



**GENDER EQUALITY
STRATEGY 2022-2025
CO ERITREA**

UNITED NATIONS DEVELOPMENT PROGRAMME



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United Nations Development Programme in Eritrea

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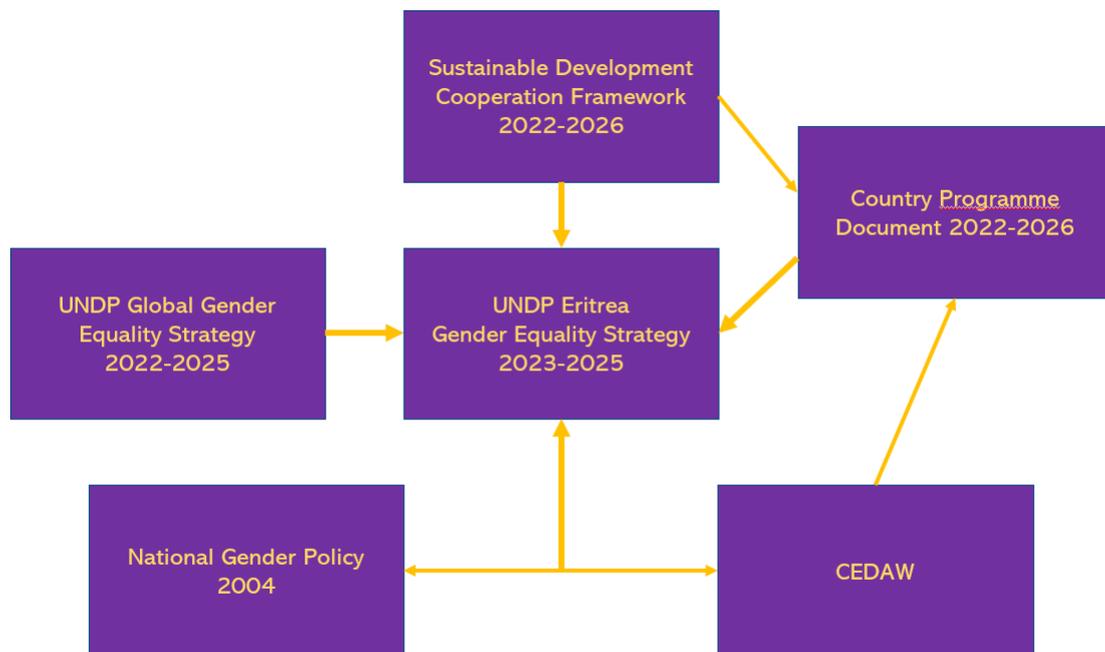


Figure 1. The Gender Equality Strategy (GES) is based on multiple frameworks that inform the gender equality objectives to ensure inclusion and equal opportunities for women and men in all CO efforts. The GES compliments them by ensuring inclusion and equal opportunities for women and men.

COUNTRY CONTEXT AND BACKGROUND

"Only through equal participation of women can we benefit from the intelligence, experience and insights of all of humanity" – Antonio Guterres

"Achieving gender equality is the unfinished human rights struggle of this century" – Antonio Guterres on Human Rights Day 2022

UNDP has supported the State of Eritrea and in particular the National Union of Eritrean Women in working towards gender equality and women's empowerment since Eritrea's Independence. The Government of Eritrea is strongly committed to enhancing gender equality and providing opportunities to empower women. Eritrea's history of engaging women in the independence process and peacebuilding carries to this day.

The National Union of Eritrean Women (NUEW) was established in 1979 with the aim of empowering Eritrean women and fostering their participation in the national liberation movement and social justice.

NUEW is an organization mandated to work as women's machinery to uphold the rights of women and advance gender equality. It works in close cooperation with all government sectors. NUEW's

work reaches all corners of the country, engaging women at zoba, sub-zoba and village levels, from government ministries to grassroots.

Eritrean women represented over 40% of the body that drafted the first Eritrean Constitution, being an essential part of the national law-making process. The Constitution, ratified by the Constituent Assembly on May 23, 1997, places a strong commitment to human rights, gives explicit and specific attention to the rights of women and equality between sexes, and forbids any discrimination based on gender. At the time of publication of this strategy, 3 out of 17 Government ministers are women, which sets an important example for women to pursue decision-making positions.

Many rules and regulations that enhance women's rights have been introduced by the Ministry of Justice, among which is the Transitional Code of Eritrea (TCE). There are laws in relation to marriage, prohibition of bride price and abduction, punishment for rape, equal rights and status of both sexes in the family, for example.

Challenges for gender work in Eritrea include very limited access to the internet and digital solutions, including opportunities for studying and capacity building. This also includes access to the global discourse on feminism and women's movements, for example. Another challenge related to the limited amount of (disaggregated) data available – Eritrea is not included in most development indices, such as the Human Development Index or Gender Inequality Index. When there is no data to inform the course of action, we may observe that the advancement of women's rights is not prioritized and/or their needs may be overlooked.

UNDP ERITREA'S PRIORITIES IN GENDER MAINSTREAMING

LNOB, Diversity, and Inclusion

The principles of Leaving No One Behind (LNOB), diversity, and inclusion are uncompromisable when considering UNDP programmes and projects. No groups or individuals should be left outside the scope of development, regardless of their economic status, gender, religion, ethnic group etc. This is also true of UNDP's corporate culture and creating the work environment within the country office: everyone should feel included, represented, and safe from discrimination within our offices.

Understanding intersectionality and ensuring those in vulnerable positions do not face multiple discrimination is one of the key aspects to LNOB. Especially women often face multiple levels of vulnerability or discrimination: women with disabilities, for example, may face discrimination and diminished economic, social and political opportunities not only due to their gender but also disability. Recognizing that there are different levels to inequality that are created by a combination of factors that can lead to discrimination is important for effective programming and response. An intersectional approach recognizes that there are inequalities within inequality.

In our analyses of existing and future projects, we must examine them from a perspective of "reaching the furthest behind first", meaning that we must design a project with those groups that have the most complex needs first. In the same way, when designing projects that may include persons with disabilities, we must consider the motto of the disability movement: "nothing about us without us", always means including disability organizations or the beneficiaries themselves to consult and inform the design of the project to meet the needs of that group best.

The above principles should form the basis of all of our work, not only in gender mainstreaming but in all work and dialogue of our country office.

GUIDING FRAMEWORKS

The UNDP Eritrea Gender Equality Strategy is nested in the context of wider frameworks and strategies at the global as well as the national level (*Figure 1*). The global UNDP Gender Equality Strategy 2022-2025 addresses the worldwide concerns of gender equality and identifies how UNDP can work on advancing gender equality through the Six Signature Solutions– poverty and inequality, governance, resilience, environment, energy and gender equality.

The Convention on the Elimination of Discrimination Against Women (CEDAW) reporting process and recommendations guide Eritrea’s work on gender equality and the status and rights of women overseen by the CEDAW Committee. The National Gender Policy (2004) drafted by NUEW guides the national priorities and action plan on gender equality.

The Sustainable Development Cooperation Framework 2022-2026 (SDCF) signed between the Government of the State of Eritrea and the United Nations provides a wider country context for UN priorities and synergies in which a gender equality approach can be applied.

The UNDP Country Programme Document for Eritrea further identifies UNDP activities and priorities in Eritrea for 2022-2026, in line with the SDCF. Under these steering documents the UNDP Eritrea Gender Equality Strategy has a clear strategic direction and will align to the global efforts of advocating for gender equality while responding to national needs and context.

CEDAW

In 2020 Eritrea submitted its 6th periodic review to the Committee on the Elimination of Discrimination Against Women (CEDAW). NUEW has been leading the reporting process on CEDAW and is committed to addressing the recommendations made by the Committee.

In 2020, the Committee made 18 recommendations to Eritrea. Among those, the Committee recommended that:

- i) Eritrea adopt a comprehensive definition of discrimination against women, including intersecting forms of discrimination
- ii) Develop and/or maintain an operational gender policy and action plan to enhance GEWE
- iii) Data collection, especially disaggregated by sex, must be improved in all areas of development
- iv) Eritrea consider ratifying the Convention on the Rights of Persons with Disabilities
- v) Eritrea finalize a national action plan for the Security Council Resolution 1325 on Women, Peace and Security, which Eritrea has already committed to developing.

UNDP will remain available to support the Government in the fulfillment of the CEDAW recommendations. Especially on the abovementioned recommendations, such as the WPS action plan, UNDP can assist with drafting of documents and strategies, as well as with future CEDAW reporting processes were relevant and/or needed.

Global UNDP Gender Equality Strategy 2022-2025

“This gender equality strategy calls for taking ambitious actions; gender equality is among the most important contributions to human and sustainable development that UNDP as an organization can make.” – GES 2022-2025

The global UNDP Gender Equality Strategy launched in 2022 aims to target the power structures and systems that perpetuate discrimination both outside and within the organization. Using the six Signature Solutions, the strategic direction is moving towards a more unified portfolio approach and systems thinking in advancing gender equality. UNDP’s Six Signature Solutions are at the core of the Gender Equality Strategy. Targeting areas of poverty and inequality, governance, resilience, environment, energy, and gender equality, the strategy aims to holistically answer challenges in working towards more equal and just societies. Three enablers outlined in the Strategy to achieve it are finance, digitalization, and innovation.

The programme priorities of UNDP Eritrea are aligned with the strategy and the Signature Solutions, especially those related to governance, energy, and environment. The Solution on gender equality outlines more specific efforts to target causes and effects of gender equality, such as reversing backlash against gender equality, changing negative gender norms, and preventing and responding to gender-based violence. It calls for stand-alone interventions specific to gender equality, but it is also intended to be integrated across all the other Solutions.

Sustainable Development Cooperation Framework

The SDCF is an agreement between the Government and the UN system in Eritrea, which ensures that activities are aligned with national priorities. It also outlines the programming principles, which are LNOB, Human Rights-Based Approach (HRBA), Gender Equality and Women’s Empowerment (GEWE), Resilience, Sustainability and Accountability. SDG 5 on Gender Equality is incorporated in each priority area.

Country Programme Document

The CPD is aligned with the Sustainable Development Cooperation Framework (UNSDCF) at the UNDP country office level. The CPD identifies two pillars, namely Human Development and Well-Being and Inclusive, Diversified, Green, and Climate-Resilient Economy.

It also includes strategic direction on programme and risk management as well as monitoring and evaluation. The results and resources framework within the CPD includes the intended outcomes and outputs that involve UNDP under the SDCF. The Gender Strategy complements those outcomes with a gender mainstreaming lens and ensures that gender concerns, especially the needs of women, are addressed.

Outputs from CPD focused on gender:

- 1.1 Justice and legislative institutions have the technical and financial capacity to deliver inclusive, gender-responsive, accountable, and equitable services, including international commitments
- 2.1 Capacity of public sector institutions strengthened to develop gender-responsive investment policies and strategies to support MSMEs
- 2.3. Skills and capacity of people, especially those with disabilities, women, and youth, enhanced to access diversified livelihoods and employability options
- 3.2. Men, women, and youth in rural areas are enabled to manage and utilize natural resources equitably and sustainably to improve livelihoods

GENDER EQUALITY STRATEGY AND ACTION PLAN

The main programmatic areas of UNDP Eritrea’s work are inclusive governance and equitable access to natural resources. These areas are also addressed in the guiding frameworks and through the Signature Solutions. The Gender Equality Strategy aims to direct gender activities and gender mainstreaming from gender-sensitive to a gender-responsive level, and ultimately to a gender transformative level, which entails dismantling root causes for gender inequality, as illustrated in *Figure 2*.

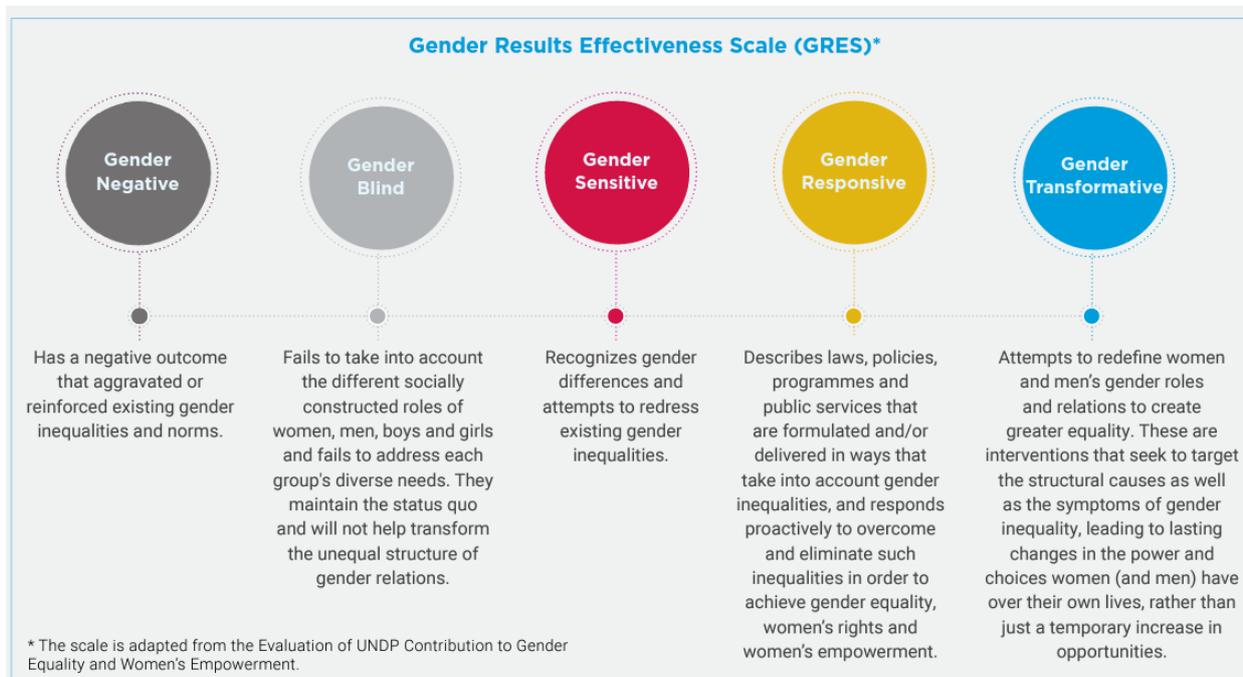


Figure 2. Gender Results Effectiveness scale: the ultimate aim of gender outcomes is to be gender transformative and lead to lasting changes instead of temporary solutions.

UNDP Eritrea embarked on the Gender Seal certification journey in 2021, which is a roadmap toward gender equality. However, the Gender Seal activities are tied to the certification and its timeline. The certification awards the CO for its gender mainstreaming efforts and provides guidance, but the Gender Equality Strategy acts as the primary guiding document for GEWE in the country office.

I. Advancing Gender Equality through strategic objectives

This Strategy outlines the most important strategic objectives that must be harnessed to ensure gender mainstreaming and a sustained, long-term strategic approach to working on gender equality and women’s empowerment. UNDP will focus on working with public institutions and governance bodies to understand the causes of inequalities and work at the policy level to strive for gender-responsive change. Focusing on equitable access to natural resources and improved livelihoods to increase gender equality is another strategic priority that guides the direction of the project portfolio.

Gender-responsive monitoring and evaluation will enable UNDP to keep track of progress on enhancing gender equality as well as stay accountable for identified further needs and opportunities to create gender transformative results. Pursuing new partnerships and new ways to work with existing partners together are an important strategic objective to strengthen the legitimacy and increase available resources for gender equality work. Communication and advocacy focused on GEWE are

crucial to gain visibility for the important messages but also for what the CO is doing in terms of gender mainstreaming.

1. Inclusive governance and gender-responsive institutions

This objective refers to the CPD Pillar I: Human Development and Well-Being. In order to reach the objectives under this Pillar, gender concerns must be incorporated seamlessly into the programme.

Under this objective, it is important to focus on strengthening the gender capacity of public institutions. Gender transformative results can only be attained through responding to root causes of inequalities and structuring institutions in a way that allows equal opportunities for men and women to participate in policy and decision-making.

Within the CPD, UNDP Eritrea has, among other commitments, said it will “continue to support national efforts to implement the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and prepare the Universal Periodic Review report, including by developing implementation plans and strengthening coordination. It also states that “UNDP will support the Government to produce baseline data on gender, designate and train gender focal points in government offices, and advocate for gender equality and mainstreaming.”

It also outlines the important priority areas for enhancing gender equality as being the improvement of digital solutions, data management and working with youth. These areas will be increasingly important in the future as digitalization, online solutions and internet permeation are more and more widespread globally. It is important that Eritrean youth are not left behind of digitalization and the skills and opportunities associated with it.

UNDP Eritrea will work together with the Programming Principles Group (LNOB, Human Rights and Gender Equality) and other agencies to assist with Eritrea’s UPR process and building government gender capacity.

Under this objective, UNDP will:

- i) Continue to support national efforts to implement CEDAW and to prepare for the UPR
- ii) Continue to support the Government in producing baseline data on gender, designate and train gender focal points in government offices, and advocate for gender equality and mainstreaming
- iii) Ensure that digital solutions and youth are brought together to increase opportunities

2. Equitable access to natural resources and improved livelihoods

This objective refers to the CPD Pillar II: Inclusive, Diversified, Green, and Climate-Resilient Economy. Women and girls are often the most affected by climate change and environmental crises, such as drought. At the same time, without their participation and resources, those challenges cannot be met effectively. To support green growth and livelihood creation for resilience and adaptation, women must be part of the design, implementation, and evaluation of all activities.

Under this objective, the focus is on enhancing possibilities for MSMEs and youth. When women are given the tools to grow businesses or manage livelihoods, they can contribute to natural resource management and increase resilience in a major way. Increasing women’s access to owning businesses and creating new livelihoods is crucial to ensure gender equality and equal opportunities to make a living. Especially when it comes to businesses that promote green and climate-resilient

and/or climate-smart solutions, a large part of the potential is lost if women do not have the same opportunities to create those businesses and solutions in the first place.

Under this objective, UNDP will:

- i) Work to enable rural men and women of all ages to equitably access and sustainably utilize natural resources to improve their livelihoods
- ii) Provide support to build robust, diversified and integrated value chains in agriculture, focusing on MSMEs, especially those involving youth and women
- iii) Strive to establish platforms to help young women and men to improve their vocational, business and financial literacy
- iv) Continue to advocate for gender-responsive, pro-poor economic growth and environmental sustainability in all economic policies, planning systems and institutions for managing natural resources and maintaining ecosystems
- v) Enable the transition to efficient, clean and affordable energy to reduce the harmful impacts on women and children of using biomass and diesel fuels

3. Gender-responsive monitoring and evaluation

Effective monitoring and evaluation strengthen the visibility and focus on gender and highlight the gaps and challenges in the CO activities. A gender-responsive approach to monitoring and evaluation ensures that the projects focus on the actual needs of the affected communities and not just the numbers of men and women.

The collection and analysis of disaggregated data is one of the most important tools for ensuring that the set objectives are being reached and that gender equality targets are being met. Good quality data in addition to field visits and/or interviews, can give an indication if certain groups are not reached by the activities. There must also be a focus on identifying potential barriers and challenges for women's participation when monitoring activities.

Each new project must undergo a gender analysis in the inception stage in order to ensure effective gender mainstreaming and the best possible impact on gender equality.

UNDP will work to make monitoring more inclusive and gender-sensitive, in addition to supporting the national capacity for quality data and studies. Regular evaluations on a variety of projects (from different portfolios) ensure that the CO has an understanding of challenges and opportunities in the long run, throughout the country programme. Evaluations conducted by external consultants are also an opportunity to dive deeper into the status of gender equality in different settings and sectors in the country. For example, the CO conducted an evaluation on an energy-related project, which included minimal data on how the project affected and was perceived by women in the target communities. In every sector and project, it is crucial to evaluate and understand the effects of the project on women and whether their needs have been met by the project.

4. Partnerships

Strategic partnerships are crucial in achieving the objectives of the gender equality strategy. NUEW has been a valuable partner and resource in UNDP Eritrea's work. They possess the expertise and for consulting on activities to do with gender equality and women's empowerment throughout the

Government offices. For example, they spearhead the campaign for 16 Days of Activism annually, they work with youth spreading awareness on different issues and they are involved in programmes and projects from the grassroots level to the highest levels of government.

NUEW's work with youth and young professionals is especially important to ensure advocacy, highlighting opportunities and changing mindsets by presenting youth with role models.

Having role models to relate to is extremely important especially for young women: to have someone who understands their experiences and circumstances and has managed to use opportunities to get to a certain position and/or to achieve something.

Other UN organizations are important for their thematic expertise as well as other resources for joint programmes and activities: UNICEF, UNFPA, OCHA, FAO, WHO and other organizations present in the country are potential partners, as well as regional representatives of UN organizations not present in the country, such as UN Women.

Other ministries are also important partners in programmatic areas as well as promoting increasing their gender capacity. The gender focal points in each ministry can be a valuable resource, but their capacities on gender mainstreaming could also be strengthened through strategic capacity building and promoting further allocation of resources to their gender work.

The UNDP Regional Office's gender team is an important partner in providing information, resources, and guidance, especially regarding the Gender Seal process and other gender-related activities.

Many donor countries are increasingly focusing on the rights of women and girls and gender equality: therefore, resource mobilization and collaboration with those countries and/or their Embassies should be further explored.

Private sector partnerships are limited in Eritrea, but they may also provide additional resources to specific initiatives, such as enhancing innovation or sponsoring events.

5. Communications and Advocacy

The UNDP Eritrea communications team is one of the most important tools for presenting the CO's gender work as well as disseminating UNDP gender communications more widely. Using social media and traditional media channels, UNDP Eritrea has committed to enhancing the visibility of gender work as well as women's representation through the Communications Strategy.

The communications section has also produced a guide on gender-sensitive language and communication for the UNDP Staff. To avoid discriminatory, gendered, and non-inclusive language in programme work, communications materials, and outputs, knowledge products as well as interpersonal communication, it is important to be aware of unconscious bias and language that may sustain inequalities and prejudices. It not only refers to gender-related language but any communication that includes minorities, vulnerable communities, persons with disabilities and terminology that may be construed as insensitive.

To increase visibility of important priorities, such as SDGs (Sustainable Development Goals) and international days of commemoration, UNDP organizes events and utilizes other mediums to raise awareness of issues. For example, UNDP, together with the UNCG, is committed to celebrating International Women's Day, 16 Days of Activism -campaign, and other gender-related days and campaigns.

UNDP is also committed to the search for an Ambassador that could act as a role model for youth while promoting UN priorities and representing Eritrea in important advocacy events and campaigns.

II. Promoting gender-responsive CO practices

The Gender Seal process especially focuses on indicators related to CO practices, which are outlined in the section below. It is crucial that the CO adheres to upholding the milestones reached during the certification process and maintains ambition to reach higher levels of the certification at the time of renewal.

In terms of programmatic activities, the Gender Markers help indicate how much of the office's resources are being allocated to gender-responsive or gender transformative activities. The markers GEN2 and GEN3 should account for the majority of the programme and budget, as directed in the global GES. In addition, programme heads must ensure that projects are analyzed and evaluated properly for their gender impact and responsiveness. Gender markers *reflect* the situation and status of gender projects in the country office, but it is important to know then reality and data behind the markers, as they can also be manipulated to make projects appear more gender-focused than they really are.

The CO will pledge to lead by example and provide gender capacity-building support to the Government ministries and offices where possible to achieve the widest impact possible within Eritrea and empower women at all levels of society. Identifying and facilitating the provision of new opportunities for building knowledge and skills for women in different priority areas is a key objective. For example, those skills could include digital skills, supporting livelihood creation/business management/entrepreneurship, and other capacity building.

Lessons learned

For UNDP Eritrea, the internal capacity for gender work has not been consistent over the years, particularly in terms of human resources. This has had implications for programme planning and gender results, as well as for maintaining a strategic approach to gender mainstreaming (e.g. an active gender strategy). Some capacity-building and knowledge resources have been compiled in the past years, as well as gender-responsive projects, but in order to aim for and achieve transformative results, a consistent human resource focusing 100% on gender should be prioritized. In addition, an active Gender Focal Team is an important resource to maintain the strategic direction of gender mainstreaming and capacity building. Choosing to pursue the Gender Seal certification is also an important resource for meeting the strategic objectives for gender equality.

Gender Seal process

The UNDP Eritrea CO is committed to the Gender Seal certification process, which incorporates most CO activities. The process is led by the Gender Focal Team (GFT), chaired by the DRR. The progress and achievements regarding the GS certification will be evaluated by the Gender Seal team in early 2023. The Bronze and Silver certifications are valid for 3 years and the Gold certification is valid for 4 years. Therefore, the renewal of the GS process will be topical in 2026 at the earliest.

The Gender Seal process already includes key aspects of the CO work to ensure gender mainstreaming in internal processes: management, enabling environment, communications and knowledge, programmes and projects, partnerships, and results and impact.

Completing the certification is a key action of the CO, and it is complemented by the programme activities that must include gender as a cross-cutting theme. This Strategy is envisioned to be revised in 2025. Therefore, after the Gender Seal Certification is finalized in 2023, the focus will be on responding to the gaps in gender work and strengthening the CO gender capacity. Maintaining the

certification and ensuring movement towards gender transformative results requires continuous work and updating documentation.

The three certification levels are Bronze, Silver, and Gold. The Bronze certification indicates full compliance with the mandatory actions for mainstreaming, partnerships with key actors and fulfilling the minimum criteria for gender responsiveness in the programme portfolio. The Silver Seal also includes strong synergies between mainstreaming actions, effective integration of gender in the planning cycle, and advocacy on gender issues, including public visibility. The highest certification, the Gold Seal, also includes demonstrated gender-transformative results in programmes, substantive contributions to national gender goals, and contributions acknowledged by government counterparts.

The GFT and gender analyst work closely together with the regional office gender advisors when it comes to the GS process. As the gender specialist capacity at the CO may change, the GFT should always be up to date on gender activities and priorities. The regional gender advisors can be an additional resource in cases where CO gender resources are low.

The 2021-2023 process is the first time that the UNDP Eritrea CO has embarked on the Gender Seal certification, and it is important to recognize the steps that need to be taken in order to maintain or upgrade the certification:

- Allocating resources towards gender equality and the empowerment of women, indicated by the Gender Marker.
- Maintaining institutional arrangements and programmatic work that respect gender equality.
- Record the steps taken and determine the possible obstacles to continuous improvement and seek support from the Gender Team and the Regional Hubs to maintain strong performance.

It is crucial that there is a plan for the years in between the certification renewal to ensure accountability and a constant commitment to gender mainstreaming. The certification process gives guidance for multi-year planning, monitoring, and evaluation activities, but it also encourages country offices to implement projects and activities that engage civil society, public institutions and the private sector.

III. Action Plan

The Gender mainstreaming action plan attached to this Strategy will be a “living document”, updated to reflect the opportunities and innovations that may be presented through new partnerships, new funding, requests by Government entities and other new directions for potential gender capacity building and gender mainstreaming work.

It must also be updated to reflect potential new projects or programmes that may be focused on gender. A gender component should be incorporated in each new project across portfolios and at each stage of a project, which is reflected in the Action Plan.

The Action Plan includes areas/priorities in line with the Gender Seal process to ensure continuity until the renewal of the certification. However, it also goes beyond the certification and places focus on the programmatic areas and gender mainstreaming throughout the life cycle of projects.

Both the Gender Equality Strategy and the Action Plan are nested in the frameworks outlined in this Strategy. The attached Action Plan results matrix incorporates the gender-related objectives from the CPD and the crucial priority areas from the Gender Seal.

Throughout the Strategy and beyond, UNDP will:

- i) Ensure that all of the outcomes are worked on throughout the 3 years of the Strategy. At the end of the Strategy validity period, in the second half of 2025, the Strategy and Action Plan must be updated to reflect the current status of gender mainstreaming and the necessary preparation and alignment of goals for a) the Gender Seal renewal, b) the new strategic documents such as SDCF and CPD and c) the CEDAW and UPR processes.
- ii) Focus on strengthening the gender capacity and toolboxes of partners to the extent that they will be able to build upon existing initiatives to mainstream gender and achieve transformative results.
- iii) Continue building the internal capacity of the CO to prioritize gender mainstreaming through enhancing the ownership of every employee, not just the gender specialists and Gender Focal Team. Enhancing the capacity to recognize and seize opportunities for funding specifically for gender-related initiatives/projects.

IV. Results Matrix

OBJECTIVE	OUTPUT	INDICATOR
Better understanding the gender impact of projects/programmes	External evaluations focused on gender results	Number of evaluations completed Interviews with key stakeholders Impact stories from the field
Enhancing institutional effectiveness for gender mainstreaming	Gender analysis for all new projects	100% of new projects have undergone gender analysis
Develop stronger strategic partnerships in implementing gender-responsive interventions	Partnerships with government ministries	Number of events/trainings/capacity building sessions implemented Satisfaction/participant surveys
	Partnership with NUEW	Number of events/trainings/capacity building sessions implemented Satisfaction/participant surveys
	Partnership with Women's Agribusiness Association (EWAA)	Number of events/trainings/capacity building sessions implemented Satisfaction/participant surveys
	Partnership with OAG	Number of events/trainings/capacity building sessions implemented Satisfaction/participant surveys
Increasing gender prioritization in programming	Ensure 70% GEN2 and GEN3 throughout portfolio	Regular review of gender markers

demonstrated by Gender Marker		
Engage resource mobilization for gender mainstreaming	Increased funding for gender equality and women's empowerment	Number of new funding windows/amount of new budget dedicated to GEWE
Capacity building efforts strengthen gender knowledge and direct resources to gender mainstreaming	Gender training for staff at least twice a year	Number of trainings Number of attendees (and % of staff)
	For external partners	Number of trainings Number of attendees Capacity assessments
	For gender focal points/other UN agencies support	Number of trainings Number of attendees
	Government partners have gender focal points/gender focal teams	Number of government agencies with GFPs/GFTs Capacity assessments for GFPs/GFTs
Support WPS Agenda in Eritrea	Assistance to the WPS task force	Eritrea has an Action Plan for WPS
Gender-responsive Monitoring and Evaluation	Evaluations made for every portfolio/especially for projects related to Sig Sols	Number of evaluations including a gender aspect/focus across portfolio
Gender-responsive Communications	Gender Advocacy Campaigns e.g. 16 Days, IWD, but also others	Number of posts/campaigns/communication products Engagement, e.g. number of likes
Gender-responsive recruitment	All recruitments include gender knowledge screening, interview panels are gender balanced	Number of men and women at different levels – as close to gender parity as possible
SH and SEA	All CO staff is aware and refreshed on SH and SEA and know where to report and access information	Number of trainings, knowledge materials, emails sent by HR and management Head of Office annual statement Annual action plan
Access to digital resources to improve equal opportunities	Innovation Hub	Number of users Number of activities
Gender Seal (before renewal)	Certification achieved with Silver status (70% compliance)	Assessment done by the Gender Seal assessors
Ensure the office has a current Gender Equality Strategy	Gender strategy is updated in 2025	New Gender Equality Strategy 2026-> published
Staff commitment to gender is visible in PMDs	PMDs include gender every year	Compiled PMD targets on gender
CPD Objectives		
Accelerate structural transformations for	1.3 Justice and legislative institutions have technical and	1.3.1 Implementation rate of frameworks and instruments in place to prevent and respond to SGBV at all levels

sustainable development	financial capacity to deliver inclusive, gender-responsive, accountable and equitable services including intl commitments	1.3.3 Existence of an operational and gender-responsive case flow management information system 1.3.5 Number of CEDAW recommendations implemented
Advance poverty eradication in all its forms and dimensions	2.1 Capacity of public sector institutions strengthened to develop gender-responsive investment policies and strategies to support MSMEs	2.1.1 Number of gender-responsive investment policies and strategies developed and implemented at national and subnational levels
	2.3. Skills and capacity of people, especially those with disabilities, women, and youth, enhanced to access diversified livelihoods and employability options	2.3.1 Number of vulnerable persons with disabilities, women, and youth who acquire new skills for entrepreneurship development
	3.2. Men, women, and youth in rural areas are enabled to manage and utilize natural resources equitably and sustainably to improve livelihoods	3.2.1 Total number of additional men, women, and youth of all ages benefiting from strengthened livelihoods through solutions for the management of natural resources, ecosystems 3.2.2 Percent of women participating in local decision-making processes related to natural resources management (disaggregated by age and disability)