UNCT-SWAP GENDER EQUALITY SCORECARD

COMPREHENSIVE ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Sudan

2021

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS

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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance (page 20).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under 'approaching minimum requirements', the indicator is scored as 'missing requirements'. An indicator may score as 'missing requirements' in some cases where achievements have been made if it nonetheless falls short of the criteria set forth in 'approaches minimum requirements'.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The UNCT-SWAP exercise is implemented under the overall guidance of the UNCT. The assessment and action planning is driven by an Interagency Assessment Team (IAT), which is led and facilitated by a Coordinator(s). Members of the IAT are appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups.

The IAT works collaboratively to provide a justification and supporting evidence for each Performance Indicator. Findings of the UNCT-SWAP assessment feed into a structured UNCT-SWAP Action Plan designed to improve performance. The UNCT-SWAP Comprehensive Assessment Report and Action Plan are shared with the UNCT Heads of Agency for endorsement. The UNCT is responsible for monitoring the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Comprehensive Reports

UNCTs should undertake the UNCT-SWAP Comprehensive Assessment during the planning stage of a new Cooperation Framework to allow findings to feed directly into the new program cycle. Comprehensive Assessments are completed once in the lifespan of a Cooperation Framework and include the assessment of **all 15 Performance Indicators**, providing a rating and a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below).

The development of a **UNCT-SWAP Action Plan** is a key part of UNCT-SWAP Comprehensive Assessments. The Action Plan enables UNCTs to strengthen their coordinated work towards gender equality and empowerment of women and girls. Action planning may be conducted as part of a single consolidation workshop to validate Performance Indicator ratings, or as a follow-up session. The Action Plan is the basis for the UN Country Team response to the findings of the UNCT-SWAP Comprehensive Assessment, and it should include realistic timelines, resources required, and responsibilities for follow-up. Action Plans require endorsement at the UNCT level.

Comprehensive UNCT-SWAP Assessments are followed by Annual Progress Assessments, which provide UNCTs with a mechanism to monitor progress achieved in meeting and exceeding UNCT-SWAP minimum performance requirements and in implementing the UNCT-SWAP Action Plan, and to monitor course corrections needed.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform. Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. Findings on key trends are presented in the annual Report of the Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system.

5. The UNCT-SWAP Process in Sudan

Describe the process through which the comprehensive UNCT-SWAP GE Scorecard assessment was conducted. Include brief description on when the assessment was conducted, its different stages, the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The Gender Equality Scorecard methodology was designed for in-country self-assessment as a means of fostering deeper understanding and ownership of GEEW results. The seven-dimension areas being assessed were selected to move logically through the UNDAF programming cycle from planning to achievement of results.
The scorecard implementation process started in 2020 and went through four main stages. However, it suffered significant interruptions due to the COVID-19 pandemic.
The four stages:
• Preparation: UN Women and the Gender Advisor to the RCO prepared a draft concept note and roadmap for the process for presentation to the UNCT. They briefed the UNCT on February 17, 2020. The UNCT acknowledged the importance of the Gender

Equality Scorecard and decided to integrate the exercise into the planned UNDAF rapid mid-term review for 2020 as opposed to a standalone endeavour. They agreed to establish the required interagency assessment team (IAT) of 8 - 12 members with decision-making and management responsibilities to conduct the exercise. The UNCT further decided that the PMT will have overall responsibility for the exercise whilst gender experts from across the system will provide technical guidance. The UNCT requested the RCO Gender Advisor in collaboration with UN Women to share the following documents to guide their final decision-making: ToR of the IAT, proposed composition of the IAT members for Sudan, ToR of the consultant for external support; and experiences from other countries who have recently implemented the scorecard.
Following the above endorsement, UN Women and the Gender Advisor to the RCO further presented the Scorecard framework to the PMT and the GTG at dedicated meetings.
UN Women approached their Kenya office, which had implemented the scorecard in 2018 to provide support in the person of Ms. Nyambura Ngugi, UN Coordination and Strategic Planning Specialist to support Sudan with their experiences and lessons throughout the exercise.
1. Assessment: IAT members consisted of representatives from the Resident Coordinator's Office (RCO) and inter-agency groups including the Gender Theme Group (GTG), Communications Group, Operations Management Team (OMT), and the Human Resources Working Group. No representation was formally received from the Programme Management Team (PMT) or the UNDAF results groups .

On 21 and 22 February 2021, UN Women and the Gender Advisor to the RCO conducted a Scorecard orientation training for members of the IAT. At the training, the 7 dimensions of the scorecard were clustered under three main headings to facilitate collaboration of IAT members around common themes: The three clusters are:
a) Planning, Resources and Results (dimensions 1, 6 & 7)
b) Programming, M&E and Partnerships (dimensions 2 & 3)
c) Leadership and Organizational Culture, Gender Architecture and Capacities (dimensions 4 & 5)
Under the guidance of the RCO Gender Advisor and UN Women, the IAT worked in groups of a minimum 3 persons per indicator. They reviewed key documents for evidence of performance against each indicator and analysed them to assign a rating in line with the set criteria. Cluster meetings were held where indicator assessors presented their analysis and scoring for each indicator for further review and endorsement by members.
The RCO compiled evidence and documentation in a central location for use by the IAT.
3. Action Plan: The RCO Gender Advisor and UN Women drafted the final scorecard report from the findings of the indicator assessments and presented this to a full meeting of the IAT on 29 April 2021. Based on the findings and recommendations, the IAT agreed to an Action Plan to address the gaps identified, for presentation and eventual endorsement by the UNCT.

4. Reporting and implementation: The Gender Scorecard Report and Action Plan were finalized by the RCO Gender Advisor and UN Women and presented to the UNCT on November 1, 2021. It is expected that the UNCT will, through the DSRSG/RC/HC issue a management response to the findings of the assessment and these will be integrated to the final Action Plan. Implementation of the Action Plan will commence immediately and influence the development of the next UNSDCF in 2022.

List the UNCT-SWAP assessment coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team
Dimension Clusters Indicators Investigators Representatives
• Planning
• Resources
• Results 1.1 Common Country Analysis integrates gender analysis RCO, UNCT and GTG Fatma Mohammed (UN Women)
Ivy Ndung'u (RCO)
1.2 Gender equality mainstreamed in UNDAF outcomes RCO UNCT and GTG
UNSDPF working groups Fatma Mohammed (UNWomen)
Ivy Ndung'u (RCO)
1.3 UNDAF indicators measure changes on gender equality RCO/ UNCT and GTG
UNSDPF working groups Mohamed Sidahmed (UNFPA_
Victoria Nwogu (RCO)
6.0 Adequate resources for gender mainstreaming are allocated and tracked RCO/ UNCT and GTG Fatma Mohammed (UNWomen)
Ivy Ndung'u (RCO)
7.0 UN programmes make a significant contribution to gender equality in the country RCO/ UNCT and GTG Mohamed Sidahmed (UNFPA)
Victoria Nwogu (RCO)
• Programming and M&E
• Partnerships - 2.1 Joint programmes contribute to reducing gender inequalities RCO/ UNCT GTG Mohamed Mireash (UNDP)
Zaynab Elsawi (UNDP)
Hanan Elabass (UNWomen)

2.2 Communication and advocacy address areas of gender inequality RCO, UNCG and GTG Amani Muawia (FAO)Ayman Suliman (UNIC)
Ivy Ndung'u (RCO)
2.3 UNDAF monitoring and evaluation measures progress against planned gender equality results RCO / UNCT and GTG UNSDPF working groups Zaynab Elsawi (UNDP)
Victoria Nwogu (RCO)
Tamadur Abdalla (UNICEF)
3.1 UNCT collaborates and engages with government on gender equality and the empowerment of women RCO/ UNCT GTG Hanadi Abdelrahman (UNWomen)
Azza Elsiddig (UNOPS)
3.2 UNCT collaborates and engages with women's/gender equality CSOs RCO / UNCT/GTG Yukiko Omagari (OHCHR)
Azza Elsidig (UNOPS)
• Leadership and Organizational culture
• Gender architecture and Capacities 4.1 UNCT leadership is committed to championing gender equality RCO / UNCT and GTG Maison Elamin (WHO)
Ivy Ndung'u (RCO)
Baha Sharief (UNV)
4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women RCO, / UNCT/ OMT and GTG Michelle Trombley (UNICEF)
Afra Fazary (UNWomen)
Nuha Shakir (UNFPA)
Victoria Nwogu (RCO)
4.3 Gender Parity in Staffing Is Achieved RCO / UNCT HRWG/OMT Omayma Ahmed (UNICEF)
Michelle Trombley (UNICEF)
Isatou Cessay Jara (WFP)
Nuha Shakir (UNFPA)
5.1 Gender coordination mechanism is empowered to influence the UNCT for GEEW RCO / UNCT GTG Afra Fazary (UNWomen)
Aisha Oshiek (FAO)
5.2 UNCT has adequate capacities developed for gender mainstreaming RCO / UNCT HRWG and RCO Irene Obwora (UNDP)
Victoria Nwogu (RCO)

** Ms. Jinah Song, RCO Results Management Officer provided overall support to the scorecard IAT in accessing information and documents within the RCO repository.

Enter any additional comments, including on country context in the field below:
The UNCT-SWAP Gender Equality Scorecard assessment was conducted in Sudan between February and April 2021, at the end of the 2018-2021 UNDAF cycle. The first Gender Equality Scorecard for Sudan was completed in 2012.
The current UNDAF adopts the Delivering as One approach. In its planning, implementation, and evaluation the UNDAF was guided by the five UN programming principles and designed to align with the Government's national development priorities. It outlines UNCT5 assistance in five Focus Areas:
1) Economic Development and Poverty Reduction.
2) Environment, Climate Resilience and Disaster Risk Management.
3) Social Services.
4) Governance, Rule of Law, and Institutional Capacity Development.
5) Community Stabilization.
The GTG was revived in 2019 under the leadership of UN Women to support coordination of the UN's gender interventions and act as a technical guide for the UNDAF results groups on gender mainstreaming. In June 2020, the UN Security Council based on a request from Prime Minister Abdalla Hamdok and via UNSCR2524 established the UN Integrated Assistance Mission for Sudan (UNITAMS) with a four-pronged mandate: (a) Political transition and democratic governance, (b) Support to peace processes and the implementation of peace agreements, Peacebuilding, (c) Protection of Civilians (PoC) and Rule of Law (RoL), in particular in Darfur and Two Areas, and (d) mobilization of economic and development assistance and coordination of humanitarian assistance. The protection and promotion of human rights and gender equality are cross-cutting concerns among the four pillars and underpin UNITAMS' mandate.
Against the backdrop of the political transition, the arrival of UNITAMS, the signature of the Juba peace agreements and continuing negotiations, ongoing economic crisis, the impact of COVID-19 and protracted/evolving development and humanitarian challenges, the UNCT is re-examining its work to better realign it to the transitional government priorities. A CCA is currently being conducted to inform the development of a Sudan Peace-making, Peacebuilding and Stabilization Programme (SPPSP 2021 to 2023), which will constitute the framework for integrated support by the UNCT and UNITAMS to the transitional government.

The Gender Equality Scorecard outcomes will be integral to ensuring the concerns and needs of women, men, girls, and boys inform UN re-alignment and programming going forward in the Sudan transition.

6. Overview of Results by Performance Indicator

The findings presented here indicate the ratings scored by the UNCT for each Performance Indicator across the seven dimensions of analysis.

Table 1: Sudan UNCT-SWAP Results in 2021

7. UNCT-SWAP Detailed Findings by Performance Indicator

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

Performance Indicator 1.1: Common Country Analysis integrates gender analysis MISSING REQUIREMENTS	**Planning**

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes **Planning**
MISSING REQUIREMENTS

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria (a, b). Include relevant details and analysis

a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.

Whilst the UNDAF states that it will apply the four core programming principles of the UN including human rights, gender equality and the empowerment of women, and explains how these principles will be applied under each outcome. However, gender mainstreaming in the UNDAF is not consistent or strategic because it only makes aspirational statements rather than actions to be incorporated in the results framework. How GEEW is articulated in the current UNDAF is not the right way of mainstreaming. Given the limitations observed in the CCA, there is no evidence that the UNDAF was informed by a gender analysis. This criterion was not met.

(b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.

In the results framework, only in focus areas 3 and 4 with complimentary indicators and targeted interventions to address gender equality, women's empowerment, and rights. For example, outcome 3 has an indicator on FGM/C, IYCF counselling for women and girls, and enrolment for treatment of pregnant and lactating women with MAM. There is no dedicated UNDAF outcome specifically targeting GEEW. This criterion was therefore not met.

List the Means of Verification. (E.g. Cooperation Framework document)

The United Nations Development Assistance Framework (UNDAF) 2018-202

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender equality **Planning**
MISSING REQUIREMENTS

Findings and explanation of why this rating has been given against above UNCT-SWAP criteria. Include relevant details and analysis

Findings and Explanation

To classify the indicator under the first category (Approaching Minimum Requirements), there should be, "Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5."

It was found that only 16% of all UNDAF outcome and output indicators can measure changes disaggregated by sex. Regardless of the description, all indicators that encompass baseline or targets data disaggregated by sex were considered as indictors measuring changes in gender. Current UNDAF indicators were analyzed by the investigation team. It was found that the total number of all outcome and output indicators in the current UNDAF are 93, out of which only 15 indicators could be used to measure changes in gender equality.

The 15 indicators are distributed as follows:

UNDAF Focus Area Outcomes Gender-responsive outcome indicators Gender-responsive output indicators
Economic Development and Poverty Reduction By 2021, people in Sudan, with emphasis on small producers and micro-entrepreneurs, have access to improved productive capacities that contribute to inclusive and sustainable livelihoods, job

creation and ending extreme poverty nil 1.2.4
Environment, Climate Resilience and Disaster Risk Management By 2021, people's resilience to consequences of climate change, environmental stresses and natural hazards is enhanced through strengthened institutions, policies, plans and programmes nil nil
Social Services By 2021, the populations in vulnerable situations have improved health, nutrition, education, water and sanitation, and social protection outcomes 3.2, 3.4, 3.7, 3.8 3.1.1, 3.1.6, 3.1.13
3.3.1
3.4.1, 3.4.2, 3.4.3
Governance, Rule of Law and Institutional Capacity Development By 2021, national, state, and local institutions are more effective to carry out their mandates efficiently including strengthened normative frameworks that respect human rights and fundamental freedoms and ensure effective service delivery 4.3 4.1.1, 4.1.2
Community Stabilization
By 2021, community security and stabilization of people affected by conflict is improved through utilization of effective conflict management mechanisms, peace dividends and support to peace infrastructures and durable solutions that augment peaceful coexistence and social cohesion. nil nil

Description of 15 Gender-responsive indicators

Outcome 1
1. 1.2.4: Number of additional women with strengthened capacities and skills who own and/or manage agribusinesses with UN support.

Outcome 3
2. 3.2: Prevalence of stunting (moderate and severe) among children under 5 years of age
3. 3.4: Maternal mortality ratio
4. 3.7: Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age.
5. 3.8: Gross enrolment rate
6. 3.1.1: Number of children (6-59 months) affected by severe acute malnutrition admitted into treatment with UN support.
7. 3.1.6. Number of pregnant and lactating women affected by moderate acute malnutrition admitted into treatment annually with UN support.
8. 3.1.13: Number of mothers/caregivers accessing Infant and Young Child Feeding counselling through UNICEF assisted mother support groups.
9. 3.3.1: Number of out-of-school children accessing formal or non-formal education with direct support from the UN.
10. 3.4.1: Number of children from poorest and vulnerable families benefiting of UN-supported social protection child cash grant transfers.
11. 3.4.2: Number of functional community-based gender-based violence referral pathways
12. 3.4.3: Number of health facilities providing clinical management and psycho-social support to gender-based violence survivors in humanitarian settings.

Outcome 4
13. 4.3: Number of national, state and locality strategies and plans developed (with sex and age-disaggregated data)
14. 4.1.1: Number of victims of violence, asylum-seekers, victims of trafficking and people moving in mixed migration flows who receive protection services and justice and access to asylum procedures through rule of law institutions and administrative bodies (disaggregated by sex)
15. 4.1.2: Number of new community-based networks actively engaged in promoting human rights, in particular children´s and women's rights, with UN support.

List Means of Verification. (E.g. Cooperation Framework results framework)
UNDAF results framework

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1: Joint programmes contribute to reducing gender inequalities	Programming and M&E

MEETS MINIMUM REQUIREMENTS

(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

Findings and Explanation

a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.

Currently, there are six JPs operational, one program is purely gender-targeted addressing FGM in Sudan, one JP is semi-gender targeted "Salaam Sudan Call Centre, the focus of this JP to establish hotline centres in response to national crises including GBV. The remaining four JPs have visibly mainstreamed gender with age, sex-disaggregated data and gender sensitive indicators. They are:

- The SLF
- The PBF Program in Darfur
- The Darfur Community Peace and Stability Fund
- UNCT Socio-economic response Plan to COVID-19

b) A Joint Program on promoting GEEW is operational in line with MDG priorities and consistent with SDG priorities including SDG 5

UNFPA-UNICEF Joint Progragram on Elimination of Female Genital Mutilation: Accelerating Change. It is Global with a budget; USD 77,000,000. The program duration is from 1st January 2018 to 31st December 2021 (four years). The vision of the program is to contribute to the elimination of female genital mutilation by 2021 and its goal is to accelerate efforts towards the reduction of FGM, fulfilling the rights of girls and women by realizing social and gender norms transformation by 2021. The focus population is girls and women, communities, and institutions. It is relevant to the SDG Goal 5, Target 5.3; Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilation.

c) A system is in place to ensure gender mainstreaming in JPs

There is no system in place for gender mainstreaming in JPs.

If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:

- Website of the Darfur Community Peace and Stability Fund
https://www.sd.undp.org/content/sudan/en/home/operations/FundManagment/DCPSF.html;
- UNCT Socio-economic response Plan to COVID-19
- PBF Program in Darfur.
- State Liaison Function (SLF). Phase 2-(https://unamid.unmissions.org/unctunamid-state-liaison-functions-phase-2-interim-data-now-available)

List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).

- Website of the Darfur Community Peace and Stability Fund
https://www.sd.undp.org/content/sudan/en/home/operations/FundManagment/DCPSF.html;
- UNCT Socio-economic response Plan to COVID-19
- PBF Program in Darfur.
- State Liaison Function (SLF). Phase 2-(https://unamid.unmissions.org/unctunamid-state-liaison-functions-phase-2-interim-data-now-available)

PI 2.2 Communication & Advocacy

Performance Indicator 2.2: Communication and advocacy address areas of gender inequality — Programming and M&E

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.

Findings and Explanation

Approaches Minimum Requirements: Yes
The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.

Last year, the UNCT has contributed collaboratively to the commemoration of the International Women's Day 2020 event organized at the Friendship Hall on 9 March. Concept note is attached.

Meets Minimum Requirements: No
b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. Last year, the UNCT has contributed collaboratively to amplify the global "Orange the World" campaign.

and

c) Interagency Communication Group Annual Work Plan or equivalent visibly include GEEW communication and advocacy.

The UNCG did not have a joint work plan last year. Despite this fact, a few joint activities that visibly included GEEW were conducted. These include: the overall UNCT Key Messages. The KMs were initially developed for the Internal coordination Meeting and Gender equality and women and youth empowerment was one of the six areas covered.

During the past year, in response to COVID-19, the joint dissemination and information material included Gender equality and women and youth empowerment. Special focus on women representation/portrayal was given.

Joint statement that are usually issued by the RC/HC covered Gender equality and women and youth empowerment. These included written messages as well as video messages. An example of a joint press release is the one issued by the RC/HC welcoming the launch of Sudan National Action Plan on Women Peace and Security (June 2020).

Other joint statements include the statement by the RC/HC a.i. on the 16 Days of Activism 2020. Secretary-General's messages on all related international days are also posted on the UNCT platforms. An example is the Secretary-Generals message on International Women's Day 2021.

Social media content also included various information on Gender equality and women and youth empowerment. An example is the Video message by the RC on the International Day of Zero Tolerance to Female Genital Mutilation - February 6, 2020.

Exceeds Minimum Requirements: No
d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

The UNCT provided communications support to the Sudan Partnership Conference organized by the Federal Republic of Germany, the European Union, the United Nations, and the Republic of Sudan on 25 June 2020. This included the development of Key Messages and the production of videos that were displayed in the conference. One of the key messages indicated that women and girls are agents of change. The videos produced also considered representation of women.

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns)

https://fb.watch/40EYEXSc2g/
https://www.facebook.com/UnitedNationsSudan/photos/a.2103543033030 99/2459424321029427/
https://fb.watch/40Ffk6R__y/
https://fb.watch/40FiUzlyKE/
https://www.facebook.com/UnitedNationsSudan/posts/2435080833463776
https://www.facebook.com/UnitedNationsSudan/posts/2394221440883049

https://www.facebook.com/UnitedNationsSudan/posts/2394216650883528
https://www.facebook.com/UnitedNationsSudan/posts/2379730702332123

https://twitter.com/UNDP_Sudan/status/1367386949074513922?s=20
https://twitter.com/_UnfpaSudan/status/1366850971553443848?s=20

https://sudan.un.org/en/resources/photo-stories
https://sudan.un.org/en/102405-statement-resident-and-humanitarian-coordinator-ai-sudan-assistant-secretary-general-babacar?fbclid=IwAR0ym6lpS-QXA41Fbg2nVeOKRWPWwOu9Dy7Noe0UAyjhIjEGfSnEdSDsyn0
https://sudan.un.org/en/37266-iwd-2020-generation-equality-realizing-womens-rights-equal-future

https://sudan.un.org/en/102405-statement-resident-and-humanitarian-coordinator-ai-sudan-assistant-secretary-general-babacar

https://sudan.un.org/en/115258-secretary-generals-message-international-womens-day-2021

https://www.facebook.com/1467714600200409/videos/1072414326439515

- 2019 Communications Priorities – attached.
- Key Messages included on the UN Integrated Mission Communications strategy
- Statement by the United Nations Resident and Humanitarian Coordinator in Sudan Ms. Gwi-Yeop Son on the International Women's Day 2020
- International Women's Day 2020 – Concept Note
- Sudan Partnership Conference
- UNCT Key Messages
- Press statement welcoming the launch of Sudan National Action Plan on Women Peace and Security
- https://togetherwithsudan.de/

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures progress against planned gender equality results
MISSING REQUIREMENTS

Programming and M&E

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

The UNCT is missing minimum requirements for this indicator.

The duration of UNDAF was originally from the 2018 to 2021. Due to the major political changes happening in Sudan and government changes, a request had been made by UNCT members to extend the current UNDAF to end 2022 instead of 2021. The requested extension was to update the UNDAF to a line with the new context and the transitional priorities.

The midterm review which was supposed to be done by the end of 2019 was not conducted due to the COVID-19 pandemic and the uncertainty and changes within counterparts, therefore no final evaluation was envisaged.

For the above-mentioned reasons, it was not possible to monitor, evaluate or measure progress against planned gender equality results.

List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

The United Nations Development Assistance Framework (UNDAF) 2018-2021

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
APPROACHES MINIMUM REQUIREMENTS

Partnerships

(a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle.

(a) UNCT and Government partnered in two initiatives that were not gender focused, rather gender was mainstreamed in the project planned outcomes and result.

• The first project is Salam Sudan Call Center which was a partnership between the Ministry of labor and Social Development (Gender Machinery) and the UNCT. Although the project had a gender analysis section that was well reflective of the women and girl's situation in Sudan, and it targeted communities that have high prevalence of female headed of household, but it lacked specific indicators related to women and girl beneficiaries. The project is still a concept note. No evidence of implementation exists.
• The second project was the UNCT response plan to COVID 19 pandemic. The project targeted women-headed households with direct support and responded to GBV cases during the pandemic. The project had gender sensitive indicators and partnered with different government ministries including Ministry of labor and Social Development.

(b) No evidence of specific JPs focusing on GEEW between GoS and UNCT were found.

(c) No Evidence was found of participation of Gender Machinery in UNCT consultations or planning for UNDAF, CCA, or SDGs localization

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

• Salam Sudan Call Concept Note, provided by RCO
• Socio-economic response to COVID-19 UNCT projects (Excel sheet provided by Resident Coordinator's Office)
• UNCT Sudan – COVID-19 Socio-economic Response Plan (provided by Resident Coordinator's Office)

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:
UNCT collaborates and engages with women's/gender equality civil society organizations
MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that foster gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

a) The UNCT has collaborated with GEEW CSOs and women's rights advocates on at least two joint initiatives that fosters gender equality and the empowerment of women within the current UNDAF cycle.

GEEW CSOs are partners for at least two joint initiatives that address gender inequality.

GEEW CSOs are the implementing partners of the Gender and Peacebuilding Initiative as part of the Darfur Community Peace Stability Fund (DCPSF) effort (multi-donor programme partnering with UN agencies and CSOs) to empower women in local and state level peacebuilding efforts, where three CSOs undertook research that found the role of women in Community-Based Conflict Resolution and Reconciliation Mechanisms (CBRM) including addressing sexual and gender-based violence, and barriers for them to play such roles. Other women-oriented programme initiative involving CSOs in the Darfur Community Peace Stability Fund was creation of Women Issues Committees that resolve conflict in communities, formation of saving-led microfinance approaches that led to economic empowerment of women, and small-scale business management that promoted collaboration between men and women in income generation.

b) GEEW CSOs participate in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.

No evidence was found of this criterion.

c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.

The DCPSF projects empowered pastoralist women in Darfur States meaningfully participate in local and state level peacebuilding platform, with a woman heading CBRM in Kalgo village in South Darfur; 544 women are actively engaged in Saving and Loans Associations where women can save or borrow funds to start small businesses in Central Darfur.

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)

• Website of the Darfur Community Peace and Stability Fund
https://www.sd.undp.org/content/sudan/en/home/operations/FundManagment/DCPSF.html;

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1: **UNCT leadership is committed to championing gender equality** **APPROACHES MINIMUM REQUIREMENTS**	**Leadership and organizational culture**

Meets two of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months.

• In total of nineteen UNCT meetings conducted during the last year including two ad-hoc and three with UNAMID, five meetings (26%) missed totally any discussion on gender equality and women empowerment related topics. Meanwhile, no counted UNCT meeting agenda was fully dedicated to gender/women related issues despite it was proposed.
• Only six out of nineteen UNCT meetings (30%) held to some extend a meaningful discussion on gender mainstreaming, women and girls empowerment/protection.
• Reflection on gender mainstreaming and women empowerment is generally brief (in eight out of nineteen meetings which represent % 42) and confined relatively either to information/news sharing (in 4 meetings out of eight which represents 50%) and women inclusion /gender consideration in plan/program interventions or reporting (in 4 out of eight meetings which represent 50%) with lack of clarity on operationalization guiding notes.
• Sixteen out of nineteen meetings (84%) have an obvious lack of the articulation and linkages between the discussion points on gender/women, girl's protection and the translation to clear actions and decisions including the follow up (in

b) RC demonstrates public championing of gender equality during the last 12 months.

There have been concerted efforts at the RC/HC level to champion and advocate for gender equality and empowerment in the last 12 months as evidenced through public statements/events as below:

• 2020: UNOPS IWD 2020 commemoration - RC/HC speech on "Empowering Women to Rebuild Sudan."
• 2020: RC/HC Speech at One UN-Event Marking of IWD 2020 – The UN will support the government of Sudan to reflect and adopt stronger actions and commitments towards accelerating the advancement of women and girls within the transition and beyond.
• 2020 (February): RC/HC Meeting with the Minister of Justice, Nasr al-Din Abdel Bari - Highlighted the imperative to ratify and accede all international and African conventions on human rights and women's rights and accede all international and African conventions on human rights and women's rights including CEDAW.
• 2020: RC/HC Statement on launch of 16 Days Against GBV – The UN in Sudan supports all measures by the TGoS and stands in solidarity with the women and girls of Sudan to eradicate all forms of GBV.
• 2020: RC/HC Briefing to the Independent Expert Group on Women, Peace and Security on Sudan. 14 December 2020 – Highlights:
- Key provisions on gender equality were included in the Constitutional Declaration. Notably: a commitment to combat all forms of discrimination against women and promote women's rights in all social, political and economic spheres, repeal gender discriminatory laws, a minimum 40 percent women's representation in the Transitional Legislative Council, establishment of a gender commission and integration of UNSCR 1325 framework into peace processes at all levels.
- Indicated the UNCT's readiness to continue working with Security Council members, and other stakeholders, to promote gender equality and the rights of women and girls, in all stages of the peace and development process in Sudan.

Reservations:

Criteria b: There is no advocacy strategy that the RC/HC uses to articulate and/or champion gender equality and women's empowerment in-country. The statements are mostly tied to the global and local themes of international GEEW calendar events, and there is no way to link such overarching statements with country level efforts to advance GEEW.

Criteria a and b: The statements also don't trickle down or translate to solid GEEW discussions and action points at the UNCT/HoAs meetings as evidenced under criteria a findings.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;

The criteria was achieved with 72% (of a required minimum of 65%) respondents answering that they agree or strongly agree with the statement that HoAs are seen as committed to gender equality in the workplace.

Row Labels	Negative	Neutral	Positive	NA	Grand Total
International personnel	10%	25%	61%	5%	100%
Female	17%	26%	52%	5%	100%
Male	0%	21%	74%	5%	100%
Other	0%	100%	0%	0%	100%
National personnel	4%	12%	76%	7%	100%
Female	7%	17%	67%	9%	100%
Male	3%	9%	83%	6%	100%
Grand Total	6%	15%	72%	6%	100%

Row Labels	Negative	Neutral	Positive	NA	Grand Total
Female	10%	20%	62%	8%	100%
Male	2%	11%	81%	5%	100%
Other	0%	100%	0%	0%	100%
Grand Total	6%	15%	72%	6%	100%

d): Gender equality is reflected in the Assessment of Results and competencies (ARC) of UNCTs during the last 12 months.

Not assessed – Report not yet available

However, even looking at the Transitional Appraisal system plan for 2020, Gender is not well articulated The plan speaks to among other things, the UN supporting the transitional government line ministries with their sectoral plans for integrated water resource management and climate change, basic social services, food security and livelihoods and agricultural transformation. It also speaks about expanding the peace building initiative in Darfur that focuses on RoL, Durable Solutions and local community conflict mitigation, supporting political transition in a new Sudan, progress to democratic governance, the protection and promotion of human rights and sustainable peace.

The plan indicates that gender perspectives will be integrated into economic policies (doesn't mention any of the other sectors and areas of programming).

List of Means of Verification. (E.g. UNCT HOA meeting minutes, ARC, RC speeches or other communications that champion gender equality, results from organizational culture survey)

UNCT HOA meeting minutes for past 12 months (January 2020-February 2021)
RC/HC Statements – formal written, social media and UN website.

PI 4.2 Organizational Culture

Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

Findings and Explanation

The survey was sent to all Heads of Agency with instructions to distribute to personnel. Results scored an overall positive rating of 64.9% (10% negative and 18% neutral). The minimum requirement (65%) is marginally met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 5/10 questions with five results falling just below the 65% threshold.

The score for gender equality was the highest at 68%, followed closely by the score for discrimination at 66%. Work-life balance scores were lower on average than the other two dimensions and did not make meet the overall threshold at only 59%. The question on perceptions of whether Heads of Agencies are supportive of staff to establish an adequate relationship between work and home life received the lowest score among all ten questions with only 55% of respondents reporting positive perceptions.

Beyond these overall findings, there was a consistent trend when analyzing by gender and nationality status. Sudanese national staff had more positive scores across all ten questions than international respondents and only scored below the 65% threshold for two questions, both under work-life balance. As compared to international staff at 51% and 52%, respectively, national staff had scores of 63% and 62% for these two questions:
- The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.
- Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.

Similarly, male respondents were more likely to report positive perceptions for each of the ten questions than female respondents. Most strikingly, female respondents had scores above the 65% threshold on only two individual questions, whereas male respondents had scores above 65% on all ten questions. Sixty-seven percent of female respondents scored positively for each of the following questions:
- Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.
- The UN system in this country has adequate procedures in place to protect my personal safety and security.

This compared to 86% and 75% for male staff for these two questions, respectively. Thus, there is a strong interaction between nationality status and gender with national male staff – who represented 55% of the total sample – had the most

positive perceptions.

Refer to annexed charts for more detailed information.

List Means of Verification. (E.g. results from organizational culture and gender equality survey)

Results of the survey of staff perception of organizational environment for gender equality (total 371 responses of an estimated 4,000 personnel; confidence interval of 7.5). The required sample size was 168 respondents.

PI 4.3 Gender Parity

Performance Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and organizational culture

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

There was no evidence shared by the UNCT to confirm there is a mechanism for monitoring gender parity in staffing – as of date – for all levels (GS, NO and IP).
However individual agencies have confirmed there is a mechanism in place to monitor gender parity with clear annual targets for every staff category, e.g. UNICEF sets annual targets for gender parity and monitors on monthly basis the progress in management meetings and reports to the RO on progress and strategy in place to improve gender parity.
UNHCR: female applicants are given priority when shortlisting, preference is always given to the female candidate if 2 were found suitable including a male, etc. Systems are in place but no specific monitoring mechanism is used.
UNDP: female applicants are carefully reviewed for the longlist/shortlist, commitment from HR, yet no sincere commitment from hiring managers (always justifying technical versus other competencies and gender). Also, we noted that some managers maybe biased, i.e. preference for applicants who have UN experience only.
WFP: management is supportive (percentages improved over the last 2 years in favor of female), recruitment is even repeated sometimes, the panel is also gender balanced, assess potential (1st & 2nd male versus 3rd female), hold managers accountable in sub offices and capital/HQs office, at least senior management in capital office is pushing back when a female applicant is found equally suitable.
UNFPA: no clear mechanism, however they also ensure the shortlist is gender balanced as much as possible, at least one female is considered in every recruitment case, panel diversity, re-advertise if no female qualified applicants apply/identified (GS driver), scarcity/shortage of qualified female applicants applying for the UN (for UNHR working group to discuss separately).
To a great extent, Khartoum - as duty station - seems to be the preferred for female (due to hardship and availability of housing, security, medical and education facilities in other regions in Sudan). Pink initiative was initiated by UNICEF management in an effort to encourage female staff to apply for posts in Darfur, Kordofan, etc.
UNDP- accommodation is the key challenge for female applicants/staff (no funds to cover accommodation/housing) – availing secured affordable accommodation options.

1. The gender parity is defined as below (-3) percentage points (47-53%) as per the range stablished by the SG's system-wide strategy on Gender Parity.
2. Most HR in all agencies confirmed they ensure a balanced shortlist for all recruitment.
3. Not all agencies have standardized country level targets – thus it's a recommendation for all senior managers and heads of agencies to establish annual gender parity targets as pre the evidence received only few agencies do have it, e.g. WFP & UNICEF
4. Tracking of mandatory training on gender and other core principles (e.g. PSEA). It is recommended as a best practice to link the completion of the mandatory training to contract extensions/renewals.
5. The group agreed to further study the issue from a comprehensive "gender" lens and not only "female" lens, i.e. more in-depth assessment/analysis (focus groups) qualitative assessment targeting male and female.
6. The data indicated the need to seriously review the gender parity for levels P3/4 and P5.
7. From initial discussions it was also noted that female Sudanese nationals are not even accepting international positions (let alone within Sudan) due to social norms
8. A new trend was noticed recently, i.e. even male applicants are reluctant to accept jobs outside Khartoum.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	32	68
G2	10	90
G3	23	77
G4	21	79
G5	38	62
G6	27	73
G7	34	66
NOA	37	63
NOB	39	61
NOC	40	60
NOD	60	40
P1	50	50
P2	50	50
P3	38	62
P4	23	77
P5	46	54
P6	0	0
D1	57	43
D2	20	80

List Means of Verification. (E.g. UNCT BOS, and UNCT Human Resource Plan, sex-disaggregated staffing data)

All staff data (sex disaggregated) from all agencies and only from 5 agencies per duty station.

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:
Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets two of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

a) A coordination mechanism for gender equality is chaired by a HOA.

• The GTG in Sudan is chaired in some meetings by the RC/HC, and other meetings are chaired by UN Women country representative.

a) The group has a TOR and an approved annual work plan.

• The GTG has a Draft TOR to be finalized by 2021 in a retreat, and the workplan do not exist currently, but will be developed during the upcoming retreat.

c) Members include at least 50% senior staff (P4 and above; NOC and above)

• The GTG included 24 members which 12 members are considered senior level staff, this means that 50% of the members

are high level staff

d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework, and M&E.
• No evidence was found under this indicator.

Please select minimum requirement(s) met:

- A coordination mechanism for gender equality is chaired by a HOA.
- Members include at least 50% senior staff (P4 and above; NOC and above).

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

• GTG Meeting minutes,
• membership list.
• GTG TOR

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MISSING REQUIREMENTS	Gender architecture and capacities

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

a) There was no inter-agency gender capacity development activity carried out for UN Personnel in the past year.
b) There is no capacity development plan based on inter-agency assessment.
c) There is no UNCT induction material that includes gender equality and the empowerment of women commitments and related challenges in the country.

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)

Feedback from Inter-agency colleagues in the Gender and HR teams

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked MISSING REQUIREMENTS	Resources

Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

The current UNDAF cycle ran from 2018 to 2021. Within that time frame, there is no evidence of a capacity building event for the UNCT on the gender marker. There is no evidence that the UNCT has set and met a financial target for allocations dedicated to GEEW, for both gender targeted and gender mainstreamed initiatives within UNDAF key activities.

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

The United Nations Development Assistance Framework (UNDAF) 2018-2021

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:
UN programmes make a significant contribution to gender equality in the country
APPROACHES MINIMUM REQUIREMENTS

Results

(a) The UNCT has achieved or is on track to achieve some gender equality and empowerment of women results as planned in the Cooperation Framework outcomes in line with SDG priorities, including SDG 5.

a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNDAF outcomes and in line with SDG priorities including SDG 5.
According to the SWAP technical guidance, the means of verification should be UNDAF annual reviews, evaluations, results tracking, national data from government statistical offices, MDG/SDG monitoring, CEDAW or BPfA monitoring, WEF, GDI and/or GII monitoring. It was very challenging to assess this indicator as the team could not find any reference or data to use for the assessment. As of the time of reporting, no one of the above-mentioned documents is available. The team therefore relied on the draft UNDAF reports for 2018 and 2019.
Looking into the baselines of the indicators, most of those related to gender were got from MICS 2014. Another round of MICS should have been conducted since 2018, but due to many challenges it was not. Since that time, there was no nation-wide study conducted to the best of the responsible team's knowledge.
In reference to the UNDAF outcomes and outputs indicators, Gender Equality indicators are below the minimum requirements which means a there was a planning gap. This created a challenge with searching for results which were not intended in the planning.
Analyzing the draft UNDAF reports for 2018 and 2019, the team found that majority of the gender-responsive outcome and outputs are situated under UNDAF focus area 3 (social protection), outcome 3 (By 2021, the populations in vulnerable situations have improved health, nutrition, education, water and sanitation, and social protection outcomes) and focus area 4 (Governance, Rule of Law and Institutional Capacity Development) outcome 4 (By 2021, national, state, and local institutions are more effective to carry out their mandates efficiently including strengthened normative frameworks that respect human rights and fundamental freedoms and ensure effective service delivery).

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Against the results however, under gender neutral or blind outcomes, some agencies reported some women-target results. For example:
• UNDAF 2018 draft report, Outcome 1: The UN supported sustainable livelihoods of returnees, IDPs and vulnerable host communities through enhancing effective and affordable access to microfinance (MF) and other financial and non-financial services. Awareness on MF reached about 8,865 (58% women) including small-scale producers.
• UNDAF 2019 draft report, Outcome 5: The UN supported literacy education with a specific focus on women living in rural areas in the two states of North Kordofan and Gedarif. In North Darfur, a total of five community learning centres (CLCs), alongside the establishment of women associations and training on management of the established CLCs. A total of 221 women received literacy education in the CLCs and 420 schoolgirls were supported to enhance their literacy skills. Literacy education was delivered complementary with livelihood activities to increase synergy between each sector. In both North Darfur and Gedarif states, at least 2,744 women received basic literacy education while they were trained on vocational training (e.g. food processing, handicraft).

Scanning all 15 indicators (both at outcome and output level) identified under the scorecard indicator 1.3, it was determined that the UNCT is only on track to achieve some of its planned GEEW results in the UNDAF, hence the overall score of performance as "Approaching Minimum Requirements."

It is important to note that data disaggregation in the UNDAF reports is uneven, so it was difficult in all cases to highlight where and what proportion of targeting of women as beneficiaries or for specific GEEW interventions was done.

List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

8. UNCT in Sudan Action Plan

Enter your action points from your Action Plan in the fields below. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points
Dimension 1 - Planning	
1.1 Common Country Analysis	Current development of the CCA to involve Gender expertise to ensure consistent sectoral gender analysis in line with SDG 5, including underlying causes of gender inequality and discrimination, and use of sex disaggregated data. i. All ToRs for development of the CCA, include experience with gender analysis as a priority. ii. Gender expert recruited and involved to conduct gender analysis in the CCA. iii. CCA draft to be shared with GTG members for review and feedback.
1.2 Cooperation Framework Outcomes	c) Comprehensively integrate gender into the new UNDAF/ISF in line with UNDG standards: i. Link the gender analysis findings in the CCA with the UNDAF/ISF outcomes ii. UNDAF/ISF consultations (country analysis, strategic prioritization, implementation, M&E) should involve the national gender machinery and women's and gender equality CSOs and such participation should be well documented. iii. At least one UNDAF/ISF Outcome to focus on GEEW with gender mainstreaming (analysis, results, and indicators) in all others. v. Capacity building for technical experts developing the UNDAF/ISF on mainstreaming GEEW throughout the UNDA/ISF as actionable rights issues.
1.3 Cooperation Framework Indicators	iv. Between one-third and one-half (33-50 percent) of UNDAF/ISF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.
Dimension 2 – Programming and M&E	
2.1 Joint Programs	e) Joint Programmes promote gender equality and women's empowerment (GEEW) i. Ensure existence of at least one JP on promoting GEEW withing the UNDAF/ISF cycle. ii. System in place system for mainstreaming gender in all JPs.
2.2 Communication and Advocacy	a) UNCG joint communications and advocacy plan, identifies gender-focused activities, including annual joint GEEW advocacy campaigns. b) Enhance communication of UNCT's gender

	equality programming and the progress of institutional reforms to advance GEEW on the UN website and social media pages.
2.3 Cooperation Framework M&E	d) UNDAF Results Groups promote gender equality and women's empowerment (GEEW) in UNDAF/ISF implementation by: i. Including gender results in the result frameworks of all JPs and workplans ii. GTG reviews and provides feedback to pillars on Joint workplans on how to mainstream gender more strategically. iii. All Pillar reports include an assessment of progress against the set gender indicators. iv. Annual capacity building for all pillar working group members on gender mainstreaming in the UNDAF/ISF cycle.
Dimension 3 - Partnerships	
3.1 Government Engagement	ii. UNDAF/ISF consultations (country analysis, strategic prioritization, implementation, M&E) should involve the national gender machinery and women's and gender equality CSOs and such participation should be well documented.
3.2 GEWE CSO Engagement	ii. UNDAF/ISF consultations (country analysis, strategic prioritization, implementation, M&E) should involve the national gender machinery and women's and gender equality CSOs and such participation should be well documented.
Dimension 4 – Leadership and Organizational Culture	
4.1 Leadership	e) More agencies to adopt the "pink" initiative to attract female staff in hardship locations, e.g. UNICEF and WFP currently investing in equipping their national and field offices to be gender-friendly.
4.2 Organizational Culture	a) BOS for Sudan revised to include gender-specific actions and indicators for foster GEEW. b) OMT to conduct more in-depth annual surveys to assess perceptions of organizational culture for promoting gender equality and utilize survey finds as a starting point to promote work-life balance policies and good practices.
4.3 Gender Parity	a) OMT to annually collect data on staffing figures, disaggregated by sex, levels and location and conduct indepth analysis, focus groups, etc. and discuss the findings and implications with recommendations for improving parity with UNCT. b) UNCT to discuss and identify actions with timelines to address any issues impacting patterns of gender parity at GS and professional staff levels.
Dimension 5 – Gender Coordination and Capacities	
5.1 Gender Coordination Mechanism	a) UNDAF working groups to facilitate access to and engage with GTG focal points for their groups to ensure they benefit from their technical skills in terms of gender mainstreaming. b)

	Strengthen and monitor membership of the GTG; agencies to ensure senior staff with gender expertise and/or responsibilities. (Target: at least 50% of staff on the GTG are NOC/P4 (or equivalent) by 2022.
5.2 Gender Capacities	a) Annual interagency gender capacity development activity for UN personnel. b) UNCT induction package for all UN staff to be developed with information on GEEW commitments and related development challenges.
Dimension 6 - Resources	
6.1 Financial Resources	a) UNCT to set a financial target for GEEW allocations within the next UNDAF cycle using a gender maker system to ensure attention to GEEW and adequate allocation of resources. b) Annual review of gender marker using a strong mechanism for tracking allocations and expenditure, with the analysis presented and discussed at UNCT and time bound recommendations on addressing emerging issues in funding. c) Capacity development of UNDAF results groups and the entire UNCT on Gender responsive budgeting
Dimension 7 - Results	
7.1 GEWE Results	d) UNDAF Results Groups promote gender equality and women's empowerment (GEEW) in UNDAF/ISF implementation by: i. Including gender results in the result frameworks of all JPs and workplans ii. GTG reviews and provides feedback to pillars on Joint workplans on how to mainstream gender more strategically. iii. All Pillar reports include an assessment of progress against the set gender indicators. iv. Annual capacity building for all pillar working group members on gender mainstreaming in the UNDAF/ISF cycle.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common Country Analysis integrates gender analysis **MISSING REQUIREMENTS**	**Planning**
Category	**Documents**
	No documents uploaded

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **MISSING REQUIREMENTS**	**Planning**
Category	**Documents**
Cooperation Framework	Sudan_UNDAF_2018-2021 ENG final

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MISSING REQUIREMENTS	Planning

Category	Documents
Cooperation Framework results framework	UNDAF Indicators (Gender)

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS	Programming and M&E

Category	Documents
Joint Programmes documents	COVID-19 Socio-economic Response Plan
Joint Programmes documents	COVID-19_JWP_29-01-2021.xls

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality APPROACHES MINIMUM REQUIREMENTS	Programming and M&E

Category	Documents
Communication/Advocacy	GSC B - Links.B.Indicator 2.2
Communication/Advocacy	GSC B - RC statement 16 Days 2020
Communication/Advocacy	GSC C - 20200601 Key Messages on New UN Mission
Communication/Advocacy	GSC C - Indicator 2.2
Communication/Advocacy	GSC C - IWD 2020 - Generation Equality Realizing Womens Rights for an Equal Future

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MISSING REQUIREMENTS	Programming and M&E

Category	Documents
Cooperation Framework reviews/monitoring data	Sudan_UNDAF_2018-2021 ENG final

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS	Partnerships

Category	Documents
Government engagement	2020-09-27 MoLSD - Salaam Sudan Call Center
Government engagement	Concept Note - Salaam Sudan Call Centre - 11 February 2020
Government engagement	COVID-19 Socio-economic Response Plan
Government engagement	COVID-19_JWP_29-01-2021.xls

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations MEETS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
GEWE CSO engagement	2019 Annual Narrative Report_DCPSF (1)

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality APPROACHES MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
RC communications	UNCT_Meeintg Minutes__17 Feburary 2020

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Organizational culture survey results	UN Gender and Organizational Culture Survey - Sudan Data Tables
Organizational culture survey results	UN Gender and Organizational Culture Survey - Sudan
Organizational culture survey results	UN Gender and Organizational Culture Survey - Sudan

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
UNCT BOS	Copy of 9 April 2021 _ Gender Parity

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women	Gender Architecture and Capacities

APPROACHES MINIMUM REQUIREMENTS	
Category	**Documents**
GTG TOR/AWP	GTG member list_201118
GTG TOR/AWP	Meeting No 1 GTG Minutes
GTG TOR/AWP	GTG summary notes June 2019
GTG TOR/AWP	GTG 29 January 2020 (002)
GTG TOR/AWP	GHWG TOR - Final

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **MISSING REQUIREMENTS**	**Gender Architecture and Capacities**
Category	**Documents**
	No documents uploaded

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked **MISSING REQUIREMENTS**	**Financial Resources**
Category	**Documents**
	No documents uploaded

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country **APPROACHES MINIMUM REQUIREMENTS**	**Results**
Category	**Documents**
Cooperation Framework reviews/monitoring data	UNDAF 2018 Report DRAFT LR

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard

https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability

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