaggregated and gender-sensitive data. - [Met](#)

Sex-disaggregated and gender-sensitive data are not consistently present in chapters where references to gender roles and women's empowerment are presented, such as in the sections on HIV/AIDS, Health, Environment and climate change analysis, and Human Rights. While certain sections provide sex-disaggregated and gender-sensitive data about poverty, nutrition, education, protection, WASH, and Economic transformational analysis, some chapters still do not refer to sex-disaggregated data, such as environment and climate change analysis and financing landscape analysis. The CCA highlights an overview of SDG data availability in Tanzania, noting that while there has been improvement in data availability due to recent processes such as the 2022 census and the 2022 demographic health survey, data remains a challenge, with only about 55.2 per cent of SDG indicators available. The UN and other partners continue to build the capacity of national statistics agencies for data collection and use. In addition, bespoke studies continue to provide data. UN Women, through its Women Count programme, is also advancing the collection and use of gender data and statistics in the country and bespoke studies such as women in agriculture by FAO augment this data.

Criteria c) Targeted gender analysis of those furthest behind. - [Not Met](#)

There are multiple attempts to analyse the most left-behind groups of women. Still, these are not extensive or consistently applied throughout the CCA, nor is there a separate chapter to address LNOB. The sector analysis under Chapter 2 most strongly features LNOB by sex. However, incorporating data available in recent surveys could strengthen this analysis to ensure that the targeted analysis of those furthest behind is also gender sensitive.

Evidence or Means of Verification

UN Tanzania Common Country Analysis 2023.

INDICATOR 1.2 GENDER EQUATYLI MAINSTREAMED IN UNSDCF OUTCOMES

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

Indicator: 1.2 Gender Equality Mainstreamed in UNSDCF Outcomes

Score: Meets Minimum Requirements

Findings and Explanation

The 2022-2027 UNSDCF has four Outcomes in which mainstreaming of gender and the empowerment of women is articulated in all outcomes and related statements. No outcome specifically targets gender equality.

Criteria a) Gender equality and women’s empowerment is mainstreamed across all UNSDCF outcomes in line with SDG priorities including SDG 5. -Met

The UNSDCF fulfils the minimum requirements, with all four of the UNSDCF outcome statements and their narratives mainstreaming GEWE in line with SDG priorities, including SDG 5: People, Planet and Enabling Environment outcomes more strongly, and the Prosperity outcome somewhat less. The narratives of all four outcomes establish clear connections between the UNSDCF outcomes and gender equality and the empowerment of women and girls. The first three (People, Planet and Enabling Environment) explicitly mention gender-responsive/transformational services, institutions/systems and the management of natural resources. In contrast, the Prosperity outcome focuses on more “equitable” access to productive resources without explicitly mentioning women or gender equality.

Not explicitly referencing gender equality in the Prosperity outcome statement may leave room for possible neglect of considering gender equality in the implementation and performance of this outcome. However, because 4 of the 5 outputs under the Prosperity outcome explicitly refer to women or gender, 3 of the 7 outcome indicators and 17 of the 21 output indicators are gender-sensitive, it is argued that the outcome area mainstreams GEWE.

Criteria b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities, including SDG 5. -Not Met

None of the four outcomes statements specifically target gender equality, but the UNSDCF has mainstreamed GEWE in its guiding principles, enablers and outcome narratives.

Evidence or Means of Verification

Tanzania UN Sustainable Development Cooperation Framework 2022 – 2027

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 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality and women’s empowerment in line with SDG targets, including SDG 5.	Between one-third and one-half (33- 50 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality and women’s empowerment in line with SDG targets, including SDG 5.	More than one-half of UNSDCF out- come (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

**Indicator 1.3
UNSDCF Indicators Measure Changes on Gender
Equality**

**Score:
Approaches Minimum Requirements**

Findings and Explanation

Although many of the UNSDCF 2022-2027 outcome indicators were assessed as gender sensitive, they do not exceed the minimum requirements, which stipulates that more than 50 per cent can measure changes in gender equality.

Between one-third and one-half of UNSDCF outcomes (and output) indicators measure changes in gender equality and women's empowerment in line with SDG targets, including SDG 5. [Met](#)

The Tanzania UNSDCF 2022- 2027 consists of 46 Outcome indicators across four outcomes. The IAT opted to review the outcome indicators only and not include the voluntary additional review of output indicators. **At the outcome level, 23 out of the 46 indicators (50 per cent) were found to track changes in gender equality.**

When analysed by outcome area, it is evident that the outcome on **Enabling Environment** (10 out of 14 or 71 per cent) has the highest proportion of indicators that allow for tracking GEWE, followed by the Outcome on **Prosperity** (4 out of the six indicators or 67 per cent) and the Outcome on **People** (8 of the 15 indicators or 53 per cent).

In contrast, only 9 per cent (1 out of 10) of the indicators under the Outcome on **Planet** can track any progress on GEWE. Most indicators that do not capture GEWE results (9 out of 10) are proportion indicators expressed as per centages, making it difficult to assess if they accurately capture changes in GEWE unless their numerators and denominators are adjusted accordingly.

The proportion of outcome indicators assessed to be gender blind presents a risk that the data collected will not be disaggregated when presented in results reporting to support the gender mainstreamed results as outlined in the UNSDCF Outcomes.

Evidence or Means of Verification

UNSDCF 2022 – 2027 Results Framework

2. PROGRAMMING, MONITORING, EVALUATION AND LEARNING

INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a. Gender equality is visibly main- streamed into at least 50 per cent of Joint Programs (JP) operational at the time of assessment.</p> <p>or</p> <p>b. A JP on promoting gender equality and women empowerment has been operational over the current UNSDCF period and is in line with SDG priorities, including SDG 5.</p>	<p>a. Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b. A JP on promoting gender equality and women empowerment has been operational over the current UNSDCF period and is in line with SDG priorities, including SDG 5.</p>	<p>Meets minimum requirements and</p> <p>c. A system is in place to ensure gender mainstreaming in JPs.</p>

Findings and Explanation

UNCT-SWAP technical guidance defines a joint program (JP) as a set of activities in a joint work plan involving two or more UN agencies and national partners. Based on this latter description, the IAT identified four JPs as operational at the time of the assessment.

a) Gender equality is visibly mainstreamed into all Joint Programs operational at the time of the assessment. [Met](#)

All JPs visibly mainstream gender equality. Three operational JPs have gender equality as their principal objective (meeting criteria b). At the same time, one programme, the Kigoma Joint Programme, integrates gender as a significant objective/mainstream gender equality (meeting criteria a).

The Kigoma Joint Programme Phase II - The programme focuses its interventions on the host community, the most marginalised, and those affected by humanitarian situations. One of the programme's themes is preventing Violence against Women and Children, implemented by IOM, UN WOMEN, UNFPA, UNHCR, UNICEF and WHO. Furthermore, Gender Equality and Women's Rights and Protection Against Sexual Exploitation and Abuse (PSEA) are cross-cutting issues incorporated in the programming and implementation of various interventions. Gender mainstreaming is a key feature of the planned outputs. The programme seeks to achieve greater participation of women in planning and activity implementation to realise economic rights and systematically raise gender equality awareness among Kigoma stakeholders.

b) A joint program on promoting gender equality and women's empowerment has been operational over the current UNSCDF period and is in line with SDG priorities, including SDG 5. [Met](#)

UN Tanzania has three JPs that target gender equality and exceed the requirement for meeting this criterion.

1. **Accelerating Progress Towards Rural Women Economic Empowerment (JPRWEE); 2022- 2027;** *FAO, IFAD, WFP and UN Women.*
2. **Joint Initiative to Strengthen the National and Development Partners' Gender Equality Coordination Mechanisms;** *January 2024 – December 2024; UN Women, UNICEF and UNFPA*
3. **UN JP to Advance the Rights of Persons with Disabilities in the United Republic of Tanzania (UNPRPD);** *2021-2024; UNFPA and UN Women*

2. Joint Initiative to Strengthen the National and Development Partners' Gender Equality Coordination Mechanisms; *January 2024 to December 2024. UN Women, UNICEF and UNFPA jointly implement the Project to strengthen National and Development Partners' Gender Equality Coordination Mechanisms through the Tanzania SDG Acceleration Fund, which promotes gender-transformative policies (GEM 3). UNFPA, UNICEF and UN Women will provide an integrated package of technical assistance and capacity-building services for strengthened implementation, coordination and alignment of the national gender coordination structures for the NPA-VAWC, TGEP and TNAP on UNSCR 1325.*

3. UN Joint Programme to Advance the Rights of Persons with Disabilities in the United Republic of Tanzania (2021-2024), jointly implemented by UNFPA and UN Women, aims to advance the rights of individuals with various forms of disabilities, with a particular emphasis on marginalised groups, notably women and girls. The program focuses on promoting the following rights: the right to equality and non-discrimination, freedom from violence, participation in decision-making processes, and rights to physical and mental integrity. The programme adopts a twin-track approach to gender equality. Gender equality is mainstreamed across all priorities and outputs (for example, all data collected is disaggregated by sex and various other intersectional categories that can lead to deep exclusion if not addressed). Targeted interventions for gender equality exist (for example, National Plans of Action to prevent violence against women and children are reviewed in line with the Convention on the Rights of Persons with Disabilities, CRPD). There is a key priority for women and girls; for example, legislation and policies will align with CRPD and adopt a gender transformative or intersectional approach.

c) A system is in place to ensure gender mainstreaming in JPs. [Met](#)

The GE&HRCM has developed a checklist to ensure gender mainstreaming in Joint Programmes and promote the Cooperation Framework's key guiding principles. The checklist, created in 2022, includes items to ensure principles including Leave No One Behind, a Human Rights Based Approach and Disability Inclusion.

Evidence or Means of Verification

Programme documents and reports for:

- *Kigoma Joint Programme Phase II (KJP II) Programme Document- Enhancing resilience and livelihood of communities living in Kigoma region*
- *Joint Programme “Accelerating Progress Towards Rural Women Economic Empowerment (JPRWEE) Country Programme Document*
- *Joint Programme “Accelerating Progress Towards Rural Women Economic Empowerment (JPRWEE) in Tanzania Baseline Survey Country Report*
- *JP Gender, Human Rights and LNOB Checklist*
- *UN Joint Programme to Advancing the Rights of Persons with Disabilities in the United Republic of Tanzania*
- *Joint Initiative to Strengthen the National and Development Partners’ Gender Equality Coordination Mechanisms*

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 communication activity on GEWE during the past year.	<p>Approaches requirements and</p> <p>b. The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. and</p> <p>c. 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>d. 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

Score
Approaches Minimum Requirements

Findings and Explanation

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year. [Met](#)

Over the past 12 months, the UN in Tanzania has collaborated on various joint communication activities. One example is the joint communications to mark International Women’s Day, 8th March 2023, led by the GE&HRCM. “Ring the Bell” is an annual joint event to advocate for specific themes around gender equality. In 2023, the private sector launched the event, collaborating with multiple stakeholders. At the event, the RC spoke of the importance of investing in women to bridge the digital gender divide. The event was also used as a platform to promote the Women’s Empowerment Principles. The UNCT produced a joint press release on the ring the bell event, *Breaking Barriers: How Innovative Solutions Can Empower Women and Girls in Tanzania*.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. [Met](#)

The IAT identified multiple examples of joint advocacy throughout the past year. Examples include The National Launch of *16 Days of Activism Against Gender-Based Violence*, which took place on 25 November 2023 in Dar es Salaam, drawing over 2,000 physical participants and reaching over 10 million individuals through media and social media broadcasting.

Similarly, the Ministry of Community Development Gender, Elders and Children in Zanzibar led the launch of 16 Days of Activism in collaboration with UN Agencies, CSOs and Development Partners.

As part of the campaign, UNIC Dar es Salaam, in partnership with the Commission for Human Rights and Good Governance, held an open public lecture with students and lecturers from the Faculty of Law at SAUT. The UN in Tanzania organised seminars, webinars, or panel discussions featuring experts, activists, and policymakers to discuss GEWE issues and learning sessions on men's and boys' involvement in preventing GBV. The UN in Tanzania also raised awareness in communities on the basics of trafficking in persons and how gender-based violence acts as a push factor for the increase in trafficking in persons, alongside a social media campaign on GBV awareness (X, FB, IG and LinkedIn).

c) Interagency Communication Group joint communications and advocacy strategy or equivalent visibly includes GEWE communication and advocacy. [Met](#)

The UN Communication Group's Communication strategy visibly mainstreams gender. The UN in Tanzania has developed a communication strategy as an integral part of its United Nations Sustainable Development Cooperation Framework (UNSDCF). This strategy is outlined to support advancing gender equality across strategic areas, aligning with the overarching UNSDCF outcomes—People, Prosperity, Planet, and Enabling Environment. The strategy emphasises the need for concerted efforts and specific activities that address the challenges and opportunities related to gender equality within the Tanzanian context. The approach is integrated with considerations of disability inclusion and youth empowerment, as reflected in developing comprehensive scorecards on Gender Equality, Disability Inclusion, and Youth 2030. These scorecards are tools for monitoring and evaluating progress, ensuring that all interventions are guided by measurable objectives and contribute effectively to the UNSDCF's vision for gender-responsive development in Tanzania.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. [Met](#)

There are multiple examples of how the UNCT has contributed to advocating for Gender Equality and Women's Empowerment (GEWE) in "non-traditional thematic areas" – sectors, roles, or activities traditionally inaccessible to women. Targeted action that promotes gender equality in non-traditional areas necessitates heightened awareness and deliberate efforts to prioritise GEWE as a topic on the agenda for discussion and action. These areas often present opportunities for challenging gender stereotypes, promoting inclusivity, and advancing women's rights. Examples include:

- International days and activities that were jointly commemorated by the UNCT and officiated by the Resident Coordinator such as the high-level event for World Press Freedom Day (01-03 May 2023, Zanzibar), where the Resident Coordinator highlighted the need to address the physical and online violence on women journalists. Gender and Women's Leadership was included as one of the main agendas of this annual national policy dialogue forum.
- Other events where GEWE was profiled jointly by two or more UN agencies include - the environment and climate (FAO, UNDP), business and entrepreneurship (RCO), the green economy and digital innovation.

Evidence or Means of Verification

- [Ring the Bell Joint Press Release Event Day.docx \(sharepoint.com\)](#)
- [UNCT-GE&HRCM Group - Supporting documents UNCT SWAP indicator 2.2 RE_ IWD Events and Activities. msg - All Documents \(sharepoint.com\)](#)
- The media release for Ring the Bell for Gender Equality organised to commemorate International Women's Day
- The joint Op-Ed for International Women's Day: <https://tanzania.un.org/en/222348-joint-message-un-resident-coordinator-un-women-representative-and-unfpa-representative>
- Feature stories published for International Women's Month
- 16 Days of Activism against Gender-Based Violence - one joint advocacy campaign on GEWE in 2023/2024
- The event matrix for 16 Days of Activism
- The 16 Days of Activism launch budget with commitments from different agencies (in case it applies)
- [Mapping of 16 DoA Campaign 2023.docx \(sharepoint.com\)](#)
- The UN Communications Group Strategy and Workplan
- [UNCT-GE&HRCM Group - UN Tanzania Communications Strategy_Final.pdf - All Documents \(sharepoint.com\)](#)
- Resident Coordinator's speeches and statements – evidence of communication and advocacy in at least one non-traditional thematic area.

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 were 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 two 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 all 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.

Indicator: 2.3 UNSDCF and MEL

Score: Meets Minimum Requirements

Findings and Explanation

a) UNSDCF Results Framework data for gender-sensitive indicators gathered as planned. [Not met](#)

The assessment reviewed the Monitoring, Evaluation, and Learning (MEL) practices for collecting data for gender-sensitive indicators in the UNSDCF. It found that while *some* evidence had been gathered as planned, there was a lack of collected GEWE data for outcome indicators. This limitation is partly attributed to the UNSDCF being in its initial phase of implementation, where data collection for the final UNSDCF evaluation in 2027 has not yet occurred.

b) UNSDCF reviews/evaluations assess progress against gender-specific results. [Met](#)

Progress against gender results, as set out in the UNSDCF, was captured in the 2022/2023 UN Tanzania annual results report and the midyear review of the 2023/2024 JWP. In addition, the UNCT, through the MEL working group, has been monitoring the UNSDCF Integrated Monitoring and Evaluation Plan, which lists all evaluations and studies conducted by agencies and which contribute to tracking and assessment of the general situation towards gender equality in Tanzania as well as the UN's contribution to this progress. (See IMEP)

c) The MEL Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNSDCF Cycle. [Met](#)

The MEL group, as part of the UNCT, attended a physical Results Based Management Workshop on *Planning, Monitoring, and Reporting* from 13th- 15th June 2023, which encompassed a 45-minute session related to Integrating GEWE, Leave No One Behind (LNOB), and Human Rights-Based Approach (HRBA) programming principles. The GE&HRCM organised an in-depth training session on gender mainstreaming and the UNCT Gender Equality Marker on 14th- 15th December 2023. During this training, some members of the MEL group actively participated in and facilitated a session on Managing Gender Equality Results, Gender-Sensitive Indicators, and Gender-Responsive Baselines and Targets during the Workshop held in Dar es Salaam.

Evidence or Means of Verification

- *RBM Training Attendance*
- *RBM Training Agenda*
- *UNCT Annual Report 2022-2023*
- *UN Agency IMEP Report*

3. PARTNERSHIPS

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> <p>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.</p> <p>b. The National Women's Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E.</p> <p>c. The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets two of the following:</p> <p>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.</p> <p>b. The National Women's Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E.</p> <p>c. The UNCT has made at least one contribution to substantively strengthening government participation and engagement in gender-related SDG localization and/or implementation.</p>	<p>Meets all of the following:</p> <p>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.</p> <p>b. The National Women's Machinery or equivalent entity participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E.</p> <p>c. The UNCT has made at least one contribution to substantively strengthening government participation and engagement in gender-related SDG localization and/or implementation.</p>

Indicator: 3.1 Government Engagement

Score: Exceeds Minimum Requirements

Findings and Explanation

a)The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNSDCF cycle. [Met](#)

The UN in Tanzania collaborated with the government on five initiatives that foster gender equality within the current UNSDCF cycle. Joint initiatives include:

- In the UN JP to Advance the Rights of Persons with Disabilities in the United Republic of Tanzania (UNPRPD), UN agencies collaborated with the Prime Minister's Office for Labour, Employment, Youth and Disabilities (PMO-LEYD) as well as the Ministry of Community Development Gender Elders and Children in Zanzibar.
- In the area of rural women's economic empowerment, UN Women, FAO, IFAD and WFP collaborated with the President's Office - Regional Administration and Local Government (PORALG- Mainland Tanzania), President's Office - Regional Administration and Local Government and Special Department (Zanzibar), Ministry of Agriculture (Mainland Tanzania), Ministry of Blue Economy and Fisheries (Zanzibar), Ministry of Community Development, Gender, Elderly and Children (Zanzibar) and the Ministry of Community Development, Gender, Women and Special Groups (Mainland Tanzania) through the Joint Programme entitled "Accelerating Progress Towards Rural Women's Economic Empowerment (JP RWEE) Phase II."
- The JP "Enhancing resilience and livelihood of communities living in Kigoma" is implemented through 17 UN agencies in partnership with the Kigoma Regional Commissioner and Local Government Authorities in Kigoma.
- UN entities also joined forces to strengthen the national and development partner's gender equality coordination mechanisms (UNICEF, UNFPA and UN Women). This entailed closely collaborating with government entities in Tanzania, such as the Ministry of Finance and Planning and the Ministry of Community Development, Gender, Women and Special Groups.
- UNFPA, UNDP and UN Women, in partnership with UNAIDS, implemented the joint initiative "Investing in Adolescent Girls and Young Women's Leadership and Voice in the HIV Response," Multisectoral Council HIV Coordinators, Gender Focal Persons, Women and Girls living with HIV, to develop region-specific plans addressing stigma and discrimination against women and girls living with HIV.

b) The National Women's Machinery participates in UNSDCF consultations, country analysis, strategic prioritisation, implementation, and M&E. [Met](#)

The IAT found that the National Women's Machinery (NWM) had been involved in key processes, such as the comprehensive CCA development process and through Joint Programmes in implementing the Cooperation Framework. The CCA was developed in three phases, during which the Ministry of Health, Community Development, Gender, Elderly and Children were invited to review the country's development challenges and proposed priorities and entry points.

In the UNSDCF development, the National Women's Machinery (NWM) was invited to review the UNSDCF focus areas and, through the Joint Steering Committee, invited for the adoption of the UNSDCF outcome statements. The NWM, such as the Ministry of Health, Community Development, Gender, Elderly and Children in both Mainland Tanzania and Zanzibar, are key partners for implementing joint UN programmes substantially contributing to the advancement of the UNSDCF.

Additionally, there is a separate coordination mechanism, the Development Partners Group on Gender Equality, where UN agencies and Development Partners engage with the national gender machinery (MDA gender focal points) to implement GEWE priorities in the UNSDCF.

The IAT noted that there is room for improvement in systematically strengthening the involvement of partners to ensure meaningful consultations for the annual CCA updates and UN monitoring and evaluation of the UNSDCF, which will be particularly relevant at the end of the UNSDCF cycle.

c) The UNCT has made at least one contribution to substantively strengthen government participation and engagement in gender-related SDG localisation and/or implementation. [Met](#)

The GE&HRCM supported the drafting of the Tanzania Voluntary National Review with a focus on SDG 5 and mainstreaming gender throughout other SDGs, thereby substantively strengthening government accountability to localising the SDGs. Additionally, the UN provided support for Tanzania's National Plan of Action to End Violence Against Women and Children, playing a role in fortifying a conducive policy framework to combat harmful practices within the country. This effort contributes to the localisation of SDG 5.2 and SDG 5.3.

Evidence or Means of Verification

List documents and sources used to verify findings

- UN JP to Advance the Rights of Persons with Disabilities in the United Republic of Tanzania (UNPRPD)
 - UN JP Accelerating Progress Towards Rural Women's Economic Empowerment (JP RWEE) Phase II
 - UN JP Enhancing resilience and livelihood of communities living in Kigoma.
 - UN JP Strengthen the National and Development Partner's Gender Equality Coordination Mechanisms
 - UN JP Investing in Adolescent Girls and Young Women's Leadership and Voice in the HIV Response



UN Country Team Tanzania, 2024

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 GEWE CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF 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 two of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with GEWE CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF 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 all of the following:</p> <ul style="list-style-type: none"> a. The UNCT has collaborated with GEWE CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF 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 CSO Engagement

Score: Exceed Minimum Requirements

Findings and Explanation

a) The UNCT has collaborated with GEWE CSO 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](#)

Collaboration with GEWE CSOs was demonstrated through initiatives such as the *16 Days of Activism Against Gender-Based Violence* campaign 2023, where the UN partnered with Women in Law and Development in Africa (WILDAF), a Pan-African women's rights network. The UN Communications group, comprising of UN agencies including the UNFPA, UN Women and UNICEF the coordinated events.

Additionally, evidence indicated joint UN initiatives focusing on empowering women and adolescent girls. One such joint UN initiative was "*Realising Gender Equality through Empowering Women and Adolescent Girls*," implemented by UNFPA and UN Women, with partnerships established with Kiota Womens Health and Development and Tanzania Gender Networking Programme (TGNP), both women's rights organisations.

b) GEWE CSO participates in UNSDCF consultations: CCA, Cooperation Framework design, implementation, M&E. [Met](#)

Evidence of 'meaningful engagement' with GEWE CSOs in the UNSDCF development indicates that CSOs have been present, and their perspectives have been considered. The 2022/2023 UN Tanzania Annual Report review broadly shows that UN agencies collaborate with CSOs to implement projects/programmes. There is also evidence of consultations with GEWE CSOs in key processes such as the comprehensive CCA development and the design of the UNSDCF. The GE&HRCM facilitated consultations with members to ensure that relevant CSO stakeholders on gender equality were invited for dedicated CCA consultations on gender equality and LNOB, including establishing targeted group consultations for selected areas. Some of the GEWE CSOs invited to review the CCA and UNSDCF included the Tanzania Gender Networking Programme, Tanzania Media Women's Association Zanzibar, Tanzania Midwives, Kiota Womens Health and Development, Women Community-Led Initiative, WILDAF and Zanzibar Female Lawyers Association.

c) The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDG localisation and/or implementation. [Met](#)

The UNCT has contributed to strengthening GEWE CSO participation and engagement in gender-related SDG localisation and implementation through engaging CSOs in the 2nd Voluntary National Review (VNR) for the SDGs, focusing on SDG 5. Specifically, the UNCT collaborated with the Tanzania Sustainable Development Platform (TSDP), which coordinates CSOs' meaningful engagement in their contribution to SDGs. The UN supported TSDP to coordinate CSO inputs into the national report, including a CSO report on the SDGs. The Tanzania Gender Networking Programme (TGNP) was the thematic lead for Goal 5 in developing CSOs Voluntary National Review report and coordinating inputs from GEWE CSOs and Women Rights Organisations. The VNR process enables tracking Tanzania's progress on Agenda 2030, which is aligned with the Third National Five-Year Development Plan in Tanzania. Further, the UN has partnered with GEWE organisations at the local level in various activities supporting the advancement of SDG 5.

Evidence or Means of Verification

- Folder on *16 Days of Activism Against Gender-Based Violence Campaign*
- *UNSDCF Annual Report 2022/23*
- *One Fund Annual Report 2022*
- [UNFPA Tanzania | Looking back...moving forward](#)
- Report on CSO engagement in VNR 2023 development

4. LEADERSHIP AND ORGANISATIONAL CULTURE

INDICATOR 4.1 UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 per cent 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. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. 	<p>Meets three of the following criteria:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 per cent 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. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. 	<p>Meets all of the following criteria:</p> <ul style="list-style-type: none"> a. Gender equality is a topic of discussion in at least 60 per cent 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. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.

Findings and Explanation**a) Gender equality is discussed in at least 60 per cent of UNCT meetings during the last 12 months. [Met](#)**

Senior management is critical in promoting gender equality in senior management meetings within the UN in Tanzania. The IAT found that 11 out of 12 (92 per cent) UNCT monthly meetings in 2023 contain references to HoAs discussing substantive gender-related issues across various streams of UN work. Examples include the UNCT-SWAP Gender Equality Scorecard Annual Report, the GE&HRCM and PSEA network work plans, integration of GEWE considerations in UN advocacy, GEWE issues in the CCA update, Voluntary National Review and Voluntary Local Review, support to Tanzania for the Gender Equality Forum as well as entry points for gender-sensitive policy and budget discussions, UNSDCF Output Indicator Framework, UN Women's new Country Strategy and PSEA/gender integration in the Business Operation Strategy.

b) RC demonstrates external public championing of gender equality during the last 12 months [Met](#)

Speeches of the RC make up an essential element to demonstrate external championing for gender equality. A review of 22 public speeches held by the RC in the past year showed that 18 (82 per cent) included content where the RC demonstrated championing various gender equality issues in the country. This per centage is far above the minimum requirement of 33 per cent.

The examples of speeches by the RC include Women as an Engine of Trade, Ending female genital mutilation; Reducing Maternal and Perinatal Deaths; Inclusive and Gender-Responsive Management of Natural Resources, Sustainable Practices and Resource Management; Innovative Financing Approaches to Improve the Lives of women and girls; Propelling the agenda of gender equality and women's empowerment. The RC also pointed out the need to address challenges such as limited access to technology, digital literacy rates, digital inclusion and financial products tailored to women's needs.

c) RC demonstrates internal championing of gender equality during the last 12 months [Met](#)

In addition to leading the UNCT and UN Security Management Team, the RC chairs the UN Communications Group and the inter-agency GE&HRCM. The RC uses internal platforms and coordination mechanisms to consistently champion the integration of gender equality and women empowerment considerations in all UN work areas, such as programming, advocacy, operations, PSEA, staff security, safety and health. Evidence of the RC's commitment to gender equality is also found in the Business Operations Strategy (BOS) 2023 Review document, which highlights gender responsiveness as a top priority for BOS Tanzania. This is reflected in the inclusion of three new common services (PSEA, Gender-Responsive Procurement Sourcing, and Gender Parity) to the four gender-related KPIs.

Notably, a significant segment of the UNDSS induction training for UN personnel focuses on gender equality and PSEA. Additionally, the UN Tanzania Occupational Safety and Health Committee (OSH), established in 2023, attains gender balance and is Chaired by a woman. Gender parity in the OSH was deliberately sought per RC's guidance to ensure gender-sensitive operations by the OSH Committee. The RC has supported UN staff capacity development on gender mainstreaming, providing introductory remarks at a physical training for UN agencies on gender mainstreaming and UNCT Gender Equality Markers in December 2023. Furthermore, the RC facilitated a donor agreement in 2023 to develop a joint programme with UNFPA, UNICEF and UN Women to enhance national gender coordination mechanisms.

d) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months [Met](#)

The results from the gender and organisational culture survey conducted in Q1 2024 indicate that 86 per cent of personnel agreed that their HOAs demonstrate workplace leadership and commitment to gender equality. 168 UN personnel responded to the survey.

Evidence or Means of Verification

- UN Tanzania HoAs Meeting Minutes
- RC public speeches at events and training
- Agendas and minutes of the UN Gender Equality and Human Rights Coordination Mechanisms and UN Communication Group
- 2023 BOS Review document
- UNDSS Induction training materials
- OSH Committee membership list.
- Results of the Tanzania Survey of staff perception of organisational culture for gender equality, 2024

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

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of the organisational environment for the promotion of gender equality scored a positive rating of 50-64 per cent.	Survey results of personnel perception of the organisational environment for the promotion of gender equality scored a positive rating of 65-80 per cent.	Survey results of personnel perception of the organisational environment for the promotion of gender equality scored a positive rating of over 80 per cent.

Indicator: 4.2 Organisational Culture

Score: Meets Minimum Requirements

Findings and Explanation

The organisational culture survey was shared with all personnel of the UN in Tanzania by the RC. The survey received an overall 177 respondents (55 identifying as female, 44 per cent identifying as male, and 1 per cent identifying as other). The overall response rate is lower than during the 2022 organisational culture survey, which had 318 respondents.

In Tanzania, UN personnel's perception of the organisational environment promoting gender equality scored 80 per cent for all ten questions (combining the ratings "agree" and "strongly agree" as an average for questions 4, 5, 6, 7, 8, 9, 12, 13, 14 and 15). Overall, 5 per cent gave a negative response to the questions. The UN in Tanzania falls slightly below the threshold to exceed the minimum requirement, necessitating an average of 81 per cent or more.

High scores

When reviewing individual survey questions, the highest score was 86 per cent, with respondents either agreeing or strongly agreeing that *"My Head of Agency (and other Heads of Agencies in this UNCT if known) demonstrate commitment to gender equality in the workplace."* Respondents identifying as female scored this item less positively (81 per cent) than those identifying as male (95 per cent). Overall, this item can be interpreted as an increased leadership commitment of HoAs in Tanzania, especially considering the results of the survey conducted in 2022, where this item received a 73 per cent positive response.

Overall, PSEA was positively rated, with 85 per cent of respondents either agreeing or strongly agreeing that *"The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority."* Respondents identifying as female scored this item slightly lower, with 83 per cent positive responses compared to 88 per cent positive responses from male respondents.

Low scores

Overall, the three questions with the lowest scores focused on work-life balance, with respondents identifying as female responding less positively than respondents identifying as male. To understand the underlying reasons for the difference in score requires further qualitative assessment.

1. Heads of agencies support staff to establish an adequate relationship between work-life and home life; 71 per cent scored positive: Male respondents (77 per cent) showed higher satisfaction with work-life balance support than women (66 per cent).

2. The package on flexible work arrangements (e.g., telecommuting, staggered hours, compressed work schedule), was 75 per cent positive with male respondents rating it higher (71 per cent) than female respondents (81 per cent).

3. The package of entitlements (e.g., maternity, paternity, breastfeeding) supporting personnel to achieve an adequate work-life balance was 77 per cent positive with 72 per cent female respondents) satisfied compared to 83 per cent of male respondents.

Across all survey items, male respondents were more positive than female respondents. This finding is in line with global research that, when surveyed, women often perceive a greater degree of gender inequality than men. Given that only one respondent identified as 'other,' these results have not been included to maintain anonymity.

In December 2023, 69 UN personnel benefitted from a presentation covering [Field-specific Enabling Environment Guidelines](#). The UN in Tanzania can build on this presentation and the global guidance to strengthen awareness of work-life balance further.

Evidence or Means of Verification

- Results of the Tanzania survey of staff perception of the organisational culture for gender equality.

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.	<p>Approaches minimum requirements and</p> <p>a. At least one Gender Focal Point is appointed (as per SGB/2023/3)</p> <p>b. The UNCT can demonstrate progress in the implementation of the system-wide plan on gender parity.</p>	<p>Meets minimum requirements and</p> <p>a. The UNCT can demonstrate positive trends towards achieving gender parity.</p> <p>b. 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.</p>

Findings and Explanation

Overall, the scoring of missing minimum requirements has to be understood in the context of the launch of the updated UNCT SWAP Gender Equality Scorecard performance indicators in 2024, where there are new requirements added for 4.3, which makes a system-wide action plan on gender parity a necessary minimum requirement.

a) A plan is in place for the UNCT to achieve gender parity. [Not Met](#)

A system-wide plan managed by the HR network or OMT for monitoring and reporting to achieve gender parity tailor-made to the UN in Tanzania is currently **not** in place. The UN in Tanzania does not meet the minimum requirements for this indicator. The Scorecard exercise is the first time this data has been viewed collectively, but it can serve as a baseline for further monitoring in annual reports and targeted action.

b) At least one Gender Focal Point is appointed (as per SGB/2023/3). [Met](#)

The UNCT appointed three gender focal points in 2022, represented by UN Women and RCO. The RCO focal point has since left her position, leaving two official gender focal points from UN Women.

c) The UNCT has reached gender parity. [Not Met](#)

The assessment found that women comprise 41 per cent of UN personnel in Tanzania, based on the data available in the Gender Parity Dashboard as of March 2024, which included data for 637 staff. With gender parity defined as + or – three percentage points (47 – 53 per cent), the UNCT staffing has not reached gender parity.

Gender parity data has not systematically been collected from all agencies in 2023, despite efforts to collect data through the UN HR Working Group. The data collected through the UN System-wide Dashboard on Gender Parity may be used for monitoring and reporting in the next assessment cycle and introduced as a KPI for the annual BOS survey. Since the data offered through the Dashboard only pertains to staff, there is also a need to discuss how to capture gender parity data for non-staff contract modalities.

d) The UNCT can demonstrate progress on the implementation of the system-wide plan on gender parity. [Not Met](#)

The UN in Tanzania does not have a plan for achieving gender parity at the country level and cannot demonstrate progress in implementing the plan.

The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEWE. [Met](#)

The UN Business Operation Strategy in Tanzania stands out as a best practice, distinguished by the incorporation and reporting on gender specific KPIs, with key activities revolving around continued training on the Field Specific Enabling Guidelines to all UN agencies. For example, in December 2023, the UN in Tanzania trained UN personnel on tools and good practices for creating an Enabling Environment in Support of Gender Parity, with 69 participants. The training also introduced the UN System-wide Dashboard on Gender Parity, which centralises data collection across UN agencies (see criterion e).

Evidence or Means of Verification

- The [UN Gender Parity Dashboard](#) results for Tanzania as of March 2024.
- UN Tanzania Business Operations Strategy 2.0

5. GENDER ARCHITECTURE AND CAPACITIES

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 HOA chairs a coordination mechanism for gender equality; b. The group has an approved TOR and annual work plan; c. Members include at least 50 per cent senior staff (P4/NOC 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 three of the following criteria:</p> <ul style="list-style-type: none"> a. A HOA chairs a coordination mechanism for gender equality; b. The group has an approved TOR and annual work plan; c. Members include at least 50 per cent senior staff (P4/NOC 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 all of the following criteria:</p> <ul style="list-style-type: none"> a. A HOA chairs a coordination mechanism for gender equality; b. The group has an approved TOR and annual work plan; c. Members include at least 50 per cent senior staff (P4/NOC 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.

Indicator: 5.1 Gender Coordination Requirements

Score: Meeting Minimum Requirements

Findings and Explanation

a) An HOA chairs a coordination mechanism for gender equality. [Met](#)

The UN Gender Equality & Human Rights Coordination Mechanism (GE&HRCM) is chaired by the Resident Coordinator and co-chaired by the UN Women Country Representative.

b) The group has an approved TOR and annual work plan. [Met](#)

The UN Tanzania has a combined gender equality and human rights coordination mechanism with established sub-groups. This mechanism convenes at least once per quarter, with additional ad-hoc meetings as needed. The GE&HRCM operates under a TOR approved in 2021 and an approved 2024 AWP outlining the group's priority areas, activities and indicators. The IAT found room for improvement in clarifying budget estimates and costing to ensure adequate funding for planned activities and sufficient staff time to cover its broad mandate.

c) Members include at least 50 per cent senior staff (P4 and above; NOC and above). [Not met](#)

The UN Gender Equality & Human Rights Coordination Mechanism comprises representatives of 8 UN agencies, with 31 members (excluding RCO). Among these, 14 out of 31 are senior staff. In Tanzania, senior staff are defined as programme officers with decision-making power and budget responsibilities, NOC/P3 and above, constituting 45 per cent of the current membership base. While the number of senior staff in the GE&HRCM is significant, the criterion was not met. All agencies signatory to the Tanzania UNSDCF should be represented and actively engaged in the GE&HRCM in line with the.

d) The group has made substantive input into the UNSDCF, including the country analysis, strategic prioritisation, results framework, and M&E. [Met](#)

The GE&HRCM supported various milestones during the 2022-2027 UNSDCF development. Utilising the UNSDG GEWE, LNOB and Human Rights checklist and referencing various studies containing valuable data on gender, the mechanism provided technical support in the CCA process, ensuring the integration of gender and human rights elements in the analysis. The GE&HRCM were particularly active in workshops to develop the UNSDCF theory of change and in articulating the UNSDCF results and indicators at the outcome and output level so that these would integrate gender and human rights.

The GE&HRCM has played a key role in subsequent UNSDCF programme cycle activities by reviewing the selected gender equality and human rights markers applied in the Joint work plans. The GE&HRCM has also provided capacity-building support to result-based management sessions, ensuring that these sessions include guidance on integrating gender and human rights and LNOB principles in implementing the UNSDCF. In 2024, the GE&HRCM initiated the development of a separate Gender Equality Checklist for the annual CCA review and development to ensure that the CCA in Tanzania meets or exceeds the UNCT-SWAP requirements.

Evidence or Means of Verification

GE&HRCM TOR

- GE&HRCM 2024 AWP
- GE&HRCM membership list 2024
- CCA Gender Equality Checklist
- UNSDCF Consultation minutes
- Institutional knowledge

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 12 months.</p>	<p>Meets two of the following criteria:</p> <p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months.</p> <p>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.</p> <p>c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following criteria:</p> <p>a. At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months.</p> <p>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.</p> <p>c. UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>

Indicator: 5.2 Gender Capacities

Score: Exceeds Minimum Requirements

Findings and Explanation

At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. [Met](#)

A workshop was organized in June 2023 by the Resident Coordinator's office to enhance the skills and capacities of the programme staff members RBM, including incorporating gender equality and women's empowerment in UN programming. Furthermore, in December 2023, a training on utilising the UNCT Gender Equality Marker was conducted targeting gender focal points and UN programme staff. The training took place in June 2023 and December 2023. In addition, the GE&HRCM participated in a UN global webinar/clinic in May 2023 to equip members with the necessary knowledge of the tools and to provide a checklist to incorporate Gender, Human Rights, and LNOB principles into the Cooperation Framework and the annual CCA updates.

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. [Met](#)

The GE&HRCM convenes an annual meeting to assess the progress in implementing its work plan, highlighting accomplishments, obstacles, and potential solutions. In March 2023, the GE&HRCM, led by the RC, met to discuss strategic engagement and develop plans for 2023. The 2023 plan includes a gender capacity development plan to integrate gender equality and women's empowerment concerns into the UNSDCF cycle. The capacity development plan was updated based on the progress in implementing the recommendations/results of the interagency gender capacity assessment conducted among staff from January to February 2022. Capacity-building initiatives on gender mainstreaming and reporting, as part of the RBM training and the specific training on the application of the GEM, address the recommendations of the capacity assessment plan to provide regular hands-on support for building gender capacities. This complements available self-paced online courses on gender, LNOB, HRBA and disability inclusion.

c) UNCT induction material includes gender equality and the empowerment of women commitments and the related development challenges of the country. [Met](#)

The induction briefing conducted by UNDSS for new staff joining the team in Tanzania includes a dedicated section on gender. The gender component of the UNDSS induction materials covers topics such as GBV and PSEA. The UNCT Tanzania Welcome Booklet has a separate chapter on gender equality describing the general situation for women in the country and a specific reference to PSEA. However, even though violence against women is mentioned in a separate paragraph, gendered concerns are not mainstreamed under the section 'safety concerns' where issues such as rape and GBV for UN personnel could be addressed as a general concern, especially for female staff. Furthermore, I Know Gender is among the mandatory online courses for new staff joining the UN in Tanzania.

Evidence or Means of Verification

- Gender Capacity Development Plan
- UNCT Tanzania Welcome Booklet
- Inter-agency Gender Capacity Development Plan in Tanzania (2022-2027)
- Final Consolidated PPT GEM &HRM Training Tanzania 26th April
- Training Report: Gender Mainstreaming and UNCT Markers Dec 2023



Photographs: © UN Women and UN Resident Coordinator Office Tanzania

6. RESOURCES

INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets the following criteria:</p> <p>a. The UNCT has carried out at least one -building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle to ensure coding accuracy.</p> <p>and</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 criteria:</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) completed a quality assurance review of UNCT-GEM coding while drafting the Joint Work Plan aligned with the GTG Standards and Procedures.</p>	<p>Meets minimum requirements and</p> <p>f. f) The UNCT has exceeded the global financial target for UNCT allocations to GEWE.</p>

Indicator: 6.1 Financial Resources

Score: Meeting Minimum Requirements

Findings and Explanation

The UN Tanzania meets most of the criteria for this performance indicator and meets minimum requirements as criteria d) must be met to exceed minimum requirements. Considering the significant number of sub outputs in the JWP, the consistent application of the Gender Equality Marker (GEM)r stands out. Additional attention to the GEM narrative could further strengthen the accuracy of coding and reliability of data analysis provided for the gender equality target.

a) The UNCT has conducted at least one capacity-building event on the UNCT Gender Equality Marker during the UNSDCF cycle. [Met](#)

Led by the GE&HRCM, the UN in Tanzania has carried out several capacity development activities on the UNCT Gender Equality Marker during the UNSDCF cycle. A briefing on the UNCT GEM was presented in June 2023, and a more in-depth in-person training on the UNCT-GEM and gender mainstreaming conducted in December 2023 for GE&HRCM and members of other coordination mechanisms.

b) The UNCT has applied the Gender Equality Marker to all sub-outputs in the Joint Work Plan [Met](#)

The UN Tanzania JWP has 663 sub-outputs marked with a gender equality marker code (0-3).

c) The UNCT has met the common global financial target for UNCT allocations for UNCT allocations to GEWE [Met](#)

Of the UN JWP total available resources for the fiscal year 2023/2024, 77 per cent was allocated to sub-outputs with a gender marker code 2 or 3.

d) The sub-outputs coded UNCT-GEM 1,2 or 3 provide a 'Gender Marker Narrative' which accurately justifies the UNCT-GEM code selected outputs in the UNCT-GEM coded 1,2,3 gender marker narrative [Not met](#)

Tanzania introduced the GEM narrative in the JWP Excel template as practice before its global rollout in the UN INFO in 2022. This additional narrative field facilitates the GE&HRCM's quality assurance of the markers applied by different agencies. Of 636 sub-outputs coded 1,2, or 3, 92 (14 per cent) lack a GEM narrative. While considerable effort has been made to ensure that GEM narratives clarify to which extent the 566 sub-outputs contribute to gender equality, the marker is not used for all sub-outputs. Additionally, it was noted that very few GEM narratives refer to M&E frameworks, indicating a need to enhance the quality of GEM narratives for improved quality assurance and accuracy of applied codes.

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 [Met](#)

In October 2023, the GE&HRCM was invited by the RCO to review the UNCT GEM codes in the draft JWP for quality assurance purposes. The deadline for review was short, and as the Tanzania JWP has more than 600 sub-outputs, not all sub-outputs were reviewed by individual GE&HRCM members. Despite this, the criterion is considered *met* as the GE&HRCM members have shown consistent engagement in quality assurance of the GEM through organising training and briefings. It will be essential to ensure a streamlined approach to quality assurance so that all agencies in the GE&HRCM are involved in quality assurance, and the RCO and HoAs consider feedback from GE&HRCM on the codes and update these in UN INFO. The [UNCT-GEM Guidance Note](#) provides further details on who does what.

f) The UNCT has exceeded the common global financial target (70 per cent) for UNCT allocations to GEWE. [Met](#)

The UN in Tanzania exceeds the financial target by seven per cent of available resources for sub-outputs tagged with a GEM code 2 or 3, with a total share of 77 per cent of available resources dedicated to sub-outputs tagged with a GEM 2 or GEM 3.

Evidence or Means of Verification

- 2024 Tanzania JWP
- GE&HRCM PPT

7. 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. The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women, as planned, in the UNSDCF outcomes that are in line with SDG priorities, including SDG 5.	b. The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities, including SDG 5.	Meets minimum requirements and c. At least one outcome level UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women.

Findings and Explanation

a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women, as planned, in the UNSDCF outcomes that are in line with SDG priorities, including SDG 5. [Met](#)

A review of the first UN annual report (2022/2023) of the UNSDCF indicates that the UN in Tanzania is on track to achieve *some* gender equality results by focusing on budgeting, capacity building, policy development, sectoral interventions, and monitoring. Key interventions under the four outcome areas are underway to integrate gender equality and women's empowerment into governance, economy, and social development. The UNSDCF did not report outcome-level indicators for data and results on GEWE as it is in its initial phase of implementation.

Results from the first UNSDCF annual report highlight:

- The creation of guidelines for public service institutions to implement, monitor, and track gender-responsiveness.
- Development and review of policies and guidelines by Ministries, Departments, and Agencies (MDAs) to support gender-responsive operations, e.g., promotion of gender-inclusive sustainable energy practices and development of gender-responsive strategies by the Ministry of Energy (for clean cooking solutions), enhancement of the gender responsiveness of climate, green, and blue economy strategies.
- Implementation of gender-responsive budgeting to ensure public services address gender disparities.
- Community members and leaders orientated to challenge gender biases and promote women's roles in leadership and economic rights.
- Budget guidelines for the financial year 2023/2024 now feature critical gender guidance to ensure inclusive governance.
- Civil registrars now have enhanced capacities to provide gender-responsive services and multi-sectoral and survivor-centred delivery of VAWC services at scale at a national level and in selected regions.

Criteria b) is not met: The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities, including SDG 5. [Not met](#)

Based on its tracking of gender-responsive indicators, the UNCT cannot demonstrate that all GEWE results have been achieved in the current UNSDCF, given that the framework is in the second year of implementation.

c) At least one outcome level UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women (GEWE) [Not Met](#)

While many of the recorded output level results address systematic inequalities and promote the redefinition of gender roles, none of the outcome level results qualify as transformative, per the definition given under the UNCT-SWAP technical guidance.

Per the standard definition of gender transformative results, it is necessary for such results to address systemic and structural causes for inequality, such as gender roles. The assessment also notes that the UNSDCF is at the start of its implementation period, which makes it challenging to report on transformative results at the outcome level.

Evidence or Means of Verification

- UN Tanzania Annual Report 2022-2023
- Tanzania UNSDCF 2022-2027

Annex 2. UNCT in Tanzania Action Plan

DIMENSION 1 - PLANNING				
Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
During the CCA annual updates, ensure rigorous gender analysis, including those furthest behind and use of comprehensive data on GEWE across UN agencies.	GE&HRCM, with support from RCO and MEL	Staff Time	Quarter 2 Annually	Moves indicator 1.1 to meet/exceed requirements and supports 3.1 and 3.2
Utilise the CCA Gender Equality Checklist to ensure that gender analysis and sex-disaggregated data is applied consistently across all CCA chapters.	UNSDCF Outcome groups and RCO, with support from GE&HRCM	Staff Time		Supports efforts under indicator 1.1 and across all indicators
Current UNSDCF: Review all outcome output-level indicators, baselines & targets to establish if additional indicators can be disaggregated by sex in the short term.	MEL, with the support of GE&HRCM and RCO	Human resources		Moves indicator 1.3 to exceed requirements in the longer term. It also contributes to 2.3 and 7.1

DIMENSION 2 - PROGRAMMING AND MEL				
Proposed Action Point		Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Utilise the JP checklist on Gender Equality, LNOB and Human Rights to ensure gender mainstreaming in all future joint programmes.	GE&HRCM	Human resources		Indicator 2.1. To continue the current practice of GM in JPs
Train all MEL and programme staff on gender-sensitive M&E, budgeting and reporting.	MEL, with support from GE&HRCM and RCO	Consultant support		Supports 2.1, 1.3, 2.3, 6.1 and 7.1
Ensure the UNCG work plan continues to include a focus and budgeting of joint communications and advocacy on GEWE, including on non-traditional themes.	UNCG, with support from GE&HRCM	Human resources, financial resources for activities		To continue current good practice on 2.2 to exceed requirements
Highlight progress towards gender equality results in all Tanzania Country Results Reports (in line with the CF monitoring plan), ensuring that progress on gender transformative results is tracked and reported at output and outcome levels.	MEL, with support from GE&HRCM and RCO	Human resources		Contributes to 2.3 and 7.1
Review results data from implementing UN entities and government partners as indicated in the UNSDCF Results Framework, ensuring this commitment to data disaggregation is reflected in the baseline and target of relevant indicators and the M&E strategy.	MEL with support from GE&HRCM	Human resources		Contributes to 2.3 and 1.3

DIMENSION 3 - PARTNERSHIPS				
Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Ensure continued systematic and comprehensive engagement of the national women's machinery in UNSDCF strategic planning processes, including the CCA and M&E.	GE&HRCM, RCO with support from outcome groups and MEL group	No financial resources required	Annual	These measures would keep the indicator 3.1 exceeding minimum requirements
Ensure continued systematic and comprehensive engagement of GEWE CSOs in UNSDCF strategic planning processes, including the CCA and M&E.	GE&HRCM, RCO with outcome groups and MEL group	No financial resources required	Annual	These measures would keep the indicator 3.1 exceeding minimum requirements

DIMENSION 4 – LEADERSHIP & ORGANISATIONAL CULTURE				
Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Continue having GEWE as a standing agenda item in UNCT meetings and joint decision-making and action on GEWE.	RC supported by RCO and GE&HRCM	No additional resources		To continue exceeding requirements under 4.1 and positively impacting all indicators.
In-depth analysis of the organisational culture survey results to assess areas of weakness and identify actions to address challenges identified	OMT/HR working group with support from GE&HRCM	Consultant support?		Opportunity to move 4.2 to exceed requirements and linkages with 4.1
Establish a UNCT-specific system-wide strategy on gender parity to support the UNCT in meeting, monitoring, and reporting gender parity at all levels in Tanzania, connecting the strategy to gender actions and indicators in the BOS.	OMT/HR working group with support from GE&HRCM and RCO	Consultant support?		Opportunity to move indicator 4.3 to meet requirements
Update the TORs of the Gender Focal points (as per 4.3 criteria) to adequately reflect key responsibilities aligned with global guidance.	OMT/HR working group with support from GE&HRCM and RCO	No additional financial resources		Supports meeting requirement 4.3 and gender parity
Monitor results achieved under the gender-specific actions and indicators in the Business Operations Strategy (BOS)	OMT and the HR working group	No additional financial resources		Supports continue meeting the criteria under 4.3
Collect gender parity data as a KPI in the annual BOS survey	OMT and the HR working group	No additional financial resources		Opportunity to move 4.3 to meet requirements

DIMENSION 5 – GENDER ARCHITECTURE AND CAPACITIES				
Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Ensure appropriate financial resourcing of the GE&HRCM AWP	UNCT and GE&HRCM		Annual	Supports indicator 5.1. More effective coordination for gender across the system should have a positive impact across indicators.
Strengthen accountability of GE&HRCM members by requesting HoAs to appoint one member for the GE&HRCM at a senior level from all agencies represented in the Tanzania UNSDCF and update their ToRs accordingly.	UNCT and RC, with support from GE&HRCM and the RCO	No additional financial resources	Annual	Support 5.1 to exceed requirements
Update and cost the GE&HRCM assessment of capacities for gender mainstreaming from 2022 and its associated capacity development plan.	GE&HRCM		Annual	Supports indicator 5.2 to continue to exceed requirements
Update the TOR and functionality of the GE&HRCM to align with Gender Theme Group Standards and Procedures	GE&HRCM endorsed by UNCT HoAs	No additional financial resources		Support 5.1 to exceed requirements.

DIMENSION 6 – FINANCIAL RESOURCES				
Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Conduct training on the UNCT Gender Equality Marker (GEM) for relevant UN personnel (MEL, Outcome Groups, RCO, GE&HRCM)	GE&HRCM with RCO and MEL	Consultant support?	Annual	It supports indicator 6.1 and will also positively impact indicator 1.3.
Provide annual quality assurance of the UNCT-GEM in the draft UN JWP	RCO and GE&HRCM	Human resources	Annual	Supports indicator 6.1
Apply gender equality marker narratives and gender equality marker codes to all sub-outputs in the JWP.	UNCT, with support from RCO and GE&HRCM	Human resources	Annual	Move indicator 6.1 to exceed requirements
Monitor/analyse financial allocations to gender equality using the UNCT-GEM to ensure allocations meet or exceed the global financial target.	GE&HRCM with RCO	Human resources	Annual	Relevant for SWAP indicators 1,3, 2,3 and 6.1

DIMENSION 7 – RESULTS

Proposed Action Point	Responsibility	Resources	Year/ timing	Explanation and link to UNCT-SWAP findings
Ensure all UNSDCF reviews/ Tanzania Annual Results Report include a dedicated section on gender equality results to determine if UNCT is on track to achieve gender equality results as planned in UNSDCF outcomes.	Outcome Groups with support from MEL, GE&HRCM and RCO	Human resources	Annual	Moves 7.1 to meet requirements and supports 2.3
Document results and strengthen gender-responsive indicators that can demonstrate UNSDCF's contribution to transformational change in GEWE	MEL, with support from RCO and GE&HRCM	Human resources/ consultant support?	End of UNSDCF	Moves 7.1 to exceed requirements and supports 2.3
Ensure the TOR of evaluation UNSDCF experts include the requirement to assess progress towards GEWE systematically.	RCO, with support from GE&HRCM		End of UNSDCF	Supports exceeding requirements for 7.1 and 2.3

Annex 3: Inter-agency Team Members

Working Group	Indicators scored	Name of IAT Member
Working Group 1	1.1 CCA 1.2 UNSDCF Outcomes	Maja Hansen (UNFPA) Hilda Oyella (RCO/OHCHR) Mohamed Turay (UN AIDS) Beatrix Jingyi (UNEP)
Working Group 2	1.3 UNSDCF Indicators 2.3 UNSDCF M&E 7.1 Results	Ongagwa Osborn Gwambaye (UN Women) Rashida Shariff (UNFPA) Susan Kiragu-Nottingham (RCO)
Working Group 3	2.2 Communications 3.1 Engagement with Government 3.2 Engagement with GWEW CSOs	Nancy Angulo (UNESCO) Leila Kihwele (FAO) Prisca Issangya (FAO) Joyce Deloge (UNDP) Awet Araya (UNICEF) Burathoki (UNICEF) Jacqueline Machangu-Motcho (IFAD)
Working Group 4	2.1 Joint Programmes 5.1 Gender coordination mechanism 5.2 Capacity development	Joyce Tesha (WFP) David Hofmeijer (IOM) Linda Christy Kiwia (UNHCR) Esther Njeri (UNOPS) Prisca Mgomberi (UNCDF)
Working Group 5	4.2 Organisational culture 4.3 Gender Parity	Lilian Colman Riwa (UN Women) Samson Makasi (WHO) Leyla Mawenya (RCO) Giuliana Neumann (UN Women)
Working Group 6	4.1 Leadership 6.1 Resource tracking and allocation	Ghati Horombe (UNDP) Chiku Semfuko (ILO) Mary Theophil Kessi (WHO) Zhanara Bakauova (RCO)



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