



UNITED NATIONS  
SUSTAINABLE  
DEVELOPMENT  
GROUP

**TECHNICAL NOTE  
ON GENDER  
MAINSTREAMING IN  
THE UNCT COVID-19  
RESPONSE**

# ACKNOWLEDGEMENTS

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<sup>1</sup> All references to Kosovo shall be understood in the context of Security Council Resolution 1244 (1999).

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# EXECUTIVE SUMMARY

In April 2020, the United Nations launched its global framework for the UN development system's urgent socio-economic support to countries and societies in the face of COVID-19. As UN Country Teams (UNCTs) developed Socio-Economic Response Plans (SERPs) in each country, most also launched rapid Socio-Economic Impact Assessments (SEIAs) of COVID-19.

This Technical Note aims to guide UNCTs on how to mainstream gender equality considerations into planning and programming work as part of their ongoing COVID-19 response and recovery effort. The guidance is built on the gender mainstreaming standards put forward by the UNCT-SWAP Gender Equality Scorecard, adopted by the UNSDG in 2018, and is informed by desk review analyses of SEIAs and SERPs developed by UNCTs in 2020, and virtual consultations undertaken with 180 UN staff.

The findings from the desk reviews and consultations indicate that addressing gender equality was seen by UNCTs as a priority and was almost always indicated as such in the SERP. However, the degree to which gender equality featured in the SEIAs and SERPs varied, with most failing to meet minimum gender mainstreaming standards related to the integration of gender analysis, mainstreaming gender across planned SERP outcomes and interventions, and the inclusion of gender-sensitive indicators. Strong leadership, effective coordination to systematically capture and input gender perspectives, and the utilization of gender equality expertise were identified as key to successfully addressing gender equality considerations in the UNCT response.

The COVID-19 pandemic is forecast to have wide-ranging impacts on every aspect of development in the years ahead, and there is a high risk of widening gender inequalities. As SEIAs and SERPs are folded into Common Country Analyses (CCAs), UN Sustainable Development Cooperation Frameworks (Cooperation Frameworks) and related Joint Work Plans (JWPs), as well as existing and new joint UN programmes, these processes offer critical entry points for ensuring gender equality and women's empowerment issues feature more centrally in UNCT COVID-19 response and recovery.

Against this backdrop, this Technical Note sets out to identify key action points for UNCTs to ensure gender equality and women's empowerment is at the heart of response and recovery efforts moving forward, making sure minimum gender mainstreaming standards are met. For example, through:

- Ensuring the gender specific analytical and planning work already undertaken is incorporated into the updated or new Common Country Analysis, Cooperation Framework, and UNCT JWP.
- Identifying and addressing gaps in gender analysis and in the interventions proposed, ensuring analysis on gender inequalities and gender-based vulnerability and disadvantage translates into concrete programme interventions under the Cooperation Framework and JWP.
- Paying greater attention to how different factors such as age, disability, ethnicity, gender identity and sexual orientation, among others, interact with gender to increase vulnerability, disadvantage and discrimination in the context of COVID-19.
- Strengthening collaboration and engagement with women's organizations and networks, including those representing women that experience multiple and intersecting forms of discrimination (e.g.: women with disabilities) and drawing on and strengthening internal UN expertise and capacity on gender issues.

Lessons learned on UNCT gender mainstreaming efforts in the context of the COVID-19 response are then identified, together with recommendations to inform future crisis<sup>2</sup> preparedness work of country teams and strengthen a humanitarian-development nexus approach in the work of the UN at country level. Good practice examples of gender mainstreaming across SERP pillars and gender sensitive indicators incorporated by UN Country Teams in their monitoring frameworks are included as an annex.

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<sup>2</sup> The use of the terminology 'crisis' in this document should be understood to refer to the 'global health crisis'.

# ACRONYMS

<b>CCA</b>	Common Country Analysis
<b>CSO</b>	Civil Society Organization
<b>GBV</b>	Gender-based Violence
<b>GEWE</b>	Gender Equality and Women's Empowerment
<b>GTG</b>	Gender Theme Group
<b>JWP</b>	Joint Work Plan
<b>LGBTI</b>	Lesbian, Gay, Bisexual, Trans and Intersex People
<b>M&amp;E</b>	Monitoring and Evaluation
<b>RC</b>	Resident Coordinator
<b>SEIA</b>	Socio-Economic Impact Assessment
<b>SERP</b>	Socio-Economic Response Plan
<b>SDGs</b>	Sustainable Development Goals
<b>UN</b>	United Nations
<b>UNCT</b>	United Nations Country Team
<b>UNCT GEM</b>	United Nations Country Team Gender Equality Marker
<b>UNKT</b>	United Nations Kosovo Team
<b>UNCT-SWAP</b>	United Nations Country Team System-Wide Action Plan on Gender Equality and the Empowerment of Women
<b>UNDS</b>	United Nations Development System
<b>UN SERF</b>	United Nations Socio-Economic Response Framework
<b>UNSDG</b>	United Nations Sustainable Development Group

# INTRODUCTION

## CONTEXT

Against a backdrop of rising infections and a global effort to contain the spread and impact of COVID-19, the pandemic's disproportionate impact on women and girls garnered attention at the highest levels of the UN. From the outset, the UN Secretary-General emphasized the need to address the gender dimensions of the crisis. Accordingly, a series of gender-specific policy briefs, guidance notes and checklists were developed to guide the response of the United Nations Development System (UNDS) during 2020 and beyond, including the [UN Secretary-General's Policy Brief: the impact of COVID-19 on Women](#).

In April 2020, the UNDS launched its global [UN Framework for the immediate socio-economic response to COVID-19](#) (UN SERF) to govern the response in the next 12 to 18 months. This framework is underpinned by a strong gender equality imperative to build back better. In response to national priorities, United Nations Country Teams (UNCTs) began the development of costed country-level Socio-Economic Response Plans (SERPs) in April 2020. The SERP was modelled around the five pillars of work outlined in the UN SERF and building on the existing UN Development Assistance Framework or UN Sustainable Development Cooperation Framework (Cooperation Framework).

## PURPOSE

The COVID-19 pandemic is forecast to impact the development landscape for years to come and there is a high risk that gender inequalities and gender-based discrimination will increase. Meanwhile, SERPs - formulated as part of the development emergency response - are being phased out or finalized by the end of 2021. Moving forward, the UNCT response to COVID-19 and related analysis will be integrated into the design of new Cooperation Frameworks and UNCT Joint Work Plans (JWPs). Against this backdrop, the purpose of this Technical Note<sup>3</sup> is to outline key action points and recommendations to ensure gender equality considerations are adequately and visibly mainstreamed into adjusted or new Common Country Analyses (CCAs), new Cooperation Frameworks, and new or adjusted JWPs and related joint programming initiatives.

## STRUCTURE AND METHODOLOGY

Part I of this Note presents the findings of a gender analysis of 146 SEIAs and 108 SERPs,<sup>4</sup> supplemented by insights and learnings of UN staff on their experience of gender mainstreaming into the COVID-19 response and perspectives on recommendations for future UNCT work. These insights were gathered from three virtual consultations with 180 UN country and regional colleagues across 15 UN entities and 37 duty stations, with representation from all regions in which the UNDS is present.<sup>5</sup> The analysis is based on the gender mainstreaming minimum standards put forward by the [UNCT-SWAP Gender Equality Scorecard \(UNCT-SWAP\)](#) launched by the UN Sustainable Development Group in 2018.

Part II presents recommended actions for UNCTs to take to ensure a gender-responsive approach to the COVID-19 crisis in the context of UNCT joint planning, implementation, monitoring and reporting, and in the context of future preparedness. The recommendations are also framed around UNCT-SWAP gender mainstreaming standards, informed by the consultations with UN staff and analysis of the SEIAs and SERPs.

## AUDIENCE

This Technical Note is aimed at UN Resident Coordinators, Heads of Agencies, Gender Theme Group members and all UN staff involved in the development of CCAs, Cooperation Frameworks, JWPs and related joint programming

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<sup>3</sup> This Technical Note was developed by the Working Group on Gender Mainstreaming in UNDS COVID-19 Response under the auspices of the UNSDG Gender Equality Task Team. The Working Group was established in October 2020 with UNDP and UN Women as co-chairs. Working Group members included DESA, ILO, ITC, OHCHR, UNICEF, UNFPA, and UNICEF.

<sup>4</sup> UNDP undertook gender analysis of the 146 SEIAs. UN Women undertook gender analysis of 108 SERPs with the Working Group on Gender Mainstreaming into the UN Response to COVID-19 serving as a reference group. Both analyses were conducted through the lens of the UNCT-SWAP.

<sup>5</sup> The aim of these consultations was to better understand country-level processes around SEIA and SERP formulation and to elicit insights and recommendations from UN staff on gender mainstreaming into the UNCT COVID-19 response.

initiatives. Promoting accountability and action for gender equality within the UNCT is a key role and ultimate responsibility of the UNCT under the leadership of the Resident Coordinator. In the wake of the COVID-19 crisis, the leadership of the Resident Coordinator and Heads of Agencies on gender equality is critical to inspire, influence and fully integrate gender equality into UN programming and investments to ensure accountability for SDG 5 and to support national efforts to build back better for all women and girls.

### UNCTs CAN DRAW ON THIS TECHNICAL NOTE TO:

- Combine strengths and support the complementarity of various UN agencies' efforts to address systemic gender inequalities within the UNCT COVID-19 response.
- Promote consistent collection and use of sex-disaggregated data and gender analysis in the context of COVID-19 response and recovery. This includes selection of outcome and output indicators in the UNCT JWP that can track gender-related changes and/or results over time.
- Advocate for rapid gender assessments to take place in the short-term to track in real-time whether interventions are on the right track, or whether course corrections are needed.
- Strengthen participation and engagement of public, private, academic, and civil society actors in all relevant planning and programming processes at country level, particularly national women's machineries, gender equality organizations and grassroots/local women's organizations and networks in alignment with the principle of localization.
- Strengthen UNCT coordination and collaboration between relevant ministries and departments, and national and subnational authorities, to mainstream gender equality and women's and girls' empowerment considerations into the national COVID-19 response, while drawing on relevant Humanitarian Country Team initiatives to strengthen collaboration among humanitarian and development actors as relevant in protracted crises.



Photo 1: COVID-19 Emergency Response Activities. Nasrin Akter, a community organizer for UNDP, raising awareness about Covid-19. She takes great pride in her work, as she is able to help a huge number of people but regrets not being able to help more. UN Women/ Fahad Abdullah Kaizer. Madartek, Basabo, Dhaka, Bangladesh. May 2020

# PART I. GENDER ANALYSIS OF COVID-19 SOCIO-ECONOMIC IMPACT ASSESSMENTS AND RESPONSE PLANS

This section presents the findings of desk review analysis of 146 SEIAs and 108 UNCT SERPs, which form the basis of the action points proposed to UNCTs in Part II of this Technical Note.

## GENDER ANALYSIS OF SOCIO-ECONOMIC IMPACT ASSESSMENTS (SEIAs)

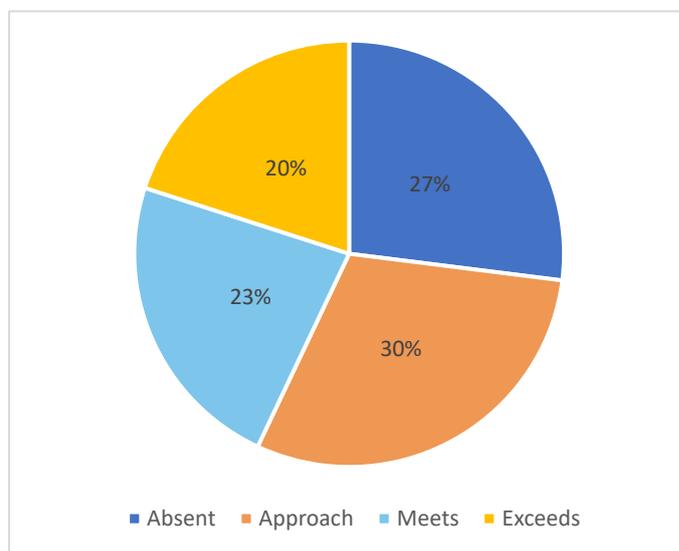
**BOX 1.1**

**Extent to which SEIAs met or exceeded UNCT-SWAP minimum standards for gender mainstreaming**

- 43 per cent of SEIAs (63 out of 146) met or exceeded minimum requirements for integration of gender analysis, including analysis of underlying causes of gender inequality and discrimination and consistent use of sex-disaggregated and gender sensitive data.

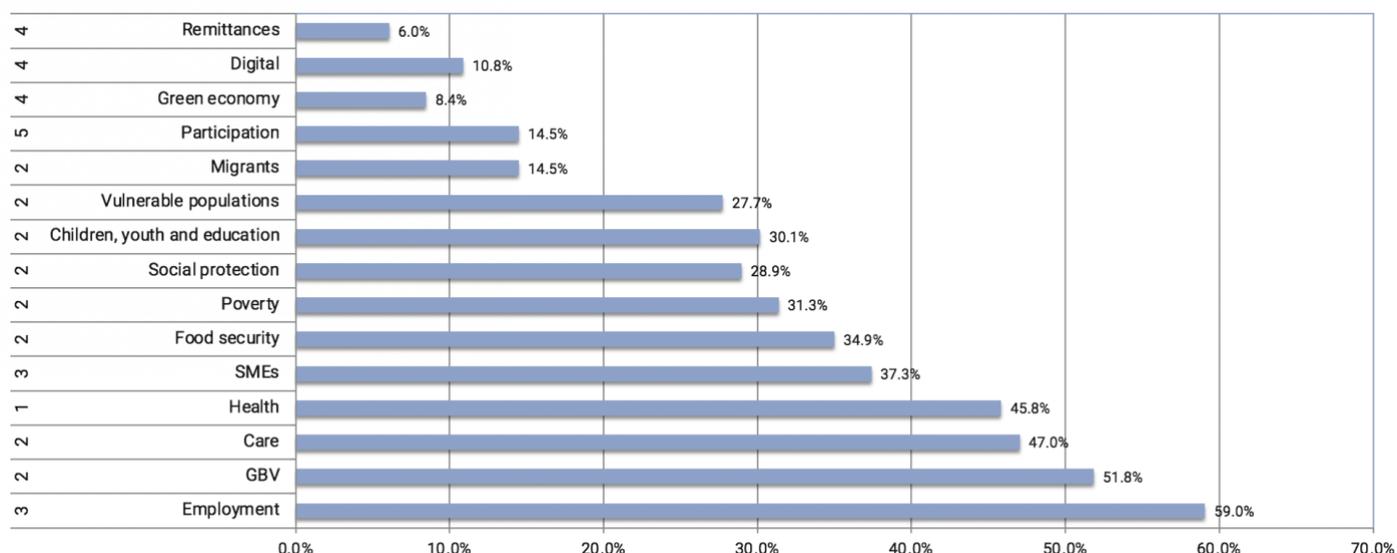
Across SEIAs (based on a detailed analysis of 83 SEIAs), about 59 per cent identify issues relating to employment and gender, ranging from sex-disaggregation of employment data; impact on women’s employment from lockdown; increased care responsibilities; or gender segregation of labor markets by sector, formal or informal, or wage/self-employment. The second most common issue highlighted as part of gender analysis of the SEIAs, was gender-based violence (GBV): 52 per cent of SEIAs reviewed mention GBV.

About 47 per cent of SEIAs identify issues relating to the impact of COVID-19 and the care economy, for example childcare, eldercare, care for the sick at home, including paid or unpaid household caring labor. Less than half, 47 per cent, included at least one gender responsive recommendation.



**FIGURE 1.1** Distribution of gender equality scoring in SEIAs

**FIGURE 1.2** Proportion of SEIAs that address gender equality and impact on women and girls in the topics analyzed (83 SEIAs)



## GENDER ANALYSIS OF UNCT SOCIO-ECONOMIC RESPONSE PLAN (SERPs)

### BOX 1.2

#### Extent to which UNCTs met or exceeded UNCT-SWAP minimum standards for gender mainstreaming in their SERP formulation

- Only 30 per cent of UNCTs (32 out of 108) met or exceeded minimum requirements for integration of gender analysis across all SERP Pillars, including analysis of underlying causes of gender inequality and discrimination and consistent use of sex-disaggregated and gender sensitive data.
- Just 22 per cent of UNCTs (24 out of 108) met or exceeded minimum requirements for gender mainstreaming across SERP Pillars, with visible mainstreaming across all SERP pillars in line with SDG targets, including SDG 5.
- 35 per cent of UNCTs (9 out of 26) with a country-level indicator framework in their SERP met or exceeded minimum requirements with one-third (33 per cent) or more of outcome (and output) indicators measuring changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

FIGURE 1.3 Gender mainstreaming across SERPs

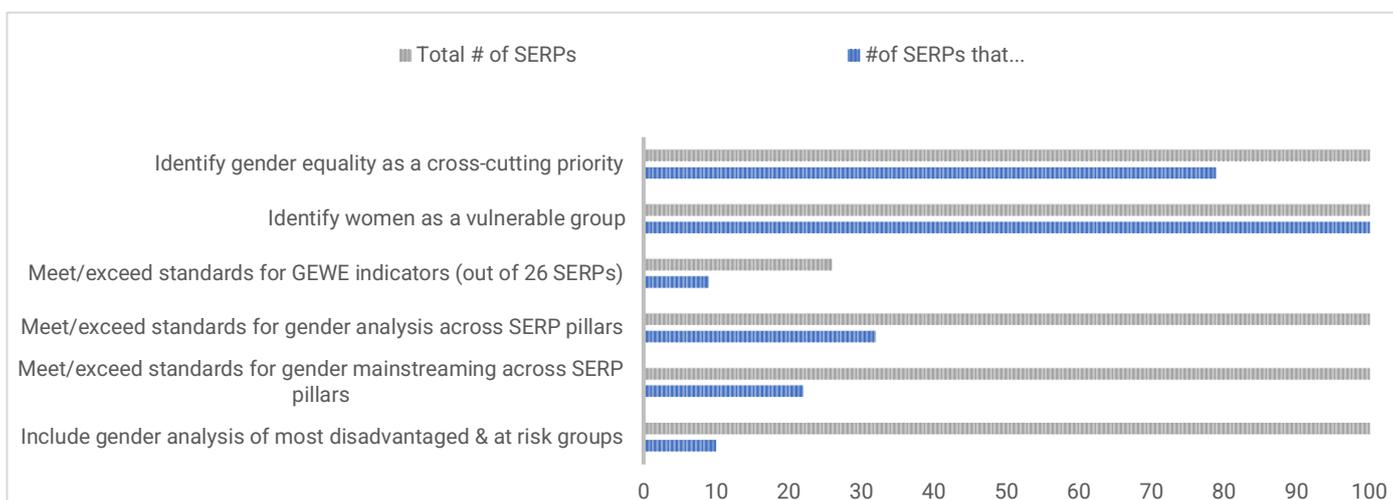
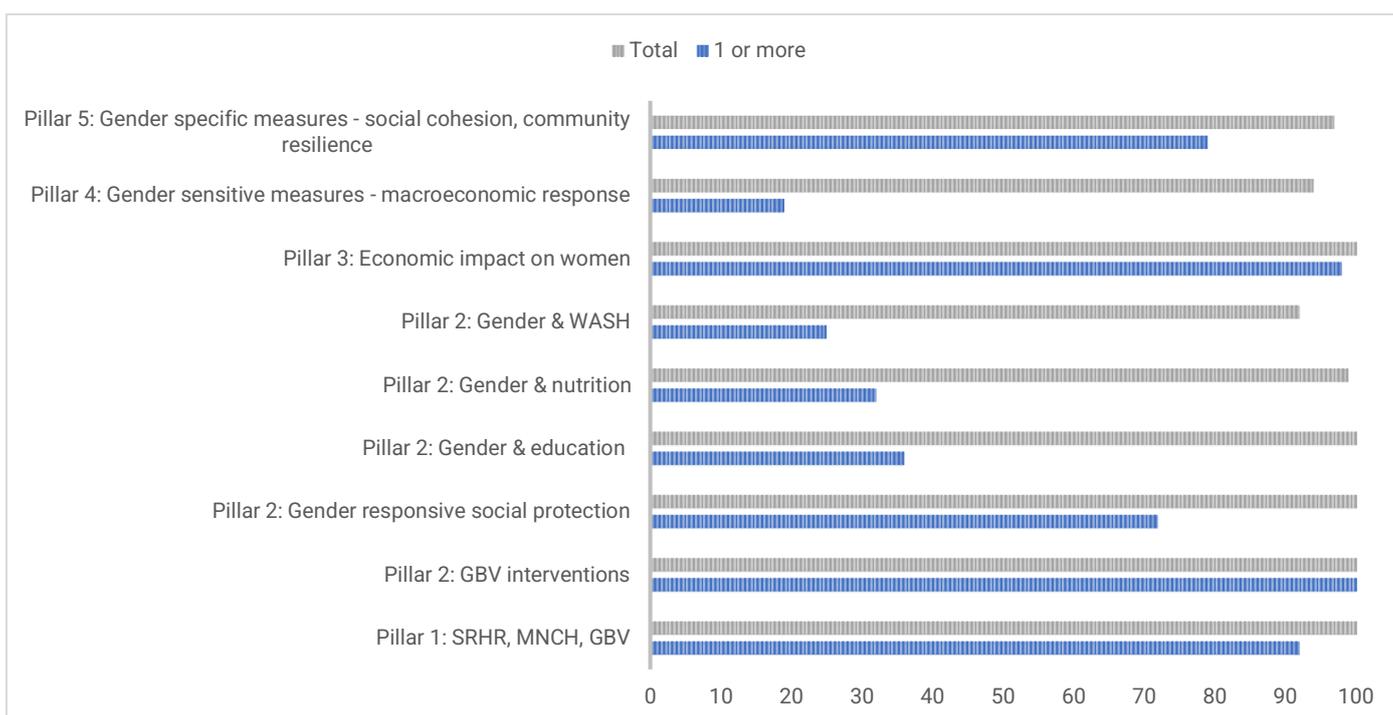


FIGURE 1.4 Inclusion of gender-responsive interventions in SERP pillars



Across SERPs, the most common issues highlighted as part of the UNCT gender analysis were women and girls' heightened risk of gender-based violence (98 per cent); adverse economic impact of COVID-19 on women (95 per cent); and the burden of unpaid care work (87 per cent). These are all key themes highlighted in the Secretary-General's Policy Brief on the Impact of COVID-19 on Women (hereafter Secretary-General's Policy Brief).

All SERPs (100 per cent) identify women as a vulnerable population. However, less than 1 in 10 SERPs (9 per cent or 10 out of 108) include targeted gender analysis of those furthest behind alongside gender analysis across all Pillars with consistent use of sex disaggregated data. There is lack of attention to the gender-specific needs of the most vulnerable and disadvantaged groups within SERPs, including women and girls with disabilities, women and girl migrants and refugees, LGBTI and adolescent girls. The latter was noteworthy given the emphasis in the UN SERF on adolescent girls and young women requiring specific attention in the UNDS immediate development response.

Every SERP includes at least one gender-targeted intervention; the overwhelming majority include at least three. The most commonly cited gender-targeted interventions relate to GBV, women's economic security and livelihoods, sexual, reproductive and maternal/child health services, and gender-responsive social protection.

Of the 108 SERPs reviewed, 85 (79 per cent) identify gender equality as a guiding and/or cross-cutting principle, reflecting the gender equality imperative built into the UN SERF. However, gender analysis included in SERPs was not systematically translated into gender equality focused interventions across the SERP pillars. For example, only a small minority of SERPs include action to address the needs of women frontline health workers and reducing women's unpaid burden of care, despite many SERPs identifying these as critical issues in their situation analysis. Further, in contrast to the emphasis placed by the Secretary-General's Policy Brief on the need for gender-responsive fiscal stimulus packages, 80 per cent (75 out of 94) of SERPs that incorporate Pillar 4 on the macroeconomic response to COVID-19 do not highlight a single gender-specific intervention. Gaps in UNCT responses include investments in the care economy, addressing inequality in access to productive resources, and addressing the gender pay gap. On the latter, just 1 out of 108 SERPs include an explicit action to address the gender pay gap.

In areas such as education, nutrition, water, sanitation and hygiene, there is a lack of both gender analysis and gender responsive interventions. While 95 per cent of SERPs (103 out of 108) identify education as a specific area of work for the UNCT, 65 per cent (67 out of 103) do not identify any gender-specific or gender-focused interventions. Among SERPs that highlight nutrition interventions (99 out of 108 SERPs) just 32 per cent (or 32 out of 99) include at least one intervention that takes gender considerations into account. For SERPs that include Water, Sanitation, and Hygiene interventions (92 out of 108 SERPs) this figure reduces to 27 per cent (25 out of 92).

## COUNTRY AND REGIONAL-LEVEL INSIGHTS SHARED BY UN STAFF

Consultations with UN staff showed that, overall, discussions did take place at the UNCT level regarding the importance of gender mainstreaming in COVID-19 response and recovery efforts.

The majority of UN staff surveyed reported their UNCT as having viewed the inclusion of gender-equality interventions as important. Almost 40 per cent of UN staff believed that having a focus on gender equality in the SEIA and/or SERP had been advantageous to the UNCT in mobilizing resources to support the national COVID-19 response.

However, various factors were reported to hinder UNCT attention to gender equality issues during the development of the SEIA and SERP. Where gender equality had not featured strongly in joint planning and decision-making prior to the pandemic, and where UNCTs lacked common approaches and joint initiatives as well as an active UN Gender Theme Group, integrating gender considerations into SERP formulation was reported as more challenging.

Conversely, enabling factors for sustained attention to gender equality and women's empowerment during SEIA and SERP formulation included: leadership and commitment to gender equality by the Resident Coordinator and Heads of Agencies, a track record of coordination and teamwork amongst UN agencies on gender issues prior to the pandemic, and ready expertise and commitment from gender advisors and focal points at country and/or regional level. More than half of UN staff

#### BOX 1.3

##### Virtual consultations with UN staff January 2021

- **Total # UN staff surveyed:** 180
- **Total # of UN entities represented:** 15 (FAO, ILO, IOM, UN DCO, UNDP, UNDRR, UNEP, UNESCAP, UNFPA, UNICEF, UNODC, UNOPS, UNV, UN Women, WHO)
- **Geographic coverage:** 33 UNCT Duty Stations, 1 Multi-Country Office, 3 Regional Offices across South Asia, Southeast Asia, Pacific, Eastern & Southern Africa, West & Central Africa, Europe & Central Asia, Middle East & North Africa, Latin America & the Caribbean

polled reported that gender experts from UN entities provided inputs into SERP analysis and/or interventions; less than half indicated that the UN Gender Theme Group had been involved in the process. Guidance alone, UN staff emphasized, was no substitute for gender expertise and staff with skills in gender mainstreaming. Issues of time and timing were reported by approximately half of UN staff surveyed as a key factor hindering the inclusion of gender experts in UNCT COVID-19 response planning.

An effective strategy for gender mainstreaming cited by some UNCTs was the formation of a small number of technical working groups with representation from entity-specific gender advisors (including members of the UN Gender Theme Group) and gender equality civil society organizations (CSOs). This was reported to facilitate the systemic use of gender data and inclusion of gender equality considerations into multiple thematic and sectoral areas.

Approximately half reported the UNCT had proactively sought to use existing gender data to inform SERP analysis and interventions. However, between a third to half of respondents in each consultation indicated a critical lack of sex-disaggregated data to inform the UNCT response to COVID-19.

#### BOX 1.4

##### Effective strategies adopted by UNCTs to mitigate gaps in sex-disaggregated data and gender analysis

UN staff in several countries reported creative strategies adopted by the UNCT to address gaps in gender data. Examples include:

- Creating real-time feedback mechanisms with UN field offices (e.g., through UNICEF and the World Food Programme) to provide on-the-ground information on the situation faced by women and girls in different parts of the country.
- Collaborating with existing civil society partners, including women's/gender equality organizations and networks, to support rapid gender analysis. For example, through the use of telephone or web-based surveys during lockdown and movement restrictions.
- Supplementing national-level sex and age disaggregated data with data from global platforms such as the SDG Indicator Database and [COVID-19 Global Gender Response Tracker](#). Where gender data gaps still remain, UNCTs – such as the UNCT in Myanmar – made these issues visible in the SEIA and SERP, including activities to close the data gap as part of the SERP.
- Establishing an interagency group to coordinate different types of data collection initiated by UNCT members and their partners at crisis onset to help avoid duplication, promote information sharing and dissemination of findings, and to mainstream gender considerations into all types of assessments. To cite one example, the UNCT in Myanmar promoted the active participation of women and women's networks in its Research & Analysis Group to ensure a strong focus on gender data and gender analysis as part of COVID-19 response efforts.

Engagement with CSOs in the development of the SERP appeared overall limited, being reported by just a fifth of UN staff surveyed during the virtual consultations. A higher proportion of UN staff (approximately half of those surveyed) reported consultation taking place with government partners during SERP formulation. Various factors were cited as influencing the extent of UNCT engagement with civil society and government partners. They included: whether coordination mechanisms were in place before the pandemic, the political environment, time constraints, and UNCT capacities for engagement.

## BOX 1.5

### Effective strategies adopted by UNCTs in Bangladesh and Nepal for engaging civil society in crisis planning

- **From crisis onset, establish a mechanism to capture civil society perspectives on emerging gender issues:** UN Women in Bangladesh, with the engagement of the UN Gender Theme Group, initiated a gender monitoring network from the onset of the pandemic, consisting of CSOs including women's rights organizations. The network provided a critical source of evidence-based inputs for the UNCT, capturing the voices of women, girls and gender diverse people. Rapid mobilization of CSOs and women's organizations through this network proved highly effective for generating and sharing information, including women and girls in COVID-19 response planning, and ensuring gender considerations informed the development of the SERP.
- **Design a representative consultation process and include civil society as equal partners:** In Nepal, the UNCT quickly mobilized itself under the leadership of the Resident Coordinator office with UNDP as technical lead, to support a series of civil society consultations. The UNCT was intentional in reaching out to CSOs that represented groups who were likely to be the most vulnerable to the impact of COVID-19. These included CSOs representing persons with disabilities, CSOs representing sex workers, women's networks including those supporting women survivors of violence, and those subject to caste discrimination. UNCT members drew on their respective areas of comparative advantage and mobilized CSO partners to facilitate these consultations, which the civil society groups co-led. This ensured the meaningful participation and leadership of civil society in COVID-19 response planning, and amplified the voices of different groups of women, girls, men and boys and their needs and concerns throughout the process.

## BOX 1.6

### SEIA and SERP best practice: gender mainstreaming strategies adopted by the UN Kosovo Team (UNKT)

Under the leadership of the UN Development Coordinator (DC) with support from Heads of Agencies (HoA), the UNKT:

- **Was quick to mobilize and coordinate:** From the onset of the pandemic, the UNKT was quick to mobilize and organize itself: from HoAs, under the overall leadership of the DC, to technical working groups. A Task Force was swiftly established, co-chaired by UNDP and UNICEF with representation from all UN entities leveraged agencies' comparative advantage in the response. The UNKT held weekly coordination meetings on crisis planning and preparedness both internally and with government partners, CSOs and the international community.
- **Had an early and sustained focus on gender data generation:** As early as a few weeks into the declaration of a Kosovo health emergency in March 2020, the UNKT had already taken steps to generate insights on the gendered dimensions of the pandemic (drawing on existing data sets, gathering insights from civil society and UN agencies with a field presence in different areas, and conducting a rapid gender assessment led by UN Women). Combined, these initiatives provided critical early data on the gendered impacts and implications of COVID-19, positively impacting the UN COVID-19 response, including development of the SERP and resource mobilization efforts. UNDP, together with UN Women and UNFPA, further shed light on the impact of the pandemic through the Rapid Socio-economic Impact Assessment (SEIA). To ensure representative data in the midst of an evolving and highly uncertain situations, three rounds of data collection were conducted in May and November 2020 and June 2021 to produce comparable data over time. The data covered representative samples of two surveys, focused on households and private enterprises respectively. The SEIA was largely focused on gender differences and the exploration of a largely imbalanced impact of the crisis.
- **Prioritized gender considerations when designing initiatives funded by the Secretary-General's COVID-19 Response and Recovery Fund:** When submitting its project to the Multi-Partner Trust Fund, the UNKT ensured that the proposal identified beneficiaries on the basis of evidence, focused on those most at risk of being left behind, and disaggregated beneficiaries by gender and ethnicity.
- **Leveraged existing coordination mechanisms on gender equality:** Prior to the pandemic, the UNKT already had an active, well-functioning UN Gender Theme Group (GTG), complemented by a strong gender team in the DC Office. Additionally, there was a Gender & Security consortium chaired by UN Women, a large strategic group advancing gender equality and women's empowerment (GEWE) in the context of peacebuilding, security and safety, with representation from UN agencies, UNMIK, international and government institutions, and civil society. These pre-existing coordination structures on GEWE permitted the UNKT ready access to internal and external gender expertise across thematic areas at crisis onset. They facilitated important GEWE consultations for the SEIA. Lastly, these mechanisms ensured that SEIA findings led to visible gender mainstreaming in the SERP, Common Kosovo Analysis (equivalent to the CCA) and Cooperation Framework 2021-2025.
- **Ensured gender mainstreaming in all UNCT processes during COVID-19:** Under DC leadership, the UNKT ensured the SEIA, SERP, Common Kosovo Analysis and Cooperation Framework were mutually informed by one another. Developed in parallel, these documents are anchored in the principles of leave no-one behind and gender equality and women's empowerment, with close involvement of the UN Gender Theme Group throughout the formulation process.

## PART II. ACTION POINTS FOR MAINSTREAMING GENDER INTO UNCT COVID-19 RESPONSE AND RECOVERY

Starting in 2020 and continuing in 2021, UNCTs have begun the process of translating SEIAs and SERPs into JWPs, CCAs, new Cooperation Frameworks, country programming documents, and resource mobilization efforts. For UNCTs at the Cooperation Framework planning stage, the SEIAs and SERPs have become crucial documents as UNCTs set about incorporating COVID-19 data, evidence and response interventions into CCAs, Cooperation Frameworks and JWPs.<sup>6</sup>

Based on the findings and insights shared in Part I of this Technical Note, the following section puts forward concrete action points to enable UNCTs to meet UNCT-SWAP minimum standards for gender mainstreaming as they anchor the UN's socio-economic response to COVID-19 in the Cooperation Framework planning and programming processes. The following table includes proposed action points for different UNCT processes, from which UNCTs can identify and focus on the ones relevant to their context.

To inform and ensure complementarity, impact and the creation of synergies between the gender equality focused programmes and strategies of humanitarian and development actors, UNCTs should also draw on the [Inter-agency Standing Committee Interim Guidance on Gender Alert for COVID-19 Outbreak](#) issued in March 2020, and UNSDG guidance on humanitarian, development and peacebuilding collaboration<sup>7</sup>.

### 1. UNCT PROCESS: UPDATING OF THE COMMON COUNTRY ANALYSIS (CCA), ENSURING INTEGRATION OF GENDER ANALYSIS ON THE IMPACT AND IMPLICATIONS OF COVID-19



#### 1.1 | STRENGTHEN AWARENESS AND UTILIZATION OF EXISTING GENDER ANALYSIS



Disseminate existing gender analysis in the SERP and/or SEIA(s) widely across the UN system, including through the UNCT, Results Groups, Gender Theme Group, M&E Group, Communications Group, ensuring that this is incorporated into the CCA.



Collate and disseminate any new gender analysis conducted since the SEIA/SERP was undertaken, including any new government data and evidence generated by civil society, particularly women's/gender equality organizations and networks, as well as gender analysis included in recent humanitarian Joint Needs Assessments.



#### 1.2 | INCORPORATE EXISTING ANALYSIS OF THE GENDERED DIMENSIONS OF COVID-19 IN THE CCA AND SEIA UPDATES



Ensure that sex-disaggregated data and gender analysis conducted after the SEIA and SERP on the gendered impacts of the COVID-19 pandemic, is incorporated into the CCA (and the SEIA, if this is updated).



Ensure analysis of capacities – not only needs and concerns – of different groups of women, girls, boys and men to cope with, respond to, and recover from the impacts of COVID-19 are highlighted in the CCA. Ensure gender analysis of the capacities of vulnerable groups, such as female-headed households.



#### 1.3 | IDENTIFY AND ADDRESS GAPS IN GENDER ANALYSIS UNDER EACH PILLAR OF UNDS RESPONSE



Identify any gaps in gender analysis as the updated CCA relates to and incorporates each Pillar of the UNDS response to COVID-19: i) Health First; ii) Protecting People; iii) Economic Response and Recovery; iv) Macroeconomic Response and Multilateral Collaboration; v) Social Cohesion and Community Resilience.

<sup>6</sup> According to the UNSDG Knowledge Portal (<https://unsdg.un.org>), 36 UNCTs are due to start their new Cooperation Framework cycle in 2022, and 41 UNCTs are due to start the cycle in 2023, bringing the count of UNCTs at initial or final stages of planning their Cooperation Framework in 2021 to 77.

<sup>7</sup> UNSDG (May 2020). Humanitarian–Development–Peace Collaboration. Cooperation Framework Companion Piece.

Where there are critical gaps in gender data, look for opportunities to address these gaps through:

- Existing or new projects and programmes (e.g., commissioning rapid gender assessments and surveys).
  - Reaching out to the host government or civil society partners to cross-check their databases for relevant information and analysis.
  - National data captured in global platforms such as the [Live Tracker of COVID-19 cases around the world](#) (data on COVID-19 cases, disaggregated by sex and age) and the [COVID-19 Global Gender Response Tracker](#) (information on policy measures enacted by governments worldwide, to help identify policy and funding gaps).
- Specifically, ensure the integration of gender analysis and a Human Rights Based Approach in analysis and consultancies undertaken by the UN on macroeconomic policies, including those related to recovery plans and programmes.
- In recovery phase (with the risk of many countries implementing austerity measures), ensure analysis on the impact of austerity driven policies on women's human rights as well as joint analysis on fiscal space available for increasing social spendings on priorities such as the care economy, health, education and social protection, including prevention and response measures to gender-based violence.



#### **1.4 | USE GENDER INCLUSIVE LANGUAGE AND RECOGNIZE THAT NOT ALL MEN AND WOMEN ARE THE SAME**

- Recognize differences in the social, economic and political involvement and activities of, and practical needs and strategic priorities of women and men relative to each other, using gender-inclusive language even if the word count is limited.
- Avoid the use of gender-neutral terms such as 'families', 'households', 'people', 'children', 'schoolchildren', 'adolescents', 'youth', 'farmers', 'market vendors', 'migrants', 'refugees', 'prisoners'. Instead, recognize the different genders and ages within these groups. For example, use terms such as 'female-headed households', 'male-headed households', 'boys and/or girls' or 'adolescent girls' 'adolescent boys' rather than just 'children'.
- Recognize that women's and men's experiences of discrimination, disadvantage and privilege are shaped by their age, ethnicity, race, religion, income level, disability, citizenship status, gender identity and sexual orientation among other.



#### **1.5 | ENSURE GENDER ANALYSIS IN THE CCA OF GROUPS MOST AFFECTED BY, AND AT-RISK IN THE CONTEXT OF THE COVID-19 PANDEMIC, AND PURSUE AN INTERSECTIONAL ANALYSIS**

- Use sex-disaggregated data to highlight the specific needs, concerns and priorities of the most disadvantaged and vulnerable groups of women and girls, men and boys.
- Pay explicit attention to how different factors such age, disability, ethnicity, gender identity and sexual orientation, citizenship status and others, interact with gender to increase vulnerability and risk of discrimination in the context of COVID-19. This can be done through specific analyses of the situation and experiences the most disadvantaged and vulnerable women, and through the collection and analysis of data disaggregated by sex, age, current gender identity, citizenship status and other categories.
- Avoid broad assumptions such as "women are the most vulnerable" unless supported by use of sex disaggregated and/or gender-sensitive data and analysis.
- If sex-disaggregated data of the most vulnerable groups is limited or missing, indicate this in the CCA, and propose mitigation strategies to address this in the Cooperation Framework and related JWPs.

## **2. UNCT PROCESS: DESIGNING THE NEW UN COOPERATION FRAMEWORK IN THE CONTEXT OF COVID-19, ENSURING INCORPORATION OF GENDER RESPONSIVE INTERVENTIONS ACROSS ALL OUTCOMES, BUILDING ON THE SERP**



#### **2.1 | ENSURE GENDER EQUALITY ISSUES AND INTERVENTIONS IN THE SEIA AND SERP ARE FULLY REFLECTED IN THE COOPERATION FRAMEWORK**

- Review the SEIA and SERP (where applicable), taking note of gender issues and gender equality focused interventions identified for incorporation in the Cooperation Framework, as well as of any gaps in the gender analysis identified in the CCA (see above) and in the interventions proposed that need to be addressed.



## 2.2 | ENSURE GENDER RESPONSIVE INTERVENTIONS ACROSS SERP PILLARS ARE INCORPORATED INTO THE DESIGN OF NEW COOPERATIO FRAMEWORK AND ADDRESSES GAPS



As each SERP pillar is folded into the new Cooperation Framework, ensure the inclusion of gender mainstreamed and gender-targeted COVID-19 interventions that respond to the analysis, under relevant Cooperation Framework outcomes.



Ensure the prioritization and design process of the new Cooperation Framework is informed by the analysis of existing gender gaps in the UNCT response (above) and lessons learned in implementing the SERP.



Utilize the [IANGWE compendium on integrating gender considerations in the response to COVID-19: Key messages and actions from UN entities](#) as a reference tool.



Utilize the [Checklist for a Human Rights-Based Approach to Socio-Economic Country Responses to COVID-19](#).



## 2.3 | ENSURE ENGAGEMENT OF STAFF WITH EXPERTISE IN GENDER ACROSS THE HUMANITARIAN-DEVELOPMENT-PEACE NEXUS



To ensure linkages and synergies with the humanitarian response, ensure that UN staff with expertise in gender in humanitarian action are able to input to the Cooperation Framework planning process.



## 2.4 | ENSURE PARTICIPATION OF WOMEN AND GIRLS AFFECTED BY COVID-19 CRISIS



Ensure that the Cooperation Framework planning stage includes opportunities for women and girls most affected by the COVID-19 crisis to voice their concerns, priorities, needs and vulnerabilities.



## 2.5 | ENGAGE NATIONAL WOMEN'S MACHINERIES AS PARTNERS IN COVID-19 RESPONSE AND RECOVERY



Ensure participation of the national women's machinery and the gender equality architecture across sectoral ministries in Cooperation Framework planning processes and enable their active participation in discussions on priority actions needed to address the gender dimensions of COVID-19 response and recovery.

### 3. UNCT PROCESS: DEVELOPING A NEW, OR ADJUSTING EXISTING JOINT WORK PLANS (JWPS) TO INTEGRATE THE COVID-19 RESPONSE, ENSURING SUB-OUTPUTS CONTRIBUTE TO REDUCING GENDER INEQUALITIES IN THE CONTEXT OF COVID-19



#### 3.1 | ENSURE DEDICATED GENDER EXPERTISE AND CAPACITIES TO SUPPORT GENDER-RESPONSIVE PLANNING



Strengthen the capacities of interagency groups involved in JWP development for gender mainstreaming (key being Results Groups) through training and facilitate access of members to gender expertise to support inclusion of gender-responsive COVID-19 outcomes, outputs, and sub-outputs in JWPs, including to:

- Reflect the gender-responsive SERP activities in the JWP;
- Propose any suggested adjustments of, or the introduction of new gender-responsive outcomes, outputs and sub-outputs and relevant gender sensitive indicators and targets with the government and the Joint National-UN Steering Committee<sup>8</sup>.



#### 3.2 | USE GENDER SENSITIVE TERMINOLOGY AND BE SPECIFIC ABOUT WHO WILL BENEFIT FROM PROGRAMMES/PROJECTS



Avoid the use of use of gender-neutral terms (i.e., youth, adolescents, migrants, farmers, refugees, people with disabilities) in JWP sub-output descriptions of COVID-19 related projects/ programmes, particularly in description of target or beneficiary groups.

<sup>8</sup> As identified by the UNSDG (March 2021) 'Technical tip sheet: Folding Socio-Economic Response Plans into Cooperation Frameworks', outcome level changes should only be done in exceptional circumstances; and where formally agreed to by the Joint Steering Committee, there is no need to resign the Cooperation Framework.

- Be as specific as possible in identifying beneficiaries of COVID-19 related programmes and projects, not just by gender but also other variables such as age, geographic location, race, ethnicity, gender identity, disability status, migratory status, etc.

### ✓ 3.3 | ENSURE EDUCATION, NUTRITION, AND WASH ACTIVITIES ADDRESS GENDER ISSUES, ENSURING RESPONSIVENESS TO THE NEEDS AND CONCERNS OF ADOLESCENT GIRLS

- Pay special attention to integrating gender equality considerations in any new or revised education, nutrition, water, sanitation and hygiene interventions in the JWP. For example, ensure JWP sub-outputs address the needs and vulnerabilities of adolescent girls, linked with their other demographic characteristics such as disability, ethnicity, migrant/refugee status etc.)
- Specifically, ensure JWP sub-outputs in above areas address the needs and concerns of adolescent girls and takes into account how their gender intersects with other characteristics such as disability, ethnicity, migrant or refugee status, impacting their opportunities and access to rights; and ensure the inclusion of related indicators in the JWP that are disaggregated by sex, age, and other relevant characteristics.

### ✓ 3.4 | MAKE MACROECONOMIC POLICIES WORK FOR WOMEN

Identify entry points within the JWP to include targeted actions to address structural gender inequality in economic participation. In particular, consider inclusion of:

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- Measures that address the gender pay gap, inequality in access to resources, the burden of unpaid care work on women and girls, lack of family-friendly workplace policies, and sexual harassment in the workplace.
  - Specific initiatives supporting the application of gender budgeting to national budgets, both those specifically allocated for the COVID-response but also overall national budgets (including during the recovery period) to enable monitoring the allocations and spending on different groups of women, men, girls and boys.

### ✓ 3.5 | INCORPORATE GENDER SENSITIVE PROGRAMME INDICATORS FOR COVID-19 IN THE JWP

- Incorporate gender sensitive programme indicators for continued COVID-19-related reporting in the updated or new JWP, linking these to relevant outcomes and outputs.
- Disaggregate by sex and age, at a minimum, all relevant COVID-19 related outcome and output indicators in the JWP.
- Where disaggregation is not possible, indicate this in relevant sections of UN INFO (e.g., through use of the 'Comments' sections) referencing any planned measures to address critical data gaps.
- Apply the UNCT Gender Equality Marker (GEM) to all COVID-19 sub-outputs in the JWP to help track trends in UNCT resource allocation to gender equality in the context of COVID-19.

## 4. UNCT PROCESS: UPDATING EXISTING AND/OR DEVELOPING NEW UN JOINT PROGRAMMES, ENSURING THESE CONTRIBUTE TO REDUCING GENDER INEQUALITIES IN THE CONTEXT OF COVID-19

### ✓ 4.1 | UTILIZE THE COVID-19 MPTF GENDER EQUALITY MARKET TO SELF-ASSESS JOINT COVID-19 RELATED PROGRAMMES

- Make use of the [COVID-19 MPTF Gender Equality Marker Guidance Note](#) in the formulation of new joint programmes and in reviewing and updating existing joint programmes to ensure that all elements of joint programmes address gender equality considerations.<sup>9</sup>

<sup>9</sup> It is mandatory to apply the UNCT Gender Equality Marker to all sub-outputs included in UN INFO Joint Work Plans. The COVID-19 MPTF Gender Equality Marker is specific to COVID-19 and aligned to the UNCT Gender Equality Marker.



#### 4.2 | INCLUDE SUBSTANTIVE GENDER ANALYSIS AND DATA ON GENDER INEQUALITIES AS PART OF ANY SITUATION ANALYSIS

Incorporate substantive gender analysis on the impact and implications of COVID-19 as it relates to the focus of the joint programme, with systematic effort to:



- Utilize available data that is disaggregated by sex and wherever possible other demographic variables, including age and location.
- Acknowledge the root causes (e.g., social norms, cultural values, power structures) of gender inequality and discrimination and the effect these have in the context of the joint programme.



#### 4.3 | INTEGRATE GENDER CONSIDERATIONS INTO THE THEORY OF CHANGE OF JOINT PROGRAMMES RESPONDING TO COVID-19



Ensure the theory of change articulates how progress in gender equality and/or women's or girls' empowerment will come about as a result of the joint programme.

Identify what negative effects the existing or planned joint programme interventions could cause for different gender and age groups. Identify measures to prevent these from happening as part of ensuring a 'Do No Harm' approach, adjusting the risk analysis and risk management plans of existing joint programmes where necessary.



- Examples of gender-specific risks could be the risk of a project or activity unintentionally increasing tensions between male and female groups or within households, for example as a result of delivering financial assistance (e.g., unconditional cash transfers) directly to a female household member in place of the male head of household.



#### 4.4 | SPECIFY NEEDS, CONCERNS, AND INTERESTS OF DIFFERENT GENDER AND AGE GROUPS IN COVID-19 RESPONSE AND RECOVERY



When identifying target groups or beneficiaries of the joint programme ensure that the distinct needs, concerns and interests of women, girls, men and boys in the COVID-19 context are reflected.



Avoid the use of gender-neutral language (e.g., children, migrants, people with disabilities, etc) in the definition of rights holders and beneficiaries.



#### 4.5 | POSITION WOMEN AND WOMEN'S/GENDER EQUALITY ORGANIZATIONS AT THE HEART OF THE UNCT COVID-19 RESPONSE



Prioritize CSO partnerships, especially those representing women and girls experiencing multiple forms of discrimination, in joint programme proposals and funding requests.



Consult with gender equality and women's empowerment CSOs at design phase of joint programmes focused on COVID-19 and ensure their participation in COVID-19 response and recovery planning, service delivery, and program monitoring and evaluation.



#### 4.6 | INCLUDE GENDER-SPECIFIC OUTCOMES, OUTPUTS, INDICATORS IN THE RESULTS FRAMEWORK



Ensure results frameworks and funding requests with a COVID-19 focus:

- Include at least one third of outcome and output level indicators that measure changes in gender equality and women's empowerment., selecting both quantitative indicators to measure numerical changes (such as the number of policies) and qualitative indicators (for example, attitudes, behaviors and perceptions of women, girls and/or men, boys benefitting from the programme).
- Include collection of data disaggregated by sex and other demographic characteristics including age, disability status, ethnicity and socio-economic condition. Any indicator that can be disaggregated by sex should be.

## 5. UNCT PROCESS: DEVELOPING UNCT MONITORING, EVALUATION AND LEARNING PLANS THAT ENABLE PROGRESS ON GENDER EQUALITY TO BE MEASURED AND REPORTED DURING THE COVID-19 PANDEMIC



### 5.1 | ADDRESS GENDER DATA AND ANALYTICAL GAPS



Where gender specific data is not available nor feasible, particularly for the most vulnerable and disadvantaged groups, consider the option of a statistically derived estimate or use of a proxy indicator if appropriate.



In coordination with humanitarian gender focal points and members of the Gender in Humanitarian Action Working Groups, invest in the collection of gender specific data that is currently not available, ensuring gender data is available to monitor the differential effects of response and recovery efforts.



### 5.2 | ENSURE DATA FOR GENDER-SENSITIVE INDICATORS IS COLLECTED AND ANALYZED ROUTINELY TO UNDERSTAND THE CONTINUING IMPACTS OF COVID-19 ON WOMEN AND GIRLS, AND THE EFFECTIVENESS OF THE UNCT RESPONSE



Ensure the UNCT M&E plan incorporates routine collection and analysis of data disaggregated by sex and other key variables, including female-headed and single-headed households.



Ensure the UNCT M&E plan incorporates routine collection and analysis of sex-disaggregated and gender sensitive data on the most disadvantaged and vulnerable groups to track progress in addressing their gender-specific needs and interests. Specifically, ensure the UNCT M&E Plan incorporates a focus on the gender specific needs and interests of refugees, internally displaced people, migrants and returnees along the Humanitarian-Development-Peace nexus.



Ensure real-time (where possible) monitoring and reporting on the effectiveness of implementation to deliver gender-responsive results; results achieved; and risks, threats and opportunities related to the impacts of COVID-19 on SDG 5 targets.

## 6. UNCT PROCESS: PLANNING AND ALLOCATION OF RESOURCES SUPPORT GEWE DURING COVID-19 RESPONSE AND RECOVERY



### 6.1 | ENSURE ADEQUATE FINANCIAL RESOURCES ARE DEDICATED TO GENDER-RESPONSIVE PROGRAMMING IN THE COVID-19 CONTEXT



As the Funding Framework is operationalized annually as part of JWPs, ensure budgets and resource mobilization strategies allocate sufficient resources to gender equality focused COVID-19 activities.



Establish a financial target for programme allocation for activities with gender equality and women's empowerment as their primary objective.<sup>10</sup>

<sup>10</sup> As an example, in 2020, the UN COVID-19 Multi-Partner Trust Fund (MPTF) set a target of 30 per cent for UN-managed COVID-19 MPTF funds to be spent on projects that have gender equality and women's empowerment as their primary objective. (Reference: United Nations. UN COVID-19 Response and Recovery Fund Gender Equality Marker. August 2020.)

## PART III. LESSONS LEARNED FROM THE COVID-19 CRISIS AND FUTURE CONSIDERATIONS

Despite the fact UN organizations were confronted with global health emergencies before, such as SARS (2003)<sup>11</sup>, Ebola (2014-2016)<sup>12</sup> and Zika (2014-2016)<sup>13</sup>, the lessons captured and learned by the UN system from a gender equality perspective could have been taken more fully into consideration during response planning at the early stages of the COVID-19 crisis.

The COVID-19 pandemic continues to affect every element of the development landscape and threatens to further widen gender gaps. The UNCT has a central role in supporting countries to build back better, more gender equal and inclusive societies. This requires collaboration on gender issues across the humanitarian – development – peace nexus, to address the interconnected nature of challenges presented by the pandemic across these spheres.

The following table captures key lessons learned, as shared by UNCT members themselves through the virtual consultations. Drawing on insights from 180 UN staff, supported by gender analysis of SEIAs and SERPs, the recommendations are framed around the seven dimensions of the UNCT-SWAP and aim to inform the future preparedness work of all UNCTs.

### 1 | PLANNING, INCLUDING USE OF GENDER ANALYSIS AND SEX-DISAGGREGATED DATA

LESSON	RECOMMENDATIONS FOR FUTURE CONSIDERATION
Effective gender mainstreaming in crisis prevention and response requires a stronger focus on gender statistics and utilization of sex-disaggregated data before onset and at early stages of crisis.	<p>Ensure a strong and explicit focus on gender statistics<sup>14</sup> and data disaggregated by sex and other variables in crisis prevention planning. This includes:</p> <ul style="list-style-type: none"> <li>• Ensuring that existing gender data and analysis about gender relations is gathered and easily accessible before the onset of crisis.</li> <li>• Identifying and addressing gaps in gender data and in availability of data disaggregated by sex, age, ethnicity, race, religion, income level, disability, citizenship status, gender identity and sexual orientation.</li> <li>• Identifying and addressing areas of gender bias in existing data collection methodologies, such as absence or underreporting of women’s care burden, women’s economic activities and participation in decision-making.</li> </ul> <p>Ensure that all Terms of Reference for crisis analysis and rapid data collection exercises specify the need for gender sensitive analysis and the consistent use of sex-disaggregated data, and related skills and expertise.</p> <p>Work with Gender in Humanitarian Action experts to develop joint analyses and needs assessments at the early stages of a crisis that incorporate insights and evidence on key differences – including in coping strategies – and inequalities between men and women, girls and boys.</p>
Gender and Leave No One Behind (LNOB) data ‘blind spots’ should be identified at crisis onset, and ways to mitigate these quickly identified.	Recognize the challenges of generating data and analysis among groups already marginalized prior to crisis onset and identify partnerships (for example, with CSOs) and mechanisms (such telephone surveys during lockdown and containment measures) through which information can be gathered on the needs, concerns, and priorities of groups furthest behind to inform planning processes.

<sup>11</sup> WHO, (2007). [Addressing sex and gender in epidemic-prone infectious diseases.](#)

<sup>12</sup> United Nations, (2016). [Report of the High-level Panel on the Global Response to Health Crises](#), 25 Jan. 2016; UNDP (2015). [Socio-economic impact of Ebola virus disease in west African countries](#). New York; UNDP (2015). [Recovering from the Ebola crisis: submitted by the United Nations, the World Bank, European Union and African Development Bank as a contribution to the formulation of national Ebola recovery strategies in Liberia, Sierra Leone and Guinea](#). Nairobi.

<sup>13</sup> Ulisses Lacava Bigaton and Midiã Santana, (26 Feb. 2016). [‘Zika outbreak: ensuring that sexual and reproductive health services are part of the response’](#), UNFPA News; UNDP, (April 2017). [A Socio-economic Impact Assessment of the Zika Virus in Latin America and the Caribbean: with a focus on Brazil, Colombia and Suriname](#). New York.

<sup>14</sup> As highlighted by DESA, gender statistics should address gender issues, namely, “questions, problems or concerns related to all aspects of women’s and men’s lives, including their specific needs, opportunities and contributions to society”; should “adequately reflect differences and inequalities in the situation of women and men [...] ensur[ing] that the diversity of various groups of women and men and their specific activities and challenges are captured”; and should “take into account stereotypes and social and cultural bias that may induce gender bias in the data”. DESA, (2016, page 1). [Integrating a Gender Perspective into Statistics](#).

## 2 | PROGRAMMING, MONITORING AND EVALUATION

LESSON	RECOMMENDATIONS FOR FUTURE CONSIDERATION
Where country teams have existing joint programmes that mainstream gender into their implementation and monitoring plans, the UNCT is better positioned to pivot swiftly to meet the specific needs of women and girls in crisis situations.	<p>In non-crisis times, ensure systematic gender mainstreaming in joint programmes and programming initiatives, clearly outlining the contribution to gender equality and women's empowerment in joint programme documents.</p> <p>At crisis onset, utilize relevant guidance developed during the COVID-19 pandemic, such as the <a href="#">UN COVID-19 Response &amp; Recovery Fund Gender Equality Marker Guidance Note</a> to support the formulation of new joint initiatives in which all elements of the programme address gender equality considerations.</p>
The integration of gender considerations into programming and M&E related to education, health, nutrition and WASH, cannot be assumed. It has to be intentionally pursued.	Ensure that all education, health, nutrition, and WASH programming initiatives visibly integrate gender analysis and sex-disaggregated and gender-specific indicators to track and report on progress, so that if a crisis strikes, the UNCT is able to draw upon gender-specific programming data and capacities in these critical areas and can adjust its interventions to respond to emerging needs.
UNCT awareness of available guidance and gender expertise on macroeconomic modelling needs to be strengthened during non-crisis periods as well as at crisis onset.	<p>At the onset of an economic crisis, rapidly connect and consult with gender and macroeconomic policy experts, for example, through the inclusion of feminist economists in existing expert rosters and drawing on the gender expertise of Non-Resident Agencies and Regional Economic Commissions.</p> <p>During non-crisis times, utilize existing platforms and resources to strengthen UNCT programming on gender and macroeconomic issues. For example, the International Trade Centre's free digital tool "<a href="#">SheTrades Outlook</a>" allows users to compare countries across 83 indicators of policies to enable women's economic participation, especially in business and international trade. The tool also includes a wealth of government good practices that can be used to inform preparedness planning.</p> <p>Utilize the UNSDG Economic Transformation Cooperation Framework Companion Piece as resource to guide the application of a human rights-based and gender equality focused approach to macroeconomic policies; as well as the guiding principles on human rights impact assessments of economic reform policies<sup>15</sup> and the analysis of the Independent Expert on the impact of economic reform policies on women's human rights<sup>16</sup>.</p>

## 3 | PARTNERSHIPS

LESSON	RECOMMENDATIONS FOR FUTURE CONSIDERATION
Engagement with gender equality and women's empowerment CSOs is an effective tool to ensure services reach the women and girls, men and boys who need them the most, but requires concerted effort and targeted strategies.	<p>Ensure that gender equality and women's empowerment CSOs and representatives of disadvantaged and marginalized groups such as adolescent girls, women and girls with disabilities and LGBTI, amongst others, are more intentionally integrated into crisis response planning and coordination processes.</p> <p>Use different strategies to engage and consult civil society on the needs, concerns and inter of women and girls, to inform UNCT crisis planning and response efforts. – Virtual spaces make it easier to involve women and girls but can also present challenges to ensuring their vc are heard and amplified. For example, COVID-19 exposed new challenges to women's and participation, such as inequalities in access to digital technology.</p>

<sup>15</sup> [A/HRC/40/57](#).

<sup>16</sup> [A/73/179](#). See also: [The Impact of Economic Reforms and Austerity Measures on Women's Human Rights](#).

Engaging the national women's machinery and gender equality architecture across sectoral ministries can help the UNCT identify entry points for ensuring policy responses address the specific perspective and needs of women and girls before, during, and after a crisis.

At crisis onset, ensure early engagement with the host government, ensuring participation of the national women's machinery and gender equality architecture across sectoral ministries, to strengthen the design and prioritization of gender responsive UNCT interventions.

## 4 | LEADERSHIP

### LESSON

Resident Coordinator (RC) leadership with Heads of Agencies' support is critical to gender mainstreaming in crisis preparedness, response and recovery.

### RECOMMENDATIONS FOR FUTURE CONSIDERATION

Promote accountability of the UNCT to gender equality commitments and the need to achieve UNCT-SWAP gender mainstreaming standards, ensuring the UNCT's capacity for work on gender equality and the empowerment of women and girls is strengthened during regular, non-crisis times.

Under RC leadership, promote a clear understanding of roles and responsibilities of all UNCT members and interagency coordination mechanisms, including the Gender Theme Group, to enable collaborative and coherent gender mainstreaming efforts across all aspects of UNCT crisis preparedness and response.

## 5 | GENDER ARCHITECTURE & CAPACITIES

### LESSON

Strong interagency coordination mechanisms on gender equality enhance UNCT ability to respond with speed and flexibility to the gender dimensions of a crisis.

### RECOMMENDATIONS FOR FUTURE CONSIDERATION

Fully resource the Gender Theme Group (GTG) in times of non-crisis to strengthen UNCT performance and coordination on gender equality during crisis periods.

Ensure timely inclusion of Gender Theme Group members alongside entity-specific gender and human rights experts in crisis planning and preparedness.

Ensure coordination and collaboration between the Gender Theme Group and Gender in Humanitarian Action Group with the view to advancing GEWE commitments across the Humanitarian-Development-Peace nexus.

Ready access to gender expertise across sectors is crucial for the promotion and implementation of gender-responsive UNCT practice during times of crisis.

As part of preparedness planning, undertake an assessment of gender mainstreaming capacities within the UN at country level to identify strengths and gaps in gender expertise within the UNCT (for example, designing of gender-responsive fiscal stimulus packages) and possible resources to address such gaps (e.g. at regional or global level) that can be drawn upon in crisis response.

Where UN staff capacities on gender equality issues and gender mainstreaming are strong, it is easier and faster for the UNCT to respond to the differential gender effects of any crisis.

Pursue inter-agency training and capacity development on an annual basis to build up UN staff capacities for gender mainstreaming and human rights-based approaches. Disseminate information on online e-learning courses and/or training materials available at regional level, monitoring staff completion of mandatory agency-specific trainings.

- The [UN Women eLearning Campus](#) provides a repository of online training resources, with courses and tools on various gender equality-related topics, and in multiple languages. Key online training packages include, for example, I Know Gender – an introduction to gender equality for all UN staff to strengthen understanding and awareness of basic concepts of gender equality and women's empowerment – and UN Coherence, Gender Equality and You.
- Initiatives can move beyond traditional training formats to include mentoring and other forms of hands-on support for UN staff provided by gender experts.

Ensure UN entities progressively strengthen their gender architecture (including the Gender Theme Group mechanism) so that gender mainstreaming and subject-specific gender experts are available to support country-level planning and programming processes in times of crisis.

## 6 | RESOURCES

LESSON	RECOMMENDATIONS FOR FUTURE CONSIDERATION
<p>The establishment of a 30% financial target by the COVID-19 MPTF for funding proposals with gender equality as their primary objective, combined with the mandatory use of the Gender Equality Marker, strengthened UNCT engagement with gender equality experts and impacted positively on the integration of gender considerations in SERP interventions.</p>	<p>Establish a minimum financial target of 15 per cent of UNCT funding, including crisis response funding, to be allocated to programmes that have gender equality and women’s empowerment as the primary focus.</p> <p>Enhance gender mainstreaming within UNCT crisis response and recovery, including by tracking gender-related resource allocation and expenditure, including through use of the UNCT Gender Equality Marker.</p> <p>Do not accept any new proposals or initiatives that are gender blind (i.e., assessed as being UNCT Gender Equality Marker code 0).</p>

## 7 | RESULTS

LESSON	RECOMMENDATIONS FOR FUTURE CONSIDERATION
<p>Gender inequalities are exacerbated during crisis, yet often the assumption is that gender inequalities are addressed when UNCTs work for ‘all people’. UNCT monitoring, reporting and evaluation processes need to explicitly capture changes in gender equality, including root causes emanating from regressive gender norms and behaviors, to enable UNCTs to provide evidence and demonstrate progress on gender equality and women’s empowerment during crisis response and recovery.</p>	<p>In non-crisis times, review existing joint systems used to track, review and report to UNCTs on gender equality results, ensuring:</p> <ul style="list-style-type: none"> <li>• Monitoring and evaluation frameworks, indicators, and targets developed by Results Groups in consultation with the interagency M&amp;E Group enable the UNCT to capture not only how different groups of women and men are benefitting from UN support, but also, how transformative results related to gender norms and behaviours, legislation and policy, are being achieved.</li> <li>• The UN’s joint monitoring systems, resources, and activities, contribute to strengthening national data and information systems from a gender perspective.</li> <li>• The Cooperation Framework M&amp;E plan integrates gender equality considerations in monitoring and evaluation approaches and processes.</li> </ul>

### GOOD PRACTICE EXAMPLES OF MEETING OR EXCEEDING UN MINIMUM GENDER MAINSTREAMING STANDARDS IN UNCT COVID-19 SOCIO-ECONOMIC RESPONSE PLANS

- I. Gender analysis across SERP pillars with consistent use of sex-disaggregated data
- II. Gender equality visibility mainstreaming across SERP pillars
- III. Country-level SERP indicators disaggregated by sex and/or able to capture gender-related results



Photo 2: Women and girl participants from Barangay Satan in Shariff Aguak share their experiences during community quarantine. UN Women/ Balay Rehabilitation Center. Philippines. October 2020

### CONSISTENT USE OF SEX-DISAGGREGATED AND GENDER-SENSITIVE DATA (BANGLADESH)

In **Bangladesh**, the UNCT incorporated substantive gender analysis and systematic use of sex-disaggregated data throughout its Immediate Socio-Economic Response Plan (August 2020). This was evident in the Situation Analysis, in each of the five response Pillars, and in the country-level monitoring framework which incorporated disaggregated indicators as standard. The examples below highlight the use of different types and sources of gender data used by the UNCT in Bangladesh. This, in turn, enabled the UNCT to conduct robust gender analysis of the impact and implications of COVID-19 on different groups of women, girls, men and boys including those among the LGBTI community:

*Although recent achievements in family planning, gender equality and social protection have helped reduce the national total fertility rate from 3.0 in 2004 to 2.3 in 2017, Bangladesh still has among the highest rates of child marriage in the world, and adolescents are not on track to reach their target for overall contraceptive use of 75 per cent by 2022. Many of the most vulnerable women, children and adolescents live in urban slums, tea gardens, haor areas and hill tracks, where the risk of newborn death is twice as high in these poorest of households compared to richest wealth quintiles.*

*Women and girls are responsible for water collection in over 90 per cent of households and the time burden and risk exposure consequently increases protection risks and inequities along gender lines. Of those with access to water through tube wells or piped systems, less than half of the water is safely managed, arsenic safe, free of e-coli and within 30 minutes' travel, with negative implications on safe water for drinking, household cleanliness and hygiene, and women's unpaid labour.*

*Although women's participation in economic activities has diversified, Bangladesh still ranked 141st in the economic participation sub-index of the 2020 Global Gender Gap rankings. Overall, Bangladesh ranked 50th out of 153 countries with a score of 0.726, which was the highest among South Asian countries.*

*Prior to the pandemic, a report by the International Institute for Environment and Development on "Bearing the Climate Burden: why Households in Bangladesh are paying too much" found that climate and disaster related expenditures for rural accounted for 7 per cent of the of incomes for male headed households, compared with 20 per cent female headed households. The recent lockdown's influence on household income from various sources is significant and thus will require additional support to enhance income.*

*The pandemic has disproportionately, affected members of the LGBTQI community. A small-scale survey among 80 transgender people during the pandemic found that 95 per cent had decreased income, 71 per cent had borrowed money to support basic needs, 81 per cent has a decreased diet. 15 per cent reported experiencing discrimination while receiving aid, while approximately one quarter had not received any aid at all.*

- Bangladesh Socio-Economic Response Plan

### GENDER ANALYSIS OF THE IMPACT AND IMPLICATIONS OF COVID-19 (EGYPT)

The UNCT COVID-19 Socio-Economic Response and Recovery Plan (SERP) for **Egypt** (July 2020) highlights gender inequality and discrimination, with a dedicated section looking at the impact and implications of the crisis on different groups of women and girls. There is consistent use of sex-disaggregated data with an explicit commitment by the UNCT to undertake and use gender-responsive data collection and analysis to inform COVID-19-related activities. Examples of gender analysis, supported by use of gender data, from the SERP include:

*The temporary closure of school and childcare facility has put additional strain and demand on women and girls, increasing their unpaid care responsibilities in the household. The closure of school and childcare facility in Egypt has also affected women disproportionately, as they are considered primary caregivers according to social norms in Egypt. Thus, the augmented level of unpaid care responsibilities during the pandemic further.*

*Gender-based violence is increasing exponentially [as] many women are being forced to 'lockdown' at home with their abusers while services to support survivors [of gender-based violence] are being disrupted or made inaccessible; this could lead to higher risk of exploitation and trafficking of women with lower capacity to detect the cases.*

*There is an increasing likelihood of resources being diverted from sexual and reproductive health services, which are central to the health, rights and wellbeing of women and girls, towards the containment of the outbreak.*

*In Egypt, 18.1 per cent of women are heads of households, and a significant portion of them are living in poverty. 40.9 per cent of females' total non-agricultural employment in informal employment while 33.9 per cent of females' employment is vulnerable employment...restrictions of movement are particularly difficult for rural communities where informality is widespread, in particular among women, and closely intertwined with poverty.*

*Notably, 88 per cent of Takaful [national conditional cash transfer programme] recipients are female-headed households, pointing to the feminization of poverty in Egypt and underlining the dire need for women's economic empowerment.*

*Recent perception studies show that the majority of men and women agree "when employment is scarce men should have access to jobs before women". These social norms will play a significant role in how the coming period of economic recovery could impact women's empowerment.*

*The pandemic could further expose migrants, refugees and asylum seekers, especially women, to labour exploitations and trafficking as they traditionally engaged in sectors where they are informally employed (domestic workers).*

- Egypt Socio-Economic Response and Recovery Plan

## II | GENDER EQUALITY VISIBLY MAINSTREAMED ACROSS SERP PILLARS

The following good practice examples demonstrate how UNCTs visibly mainstreamed gender equality considerations into the analysis and planned interventions of different SERP pillars.

### VISIBLE GENDER MAINSTREAMING IN PILLAR 1: HEALTH FIRST (JORDAN)

The UNCT in **Jordan** incorporated gender analysis across all SERP pillars with consistent use of sex-disaggregated and/or gender sensitive data. The following extract shows how the UNCT in Jordan referenced gender analysis and gender data to prioritize gender-responsive actions under the 'Health First' Pillar:

*Women [are] disproportionately impacted due to their high representation in the health sector. For women health care workers, the weekly paid and unpaid workload during the initial week of the crisis was estimated at over 90 hours. This included their traditional role of caring for ill family members, the elderly and children, both of which increases risks of being infected... The disproportionate impact of COVID-19 on women needs to be considered, with a view to reducing the overall paid and unpaid work burden and safeguarding benefits such as for maternity cover.*

*Appropriate assessment and analysis capacity is needed to anticipate and track the impacts of COVID-19 on the [health] workforce to inform health coverage, ensuring that gender and age as well as other characteristics are considered. Systems must include the systematic collection of information that is, disaggregated and analyzed by gender and age to inform policy, planning and preparedness measures.*

*Support for specialized services to reduce risks for vulnerable groups will also continue. For example, access to sexual and reproductive health will be supported through the Customer Due Diligence that deploys female paramedics to reach women in need. Complementary communications for specific risks will continue for sexual reproductive health, family planning, breastfeeding, high risk pregnancies and nutrition during pregnancy.*

- Jordan Socio-Economic Response Plan

### VISIBLE GENDER MAINSTREAMING IN PILLAR 2: PROTECTING PEOPLE (NORTH MACEDONIA)

The UN in **North Macedonia** COVID-19 Response Framework (July 2020) includes targeted gender analysis of those furthest behind. Under Pillar 2, illustrative examples of gender analysis and UNCT attention to gender-responsive and disability-inclusive approaches are shown below:

*COVID-19 is worsening existing inequalities for women and girls, and deepening discrimination against other marginalized groups. In times of crisis such as this outbreak, women and girls may be at higher risk of violence. The already dire living conditions and habits of the most marginalized communities in the country, especially Roma women and girls, increase their vulnerability due to pre-existing inequalities and discriminatory attitudes and behaviours towards them... Gender stereotypes are a root cause of the problem and must be tackled.*

*Protection services, with particular attention on the most vulnerable and disadvantaged, including migrants and refugees, persons with disabilities, residents living in institutions and in the community, and particularly children and women, need to strengthen and adapt. Various studies indicate that women do not feel empowered to report violence, and do not know what*

to do when faced with violence. This has been more prominent during the crisis; hence, the authorities need to know whether the system of protection is operational. Key proposed areas of work include capacity in cross-cutting areas to ensure inclusive, universal, age and gender-responsive, equitable, rights-based services, including gender-based violence risk mitigation and responses. The UN will continue responding to an increase in gender-based violence through risk mitigation and response services, adapting programming in the context of COVID-19 measures for the safe availability, accessibility, acceptability and quality of response services.

It is critical to ensure that the routine cash transfer programmes are not disrupted and that they are adjusted and/or rapidly scaled up to respond to the increasing needs created by the COVID-19 pandemic. This includes ensuring that adaptation and scale up are gender-responsive and disability-inclusive, so the most marginalized communities are not left behind as systems and programmes adapt and that linkages to essential services are maintained or created to respond to their specific needs.

- North Macedonia Socio-Economic Response Plan

## VISIBLE GENDER MAINSTREAMING IN PILLAR 3: ECONOMIC RESPONSE & RECOVERY (CENTRAL AFRICAN REPUBLIC)

The **Central African Republic** UN COVID-19 Socio-Economic Response Plan (August 2020) includes gender analysis to explain the inclusion of gender-targeted and gender mainstreamed interventions under Pillar 3:

*Gender constraints include lack of secured access to assets and inheritance, lack of effective participation in decision making and power systems at all levels of society, low literacy levels due to less access to education, less access to services, and the burden of unpaid work and time burdens. These areas require support for long-term transformative gender processes. On the other hand, it should be mentioned that although the policy and legislation in CAR in terms of gender equality are well advanced, tradition and gender norms are a cause of discrimination. These considerations, among others, argue for gender interventions at all levels: household level and community level, professional organisation level, local development level and in the context of development of value chains.... In response to these dynamics, under this pillar the plan aims to:*

*Offer immediate "cash for work" opportunities and for gender equality to the most vulnerable households. The gender dimensions will be further considered during implementation, not only in terms of participation but as well in terms of addressing critical gender-based constraints. At least 50 percent of beneficiaries will be women. The interventions will be based on a gender-sensitive value chain approach and will have short, medium- and long-term upgrading actions. In the long term, the aim is that two thirds of the beneficiaries will start their income generating activities by creating formal businesses. Gender-based constraints will be addressed through specific gender actions. This will aim in the long term to make female-managed businesses have equal chances for growing and becoming sustainable. Vulnerable groups should become "drivers of change", social stabilizers, sustainability developers and peaceful rebuilders in their communities.*

*Set-up of a gender-sensitive Guarantee and Investment Support Fund to lessen the impact on small businesses and agents operating in the informal sector which represents 80 percent of the population, with separate windows for small trade and handicrafts.*

*Promotion of gender-sensitive financial inclusion through institutional and financial capacity-building of microfinance institutions, in particular through support for the redeployment of microfinance services in the hinterland.*

- Central African Republic Socio-Economic Response Plan

## VISIBLE GENDER MAINSTREAMING IN PILLAR 4: MACROECONOMIC RESPONSE & MULTI-LATERAL COLLABORATION (BRAZIL)

The UN Framework for the Socio-Economic Response and Recovery to COVID-19 in **Brazil** (July 2020) highlights the importance of child, gender and race-sensitive budgeting and proposes a series of gender-responsive interventions under Pillar 4:

### Situation Analysis

*It is a common belief that macroeconomic policies do not affect individuals or groups of individuals as they relate to agglomerates. Nevertheless, fiscal measures usually have differentiated impact depending on the sex, age and race of the individual, defining availability of resources for policies that have a higher impact on children, adolescents, women, indigenous people and Afro-descendants. It is important to recognize a key agglomerate of the economic system: the economy of care (target 5.4 of SDG). Another important gap is the lack of availability of data and analysis on child, gender and race-sensitive budgeting. [There is a] lack of gender analysis on how economic recovery packages differently impact women and respond to different needs and priorities of men and women.*

- UN Framework for the Socio-Economic Response and Recovery to COVID-19 in Brazil

## Gender-responsive Interventions

*Assess, inform and monitor gender equality in the context of fiscal stimulus packages with a focused attention on the size of fiscal stimulus and available funding to meet the needs of women and girls; how the fiscal stimulus is being financed, including an assessment of whether financing mechanisms are biased or not towards women; and the design of the fiscal stimulus package to determine whether policy measures account for and prioritize the needs of women and girls.*

*Support progressive and gender-responsive taxation to secure fiscal space to invest in social protection and basic services.*

*Conduct analysis of the gender biases of the macroeconomic policies, examining their differentiated effects on employment and income, as well as the impact on unpaid work.*

*Conduct studies incorporating the care economy, introducing variables and data on unpaid care work, data on time use, disaggregated by sex, age, location and with an intercultural approach.*

*Integrate a gender and child-sensitive budget analysis in fiscal adjustment measures to avoid – or at least minimize – differentiated impact of the crisis on women and children.*

- UN Framework for the Socio-Economic Response and Recovery to COVID-19 in Brazil

## **VISIBLE GENDER MAINSTREAMING IN PILLAR 5: SOCIAL COHESION & COMMUNITY RESILIENCE (MYANMAR)**

A UN framework for the immediate socio-economic response to COVID-19 in **Myanmar** (June 2020) includes the following gender-responsive and gender-targeted interventions under Pillar 5:

### Gender-mainstreamed/gender-responsive interventions

*Support MPs in conducting inclusive and gender-responsive constituency work around the response and recovery, and for effectively representing people, especially women and the most vulnerable, that are impacted by the crisis.*

*Revise disaster response protocols and SOPs (including for evacuation and shelter management) to make them COVID-19 proof and more gender-responsive and build capacities of local officials and communities in risk-prone townships.*

*Through phone surveys, monitor the occurrence of opportunistic evictions and land grabs from small farmers, loss of inheritance for women, housing evictions in informal urban settlements, human rights impacts on business activity under the cover of COVID-19 restrictions and arbitrary detentions.*

- UN Framework for the Immediate Socio-Economic Response to COVID-19 in Myanmar

### Gender-targeted interventions

*Support women's participation in all electoral processes, as candidates and voters, including for local elections (village tract and ward administrations).*

- UN Framework for the Immediate Socio-Economic Response to COVID-19 in Myanmar

## **DEDICATED OUTCOME IN THE SERP SPECIFICALLY TARGETING GENDER EQUALITY/WOMEN'S EMPOWERMENT (ZIMBABWE)**

The UNCT SERP in **Zimbabwe** (September 2020) includes visible gender mainstreaming across all Pillars and identifies an additional response area specifically targeting gender equality. Explaining the rationale and approach for including an additional outcome area dedicated to addressing gender inequalities, the SERP states:

*Emerging evidence on the impact of COVID-19 shows that the pandemic is deepening pre-existing inequalities, including gender inequalities. The pandemic has also exposed or exacerbated the structural inequalities in the social, political and economic domains, further marginalizing women and girls facing intersecting forms of discrimination such as women living with HIV, women and girls with disabilities, and elderly women amongst others. It is for this reason that the UN system in Zimbabwe has decided to include a fifth component in the initial UN recovery response, focused on Addressing Gender Inequalities – Building a More Equal and Resilient Society.*

*[The inclusion of this dedicated outcome area on gender equality is used by the UNCT to reinforce how the COVID-19 response] "presents an opportunity to... not only develop gender-responsive strategies that consider gender norms, roles, inequality and take active measures to reduce their harmful effects, but also expand collaborations within and beyond the health sector: including water, sanitation and education thus ensuring concrete impact at country level.*

- Zimbabwe Socio-Economic Response Plan

### III | COUNTRY-LEVEL SERP INDICATORS DISAGGREGATED BY SEX AND/OR ABLE TO CAPTURE GENDER-RELATED RESULTS

Whilst only a quarter (24 per cent) of UNCTs include a country-level indicator framework as part of their SERP, several UNCTs make a consistent effort to disaggregate all relevant indicators by sex, age and other categories. These include UNCTs from Bangladesh, Benin, Paraguay and Samoa. Efforts to link disaggregated indicators in the SERP to existing UNCT monitoring and evaluation (M&E) processes are also evident. For example, in its SERP dated June 2020, the UNCT in Benin states:

*The monitoring system of the action plan for the immediate socio- economic response to COVID-19 will be fully integrated into the monitoring and evaluation system of the UN Cooperation Framework (2019-2023). To this end, the UN-INFO platform will serve as an instrument for monitoring the action plan. The Cooperation Framework results matrix will be reviewed with the integration of indicators for monitoring the action plan and special emphasis on monitoring vulnerable people, in particular children, women and people with disabilities.*

- Benin Socio-Economic Response Plan

The following are examples of sex-disaggregated and gender-sensitive indicators taken from the SERPs of Bangladesh, Benin, Nepal, Paraguay, Samoa and Viet Nam that can help track and measure changes in gender equality.

#### **Examples of sex-disaggregated and gender-sensitive indicators:**

- Number of health workers infected by covid-19 (disaggregated by sex, age, location).
- Number of women and girls who received SRHR services in the reporting period, disaggregated by modern FP methods, ANC, PNC, delivery, STI screening and treatment.
- Share of population not covered by the national social protection scheme, disaggregated by sex
- Number of households reporting access to island-produced nutritious food, disaggregated by female-headed households/male-headed households.

#### **Examples of gender-sensitive indicators for monitoring contributions of interventions to gender equality and women's empowerment:**

- Number of community-based organizations capacitated to respond to gender-based violence, domestic/intimate partner violence in the context of COVID-19.
- Number of female beneficiaries receiving a one-time cash grant for income generation (disaggregated by age and location).
- Annual expansion of national social protection scheme coverage [in percentage], disaggregated by sex.
- Number of gender-sensitive impact assessments undertaken in the context of COVID-19 response and recovery.