

Annex 7: Institutional Effectiveness Monitoring Matrix

Policy, Planning and Reporting	SWAP Requirement	Timeframe/Targets
UNDP Adopts a Gender Policy/Strategy	YES	Q1 2014
Gender is integrated into i. Annual Business Plans ii. Country Programme Documents	YES	Ongoing
Appraisal of CPDs programmes/projects includes a gender screening	YES	Ongoing
Environmental and Social Screening Procedure integrates gender concerns		Q1 2014
Percentage of programmes/projects designed with significant gender component (SP/Ind.8)		2015 (GEN3+GEN2) 35% 2017 (GEN3+GEN2) 50%
Accountability and Oversight	SWAP Requirement	Timeframe/Targets
GSIC meetings convened		Annually
Annual Report presented to Executive Board		Annually
The Gender Equality Seal Certification Process undertaken		i.32 certified COs in 2014 ii.50 certified COs in 2016 iii.70 certified COs in 2017
Gender Architecture	SWAP Requirement	Timeframe/Targets
A core team of no less than fifteen (15) gender policy advisors posted at Headquarters, in Global Policy Centers and Regional Service Centres, as part of the		2014

Bureau for Policy and Programme Support		
Regional Program to recruit at least (1) gender advisor each (total 5)		2014
COs with more than \$25 million annual budget appoint a total of 40 gender senior advisers or their equivalent		15 by 2014; 40 by 2015;
COs, RSC and RBx put in place Gender Focal Teams with written TORs	YES	2015
Regional Bureaus, Central Bureaus, Global Policy Centers and major departments/professional clusters appoint gender focal points at P4 and higher	YES	2014
Gender Parity	SWAP Requirement	Timeframe/Targets
Percentage of staff who are female:		2017
i. At all levels		i.42%
ii. D1 and above	YES	ii.48%
Performance Incentives	SWAP Requirement	Timeframe/Targets
The Performance Management and Development (PMD) guidelines are revised to ensure that all staff are assessed on their performance in achieving gender equality results	YES	Q1 2014
Global, regional and country offices invest 10 percent of the learning budgets for gender-related learning		2015 40% of COs 2017 75% of COs
Financial resources	SWAP Requirement	Timeframe/Targets
15% of the resources/expenditures of the organization are allocated to gender equality.	YES	2014 8% GEN3 2015 11% GEN3 2017 15 % GEN3

Flexible Trust Fund is launched and resources mobilized		2014 US\$ 10 million 2015 US\$ 25 million 2016 US\$ 40 million 2017 US\$ 50 million
Partnerships	SWAP Requirement	Timeframe/Targets
Document clarifying UN Women/UNDP complementarities and joint initiatives		Q1 2015