

## OUTCOME XM-DAC-41146-WCA\_D\_1.1

**Gender statistics, sex-disaggregated data and knowledge are produced, analyzed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results in West and Central Africa Region (SP Outcome 6)**

No activities undertaken this year so outcome does not show any progress

## OUTCOME XM-DAC-41146-WCA\_D\_1.2

**Global normative frameworks, laws, policies and institutions in West and Central Africa Region are more gender responsive (SP Outcome 1)**

3 countries: DRC, Sierra Leone and Liberia adopted affirmative actions in 2022 DRC: In June 2022, the new elections law was adopted including new provisions such as exempting the political parties from the deposit if their lists include 50% of women candidates. While political parties might opt for the deposit and pay instead of having equal representation on the lists, the procedure itself is a significant progress in a country where women are only 12% at the parliament today The Sierra Leone House of Parliament passed the Gender Equality, and Women's Empowerment Acts in late November 2022 which introduces 30% gender quota in the elective positions. The Political Parties Registration Commission Act adopted in December 2022 also requires political parties to have 30 % nominations of women to elective positions, as well as 30 per cent women in the executives of all cadres of political parties i.e., at ward/ section, institutions, district, and national levels. Non-compliance by political parties to PPRC Act 2022 will result in rejection of submission of Party lists by the Electoral Commission Sierra Leone. In September 2022, the Liberian Legislature passed An Act to amend certain Sections of the New Elections Law (1986) which includes amendments to Section 4.5 on the nomination of candidates. Section 4.5 (1b) and (1c) replaces "endeavor to ensure" and "endeavor to have" with "shall have no less than" 30% of each gender in its governing body and on its candidate lists. Moreover, the Act includes much-needed accountability mechanisms by providing for fines and list rejection

## OUTCOME XM-DAC-41146-WCA\_D\_1.3

**UN System in West and Central African Region effectively, coherently and systematically contributes to progress on gender equality and the empowerment of women and girls (SP Outcome 7)**

Technical Support provided to gender accountability frameworks by WCARO to UNCTs has repositioned UNWOMeN as a trustful partner for GEWE in the region in COs and in countries in which UNW is not present. Enhanced and continued accountability and commitment of senior leadership and RCs through UNCT SWAP Gender Score Cards across the region system. UN-SWAP, the UNCT-SWAP and the GEM allowed targeted improvements of gender commitments in Niger, Ghana, (GEM), as well as comprehensive new reports on the UNCT SWAP are available in Niger, Sao Tome and Principe and Cabo Verde UNCTs. Processes launched in CAR, Togo and Benin. As a result, increased partnership has been enhanced and national

accountability mechanisms created or redynamised in Guinea, Senegal, DRC and Niger in which RCs have been able to lead discussions on the establishment of a coordination/concertation mechanism for partners working on gender equality and liaise with EU, bilateral partners and the government to increase funds, lead joint programmes. At the country level, thanks to WCARO support, gender focal points of GTGs in 10 countries in WCA have strengthened capacities in gender mainstreaming. GTGs TORs and action plans are aligned with international standards in CIV, DRC, Niger, Liberia, Nigeria, CAR, Mali, Senegal, Cameroon, and Sierra Leone including in humanitarian settings working close with HCTs (DRC, Niger and CAR as well as the Gambia and Cabo Verde as NRAs). The cross regional event on the roll out on the Standards and Procedures with gender focal points from RCOs and COs from ESAR ROAS and WCAR was a channel to sharing of challenges, lessons learned and best practices of GTGs in advancing GEWE commitments on planning, partnerships, financing coordination, monitoring and evaluating GEWE. PPT MERGING SESSION 1 and 2 – 13DEC22-revised version 15 Dec 22.pptx Coordinated approach of WCARO with DCO as PSG member allowed to strengthening gender analysis, gender programming and gender mainstreaming in more than 12 UNSDCF and CCAs in the region throughout virtual/in-person strategic prioritization support on UNSDCF guidance and key UN Programming Principles in The Gambia, Senegal, Mauritania, Madagascar, Togo, CAR, Niger, Ghana, Cabo Verde, Burkina Faso, Benin, Nigeria, Gabon, Sao Tom&eacute; and Principe, Mauritania, Senegal and Madagascar. As a result Niger and Cameroon have stand alone outcomes on Gender equality and integrated a twin-track approach to gender in the UNSDCF. Ghana, Cabo Verde are visible gender responsive, Sao Tom&eacute; e Principe has increased the gender lens in its analysis. Cross and inter regional and intergovernmental dialogue and partnerships were enhanced through WCARO positioning as R GTG CHair for WCA. The Africa Strategy 2.0 is available and constitutes a concrete outcome and strong position paper on strategies and positioning on GEWE in the continent. ESARO WCARO, Liaison Office and Arab States worked closely with African Union in order to repositioning continental and global agendas using a strong women's movement speaking with one voice on African women's priorities and as an opportunity for UN Women to deliver on Agenda 2063 and accelerate the delivery of the SDGs.

#### OUTCOME XM-DAC-41146-WCA\_D\_2.1

**A comprehensive and dynamic set of global norms and standards on gender equality and the empowerment of all women and girls is strengthened and translated into gender-responsive laws, policies, and institutions in West and Central Africa Region.**

In 2022, UN Women RO has been influential in positioning gender in post-covid19 recovery policies and reforms in the region. the Secretariat of the African Continental Free Trade Agreement organized the "AfCFTA Conference of Women and Youth in Trade", the first-ever continental gender and trade policy advocacy, through UN Women's support via its three regional offices of Arab States, East and Southern Africa and West and Central Africa, <https://au-afcfta.org/wyit/> a West African Care advocacy coalition platform established to spur policy evidence, advocacy and change for women's economic empowerment in the region. This was under the initiative of the International Development Research Centre (IDRC), the African Development Bank, the UEMOA commission, UNECA and UN Women <https://africa.unwomen.org/fr/stories/nouvelle/2022/10/colloque-international-pour-l'autonomisation-economique-des-femmes-en-afrique-de-louest> Key priorities to support women and girls participation in the green economy in Africa have been integrated in CSW66th Outcome document for Africa; and ECOWAS has adopted a Roadmap for Implementation of CSW66th which includes a pillar on "placing women at the center of the green economy" with key recommendations and reforms. This is the result of UN Women's research (joint report with AfDB on Green Jobs for Women in Africa); advocacy, and partnership brokering in West Africa (AfDB, GGGI, ECOWAS).

#### OUTCOME XM-DAC-41146-WCA\_D\_2.2

**More women and girls in West and Central Africa have equitable access to high quality public goods, services, jobs, and resources that are responsive to their needs.**

The RO supported the Senegal National Health Insurance Agency (CMU) to adapt services and delivery mechanisms to the needs of female farmers. As a result, 1000 rural women have enrolled in the national health insurance, and have access to health insurance for the first time, with coverage extending to their family members (circa 7000 people).

**OUTCOME XM-DAC-41146-WCA\_D\_3.1**

**More women and girls are protected from violence in West and Central Africa through normative, legal and policy frameworks and strengthened regional and national institutions that promote positive social norms.**

Normative frameworks and the institutional environments have been strengthened to provide a multi-action approach to EVAWG by: A State of Play of EVAWG has been conducted in 11 countries of Central Africa and is to be extended to the rest Central African Countries, for the elaboration of the ECCAS Regional Convention on VAWG for Central Africa. A Regional VAWG Prevention Strategy has been validated and tested in four countries, to be published in 2023 and is being tested in four countries, with the purpose of translating it into National Action Plans. Commitments to provide technical support to ECCAS and governments on EVAWG legislation have been made, in particular regarding the organization of a regional Ministers' conference on EVAWG Engaging with Ministers in charge of GEWE portfolios, who attended UN Women High Level Forum on strengthening women's movements Two sets of recommendations and engagements arose from the organization of two High-level Forums that gathered over 180 participants, including CSO, Traditional Leaders, Ministers and regional organization.

**OUTCOME XM-DAC-41146-WCA\_D\_4.1**

**A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls in Peace, Security, Humanitarian and Disaster Risk Reduction (DRR) settings is strengthened and translated into gender-responsive laws, policies, and institutions in West and Central Africa.**

The regional office supported Chad to elaborate its first Nation Action Plan (NAP). A final version was produced and submitted by the Ministry of Gender to the office of the prime minister for an official adoption. The process was led by the Ministry of gender and a national multisectoral committee. UNWOMEN played a strategic role until its finalisation. UNWOMEN also supported Cote d'Ivoire to update its NAP and identify priorities for the two upcoming years. A three days workshop was organized under the leadership of the Ministry of gender and participants from governmental institutions and civil society organizations to validated key priorities and defined a coordination mechanism to guarantee effective implementation of the NAP. Since UNWOMEN has become a full member of Interagency Standing Committee (IASC), was able to influence the policies, criterion and key documents such as strategies, action plans, into being more gender responsive, empowering women including Women Led Organizations as key actors and decision makers in the Humanitarian cycle. In relation to this, UNWOMEN now is concretely influencing the Humanitarian Country team in the different countries in the region with the introduction of gender policies, women empowerment and localisation of Women Led Organizations , feminist, and organisation working on gender issues in the humanitarian sector. Including the regular production or development of gender assessment, gender alerts and gender rapide

#### OUTCOME XM-DAC-41146-WCA\_D\_4.2

**More women and girls in West and Central Africa have equitable access to high quality public goods, services, and resources that are responsive to their needs in Peace, Security , Humanitarian and Disaster Risk Reduction (DRR) settings.**

As consequence of the capacity building initiative of Gender & DRR atelier carried out at regional level in Dakar (UN WOMEN Nov 2022), in which public institutions (gender and women ministry), Women Led Organisations and women organisation working in the sector, more women and girls, will be benefited from targeted gendered policies, risks preventions, action plans taking into consideration gender needs, the mainstreaming of gender and engagements made by these stake holders in their respective countries to improve access of women and girls to public and basis services. Practitioners on disaster risk reduction (DRR), disaster risk management (DRM) and climate change (CC) has been also aware about the need for gender-sensitive and inclusive DRR strategies and mechanisms in their countries and regions , including the global and regional frameworks (Sendai Framework, Africa Action Plan, ECOWAS Strategy for DRR and CCA). With the application of these national and regional frameworks at the institutional level, women and girls will have better or improved access to basic services and prevention mechanism on DRR, peace and security, and protection .

#### OUTCOME XM-DAC-41146-WCA\_D\_4.3

**More women and girls in West and Central Africa exercise their voice, agency and leadership, including through an enabling environment that supports women's and youth organizations working in Peace, Security, Humanitarian and Disaster Risk Reduction (DRR) settings.**

The Regional office continued to provide technical support and expertise to 3 regional organizations working on WPS namely: REPSFECO, Platform of women from the G5Sahel region and ROAJELF. An expert was temporary deployed for 6 months to the Platform of women of the G5Sahel region. This organization also received equipment for the operationalization of its regional office based in Mauritania. WCARO continued to support them to organize some advocacy initiatives and for the mobilization of resources. An annual meeting of the Group of women and Youth for peace and security in West Africa and the Sahel was organized in Liberia and the focus was on resource mobilization. Participants were trained on proposal development and resource mobilization. A global program on capacity building of women's organizations for peace was approved and financed by Netherlands for a total budget of USD 10 million . UNWOMEN built the capacities of a group of 45 young women and Girls in Chad . They were trained during a whole week on leadership, WPS agenda and diffrent themes related to GEWE. They have set up a very dynamic national network REJEFT and it has started to advocate for a better protection of young women's rights and their participation in different peace processes. A regional training on " Gender and Disaster Risk reduction, climate change and risk informed development was held in Dakar from 7 to 11 November. There was a total of 35 participants including 31 women and 4 men from 6 francophone countries of the Sahel region. They have built their capacities on integrating gender into national DRR strategies. A group of focal points for different countries have been set up and they will develop plans and projects to improve women's participation in DRR and climate change processes. In the case of humanitarian action indeed women and girls voice and influenced has improved and adquired more visibility due the support and active participation of UN Women in the Humanitarian cycle, Humanitarian Country Team and humanitarian reponses including decision making process, this is related to the new UN Women IASC membership and reactivation of regional GiHA network at regional level.

#### OUTCOME XM-DAC-41146-WCA\_D\_4.4

**Gender statistics sex-disaggregated data and knowledge in West and Central Africa are produced, analyzed and used to inform policy-making, advocacy and accountability for delivering gender equality and women's empowerment results in Disaster Risk Reduction (DRR) settings.**

35 participants were trained on collection of Disaggregated data. A draft guidance were developed and is under finalization. It will be shared widely with key actors working on DRR. UNWOMEN has also recruited an expert who continue to provide technical support to partners.

**OUTCOME XM-DAC-41146-WCA\_O\_1**

**UN-Women in West and Central Africa is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations.**

The RO facilitated the monitoring and improvement of key areas like delivery, resources mobilized and partner advances by preparing and sharing with all offices, on a monthly basis, the progress reports and providing assistance where required. This has been very useful and has enabled the offices to successfully manage their resources. WCAR delivery rate of Core is 100% and Non-Core funds is around 74% Support missions in Finance, Procurement, IT and HR have been conducted to reinforce the overall performance of these offices, assist them in the preparation of audits, improve delivery and programme management in general including the decrease of the long outstanding balance. Financial information quality has improved in 2022 and especially the number of projects financially closed, thanks to close follow up in term of financial donor reporting and project closure In the beginning of January RO had 31 project non-compliant and at December on 7 non-compliant remain in the dashboard. Also some improvement in the RMS-Mapping process. Despite the complex security context in the region, the global security compliance rate of the Region stands at 97,45%

**OUTCOME XM-DAC-41146-WCA\_O\_2**

**UN-Women effectively leverages and expands its partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate**

Communication was effective around the partnerships with Orange France, AFDB, CNOSS, and SNU Senegal. It included the drafting of messages on social media promoting these partnerships, photo coverage, and coverage on the UN Women Africa website, and drafting of articles for RCO magazines in the region to highlight UN Women's regional office's activities. Coordination of communications and advocacy around the 16 days of activism campaign: Briefing of UN System communication officers in Senegal and developing a guidance note for the UN heads of agencies' advocacy videos against GBVs. Launch of the 16 days regional digital awareness campaign, including sharing a newsletter launching 16 days, preparation of a toolkit for regional influencers amplifying the campaign messages to raise awareness among the youth and for UN Women Africa social networks. Organization of 16-day events in Senegal: a Panel discussion with women on GBV at the Third, a Panel discussion with the RGTG and GTG Senegal on gender stereotypes and the fight against GBV, a Panel discussion with youth at ISM management School in Senegal, coverage of the awareness campaign in Kedougou among women organization, local authorities and traditional and religious leaders. Coordination of the communication aspect of the 16 days Forum organized by UN Women WCARO in Côte d'Ivoire and Cameroon: coverage on the UN Women Africa social networks, drafting and dissemination of press releases, in English and French, organization of photo exhibition and booklet in

honor of GBV activists in West and Central Africa. Outputs also include producing and disseminating a booklet of biographies of 20 women's rights activists in West and Central Africa in English and French. Coverage of the official DR visits in the region when meeting government, civil society, and religious and traditional leaders: coverage on networks, press releases, and organization of press conferences. Support to country offices lacking communication staff, especially in Senegal, Cameroon, and Sierra Leone, through coverage of their events and amplification of their activities on social media. In 2022, UN Women effectively and persuasively communicated results to influence stakeholders, expand advocacy capabilities, and drove positive change in the West and Central Africa Region. An effort that resulted in the increased number of visits it subscriptions on all our digital platforms. Number of total visits of the UN Women Africa website in 2022: 195,966 in 2022 vs 140,947 in 2021 423,717 page views in 2022 vs 299,391 in 2021 86% of new users in 2022 vs 87,1% in 2021 14% of returning visitors 12,1% Visitors stayed 1:47 on the site in 2022 vs 01:34 in 2021 40,574 documents downloaded from the website in 2022 compared to 2021 Social media statistics: By end of December 2022 UN Women Africa listed 74,263 followers on Twitter, 87,594 followers on Facebook. UN Women YouTube channel received 101,030 views in 2022, 20% more than 2021. UN Women Africa website statistics show a peak of visits around 8 th of March and Launch of the 16 days of activism of 2022. 1089 people attended our events in 2022 via our UN Women WCARO Eventbrite page.

#### OUTCOME XM-DAC-41146-WCA\_O\_3

**UN-Women in West and Central Africa strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture.**

WCARO drove the business transformation to achieve a second-generation version of the organization, by focusing on regional and cross regional programs, WCA engaged with more impactful initiatives and brought coherent and transformative approaches. WCARO revisited its business model for a robust and more effective and efficient Office, internally and externally, engaged in an audit in line with ongoing institutional change management processes related to regional typologies and made necessary improvements towards a higher profitability , resource mobilization and cost-recovery. The RO invested time and expertise in planning, organizing, and supervising processes, and adjustments in the everyday operations in order to attain the strategic goals with due respect of ethical principles and integrity, across five areas of organizational performance management: Ensuring an accountable organization through Principled Performance. Advancing Partnerships and Resourcing. Advancing Business Transformation. Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture and Effective normative, operational and coordination Products, Services and Processes.

#### OUTCOME XM-DAC-41146-WCA\_O\_4

**Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture:**

Activities related to staff members empowerment are on going: 360 feedback and coaching are completed. PMD is completed for 2021 and goals are entered for 2022. 2022 evaluation will be completed until April 2023. Recruitments are closely monitored. Training plan 2022 is completed and implemented.

#### OUTCOME XM-DAC-41146-WCA\_O\_5

**UN-Women in West and Central Africa efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate, including**

**through shared services.**

WCARO drove the business transformation to achieve a second-generation version of the organization, or UN Women 2.0. By focusing on regional and cross regional programs, WCA engaged in more impactful initiatives and brought in 2022 coherent and transformative approaches to bring transformative change. WCARO revisited its business model for a robust and more effective and efficient Office, internally and externally ( audit held in 2022), in line with ongoing institutional change management processes related to regional typologies. WCARO made significant improvements towards a higher profitability , resource mobilization and cost-recovery. The RO invested time and expertise in planning, organizing, and supervising processes, and adjustments in the everyday operations in order to attain the strategic goals with due respect of ethical principles and integrity, across five areas of organizational performance management: Ensuring an accountable organization through Principled Performance. Advancing Partnerships and Resourcing. Advancing Business Transformation. Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture and Effective normative, operational and coordination Products, Services and Processes.