PERFORMANCE INDICATOR
14
CAPACITY ASSESSMENT
**14. Performance Indicator: Capacity Assessment**

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<td>14bi. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women’s empowerment is carried out and 14bii. A capacity development plan is established or updated at least every five years</td>
<td>14ci. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women’s empowerment is carried out and 14cii. A capacity development plan is established or updated at least every three years</td>
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**What is the Capacity Assessment indicator?**

ECOSOC Resolution E/2011/6 (see Annex; Mandates) notes the need for assessment of staff vis-à-vis gender equality and the empowerment of women. This performance indicator was developed based on UN Sustainable Development Group (UNSDG) guidance on capacity development. While the UN Development Group does not cover the whole UN system, the methodologies that it has developed for capacity assessment and development are relevant across the system.

Lack of capacity in promoting gender equality and the empowerment of women has been defined as one of the key constraints to better performance and leadership. UN staff need the capacity to fulfil the UN’s gender mandate, which many currently do not have. An assessment is the first step to enhancing capacity.

Capacity assessment can be based on the entity’s core value/competency on gender equality and women’s empowerment. It could also be carried out using the Performance Indicators for the UN-SWAP. It could form part of performance review or other ongoing staff assessment, or it could be through a self-administered on-line questionnaire. All of these initiatives meet the requirement for this performance indicator.

UN Women has developed a capacity assessment tool which entities can use as a basis to develop their own capacity assessment plans.

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Evidence base

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Capacity assessment survey
- Capacity assessment survey outcome
- Capacity development plan

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

How to approach requirements

To approach the requirements of this indicator, the entity should carry out an assessment of staff capacities in gender equality and women’s empowerment for individuals.

How to meet requirements

To meet this performance indicator, the entity should carry out a capacity assessment of all relevant staff and use the findings to establish a capacity development plan, with resources and timelines outlined, to meet capacity gaps at all levels at least every five years. Carrying out a capacity assessment at least every five years will allow entities to determine if their capacity development strategy is working.

How to exceed requirements

To exceed the indicator, the capacity development plan should be established or updated at least every three years.

Example: Meeting Requirements

The Office for Coordination of Humanitarian Affairs (OCHA) completed a department-wide assessment of OCHA’s knowledge and skills on gender as a baseline for developing its OCHA Gender Equality Policy. This will be repeated every five years or sooner. Results of the assessment demonstrated that OCHA staff require additional training. An OCHA Gender Toolkit has been developed to assist staff to implement the new Policy. GenCap Advisers can also support this training. Staff can also benefit from the use of the IASC e-learning on Gender Equality in Humanitarian Action and regular webinar trainings.
The International Atomic Energy Agency (IAEA) undertook its first ever survey on gender equality. This included an assessment of staff’s knowledge and skills in relation to gender equality and most specifically on gender mainstreaming. The results of the survey were disseminated to all staff in 2018. The basis of the survey results served as an important input into the revised Gender Action Plan of the Agency. The Gender Action Plan, along with its Implementation Matrix clearly outlines the tasks, milestones and responsible party to achieve the objectives outlines.

**Example: Exceeding Requirements**

As part of development of its gender strategy, the United Nations Capital Development Fund (UNCDF) undertook a gender equality and the empowerment of women capacity assessment by sending out a questionnaire to 130 UNCDF staff. The purpose of the questionnaire was to assess current capacity in UNCDF for gender mainstreaming and elicit recommendations for the content of the strategy and its accompanying implementation plan. Accordingly, the results were analyzed and findings utilized to develop capacity development plans for the organization. While the capacity assessment will be repeated every three years, the Global Staff Survey is conducted annually and will provide UNCDF with an idea of how the organization is doing on a broader level in terms of capacity in gender equality and women’s empowerment.

The Food and Agriculture Organization of the United Nations (FAO) has carried out numerous assessments of individual and organizational capacity to analyze the capacity to promote gender equality and women’s empowerment, in both technical units and field offices. For the entity as a whole, this includes a Gender Audit and a Gender Evaluation. In-person and online qualitative assessments of capacity at selected decentralized offices were periodically carried out, and as part of it 55 units within the organization have carried out gender stocktaking exercises which investigated existing staff capacity to address gender issues in the technical and country work of FAO. An in-depth analysis of staff capacity needs was organized with the divisional and country gender focal points and other selected technical staff. In February 2013, the gender unit of FAO endorsed a Strategy to develop capacities of Member countries and staff members on gender equality in food security and agriculture, with a related work plan to implement the strategy, as part of the corporate capacity development plan. This capacity development strategy is continually adapted, based on the new matrix-based structure of the organization, to emerging training needs and new learning methodologies (the latter includes blended training for the gender focal points and online gender courses.)