

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Thailand 2024

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



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## 1. Background

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

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

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

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

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

## 2. The UNCT-SWAP Framework

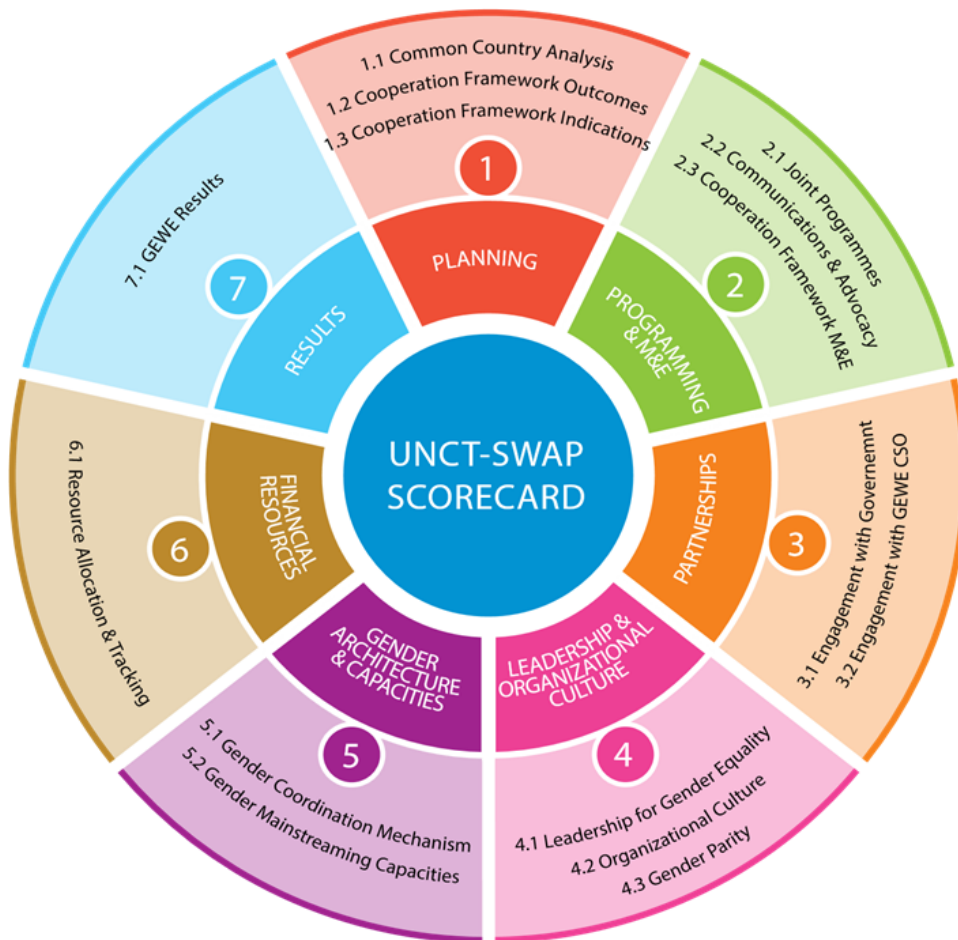
### 2.1 Performance Dimensions and Indicators

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

### Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

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

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

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

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

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

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

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

### 3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

### 3.3 Supporting Evidence and Knowledge Hub

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

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

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

## 5. The UNCT-SWAP Process in Thailand

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

The UNCT-SWAP GE Scorecard was implemented under the supervision of the UNCT and guidance from the GTG. It included the gender parity assessment, a desk review of the CF Outcome and Output indicators, the UNCG workplan and implementation, system-wide assessment of active Joint Programmes and key highlights from UNCT - Government engagement on Gender through the Cooperation Framework.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team  
UNCT, GTG co-conveners, RCO, UNCG, Outcome Groups 1, 2, 3, Operations Management Group, Data & Monitoring Group

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

None

What actions (among those identified in your UNCT-SWAP Action Plan) have had the biggest impact in your UNCT and what changes/impact have you seen as a result?

Concerted efforts on PSEA action plan implementation, including raising awareness amongst staff on prevention has seen a positive result.

What has been the most challenging component of implementing the UNCT-SWAP in the past year?

Lack of human resources to support the gender scorecard analysis.

## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	Not yet assessed using updated guidance	
PI 1.2 UNSDCF Outcomes	Not yet assessed using updated guidance	
PI 1.3 UNSDCF Indicators	MEETS	Yes
PI 2.1 Joint Programmes	MEETS	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 UNSDCF monitoring and evaluation	Not yet assessed using updated guidance	
PI 3.1 Engagement with the Government	EXCEEDS	
PI 3.2 Engagement with GEWE CSOs	Not yet assessed using updated guidance	
PI 4.1 Leadership for Gender Equality	Not yet assessed using updated guidance	
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	APPROACHING	
PI 5.1 Gender Coordination Mechanism	EXCEEDS	No
PI 5.2 Gender Mainstreaming Capacities	MEETS	No
PI 6.1 Resource Allocation & Tracking	Not yet assessed using updated guidance	
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Thailand for each Performance Indicator across the seven dimensions of analysis as they stand in 2024. It includes the ratings reassessed in 2024, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2024



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

## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:  
Common Country Analysis integrates gender analysis  
NOT YET ASSESSED USING UPDATED GUIDANCE**

Planning

#### PI 1.2 Cooperation Framework Outcomes

**Performance Indicator 1.2:  
Gender equality mainstreamed in UNSDCF outcomes  
NOT YET ASSESSED USING UPDATED GUIDANCE**

Planning

**Performance Indicator 1.3:  
NSDCF indicators measure changes on gender equality  
MEETS MINIMUM REQUIREMENTS**

Planning

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

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

The UNSDCF integrates gender considerations across its three outcomes, with 43.3% of outcome indicators and 41.3% of output indicators classified as gender-sensitive or gender-responsive, demonstrating a commitment to promoting gender equality in line with SDG targets.

**Outcome 1 – Green and Inclusive Growth**

This outcome focuses on sustainable, resilient, and inclusive development, covering areas such as environmental protection, low-carbon economy, and green technology.

- Output Indicators: 4 out of 10 indicators (40%) are gender-sensitive or gender-responsive, particularly in promoting gender-responsive climate action, inclusive economic opportunities, and access to sustainable practices for women.

- Outcome Indicators: 4 out of 8 indicators (50%) track gender progress, including access to green jobs for women, gender-inclusive disaster resilience, and gender-responsive environmental policies.

Key Highlights: Gender considerations in this outcome focus on empowering women through sustainable economic growth and ensuring they participate in and benefit from resilience and environmental initiatives.

**Outcome 2 – Human Capital and Digital Transformation**

This outcome aims to strengthen human capital development, enhance education and health access, and promote digital transformation.

- Output Indicators: 5 out of 11 indicators (46%) are gender-sensitive or gender-responsive, addressing areas such as youth access to digital education, family planning and reproductive health services, and skills development with gender considerations.

- Outcome Indicators: 5 out of 9 indicators (56%) measure gender progress, focusing on gender equality in health services, education attainment, and digital inclusion for women and girls.

Key Highlights: Gender-responsive measures in this outcome emphasize equitable access to health, education, and digital skills, fostering the empowerment of women and youth in the digital age.

**Outcome 3 – Equality and Social Inclusion**

This outcome targets reducing inequality and promoting social inclusion, with a focus on social protection, income equality, and inclusive governance.

- Output Indicators: 3 out of 8 indicators (37.5%) are gender-sensitive or gender-responsive, focusing on social protection for women, addressing the gender wage gap, and inclusive governance and participation.

- Outcome Indicators: 4 out of 8 indicators (50%) measure gender-related changes, covering areas such as equal pay for equal work, social protection for marginalized women, and inclusive policies to reduce gender-based disparities.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List the Means of Verification.**

2022-2026 UNSDCF

2022-2026 Output Indicators: <https://uninfo.org/data-explorer/cooperation-framework/indicator-report>

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

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

**Programming and  
M&E**

**a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. and b) A JP on promoting gender equality and the empowerment of women is operational over current UNSDCF period in line with SDG priorities including SDG 5.**

a) Gender equality is visibly mainstreamed into all JPs operational at the time of the assessment. Met. Gender is mainstreamed through all four joint programmes operational as of 2024:

UNDP and UN Habitat through the SDG Joint Fund on SDG localization are leading with the Ministry of Interior to accelerate progress across 77 provinces by strengthening subnational initiatives. This partnership fosters local innovations to tackle challenges slowing SDG progress. Analysis reveals that over threequarters of existing local government projects align with the SDGs as local authorities continue to address the needs of children, women, young people, the elderly, and individuals with disabilities. The UN is facilitating social inclusion with these authorities and the private sector. It is institutionalizing subnational and local monitoring of SDG progress across 15 provinces, through SDG profiles and supporting two cities. The joint programmes strategy is to mainstream the gender dimension in advocacy and capacity building, the city plans, and the monitoring processes. The consultations are giving precedence to women and girls, to ensure capacities are built, and priorities reflected in city plans, as well as budgeting. The waste segregation, collection, and recycling campaigns, led by rural women, exemplify the commitment to realizing the goal of gender mainstreaming. All six Outputs of the joint programme are assessed at GEM marker 2.

UNDP and FAO are supporting the government to deliver on the Scaling up Climate Ambition on Land Use and Agriculture through NDCs and National Adaptation Plans or SCALA initiative. SCALA is conducting a systems-level assessment with the Thailand Development Research Institute to identify opportunities and potential for transformative and gender responsive climate action within these value chains. SCALA is integrating gender and social inclusion into the Climate Change Action Plan, increasing the participation of women's representatives in climate-smart agriculture activities.

Outcome 1: Information and assessments used by national stakeholders to identify and appraise transformative climate actions to advance NDC/ NAP priorities in land use and agriculture: indicator includes conducting transformative, gender-responsive climate actions in a food, landscape or other related systems identified through NDC and/or NAPs reviews

- Outcome 2: Climate risk informed land-use and agriculture sector priorities integrated into national and sectoral planning, budgeting and monitoring: indicator includes capacity development program implemented for the Ministry of Agriculture's departments on the development of gender mainstreaming and social inclusion responsiveness plans for climate actions in agriculture and land use sectors at national and local levels

- Outcome 3: Private Sector Engagement on Climate Action in Land-use and Agriculture: includes indicators on gender-responsive de-risking strategies validated by existing institutional coalitions of public, civil society and private sector actors and elaboration of projects for transformative and gender-responsive climate action with public private partnerships

The Joint UN Plan on AIDS 2024–2025 embodies the collaborative effort of the Joint UN Team on AIDS towards achieving national targets and aligning with the United Nations Sustainable Development Cooperation Framework (UNSDCF): 2022-2026. Specifically, it contributes significantly to Outcome 2 on human capital development and 3 on LNOB of the Cooperation Framework, while aligning with the 2021–2026 Global Targets and the 2021 Political Declaration. In devising an effective and resolute plan among Joint UN partners, the team identified inequality gaps exacerbating the HIV epidemic and impeding access to crucial HIV services. This comprehensive gap analysis has enabled the team to prioritize activities, focusing on those individuals most marginalized and at the greatest risk of contracting HIV, including women and the LGBTQI+ community. It commits to overcoming human rights and gender barriers, with a particular emphasis on reducing stigma and discrimination. The joint programme's Output 6 is dedicated to gender equality.

Priority 1: Maximizing equitable and equal access to HIV services and solutions, including empowering people living with, at risk of and affected by HIV obtain equitable access and equitable benefits from HIV prevention, treatment, care, and support services. Several initiatives have been devised to address ongoing challenges and maximize access, particularly among Key Populations (KPs), notably PWID, SW, LGBTQI, and young KPs.

Priority 2: Breakdown barriers to achieving HIV outcomes, including enabling adequate resources for vulnerable communities, including women, to lead HIV service delivery, advocate for their health rights, and address social and structural drivers driving the HIV epidemic, as persistent human rights and gender-related barriers remain significant limitations to accessing effective HIV

services in Thailand.

Priority 3: Fully response and sustain an effective HIV response and integrate the response into the routine systems, through robust financing for national budgets and community responses, greater service integration for people-centered delivery, expanded HIV service access in emergency settings, and effective pandemic preparedness and responses.

b) A JP promoting gender equality and empowerment of women is operational over the current CF period in line with SDG priorities including SDG5. Met.

ILO, UN Women, UNICEF, and UNODC launched the 3-year project, Ensuring Decent Work and Reducing Vulnerabilities for Women and Children in the Context of Labour Migration in Southeast Asia (PROTECT). The overall objective is to protect the rights of women migrant workers and migrant children in Southeast Asia, with the primary target group being women migrant workers, children, and at-risk groups in the context of trafficking and smuggling. Among many high-profile activities, UN Women co-hosted two workshops focused on improving coordinated responses mechanisms concerning violence against women and girls, with a focus on women migrant workers:

1. To strengthen national legislation, policies and regional frameworks for the protection of women migrant workers, children and other vulnerable groups in line with international standards.
2. To improve national and regional prevention and protection mechanisms to reduce rights' violations against migrant women, children, and other vulnerable groups, including victims of trafficking and smuggled migrants.
3. To increase the access of at-risk groups, women migrant workers and children to information, social and legal services, counselling, and association to prevent abuse, exploitation, harassment, violence, and trafficking in human beings.

c) A system is in place to ensure gender mainstreaming in JPs. Not met. There is no system in place.

### Did you reassess the Performance Indicator in this reporting year

- Yes

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

Ensuring Decent Work and Reducing Vulnerabilities for Women and Children in the Context of Labour Migration in Southeast Asia (PROTECT)

### List the Means of Verification.

SDGs Joint Fund ProDoc

SCALA Inception Report

PROTECT Project Brief / Programme Launch / RCs Talking Points from Launch

Joint UN Programme on HIV and AIDS 2024-2025

### PI 2.2 Communication & Advocacy

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

**Programming and  
M&E**

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

a) The UNCT contributed to at least one joint communication activity on GEEW during the past year. Met.

\*\*\*Joint communication activity\*\*\*

• Pride Month - Among many joint activities held to celebrate Pride Month beginning 1st of June, the UN Country Team in Thailand, led by UNDP, UNFPA and UN Women, organized the UN delegation of over 100 personnel from all 21 UNCT agencies, to join the annual Bangkok Pride Parade for the 2nd year. The parade provided opportunities to showcase UN commitment among civil society partners, diplomatic corps, and private sector members to 'walk the talk' on promoting gender inclusivity. The Prime Minister of Thailand attended the Parade for the first time, highlighted by VIP photo opportunity with UN Heads of Agencies. Global Compact Network Thailand also participated through its partnership with the UN. More details under means of verification.

b) The UNCT contributed to at least one joint advocacy campaign on GEEW during the past year. Met.

\*\*\*Advocacy campaigns\*\*\*

- International Women’s Day | UNCT Ambassador for a Day - Themed ‘Invest in Women: Accelerate Progress’, the annual International Women’s Day commemoration hosted by UN ESCAP and UN Women drew attention to the point that when women have a seat at the table, policies are more gender-responsive and inclusive. Highlights of the commemoration included a showcase of the UNCT’s 5th edition of ‘Ambassador for a Day’ competition and winners – young people in Thailand aged between 16 and 25 ‘shadowing’ Women Ambassadors and UN women leaders. They also represented youth voices on ideas to enhance women’s empowerment.
- 16 Days of Activism - The UN Country Team in Thailand, led by UNFPA and UN Women, organized the 3rd edition of its 16 Days of Activism cycling event to kick-off 16 days of advocacy (e.g. film screening, walkathon, panel discussions) to increase awareness about gender-based violence. Partners include the BMA, and the Embassies of Belgium, Luxembourg, and the Netherlands – with the support of the Ministry of Social Development and Human Security and Cafe’ Velodome. This activity is part of the Thailand Gender Theme Group (GTG)’s 16 Days of Activism against Gender-Based Violence joint work plan.
- Women in parliament - UN Women and UNDP held the workshop ‘Empowering Women Parliamentarian Network: Collaboration, Challenges and Impact towards Public Policies’ to share lessons learnt on the topic from Lao PDR, Indonesia, Australia, and Thailand, while strengthening the network of female parliamentarians. The workshop was involved the Thai Women Parliamentarian Caucus, Canadian Embassy and King Prajadhipok’s Institute. Earlier, UNDP and UNICEF co-convened the House of Representatives’ Standing Committee on Economic Development to discuss the interconnection of gender, children, and economic policies. Over 20 MPs, advisors, and members, of the Standing Committee, led by Dr. Sittiphol Viboonthanakul, Chairperson participated.

c) Interagency Communication Group AWP visibly includes GEEW communication and advocacy. Met.

- Under UNCG JWP 2023-2024, at least 5 elements reflected activities that visibly include gender focus or relevance (International Women’s Day and 16 Days of Activism). Many joint campaigns took place outside of the JWP with UNCG coordination and amplification support as opportunities arose. More information is available from the JWP, under means of verification.

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

- There were multiple examples of inter-agency collaboration on cross-section of non-traditional areas. UN agencies and partners are jointly tackling non-traditional GEEW fields, such as gender roles in disaster response management and coordination, climate change mitigation, peace and security, as well as gender as part of media literacy, involving leading stakeholders, donors, beneficiaries, and are innovative and delivered beyond one-way communication.

\*\*\*Joint communication activities\*\*\*

- Women in peacekeeping - RCO/Department of Global Communications/UN Peacekeeping Operations: The three UN entities co-created a social media campaign to highlight the contributions of Thai women from unique professional backgrounds and Member States toward UN humanitarian missions across the world. This project, involving multimedia interviews, website feature stories and social media advocacy to challenge unconscious bias on women’s roles, was initiated on the occasion of International Day of UN Peacekeepers. See means of verification for more details.
- Chemsex toolkit - UNAIDS and UNODC launched the Chemsex toolkit for transgender women at the Asia-Pacific Chemsex Symposium 2024. The toolkit focuses on sexual and reproductive rights, wellbeing, and biases; equipping healthcare providers with the resources to offer medical / psychological care as well as clinical diagnosis to transgender women, gay, bisexual men and men who have sex with men and transgender women. It also provided guides, tools, training through different modules, and it emphasizes engagement with those who have engaged in chemsex to be done in a very empathetic and compassionate manner.

\*\*\*Advocacy campaigns\*\*\*

- Media fellowship series - UNDP, with the support of the UN Working Group on Business and Human Rights (UNWG) and UNCT, organized a series of media fellowships throughout 2024 to cover a cross-section of responsible reporting topics, including addressing gender stereotypes, biases, as well as disability and migrant worker representation and inclusion in media reportage.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List the Means of Verification.**

UN Communications Group (UNCG) joint work plan

International Women’s Day 2024 (through Ambassador for a Day):

<https://unescap.org/news/investing-women-crucial-bridge-gender-gap-political-leadership-asia-and-pacific> ;  
<https://thailand.un.org/en/261006-ambassador-day-thailand-2024-winners> ; <https://flic.kr/s/aHBqjBgRnZ> ;  
<https://www.facebook.com/share/p/19XDBr9A8N/?> ; <https://youtube.com/playlist?list=PLLyCa34IHylktduhQp9S-hCnX7O7czTUY&feature=shared>

16 Days of Activism – concept note (word doc)

Pride Month – RC ai Email on UN Delegation

Women in Peacekeeping

<https://web.facebook.com/share/p/1Mq4vxcsLi/> ;  
<https://web.facebook.com/photo/?fbid=849678400526072&set=a.634318368728744> ;  
<https://web.facebook.com/share/p/17yRvtiiP/> ; <https://web.facebook.com/share/p/1WzQwSF1CF/>

Women in parliament

<https://www.facebook.com/share/p/15TiTqC7gC/?> ; <https://www.facebook.com/share/p/189ddUMWqr/?>

Media fellowship series 2024

<https://www.facebook.com/share/p/14sx3sHeya/>

Chemsex Toolkit for transwomen

[https://x.com/UNAIDS\\_AP/status/1854780232668266818](https://x.com/UNAIDS_AP/status/1854780232668266818)  
<https://x.com/bangkokbma/status/1854355872740503870>  
<https://www.bangkokpost.com/thailand/general/2898391/un-launches-chemical-sex-health-toolkit>  
[https://kiripost.com/stories/health-experts-address-chemsex-issues-in-the-asia-pacific?fbclid=IwY2xjawGac7xleHRuA2FibQIxMQABHeHoTiR9\\_ac89I\\_miEaNOa\\_AWPKw\\_KGz\\_\\_2dA9p1wAepGdFYVZQfKEcDkQ\\_aem\\_WCKXo8GpQC79NWmRE0nu\\_g](https://kiripost.com/stories/health-experts-address-chemsex-issues-in-the-asia-pacific?fbclid=IwY2xjawGac7xleHRuA2FibQIxMQABHeHoTiR9_ac89I_miEaNOa_AWPKw_KGz__2dA9p1wAepGdFYVZQfKEcDkQ_aem_WCKXo8GpQC79NWmRE0nu_g)

### PI 2.3 Cooperation Framework M & E

**Performance Indicator 2.3:**

**ommunication and advocacy address areas of gender inequality**

**Programming and M&E**

**NOT YET ASSESSED USING UPDATED GUIDANCE**

### Dimension Area 3: Partnerships

#### PI 3.1 Engagement with Government

**Performance Indicator 3.1:**

**NCT collaborates and engages with government on gender equality and empowerment of women**

**Partnerships**

**EXCEEDS MINIMUM REQUIREMENTS**

**Meets ALL of the following:** a) The UNCT has collaborated with at least two government agencies/entities/institutions on a joint initiative that fosters gender equality within the current UNSDCF cycle. b) The National Women’s Machinery or equivalent entity participates in UNSDCF

**consultations: CCA, Cooperation Framework design, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.**

a) The UNCT has collaborated with the government on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle. Met.

#### Girls in ICT

The 2024 edition of Girls in ICT led by ITU brought together government and private sector partners, as well as UN agencies – UN Women, UNICEF, UNESCO and FAO – to build on past success in closing the gender gap in STEM fields and promote career-ready, digital skillsets among girls and young women. This annual initiative includes a four-month-long capacity building program that has enrolled more than 1,650 female students to date, with an array of learning modules on leadership skills and digital technology.

#### UN Women's Empowerment Principles Awards (Thailand)

UN Women organised the Thailand WEPs Awards 2024, supported by Australia, Office of SMEs Promotion, Securities and Exchange Commission, Stock Exchange, and Global Compact Network. The annual initiative recognized 18 Thailand-based companies that exemplifying gender-inclusive corporate practices and policies. UNDP contributed to the awards judging panel; UNRCO co-chaired the awards presentation ceremony.

#### ASEAN Guidelines for Developing National Standard Operating Procedures for a Coordinated Response to Violence against Women and Girls

Developed by UN Women, the guidelines establish nationally coordinated standard procedures for addressing VAWG, emphasizing the importance of sector alignment to ensure a survivor-centered response across services. It emphasizes a coordinated response across multiple sectors, including health, police, justice, and social services. GTG and the UNCG supported in amplification through social media channels.

#### Asia-Pacific Multi-Stakeholder Dialogue on Gender Equality and Climate Action

UN Women and UNEP hosted the Dialogue on Gender Equality and Climate Action from 17-18 Oct. The event brought together over 120 representatives from governments, women's rights organizations, civil society organizations, youth, and development partners across the Asia-Pacific, to take stock and deliberate on solutions to accelerate gender-responsive climate action. Based on recommendations, a Call to Action was made guiding advocacy efforts leading up to COP29 and Beijing +30 events. This initiative is supported by Women's Fund Asia as well as Germany, New Zealand, Sweden and Switzerland through the EmPower.

b) The National Women's Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E. Met.

The National Women's Machinery, represented by the Ministry of Social Development and Human Security (MSDHS) actively participated in the UN Cooperation Framework (CF) consultations, including country analysis, strategic prioritization, implementation, and monitoring and evaluation (M&E).

Common Country Analysis (CCA): extensive consultations were conducted with various government agencies, including the National Women's Machinery of Thailand. Their insights were integral to understanding the gender dynamics and challenges within the country. The consultations ensured that the CCA reflected gender-specific issues and set the foundation for integrating these considerations into the CF.

Strategic Prioritization and Framework Development: Continuous Engagement: The National Women's Machinery's involvement continued throughout the CF development process. They contributed significantly during the prioritization phase, ensuring that gender equality and women's empowerment remained central themes. M&E Framework Development: Their input was crucial in shaping the M&E framework, helping to establish indicators and targets that accurately measure progress on gender-related outcomes.

Finalization and Approval: Face-to-Face Meeting at MFA: The National Women's Machinery (within MSDHS) actively participated in the consultative meeting on outcome indicators prior to the endorsement meeting at MFA, which brought together nearly 50 officials from 17 ministries. Before the CF's final approval on 28 December 2021, the Ministry of Foreign Affairs (MFA) organized a face-to-face meeting in the fourth quarter of 2021, gathering all relevant government agencies. During this session, the National Women's Machinery and other agencies reviewed the CF, provided final feedback, and

unanimously approved it, underscoring their shared commitment to its objectives. Feedback from this consultation was incorporated into the final draft of the Cooperation Framework.

**Implementation and Collaboration:** The collaboration with the National Women’s Machinery extended to a key initiative relating to gender outcome indicators. This was a 2023 consultation to address SDG 5 data gaps, given that SDG 5 has the second lowest data availability rate in Thailand, which was organized by UN Women, UNFPA, and the UNCT’s Data and Results Reporting Group, reaffirming the UNCT’s dedication to promoting gender-related Outcomes in collaboration with the Women’s Machinery. **UN Agencies Involvement:** The CF’s implementation has been carried out through various UN agencies, including UN Women, UNDP, and UNFPA, all of which have collaborated closely with the National Women’s Machinery. **UNDP’s Country Programme Document (2022-2026):** UNDP’s Country Programme Document (CPD) for 2022-2026 is developed within the broader framework of the CF, which sets the overarching direction for UN agencies’ programming. By aligning its initiatives under the CF’s umbrella, the CPD outlines UNDP’s joint initiatives with MSDHS aimed at advancing gender equality and enhancing support for women’s affairs in Thailand.”

c) The UNCT has made at least one contribution to substantively strengthen Government engagement in gender related SDGs localization and/or implementation. Met.

UNDP and UN Habitat through the SDG Joint Fund on SDG localization are leading partnership with the Ministry of Interior to accelerate progress across 77 provinces. Analysis reveals that over threequarters of existing local government projects align with the SDGs as local authorities continue to address the needs of children, women, young people, the elderly, and individuals with disabilities. The UN is facilitating broad-based social inclusion in partnership with these authorities and the private sector. It is institutionalizing subnational and local monitoring of SDG progress across 15 provinces, through SDG profiles. The joint programmes gender strategy is to mainstream the gender dimension in advocacy and capacity building, the city plans, and the monitoring processes. The consultations are giving precedence to women and girls, to ensure that their capacities are built, and priorities reflected in city plans, decision-making as well as budgeting. The waste segregation, collection, and recycling campaigns, notably led by rural women, exemplify the commitment to realizing the goal of gender mainstreaming. All six Outputs of the joint programme are assessed at GEM marker 2 (reference the ProDoc).

### List the Means of Verification.

Girls in ICT – [https://girlsinct-asiapacific.org/thailand/girls\\_in\\_ict\\_day/girls-in-ict-day-2024/](https://girlsinct-asiapacific.org/thailand/girls_in_ict_day/girls-in-ict-day-2024/)

UN Women’s WEP Awards –[https://asiapacific.unwomen.org/en/stories/press-release/2024/10/un-women-2024-thailand-womens-empowerment-principles-awards#:~:text=Gender%20Action%20Lab-,The%202024%20WEPs%20Awards%20is%20organized%20as%20part%20of%20the,Lab%20\(GAL\)%20seeks%20to%20galvanize](https://asiapacific.unwomen.org/en/stories/press-release/2024/10/un-women-2024-thailand-womens-empowerment-principles-awards#:~:text=Gender%20Action%20Lab-,The%202024%20WEPs%20Awards%20is%20organized%20as%20part%20of%20the,Lab%20(GAL)%20seeks%20to%20galvanize)

ASEAN Guidelines for Developing National Standard Operating Procedures for a Coordinated Response to Violence against Women and Girls (PDF)

SDG Joint Fund on SDG Localization Pro Doc (PDF) - uploaded under 2.1 (more than 5 docs to upload for 3.1)

CF Process: CF Consultation Background Paper

CF Process: CCA Report Women

CF Process: Inequality of Opportunity LNOB analysis -

[https://www.bing.com/search?pglt=41&q=inequality+of+opportunity+escap+thailand&cvid=805f00e5d20a45a489bf6001ad6485b6&gs\\_lcrp=EgRIZGdlKgYIABBFgDkyBggAEEUYOTIGCAEQABhAMgYIAhAAGEAyBggDEAAYQDIGCAQQABhAMgYIBRAAGEAyBggGEAAYQDIGCAcQABhAMgYICBAAGEAyCAGJEOKHGPxV0gEINzUwNGowajGoAgCwAgA&FORM=ANNAB1&PC=U531&ntref=1](https://www.bing.com/search?pglt=41&q=inequality+of+opportunity+escap+thailand&cvid=805f00e5d20a45a489bf6001ad6485b6&gs_lcrp=EgRIZGdlKgYIABBFgDkyBggAEEUYOTIGCAEQABhAMgYIAhAAGEAyBggDEAAYQDIGCAQQABhAMgYIBRAAGEAyBggGEAAYQDIGCAcQABhAMgYICBAAGEAyCAGJEOKHGPxV0gEINzUwNGowajGoAgCwAgA&FORM=ANNAB1&PC=U531&ntref=1)

CF Process: CF line Ministry Consultations (Including MSDHS)

### PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:**  
**NCT collaborates and engages with women’s/gender equality civil society organizations**  
**NOT YET ASSESSED USING UPDATED GUIDANCE**

Partnerships

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:  
NCT leadership is committed to championing gender equality  
NOT YET ASSESSED USING UPDATED GUIDANCE**

Leadership and organizational culture

### PI 4.2 Organizational Culture

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

Leadership and organizational culture

### Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 67.6%. Met.

The survey was shared with staff working in the Thailand office and for Thailand context specifically (since Thailand also acts as a regional office for many agencies). There were 222 respondents (out of a required sample size of 150).

The disaggregate of the total respondents are as follows:

- 55 Male respondents
- 158 Female respondents
- 8 other

- 146 National staff
- 75 international staff
- 100 had personnel supervision functions

Highest score: Q10. The UN system in this country has adequate procedures in place to protect my personal safety and security. 76.11% (76.6% of males strongly agree/agree and 75.59% of females strongly agree/agree).

Lowest Score: Q11. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance. 59.44% (65.96% of males strongly agree/agree and 56.7% of females strongly agree/disagree).

One of the biggest disparities was for Q5. Heads of Agencies in this UNCT are committed to gender equality in the workplace. 4.69% of females strongly disagree/disagree, whereas 0% of males strongly disagree/disagree.

Another big disparity for disagreement was for Q11. The package entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance. 6.39% of males disagree/strongly disagree, whereas 11.02% of females disagree/strongly disagree.

The biggest disparity with all sex categories combined was for Q13. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life. 14.36% of people strongly disagree/disagree with the statement.

## Analysis of the Survey Methodology and Other Findings

The survey was quite short and utilized a more quantitative data approach. It's important to keep it short and succinct in order for people to participate giving the competing priorities. However, it limits the depth of analysis and understanding as to why respondents selected particular answers. For instance, while the survey reveals 14.36% of people strongly disagree/disagree that the Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life. It would be important to follow up with respondents on why they strongly disagree with this statement and what measures could be in place to help respondents feel they have a better work-life balance.

For the question related to packaged entitlements, it would be interesting to further inquire as to why people feel the package entitlements do not support personnel to achieve work life balance. Is it because the package entitlements themselves are insufficient and if so, what aspects of the packaged entitlements could be further improved? What about personnel who are on contracts that are precarious and do not have the same entitlements as staff? Were they included in the survey and if so, what is the percentage they represent in UN Thailand.

## Did you reassess the Performance Indicator in this reporting year

- No

### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

#### **a) A system-wide plan is in place for the UNCT to achieve gender parity.**

(a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels. ; Met

The UN Country Team has a mechanism in place for monitoring gender parity within its staffing. The Gender Thematic Group as part of its annual work plan and the OMT as part of its Business Operations Strategy, institutionalizes the annual gender parity survey deployment, which tracks gender parity levels and trends. The survey tracks the representation of women and men across various position levels (such as P, NO, G, etc.), encompasses different contract types (like FTA/TA, UNV, Intern, etc.), and demographics such as age or status of persons with disabilities. This comprehensive monitoring system enables the UNCT to conduct a thorough and meaningful assessment of gender parity at all staffing levels and types. The compiled data is then shared with the UNCT and each head of agency. This data serves as a foundation for developing actionable plans aimed at addressing any gender imbalances revealed through the survey. By using this data-driven approach, we are committed to fostering a more inclusive and equitable working environment. The results are communicated to the UNCT and each head of agency for management decision making.

(b) At least one Gender Focal Point is appointed (as per SGB/2023/3): Not Met

This UNCT has designated a Gender Thematic Group (GTG) which is chaired by Head of Agency for UNFPA and UN Women, and membered by Gender Focal Points which have been appointed by the UN Country Team Heads of Agencies. The GTG meets five times a year and delivers on its Annual Work Plan. The GTG deploys an annual staff survey on gender parity, which is overseen by the inter-agency Human Resources Working Group of the BOS, OMT. However, one designated GFP for gender parity has not yet been appointed.

(c) The UNCT can demonstrate progress in the implementation of the system wide plan on gender parity: Met

Apart from delivering on the GTGs annual work plan, implementing the SWAP Gender Scorecard, and implementing the gender parity monitoring system, the UN System through the GTG, the PSEA Task Force and the OMT's Business Operations Strategy, is ensuring the capacity building of staff on gender equality and women's empowerment. As a result, approximately 160 personnel trained on prevention of sexual exploitation and abuse in Bangkok in Sept 2024, and the Women's Security Awareness Training took place in Nov 2024(25 participants).

d) The UNCT can demonstrate positive trends towards achieving parity commitments, Met

The UNCT conducted gender parity analysis in 2024, 2023 and 2021. The assessment in 2024 found that women comprise 62% of the total staff (791 out of 1282) for those agencies that submitted data, which shows our strong commitment to

women's empowerment. Of those, the percentage of women in senior staff (P4 and above; NOC and above) is 55% (97 out of 175). This shows a positive trend from the first survey in 2021, which calculated the ratio of women in these roles as 44%. In 2024, women consist of 55% of P and D staff (49% in 2021) and 71% of N Staff (NOD-NOA) (which went down from 74% in 2021), and 71% of administrative staff (G1-G7) (66% in 2021). In terms of the comparability of the data, there were similar number of agencies and staff engaged in those two surveys: 19 agencies (1164 total staff) in 2024 and 22 agencies (847 total staff) in 2021.

e) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment. Met

The BOS' Human Resources Common Service Line includes three common services related to gender-specific action 1) gender parity analysis 2) PSEA Action Plan implementation 3) SSAFE training including Women's Security Awareness Raising provided as common services

### List the Means of Verification.

1. UNCT Thailand\_ Gender Parity Analysis 2024
2. GTG minutes Aug 2024
3. Women's Security & Awareness Training curriculum
4. PSEA all staff training Sept 2024\_participants list
5. BOS Human Resource Common Service Line Implementation Status list - see highlighted service lines on gender mainstreaming

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

**Performance Indicator 5.1:  
Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women  
EXCEEDS MINIMUM REQUIREMENTS**

**Gender architecture and capacities**

**Meets ALL of the following criteria: a) A coordination mechanism for gender equality is chaired by a HOA; b) The group has an approved TOR and annual work plan; c) Members include at least 50% senior staff (P4/NOC and above or equivalent); d) The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.**

a) A coordination mechanism for gender equality is chaired by a HOA; Met.  
The Gender Theme Group (GTG) is chaired by the heads of UN Women and UNFPA.

b) The group has an approved TOR and annual work plan; Met.  
GTG has an approved TOR and AWP that describes the group's priority areas, activities, indicators, and budget estimations. Both documents were officially endorsed by UNCT.

c) Members include at least 50% senior staff (P4 and above; NOC and above); Met  
GTG membership includes 25 staff members from 17 different UN resident agencies. Of those, 14 staff members are senior staff (P4 and above; NOC and above) which consist of 56% of total members.

d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.; Met.

In 2020-21, the GTG contributed substantive inputs during the development of the UNSDCF 2022-26 under its three strategic outcomes, including 'Leave No One Behind', human rights, gender equality, sustainability and resilience. These three outcomes align with Thailand's 20-year National Strategy and contribute to 12 of the Government's 13 milestones contained in the draft 13th National Economic and Social Development Plan. Specifically, GTG inputs were included and prioritized under Outcomes 2 on Human Capital Development and 3 on Addressing Inequalities (LNOB). In 2020 a training session on

gender equality and human rights-based approaches was organized for UNCT personnel involved in the CCA and UNSDCF drafting. Representatives from the GTG contributed with a session on the gender situation in Thailand.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 5.2 Gender Mainstreaming Capacities

##### Performance Indicator 5.2:

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

**MEETS MINIMUM REQUIREMENTS**

Gender architecture and capacities

**Meets TWO of the following criteria: a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months. b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track. c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year; Met

There have been five inter-agency capacity development activities for UN personnel on gender with 833 personnel participation. In addition, ten Agency specific capacity development activities were also held that trained 345 personnel:

- UN personnel in Thailand Townhall with Assistant Secretary General Jane Connors, Victim's Rights Advocate on Prevention of Sexual Exploitation and Abuse (PSEA) (26 October 2023 – 600 total online and in person participants) (UNCT Thailand)
- Asia-Pacific Training Curriculum on Gender Statistics: What is Gender Data and How to Use It for SDGs Monitoring (UN Communications Group and UN Data & Results Reporting Group – 55 participants) (3 Aug 2023) (MoV # 2)
- Sharing and Learning Session on Meaningful and Inclusive Participation and Representation at Multilateral Environmental Meetings (UNEP Asia Pacific office and OHCHR – 34 participants) (24 Aug 2023)
- Workshop on Accelerating SDG5 Progress: Bridging Data Gaps with a Gender-Responsive Approach (UNFPA, UN Women, UN Data & Results Reporting Group - 30 participants) (9th Nov 2023) (MoV# 3)

Agency specific capacity building events:

- Staff-refresher training on the UN Guiding Principles - Human rights, Gender Equality and LNOB (UNEP Asia Pacific office – 37 participants) (4 May 2023)
- Refresher training: Protection from Sexual Exploitation and Abuse (UNEP Asia Pacific office – 55 participants) (2 Nov 2023)
- Gender Mainstreaming Workshop for UNODC ROSEAP staff (UNODC Southeast Asia and the Pacific – 17 participants) (7-9 Mar 2023)
- Reminder to all staff to complete PSEA mandatory training (26-Nov-23) (ILO – 145 participants)
- Inclusion of specific wording in PSEA zero-tolerance in all ILO vacancies (1 Nov 2023 -)(ILO – Multiple viewers as ILO vacancies are published on websites and accessible to candidates worldwide)
- Communication of guidance note, including reporting mechanisms and relevant policies, to PSEA focal points across the region, to strengthen prevention of SEA (23 Oct 2023) (ILO – 47 participants)
- Inclusion of gender-related duties in all vacancies and Job Description to ensure gender mainstreaming and women empowerment (10 Oct 2023) (ILO – 29 participants)
- Provide technical support on undertaking a rapid assessment on Human Rights and Gender barriers related to HIV and TB services including support multi-stakeholder consultations as part of its process (UNAIDS Thailand – 5 participants)
- PSEA Training (UNAIDS Thailand – 5 participants)
- Provide technical support on gender lens analysis and workshop of the HIV related Stigma Index Survey (UNAIDS Thailand – 5 participants)

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track; Not Met

We have not done any inter-agency capacity assessment yet. However, there is a Country-Level Workplan to Prevent and Respond to Sexual Exploitation and Abuse for UNCT Thailand. Also, it is worth noting that individual agencies within the UNCT are also making substantial efforts towards improving their capacity in relevant areas. Notably, UNEP has established an

exemplary plan titled "Promotion and Protection of Human Rights & Gender Equality – Capacity Building Plan 2021-2023." This initiative serves as an invaluable reference for our work in establishing future country-wide plans.

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

There is an onboarding guide document for all UN personnel in Thailand, designed to provide resources and essential information for both international and national staff who embark on their assignments within the country. This comprehensive document not only serves as a roadmap for newcomers but also plays a role in ensuring that they are well-informed on critical topics, including GEWE and related development challenges in the country. The section on GEWE incorporates recent situations in Thailand and key issues on GEWE, our collective work as UNCT Thailand around GEWE, and information on online training on gender. This material also includes key information on the Prevention of Sexual Exploitation and Abuse (PSEA) such as our zero-tolerance policy, reporting line and contacts, and online training information.

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:  
dequate resources for gender mainstreaming are allocated  
and tracked  
NOT YET ASSESSED USING UPDATED GUIDANCE**

Resources

## Dimension Area 7: Results

### PI 7.1 GEWE Results

**Performance Indicator 7.1:  
N programmes make a significant contribution to gender  
equality in the country  
MEETS MINIMUM REQUIREMENTS**

Results

### **b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5.**

a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5; Met

The UNCT is on track to achieve all gender equality and empowerment of women results as planned in the Cooperation Framework as these have been mainstreamed through each of the three Outcomes and six Outputs. The interagency biennial joint work plan (JWP) operationalizes mainstreams these planned results into the higher-order activities (called sub-outputs) in UN Info (MoV #1). Annually, the results from the higher-order activities in the joint work plans are being reported through the results report (MoV# 2). 2022 is the first reporting year for the Cooperation Framework. As based on the first year results, UNCT is on track in delivering on its gender equality and the empowerment of women results.

Results planned and mainstreamed through Outcomes and Outputs:

Outcome 1:

- Output 1 Support inclusive and sustainable economic growth premised on Thailand's bio-circular-green model.
- Incorporate responsible business practices, human rights, gender equality, environmentally sound technologies, decent

work, and promote a conducive business environment for SMEs;

- Higher-Order activity from JWP: 1.1.20 / 1.1.21

- Output 2: Enable and strengthen capacities for low carbon society, resilience and disaster recovery with capability to adapt to and reduce the risks of disasters.

- Strengthen community resilience and marine ecosystems through adaptation, mitigation, and disaster risk reduction.
- Higher-Order activity from JWP: 2.1.6 / 2.3.20

Outcome 2:

- Output 3: Improving accessibility, responsiveness, and quality of public services as enablers for Thailand's transformation.
- Facilitate partnerships to address NCDs, aging and other critical health challenges, including sexual and reproductive health and nutrition, and scaling up technology-based health services.

- Higher-Order activity from JWP: 3.2.16 / 3.2.17 / 3.3.22 / 3.3.23 / 3.3.31 / 3.3.32

- Output 4: Enable people with digital literacy, infrastructure, and innovation for their inclusion in Thailand's economic, social, and environmental transformation.

- Accelerate digital inclusion in public service delivery in under-served locations and LNOB populations
- Higher-Order activity from JWP: 4.1.5 / 4.2.13

Outcome 3:

- Output 5: Provide an enabling, rights-based, inclusive environment to address inequalities, support equal opportunities and reduce poverty.

- Improve social security benefits and expand social protection coverage to all in Thailand.

- Focus support for migrants, displaced people, refugees, stateless and other LNOB groups to ensure their access to education, skills development, healthcare services, decent work, and social protection, based on international human rights norms and standards.

- Enhance women's empowerment and gender equality by addressing GBV, supporting women and girls in STEM, women's participation in the labour market and access to decent work as well as forge partnerships with private sector to adopt women's empowerment principles

- Support grass-roots social innovation and entrepreneurship through innovative financing and marketing with a focus on LNOB

- Higher-Order activity from JWP: 5.2.5 / 5.2.9 / 5.3.10 / 5.3.11 / 5.3.12 / 5.3.13 / 5.3.14 / 5.4.19

- Output 6: Good governance, rule of law and social contract enhanced for SDG acceleration.

- Enhance labour market governance through social dialogues between worker's and employer's organizations, civil society and the private sector based on international labor law as well as business, human rights, and gender equality principles.

- Strengthen rule of law institutions and systems to ensure a fair and inclusive environment, fostering gender equality, improved transparency and accountability

- Strengthen Thailand's effective decision-making through super databases, use of big data, innovative data sources, strengthened SDG data collection, and public access to data analytics.

- Higher-Order activity from JWP: 6.1.7 / 6.1.9 / 6.2.12 / 6.2.13 / 6.2.14

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women; Not Met

Outcome 3 in the UNSDCF is focused on addressing inequality, with advancing women's empowerment and fostering gender equality as a main commitment under this outcome. The Outcome 3 states "Outcome 3: People living in Thailand, especially those at risk of being left furthest behind, participate in and benefit from development, free from all forms of discrimination." The Outcome 3 is supported through the first Output on "providing an enabling and rights based, inclusive environment to address inequalities, support equal opportunities and reduce poverty." Through this output, the UN is accelerating the SDGs by "enhancing women's empowerment and gender equality by addressing GBV, supporting women and girls in STEM, women's participation in the labour market and access to decent work as well as forge partnerships with private sector to adopt women's empowerment principles". In addition, this Output mainstreams gender equality in social protection, inclusion of migrants, refugees and stateless (majority of whom are women and girls), as well as women-led SMEs. Outcome 3 is also supported through the second Output on "good governance, rule of law and social contract enhanced for SDG acceleration." Through this output, the UN is accelerating the SDGs by "enhancing labour market governance through social dialogues between worker's and employer's organizations, civil society and the private sector based on international labor law as well as business, human rights, and gender equality principles" and "strengthening rule of law institutions and systems

to ensure a fair and inclusive environment, fostering gender equality, improved transparency and accountability". In addition, this Output mainstreams gender equality through SDG localization, gender responsive budgeting and SDG financing, and strengthening SDG data collection. For example, in 2023, the GTG convened the government and the UN to increase national data availability for SDG5.

However, outcome-level transformations are normally long-term changes and cannot be attributed solely to the achievement of output-level results since other stakeholders are also involved in contributing towards the transformative change. Therefore, we have not met this criterion as we are still at the second year of the CF and it will take some time to see the transformative changes.

### Did you reassess the Performance Indicator in this reporting year

- No

## 8. UNCT in Thailand Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3
<b>Dimension 1 - Planning</b>				
<b>1.1 Common Country Analysis</b>	Make sure that our next CCA for next CF cycle to include gender analysis across all sectors, consistent sex-disaggregated data, and targeted gender analysis of those furthers behind.	To complement the CCA analysis conducted in 2021 ahead of the launch of the UNSDCF, in 2022 the UNCT conducted supplementary analysis either focused on gender equality and women's empowerment or that which mainstreams these: Gender analysis of violent extremism & the impacts of COVID-19 (UN Women) Policy Brief on COVID-19, land, natural resources, gender issues and	To complement the CCA analysis conducted in 2021, the UNCT conducted supplementary analysis either focused on gender equality and women's empowerment or that which mainstreams these: Thailand Social Protection Diagnostic Review (ILO, UNICEF, IOM, UN Women) Policy Brief: Gender Responsive and Socially Inclusive Public Climate Finance (UNDP) Social Protection for Migrant Workers and Their Families in Thailand (IOM) In-depth Research on	Not assessed

		<p>Indigenous Peoples' rights in Asia (FAO, OHCHR)</p> <p>Socioeconomic impacts of COVID-19 on migrant workers &amp; children (IOM, UNICEF)</p> <p>Marginalized young people mapping on digital literacy, safety, and participation (UNDP, UNESCO)</p> <p>Migrants in agriculture sector, and migrant protection (ILO, OHCHR)</p> <p>Social impact guidelines for construction sites (UNICEF)</p> <p>Report of family-friendly policies and practices in Thailand's private sector (UNICEF)</p> <p>Research on online child sexual exploitation and abuse (UNICEF)</p>	<p>NEET in Thailand (UNICEF)</p> <p>Impact assessment of climate change and environmental degradation on children in Thailand (UNICEF)</p> <p>Thai Women's Unpaid Care and Domestic Work and the Impact on Decent Employment (UNDP)</p> <p>Human Rights Due Diligence: An Interpretive Guide (UNDP)</p> <p>Promoting an Inclusive Workplace for Persons with Disabilities in Thailand (UNDP)</p> <p>The Safe Birth for All – Thailand Project (UNFPA)</p> <p>Women, Peace and Security in Thailand (UN Women)</p> <p>Universal health preparedness review (UHPR) 2022: Thailand (WHO)</p>	
<b>1.2 UNSDCF Outcomes</b>	<p>Ensure the next Cooperation Framework visibly mainstreams gender across all outcomes.</p>	<p>The UN in Thailand implemented the gender and human rights markers though UN Info and assessed that our overall budgets across the three UNSDCF Outcomes are gender responsive as 58.7 in a significant or principal manner.</p>	<p>The current UNSDCF's outcomes have been finalized in the Q1 2022.</p>	<p>Not assessed</p>
<b>1.3 UNSDCF Indicators</b>	<p>Ensure the next Cooperation Framework can measure gender-responsive key actions through gender-responsive</p>	<p>The UNSDCF indicators are gender responsive and have been finalized in the Q1 2022</p>	<p>The UNSDCF indicators are gender responsive and have been finalized in the Q1 2022</p>	<p>UNCDF Outcome and Output indicators measure changes on gender equality</p>

	indicators for all outcomes.			
<b>Dimension 2 – Programming and M&amp;E</b>				
<b>2.1 Joint Programmes</b>	In principle, ensure gender mainstreaming in line with UN Sustainable Development Group (UNSDG) requirements for all future JPs. 2.1 c) Establish a system is in place to ensure gender mainstreaming in JPs.	Joint programmes are gender mainstreamed including the Ambassador for a Day initiative which is focused on identifying young gender equality champions; the Big Conversation Media Training which emphasizes gender sensitive conflict prevention and the SDGs Joint Fund on Social Protection mainstreamed gender throughout all Outcomes, with 60% of all beneficiaries being women and girls.	Joint programmes that are gender mainstreamed have continued to be implemented this year, such as the “Safe and Fair: Realizing women migrant workers. rights and opportunities in the ASEAN region” (SAF) Programme by ILO, UN Women, and UNODC.	Joint programmes that are gender mainstreamed have continued to be implemented this year, such as the ILO, UN Women, UNICEF, and UNODC 3-year project, Ensuring Decent Work and Reducing Vulnerabilities for Women and Children in the Context of Labour Migration in Southeast Asia (PROTECT). The overall objective is to protect the rights of women migrant workers and migrant children in Southeast Asia, with the primary target group being women migrant workers, children, and at-risk groups in the context of trafficking and smuggling.
<b>2.2 Communication &amp; Advocacy</b>	1. Continue our efforts to promote joint communication activities and advocacy campaign on GEEW to make visible gender mainstreaming in support of the three outcome areas of the UNSDCF (2022-2026), and in addition to the already existing non-traditional gender advocacy campaigns. 2. Promote regular communications between the UNCG	The UNCG continued to ensure gender mainstreaming in its advocacy initiatives and campaigns as following: IWD2022 - Amb for a Day Girls in ICT UN Day 16 Days of Activism International Volunteers Day Disabilities Inclusion Day The UNCG continues to partner with the GTG a, PSEA Task Force, and the Disability Inclusion	The UNCG updated the annual work plan (2023-2024) and ToR to make visible gender mainstreaming in support of the three outcome areas of the UNSDCF (2022-2026), and in addition to the already existing non-traditional gender advocacy campaigns. The UNCG continued to ensure gender mainstreaming in its advocacy initiatives and campaigns as following: - Ambassador for a Day	The UN Communications Group (UNCG) joint work plan for 2024 mainstreams gender issues, such as through inter-agency coordination on gender-related events , in support of the UNSDCF outcomes, as well as non-traditional gender areas. This includes leveraging innovative ways to showcase UN mandate and impact during key advocacy moments: IWD2025/CSW69 (Beijing+30), Women

	<p>and GTG by having at least one joint meeting each year to strengthen complementary efforts.</p>	<p>Group as following: Creation of PSEA advocacy materials, translation, and professional design for dissemination online as well as in UN premises Support to engendered Disability Inclusion video campaign</p>	<p>(Mar 2023) - Girls in ICT (Apr, July 2023) - 16 Days of Activism (Nov 2023) - Bike Ride - Walkathon - Flash Mob - International Volunteers Day (Nov 2023) - Townhall with Assistant Secretary General Jane Connors, Victim's Rights Advocate on PSEA (Oct 2023) - Video Campaign on PSEA "#ItsOktoSayNO" (Mar 2023) Upcoming events and campaign (currently under the process of preparation): - "A Safe Journey with Her" Bike Ride (Nov 2023) - 16 Days social media advocacy (Nov-Dec 2023) - Safe and Fair Exhibition and Programme Showcasing (Nov 2023) - 16 Days of Activism / EAW Public Call-to-Action Video Advocacy (Dec 2023) - Running event for the 16 days of Activism (Dec 2023) - International Migrants Day (Dec 2023) - International Day of Persons with Disabilities (Dec 2023) - Inclusive tourism for Persons with Disabilities (Dec 2023)</p>	<p>and Girls in Science Day (Girls in ICT Day), World Youth Skills Day (15 July), Disaster Risk Reduction Day (13 Oct), UN Day (24 Oct), Disabilities Day (3 Dec), 16 Days of Activism (EVAW Day/Human Rights Day). This also includes finding new ways to promote visibility and voice of women beneficiaries, joint programmes, and gender-sensitive storytelling as recommended by UNCG members (reference UNCG joint work plan). The UNCT is further strengthen ongoing communications / coordination between the UNCG and GTG members, as has been done, including by having a UNCG member in GTG meetings for complementary efforts.</p>
<p><b>2.3 UNSDCF monitoring and evaluation</b></p>	<p>2.3a Ensure that quality assurance mechanism (data gathered as planned) is provided systematically and regularly. 2.3b Establish the</p>	<p>Training on gender sensitive M&amp;E will be organized in Q1 2023.</p>	<p>In August 2023, UNCT demonstrated its commitment to enhancing gender-sensitive monitoring and evaluation by organizing a Joint Retreat for the UN</p>	<p>Not assessed</p>

	<p>internal monitoring system and M&amp;E working group at country level to ensure that the gender-responsive indicators have been tracked along the way. 2.3c Provide regular training to M&amp;E to deepen gender equality knowledge.</p>		<p>Thailand Communication and Data &amp; Results-Reporting Groups. During this retreat, comprehensive technical training was conducted by UN Women on gender-sensitive M&amp;E for over 50 participants. The training was tailored to cover Gender Equality and Women's Empowerment, equipping our MEL and Comms professionals with the knowledge, skills, and understanding necessary for conducting gender-sensitive M&amp;E effectively. This proactive approach highlights our dedication to continually strengthening our capacity in this crucial area and ensures that gender considerations are integrated into monitoring and evaluation processes.</p>	
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**Dimension 3 - Partnerships**

<p><b>3.1 Engagement with the Government</b></p>	<p>3.1.a. GTG to include in the AWP at least one joint activity engaging with the government gender focal points. 3.1.b. Asses how the DWF (the National Women's Machinery) was engaged in the implementation and M&amp;E of the current</p>	<p>The UNCT engaged with government on the gender responsive budgeting handbook in 2022, providing technical support to its development as well as socializing the implementation amongst gender focal points.</p>	<p>There have been multiple collaborations with the government sector as they are the essential partners of our CF. Few examples of this year: - Together with Ministry of Social Development and Human Security (MSDHS), UNFPA and</p>	<p>There have been multiple collaborations with the government sector as they are the essential partners of our CF. Few examples of this year: Girls in ICT The 2024 edition of Girls in ICT led by ITU brought together government and private sector partners, as well as UN agencies</p>
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	<p>CF. 3.1.c. Provide support to NESDC on promoting gender equality in the piloting of SDG localization in Thailand.</p>		<p>UNWomen held a workshop “Accelerating SDG5 Progress: Bridging Data Gaps with a Gender-Responsive Approach”. The workshop aims to unite stakeholders, share knowledge, and take collective action to empower data as a catalyst for achieving SDG 5 and accelerating progress across the SDGs. - In partnership with the Thai government agency of the Office of SMEs Promotion and the Securities Exchange Commission, UN Women implemented a program to address structural barriers to women’s engagement in market in alignment with the Women’s Empowerment Principles. This policy initiative supports women-owned SME businesses in procurement while accelerating progress on three SDG target 5.1, 5b, and 8.3, which are lagging in Thailand. - Under the leadership of the Ministry of Public Health, the Ministry of Social Development and Human Security, and the Ministry of Education, UNFPA in partnership with the private sector and CSO partners, provided sexual and reproductive health</p>	<p>– UN Women, UNICEF, UNESCO and FAO – to build on past success in closing the gender gap in STEM fields and promote career-ready, digital skillsets among girls and young women. This annual initiative includes a four-month-long capacity building program that has enrolled more than 1,650 female students to date, with an array of learning modules on leadership skills and digital technology. UN Women’s Empowerment Principles Awards (Thailand) UN Women organised the Thailand chapter of WEPs Awards 2024, supported by the Australian Government, Office of SMEs Promotion, Securities and Exchange Commission of Thailand, Stock Exchange of Thailand, and Global Compact Network Thailand, among its key partners. The annual initiative recognised 18 Thailand-based companies that exemplifying gender-inclusive corporate practices and policies. UNDP contributed to the awards judging panel, determining scoring framework, scoring of awardees, amplification of awards ceremony; UNRCO co-chaired the awards presentation ceremony. More details under means of</p>
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			<p>services in border provinces and northern provinces contributing to SDG indicators 3.7.1 and 3.7.2.</p>	<p>verification. ASEAN Guidelines for Developing National Standard Operating Procedures for a Coordinated Response to Violence against Women and Girls Developed by UN Women, the guidelines aim to establish nationally coordinated standard procedures for addressing VAWG, emphasizing the importance of sector collaboration and alignment to ensure a cohesive and survivor-centered response across various services. It emphasizes the need for a coordinated response across multiple sectors, including health, police, justice, and social services. GTG members and the UNCT supported in subsequent amplification through social media channels. Asia-Pacific Multi-Stakeholder Dialogue on Gender Equality and Climate Action UN Women and UNEP co-hosted the Asia-Pacific Multi-Stakeholder Dialogue on Gender Equality and Climate Action from 17-18 October 2024. The event brought together over 120 representatives from governments, women's rights organizations, civil society organizations, youth, and development partners across the Asia-Pacific region, to</p>
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				<p>take stock of the progress and deliberate on solutions to accelerate gender-responsive climate action. Based on their recommendations, a Call to Action was made guiding advocacy efforts leading up to COP29 and Beijing +30 events. This initiative is supported by Women’s Fund Asia as well as the Governments of Germany, New Zealand, Sweden and Switzerland through the EmPower: Women for Climate-Resilient Societies Programme (EmPower).</p>
<p><b>3.2 Engagement with GEWE CSOs</b></p>	<p>3.2.a. Continue to ensure that nationwide consultations with civil society are undertaken, including private sector (small businesses women entrepreneurs association), women and young people, and reflect the differentiated development conditions that exist across the length and breadth of the country, with a deeper dive into the development challenges of the most at-risk groups of being left behind (this was done for the CCA of the current CF). 3.2.b SDG Localization Actively engage with GEWE CSOs when</p>	<p>There are two joint initiatives that have continued in 2022: The Spotlight Initiative and the UNJP on social protection. GEWE CSOs participate in UNDAF consultations, country analysis, strategic prioritization and M&amp;E Met The UNCT conducted consultations with vulnerable groups including GEWE in 2020 for the new CCA ahead of formulation of the UNSDCF 2022-2026. In 2022, the UNCT facilitated a consultation between GEWE / Youth CSOs and the President of the General Assembly,</p>	<p>There have been multiple collaborations with CSOs as they are the essential partners of our CF. Few examples of this year: - In July 2023, UNCT Thailand conducted a whole day event of CSO dialogue on Climate, Biodiversity &amp; Gender. Around 90 participants from CSO who work in the areas around gender, climate change, biodiversity, pollution, decarbonization, sustainable agriculture and human rights joined to discuss cross-cutting issues including gender with the UNCT Thailand. - In partnership with CSO, as well as private sector, the Ministry of</p>	<p>Not assessed</p>

	supporting NESDC in its piloting of SDG localization in Thailand.	provided a global advocacy platform and contributed to analysis for the joint work plans. In addition, the UNCTs Call to Action on Human Rights process and the GTG work plan identified holding institutionalized dialogues with GEWE CSOs in 2023.	Public Health, the Ministry of Social Development and Human Security, and the Ministry of Education, UNFPA provided sexual and reproductive health services in border provinces and northern provinces contributing to SDG indicators 3.7.1 and 3.7.2.	
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**Dimension 4 – Leadership and Organizational Culture**

<b>4.1 Leadership for Gender Equality</b>	Continue to take coordinated steps to improve the institutional culture for gender equality across the UN system with a focus on making measurable changes to improve UN Thailand’s organizational culture in two priority areas (based on the 2021 Thailand Survey): Priority Area 1: Support personnel to achieve adequate work-life balance (including providing adequate entitlement packages and flexible work arrangements). Progress should be reinforced by a staff induction that seeks to unify understanding and demonstration of UN Thailand’s values. Priority area 2: Track progress toward improved	The UNCT / SMT issued several advisories to enable flexible working arrangements especially under COVID19. Staff survey is planned for 2023 as part of GTG work plan	UNCT Thailand created a staff induction material that seeks to unify understanding and demonstration of UN Thailand’s values.	Not assessed
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	<p>culture for gender equality every two years via a staff survey that uses the One UN Gender Equality Survey as baseline.</p>			
<p><b>4.2 Organizational Culture</b></p>	<p>4.2 a. Take coordinated steps to exceed the minimum requirement of institutional culture for gender equality across the UN system by focusing on a robust PSEA interagency system. Track progress toward improved culture for gender equality every year via a staff survey that uses the Gender Equality Organizational Culture Survey as baseline. 4.2 b Conduct a follow-up survey for a more in-depth analysis as to why some gaps exist. Collect anonymous suggestions from staff for feedback as one of the major disparities was the feeling of lack of staff entitlements and work life balance. Conduct sessions with staff to gain a better understanding of measures that can be implemented for achieving better work life balance. Conduct lessons learned and knowledge sharing</p>	<p>A robust and active PSEA Task Team continued to deliver on the UNCTs PSEA Action Plan. For 2023, a learning needs survey will be developed and deployed.</p>	<p>A robust and active PSEA Task Team continued to deliver on the UNCTs PSEA Action Plan. Coordinated steps were taken toward exceeding the minimum requirement of institutional culture for gender equality across the UN system.</p>	<p>Not assessed</p>

	with agencies on some best practices.			
<b>4.3 Gender Parity</b>	<p>4.3a Continue to work on the annual staff gender analysis next year. 4.3b Discuss and strategize how to increase the number of women in senior management roles. 4.3c Integrate gender equality targets into the Business Operations Strategy (BOS) during the end of year review of the current BOS. Ensure that the new BOS for the next Cooperative Framework expands gender focus drawing on global models of good practice.</p>	<p>Through the GTG Co-Chair who also sits in the working group for disability inclusion, indicators are being incorporated for monitoring gender and disability inclusion.</p>	<p>This year, we enhanced the survey format to gather information of not only on the representation of women and men in different position levels (e.g. P, NO, G, etc.), but also on contract types (e.g. FTA/TA, PSA, Intern, etc.), demographics, and persons with disabilities status. This allows for a meaningful assessment of parity at all levels and types of staffing.</p>	<p>The UNCT has mechanisms for monitoring gender parity through the GTG, Gender Focal Points, and the Gender parity survey. It is able to demonstrate positive trends through UN systemwide capacity building for staff on gender equality and prevention of sexual misconduct. The gender parity survey is demonstrating positive trends in its results, and newly, the BOS Human Resource common service line included at least three common services that focus on gender (i.e. gender parity analysis, PSEA action plan implementation, gender-capacity building for all staff).</p>
<b>Dimension 5 – Gender Coordination and Capacities</b>				
<b>5.1 Gender Coordination Mechanism</b>	<p>5.1.a Strengthen the GTG for stronger coordination across the UN system. Maintain group leadership by an HOA but establish an active technical coordinator function. 5.1.b. Develop a workplan for 2024. 5.1.c. Encourage agencies to nominate senior gender focal points when the GTG members are updated. 5.1.d. Map the GTG members</p>	<p>The GTGs coordination mechanism has been strengthened with a workplan and RCO as a conduit to representing the GTG in the Outcome Groups</p>	<p>The GTG’s coordination mechanism has been strengthened through the reviewed and updated ToRs and workplan. A GTG membership analysis showed that more than half of the total GTG members are senior staff (P4 and above; NOC and above).</p>	<p>Not assessed</p>

	presence in the outcome groups for the current CF and confirm the members contribution also as representatives for the GTG.			
<b>5.2 Gender Mainstreaming Capacities</b>	<p>5.2.a. Include in the 2024 GTG's AWP to conduct at least one capacity development session related to gender.</p> <p>5.2.b. Conduct a capacity assessment of the UNCT personnel by utilizing the other countries' good practices and make a capacity development plan based on this capacity assessment. Such plan can outline prospective capacity-building activities in which UNCT/UNCG members can join to increase awareness of gender-sensitive communications and advocacy best practices.</p> <p>5.2.c. Check annually if the induction material is up to date</p>	<p>The GTG workplan aims to have an orientation and training session on GEM in the first quarter of 2023. In Q1 of 2023, the GTG aims to conduct a capacity assessment. The PSEA taskforce held a retreat in Q4 of 2022 to review action plan and discuss next steps. The toolkit was already circulated in 2022 with translations in Thai and SOPs were finalized and shared. Updates from the retreat and actions will be shared at the year end Q4 GTG meeting for 2022.</p>	<p>There have been five inter-agency capacity development activities for UN personnel on gender with 833 personnel participation. In addition, 10 Agency specific capacity development activities were also held that trained 345 personnel. In addition, UNCT Thailand created induction material which includes Gender equality and the empowerment of women commitments and related development challenges in Thailand.</p>	Not assessed
<b>Dimension 6 - Resources</b>				
<b>6.1 Resource Allocation &amp; Tracking</b>	Set targets for UNThailand annual budget allocations to GEEW, and monitoring progress utilizing the UNCT Gender Equality Marker (GEM). Build capacities across	58.7% of our total JWP budget goes to either Significant or Principal which means we exceeded our financial target. This PI will be reassessed in 2023 to verify	UNCT nominated key resource people and focal points from several UN agencies in Thailand to attend the regional UNCT systems wide accountability training hosted and	Not assessed

	Outcome Groups for meaningful UNCT GEM Application.	and continue because the recommended practice is to ensure a full financial year has passed between the setting of target and monitoring of the target to ensure the validity of ratings.	organized by UN Women's Regional Office for Asia and the Pacific. During the training, GEM training was one of the core sessions covered.	
<b>Dimension 7 - Results</b>				
<b>7.1 GEWE Results</b>	Ensure that the current UNSDCF can demonstrate it achieved gender results by regularly tracking outcome indicators and providing gender disaggregated data as planned.	Outcome indicators are being tracked through annual results reporting.	Outcome indicators are being tracked by the UNCT Data and Results Reporting Group regularly, and through annual results reporting process.	Not assessed

## 9. Supporting Evidence

<b>Indicator 1.1: Common Country Analysis integrates gender analysis</b>		<b>Planning</b>
<b>NOT YET ASSESSED USING UPDATED GUIDANCE</b>		
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>Indicator 1.2: Gender equality mainstreamed in UNSDCF outcomes</b>		<b>Planning</b>
<b>NOT YET ASSESSED USING UPDATED GUIDANCE</b>		
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>Indicator 1.3: UNSDCF indicators measure changes on gender equality</b>		<b>Planning</b>
<b>MEETS MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
<b>Cooperation Framework results framework</b>	<a href="#">1.3 UNSDCF 2022-2026</a>	

Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	<a href="#">2.1 and 3.1 SDG localization UN Thailand ProDoc 22 April 2024</a>	
Joint Program documents	<a href="#">2.1 SCALA THA inception report 2023</a>	
Joint Program documents	<a href="#">2.1 PROTECT Project Brief 2024</a>	
Joint Program documents	<a href="#">2.1 Joint UN Programme on HIV AIDS THA 2024-2025</a>	

Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
background evidence of joint planning or funding	<a href="#">2.2 RCai email PRIDE UN 2024</a>	
Communication/Advocacy	<a href="#">2.2 16 Days Cycling Concept Note 24 Nov 2024 Embargoed</a>	
UNCG communications and advocacy strategy	<a href="#">2.2 UNCG AWP updatedNov2024</a>	

Indicator 2.3: UNSDCF monitoring, evaluation and learning measures progress against planned gender equality results NOT YET ASSESSED USING UPDATED GUIDANCE		Programming and M&E
Category	Documents	
	No documents uploaded	

Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
capacity development documentation	<a href="#">3.1 CF Line Ministry Consultations 6 May 2021</a>	
capacity development documentation	<a href="#">3.1 CCA Report Women</a>	
capacity development documentation	<a href="#">3.1 CF Consultation Background Paper 12 May 2021 ENG</a>	
capacity development documentation	<a href="#">31 GEN~1</a>	
Gender knowledge products	<a href="#">3.1 asean-sop-guideline-vaw-design</a>	

Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations NOT YET ASSESSED USING UPDATED GUIDANCE		Partnerships
Category	Documents	
	No documents uploaded	

Indicator 4.1: UNCT leadership is committed to championing gender equality NOT YET ASSESSED USING UPDATED GUIDANCE		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	<a href="#">Thailand UN Gender and Organizational Culture Survey - 2021 Consolidated results</a>	
Organizational culture survey results	<a href="#">Thailand UN Gender and Organizational Culture Survey - 2021 Consolidated results</a>	
Organizational culture survey results	<a href="#">Thailand Survey Results 2021 Combined</a>	
Organizational culture survey results	<a href="#">Thailand Survey Results 2021 Combined</a>	

Indicator 4.3: Gender parity in staffing is achieved APPROACHES MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Data from existing country-level tracking systems/tools and/or UN System-wide Dashboard on Gender Parity	<a href="#">4.3 Womens Security Awareness Training UNDS</a>	
Data from existing country-level tracking systems/tools and/or UN System-wide Dashboard on Gender Parity	<a href="#">4.3 UNCT Thailand Gender Parity Analysis 2024</a>	
Data from existing country-level tracking systems/tools and/or UN System-wide Dashboard on Gender Parity	<a href="#">4.3 PSEA all staff training participants list Sept 2024</a>	

Data from existing country-level tracking systems/tools and/or UN System-wide Dashboard on Gender Parity	<a href="#">4.3 GTG Minutes 28.08.2024</a>
BOS.	<a href="#">4.3 BOS HR Common Service Line Impl Status 2024</a>

Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">7. Thailand HRBA GEWE Participants List</a>	
GTG TOR/AWP	<a href="#">6. Thailand UNCT Gender Equality Presentation</a>	
GTG TOR/AWP	<a href="#">4. GTG Member Analysis</a>	
GTG TOR/AWP	<a href="#">3. UNCT Meeting Minutes</a>	
GTG TOR/AWP	<a href="#">1. GTG TOR (updated in 2023) - 2. 2023 - 2024 GTG Workplan- combined</a>	

Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">5. Onboarding Guide Thailand</a>	
Capacity development	<a href="#">4. Workplan PSEA July2023</a>	
Capacity development	<a href="#">3. SDG5 Workshop Participant registration sheet -Thailand</a>	
Capacity development	<a href="#">2. Joint DRRG-UNCG Retreat (Aug-29) - Concept Note &amp; Agenda-Thailand</a>	

Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked NOT YET ASSESSED USING UPDATED GUIDANCE		Financial Resources
Category	Documents	
	No documents uploaded	

Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">Thailand UNSDCF-Eng</a>	

<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">2022AnnualReport-Thailand</a>
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">Thailand- JWP</a>

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD  
PLEASE VISIT

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

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

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