**Directorate of International Cooperation Iceland– UNDP**

**Gender Equality Certification Programme**

**Assessment Matrix for Entities– Scoring**

*Note: Benchmarks for Missions/ Field offices are highlighted in blue*

*Columns 3 and 4: notes TEAMS*

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| **Entity: Iceland** | | **Focal Point: Inga Dóra Petursdóttir** | |
| **Overall Score: 14/46 (30.4%)** | **Mandatories Bronze: 0/17** | **Mandatories Silver: 1/21** | **Mandatories Gold: 5/24** |

1. **Management (7) HQ = 4 + Missions = 3**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland specific note on Teams** | **TEAMS website Checklist** | **Iceland Comments** | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 1.A** **Management accountability systems in place and functionalnga** | | | | | | | |
| **1.1 Gender Equality Strategy and Action Plan are well aligned with entity’s national legislation/policy and international and regional frameworks, including the Sustainable Development Goals.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score on this benchmark should be supported with the Gender Equality Strategy and Action Plan for the HQ.  For Divisions for bilateral, multilateral, CSOs, a gender action plan will be required for each framed within their Strategy. | A positive score on this benchmark should be supported with the Gender Equality Strategy and Action Plan.  The Strategy and Action Plan should include Divisions for bilateral, multilateral, CSOs, framed within the Strategy. | \*Gender equality strategy and action plan for Capital / HQ, including  Divisions of MFA IADC | We do not fulfil these criteria. The Gender Strategy is under final review and we do not have a gender action plan. | NO | The completion of this benchmark will lead/aid to the completion of the following benchmarks within this section. | NO |
| **1.2 For missions/ field offices, an Action Plan will be required for each framed within the Gender Equality Strategy.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | For missions/ field offices, a gender action plan will be required for each framed within their Strategy. |  | \*Action Plan for each missions/field offices | We do not fulfil these criteria. As the MFA does not have approved Gender Strategy or Action Plan the Embassies cannot have their own Gender Action Plans. | NO | This benchmark cannot be fully assessed because the field offices are not able to develop their own Gender Action Plans before the global one is approved. | N/A |
| **1.3** **All HQ programme strategies are well aligned with the Gender Equality Strategy, and includes explicit gender analysis, gender goals, targets and indicators, which are periodically monitored and reported on.**  **(eg Entity’s HQ/humanitarian strategy; multilateral/ bilateral strategies; CSO strategy; private sector strategy. Etc…**  *Mandatory for Bronze, Silver* | A positive score on this indicator should be supported with a copy of the strategy documents and framework agreements highlighting the gender elements in each section. | MFA IADC thematic strategies should be aligned with the MFA IADC gender strategy. *The rational for each programme strategy* should highlight key issues related to women’s rights and status, such as structural barriers to women’s equal access to and control over financial and non-financial resources.  At least one concrete change in gender relations should be identified under each area of intervention.  The results framework should include at least one gender outcome and all other outcomes should be framed in a gender-responsive manner. All data cited should be gender-disaggregated and all output indicators should be gender-sensitive.  A positive score on this indicator should be supported with a copy of the strategy documents and framework agreements highlighting the gender elements in each section. | \*Attach a copy of Strategy Document showcasing gender disaggregated data  \*\*Directorate Strategy  \*Humanitarian Strategy showcasing a gender analysis  \*Multilateral Strategy showcasing a gender analysis  \*Humanitarian Strategy has specific gender gols, targets and indicators  \*Multilateral Strategy has specific gender gols, targets and indicators  \*Private Sector Calls for Funding has gender requirements  \*Civil Society Call for Funding Proposals has gender requirements | We do not fulfill these criteria.  The Humanitiarian and Multilateral Strategies have not been approved.  Note on (3) documents for CSO funding proposals: The call for grants references the 7th article in the rules for grants to CSOs which stipulates that projects must take (gender) equality into account. | NO | The organization has taken positive steps towards the achievement of this benchmark, including:   * The Rules for the Ministry of Foreign Affairs on grants for development cooperation and humanitarian assistance organizations, include “equality considerations” as a requirement to assign funding to projects presented by NGOs. * The calls for funding related to the private sector establish that a special emphasis should be placed on women’s employability.   However, the benchmark cannot be fully analyzed/assessed until the Humanitarian and Multilateral Strategies are approved. | N/A |
| **1.4 All field office/ mission programme strategies are well aligned with the Gender Equality Strategy, with explicit gender analysis, gender goals, targets and indicators, which are periodically monitored and reported on.**  *Mandatory for Bronze, Silver* | A positive score on this indicator should be supported with a copy of the strategy documents and framework agreements highlighting the gender elements in each section. | Field office/ mission strategies should be aligned with the MFA IADC gender strategy. *The rational for each programme strategy* should highlight key issues related to women’s rights and status, such as structural barriers to women’s equal access to and control over financial and non-financial resources.  At least one concrete change in gender relations should be identified under each area of intervention.  The results framework should include at least one gender outcome and all other outcomes should be framed in a gender-responsive manner. All data cited should be gender-disaggregated and all output indicators should be gender-sensitive.  A positive score on this indicator should be supported with a copy of the strategy documents and framework agreements highlighting the gender elements in each section. | \*Attach a copy of mission/ field office Strategy Documents showcasing gender disaggregated data and gender analysis | We do not fulfil these criteria as the Gender Strategy has not been approved. | NO | This benchmark cannot be fully assessed until the global Gender Equality Strategy is approved. | N/A |
| **Indicator 1.B Active and effective Gender Focal Team** | | | | | | | |
| **1.5. Gender Focal Team (GFT) in headquarters that meets mandatory quality criteria.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score on this benchmark must be supported by  (I) names of members of GFT with their designations and their specific roles;  (ii) the current ToR of GFT and certification work/action plan  (iii) A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  Iv) Organisation chart that shows GFT report to senior management | Gender Focal Team in headquarters that meets mandatory quality criteria. A positive score on this benchmark must be supported by  (I) names of members of GFTs with their designations and their specific roles;  (ii) the current ToR of GFT and Seal work/action plan  (iii) A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  Iv) Organisation chart that shows GFT report to senior management/Director  (to the director general of the IADC.. The Director General of the IADC should chair the MFA GFT and lead the process of the certification action plan). | \*List of names of members of GFTs with TOR  \*A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  \*Organisation chart that shows GFTs report to senior management/Director. |  | NO | The organization does not present any evidence to show that they comply with this benchmark. | NO |
| **1.6. Gender Focal Point in each mission/field Office that meets mandatory quality criteria**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score on this benchmark must be supported by  (I) names of GFP in each mission with their designations and their specific roles; GFP should be a senior manager  (ii) the current ToR of GFP and certification work/action plan  (iii) A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  Iv) Organisation chart that shows GFP report to senior management | GFP in each mission/field Office that meets mandatory quality criteria. A positive score on this benchmark must be supported by  (I) names of Gender focal points with their designations and their specific roles;  (ii) the current ToR of GFP and certification work/action plan  (iii) A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  Iv) Organisation chart that shows GFP report to senior management  For the missions they should report to the CD.  The GFPs will work closely with the GFT MFA level through monthly meetings. | \*List of names of Gender focal points with TOR  \*A short note (500 words) describing the mechanism(s) in place for tracking and monitoring their work  \*Organisation chart that shows GFP report to senior management/Director. | We do not have Gender Focal Teams in our Embassies in Kampala and Lilongwe. We are not able to form a GFT team until the offices are fully back in business after COVD (after September 2020) | NO | The organization does not meet this benchmark yet. They are aiming at doing so, once the field offices re-open in September 2020. | NO |
| **Indicator 1.C Adequate resources made available for gender equality** | | | | | | | |
| **1.7 At least 60% Bilateral ODA contributes to gender equality goals**  **(excluding in donor costs).**  *Mandatory for Silver and to qualify for an assessment mission.* | A complete breakdown of  Percentage of ODA contributing to gender equality should be provided to justify a positive score on this benchmark using the DAC gender marker.  The total amount of expenditures with gender equality as the main objective and significant objective should be at least 60% of the ODA |  | \*A complete breakdown of Percentage of ODA contributing to gender equality using the DAC gender marker |  | YES | The organization provides enough internal and external evidence to show that they comply with this benchmark, with 85% of the bilateral ODA contributing to gender equality in a significant way in the past years.  This is impressive. Good job! | YES |
| **Subtotal scoring** |  |  |  |  | 1/4 |  | 1/4 |

1. **Capacities (6) 4 HQ + 2 Mission**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland specific note on Teams** | **TEAMS website Checklist** | **Iceland Comments** | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 2.A Staff have a basic common perspective on gender mainstreaming** | | | |  |  |  |  |
| **2.1 Commitment to gender equality is integrated into induction process for new appointees at HQ.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score on this benchmark must be supported by:  i) In house survey / quiz (kahoot) for existing and new appointees (including HQ and missions personnel) to show they have been given the induction material, including the Gender strategy and have visited the link on the website  ii) PPT on introduction to gender equality on website and gender resources. |  | \*In house survey / quiz (kahoot) for existing and new appointees  \*PPT on introduction to gender equality on website and gender resources. | We do not fully fulfil these criteria.  There was a session on gender in the Diplomatic Induction Course (see attached) but there has not been a in-house survey. | NO | The organization does not meet this benchmark yet, but it has taken steps towards it (Session on Gender in the Diplomatic Induction Course).  In order to fulfil the benchmark, it should present the results of the previously mentioned survey and ensure the PPT on Gender is available on their website/resources. | NO |
| **2.2 Commitment to gender equality is integrated into induction process for new appointees at mission/ field offices.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score on this benchmark must be supported by:  i) In house survey / quiz (kahoot) for existing and new appointees (including HQ and missions personnel) to show they have been given the induction material, including the Gender strategy and have visited the link on the website  ii) PPT on introduction to gender equality on website and gender resources. |  | \*In house survey / quiz (kahoot) for existing and new appointees in Malawi and Uganda missions  \*PPT on introduction to gender equality on website and gender resources. | We do not fulfil these criteria. | NO |  | NO |
| **Indicator 2.B Entity has adequate technical capacity for gender mainstreaming** | | | | | | | |
| **2.3 One dedicated gender specialist in place** | A positive score must be supported with:  i) the ToR of the gender specialist along with an office organogram showing the location of the posts. The post should report to senior management. | A dedicated full time gender specialist is the standard. However as different entities have different situations an “Equal capacities” option may be considered:  For offices that don’t have a full-time position the office can provide evidence that demonstrates equivalent capacities and functions are in place. Eg part- time dedicated gender specialist plus a focal point system in place  ToRs of colleagues specifying gender-related responsibilities; each member of the Gender Focal Team reflecting gender equality results; Competency assessment of programme/ operations managers scoring high. | \*TheToR of the gender specialist  \*ToR of the Gender Focal Points (same as 1.3)  \*An office organogram showing the location of the posts. | We do not fulfil this benchmark as we do not have a full time Gender Advisor.  The Development Cooperation and International Affairs offices were merged in one office at the MFA and new ToRs will be written for all staff members before September. | NO | The organization does not meet this benchmark yet. It should either have a full time Advisor or set up a complimentary focal point system to support the work of the current part-time advisor. | NO |
| **2.4 Staff and Directors have basic competencies in gender mainstreaming.** | A positive score on this benchmark must be supported by (i) results of a gender capacity assessment for each of the programme managers (ii) A brief note (500 words) from each Director (HQ, divisions and missions) listing at least three initiatives they have taken to promote gender equality in their team during the last year. |  | \*Results of a gender capacity assessment for each of the programme managers  \*A brief note (500 words) from each Director listing at least three initiatives they have taken to promote gender equality in the in their team in the last year | We have not assessed the gender capacity of the directors at our bilateral embassies or at the IADC MFA. Jo, do you have a draft of an assessment that we could use? | NO | The organization does not meet this benchmark yet. UNDP can share the assessment used with the Country Offices. | NO |
| **Indicator 2.C Strategic actions taken for building entity’s gender capacity** | | | | | | | |
| **2.5 Entity has ... planned and implemented strategic actions for capacity-building on gender at HQ level**  *Mandatory for Silver and to qualify for an assessment mission****.*** | A positive score should be supported by agenda and process reports (including feedback from participants) of at least two all-staff perspective-building sessions carried out during the last year.  . |  | \*Agenda and Process Report **from 2 all staff** meeting Reykjavík  Feedback from Participants 2 meeting Reykjavík | We do not fulfil these criteria. | NO | A capacity-building strategy is key to effectively implement gender policies and strategies. It should include both conceptual and practical components. It could also be combined with external training (e.g: offered as an incentive for improvement of skills and career development). | NO |
| **2.6 Field Offices/Missions have planned and implemented strategic actions for capacity-building on gender**  *Mandatory for Silver and to qualify for an assessment mission****.*** | A positive score should be supported by agenda and process reports (including feedback from participants) of at least one all-staff perspective-building sessions carried out during the last year in each mission. |  | \*Agenda and Process Report from an all staff meeting (1st meeting) Malawi  \*Agenda and Process Report from an all staff meeting (1st meeting) Uganda  \*Feedback from Participants (1st meeting) Uganda  \*Feedback from Participants (1st meeting) Malawi | We do not fulfil these criteria. | NO |  | NO |
| **Subtotal scoring** |  |  |  |  | 0/6 |  | 0/6 |

1. **Enabling environment (13) HQ 10 + Mission 3**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland note** | **Checklist from Teams** | **Iceland Comments** | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 3.A Corporate policies Preventing Sexual Harassment and SEA localized and implemented** | | | | | | | |
| **3.1 Personnel and partners have been informed and briefed about corporate policy on SH and SEA in HQ**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score should be substantiated with the following:  i) Copy of the notification email or memo on SH and SEA to personnel sent by HR and resent by senior management.  ii) List of new personnel including signatures certifying they have received the policy on SH and SEA as part of induction pack/sessions.  iii)agreement with the CSOs shows that they have their own policy in place to tackle PSEA.  iv) CSO strategy is aligned to policy on SEA  iv) Note describing other actions taken by HR Director to disseminate policies on SH and SEA in an accessible form.  vi) Task force including HR, legal, Director and gender focal point in place to review SH SEA policy and implications. |  | \*Copy of the notification email or memo on SH and SEA to personnel sent by HR and resent by director  \*List of new personnel including signatures certifying they have received the policy on SH and SEA as  \*Agreement with the CSOs shows that they have their own policy in place to tackle PSEA.  \*Updated CSO strategy in June is aligned to policy on SEA  \*Note describing other actions taken by HR Director to disseminate policies on SH and SEA in an access  \*Task force including HR, legal, Director and gender focal point in place to review SH SEA policy | 1. An email was sent from the HR manager to all ambassadors heading embassies some time ago to highlight the Icelandic government policy against bullying and SEA. An email to all staff from HR has not been sent.  2. New staff sign a code of conduct when they are start but do not receive a copy of the policy on bullying and SEA.  3. CSO's do not have to show proof that they have their own PSEA policy.  4. An all staff training and meeting is planned in September to address the issue of PSEA.  5. A task force has not been established. At the moment PSEA is handled by HR | NO | The organization has shown some progress to achieve this benchmark. However, it still must continue and strengthen its work regarding effective dissemination of the policies (emails, induction processes, agreements with SCOs, training) and reviewing of the previously mentioned policies. | NO |
| **3.2 Personnel and partners have been informed and briefed about corporate policy on SH and SEA in each mission/ field office.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score should be substantiated with the following:  i) Copy of the notification email or memo on SH and SEA to personnel sent by HR and resent by mission/ field office senior management.  ii) List of new personnel including signatures certifying they have received the policy on SH and SEA as part of induction pack/sessions.  iii)mission/ field office agreement with the CSOs shows that they have their own policy in place to tackle PSEA.  iv) Mission focal point name who is represented on the HQ Task force to review SH SEA policy and implications. |  | \*Copy of the notification email or memo on SH and SEA to personnel sent by HR and resent by head of mission.  \*List of new personnel at mission/ field office including signatures certifying they have received the policy on SH and SEA as  \*Agreement with the CSOs shows that they have their own policy in place to tackle PSEA.  \*Field office focal point name on Task force to review SH SEA policy | We do not fulfil any of these criteria. | NO |  | NO |
| **3****.3 All personnel at HQ have attended awareness sessions/meetings on SH and SEA.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score should be substantiated with the following:  i) Agenda, list of participants and report of at least one face-to-face learning event on SH and SEA for all managers/supervisors.  ii) Curriculum showing that SH SEA policy and awareness included in government training programme. |  | \*Agenda of face-to-face learning event on SH and SEA Reykjavík  \*Curriculum showing that SH SEA policy and awareness in Icelandic  \*List of participants of face to face SH and SEA learning event Reykjavik  \*Curriculum showing that SH SEA policy and awareness in English | We do not fulfil any of these criteria.  All staff meeting is planned for September to address the issue of PSEA. | NO | Please clarify whether the PPT (in Icelandic) presented is for a future event or if it has taken place already. If it has already taken place, please provide the list of participants as well. | NO |
| **3.4 All personnel at mission/ field office have attended awareness sessions/meetings on SH and SEA.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score should be substantiated with the following:  i) Agenda, list of participants and report of at least one face-to-face learning event on SH and SEA for all at mission/ field office. |  | \*Agenda of face-to-face learning event on SH and SEA Malawi and Uganda  \*List of participants of face to face SH and SEA learning event Malawi and Uganda |  | NO |  | NO |
| **3.5 All personnel are aware of what to do in response to complaints of sexual harassment.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score can be substantiated by  i) results of the survey showing all staff have awareness of how to respond to SH and SEA.  ii) Names and TORs of Focal points at HQ in place –  iii) Note (500 words) on training/orientation of focal points |  | \*Results of the survey showing all staff have awareness of how to respond to SH and SEA.  \*Names and TORs of Focal points Reykjavik, in place  \*Note (500 words) on training/orientation of focal points. | We do not fulfil any of these criteria. | NO |  | NO |
| **3.6 All personnel are aware of what to do in response to complaints of sexual harassment in the missions/ field offices.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission.* | A positive score can be substantiated by  i) results of the survey showing all staff (including missions/ field offices) have awareness of how to respond to SH and SEA.  ii) Names and TORs of Focal points at mission/ field Offices in place –  iii) Note (500 words) on training/orientation of focal points |  | \*Names and TORs of Focal points Malawi and Uganda in place  \*Note (500 words) on training/orientation of focal points in the missions | We do not fulfil any of these criteria. | NO |  | NO |
| **3.7 Accountability mechanisms for prevention of SH and SEA** **in place.**  *Mandatory for Bronze, Silver and to qualify for an assessment mission* | A positive score should be substantiated with the following:  i)Performance management/ review of Bureau director, directors mission directors and HR manager, showing relevant results  ii)A copy of the action-plan and monitoring reports on compliance with SH and SEA policies and mechanisms.  Iii) Results of the general staff survey (including missions/ field offices)– show that staff feedback shows that they think grievances are handled appropriately. | A positive score should be substantiated with the following:  i)Performance management/ review of Bureau director, directors and HR manager, showing relevant results  ii)A copy of the action-plan and monitoring reports on compliance with SH and SEA policies and mechanisms.  Iii) Results of the general staff survey Maskina – show that staff feedback shows that they think grievances are handled appropriately. | \*Results from performance review on gender knowledge  \*Attach a copy of action-plan and monitoring reports on compliance with SH and SEA policies  \*Results of the general staff survey Maskina – show that staff feedback shows that they think grievances are handled appropriately |  | NO | The organization has taken steps towards the achievement of this benchmark (Policy on Bullying and results of general staff survey). However, it still must strengthen its work (Performance review and reports on compliance). | NO |
| **Indicator 3.B Corporate guidelines on gender parity localized and applied** | | | | | | | |
| **3.8 Gender parity targets achieved (40% personnel at all levels should be either women or men at entity; and at least 40% women at field offices/missions).** | A positive score on this benchmark needs to be supported with:   1. data extracted from the corporate data tracking. 2. Institutional policies on recruitment, selection and professional development. 3. Note on fair and transparent process to promote careers – merit based system of career advancement in place 4. Staff perception survey on professional development and career advancement   Note of mechanism in place to address any gaps in the survey | Gender Equality Act: Article 15: *When appointments are made to national and local government committees, councils and boards, care shall be taken to ensure as equal representation of men and women as possible, and not lower than 40% when there are more than three representatives in a body.* | \*data extracted from the corporate data tracking.  \*Institutional policies on recruitment, selection and professional development.  \*Note on fair and transparent process to promote careers – merit based system of career advancement in place  \*Staff perception survey on professional development and career advancement  \*Note of mechanism in place to address any gaps in the survey |  | NO | The organization has taken steps towards the achievement of this benchmark, including:   * Provision of data from the perception survey (Could you please provide more information regarding the data of the survey and its context -# of responses, measurement units, etc.) * Government’s general Equality Plan.   However, it still must present data from the corporate data tracking (key for the situational analysis) and explain the process to promote careers (note) and the mechanism to address the gaps identified in the perception survey. | NO |
| **3.9 Entity is aware of the salary gap between men and women and implements a plan of action to narrow it.** | A positive score here is substantiated by  i)Document including salary gaps identified in the last year, (from the salary survey and gender pay gaps analysis)  ii) Plan of action to address gap and evidence of corrective actions.  iii) Equal pay certification | Article 19 of the Gender Equality Act in on Wage equality: *Women and men working for the same employer shall be paid equal wages and enjoy equal terms of employment for the same jobs or jobs of equal value.By “equal wages” is meant that wages shall be determined in the same way for women and men. The criteria on the basis of which wages are determined shall not involve gender discrimination.*  Here this can be substantiated by the Icelandic Equal pay certification. | \*Document including salary gaps identified in the last year, across all personnel including missions  \*Plan of action to address gap and evidence of corrective actions.  \* Equal pay certification |  |  | The organization meets this benchmark. It has an Equal Pay Policy and has been certified accordingly. | YES |
| **3.10. Work/life policy and family friendly policy notified and implemented.** | A positive score on this benchmark should be supported with:  (i) a copy of notification(s) on work/life and family friendly policiessigned by the HR Director, and email to local staff in field offices ;  (ii) a note on  the steps taken for implementation of the work/life and family friendly policies;  iii) results of the staff survey perception question on this  iv) action plan to address the gaps raised. | A positive score on this benchmark should be supported with:  (i) a copy of notification(s) on work/life and family friendly policies signed by the HR Director, and email to local staff in field offices ;  (ii) a note on  the steps taken for implementation of the work/life and family friendly policies;  iii) results of the Maskina staff perception question on this  iv) action plan to address the gaps raised. | \* copy of notification(s) on work/life and family friendly policies signed by the HR Director,  \*copy of email from HR to to local staff in bilateral offices re work/life policies  \*note on  the steps taken for implementation of the work/life and family friendly policies  \* results of the Maskina staff perception question on this  \*action plan to address the gaps raised. |  | NO | The organization does not meet this benchmark yet. It does present a signed copy of the work/life policy but no information regarding its effective implementation (emails, notes with steps taken, perception survey and action plan to address gaps). | NO |
| **Indicator 3.C Open and participatory processes** | | | | | |  | |
| **3.11. At least 70% of staff feels that the management deals effectively with conflicts and grievances in my office.** | A positive score on this benchmark needs to be supported by the CO score for this question on the latest Staff survey for which results are available. | A positive score on this benchmark needs to be supported by the CO score for this question on the latest Maskina Staff survey for which results are available. | \*MFA score from the Maskina Survey |  | NO | The organization does not present information to show whether it fulfills the benchmark. | NO |
| **3.12. Senior managers have addressed Staff / institutional survey results and implemented measures in response to staff survey findings on participation and transparency.** | A positive score on this benchmark should be supported with  (i) a table showing findings from the last survey round and  (ii) Note with actions taken against each  (iii) A note describing the steps taken to ensure collective ownership of the process by all staff. |  | \* table showing findings from the last survey round  \*Note with actions taken  \* A note describing the steps taken to ensure collective ownership of the process by all staff. |  | NO | The organization does not present information to show whether it fulfils the benchmark. | NO |
| **3.13. The entity has taken innovative steps to promote an organizational culture of gender equality across the organization including HQ and mission/ field office levels.** | A positive score will be needed to be substantiated with:  A note with actions taken to promote an organizational culture of gender equality  . |  | \*A note with actions taken to promote an organizational culture of gender equality (including HQ and missions/ field offices) |  | NO | The organization does not present information to show whether it fulfils the benchmark or not.  Taking into consideration the context, the organization could use webinars to foster discussions, exchange of good practices, etc regarding gender equality and women’s empowerment. It is a very cost-effective and fairly quick way of getting the message across all units/areas. As webinars can be recorded (at least the presentation sections, if they don’t want to record the discussion), they could then be part of a library of resources if considered useful. | NO |
| **Subtotal scoring** |  |  |  |  | 1/13 |  | 1/13 |

1. **Communications and Knowledge Management (3) HQ 3**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland note** | | **Checklist from Teams** | **Iceland Comments** | | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 4.A Knowledge products on gender equality and women's empowerment developed and disseminated** | | | | | | | | | |
| **4.1 The entity has produced at least two gender-related knowledge products in the last 12 months.** | This score should be supported with the title and executive summary of the cited knowledge products, with a link to the website (or any other online platform) where the document has been uploaded. |  | | \*Link or copy to knowledge product 1  \*Link or copy to knowledge product 2 | See more examples of knowledge products in the word document. | | YES | The organization has presented a series of change stories published in collaboration with a news outlet (e.g: results of the multilateral cooperation on issues such as women’s economic empowerment, women and COVID-19, amongst others). It would be interesting to see “think-pieces” offering a conceptual or analytical framework on a gender issue; research studies on gender issues; training materials on gender and women's rights; tools for gender analysis; and/or data/information on relevant issues. | YES |
| **Indicator 4.B Communication plan and materials reflect commitment to gender equality and women's empowerment** | | | | | | | | | |
| **4.2 Entity’s communications’ strategy adequately integrates gender equality concerns.** | A positive score on this benchmark should be supported with (I) the communications plan highlighting gender elements; (ii) guidelines on gender-sensitive and non-discriminatory language; and (iii) a brief note (500 words) on actions taken to orient staff on gender-sensitive communication (including staff at mission/ field office). |  | | \*Communications plan highlighting gender elements  \*guidelines on gender-sensitive and non-discriminatory language  \*brief note (500 words) on actions taken to orient staff on gender-sensitive communication (including staff at mission/ field office). |  | | NO | The organization does not present any evidence to show that if fulfils this benchmark. | NO |
| **4.3 The website reflects organizational commitment to gender equality.**  ***Mandatory to qualify for an assessment mission.*** | A positive score should be supported by links to the entity website / social media showing gender-sensitive language, relevant data such as the national Gender Inequality Index and “change stories” that highlight shifts in gender relations on the ground.  Gender resources included on the entity website. | A positive score should be supported by links to the Directorate website showing gender-sensitive language, relevant data such as the national Gender Inequality Index and “change stories” that highlight shifts in gender relations on the ground.  Gender resources included on the MFA website. | | \*Links to the MFA websites showing gender-sensitive language  \*Relevant data such as the national Gender Inequality Index  \*“Change stories” that highlight shifts in gender relations on the ground  \*Gender resources included on the entity website | MFA in collaboration with Vísir (most read news outlet in Iceland) published at least one item on development cooperation daily, most articles have gender equality and/or women's empowerment as the main theme: https://www.visir.is/p/throunarsamvinna  Heimsljós is the newssection on the MFA website - see link attached. | | YES | The website reflects organizational commitment to gender equality through gender-sensitive images, change stories published in collaboration with a news outlet and a rich section on resources including articles/news and reports on several gender-related issues (e.g.: displaced women and girls, child marriage, teenage pregnancy, VAW, etc.).  Congratulations on a job very well done! It could include more relevant data though, such as the GII. | YES |
| **Subtotal scoring** |  |  |  | |  | 2/3 | |  | 2/3 |

1. **Programmes/projects (7) HQ 4 + Mission 3**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland note** | **Checklist from Teams** | **Iceland Comments** | | **Iceland Self Scoring** | **Seal Team comments** | | **Final scoring** |
| **Indicator 5.A Systems in place for integration and monitor of gender concerns into project cycle** | | | | | | | | | |
| **5.1 Project document appraisal process includes mandatory gender screening (entity HQ )**  *Mandatory for Bronze, Silver and to qualify for an assessment mission****.*** | A positive score should be substantiated with a note describing the mechanism in place for gender screening along with documentation of the screening process for at least one project document (including original minutes of review/ steering committee meeting, Including Evidence of DAC Marker Tagging of project and review of the tagging, revised project doc and final signed project doc). | Project document appraisal process includes mandatory gender screening (HQ) | \*A note describing the mechanism for gender screening HQ  \*Evidence of DAC Marker tagging of project and review of the tagging  \*Revised project doc and final signed project doc). | Currrent practice is to share a project document with the gender adviser at HQ and from embassies, they are also sent to the director of bilateral development cooperation, which should forward them to a screening committee at HQ level. There are no formal processes such as guideline or checklists on how to do a gender assessment. It´s up to every specialist to approach the gender adviser for comments as the current mode of work is not mandatory. | | NO | The organization does not meet this benchmark yet because the gender screening process is not mandatory. If the “Screening Committee” at HQ level is mandatory, the organization could make sure a gender expert/focal point is always included as member, and specific criteria on gender equality reviewed (including the DAC Marker). UNDP could provide examples of criteria/checklists to screen projects. | | NO |
| **5.2 Project document appraisal process includes mandatory gender screening (missions/Field Offices)**  *Mandatory for Bronze, Silver and to qualify for an assessment mission****.*** | A positive score should be substantiated with a note describing the mechanism in place for gender screening along with documentation of the screening process for at least one project document (including original minutes of review/ steering committee meeting, Including Evidence of DAC Marker Tagging of project and review of the tagging, revised project doc and final signed project doc).  At the level of each mission/ field office | Project document appraisal process includes mandatory gender screening at each mission /field office level | \*A note describing the mechanism for gender screening Malawi  \*A note describing the mechanism for gender screening Uganda  \*Evidence of DAC Marker tagging of project and review of the tagging  \*Revised project doc and final signed project doc). |  | | NO | The organization does not present any evidence to show that if fulfils this benchmark. | | NO |
| **5.3 Programme portfolio regularly reviewed and actions taken to strengthen gender mainstreaming where needed.** | A positive score should be supported with (i) ToRs and reports of latest programme review for one thematic areas across the entity and (ii) a table showing scanned projects with recommendations and actions taken against each. |  | \*ToRs and reports of latest programme review for one thematic area across the entity  \* a table showing scanned projects with recommendations and actions taken against each. |  | | NO | The organization does not present any evidence to show that if fulfils this benchmark. | | NO |
| **5.4 All project- HQ and regional - documents incorporate substantive gender analysis.** | A positive score must be supported by at least one project doc from each programme cluster/ thematic area, highlighting the elements of gender analysis. |  | \*Attach a project document from each programme theme that includes gender analysis |  | | NO | The organization does not present any evidence to show that if fulfils this benchmark.  UNDP has some [guidelines on how to conduct a gender analysis that could be of use](https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf). | | NO |
| **5.5 All project - field- documents incorporate substantive gender analysis.** | A positive score must be supported by at least one project doc from each programme cluster/ thematic area, highlighting the elements of gender analysis, from each mission/ field office |  | \*Attach a project document from each programme theme that includes gender analysis for each mission/ field office |  | | NO | The organization has presented one Project Document “Education Development in Fishing Communities 2016 – 2019” from the Uganda mission that has included gender considerations. This is not enough to fulfil this benchmark.  UNDP has some [guidelines on how to conduct a gender analysis that could be of use](https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf). | | NO |
| **5.6 Evaluation plan integrates gender, including multilateral agreements that include gender evaluation at the outset.** | A positive score should be supported with a copy of the Evaluation plan for the current year, highlighting gender-related elements (such as gender impact evaluation of key programmes; inclusion of gender modules in evaluation training) and proposed gender-responsive indicators to be applied across programmes. |  |  |  | | NO | The organization has presented (in benchmark 5.7) an Evaluation Policy (2020-2023) that includes gender as one of the crosscutting issued that should be addressed in all evaluations, even if it was not mentioned in the project document. This is a very important step, but it is not enough to show that if fulfils this benchmark.  It should present an Evaluation Plan (annual or multi annual) with information regarding the evaluations to be implemented in the next years, including:   * Evaluations of global or local strategy documents (with gender components); * Evaluation of the Current Gender Equality Policy (if applicable); * Portfolio review (if applicable); * Evaluations of multilateral and bilateral projects; * Evaluations of projects regarding humanitarian cooperation (if applicable); * Trainings on mainstreaming gender in evaluation. | | NO |
| **5.7 Evaluation plan integrates gender, at each missions/ field offices include gender evaluation at the outset.** | A positive score should be supported with a copy of the Evaluation plan for the current year, for each mission/ field office highlighting gender-related elements (such as gender impact evaluation of key programmes; inclusion of gender modules in evaluation training) and proposed gender-responsive indicators to be applied across programmes. |  |  | Attaching the terms of reference for the mid-term evaluation of the Mangochi Basic Services Programme (2017-2021) for Malawi and the final report.  The evaluation plan is done at HQ level, not at embassy level. However, evaluations are explicit outputs in most programme and project documents that the Embassy in Lilongwe approves. | | NO | The offices have presented at least one example each of external evaluations that integrate gender well and therefore the score this time is YES.  However, for the final assessments, the offices will need to present an evaluation from each programme. | | YES |
| **Subtotal scoring** |  |  |  | |  | 1/7 |  | 1/7 | |

1. **Partnerships (7) HQ 4 + Mission 3**

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| **Indicators and benchmarks** | Supporting evidence | | **Iceland note** | **Checklist from Teams** | **Iceland Comments** | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 6.A Collaborations with key actors around gender equality goals** | | | | | | | | |
| **6.1 The entity promotes at least one gender item for the principle partnership (eg donor group.)** | Scoring on this benchmark requires substantiation with details that the item has been promoted:  i)Minutes of meetings;  ii) note on impact of gender item being promoted. | | The Nordic + is the principal partnership for the Directorate. A continuous dialogue and partnership on gender equality should be maintained with all counterparts. | \*Minutes of meetings MFA IADC  \*Note on impact of gender item being promoted MFA IADC | Iceland has a seat at the Gender Donor Group in Malawi. @Kristjana | NO | The organization does not present any evidence to show that if fulfils this benchmark | NO |
| **6.2 Mission / field office promotes gender item in the relevant partnership gender group.** | Scoring on this benchmark requires substantiation with details that the item has been promoted:  i)Minutes of meetings;  ii) note on impact of gender item being promoted. | | The Nordic + is the principal partnership for the Directorate. A continuous dialogue and partnership on gender equality should be maintained with all counterparts. This dialogue is also carried out at country office level. | \*Minutes of meetings Malawi  \*Note on impact of gender item being promoted Malawi  \*Minutes of meetings Uganda  \*Note on impact of gender item being promoted Uganda | Iceland has a seat at the Gender Donor Group in Malawi. @Kristjana |  | The Malawi Office presented minutes from one meeting of the Donor Group on Gender and Human Rights in which several gender equality issues were addressed and 2 letters from the Secretary of Gender, Children, Disability and Social Welfare, thanking the Embassy for its support to promote women’s political participation in the last elections. Good job!  The Uganda Office presented evidence of partnership with WoMena on ending Period poverty and its award at the Reykjavík Global Forum, with Women Political Leaders (WPL) and the Government and Parliament of Iceland, | YES |
| **6.3. The entity has made at least one substantive contribution to the DAC-Gender net Agenda/meetings at least once every 2 years.** | Scoring on this benchmark requires substantiation with detailed evidence the item has been promoted:  i)Minutes of DAC gender net agenda and meeting;  ii) note on impact of gender item being promoted, and highlighting role of entity. | |  | \*Minutes of DAC Gendernet agenda and meeting  \*Note on impact of gender item being promoted, and highlighting role of IADC MFA | Iceland had a presentation at the GENDERNET DAC meeting in 2018.  Furhter to that, Iceland has consistently hightlighted the role of men and boys in accelerating gender equality. | YES | The organization presented a PPT used during a DAC GenderNet Meeting (October 2018) regarding Iceland’s lessons learned on gender equality and development policies. It has also briefly explained (in a comment) its role/contributions within these meetings. | YES |
| **6.4 The entity has collaborated on substantive activities with UN entities on gender equality in the last 2 years.** | A positive score on this benchmark should be supported with relevant documents  i) meeting reports/ minutes  ii) a brief note (500 words) on the collaboration with UN, the role of the entity and impact of the activities in which they have been involved. | |  | \*Meeting reports/ minutes  \*Brief note (500 words) on the collaboration with UN, the role of the entity and impact of the activities in which they have been involved. | MFA has substansive collaboration with both UN Women and UNFPA. Iceland supports UN Women and UNFPA with core contributions. Iceland further supports UN Women projects in Malawi, Mozambique, Jordan, Palestine and Afghanistan. Iceland supports a UNFPA/UNICEF project on ending FGM and supports UNFPA humanitarian projects in Yemen and Syria. | YES | MFA has shown proof of substantive collaboration with UNWOMEN, UNFPA and UNICEF on gender equality in the last 2 years in previous benchmarks (e.g.: prodocs, articles, youtube videos). | YES |
| **6.5 At mission/ field office level, the office has collaborated on substantive activities with UN entities on gender equality in the last 2 years.** | A positive score on this benchmark should be supported with relevant documents  i) meeting reports/ minutes from each office  ii) a brief note (500 words) on the collaboration with UN, the role of each field office and impact of the activities in which they have been involved. | |  | \*Meeting reports/ minutes Uganda  \*Meeting reports/ minutes Uganda  \*Brief note (500 words) on the collaboration with UN, the role of the mission office Uganda and impact of the activities in which they have been involved.  \*Brief note (500 words) on the collaboration with UN, the role of the mission office Malawi and impact of the activities in which they have been involved. | Supporting documents include work of the Embassy of Iceland in Lilongwe with UN Women, UNFPA and other relevant gender actors. It also includes a brief overview of support to gender equality matters in Malawi, which was compiled for UN Women who at the time were mapping all gender actors in Malawi for the Ministry of Gender in the country.  The Embassy in Malawi is working with UNFPA on comprehensive SRHR project in Mangochi District in Malawi. Project Document will be attached later. |  | The Malawi Office has presented ample proof (note, PRODOCS, online articles) that it has collaborated with UNWOMEN and UNFPA on substantive gender issues (e.g.: sexual and reproductive rights, engaging men and boys for gender equality and gender-responsive peace-building and security, in the last 2 years. This is very impressive!  The Uganda Office has uploaded a PPT on  Scaling up menstrual health in 28 primary schools:Buikwe district with WoMena. However the office needs to upload evidence of collaboration with UN entities, so this evidence is not relevant here. | NO |
| **6.6. Increased collaboration with grassroots and women’s organizations, feminists in HQ global level.** | A positive score on this benchmark should be supported with relevant documents (such as meeting reports) and a brief note (500 words) on the collaboration with women's groups at global level, highlighting the profile of each group and the activities in which they have been involved. | |  | \*documents (such as meeting reports)  \* brief note (500 words) on the collaboration with women's groups at global level, highlighting the profile of each group and the activities in which they have been involved. | MFA has an agreement with the National Committee for UN Women in Iceland. The NCI has hosted several Barbershop events for the MFA, conducts trainings on UN Res nr 1325 for all MFA staff regularly and seconded staff to UN agencies and the NCI and MFA has hosted an event together at the CSW. | YES | The organization has shown enough proof (note and signed agreement) of collaboration with the Icelandic National Committee (NGO that represents the interests of UNWOMEN). | YES |
| **6.7.** **Increased collaboration with grassroots and women’s organizations, feminists in Field Offices/ missions** | A positive score on this benchmark should be supported with relevant documents (such as meeting reports) and a brief note (500 words) on the collaboration with women's groups at mission / field office level , highlighting the profile of each group and the activities in which they have been involved. | |  | \*documents (such as meeting reports)  \* brief note (500 words) on the collaboration with women's groups at mission/ field office level, highlighting the profile of each group and the activities in which they have been involved. | Iceland is not working with women's organizations in Malawi or Uganda.  Please confirm @Kristjana and @Finnbogi Rútur |  | The Malawi Office has presented information regarding its work with Action Aid Malawi (International NGO) regarding political participation of women (50 50 Campaign).  The Uganda Office has not presented information regarding this benchmark. However, the “Evaluation of Gender Equality Policy 2013-16 in Iceland’s International Development Cooperation”, mentions a project with an organization called WoMena ( <https://womena.dk/>) to test the applicability of the menstrual cup in the local context as a way of addressing one of the socio-cultural barriers for adolescent girls to access education. Information on this project with WoMena presented in 6.2 (facebook 2019) and 6.5 (PPT 2018) is valid here | YES |
| **Subtotal scoring** |  |  | |  |  | 5/7 |  | 5/7 |

1. **Results and Impact (7) HQ 3 + Mission 4**

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| **Indicators and benchmarks** | **Supporting evidence** | **Iceland note** | **Checklist from Teams** | **Iceland Comments** | **Iceland Self Scoring** | **Seal Team comments** | **Final scoring** |
| **Indicator 7 Entity’s strategies/programmes make significant contributions to gender equality** | | | | | |  |  |
| **7.1 Progress on gender equality reported under all reporting system outcomes over last year.**    *Mandatory for Silver and to qualify assessment mission* | A positive score on this indicator should be supported by an extract of progress on gender-responsive and/or gender-transformative results by outcome/output from the reporting system / annual report for the past year. |  |  | All UN Women, UNFPA and UNICEF supported project have gender specific targets. |  | The organization has presented an excellent example of report regarding gender equality work.  However, in order to fully evaluate this benchmark, we would need to better understand how the reporting system works and review information from all its components. | N/A |
| **7.2 Mission/ field offices have made at least one substantive contribution to Outcome 1 towards gender equality and women’s empowerment.**  *Mandatory to qualify for an assessment mission.* | A positive score should be supported with a note summarizing the contribution and impact on gender equality, with evidence in support of the claim through reports of independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage. | This benchmark is related to Outcome 1 of the Directorate’s Strategic Plan which identifies strategic entry-points for addressing gender inequalities. The Missions support improved capacity of district authorities to deliver improved gender equality results. | \*Note summarizing the contribution an impact on gender equality for Malawi  \*independent evaluation, gov report, national gender sit for Malawi  or report of media for Malawi    \*Note summarizing the contribution an impact on gender equality for Uganda  \*independent evaluation, gov report, national gender sit for Uganda  \*or report of media  For Uganda |  |  | The evidence shows that both Missions/Offices have made substantive contributions towards improving capacity of district authorities to deliver improved gender equality results.  Malawi: 2 letters from the Secretary of Gender, Children, Disability and Social Welfare, thanking the Embassy for its support to promote women’s political participation in the last elections:   * The letters mentioned the increase in women’s representation for the Mangochi district (quantitative and qualitative) due to the Office’s support.   Uganda: Evaluation of Gender Equality Policy 2013-2016 in Iceland’s International Development Cooperation, developed by IPE Triple Line, 2017:   * “Iceland has provided support of high relevance to the education sector at the regional level. In general, the field visits showed that school infrastructures such as classrooms and dormitories, kitchens and energy saving stoves had been improved or were in the course of being improved or inaugurated, impacting on access to basic socio-economic rights in education for both girls and boys” (pages 25-28).   Additionally, the Uganda Mission in 5.7 has uploaded an External Evaluation of District Development Cooperation Programmes in Kalangala District in Uganda (2018) that concludes that gender is well integrated across the programme: training in gender planning and budgeting for Local administration; district authorities have considered gender equality in staff recruitment, resulting in women being selected for Natural Resources and Senior Economist positions; infrastructure has considered the needs of women and girls and resulted in making daily life easier, including for girls in school.  Good job! | YES |
| **7.3 Mission /Field offices have made at least 1 substantive contribution to Outcome 2 towards gender equality and women’s empowerment**  *Mandatory to qualify for an assessment mission* | A positive score should be supported with a note summarizing the contribution, with evidence in support of the claim through reports of independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage. | This benchmark is related to Outcome 2 of the entity Strategic Plan which identifies strategic entry-points for addressing gender inequalities. This is related to the strategic priorities on increased and appropriate and timely sexual and reproductive health services for girls and women, as set out in Gender strategy of the Directorate. | \*Note summarizing the contributioan an impact on gender equality for Malawi  \*independent evaluation, gov report, national gender sit for Malawi  \*or report of media for Malawi    \*Note summarizing the contribution an impact on gender equality forUganda  \*independent evaluation, gov report, national gender sit for Uganda  \*or report of media  For Uganda |  |  | The Evaluation of Gender Equality Policy 2013-2016 in Iceland’s International Development Cooperation, developed by IPE Triple Line, 2017, shows the work in both field offices has made substantive contributions towards access of women and girls to sexual and reproductive rights:  Malawi (pages 21-25):  “Clear decrease in maternal and infant deaths to 0% over the two last consecutive years 2015-16 which prompted the Ministry’s award to Monkey Bay maternity ward + Chilonga Heath Centre maternity ward” (Evaluation of Gender Equality Policy 2013-2016 in Iceland’s International Development Cooperation, IPE Triple Line, 2017) .  Uganda (pages 25-28):  “In light of the complexity and multiplicity of barriers mentioned above, the team found the most tangible impact in Kalangala District related to Iceland’s support to the construction of girls’ dormitories on the school premises”.  “In Kalangala, where thick forests separate the schools from surrounding villages, some schoolgirls said they no longer had to run to avoid unpleasant encounters; others said they no longer had to undertake sexual services, with the risk of getting HIV/AIDS infections, to pay for their lunches or school costs. Thus, to some extent, the risk of early pregnancies was reduced, although not all early pregnancies and school drop outs are caused by external factors”.  Congratulations! | YES |
| **7.4 Mission/ field offices have made at least 1 substantive contribution to outcome 3 towards gender equality and women’s empowerment**  *Mandatory to qualify for an assessment mission* | A positive score should be supported with a note summarizing the contribution, with evidence in support of the claim through reports of independent evaluations of the concerned programmes/projects, government reports on the national gender situation and media coverage. | This benchmark is related to Outcome 3 of the entity Strategic Plan which identifies strategic entry-points for addressing gender inequalities. This is related to the strategic priorities on environmentally responsible economic empowerment and gender equality as set out in Gender strategy document of the Directorate | \*Note summarizing the contribution an impact on gender equality for Malawi  \*independent evaluation, gov report, national gender sit for Malawi  \*or report of media for Malawi    \*Note summarizing the contribution an impact on gender equality forUganda  \*independent evaluation, gov report, national gender sit for Uganda  \*or report of media  For Uganda | Gender equality is one of the factors considered in the design of MBSP II. In terms of access to basic services, there are more female targeted than male e.g. the health programme is aimed at improving the quality of maternal and health services which basically target women of child bearing age; in education the programme is targeting both girls and boys but also specifically the girl child by Mother Groups, and through the programme, appropriate sanitary facilities are provided for girls to encourage them to remain in school; and in water and sanitation women are targeted as primary collectors and users of water facilities and both male and female participate equally in sanitation interventions; and in the district gender and youth economic empowerment programmes, the interventions are likely to target both female and male.  At community level and in the various committees, there is a deliberate effort to assign some key committee positions to female members to encourage them to participate in decision making processes, hence several females also hold positions as chairpersons or vice chairpersons; treasurer or vice treasurer, secretary or vice secretary and so on. Therefore, in terms of participation in programme activities there is no gender bias. It is only at Secretariat level that most professional senior positions are male dominated.  Recommendation  The Secretariat should seriously consider gender equity in staff recruitment.  a) Maternal mortality ratio  The indicator as a ratio is not collected at district level hence HMIS uses the absolute number of institutional maternal deaths as presented in Table 17. HMIS data shows that maternal deaths in the district dropped by 17.5% in one year, 2019, from 47 to 40. The decline in maternal deaths could be attributable to:  (i) Operationalization of four phase I maternity wards;  (ii) Adequate staffing levels in functioning health centres with skilled health personnel, in particular skilled birth attendants;  (iii) Antenatal care (ANC) awareness campaigns conducted in health posts, village clinics, and during community meetings with focus on client education and counselling that encourage pregnant women to start ANC visits in the first trimester; (iv) Training of HSAs and VHCs in health education to enhance health services delivery at community level; and  (v) Encouragement of pregnant women to deliver at the health facilities where they can also access obstetric care. The anticipated opening of four more maternity wings at Chiponde, Mbalama, Katuli and Phirilongwe in year 3 (2019/2020) will increase pregnant women’s access to quality maternal services at a minimal distance and contribute further to the reduction of maternal deaths in those areas. |  | The Evaluation of Gender Equality Policy 2013-2016 in Iceland’s International Development Cooperation, developed by IPE Triple Line, 2017, shows the work in both field offices has made substantive contributions towards the economic empowerment of women and girls:  Malawi (pages 21-25):  “In this case, the most evident concentration of results and effects is in the quantitative participation of women in the management of the water pump and in the access to a fundamental socio-economic right to water. To a lesser extent, but nevertheless significant, the support aimed at reducing the time women spent on domestic chores, which it did at the sites visited by an average of 30 minutes per day” (In focus groups discussions the women mentioned using this time for domestic chores, income generating activities and access to education in the case of girls).  Uganda (pages 25-28):  “Changes in school infrastructures create incentives to attend school for boys and girls. Girls’ dormitories have high impact changes on girls’ individual performance and quality of life in terms of i) time and energy spent in long distance travel and family chores which is now redirected to homework and results in better school performance ii) increased safety and personal security”  Good job! | YES |
| **Indicator 7.B Entity has contributed significantly to public advocacy on gender issues** | | | | | | | |
| **7.5 At least one advocacy initiative on a gender issue undertaken during current strategic round.** | A positive score on this benchmark should be supported by  i) a short summary of the initiative (issue, strategy, activities, partners, budget) and  ii) evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact. |  | \*a short summary of the initiative (issue, strategy, activities, partners, budget)  \* evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact. | A resolution on International Equal Pay Day was today adopted by consensus in the Third Committee (Human Rights) of the General Assembly. Iceland, Australia, Canada, Germany, Panama, New Zealand, South Africa and Switzerland, all members of the Equal Pay International Coalition, joined in presenting the resolution, which received a broad support of 105 countries co-sponsoring the resolution.  „Iceland is a strong advocate of gender equality and equal pay internationally, in line with the Government’s commitments both at home and abroad. The fact that member states of the United Nations decide to raise awareness on the importance of equal pay is a milestone achievement,“ says Foreign Minister Gudlaugur Thor. „International days like these have proven their worth and served to highlight important issues amongst the general public and governments around the world, and we hope this International Equal Pay day will also be successful in this regard.“ | YES | The organization has undertaken a successful advocacy initiative regarding Equal Pay Day, as shown by the following evidence:  <https://www.equalpayinternationalcoalition.org/whats_new/un-declares-18-september-as-international-equal-pay-day/#:~:text=UN%20declares%2018%20September%20as%20International%20Equal%20Pay,proclaiming%2018%20September%20as%20International%20Equal%20Pay%20Day.>  Congratulations! | YES |
| **7.6 At least one advocacy initiative on a gender issue undertaken during current strategic round at mission/ field office** | A positive score on this benchmark should be supported by  i) a short summary of the initiative (issue, strategy, activities, partners, budget) and  ii) evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact. |  | \*a short summary of the initiative (issue, strategy, activities, partners, budget) Malawi  \* evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact Malawi  \*a short summary of the initiative (issue, strategy, activities, partners, budget) Uganda  \* evidence (media reports, public impact assessment data, feedback from partners) to substantiate its impact. Uganda |  |  | The Malawi Office supported the 50 50 Campaign, as evidenced:   * In the 2 letters presented by the government thanking for the support (in 7.2) * The following newspaper article: <https://www.mwnation.com/women-must-support-one-another-envoy/?fbclid=IwAR0Z086QsncB8N-3aUL0_aag3T9GL906FG8BVOwWPZmFhViZ2Q_dFRohp2M>   The Uganda Office has not presented evidence to show it has fulfilled this benchmark. | NO |
| **7.7 Senior leaders – Director of IADC and field / mission ambassadors speak out for gender equality on public platforms.**  *Mandatory to qualify for an assessment mission* | A positive score on this benchmark should be supported by:  (i) a list of public speeches and statements highlighting those that integrate gender equality elements (at least 60% of all the speeches and statements to meet this benchmark).  (ii) List of panels indicating which ones are gender balanced. |  | \*a list of public speeches and statements highlighting those that integrate gender equality elements (at least 60% of all the speeches and statements to meet this benchmark).  \*List of panels indicating which ones are gender balanced. |  | NO | The organization has not presented any evidence to show that it has fulfilled this benchmark. | NO |

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| **Subtotal scoring** |  |  |  |  | 4/6 |  | 4/6 |