

# UNCT-SWAP GENDER EQUALITY SCORECARD

## COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Cape Verde 2022

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF  
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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## 1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

## 2. The UNCT-SWAP Framework

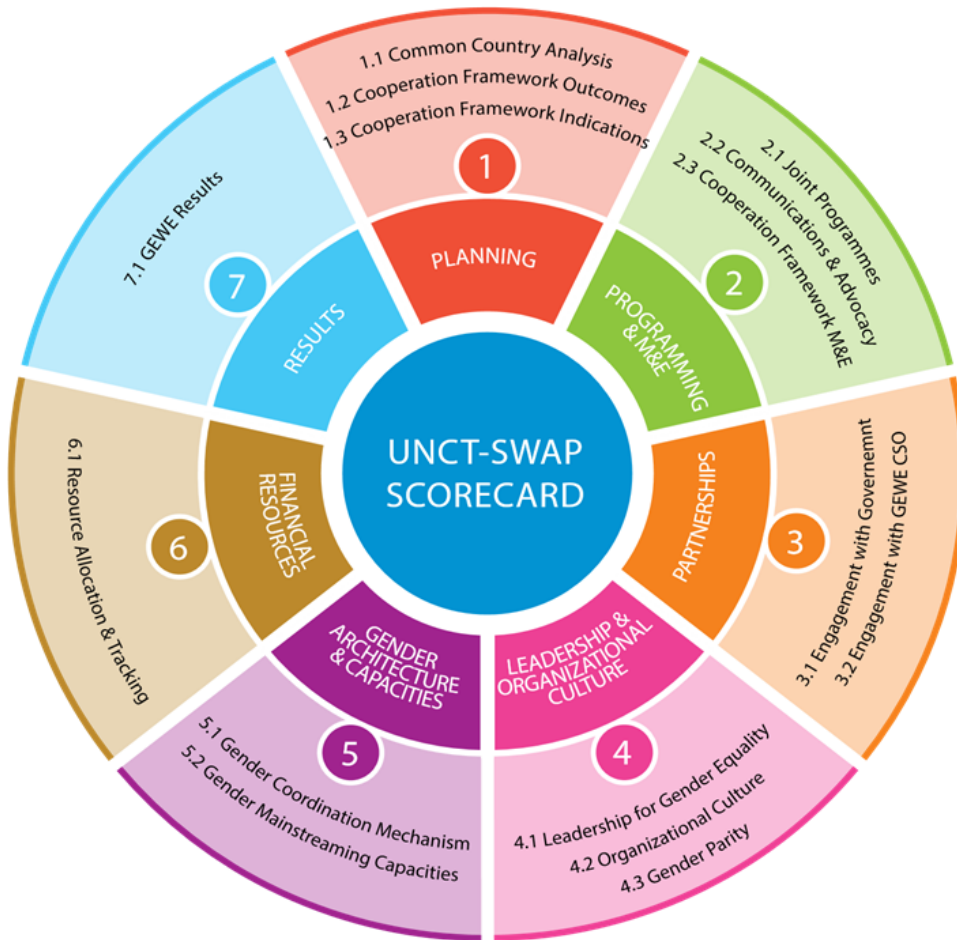
### 2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

### Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of 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.

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to 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**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

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

## 3. The UNCT-SWAP Methodology

### 3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

### 3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. 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. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

### 3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform. Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

## 5. The UNCT-SWAP Process in Cape Verde

*Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement*

2022 is the last year of implementation of the Cabo Verde UNDAF 2018-2022 and the UN in Cabo Verde is currently developing a new UN Sustainable Development Cooperation Framework (UNSDCF, short CF) for the next 5-years (2023-2027), aligned to the new guidance for the new Generation of CFs, in line with the UN Reform. As foreseen by the guidance, Gender Equality, and Women's Empowerment is one of the key programmatic principles of the CFs and must be mainstreamed across the development processes and the cooperation framework itself, including the results matrix. The last Scorecard conducted by Cabo Verde was in 2016, covering the UNDAF (2012-2016/17). At that time, the exercise was guided by the previous scorecard methodology, which was revised in 2018 and strengthened to align with the UN Reform and the SDG Agenda. As the scorecard dimensions and indicators are closely aligned with the CF cycle (8 indicators directly linked to the CF), the UNCT Cabo Verde used this strategic exercise to take a

closer look at its performance and get insights of entry-points to improve performance at this particular phase of CF formulation.

Therefore, the current UNCT-SWAP GE Scorecard took a deep dive into the UNDAF 2018-2022, its results framework, the partnerships it generates, and the results produced to inform, as much as possible, the ongoing strategic planning process.

The assessment also benefited from recent evaluations and reporting exercises conducted by the UN and by the Government, namely the UNDAF Independent Evaluation (2021), the CCA update (2021), and the 2021 Country Voluntary National Review (VNR) on the implementation of the 2030 Agenda, among others.

This exercise was initially planned to take place in 2021, but due to competing priorities and COVID-19-related priorities and plans, it was postponed to 2022 and aligned with the CF's development process. It was finally conducted between end-June to end-July 2022. The UNCT-SWAP Scorecard exercise is part of the RC/UNCT Work plan and a key priority for the Gender and Human Rights Working Group. The methodology for the Cabo Verde UNCT-SWAP GE Scorecard followed the technical guidance provided by the UNSDG (2018). It consisted of a comprehensive desk review, orientation sessions and kick-off meetings, group working sessions, and a workshop with the IAT to discuss findings and draft an action plan.

The exercise was driven by an Inter-Agency Team, nominated by the UNCT, under the overall coordination of the RCO and with the support of UN Women WCARO (West and Central Africa Regional Office). It counted on the external technical support of a consultant to guide the group and facilitate the entire exercise, including desk review, systematizing inputs, and drafting the assessment report.

Within the RCO, the Gender Officer had a prominent support role. The RCO's coordination and the UNCT's leadership and endorsement of the exercise were key to success, along with the instrumental technical support provided by UN Women. The facilitation of the external consultant was also key for the overall technical orientation and the organization of the exercise. Delivering the assignment within the given deadline, was only possible because of the combination of these factors and the high engagement of the IAT and overall coordination of the RCO.

The IAT performed the following tasks during the assessment:

- Provided information in line with the operations and program aspects of the UNCT Gender Scorecard.
- Conducted preliminary assessment of the performance indicators following the guidance and tools provided by the consultant;
- Provided a convening platform for quality assurance and validation of the findings and conclusions in the UNCT Gender Scorecard Assessment Report.

*List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team*

With RCO's support, the IAT was appointed by the UNCT. The group included multi-disciplinary representation, including members with gender expertise and management responsibilities. It comprised 17 members (11 F and 6 M), representing the following offices and groups:

- Resident Coordinator's Office (RCO).
- Gender and Human Rights Working Group (GHRWG).
- UN Communications Group (UNCG).
- Monitoring & Evaluation Staff (M&E staff).
- Operation Management Team (OMT).

The UN entities that participated in the IAT are: FAO, Joint Office (UNDP, UNFPA, UNICEF), ILO, UN women, WHO, UNIDO and RCO.

For the purpose of division of responsibilities to assess specific indicators, the IAT was sub-divided into 5 Working Groups assigned to different clustered indicators. The main purpose of this division of labour was to facilitate the pre-assessment task.

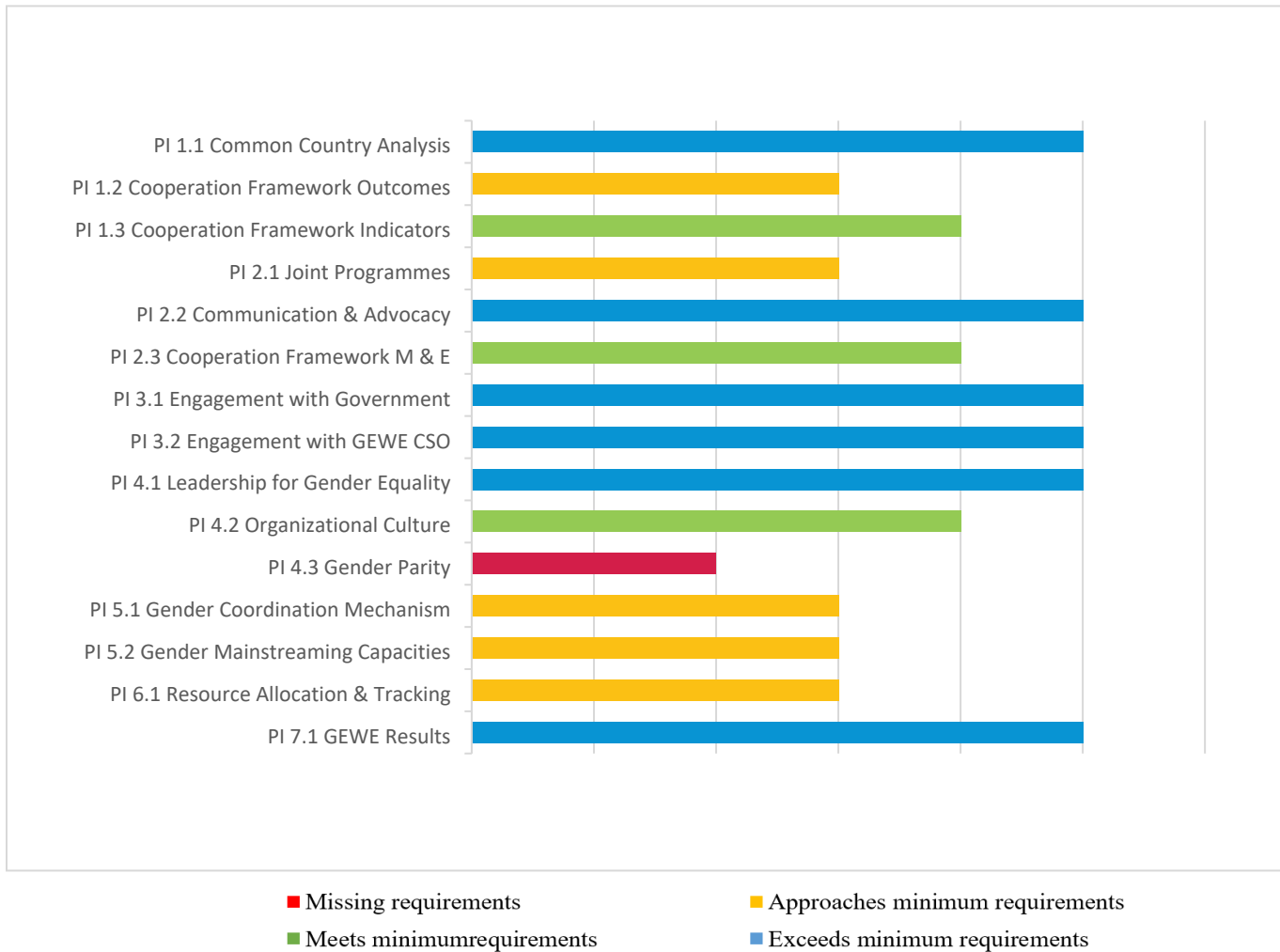
It is important to note the different levels of engagement of the members of the IAT. Some provided substantive inputs for the preliminary review and assessment of indicators assigned to their working groups, and actively participated in the exercise, while others, due to competing priorities, could not participate as expected.

*Enter any additional comments, including on country context in the field below:*

## 6. Overview of Results by Performance Indicator

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

Table 1: Cape Verde UNCT-SWAP Results in 2022



## 7. UNCT-SWAP Detailed Findings by Performance Indicator

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:  
Common Country Analysis integrates gender analysis  
EXCEEDS MINIMUM REQUIREMENTS**

**Planning**

**CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.**

The Cabo Verde updated CCA (2021) reveals the UN's strong commitment to using sex-disaggregated data and gender statistics to inform programming. (criteria b) met. The use of available national statistics is consistent throughout the CCA document and across sectors. Despite this, disaggregated data and gender statistics continue to be stronger and more evident in social and traditional gender thematic areas than in non-traditional areas, such as fisheries, energy, trade, and industry. Sex-disaggregated data is provided for key population-related statistics such as poverty, population growth, life

expectancy, fertility rate, illiteracy/literacy rate, school dropout rates, unemployment, employment, underemployment; informal sector participation, VAW, women's political participation, and access to decision-making positions in the private sector, access to water, drug use, alcohol abuse, social protection, maternal mortality, HIV, adolescent pregnancy and others.

In addition to the sex-disaggregated data consistently used in over 75 percent of key population-based indicators, the CCA has also an analysis of underlying and structural factors explaining gender inequalities and discrimination in line with SDG 5 (criteria a) met). In addition to the Executive Summary and chapter on LNOB, Multi-dimensional risk analysis, and Conclusions/ Way Forward, the CCA is organized into four pillars and covers the following sectors: People Pillar (Health/SRHR, Education, Food Security and Nutrition, Poverty and Social Protection, Water-Energy nexus); Planet Pillar (Environment and Climate Change); Prosperity Pillar (Tourism, Agriculture, Fisheries, and other sectors, as well Pre-COVID-19, COVID-19 impact, and recovery), and Peace (Governance, Rule of Law, and Access to Justice). Gender analysis is present in all four pillars (People, Planet, Prosperity and Peace). The document overall pays good attention to areas of gender inequality in Cabo Verde, although some sectors have lower levels of gender mainstreaming than others.

It is also worth noting that there is a dedicated sub-chapter on Gender Equality as part of the People's chapter, bringing to light some progress and the institutional arrangements. While some gender analysis is provided in sectors under the people's chapter, namely education, health/SRHR, food security, poverty, and social protection, and to some extent in the sectors under the Peace Pillar, there is room for further improvement in the Prosperity and Planet sectors. There is also room for improvement in regard to the Multidimensional SDG risk analysis, considering that gender equality has been identified as one of the drivers of economic transformation, along with territorial cohesion, transition to formality and small-scale industrialization.

The CCA not only mainstreams gender, and notably rights of women and girls, but also identifies women and girls as one of the main groups that are most left behind by inter-sectoral discrimination and presents in a detailed manner the causes of discrimination at different levels (criteria c) met). LNOB was incorporated in the CCA in the true spirit of gender mainstreaming. The document refers to the document 2021 LNOB Assessment (p. 13), where a consistent and in-depth gender analysis, including the root causes of gender inequalities and discrimination, and disaggregation by sex is made for LNOB groups. The CCA also identifies sub-groups at risk of being left behind (e.g. "women and girls facing specific challenges of rural isolation, physical handicaps, LGBTI, or sexual abuse", p.33) (e.g. women with disability p. 16, sex workers p. 29, etc.). The purpose of the LNOB is to put a spotlight on the most vulnerable groups and ensure that these are adequately integrated into the UNSDCF, but also in the PEDS II.

According to information shared during the assessment, some recent and ongoing initiatives supported by the UN provide data and analysis that can contribute to strengthening gender analysis in the next CCA update at the end of 2022. In addition, it is important to continue to build on the previous CCA (2020) and make use of the wealth of existing sectorial analysis, reports and plans developed with the UN support, to inform and complete gender analyses in different sectors.

### **Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind**

The CCA refers to the document 2021 LNOB Assessment, where a consistent and in-depth gender analysis, including the root causes of gender inequalities and discrimination, and disaggregation by sex is made for LNOB groups. The 2021 LNOB Assessment identifies 9 groups more at risk of being left behind.

1. Individuals and groups experiencing food insecurity
2. women and girls in a situation of social vulnerability
3. Vulnerable and at risk children and adolescents
4. Youth NEET
5. Elderly without income nor access to care services
6. Immigrants, especially from the African continent
7. Persons with disabilities
8. Prisoners and other individuals deprived of their liberty
9. Minorities per Sexual Orientation or Gender Identity

### **List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)**

- CCA Cabo Verde, December 2021
- LNOB Assessment, 2021



## PI 1.2 Cooperation Framework Outcomes

### Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS

Planning

#### (a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

Gender equality is visibly mainstreamed in some outcomes of the UNDAF Cabo Verde 2018-2022 in line with SDG 5: of a total of six outcomes, four have gender visibly mainstreamed, representing more than half. One outcome is silent about GEWE (Outcome 5.1 under Strategic Priority 5 (SP): Mobilization, Coordination, and Effectiveness of Development Resources) while another has limited gender mainstreaming (2.1 under Strategic Priority 2: Sustainable Management of Natural Resources and Biodiversity) – (met criteria a: some outcomes). The UNDAF has no gender-specific outcome (criteria b) not met).

The four gender-mainstreamed outcomes are as follows:

- Outcome 1.1 By 2022, the population of Cabo Verde, particularly the most vulnerable, have improved access to, and use more, quality health, education, food security, and nutritional services, and benefit more from social and child protection services, that are inclusive and gender-sensitive, throughout the life cycle (under SP 1: Sustainable Development of Human Capital). The outcome statement contains gender-sensitive language; gender equality is well articulated in the outcome narrative and in the theory of change, including alignments with SDG 5 (targets 5.2; 5.3 and 5.6); five out of twelve outcome indicators, are gender-sensitive, including one gender-specific indicator.
- Outcome 3.1 By 2022, the population of Cabo Verde of working age, particularly women and youth, benefit from decent work through an economic transformation in key sectors, that leads to more sustainable and inclusive economic development (under SP 3: Economic Transformation and Sustainable and Inclusive Growth). GEWE is visibly mainstreamed in the outcome: women are targeted as one of the key beneficiary groups in the outcome statement; the outcome narrative elaborates on gender disparities in the labour market, unemployment rates, and decent work for women as one of the top priorities. The support for the implementation of gender policies and programmes is one of the identified partnership areas of the outcome. There is also a clear alignment with SDG 5.4 in the theory of change. In addition, four of the six outcome indicators are gender-responsive, one of them, gender-specific (linked to SDG 5 target 5.4 – women's unpaid work).
- Outcome 4.1 By 2022, the population of Cabo Verde benefit from a system of democratic governance and public administration that is more effective, transparent, participative, and gender-sensitive (under SP 4: Governance, Public Policies, and Justice). GEWE is considered in the outcome statement; the outcome narrative articulates the alignment with at least two key targets of SDG 5 – 5.c.1 and 5.3. In addition, three of its 5 outcome indicators are gender-responsive, two of them being gender-specific (to track progress on gender-responsive budgets and women's political participation).
- Outcome 4.2 By 2022, the population of Cabo Verde, particularly women, youth and children, benefit from increased human security, improved social cohesion, and a responsive and inclusive justice system and law application institutions, that lead to the fulfillment of human rights (under SP 4: Governance, Public Policies, and Justice). The Outcome statement includes women as a target group to benefit from the results. Gender inequalities, including VAW and women's access to justice, are well articulated in the narrative and in the partnerships that need to be forged to achieve results. Also, issues of human security and protection & promotion of human rights of LGBTI people are reflected in the outcome narrative. Two of the seven outcome indicators are gender sensitive, including one gender specific on VAW, linked to SDG target 5.2.

#### List the Means of Verification. (E.g. Cooperation Framework document)

UNDAF Cabo Verde, 2018-2022

## PI 1.3 Cooperation Framework Indicators

### Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS

Planning

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

14 out of 40 outcome indicators are gender-responsive (either disaggregated by sex, gender-sensitive, or gender-specific), representing 35% of the total indicators (meet criteria for minimum requirements). 5 indicators are gender-specific and linked to different targets of SDG5, including 5.4.1 (Unpaid care work); 5.c.1 (Financial allocations to GEWE); 5.5.1 (Women's Political Participation); 5.2.2 (EVAW) and 5.6.1 and 5.2.1 (on SRHR; Sexual Violence Against Women and Girls).

Outcome 1.1 (under SP1: Sustainable Development of Human Capital), Outcome 3.1 (under SP3: Economic Transformation and Sustainable and Inclusive Growth) and Outcome 4.1 (under SP4: Governance, Public Policies, and Justice) have a higher number of outcome indicators measuring progress on GEWE, including 4 gender-specific indicators out of 5 indicators. The number of gender-neutral indicators is still high (26 out of 40), which requires more concerted efforts on disaggregation and ensuring gender dimensions in the measurement of the progress of UN investments. The following are particularly relevant areas: (1) access to, and use, of basic services and social protection, (2) human security, social cohesion, and justice system, and (3) management and benefits from natural resources and biodiversity and (4) Mobilization, Coordination, and Effectiveness of Development Resources (22 out the 26 gender-neutral outcome indicators are related to these three outcomes).

It is also important to note that 71% of the indicators (5 of 7) which promised disaggregation by sex don't have a baseline with sex-disaggregated data (1.1.5, 1.1.6, 1.1.10, 1.1.12, 3.1.1). And 3 out of 7 the target is TBD (To Be Determined - 1.1.5, 1.1.10, and 3.1.1).

**List Means of Verification. (E.g. Cooperation Framework results framework)**

UNDAF Cabo Verde, 2018-2022

**Dimension Area 2: Programming and M & E**

**PI 2.1 Joint Programmes**

**Performance Indicator 2.1:  
Joint programmes contribute to reducing gender inequalities  
APPROACHES MINIMUM REQUIREMENTS**

**Programming and  
M&E**

**(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

While the UNCT has no targeted Joint Programme on Gender Equality (criteria b) not met), 2 of the 3 Joint Programmes ongoing at the time of this assessment, are visibly contributing to reducing gender inequalities (criteria a) met at least 50 percent). Specifically (i) Sustainable, Integrated and Inclusive Financing Framework for Cabo Verde (SIFF-CV) and (ii) Connecting blue economy actors/ Blue Talks.

The main goal of the first Joint Programme 'Reinforcing National Planning System by aligning budgeting and planning and creating the condition to mobilize new financing flows into an enabling ecosystem, through an Integrated National Financing Framework (INFF)' (short title SIFF-CV), is to create the enabling framework and financing solutions for key transformations in Cabo Verde's sustainable finance landscape, to bridge financing gaps that slow down the implementation of SDGs, national plans and local strategies.

The JP has two outcomes and 6 outputs, with 2 of them visibly mainstreaming gender equality priorities in alignment with SDG 5 targets 5.1.1 and 5.c.1., clearly articulating the centrality of gender-responsive budgeting systems and of adequate resources for GEWE in achieving sustainable development, in line with Addis Ababa Action Agenda (AAAA) for SDG.

2 out of 6 outcome indicators are gender-specific: Outcome indicator 1: % of public expenditures and private investments for which impact is targeting specifically women - and Outcome indicator 2: number of laws, policies, programs, and initiatives integrating facilitation of women's access to sustainable development finance (as beneficiaries of public programs or private investments). Also, most outputs include a specific indicator tracking the impact of the output on gender equality (1.1; 1.2;

2.1; 2.2).

It is worth noting that, in addition to the Ministry of Family, Inclusion and Social Development, which has a key role in guaranteeing gender-sensitivity and inclusiveness of all programme interventions, a number of civil society organizations (CSOs) working on women's human rights are represented in the SDG Intersectoral Committee, to ensure a human rights-based approach, the focus on women empowerment, and the tracking of investments and impacts of women (examples are Organization of Women of Cabo Verde, Women Entrepreneurs Association, Informal Domestic Workers Syndicate, etc). These organizations were also beneficiaries of training, participated in the financing dialogues and were key implementing partners in activities contributing to different outputs.

As stated in the last progress report of this JP (2021): A key INFF initiative for private sector engagement (Fundo Lavanta) offers loans exclusively to youth and women-led businesses, with a focus on young female entrepreneurs. Furthermore, two workshops on Women in AfCFTA were supported by the JP and it was encouraged the appointment of female candidates for all trainings and mentoring activities. SDG labour market indicators produced under this JP are disaggregated by sex. This 2-years SDG Fund's JP (2020-2022) is jointly implemented by UNDP, ILO, and UNODC, and aims to contribute to the UNDAF 2018-2022 outcomes 2.1, 3.1, and 5.1. The JP is coded 2.3 on its Gender Marker.

The second Joint Programme "Connecting blue economy actors: Generating employment, supporting livelihoods and mobilizing resources (short title: Connecting Blue Economy Actors or Blue Talks) aims to increase the income of youth and women in the pilot coastal communities by improving their access to innovation, decent jobs, markets, services and finance; and to foster investments to finance blue economy income-generating projects, in particular impact and diaspora investments.

The JP aims to contribute to SDG 5 target 5.a by accompanying the adaptation of women economic activity to the new trends, supporting them in adding value to their ocean-based production, and improving their integration into value chains and their financial inclusion. Women are one of the main target groups of the programme, along with youth. CSOs working on gender equality are listed among key implementing partners, along with the Ministry of Family, Inclusion and Social Development. There is a clear alignment of the programme goals with national gender priorities in the National Gender Equality Plan, such as, promoting female entrepreneurship, labour mobility in the private and public sector and to promote training in the business area; training for young people and women in employment and self-employment.

Furthermore, in addition to the consistent gender analysis and gender visibly mainstreamed in the ToC's narrative, and women as one of the target groups, the results framework also visibly takes into consideration gender priorities in line with the SDG 5 priorities. One of the two outcomes clearly articulates gender equality results and 2 out of 7 outputs directly contribute to reduce gender inequalities:

In addition, 1 out the 3 outcome indicators are gender-responsive: 1.1 Percentage of increase in income of targeted women and youth.

This 2-years JP (2022-2024) is jointly implemented by FAO, UNIDO, UNDP and IOM and contributes to UNDAF 2018-2022 outcomes 2.1, 3.1 and 5.1. The JP Prodoc is coded 2.5 on its Gender Marker.

The third ongoing JP "Promoting awareness and advocacy of the human security approach in overcoming the COVID-19 pandemic in vulnerable communities in CV" (short title UNTF Human Security), jointly implemented by UNODC and UN-HABITAT, falls short of meeting the criteria: gender mainstreaming is limited to the situation analysis, there is a reference to the alignment with SDG5, and women are indicated as a target beneficiary. Even though the narrative also makes reference to the partnership envisioned with CSOs working on gender, gender equality is not mainstreamed in the results framework, and therefore, not providing means for tracking or measuring its contribution to gender equality. However, there is an opportunity to review the results framework and to engender the upcoming M&E plan, before the end of the programme in December 2022 (Programme duration: July 2021 to December 2022).

Overall, there is no evidence of a systematic mechanism to ensure gender mainstreaming in JPs (criteria c) not met). The gender markers applied to the two first joint programmes are requirements of Joint SDG Fund and are part of the proposal formulation and submission templates.

**If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:**

Requirements for criterion b) are not met.

**List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).**

- Joint Programme Full Programme Document (Joint SDG Fund): SIFF-CV
- Joint Programme Full Programme Document (Joint SDG Fund): Connecting blue economy actors
- Joint Programme Full Programme Proposal: (UNTF Human Security): UNTF Human Security

## PI 2.2 Communication & Advocacy

**Performance Indicator 2.2:  
Communication and advocacy address areas of gender inequality  
EXCEEDS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

### **Meets minimum requirements AND (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.**

The UNCT has continuously supported joint communication and advocacy initiatives, on key UN normative areas and especially on gender equality and human rights, through a close collaboration between the UN Communication Group (UNCG) and the GHRWG. Gender equality is the most common area for joint advocacy initiatives in UNCT in Cabo Verde, bringing together several agencies in the promotion of gender equality while highlighting the UN's contributions toward the achievement of this goal. The UNCT's commitment to GEWE communication and advocacy in the context of UNDAF's implementation is clearly articulated in the UNDAF 2018-2022 Communication Strategy (criteria c) met): "Collaborate on joint programs for advocacy and thematic working group, specifically human rights and gender, and on specific issues or national events" (page 8); and "An increased awareness in Cabo Verde on key development issues, the SDGs, the 2030 Agenda, human rights, gender, environment and the impact achieved by the UNDAF delivery in the country" (page 12). The Communication Strategy is operationalized through the annual work plans of the UNCG, with the majority of activities related to GEWE and Human Rights. For example, the 2021 AWP of the UNCG, features celebration events of IWD (8th March), the EVAWG Day (25th November), and Human Rights Day (10th December). In addition, there is clear support for the implementation of the PSEA campaign (No Tolerance, Zero Excuse campaign).

Other areas of the AWP mainstream gender, including the audio-visual content produced for its different social media channels, knowledge products, and communication materials (such as flyers, posters, factsheets, people's stories, and campaigns' branding materials), and the continuous and systematic engagement with the media community in Cabo Verde, and in the UN Cabo Verde newsletter MORABEZA produced every quarter.

In addition, gender equality is continuously spotlighted on the UN Cabo Verde social media channels (UN Cabo Verde Facebook page and Twitter account) and on the Website: from February 2019 to June 2022 around 44 stories on the website feature different thematic areas, such as the inclusion of women in COVID-19 responses and the impact on women and girls' rights, the unpaid work and care crises, new masculinities, gender-responsive budgeting, women in ITC, women entrepreneurship, GBV, Sexual and Reproductive Health and Rights, decent work for women, gender in local development, among others. Furthermore, from December 2020 to June 2021, 4 out of 15 stories featuring Cabo Verde on the UNSDG Website/ stories, address GEWE issues, two of them specific to GEWE: "Girls today, women tomorrow: an HPV vaccine sets a new course for women and girls in CV) and "In CV, a 'new masculinity' to help stop GBV".

UNCT Cabo Verde has a number of advocacy campaigns (over the UNDAF implementation period of 2018-2022) in key thematic areas of GEWE. These campaigns have been supported at the highest leadership level of the UN in Cabo Verde.

Examples for 2021 of concrete joint communication initiatives and advocacy campaigns (criteria a) and b) met):

2021 IWD – 8th March 2021

- Video for promotion of GEWE and particularly women in different professional sectors: Jointly promoted by UN RCO, UNDP, UNFPA

Human Rights Day -10 December 2021

- Music concert on December 9, 2021, for the International Day of Human Rights, and the end of the 16 days of activism Newsletter Morabeza, Q1 2022

Special edition on International Women's Day/ Month – the edition features the UN's collaboration in different activities in commemoration of March Month of Women's Rights but also highlights the UN's contribution to achieving SDG 5.

16 Days of Activism Advocacy campaign (RCO, UNDP, and UNFPA)- 25 November - 10 December 2021 – Towards ending GBV' The campaign involved the production and dissemination of communication materials in partnership with academia (Uni-CV); an advocacy workshop at Uni-CV oriented towards students, both female and male.

PSEA Zero Tolerance, NO excuse campaign 2021 (coordinated by the UN Inter-agency Task Force on PSEA and with the participation of RCO, FAO, Joint Office (UNDP, UNFPA and UNICEF), WHO, and others. The campaign was launched in 2021 during celebrations of UN Day. The campaign’s kick-off event was broadcasted and covered in the media. In addition, communication materials were distributed among all staff and visibly placed in the UN building. Adolesensia Primeru Gravidez Dispos (a national campaign on teenage pregnancy jointly implemented with the government, through the ICIEG – Caboverdean Institute for Gender Equality and Equity) – UNFPA and UNICEF

In addition, the UN has visibly contributed to communication and advocacy campaigns in non-traditional areas (met criteria d):

In 2021 the UN, with the participation of the RCO, the Joint Office (PNUD, UNFPA and UNICEF) and OHCHR, gave continuity to advocacy initiatives under the UNFE (UN Free and Equal Campaign) on the promotion of the rights of LGBTI persons (launched in Cabo Verde in 2017):

- Broadcast video “Dona Monica” (May / June 2021)
- Music concert (December 2021)
- Dialogue between local artists and students of the University of Cabo Verde (Youth Dialogue on Human Rights, Gender and LGBTI, December 2021)

Additionally, the UN organized a Master Lecture (Aula Magna) 8 Dec 2021 on New Masculinities, focusing on issues related to responsible/ positive paternity, as well as online awareness communication initiatives on (i) Women/girls in ITC and on (ii) climate change & gender equality. Both publications feature key challenges, testimonies, opportunities, normatives and policies.

**List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).**

- Records of joint Communication and Advocacy events, materials. UN Cabo Verde website.
- Communication Strategy for the UNDAF 2018-2022
- UNCG AWP 2021
- Morabeza 2022, Q1
- PSEA Communication Strategy

**PI 2.3 Cooperation Framework M & E**

<p><b>Performance Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS</b></p>	<p><b>Programming and M&amp;E</b></p>
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**Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.**

Criteria a) Not Met: In the UNDAF 2018-2022 Results matrix most of the sex-disaggregated indicators (5 out of 7), missed sex-disaggregated baselines and/or targets (please refer to assessment of indicator 1.3). There is no evidence that the baselines and/or targets were collected in the first year of UNDAF implementation, as planned. Furthermore, according to the findings of the Independent Evaluation of UNDAF, regular monitoring/reporting of the progress against outcome indicators did not take place as planned "...groups will meet quarterly to monitor the evolution of the indicators established for each outcome of the UNDAF results matrix and report these developments to the UNCT (...). Each group of results should also report on the evolution of cross-cutting programming principles, namely, human rights, gender equality and women’s empowerment, sustainability and resilience, and accountability” (UNDAF p.23-24). In the absence of a detailed M&E Plan, the quarterly outcome groups’ meetings focused on annual planning exercises and on tracking annual outputs results, rather than on measuring progress against indicators. The UNDAF final evaluation states that: "The Results Groups, designed to focus on results across the five pillars of the UNDAF and cross-cutting issues, have not worked in their M&E role". (...) And, the “UN Country Results Report does not report on the state of progress on UNDAF’s indicators, neither at output level nor at outcome level.”, and "The UNDAF’s annual results meetings are focused on presentations output-level results (rather than

progress towards results) and does not provide an overview of how the annual implementation of the JWPs is progressing towards the achievement of the UNDAF objectives.” (UNDAF Evaluation Report, 2022, pages 45 and 61, respectively). The UNCT Results Report 2021 states: The Framework includes 40 outcome indicators and 209 output indicators that have been reported in the UN INFO System since 2018, the time when Cabo Verde became a pilot country on the system implementation. However, with the replacement of the legacy system with the new UN INFO 2.0, by the end of 2021, the migration of data was incomplete and the missing information on the indicators made it impossible for agencies to report against the targets. As of the end of 2021, data was still being collected for output and outcome indicators and data migration was still in progress.

Thanks to UN INFO and its GEM code system it was possible to track investments on GEWE throughout the years. However, the UNCT-SWAP GE Scorecard assessment, which was predicted to take place twice in the UNDAF cycle, is happening only now, by the end of the UNDAF 2018-2022.

Criteria (b) Met: (UNDAF reviews/evaluations assess progress against gender-specific results). As stated above, gender-specific results at the output level were tracked on a regular basis, as shown in the UNCT annual reports. Furthermore, the evaluation of the UNDAF 2018-2022 was conducted in a gender-responsive manner in line with the United Nations Evaluation Group’s (UNEG) guidelines on gender mainstreaming in evaluation (ToR of the consultancy, evaluation scope, methodology and roadmap, requirements on the involvement of key actors, findings and recommendations). The evaluation report covers the UN’s contributions toward gender equality in line with SDG5.

Criteria c) met (M&E group staff trained on GEWE): although gender-specific training of staff with M&E responsibilities did not take place, all UN INFO Focal Points including M&E staff from RCO and Agencies, received training on UNCT GEM in the context of the UN INFO (although gender-specific training of staff with M&E responsibilities did not take place). Another example of a training initiative targeting M&E staff includes the online workshop on Operationalizing a Human Rights Based Approach to Data and Indicators in Cabo Verde.

### List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

- UNDAF Evaluation Report and it’s the Annex Volume, 2022
- UNDAF 2018-2022, Section 8 – Monitoring and Evaluation (page 49-51)
- ToR and roadmap for the UNDAF Consultancy
- Operationalizing a Human Rights-Based Approach to Data and Indicators in Cabo Verde - Workshop Online
- Training related documentation (invitation, meeting calendar and agenda, support documentation...)

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

#### Performance Indicator 3.1:

UNCT collaborates and engages with government on gender equality and empowerment of women

Partnerships

**EXCEEDS MINIMUM REQUIREMENTS**

**Meets all of the following: (a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women’s Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.**

Criteria a) Met: The partnership between UNCT and the Government has been close and mostly well-coordinated throughout the UNDAF cycle, from planning to implementation, through collaboration with the Ministry of Family, Inclusion and Social Development (MFIDS) and, in particular through the Cabo-Verdean National Institute for Gender Equality and Equity (ICIEG). The UN through its different agencies has jointly supported Cabo Verde in implementing its key gender priorities, that are in line with global normative and development frameworks, including CEDAW, Beijing Platform of Action and SDG 5. The UN provides policy support, technical and financial assistance for capacity building, advocacy and normative support,

coordination, convening, and knowledge sharing, among others. Thematic areas are diverse, from GBV, SRHR, access to justice, women's leadership, and political participation, women's economic empowerment (rural women, migrant women, including women with disabilities, women entrepreneurial, decent work for women), social protection, gender-responsive planning and budgeting, social human rights of groups of women at risk of being left behind, among others. According to data extracted from the UN INFO, from 2018 to 2021, the UNCT Cabo Verde supported over 46 key activities contributing to SDG 5 (either GEM 2 or GEM 3) and a significant number of them are jointly implemented by more than one UN entity. Examples of the UN's joint support to the Government (not limited to the line ministry and/ or ICIEG) during the UNDAF are listed in Annex 4.

Criteria c) Met : All UN joint Initiatives on gender with the Government are linked to the UN gender normatives and the SDG Agenda, with a focus on goal 5. For instance, all policy and legal frameworks developed or implemented with UN support required an alignment with the SDG's 2030 Agenda, and in particular the SDG 5. As an example, the newly adopted PNIG presents an alignment table between strategic priorities and SDG5 targets. In addition, the PEDS II (the second generation) is also an opportunity to localize SDGs, including SDG 5, and it is one of the activities in the GHRWG 2022 AWP. The UN has been jointly providing support to the country for the elaboration of its VNRs (2018 and 2021) on the implementation of the SDG Agenda: both reports have gender standalone chapters. In 2018, with UN support (UNDP, UNICEF, UNFPA, UN Women and ILO), the Government prepared a Country Study-Case on SDG 16+. This case study focuses on the progress in rights-based inclusion and accountable institutions dimension of SDG 16+, which also impacts the achievement of Goals 1 and 5, with a focus on two areas of intervention (i) the implementation of the national care system and (ii) the enhancement of transparency in public administration. In the context of the COVID-19 pandemic, the UN has also worked closely with its government counterparts to ensure gender mainstreaming in the Government COVID-19 Emergency Response Plan, which included targeted responses to vulnerable women.

Furthermore, within the scope of the 2021 VNR, and to prepare for the new national programming cycle (PEDS 2022-2027), the UN supported the Government to undertake a detailed assessment on 'Leaving No One Behind' (LNOB). The assessment allowed for a deeper analysis of groups at risk of being left behind, the barriers they face in their access to social services and economic opportunities and rights and the causes of their exclusion. To elaborate this assessment, a National LNOB Partnership was created, led by the government and supported by the UN and includes among its members ICIEG and the UN GHRWG.

There are equally other relevant initiatives (analysis, sectoral policies, and plans, ...) on promoting gender equality carried out by agencies, on an individual basis. However, as agency-specific initiatives they don't fall within the scope of this assessment.

Criteria b) Met: ICIEG, as the national gender machinery (the governmental GEWE institution and coordinator of the implementation of the national plan on gender equality) has been an active member of UNDAF planning, development, implementation and evaluation. ICIEG is a member of different results groups, the UN counterpart when it comes to annual planning on gender initiatives (to ensure the necessary alignment with the national priorities) and a beneficiary of UN policy, technical and financial support on GEWE. This has been pinpointed in different UNCT results reports and in the UNDAF evaluation. Evidence includes participants lists of different processes, partner contract agreements with different UN entities, among others.

Furthermore, more recently this year, the ICIEG has been involved in the development process of the new CF (for 2023-2027) and participated to the different steps: in CCA, in the prioritization, in the foresight exercise (ForesightSHIP workshop), in the Theory of Change/ LNOB atelier, and national consultation workshop.

### **List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)**

- UNCT Annual Results Report (2020, 2021)
- UNDAF Evaluation Report (2022)
- UN INFO (Cabo Verde) – consulted in July 8
- VNR Cabo Verde Report, 2021
- Morabeza 2022, Q1

**Performance Indicator 3.2:  
UNCT collaborates and engages with women's/gender equality  
civil society organizations  
EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

**Meets all of the following: (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 Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, 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.**

Criteria a) Met: NGOs working on GEWE are among the over 100 national partners working with the UN in the context of the implementation of the UNDAF 2018-2022. Women's NGOs such as MORABI, VERDEFAM, ACLCVBG, AMES, Laço Branco (White Ribbon – Men Against GBV), APIMUD, and a few others, work with UN entities in different thematic areas, both as advisories and implementing partners.

Examples of UN joint initiatives in fostering GEWE in the context of the UNDAF cycle are as follows:

- Engagement of social influencers in promoting GEWE with the Joint Office (UNDP, UNICEF, UNFPA), RCO - in the context of the visit of the UNFPA Goodwill ambassador - in partnership with ICIEG.
- Technical and financial support was provided to ACLCVBG for the development of the roadmap and action plan on the rights of domestic workers, which led to the creation of the first Domestic Workers Association in Cabo Verde (ATD) – UN Women and ILO;
- UN's coordination and secretariat support in setting up and operationalization of Cabo Verde Working Group on Women, Youth, Peace, and Security – a multi-stakeholder platform to coordinate the implementation of the UN Res. 1325 at the country level and Annual Work Plans implementation - (coordinated by GHRWG, under UN Women leadership), and led by ACLCVBG - Associação Caboverdiana de Luta Contra a VBG, since 2019;
- In the context of the implementation of advocacy UNFE, the support provided to the LGBTI-Praia Association to the implementation of the communication campaign and annual parade and other activities (coordinated by the Joint Office (UNDP, UNFPA and UNICEF), RCO with OHCHR support);
- Engagement and support to women associations (AMES, RAMAO, OMCV, MORABI) in the context of the support to women's SMEs and the micro-financing ecosystem (FAO, UNIDO, UNDP, IOM, ILO, and UNODC), within JPs implementation (Blue Talks and the SIFF-CV);
- National consultation on SRHR in coordination with VERDEFAM and Ministry of Health in the context of a regional initiative – UNESCO and UNFPA.

Criteria b) Met: the UNDAF evaluation concluded that the UN was developed in an inclusive manner, involving not only Government, but also civil society organizations, private sector and international partners. The involvement of the CSOs at the UNDAF planning stages was confirmed by CSOs participating in the evaluation exercise. Evidences from the evaluation are that the UN uses a multilevel and multi-stakeholders' approach for the implementation of its UNDAF, and CSOs are fundamental partners, along with Community-Based Organizations (CBO). Furthermore, it is worth noting that 2 out of the 8 CSOs consulted/ interviewed during the UNDAF evaluation, work specifically on GEWE (OMCV and ACLCVBG), while other 3 work on related areas (ACRIDES, ACARINHAR and Fundação Infância Feliz). According to the report, CSOs have also participated in the workshop to validate the Theory of Change (ToC) of the UNDAF Evaluation. The examples above show the involvement of CSOs in the implementation of the UNDAF.

Criteria c) Met: For the LNOB Assessment in 2021, women's rights CSOs were consulted several times in focus group sessions, as well as vulnerable women contacted through other CSOs or by partners (e.g. sex workers, rural women). In addition, a national LNOB partnership was created, led by MFIDS and the Ministry of Finance and supported by the UN in Cabo Verde. Two workshops were organized by the National LNOB Partnership and were held in September 2021 and June 2022 with strong participation of CSOs working on GEWE (e.g. OMCV, APIMUD).

However, it is also important to note that, despite these examples, the UNDAF Evaluation considers the partnership of the UN with CSOs insufficient. The Evaluation recommended strengthening the engagement with CSOs not only at the planning stages of the CF, but also in setting priorities and in the implementation. The need to increase the involvement of CSOs in UNDAF/CF implementation is also recognized by the UNCT (meeting of 4 February 2022). According to UN colleagues and NGOs, like ACLCVBG (Associação Caboverdiana de Luta Contra a VBG), after 2020 the UNCT level of engagement with GEWE



NGOs as Implementing Partners and as the main partners has decreased drastically, due to the fact that UNWOMEN has no longer a country presence.

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

- UNCT Annual Results Report (2020, 2021)
- UNDAF Evaluation Report (2022)
- LNOB Assessment, 2021

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:  
UNCT leadership is committed to championing gender equality  
EXCEEDS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

**Meets all of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.**

Criteria a) Met: Over 70% of UNCT meetings during the past 12 months addressed GEWE (5 out of 7 meetings from June 2021 to June 2022). Examples of GEWE issues addressed in UNCT: UNCT-SWAP GE Scorecard, discussion and approval of the GHRWG annual work plans, PSEA Task Force AWP, gender as a normative mandate of UNCT, and the LNOB assessment, among others. On March 31st, 2021 the UNCT deliberated that UN's normative mandate including efforts on PSEA, Gender Equality, and Disability Inclusion would be a standing item in UNCT's meeting agenda. Furthermore, the UNCT 2022 Annual Retreat held in January generated a great opportunity for UNCT members to discuss the centrality of gender equality in the new CF and its strategic importance for the new generation of UNCT.

Criteria b) Met: the RC demonstrated public championing of GE, by addressing GEWE in almost 70% of her public speeches during the past 12 months: 24 of the 35 speeches reviewed, clearly articulated gender issues and women's human rights (GBV, Gender Responsive Budgeting System, women's social protection, women and girls in climate change, COVID-19 disproportional impact on women and girls, progresses and challenges on gender equality in Cabo Verde, the central contribution of women in economic and social development...).

Criteria c) Met: The RC and the HoA demonstrate strong public championing and commitment to GEWE in the workplace. According to the results of the Organizational Culture Survey conducted in the context of this assessment, 79.1% of staff responded positively to question #5 regarding their perception of UNCT leadership's commitments to GEWE: 17.91% of staff strongly agree, and 61.19% agree that Heads of Agencies are committed to gender equality. In general female staff have a more positive perception of leadership commitment than male staff (84.45% female against 68.18% male staff).

Criteria d) Met: The 2021 Cabo Verde RC & UNCT Performance Appraisal Workplan addresses GE in the 2030 Agenda as a critical performance area. The following has been reflected in the document, under Section 5, "Leaving No One Behind, Human Rights and Gender Equality in the 2030 Agenda":

"The RC/UNCT promotes and advocates for the fundamental values, standards, and principles of the UN Charter, by supporting the government and relevant institutions to strengthen capacities for human rights and leaving no one behind, including addressing obstacles that prevent social and economic inclusion and women and youth participation, with regard to prevention and responding to serious violations of human rights and humanitarian law". The result will be pursued through the four following approaches:

1. The UN Cabo Verde fulfils its Gender, PSEA, and UN Disabilities System-Wide obligations through the implementation of the PSEA risk assessment, the Gender SWAP Scorecard, and the UNDIS balance scorecard;

2. The RC and the UNCT with all partners uphold dialogues and processes that promote inclusive political processes, civic engagement, and participation in the decision-making of civil society organizations, communities, and citizens, youth and women including through the engagement with the UN human rights mechanisms and facilitating country reviews/visits and making use of their recommendations as applicable;
3. Effective coordination within UNCT on human rights and gender equality through the efficient functioning of the Gender and Human Rights Working Group;
4. The UN advocates for reaching the furthest behind based on evidence and data on the CCA and prepares for the new UNSDCF that puts people at the centre with clear programmes focusing on the most vulnerable and contributing to the implementation of international human rights mechanisms.”

It is important to note that the ARC has been discontinued in 2021. However, in the 2020 Resident Coordinator Performance Appraisal, the rating of the RC is “Successfully meets performance expectations” and it is mentioned: “She (Ms. Graça) supported gender-related activities through the gender scorecard, and proactively proposed new initiatives to enhance the relevance of the United Nations system in Cabo Verde.”

### **List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)**

- UNCT meeting minutes - from January 2021 to March 2022
- In total 35 speeches from the UN RC in Cabo Verde covering mid-2021 to June 2022
- Results to the survey on Organizational Culture (74 participants)
- 2021 Cabo Verde RC & UNCT Performance Appraisal Workplan
- Report of the UNCT 2022 Annual Retreat

#### **PI 4.2 Organizational Culture**

**Performance Indicator 4.2:  
Organizational culture fully supports promotion of gender equality and empowerment of women  
MEETS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

### **Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.**

The Organizational Survey was sent out by the RC to all UN staff with a copy to the HoA on May 24, 2022. It remained open for participation until June 26, 2022, after reaching a positive response rate: a total of 74 staff (52 female and 22 male) out of the 130 staff in UN Cabo Verde (the target sample was set at 72 responses, therefore ensuring a confidential interval of 7.5). The majority of responders were national staff (61, of which 43 were female and 18 male) and staff without supervisory roles (45 out of 61, of which 32 were female and 13 male). The survey is comprised of 10 questions that deal with issues related to (i) the perception of the leadership on gender; (ii) discrimination in the workplace; (iii) promotion of gender equality in the workplace; (iv) work-life balance measures, policies, and practices.

The minimum requirement (65-80 percent) is met: The organizational survey results scored an overall positive rating of 74.55 (22.3% strongly agree and 52.25% agree). Only 20.06% are neutral and 6.25% have a more negative perception of the UN organizational culture in support of the promotion of gender equality. In general, the female staff has a more positive perception than men (76.17% of females against 71.15% of males).

The highest positive rating was verified on the perception of Leadership championing and commitment to GEWE in the workplace while the lower positive rates are regarding flexible work arrangements: work-life balance; HoA support of the adequate relationship between work life and home life; a package of entitlements for work-life balance (maternity/ paternity leave, breastfeeding). However, the overall rating does indicate a highly positive view of the organizational culture in all aspects covered by the staff survey.

Refer to Annex 5 charts for more detailed information on the results.

### **List Means of Verification. (E.g. results from organizational culture and gender equality survey)**

Organizational Survey Results, responded by 74 UN personnel (annex 5)

**Performance Indicator 4.3:  
Gender parity in staffing is achieved  
MISSING REQUIREMENTS**

**Leadership and  
organizational culture**

**Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c).**

**Include relevant details and analysis**

Misses a) and b): The UNCT did not put in place a mechanism to track gender parity in staffing and is therefore not able to demonstrate trends towards achieving parity commitments. This assessment was seen as an opportunity to set a baseline and to use the template (parity table) for regular monitoring of trends, ideally by the OMT and reporting to the UNCT. The table provided by the technical guidance was distributed to all HoA by the RC with a request and deadline to submit data from their own entities.

Out of the 15 UN entities making the UNCT, 10 have in country-presence (resident agencies and non-resident agencies with permanent staff) and 5 operate from their regional offices (non-resident agencies without permanent staff). 12 members of the UNCT completed the assessment of this indicator, namely, UNODC, OHCHR, ILO, FAO, UNESCO, UN-Habitat, UNIDO, WHO, IOM, and Joint Office (UNDP, UNFPA, UNICEF) and RCO.

Due to the small country team and reduced number of staff members (both national and international) the results only allow the following considerations: at the UNCT leadership level, while the UN RC is a woman, the majority of the HoA are men (12 male; 3 female); the majority of UN staff in Cabo Verde is national (49 against 15 international staff), and female (34 against 30 male); women are the majority of national staff (28 against 21), and almost twice as many as men in NOA, NOB, NOC and NOD positions (17 female and 9 male); the gap is higher for senior national positions (NOC), with 10 women against 1 man. In NOA and NOD positions there are only men and no woman (2 in NOA and 1 in NOD); Men are the majority under General Services (G1 - G4), with a total of 8 men against 2 women, while G5 and G6 are only women (9 in total). This might be due to the functions of these staff and gender-stereotyped roles linked to certain professions (for example all drivers in the UN Cabo Verde are male and/or administrative positions for women). On the other hand, the pattern of female and male international staff is slightly different, with the number of men higher than the number of women (9 men against 6 women). With exception of P3 position, all other international professional staff categories have more men than women, including in D1, which is the higher category of staff in the UN in Cabo Verde (1 woman and 2 men).

The main conclusion is that there is parity in staffing, except for the G2, G3, G7 and NOA (only men); G5, G6, and NOC (only women/ majority women).

In addition, there is a significant number of personnel in Cabo Verde that work for the UN under service contracts (SB), consultancy contracts, and UNV international, which are not here reflected, as per the guidance, but some are included in the parity table for internal monitoring.

Criteria c) Met: Gender Mainstreamed in the BOS. New areas that have been introduced in the Cabo Verde BOS are linked to disability and inclusion, gender equality, PSEA, ICT, green office and staff's well-being.

Under Common procurement services, the BOS indicates Gender Responsive Procurement Sourcing as an area, under FAO's leadership, and jointly implemented by 5 agencies. Opportunity statement in the BOS: There is a need for all UN agencies to harmonize their procurement inclusive of gender responsiveness, through solicitation documents etc. which are in line with the UN Goals. Gender Responsive: Procurement through sourcing women-owned managed vendors. Quality enhanced expected: A roster for women-owned managed vendors will facilitate the agencies requirements for contracting women-owned managed vendors and support the gender balance in each agency.

On PSEA (UNFPA leadership and 6 participating agencies) and under Common Human Resources Services: Opportunity Statement: Provide mandatory e-learning course and workshops composed of a set of lessons designed to raise your awareness about SEA, become familiar with a range of measures to combat SEA, understand what the impact of SEA on victims is, and the consequences for UN Personnel who commit Sexual Exploitation and Abuse. Quality Enhanced expected: The ability of all UN Personnel understand what can be done to PSEA within the work environment and outside; Ability to understand and define the UN standards of conduct on SEA and understand your obligations as UN personnel; Ability to describe how to report SEA; Understand the consequences of such abuses; Ability to describe what managers, heads of office and heads of department must do to enforce the UN standards of conduct.

**Gender parity data**

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	1	0

G2	0	3
G3	0	3
G4	1	2
G5	5	0
G6	4	0
G7	0	4
NOA	0	2
NOB	7	5
NOC	10	1
NOD	0	1
P1	0	1
P2	0	0
P3	3	2
P4	1	2
P5	1	2
P6	0	0
D1	1	2
D2	0	0

**List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)**

Consolidated, sex-disaggregated staffing data from: UNODC, OHCHR, ILO, FAO, UNESCO, UN-Habitat, UNIDO, WHO, IOM, Joint Office (UNDP, UNFPA and UNICEF) and RCO (15 July 2022).  
BOS Cabo Verde

**Dimension Area 5: Gender Architecture and Capacities**

**PI 5.1 Gender Coordination Mechanism**

**Performance Indicator 5.1:**

**Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women**  
**APPROACHES MINIMUM REQUIREMENTS**

**Gender architecture and capacities**

**Meets two of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

The GHRWG is well established and functional (with endorsed AWP & ToRs) - Criteria b) Met - and have significantly contributed to UNDAF/CF processes - Criteria d) Met - including in the Country analysis: the GHRWG was consulted and made substantive input to the 2020 and 2021 CCA. In addition, the group has contributed by supporting the development of the LNOB assessment as an input to the CCA and by participating in the ToC-LNOB Atelier for the design of the new UNSDCF 2023-2027 and the PEDS II. During this atelier, the GHRWG presented findings of the LNOB assessment and has co-facilitated the learning sessions. The main goal of the atelier was to identify a specific Theory of Change to Leave No One Behind in the sustainable development process and review the Theories of Change developed by the United Nations, the Government, and partners under PEDS II and the UNSDCF, to ensure that the primary efforts target the most vulnerable populations identified in the Leave No One Behind Assessment.

To meet the requirement, the GHRWG should be chaired by an HoA or members that include at least 50% of senior staff. However, this is not the case in Cabo Verde. The group is not chaired by an HoA (criteria a) not met) and the seniority of its members, despite close to 50% (9 out of 20 members are NOC/ P4 or above), only reaches 45% (criteria c) not met). Still, the

group has a strong constitution and includes a reasonable number of senior program officers and has consistently operated and contributed to different UNCT processes since its reactivation in 2021.

The group membership consists of 20 members (17 female and 3 male), representing the following UN Entities: Joint Office (UNDP, UNFPA, UNICEF); RCO, FAO, WHO, UNODC, ILO, and IOM. The GHRWG is co-chaired by the Joint Office (UNDP, UNFPA, UNICEF) and UN Women (WCARO).

From February 2021 to February 2022, the GHRWG met six times (4 in 2021 and 2 in 2022), on different topics, including the discussions of the development, implementation, and monitoring of their AWP 2021 and AWP 2022. The 2022 AWP is structured around 3 key axes: (1) Strategic Planning and UN Reporting; (2) Joint Communication and Advocacy and (3) Capacity Building. Responsibilities for the AWP are shared amongst agencies, with different agencies leading on different activities. There is alignment between the group's work and the priorities in the 2021 RC/ UNCT Performance Appraisal Workplan.

M&E: The GHRWG supported the reporting in IMS in 2020 and 2021 (Gender, Human Rights, PSEA, Disability Inclusion, and Youth) and made substantive input.

In addition to the GHRWG, the UNCT has established a Task Force on PSEA, which is chaired by FAO and a Disability Inclusion Task Force, chaired by the Joint Office.

#### **Please select minimum requirement(s) met:**

- The group has a TOR and an approved annual work plan.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

#### **List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)**

- Minutes of the meetings of the GHRWG, from 2021 – 2022
- GHRWG's Membership list, ToRs and AWP 2022
- LNOB Assessment, 2021
- UNDAF Evaluation Report (2022)
- Concept Note ToC LNOB Atelier, 2022

#### **PI 5.2 Gender Mainstreaming Capacities**

##### **Performance Indicator 5.2:**

**UNCT has adequate capacities developed for gender mainstreaming**

**Gender architecture and capacities**

##### **APPROACHES MINIMUM REQUIREMENTS**

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

Criteria a) Met: In the context of the 16 Days of Activism campaign, the GHRWG organized a webinar for the UN staff in Cabo Verde on Violence and Sexual Harassment in the workplace – What can we do? The training was delivered with the support of ILO Dakar Country Office (Senegal) and attended by over 30 UN personnel.

Furthermore, the UN Cooperation Framework Task Force received training on March 30th on UNSDCF guidelines and key UN Programming Principles. UN Women WCARO made a presentation on GEWE in CF presenting first UNSDCF principles and application to GEWE, and then on how to strengthen gender mainstreaming in Cabo Verde. The recording of the training, the presentations, and the concept note was afterward shared with the GHRWG members.

Criteria b) and criteria c) not met: There is no evidence of an existing gender capacity gap assessment/ capacity plan. Also, the UNCT could not provide evidence of induction materials for new staff, that include gender commitments.

#### **List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)**

- Concept note, agenda and list of participants in the Webinar on Violence and Sexual Harassment in the workplace – What can we do?
- Concept note and presentation of the UNSDCF Training March 30-31

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:**  
**Adequate resources for gender mainstreaming are allocated and tracked** Resources  
**APPROACHES MINIMUM REQUIREMENTS**

#### **(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.**

Criteria a) Met: UNCT Cabo Verde piloted the implementation of the UN INFO in 2018. Since then, the UN INFO focal points, including M&E personnel, have been trained on the UN INFO tool and functionalities, which included the UNCT Gender Equality Marker, Human Rights marker, and QCPR Marker alignment and application for each sub-output of the annual JWPs. The UNCT members of non-resident agencies are also focal points for inserting data in UN INFO and have been involved since the beginning, including the UNCT GEM Guidance updated in 2019 with the support of UN WOMEN and the launch of UN INFO 2.0 in 2021.

(Criteria b) and c) Not Met: The UNCT has not established or met a financial target for program allocation for GEWE, nonetheless data from UN INFO show that UNCT Cabo Verde has been able to report over 70% of total expenditures dedicated to gender mainstreamed (GEM 2) and gender-targeted (GEM 3) over the past two years (2020 and 2021).

2020 - GEM 2 (65%) and GEM 3 (23%) =88% (donut graph on the left)

2021 - GEM 2 (78%) and GEM 3 (7%) =85% (donut graph on the right)

It is worth noting that both exceed the 70% target recently established in the QCPR Monitoring Plan (1.4.18): Proportion out of total UNCTs with a Joint Work Plan in UN INFO that allocated 70% or more of the UNCT annual funding framework available resources to activities with gender equality as a principal or significant objective. The UNCT might want to consider adopt/ aligning its country target to the QCPR target.

Data extracted from UN INFO, which includes the UNCT GEM, provides a level of detail by tracking exact expenditure per sub-outputs (Cabo Verde was one of the piloting countries in 2018).

#### **List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)**

- UNCT Annual Results Report (2020, 2021)
- The Delivering Together Facility in 2020 – Consolidating its Legacy for a Transformative UN Development System (Leveraging real-time data to improve planning and accountability in Cabo Verde, page 12)

## Dimension Area 7: Results

### PI 7.1 GEWE Results

**Performance Indicator 7.1:**  
**UN programmes make a significant contribution to gender equality in the country** Results  
**EXCEEDS MINIMUM REQUIREMENTS**

## **Meets minimum requirements AND (c) At least one outcome level Cooperation Framework result has contributed to transformative change in relation to gender equality and empowerment of women.**

Criteria a) Met: The UNCT is on track to achieve all GEWE results planned in the UNDAF 2018-2022 outcomes in line with SDG 5.

Criteria b) Met: At least one level UNDAF result has contributed to transformative change in relation to GEWE.

Evidence from recent analyses and evaluations, including CCAs 2020 and 2021, the Independent Evaluation of the UNDAF 2018-2022 (2022), the Cabo Verde VNR on the Implementation of the 2030 Agenda of SDG, and the country's latest CEDAW periodic report and Beijing +25 national report, show that the UN has significantly contributed to national progress towards the realization of SDGs in Cabo Verde, through the implementation of the UNDAF 2018-2022, and in particular progress on SDG's gender targets. The gender mainstreaming approach at planning and budgeting processes, mechanisms, tools and frameworks, as proven to be catalytic, along with investments on enhancing women's political participation, women's economic empowerment and fighting against GBV.

Advances on gender equality in Cabo Verde are being consolidated into regional best practices and have led to the recognition and election of Cabo Verde as a member of the Commission on the Status of Women (CSW) for 2022-2026 (CSW is the main inter-governmental body of ECOSOC mandated to monitor implementation of ECOSOC resolutions on GEWE and to deliberate on the global agenda for the advancement of women's human rights and the achievement of SDG5).

Thanks to its partners, including the UN, the country has made commendable progress in efforts to eliminate gender inequalities and women's discrimination. One of the main conclusions of the UNDAF 2018-2022 Evaluation is that gender equality was strongly and consistently promoted through the UNDAF's planning and implementation. There is a clear recognition among all stakeholders' groups that the UNDAF contributed to improving gender equality in Cabo Verde.

The UN cooperation with Cabo Verde on Gender Equality is implemented through the provision, among others, of support to policy development, technical assistance and capacity building for the implementation of initiatives that contribute to ending GBV, efforts to improve Women's Economic empowerment and Women's Leadership and Political Participation, and also normative support to ensure gender-responsive governance striving to ensure that policy, legal and programmatic interventions are aligned with international commitments on gender, including SDG5 and gender-targeted SDGs. The UN also supports partnerships and resources mobilization, knowledge dissemination based on national studies conducted and the sharing of international norms, standards, practices, and guidance tools. The UN has also been playing a key advocacy role on Gender Equality and the principle of Leaving No One Behind (LNOB).

Through its technical and financial support, the UNCT has significantly contributed to engendering key sectoral policies, plans and legal and regulatory frameworks of different sectors, including health, education, and social protection. The gender mainstreaming approach was instrumentally used to foster progress on gender equality. All 14 gender-sensitive outcome indicators are on track and some of the targets have been reached, in particular those across the four gender-mainstreamed outcomes with clear alignment with SDG 5 targets (please refer to PI 1.2 and PI 1.3 of this assessment). The highlights of the UN joint results under the UNDAF 2018-2022:

Analysis and development of policies and regulatory framework: migration, education, and health; capacity building, professional training, investment in the production and dissemination of gender-sensitive statistics, in line with CEDAW recommendations to Cabo Verde and envisioning gender equality and equal access to services and rights. The development of the LNOB Assessment, in partnership with the Government and CSOs, was instrumental to inform these and providing an overarching analysis to ensure inclusive and targeted policy measures.

The UN has significantly contributed to the gender results by supporting capacity building, conducting analysis to support evidence-based policy formulation, and developing and implementing gender-responsive plans for key economic sectors, namely tourism, the informal sector, agriculture, trade, water and energy, agriculture, and fishery. Others are gender and development dynamics at Household level; Gender Equality in Public Administration or the Manual on Operational Procedures Against Trafficking in Persons. In addition, the UN provided instrumental support to the promotion of domestic workers' rights in line with the international ILO normative (regulation of the domestic work, creation of a roadmap for decent work for domestic works, support comprehensive assessment, among others).

The UN supported mainly in:

- The UN supported the development and implementation of the National Care System in Cabo Verde, generating job

opportunities for women and equitable distribution of the care burden and right to care assistance of care-dependent groups (children, elderly people, and people with disabilities – with care dependency).

- The UN supported the creation of job opportunities for women and the development of skills, knowledge and tools to support women’s increased employability capacities and opportunities – through the implementation of a Joint Program on women and youth employment, JOV@Emprego (2017-2021). Also, the project supported thousands of women in creating and strengthening their SMEs.
- The UN supported the process of development and advocacy for the passing of a parity law in Cabo Verde which increased representation of women in national parliament and municipalities
- The UN has also contributed to an institutionalized approach to Gender-responsive budget and budget oversight at the state budget level
- The UN contributed to a reduction of GBV in the country and the denaturalization of violence against women.

A table was developed in the report that shows the extent of progress (targets have been met) of the five gender-specific outcome indicators of the UNDAF (please refer to findings of PI 1.3).

It is worth noting that even though JO (UNDP, UNFPA and UNICEF) and FAO and others agencies, have been supporting initiatives in support of GEWE in the absence of UN Women country presence, the good results are at risk of being undermined since the closure of UN Women in 2020 which supported many of these initiatives explained here. A special care should be applied in the implementation of the next CF in order not to backslide in the scoring of this indicator.

### List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

- UNDAF 2018-2022 Results Matrix
- Cabo Verde VNR on the implementation of the SDG Agenda, 2021
- UNCT Annual Results Report (2020, 2021)
- UNDAF Evaluation Report (2022)
- IDSR 2018 (GBV Table 15.1, page 294)
- CCA 2020/ 2021

## 8. UNCT in Cape Verde Action Plan

Enter your action points from your Action Plan in the fields below. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points
<b>Dimension 1 - Planning</b>	
1.1 Common Country Analysis	Conduct Gender Analysis training at twice during the CF cycle (2023-2027), targeting all program staff; Conduct mapping of already existing data and analysis to identify gaps, followed by the creation of a shared repository to support upcoming analysis; Ensure consistent use of sex-disaggregated data and gender statistics in the reviews of the CCA; Support a more consistent and deeper gender analysis in the next update of CCA, in particular, gender in planet and prosperity pillars, and intersectional gender analysis in LNOB and throughout all chapters of CCA.



1.2 Cooperation Framework Outcomes	Ensure GEWE is visibly mainstreamed in all outcomes of the new CF (statement, narrative, TOC, and indicators)
1.3 Cooperation Framework Indicators	Review Results Framework indicators to ensure at least 1/3 of CF's outcome indicators are gender-responsive and make suggestion for improvement, while looking for alignments with SDG 5 targets and national priorities
<b>Dimension 2 – Programming and M&amp;E</b>	
2.1 Joint Programs	With the CF approval, identify gender thematic areas of opportunity for JP and donors mapping, followed by the development of proposal for at least one GEWE JP during the new CF Cycle (2023-2027); Capitalize on existing gender markers (example SDG fund marker) to develop a UNCT screening system/ joint checklist for quality assurance of gender mainstreaming across JPs and establish minimum requirements for the approval of UNCT JPs
2.2 Communication and Advocacy	Ensure gender-specific objectives and activities in the UNCT Communication Strategy for the CF (2023-2027) and cascade in the UNCG AWP with adequate resources allocation; Produce a GEWE standalone edition of the MORABEZA for the occasion of the IWD to promote visibility of UN's contributions to GEWE ; Strengthen capacity building of UNCG on GEWE and UN communication policies and guidelines on gender
2.3 Cooperation Framework M&E	Develop capacities of UN M&E staffs on gender mainstreaming in monitoring and evaluation, based on UN Evaluation Group guidelines and the UNCT GEM (at least one at the roll-out stage of the CF); Ensure monitoring of output and outcome indicators, including gender-responsive indicators, in the UNCT annual results reports; Mainstream GEWE in the Monitoring, Evaluation, Reporting and Learning (MERL) Plan for CF 2023-2027
<b>Dimension 3 - Partnerships</b>	
3.1 Government Engagement	Institutionalize annual briefings with the MFIDS and ICIEG on progress and challenges in the implementation of gender results planned in the new CF; Continue to support institutional capacity of the ICIEG for the implementation of GEWE projects, in the context of the PNIG's implementation and gender mainstreaming in all programs of PEDS II
3.2 GEWE CSO Engagement	Support tailored capacity training to CSOs working on GEWE: resources and partnership mobilization; advocacy techniques and tools; gender mainstreaming; gender normative frameworks; Ensure representation of CSOs working on GEWE/ Women's organization in the governance and implementation structures of CF ; Institutionalize the participation of CSOs working on GEWE in the National LNOB Partnership

Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	Establish regular briefings from the GHRWG at UNCT meetings (to update on progress in the implementation of the AWP and emerging issues); Ensure all RC Speeches have a gender component
4.2 Organizational Culture	Share survey results with all staff and conduct a follow-up survey to collect staff inputs on possible measures to improve work-life balance; Convene once-a-year an internal workshop with all existing inter-agency groups (OMT, Results Groups, GHRWG, M&E, UNCG, Task groups on PSEA and DI, ...) to share information on AWPs, to identify opportunities for synergies and complementarities and to share results.
4.3 Gender Parity	Adopt a mechanism and track and report, on an annual basis, to UNCT on progress and trends on gender parity among staff, by updating the baselines provided in this assessment report ; Ensure that opportunities identified for gender mainstreaming in BOS are translated into action and monitor the Groups' Annual Work Plans during CF cycle
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	Ensure the alignment of the Group's AWPs with the UNCT-SWAP Scorecard assessment Action Plan
5.2 Gender Capacities	Conduct an inter-agency gender capacity assessment to inform the development of a capacity-building plan on GEWE for all staff; Develop a mandatory GEWE induction package for all UN agencies
Dimension 6 - Resources	
6.1 Financial Resources	Carry out one training on UNCT GEM for all M&E staff and members of Results Groups' during the first year of the CF implementation and follow-up with another one during the CF cycle; Discuss and establish a financial target for CF allocation for GEWE in the context of development of the Financial Resource Framework for the CF and encourage the creation of pooled funds for GEWE; Reflect gender commitments and targets in CF related documents, namely the budgetary framework/ Joint UN Financing Strategy
Dimension 7 - Results	
7.1 GEWE Results	UNCT Annual Results Report to visibly include gender results, including information on the extent of progress against CF gender indicators; Document UN's contributions to GEWE during the UNDAF cycle/ good practices

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Other joint analysis	<a href="#">Cabo Verde LNOB Assessment Executive Summary 2021 ENG</a>	
CCA or equivalent	<a href="#">Cabo Verde Common Country Analysis 2021</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">Cabo Verde UNDAF 2018 2022 EN</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">Cabo Verde UNDAF 2018 2022 EN</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Programmes documents	<a href="#">Cabo Verde JP Connecting blue economy actors</a>	
Joint Programmes documents	<a href="#">Cabo Verde JP Promoting awareness and advocacy of the human security approach in overcoming the COVID-19 pandemic in vulnerable communities in Cabo Verde</a>	
Joint Programmes documents	<a href="#">Cabo Verde JP Sustainable, Integrated and Inclusive Finance Framework for Cabo Verde</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">Cabo Verde PSEA Communications Strategy 2021-2023</a>	

Communication/Advocacy	<a href="#">UN Cabo Verde Newsletter Morabeza Q1 2022 compressed</a>
Communication/Advocacy	<a href="#">Cabo Verde UNCG workplan 2021</a>
Communication/Advocacy	<a href="#">Cabo Verde -UNDAF 2018-22 Communication Strategy</a>

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Other	<a href="#">Cabo Verde UNDAF 2018 2022 EN</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde-Report UNDAF Evaluation- 2022</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde TORs Evaluation of Cabo Verde UNDAF 2018-2022</a>	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Government engagement	<a href="#">Cabo Verde UN Results Report 2021</a>	
Government engagement	<a href="#">Cabo Verde-Report UNDAF Evaluation- 2022</a>	
Government engagement	<a href="#">UN Cabo Verde Country Results Report 2020 FINAL</a>	
Government engagement	<a href="#">UN Cabo Verde Newsletter Morabeza Q1 2022 compressed</a>	
Government engagement	<a href="#">Cabo Verde VNR Report 2021</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
GEWE CSO engagement	<a href="#">Cabo Verde UN Results Report 2021</a>	
GEWE CSO engagement	<a href="#">Cabo Verde LNOB Assessment Executive Summary 2021 ENG</a>	
GEWE CSO engagement	<a href="#">Cabo Verde-Report UNDAF Evaluation- 2022</a>	
GEWE CSO engagement	<a href="#">UN Cabo Verde Country Results Report 2020 FINAL</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	

<b>Leadership (other)</b>	<a href="#">Cabo Verde - UN Gender and Organizational Culture Survey 2022</a>
<b>Leadership (other)</b>	<a href="#">Cabo Verde UNCT Retreat Report 31jan 2022</a>

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> MEETS MINIMUM REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>Organizational culture survey results</b>	<a href="#">Cabo Verde - UN Gender and Organizational Culture Survey 2022</a>	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> MISSING REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>UNCT BOS</b>	<a href="#">Cabo Verde BOS final</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> APPROACHES MINIMUM REQUIREMENTS		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
<b>GTG TOR/AWP</b>	<a href="#">Cabo Verde GHRWG TOR members update june 2022</a>	
<b>GTG TOR/AWP</b>	<a href="#">Cabo Verde GHRWG Work Plan UNCT 2022</a>	
<b>GTG TOR/AWP</b>	<a href="#">Cabo Verde Concept Note Theory of Change LNOB Atelier UNSDCF process 2022</a>	
<b>GTG TOR/AWP</b>	<a href="#">Cabo Verde LNOB Assessment Executive Summary 2021 ENG</a>	
<b>GTG TOR/AWP</b>	<a href="#">Cabo Verde-Report UNDAF Evaluation- 2022</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> APPROACHES MINIMUM REQUIREMENTS		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
<b>Capacity development</b>	<a href="#">Cabo Verde TDR Webinaire Violence et HS milieu professionnel 7 dec</a>	
<b>Capacity development</b>	<a href="#">Cabo Verde - UN CF Design Training - Concept Note 2022</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> APPROACHES MINIMUM REQUIREMENTS		<b>Financial Resources</b>
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Category	Documents
Financial resources	<a href="#">Cabo Verde UN Results Report 2021</a>
Financial resources	<a href="#">UN Cabo Verde Country Results Report 2020_FINAL</a>
Other	<a href="#">UNSDG DTF Full Report Cabo Verde page 12</a>

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde-Report UNDAF Evaluation- 2022</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde Common Country Analysis 2021</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde UNDAF 2018 2022 EN</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde CCA 2020-final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Cabo Verde VNR Report 2021</a>	

UNCT-SWAP GENDER EQUALITY SCORECARD  
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE  
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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