

UN Gender Thematic Results Group

Gender equality screening tool for the integration of a gender perspective in UN joint programmes

INTRODUCTION

General Assembly resolution 72/279 elevates the United Nations Sustainable Development Cooperation Framework (UNSDCF) as “the most important instrument for planning and implementation of the UN development activities at country level in support of the implementation of the 2030 Agenda for Sustainable Development (2030 Agenda).” The UNSDCF guides the entire programme cycle, including planning, implementation, monitoring, reporting and evaluation of collective UN support for achieving the 2030 Agenda.

The UNSDCF is operationalized by joint workplans. In preparing and reviewing joint workplans, UNSDCF results groups may identify the need for increased joint delivery through one or more joint programmes (JPs). A joint programme is a set of activities contained in a joint workplan and funding framework, involving two or more UN entities contributing to the same UNSDCF outputs. Pooled funding or other funding mechanisms can be used for joint programmes. Other stakeholders can be engaged as implementing partners. JPs identify and build on complementarities between participating UN agencies and their partners to tackle complex development challenges and help achieve greater coherence in support of national priorities.

Gender equality is among the five key cross-cutting issues that a Joint Programme should address – together with human rights, environmental issues, capacity of institutions and partners, and capacity development strategies¹.

The UNCT-SWAP Gender Equality Scorecard exercise conducted in 2019 revealed that the UNCT “*meets the minimum requirements*” in relation to JPs’ contribution to reducing gender inequalities (indicator 2.1). In order to promote continued improvements in UNCT accountability on gender mainstreaming, the Albania’s Gender Thematic and Results Group (GTRG) decided to develop and roll out “a quality control system to ensure that all Joint Programmes (UNJPs) systematically and adequately mainstream gender equality considerations”.

OBJECTIVE

The present Gender Equality Screening Tool, developed by the UN GTRG under the leadership of UN Women, is a specific deliverable of the UNCT-SWAP Gender Scorecard Action Plan².

The tool aims to support the UNCT in Albania to meet its commitments to gender equality and women’s empowerment, ensuring that UN programming effectively enhances the rights of women and girls in Albania. The GTRG leads on the development of the Tool and supports its implementation with regular updates, analysis, and recommendations on its use to further improve the UNCT’s overall contribution to gender equality and women’s empowerment (GEWE).

¹ UNDG, Guidance Note on Joint Programmes, 2014

² UNCT Albania, UNCT-SWAP Gender Scorecard Action Plan, 2020-2021

³**Figure 1:** Criteria listed under Indicator 2.1 ‘Joint Programmes Contribute to Reducing Gender Inequalities’ of the UNCT-SWAP Gender Scorecard.

| INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES | | |
|--|---|--|
| Approaches Minimum Requirements | Meets Minimum Requirements | Exceeds Minimum Requirements |
| <p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p> | <p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p> | <p>Meets minimum requirements</p> <p>and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p> |

THE GENDER EQUALITY SCREENING TOOL

What is the screening tool?

The screening tool is intended as a self-assessment tool to help enhance gender mainstreaming across the UN Joint Programmes. It is structured around **five dimensions** to identify the extent to which key GEWE considerations are addressed in the JP.

Points are allocated based on a *Yes/No* response model which mirrors the criteria set forth in the Gender Equality Marker (GEM)⁴:

- **A total score between 2.51 and 3.00 points:** Gender equality objectives are the primary intended result(s) of the JP. The JP would not have been undertaken without this gender equality objective (*corresponding to GEM score 3*).
- **A score between 1.51 and 2.50:** The JP mainstreams gender equality and makes a substantive contribution to GEWE (*corresponding to GEM score 2*).
- **A score between 0.51 and 1.50:** The JP provides limited consideration of gender equality/women’s empowerment (*corresponding to GEM score 1*)
- **A score between 0 and 0.50:** There is no consideration of gender equality issues and there are no results relating to gender equality or women’s empowerment /rights (*Corresponding to GEM score 0*).

³ **Nota bene:** UNSDG interagency advisory group is working on the UNJP guidance revision. The UNSDG core group will review UNJP policy recommendations from agencies. The supporting policy paper called for the application of gender equality, human rights and peace markers at activity level for UNJPs. With this in mind, the present Tool will be considered as an interim measure to be utilized by UNCT Albania until further guidance is issued by the UNSDG. In addition, the tool will be shared with UNSDG as an example that can be integrated in the development of the new UNSDG guidance.

⁴ Coding definition for Gender Equality marker, Guidance Note, United Nations Chief Executive Board for Coordination, December 2018.

An explanatory note on how to interpret your results, as well as recommendation resources for additional guidance, are included at the end of the document.

When to use this tool?

The Gender Screening Tool should be used by **during the design phase** of the JP, as well as during the peer review processes conducted at the agency and/or interagency levels during the design of the JPs. While, users are encouraged to familiarize themselves at the onset of the design phase with all aspects of the Screening Tool, the final rating and submission can be done at the end of the JP development process. The tool could be taken again if the JP undergoes significant changes in scope or in the results framework.

Who should use the tool?

The primary users of the JP Screening tool are the gender equality focal points in UN agencies part of the UNCT, and all UN personnel in charge of the design, implementation and monitoring of the JP:

1. The UN personnel in charge of developing, implementing, monitoring, and evaluating the JP is responsible for taking the tool into account when developing the Joint Programme, using it to reflect on the implications of the proposed intervention on gender equality and women's empowerment in Albania.
2. The gender focal point in each agency, jointly with the planning specialist or Head of Programme/Deputy Head of Office, promotes dissemination of the tool, encourages its use and application, and provides technical support to relevant personnel to apply the tool. She/he is also responsible for providing advice and reviewing the JP based on the score resulting from the application of the tool. The gender focal points are encouraged to share the results with the Gender Thematic and Results Group.
3. The UN Albania GTRG oversees the development of the tool, adapting it as needed and based on feedback from implementation and in line with UNSDG guidance.

How to use the tool?

During the **design phase** of the JP, the programme coordinator/project officer together with the agency Gender Focal Point checks the JP vis a vis the tool, providing a yes/no answer to each question. Once the tool is complete, the programme coordinator/officer and gender focal point can calculate the total score and overall assessment of the JP from a gender perspective.

Relevant resources are indicated at the end of the tool, to be used to potentially improve the score of the JP and ensure sufficient consideration of gender equality issues in the JP.

APPLICATION OF THE GENDER SCREENING TOOL

I. JOINT PROGRAM ANALYSIS

Does the JP include a gender equality perspective in the context/problem analysis?

| QUESTIONS | YES (1) | NO (0) |
|---|---------|--------|
| <p>I.1. Does this section include a gender analysis of the main issue tackled by the JP, including articulating root causes of gender inequality and intersectional forms of discrimination?</p> <p>For example: <i>The context/problem analysis of the JP being analysed, which focuses on climate change, refers to the differentiated impact of climate change and environmental disaster on women and girls in Albania, including higher rates of violence against women and a slower economic recovery. In addition, the context analysis recognizes the potential that women’s organization and women activists have in combating the gender inequalities that are exacerbated by climate change AND/OR the context analysis refers to how migrant women; women with disabilities; Roma and Egyptian women; young women; widows; LGBTQI+ people; people living with HIV aids; elderly women; rural women- are differently affected by climate change and environmental disaster.</i></p> | | |
| <p>I.2. Does this section refer to key normative standards for gender equality including the CEDAW, the Istanbul Convention, the UPR recommendations for Albania, relevant CSW Agreed Conclusions, latest national/regional BPfA review as well as SDG5 and related indicators as well as other SDG gender-related indicators, and the EU GAP III?</p> <p>For example: <i>the context/problem analysis of a JP on combating human trafficking in Albania refers to CEDAW Article 16 on trafficking of women in the context of global migration, and its General Recommendations. In addition, the context analysis identifies the gender equality articles and components of the Global Compact for Safe, Orderly and Regular Migration.</i></p> | | |
| <p>I.3. Does this section refer to key national strategic and legal frameworks for gender equality such as the current National Strategy for Gender Equality, the NSDI, Law on Gender Equality in Society, Law on Protection from Discrimination⁵, Law on Measures against Domestic Violence in Family Relations⁶ and gender equality provisions in other strategies and legislation?</p> <p>For example: <i>the context/problem analysis for the JP on disaster risk reduction refers to the dedicated section in the National Strategy on Gender Equality that focuses on women in emergencies.</i></p> | | |
| <p>I.4. Does this section rely on latest official data on gender equality in Albania, including official UN documents such as the CCA, the Country Gender Equality Profile, the Rapid Gender Assessment, the Men and Women publication developed yearly by INSTAT, or others?</p> <p>For example: <i>the context/problem analysis of a JP on human trafficking refers to the latest data collected by UNHCR on mixed migration flows through Albania. It also refers to the latest Common Country Assessment for Albania and the interventions proposed are based on official evidence.</i></p> | | |

⁵ See latest amendment here: <https://equineteurope.org/albania-update-in-the-law-on-protection-from-discrimination/#:~:text=These%20amendments%2C%20that%20entered%20into,with%20HIV%2FAIDS%20and%20appearance.>

⁶ Please note latest amendments made in 2020 during the pandemic. More information available: <https://albania.unwomen.org/en/news-and-events/stories/2020/04/albania-adopts-new-protocol-to-ensure-undisrupted-shelter-services>

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| <p>I.5. Does the section include gender statistics and/or sex-disaggregated data (and possibly other levels of disaggregation) as part of the analysis of the context?</p> <p><i>For example: the context/problem analysis for the JP on disaster risk reduction includes sex-disaggregated data on number of people affected by the 2019 Earthquake, as well as sex and age disaggregated data when referring to the impact of COVID 19 on the employment rates in Albania.</i></p> | | |
| <p>TOTAL (maximum points: 5)</p> | | |

II. JOINT PROGRAM RESULTS

Is gender equality mainstreamed throughout the results and indicators framework?

| <p>QUESTIONS</p> | <p>Yes, at least 30% of the JP Outcome/output indicators are gender-responsive (1 point)</p> | <p>Yes, 50% or more of the JP outcome/output indicators are gender-responsive (1.5 points)</p> | <p>Less than 30% of the JP outcome/output indicators are gender-responsive (0)</p> |
|---|---|---|---|
| <p>II.1. What percentage of the JP outcome indicators are gender responsive⁷, i.e. indicators that measure changes in the situation of women and men and a reduction in the inequalities between them?</p> <p><i>Example of outcome indicators that are gender-responsive:⁸</i></p> <ul style="list-style-type: none"> - Number of newly- registered children in primary schools in Albania, disaggregated by sex - % of women in decision-making positions in local government units | | | |
| <p>II.2. What percentage of JP output indicators are gender-responsive?</p> <p><i>Examples of output indicators that are gender-responsive:</i></p> <ul style="list-style-type: none"> - Number of institutional partners with increased capacities to integrate gender equality into fiscal laws/policies/standards - Number of women accessing information, goods, resources and/or services <u>(on the thematic area of the JP)</u> | | | |
| <p>QUESTIONS</p> | <p>Yes (1 point)</p> | | <p>No (0 points)</p> |
| <p>II.3. Does the Theory of Change express the JP’s contribution on gender equality, and does it include an analysis of gender inequalities?</p> | | | |

⁷ <https://eige.europa.eu/thesaurus/terms/1181>

⁸ https://eugender.itcilo.org/toolkit/online/story_content/external_files/TA_Edu_CIDA.pdf

| | | |
|--|--|--|
| <p>For example:</p> <ul style="list-style-type: none"> - The theory of change refers to global normative frameworks on gender equality - The theory of change explains what the root causes are related to gender equality at the foundations of the issue tackled by the JP - The theory of change includes the key priorities of the JP to address the main gender equality issues | | |
| <p>II.4. Does the goal of the JP focus on gender equality and women’s empowerment?</p> <p>Example of a goal focused on gender equality and women’s empowerment:</p> <ul style="list-style-type: none"> - “Rural women’s empowerment in Albania is enhanced and women’s roles and contribution to rural development is strengthened, in the context of the 2030 Agenda for Sustainable Development and its core principle of leaving no-one behind” | | |
| <p>TOTAL (maximum points: 5)</p> | | |

III. MONITORING AND EVALUATION

Does the JP include an M&E framework that measures progress against GEWE results?

| QUESTIONS | YES (1) | NO (0) |
|--|---------|--------|
| <p>III.1. Does the JP monitoring framework include quantitative and qualitative data to assess progress made by the JP on gender?</p> <p>For example: For the JP on climate change, adequate resources have been allocated to monitoring activities and data collection, including collecting sex-disaggregated data from women beneficiaries including through focus groups, surveys etc.</p> | | |
| <p>III.2. Does the JP include plans for carrying out a gender-responsive evaluation?</p> <p>For example: The evaluation plan of the JP on combating human trafficking highlights that gender will be mainstreamed across all sections of the evaluation. In addition, the evaluation will highlight whether the JP has contributed to the creation of favourable conditions for gender equality, if it contributed to international frameworks on gender equality, and if the JP overall benefitted the women target group.⁹ Finally, the evaluation is adequately budgeted for.</p> <p>Useful resources for this question:</p> <ul style="list-style-type: none"> - UN Evaluation Group report on integrating human rights and gender equality in evaluations - UN Women evaluation handbook on how to manage self-responsive evaluations - UN Women Training Centre- How to manage gender-responsive evaluations, free online course | | |
| <p>TOTAL (maximum points: 2)</p> | | |

⁹ <https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-evaluation>

IV. PARTNERSHIPS

Does the partnership approach proposed in the JP help address gender equality and women’s empowerment, and does it contribute to strengthening partners’ capacities?

| QUESTIONS | Yes, one of the listed partners was consulted (0.5 points) | Yes, two or more of the listed partners were consulted (1 point) | No (0 points) |
|--|--|--|---------------|
| <p>IV.1. Were the following institutional partners consulted during the design phase of the JP?</p> <ul style="list-style-type: none"> • <i>Ministry of Health and Social Protection and the Gender Equality Unit within MHSP</i> • <i>The People’s Advocate</i> • <i>Relevant Deputy Minister/s member/s of the National Council on Gender Equality</i> • <i>The Commissioner on Protection from Discrimination</i> • <i>Line Ministry or LGU gender focal point/s</i> • <i>Relevant parliamentary committees and sub-committees</i> | | | |
| <p>IV.2. Were the following non-institutional partners consulted during the design phase of the JP?</p> <ul style="list-style-type: none"> - <i>Women’s CSOs (if so, please state which ones: _____)</i> - <i>Groups of women who will benefit from the JP</i> - <i>International development partners/NGOs actively promoting women’s rights in Albania</i> - <i>Private sector companies signatories of the WEPs</i> - <i>Journalists/media actively promoting gender equality</i> - <i>Individual activists actively promoting gender equality</i> | | | |
| QUESTIONS | Yes (1 point) | | No (0 points) |
| <p>IV.3. Are two or more of the institutional or non-institutional partners mentioned above going to be engaged in the implementation of the JP? Please select below the ones that apply:</p> <ul style="list-style-type: none"> - <i>Ministry of Health and Social Protection and the Gender Equality Unit within MHSP</i> - <i>The People’s Advocate</i> - <i>Relevant Deputy Minister/s member/s of the National Council on Gender Equality</i> - <i>The Commissioner on Protection from Discrimination</i> - <i>Line Ministry or LGU gender focal point/s</i> | | | |

| | | |
|--|--|--|
| <ul style="list-style-type: none"> - Relevant parliamentary committees and sub-committees - Women's CSOs (if so, please state which ones:_____) - Groups of women who will benefit from the JP - Other International development partners/NGOs actively promoting women's rights in Albania - Private sector companies' signatories of the WEPs - Journalists/media actively promoting gender equality - Individual activists actively promoting gender equality | | |
| <p>IV.4. Does the Joint Programme include a component on strengthening the capacities of at least ONE partner (institutional and non-institutional as mentioned above) to foster their participation and engagement in gender related SDGs localization and/or implementation? If so, please select the partner below:</p> <ul style="list-style-type: none"> - Ministry of Health and Social Protection and the Gender Equality Unit within MHSP - The People's Advocate - Relevant Deputy Minister/s member/s of the National Council on Gender Equality - The Commissioner on Protection from Discrimination - Line Ministry or LGU gender focal point/s - Relevant parliamentary committees and sub-committees - Women's CSOs (if so, please state which ones:_____) - Groups of women who will benefit from the JP - Other International development partners/NGOs actively promoting women's rights in Albania - Private sector companies' signatories of the WEPs - Journalists/media actively promoting gender equality - Individual activists actively promoting gender equality | | |
| <p>TOTAL (maximum points: 4)</p> | | |

V. MANAGEMENT AND IMPLEMENTATION ARRANGEMENTS

Does the management and governance of the JP ensure gender balance in representation, and does it promote accountability for promoting gender equality for all partners involved?¹⁰

| QUESTIONS | YES (1) | NO (0) |
|---|---------|--------|
| <p>V.1. Does the Steering Committee of the Joint Programme meet gender parity?</p> <p><i>For example:</i> The Steering Committee include an equal number of women and men representatives.</p> | | |
| <p>V.2. Are the working groups of the Joint Programme going to be gender-balanced?</p> <p><i>For example:</i> The JP Technical Committees include an equal number of women and men participants.</p> | | |

¹⁰ https://www.un.org/gender/sites/www.un.org.gender/files/gender_parity_strategy_october_2017.pdf

| | | |
|---|--|--|
| <p>V.3. Does the JP coordinator and other key staff of the JP management structure foreseen to undertake mandatory training on gender equality?</p> <p><i>For example: The JP Programme coordinator and key staff has taken the 5-modules course “I Know Gender” as a minimum.</i></p> | | |
| <p>V.4. Does the partnerships section of the JP clearly and explicitly mention that the Responsible Parties and Implementing Partners identified for the JP have a demonstrated commitment to Preventing Sexual Exploitation and Abuse of Authority?</p> <p><i>For example: All RPs and IPs have a policy in place to prevent sexual exploitation and abuse of authority.</i></p> | | |
| <p>V.5. Has the JP staff completed the mandatory training on Preventing Sexual Exploitation and Abuse of Authority (PSEA)?</p> <p><i>For example: All JP staff has shared their certificates of completion of the PSEA Mandatory training.</i></p> | | |
| <p>TOTAL (maximum points: 5)</p> | | |
| <p>Total score (maximum points: 21)</p> | | |

How to calculate your score?

TOTAL SCORE OF THE JOINT PROGRAMME = $\frac{\text{TOTAL POINTS}}{7}$

Interpreting the results:

- **If you obtained 0.50 point or less, it means that the JP is gender blind or gender neutral:** The JP has been screened but there are no results or contributions to gender equality and women’s empowerment.

Recommendations (to be *provided by gender focal point within agency on how to improve score*):

Resources to be consulted (*list TBD depending on the nature of the JP and the areas of major gaps*):

- **If you obtained between 0.51 and 1.50, it means that the JP has limited consideration of gender equality and women’s empowerment,** and that the JP will lead to limited results for women and girls.

Recommendations (to be *provided by gender focal point within agency on how to improve score*):

Resources to be consulted (*list TBD depending on the nature of the JP and the areas of major gaps*):

- **If you obtained between 1.51 and 2.50 points, it means that the JP mainstreams GEWE.** The JP makes a substantial contribution to women’s empowerment and gender equality.

Recommendations (to be *provided by gender focal point within agency on how to improve score*):

Resources to be consulted (*list TBD depending on the nature of the JP and the areas of major gaps*):

- **If you obtained a score of 2.51 and above, gender equality and women’s empowerment are critical results of the JP,** which is designed to make specific positive contribution to the lives of women and girls in Albania as a priority focus.

Recommendations (to be *provided by gender focal point within agency on how to improve score*):

Resources to be consulted (*list TBD depending on the nature of the JP and the areas of major gaps*):

VI. CONTACTS AND SUPPORT:

In case you have any question or concern on this Joint Programme Gender Screening Tool, please reach out to the gender focal point within your agency and/or to the UN Albania GTRG at rca.gtrg@un.org and to the UN Women Secretariat of the GTRG: estela.bulku@unwomen.org and rachele.megna@unwomen.org