

UNCT SWAP-Scorecard Assessment Results and Action Plan

United Nations Country Team

Kingdom of Saudi Arabia

24th of May 2022



UNCT-SWAP SCORECARD

COUNTRY	SAUDI ARABIA
ASSESSMENT YEAR	2021-started and finalized 2022- review and updated
COORDINATOR	GEEW's Inter Agency Advisory Working Group
AGENCIES PARTECIPATING IN THE ASSESSMENT TEAM	<p>2021- the group comprised 16 representatives from the UNRCO, UNDP, UNFPA, UN Women, OHCHR, UNODC, IOM, UNICEF, UNHCR, ILO, WHO, UNHCR, UN Habitat, FAO, UNESCO and UNEP.</p> <p>2022- the group comprised 16 representatives from the UNRCO, UNRCO UNWOMEN UNDP UNHCR UNICEF IOM UNESCO ILO FAO UNFPA WHO UNODC OHCHR UNHABITAT WORLD BANK</p>

The overall results of the UNCT- Swap Scorecard show that the UNCT in Saudi Arabia has achieved or exceeded minimum requirements in 14 of the 15 indicators. In 12 indicators has met minimum standards, in 2 indicators (2.1 and 2.2) has exceeded and in one indicator- 7.1 Gender results- scored as approaching minimum requirement. During the formulation of the result framework of the UNSDCF the UNCT, jointly with the counterpart, will focus on this specific indicator in order to improve the performance.

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BACKGROUND

The UNCT SWAP-Scorecard is a globally standardized rapid assessment of UN country level gender mainstreaming practices. The framework is designed to foster adherence to minimum requirements for gender equality processes across the UN system set by the United Nations Sustainable Development Group (UNSDG). The UNCT SWAP-Scorecard focuses on the performance of the UN system as a whole, rather than the achievements of any single agency.

By focusing on gender mainstreaming processes at the country level, the tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and the empowerment of women (GEEW) results at the country level. The Scorecard was endorsed by the United Nations Development Group (UNDG), (now the UNSDG) in 2008 in response to the UN Chief Executive Board for Coordination 2006 Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The UN System Wide Action Plan for Gender Equality and the Empowerment of Women (UNSWAP) formed another part of the accountability framework, focusing on the implementation of the policy at the entity level. The Scorecard was revised in 2018 in tandem with the UN-SWAP to ensure greater alignment between the tools, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. The new versions are aligned further to the Sustainable Development Goals (SDGs), recognizing the importance of gender equality and women's empowerment to SDG achievement and human rights attainment.

The Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for GEEW at the country level, tied to support to Member States to achieve the SDGs. The Scorecard supports UNCT's in self-assessing and reporting on their standing with respect to a set of dimensions and performance Indicators, and based on review and analysis of UNCT processes.

The Scorecard is organized around seven dimensions that address key GEEW components: planning; programming and monitoring and evaluation; partnerships; communications and advocacy; leadership and organizational culture; gender architecture and capacities; resources; and results. Each dimension includes performance indicators, which UNCTs need to meet or exceed.



The UNCT in KSA initiated the SWAP-Scorecard process in February 2021 and provided an update in May 2022 highlighting the progress achieved by the UNCT.

METHODOLOGY

The UNCT-SWAP Gender Equality Scorecard utilized a “Performance Framework Methodology”, a global standardized method to assess the UNCT progress on gender equality and be able to

compare countries and regions. As said above, the scorecard exercise is an opportunity for the UNCT to self-assess progress on interagency work on gender equality and women empowerment.

The UNCT in Saudi Arabia has initiated this exercise in February 2021 and updated it in May 2022. This is the first time for the UNCT to conduct this exercise. The outcome of the self-assessment was also used to review the Country Common Assessment- CCA- and to finalize the UNSDCF's results framework.

There were three key steps in implementing the scorecard:

1. Preparation and planning
2. Assessment
3. Reporting

1. Preparation and Planning

As part of the preparation and planning for the scorecard exercise an external consultant was hired by the UNRCO to identify the various stakeholders and outline the process jointly with the UNRCO, the UNCT and the GEEW Inter Agency Advisory Working Group's members. The roadmap, roles and responsibilities and means of verification were identified and a timeline was set and endorsed by the UNCT.

The consultant, jointly with the GEEW Inter Agency Advisory Working Group, developed a questionnaire to map out the existing program and activities implemented by all the AFGs (UN agencies, Fund and Program) working in KSA. The questionnaire asked the UNCT members to report on the following: 1. Existing GEEW program, activities, objectives and target groups; 2. National Counterpart (Gov/CSOs or other); 3. Support provided with drop out menu (i. Integrated normative support; ii. integrated evidence-based policy advises; iii. Comprehensive & disaggregated data collection; iv. Capacity development & technical assistance; v. Convening of stakeholders across constituencies; vi. direct support and service delivery; vii. support functions) 3. Location; 4. Collection of disaggregated data; 5. Budget allocation for GEEW activities/objectives; 6. Specification of joint programming; 7. GEEW's priorities in the next 2-5 years. In addition to the UNCT-SWAP Gender Equality Scorecard, this mapping exercise was utilized to identify current programming, gaps and GEEW UNCT action plan for 2021 and 2022.

The planning and the assessment steps were complemented with a meeting with representatives and members of local CSOs at the UNRCO in 2021. These discussions and inputs provided valuable feedback for the GEEW Inter Agency Advisory Working Group.

On the 23rd of May 2022 an additional consultation was organized by the UNRCO with the GEEW Inter Agency Advisory Working Group to update the scorecard.

2. Assessment

The collection and analysis of documents for verification started in February 2021 and was finalized in May 2021 and uploaded in the IMS system. Between February and May 2022, the scorecard was updated. The consultant has performed the assessment in full coordination with the UNCT, the UNRCO as well with a national expert, Mrs. Salma Al Rashid, to validate key information. Mrs. Al Rashid is a respected national expert, former Women 20/G20 Sherpa under the KSA G20's presidency and presently Chief Advocacy Officer at Al Nahda Society, the main CSO in the KSA working on GEEW.

The assessment of each of the 7 dimensions and 15 indicators areas was led by the GEEW Inter Agency Advisory Working Group, and coordinated by the UNRCO with the support of the external consultant. The advisory group had a collective responsibility to provide evidence and analysis to justify ratings attained across all indicators. The group comprised 16 representatives from the RCO, UNDP, UNFPA, UN Women, OHCHR, UNODC, IOM, UNICEF, UNHCR, ILO, WHO, UNHCR, UN Habitat, FAO, UNESCO and UNEP.

The final scorecard was presented to the members of the GEEW's advisory working group during a consultation held on the 23rd of May 2022 in Riyadh at the UNRCO. The members of the group endorsed the outcomes of the assessment.

3. Reporting

The consultant consolidated a short report and related presentation on the outcome of the scorecard exercise. The findings were shared with the UNCT for feedback and uploaded into the IMS system in 2021 and updated and shared in May 2022.

COUNTRY CONTEXT

The United Nations (UN) has been actively working with the Kingdom of Saudi Arabia (KSA) since 1948. The United Nations Country Team (UNCT), led by the UN Resident Coordinator, is composed of all UN entities working in or with the KSA. There are currently 23 UN agencies, funds, and programmes (AFPs) in the UNCT. Thirteen AFPs are physically present in the KSA, three of which (OCHA, IOM, and WFP) exclusively support operations in Yemen. The ten AFPs with offices in the KSA are the United Nations Children's Fund (UNICEF), United Nations Development Programme (UNDP), United Nations Environment Programme (UNEP), Food and Agriculture Organization (FAO), International Fund for Agricultural Development (IFAD), World Health Organization (WHO), United Nations Human Settlements Programme (UN-Habitat), Office of the United Nations High Commissioner for Human Rights (OHCHR), United Nations High Commissioner for Refugees (UNHCR), and World Bank Group (WBG). The United Nations Office for the Coordination of Humanitarian Affairs (OCHA), International Organization for Migration (IOM), and World Food Programme (WFP) are also physically present in the KSA; however, these

three offices focus on supporting UN work in Yemen. The ten AFPs that operate through regional offices or headquarters in support of UN work in the KSA are the United Nations Educational, Scientific and Cultural Organization (UNESCO), International Organization for Migration (IOM), United Nations Population Fund (UNFPA), International Labour Organization (ILO), Economic and Social Commission for Western Asia (ESCWA), United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), United Nations Volunteers (UNV), United Nations Office on Drugs and Crime (UNODC), United Nations Conference on Trade and Development (UNCTAD), and United Nations Industrial Development Organization (UNIDO). In addition, the World Tourism Organization (UNWTO) is active in the KSA, having opened its MENA regional office in Riyadh in May 2021. The International Civil Aviation Organization (ICAO) is also present in the country. The UNWTO and ICAO are UNCT observers, as they have not joined the UN Sustainable Development Group (UNSDG).

The United Nations Sustainable Development Cooperation Framework 2022–2026 between the Government of the Kingdom of Saudi Arabia and the United Nations Country Team was launched at the start of 2019 and promotes a coherent and coordinated strategy to implement the United Nations 2030 Agenda for Sustainable Development while contributing to the attainment of the Kingdom of Saudi Arabia's Vision 2030. The United Nations Sustainable Development Cooperation Framework 2022–2026 has been agreed by the parties and presently under signatory by the Government of Saudi Arabia.

In the past six years in KSA, following the launch of the Saudi Vision 2030 (25th of April 2016), crucial reforms are going on in various sectors, including gender equality and women's empowerment. The GEEW's agenda was significantly advanced. Saudi Arabia's G20 presidency has also contributed to accelerate some of these legislative reforms. It will be critical for the UNCT in the upcoming Cooperation Framework cycle (2022-2026) to support the Government of Saudi Arabia and the relevant CSOs in implementing the new policies and regulations and to continue the ongoing transformation.

FINDINGS BY DIMENSIONS and INDICATORS

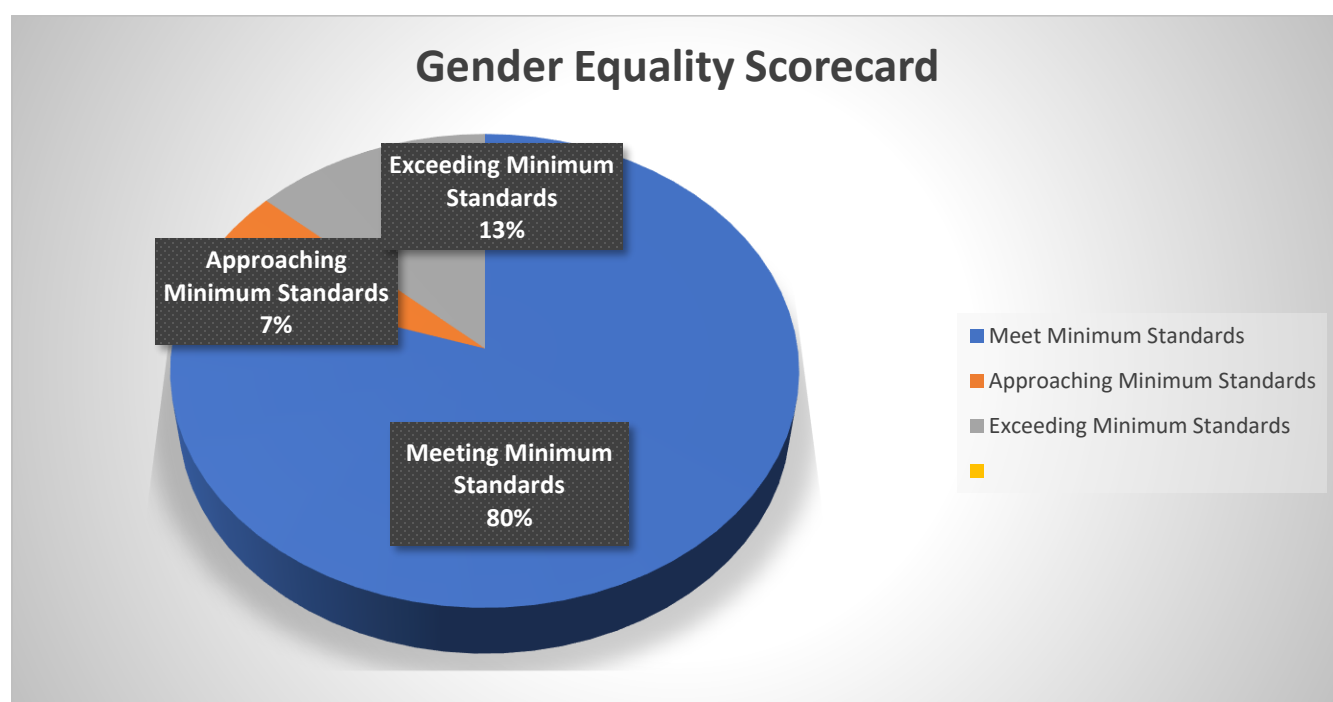
The work of the consultant was carried out in full consultation with the UNRCO, the UNCT and the UNCT/GEEW Inter Agency Advisory Working Group. The expert has worked closely with Mrs. Salma Al Rashid to validate key information. Mrs Al Rashid is a respected national expert, former Women 20/G20 Sherpa under the KSA G20's presidency and present Chief Advocacy Officer at Al Nahda Society, the main CSO in the KSA working on GEEW.

The findings presented below reveal the scoring for each indicator across the seven scorecard dimension areas in KSA. The rating system consists of four levels as follows:

- Meeting Minimum Standards
- Approaching Minimum Standards

- Exceeding Minimum Standards

UNCTs should be aiming to ‘meet minimum requirements’ across all indicators as outlined in the UNSDG guidance. ‘Meeting minimum requirements’ should be seen as a starting point from which UNCTs may work toward deepening their efforts to ‘exceed minimum standards’, thereby achieving better results and serving as leaders on gender equality. A score of ‘approaching minimum requirements’ is achieved to recognize effort already underway and to highlight where further action is required. The criteria for each indicator determine which score is allocated, as per guideline.



The overall results of the UNCT- Swap Scorecard show that the UNCT in Saudi Arabia has achieved or exceeded minimum requirements in 14 of the 15 indicators. In 12 indicators has met minimum standards, in 2 indicators (2.1 and 2.2) has exceeded and in one indicator- 7.1 Gender results-scored as approaching minimum requirement. During the formulation of the result framework of the UNSDCF the UNCT, jointly with the counterpart, will focus on this specific indicator in order to improve the performance. See below a table summarizing the scorecard results by indicator:

Dimensions & Indicators	Approaching Minimum Standards	Meets Minimum Standards	Exceeds Minimum Standards
1. Planning			
1.1 CCA			
1.2 UNDAF Outcomes			
1.3 UNDAF Indicators			

2. Programming and M&E			
2.1 Joint Programmes			
2.2 Comm/Advocacy			
2.3 UNDAF M&E			
3. Partnerships			
3.1 Engagement with Govt			
3.2 Engagement with GEEW CSO			
4. Leadership and organizational culture			
4.1 Leadership			
4.2 Organizational Culture			
4.3 Gender Parity			
5. Gender Architecture			
5.1 Gender coordination mechanism			
5.2 Gender Capacity development			
6. Resources			
6.1 Resource tracking			
7. Results			
7.1 Gender results			

ⁱ UNCTAD is the only AFP operating through a headquarters without a regional office for the MENA region.

UNCT SWAP – SCORECARD SAUDI ARABIA

23rd of May 2022

ANNEX A- Detailed findings by indicator:

<p>Indicator: 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS</p>	<p>SCORE: Meets minimum requirements.</p>
<p>Findings and Explanation</p> <p><i>Overall, the KSA- CCA is a very comprehensive document providing an overview of the ongoing reform in the Kingdom, including gender analysis. The document analyzes the remaining challenges and identifying what are the opportunities and recommendations to continue the ongoing transformation, including advancing the gender empowerment agenda. Several areas of interventions and priorities were identified concerning gender equality, in particular: i. Collection of sex disaggregated data; ii. Tackling social norms and gender bias (Tackling social norms is a game changer for gender inequalities and should be a priority to enhance the implementation of the new reform agenda. The various program should target: i. man/boys; women/girls; ii. Urban and rural areas; iii. Local authorities; iv. Overall justice system; v. public and private sectors); iii. Ensure women political representation and in senior leadership positions; iv. Labor force and employment (Develop procedures and safeguards to eliminate gender-based discrimination in wages, opportunities, and employment); v. Building safe, resilient, and sustainable cities (Gender mainstreaming is essential in building safe, resilient, and sustainable cities. It requires concerted actions to bring on board women's specific interests concerning urban planning and financing, designing gender responsive public facilities, transport, parks and gardens and ensuring gender-sensitive access to public services); vi. Highlight the importance of health care facilities focusing on GBV victims and reporting mechanism; vii. Gender mainstreaming in government agencies and special attention on gender-bias stereotypes; viii. Improve women's access to financial services.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>CCA document- 2021; relevant studies formulated during the G20 under the Saudi Arabia Presidency in 2020 (e g . The National Dialogue's Report- Women 20/AI Nahda; UNDP- Country Gender Assessment- 31st march 2021- Executive Summary)</i></p>	

<p>Indicator: 1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES</p>	<p>SCORE: Meets Minimum requirements</p>
<p>Findings and Explanation</p> <p><i>The UN Sustainable Development Cooperation Framework (2022-2026) is mainstreaming gender equality and women empowerment across all the outcomes in line with the SDGs priorities. The outcomes include substantive references to gender equality. All UNSDCF outcomes include explicit reference to gender equality, even though gender equality is not the core purpose of the outcome.</i></p> <p><i>The UN Sustainable Development Cooperation Framework- UNSDCF- is presently waiting to be signed by the KSA's Government.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>Draft of the UNSDCF (2022-2026). At the time of this exercise, the UNSDCF is waiting for the Government of KSA signature.</i></p>	
<p>INDICATOR 1.3 UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY</p>	<p>SCORE: Meets minimum requirements-</p>
<p>Findings and Explanation</p>	

The UN Sustainable Development Cooperation Framework (2022-2026) indicators are measuring gender equality across all the outcomes. At the time of the UNCT-Swap Gender Equality Scorecard exercise (2021 and 2022) the UN Sustainable Development Cooperation Framework is waiting to be signed by the Government of KSA.

Recommendations to the UNCT: to include between 33 -50 % of UNSDCF's outcome indicators - able to track progress towards gender equality- in the detailed result framework when the detailed join program will be developed.

Evidence or Means of Verification

Draft of the UNSDCF (2022-2026). At the time of this exercise the UNSDCF is waiting to be signed by the Government of KSA.

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

SCORE: Exceeding minimum requirements

Findings and Explanation

In 2021 there was one joint programming (not joint program) in KSA explicitly targeting violence against women. The joint program was a Webinar Series on Violence against Women and COVID-19 in partnership with the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia. The program was coordinated by the United Nations Economic and Social Commission for Western Asia (ESCWA) in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA) and the United Nations Office on Drugs and Crime (UNODC).

In 2022, the UNCT is planning to deliver the following joint programming: i. joint "Regional Gender and Justice Report" executed by UNDP, UN WOMEN, UNFPA and led by ESCWA; ii. Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. Lead agencies UNDP and OHCHR; iii. Develop a concept note on "Data support on GBV and Economic Empowerment" jointly by UN WOMEN, UNFPA and UNDP; iv. Deliver a Gender Marker training for GEEW's AWG and other UN agencies; v. Deliver a joint capacity building activity (IOM-UNHCR- OHCHR- ICRC) on "Humanitarian Border Management": strengthening capacity of 100 border guards on human trafficking and international standards.

Within the UNSDCF (2022-2026) there is a visible framework that guides a series of actions to mainstream gender in all joint program/activities and to build synergies in collecting sex disaggregated data to inform policy makers and program formulation through the GEEW Inter agency Advisory Working Group. A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities and the UNSDCF priorities.

Recommendation to UNCT: to increase the collection of sex disaggregated data to be utilized to design informed policies and program.

Evidence or Means of Verification

1. UNCT mapping exercise- April 2021; 2. Joint programming "Assessment of the Webinar Series on Violence against Women and COVID-19 for the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia"; 3. Draft document UNSDCF (2022-2026); 4. GEEW Advisory Working Group Action Plan

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

SCORE: Exceeding minimum requirements

Findings and Explanation

In 2021 and 2022 the UNCT has organized and is planning to organize the following joint advocacy campaign and events to promote SDG 5 in KSA: 1. podcast interview with UNRC on SDG5 Progress in the Kingdom of KSA; 2. 16 days activism campaign (25 Nov- 10 dec 2021) with UNRCO, UNDP, UN WOMEN and OHCHR in partnership with other agencies, Human rights Commission and local CSOs in Riyadh and other regions. One day- 8th of march 2021-2022 event to sensitize and raise awareness on GEEW and SDG 5 jointly with UNRCO, UNDP, UNICEF, WB; 4. 16 days activism and advocacy campaign lead by OHCHR jointly with the GEEW's members; 5. Campaign on "Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives" (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats)- UNICEF, UN WOMEN, OHCHR.

Evidence or Means of Verification

1. UNCT mapping exercise- March 2021; 2. 2022 interview to UNCT and UNRCO; 3. Communication Advisory Working Group Action Plan 2022; 4. GEEW Advisory Working Group 2022 Action Plan; 5. PSEA Advisory Working Group 2022 Action Plan

INDICATOR 2.3 UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS	SCORE: Meets minimum requirements
<p>Findings and Explanation</p> <p><i>The draft UNSDCF (2022-2026) includes gender sensitive indicator in the result matrix -Annex C.</i></p> <p><i>Recommendation to the UNCT and Joint Committee- UNSDCF: to include gender sensitive indicator and sex disaggregated data in the formulation of the detailed join plan.</i></p>	
<p>Evidence or Means of Verification</p> <p><i>Draft UNSDCF (2022-2026)- Monitoring Evaluation- Chapter 4</i></p>	
INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	SCORE: Meets Minimum requirements

Findings and Explanation

In 2021 the UNCT had one joint initiative (six UN agencies: ESCWA, UNFPA, UNDP, UNFPA, UNODC, UN WOMEN) with a government entity called National Family Safety Program. The UNCT mapping exercise conducted in April 2021 showed that there are several initiatives lead by one or two agencies with government entities.

The GEEW's government entities and CSOs have been consulted for the formulation of the CCA.

In 2021 and 2022 various agencies have provided substantive support to government entities to engage in gender related SDGs implementation, in particular with: Ministry of Economy and Planning; Family Affairs Council; Human Rights Commission, National Committee to Combat Trafficking; Ministry of Human Resources and Social Development; Ministry of Environment, Water and Agriculture; General Authority of Statistics, National Center for Mental Health Promotion; Ministry of Municipal Rural Affairs and Housing; Saudi National Commission for UNESCO; Ministry of Foreign Affairs; Ministry of Interior and Public Prosecution Office.

Recommendations to the UNCT: to continue to provide collective contribution to strengthen the Government engagement in gender related SDGs implementation in 2022.

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSOs

SCORE: Meets Minimum requirements

Findings and Explanation

The UNCT has carried out on the 4th of April 2021 a joint consultation with national gender experts and GEEW CSOs to identify main needs and priorities for the Kingdom. These priorities were included in the CCA document and recorded by the UNCT to be taken into consideration in the UN Development Cooperation Framework. In 2021 and 2022 several UN agencies supported the participation of GEEW CSOs in gender related SDGs activities. It appears clear from the UNCT mapping exercise that several initiatives are carried out individually by UN agencies with GEEW's CSOs and national gender experts. In the past 3 years several important reforms have been implemented by the Government, the UNCT will be able in the UNSDCF's cycle (2022-2026) to increase the number of joint activities on gender equality and women's empowerment.

Recommendations to the UNCT: to increase engagement with women's institutions in the KSA through regular/annual dialogues with the UNCT, guided by the UNRCO in 2022.

Evidence or Means of Verification

UNCT-Gender Task Force meeting's agenda (March, April and May 2021) and GEEW Advisory Working Group minutes- 2022.

UNCT- GEEW Mapping exercise April 2021

CCA Document

UNCT GEEW's consultation- 4th of April 2021

Advisory Working groups 2022 Action Plans

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

SCORE: Meets minimum requirements

Findings and Explanation

Gender equality has been regularly addressed in the UNCT- HOA meetings in the past 16 months. Several UN Head of Agencies have been involved in various G20 discussion- relevant to GEEW- under the Saudi Arabia presidency in addition to the regular UN program activities. Both the RCO and various UN agencies were actively engaged in raising awareness and discussion on gender equality and women empowerment. Several agencies participated to G20- Women 20 fora and national dialogues to advocate for women empowerment in KSA and are continuing to advocate for accelerating the achievement of SDG5. The RC in various interventions, in the last 20 months, has demonstrated leadership and public championing of gender equality on behalf of the UNCT. Based on the GEEW mapping exercise and the organizational survey results is clear that most of the Head of Agencies are seen by personnel committed to gender equality in the workplace.

Recommendations to UN-RCO and UN Head of Agencies: 1. Keep track of all interventions and continue promoting gender equality and women empowerment; 2. GEEW as standing substantive agenda item for the UNCT on a bi-annual basis – to stimulate substantive discussions on GEEW at the highest level within the UNCT; 3. UNCT has established 10 thematic advisory working groups to advise the UNCT and to support the UN Sustainable Development Cooperation Framework; two groups are focusing specifically on GEEW and PSEA.

Evidence or Means of Verification

UNCT- HoA minutes and agenda

Women 20-G20 discussions/interventions

Organizational Culture Survey results

GEEW and PSEA Advisory Working Groups- 2022 Action Plans

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

SCORE: Meets minimum requirement (65-80 %)

Findings and Explanation

The survey was published for a duration of four weeks and a total of 89 UN staff responded out of 187. The required sample size is 89. Out of the 89, the respondents are: 51,69% female; 47.19 % male; 1,12 % other; National staff 60.67%; International staff 39.33 %. Staff with supervisory functions 47.19 %; without supervisory functions 52.81%.

The Survey results of UNCT personnel perception of organizational environment in KSA for promotion of gender equality scored an overall positive rating of 71.3 %.

The survey was sent to all HOAs in KSA with instructions to distribute to all staff. Results scored an overall positive rating of 71.3 % (6.9 % negative and 21.80 % neutral). The minimum requirement (65%) is met. The score for questions 5 and 12 were the highest, respectively: Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace (75.28 % strongly agree or agree). Q`12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance (84.27 % strongly agree or agree). Also questions 4 and 7 received positive scoring, respectively Q7 "UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation" received a quite high scoring (71.91%); Q4 "I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels" (65.17%) meeting the minimum requirements.

Evidence or Means of Verification

Results of the survey of staff perception of organizational environment for gender equality (total 89 responses out of 187 personnel; confidence interval of 7.5)

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

SCORE: Meets minimum requirements

Findings and Explanation

The assessment found that each UN agency has a mechanism in place to demonstrate positive trends towards achieving gender parity in staffing. Most agencies monitor at individual agency level. After consolidating all the data from all UN agencies, we found that the total number of personnel is 187, women comprise 30 % (56 female) and men 70 % (127 male), no data was provided on the gender of 4 staff. For the purpose of this exercise gender parity is defined as + or- three % points (47-53%).

Recommendations to the UNCT: continue to monitor representation of women and men at the UNCT level (General Service Staff and Professional staff). The present consolidated data, mentioned above and collected for this exercise, will serve as baseline for future monitoring.

Evidence or Means of Verification

Consolidated data provided by UN DSS (date: 11th of May 2021).

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

SCORE: Meets Minimum requirements

Findings and Explanation

In March 2021 an inter- agency gender coordination mechanism was established to support and coordinate the UNCT activities related to gender equality and women empowerment. The mechanism was called "Gender Task Force", it was chaired by UN WOMEN and met on a weekly basis. Specific TOR were formulated. The GTF included a sub-technical group composed of IOM, OHCHR and UNFPA working on PSEA (PSEA Team Task Force). The GTF in 2021 has made substantive inputs into the UNDCF including the country common analysis- CCA, strategic prioritization, results framework and M&E. In 2022 the UNCT has changed the GTF into two permanent advisory working groups to the UNCT and to the UNDCF process: i. GEEW Advisory Working Group, co-chaired by UN WOMEN and UNDP, composed of 16 UN agencies and ii. PSEA Advisory Working Group co-chaired by the UNRC and UNFPA and composed of 6 agencies. The PSEA and GEWW Advisory Working Groups will meet quarterly.

Evidence or Means of Verification

CCA- Gender Task Force inputs
 GEEW Terms of Reference- Advisory Working Group
 GEEW Advisory Working Group Action Plan 2022
 UNCT- Gender Task Force Agenda 2021
 PSEA Advisory Working Group- Action Plan 2022
 Gender Task Force- 2021 Terms of Reference >F Roadmap for the Cooperation Framework
 GTF- PPT retreat- UNCT 10-03-2021
 GEEW Work plan- May 2021
 UNCT-HoA Agenda and minutes 2021-2022

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

SCORE: Meets Minimum Requirements

Findings and Explanation

An inter-agency gender coordination mechanism was established in March 2021 (Gender Task Force) and in 2022 was transformed into an Advisory Working Groups (GEEW and PSEA) to support and coordinate the UNCT and the UNSDCF in their activities & reporting related to gender equality and women empowerment. In 2022 the GEEW Inter Agency working group is planning the following joint gender capacity development activity: i. Gender Marker training for GEEW's AWG and other UN agencies. This activity is led by UN WOMEN; ii. PSEA focal point's training specific to the KSA context (led by IOM). In addition, the induction package for UN staff by UN DSS includes gender specific training and informs staff about key gender-related cultural and security-related issues. Other individual UN agencies have gender specific induction packages for new staff (like WHO, UNDP, UN WOMEN, UNFPA, IOM); the UNCT induction package will also include critical documents on GEEW in Saudi Arabia (CCA; UNDP Gender Country Assessment and KSA report on CEDAW- March 2022).

In 2022 the PSEA Advisory Working Group-AWG- produced 500 "No Excuse Cards" (English and Arabic) and 30 posters (15 Arabic and 15 English) to raise awareness on PSEA and inform the UN staff on the helpline to report. In addition, the PSEA AWG will deliver a joint training targeting PSEA's focal points.

Recommendations to the UNCT: to continue to deliver joint gender capacity building activity on an annual basis.

Evidence or Means of Verification

*2022 GEEW and PSEA Advisory Working Group Minutes and 2022 Action Plan
PSEA "No Excuse Card" and posters
2021 Gender Task Force Agenda;
UNDSS induction training material and other UN agencies*

**INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER
MAINSTREAMING ARE ALLOCATED AND TRACKED**

SCORE: Meets minimum requirements

Findings and Explanation

In 2021 three agencies (UN HABITAT, ILO and UN WOMEN) were able to estimate the financial resources allocated for GEEW activities and one agency- UNDP- had clear budget earmarked. All the other UN agencies, according to the mapping exercise undertaken in April 2021 have GEEW's budget embedded in the various programs. In 2022 the UNCT through the GEEW's Advisory Working Group- AWG- will organize a Gender Marker capacity building activities for the UNCT and all agencies to support the allocation of adequate resources to mainstream gender in their program. In addition, in 2022 the GEEW AWG will support the formulation of the UNSDCF result framework and identification of KPI including the allocation of adequate financial resources in the joint programs. In particular will set a gender-responsive financial target for allocations dedicated to GEEW activities and a tracking system to monitor the implementation and track expenditure on gender equality. The target is at the discretion of the UNCT based on the KSA context and ongoing program. The financial target has to take into consideration the present allocations as baseline (see GEEW Mapping exercise- April 2021. Estimated amount allocated in 2021 for GEEW activities is 3.6 m USD- estimate received only from 4 agencies).

Recommendations to UNCT: to continue to work closely with the Program Management Team responsible to monitor the UNSDCF

Evidence or Means of Verification

*Gender Task Force mapping exercise -April 2021;
GEEW and PSEA Advisory Working Group 2022 Action Plans
UNSDCF (2022-2026)- Result Framework*

INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

SCORE: Approaches minimum requirements

Findings and Explanation

The new UNSDCF (2022-2026) is waiting for the signature of the KSA Government. The UNSDCF, the CCA document and the UNCT mapping exercise conducted in April 2021 and the 2022 Action Plans formulated by the GEEW and PSEA advisory working groups show that the UNCT was able to provide evidence demonstrating progress on GEEW in support of national government and the SDGs. In the past 4 years the Kingdom of Saudi Arabia has undergone a profound legislative and policy reform advancing gender equality and empowering women. The UNCT has contributed through its various programs to this advancement. Most of the UN support to the Government in KSA is through policy and technical advice in the various sectors of intervention. From the UNCT mapping exercise was clear that each UN agency is supporting the Government in moving forward the gender equality's agenda. In the present UNSDCF cycle (2022-2026) the UNCT needs to continue to support the Government and CSOs in implementation the new legal framework. In march 2022 the Government of Saudi Arabia has submitted a voluntary report on the CEDAW.

Recommendations to the UNCT: to identify feasible gender equality and the empowerment of women results and establish a mechanism to track the progress and achievements of the UNCF outcomes in line with SDG priorities, including SDG 5.

Evidence or Means of Verification

UNSDCF outcomes and framework results - new cycle (2022-2026)

National data from government statistical office (GSTAT- also referred in the CCA document)

UNCT GEEW mapping exercise- April 2021

CCA document- 2021

UNDP- Country Situation Analysis on Gender- March 2021

ANNEX B.1- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

Prevention of Sexual Exploitation and Abuse- PSEA -ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established the following working groups to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Prevention of Sexual Exploitation and Abuse -PSEA.

The UNCT is establishing this Advisory Working Group to provide a platform for all Agency of Funds and Programmes- AFPs- to coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help AFPs explore and implement joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact.

Purpose

This advisory working group has two main responsibilities:

1.	Advise the UN Country Team: To share information, advise and update the UNCT on PSEA and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above issues. The
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	group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.
2.	Support the UN Cooperation Framework process: To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.

The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

Agency of Funds and Programmes- AFPs- who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

Two AFPs will co-chair the advisory group on rotational basis every 6 months. Presently- April 2022- the UNRC and UNFPA are chairing the group.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

1. **UN Country Team**
 - To share information and good practices among AFPs with overlapping mandates and common interests.
 - To advise and update the UNCT on a regular basis and *ad hoc* if needed.
 - To identify potential partnerships, critical areas, new opportunities, and challenges.
 - To identify joint advocacy and joint inter-agency strategies.
 - To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.
2. **UN Cooperation Framework**
 - To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
 - To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.
3. **Regular reporting and briefing to the UNCT and UNCF/PMT** (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.
4. **Review the UNSDG Information Management System- IMS - data** to identify areas where UN can work together to coordinate the response and increase the impact.

5. **Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches.** The plans should include:
 - Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
 - Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
 - The action plan should be shared with the UNCT for endorsement and approval.
6. **Draft a series of key messages/talking points (English and Arabic) on PSEA to be used by the UNRC and UNCT members for advocacy and communication purposes.** Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings and/or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group is presently co- chaired by the UNRC and UNFPA. The chair is on rotational basis, every 6 months. The next selection will be in September 2022.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

Gender Equality and the Empowerment of Women -GEEW - ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established **the following working groups** to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Gender Equality and Women Empowerment.

The UNCT is establishing this Advisory Working Group to provide a platform for all UN Agencies coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help UN Agencies exploring and implementing joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact, and advancing minimum standard on UN gender equality programming and operations.

Purpose

This advisory working group has two main responsibilities:

1.	<p>Advise the UN Country Team:</p> <p>To share information, advise and update the UNCT on specific thematic issues and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above sector/s. The group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.</p>
2.	<p>Support the UN Cooperation Framework process:</p> <p>To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to</p>

	manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.
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The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

UN Agencies who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

UN WOMEN and UNDP will co-chair the advisory group for the first 12 months. The chairing/co-chairing will rotate every 12 months.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

7. UN Country Team

- To share information and good practices among AFPs with overlapping mandates and common interests.
- To advise and update the UNCT on a regular basis and *ad hoc* if needed.
- To identify potential partnerships, critical areas, new opportunities, and challenges.
- To identify joint advocacy and joint inter-agency strategies.
- To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.

8. UN Cooperation Framework

- To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
- To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.

9. Regular reporting and briefing to the UNCT and UNCF/PMT (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.

10. Review the UNSDG Information Management System- IMS - data to identify areas where UN can work together to coordinate the response and increase the impact.

11. Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches. The plans should include:

- Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
- Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
- The action plan should be shared with the UNCT for endorsement and approval.

12. **Draft a series of key messages/talking points (English and Arabic)** on their sector to be used by the UNRC and UNCT members for advocacy and communication purposes. Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group will be co- chaired by the following two UN Agencies (UN WOMEN and UNDP). The chair is on rotational basis, at least every 12 months.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

ANNEX B.2- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

- GEEW's Advisory Working Group- 2022 Action Plan
- PSEA's Advisory Working Group- 2022 Action Plan

GEEW ADVISORY WORKING GROUP- 2022 Action Plan- FINAL

	Joint Activities	UN Agencies	Leading Agency	Timeline	Budget	UNCT Scorecard Indicator
Joint Program	Regional Gender and Justice Report	UNDP, UN WOMEN, UNFPA and ESCWA	UNDP	Quarter 4 th 2022	Regional funding	2.1
	Data support on GBV and Economic Empowerment (1. Develop concept note; 2. Identify partners; 3. Project proposal approved; 4. 2023 implementation)	UN WOMEN, UNFPA and UNDP (UNICEF participation-TBC)	UN WOMEN will lead on the concept note	2022		2.1
	“Workshop on Humanitarian Border Management”: strengthening capacity of 100 border guards on human trafficking and international standards (tentative: one module from OHCHR on gender)	IOM-UNHCR- OHCHR- ICRC	UNHCR	22- 23 June 2022	/	2.1

Capacity-building	Migration Advisory Working Group: provide technical expertise as needed to review the various documents through gender lens. IOM representative is seating both on GEEW and Migration AWGs and will liaise the groups as needed.	IOM, UNHCR and UNODC	IOM	On going	/	5.2
Capacity-building (INTERNAL)	Support family-friendly policies initiatives including a study across GCC (Family Affairs Council potential partner)	UNICEF GCC Office- UNICEF Innocenti (UNFPA and UNICEF will discuss bilaterally)	UNICEF		/	5.2
	Gender Marker training for GEEW's AWG and other UN agencies. All GEEW's members to participate.	UN WOMEN leading and DCO (all other agencies will be invited)		2 nd -3 rd quarter 2022	UN WOMEN	6.1- 5.2
Joint Research	Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. (Identify partner)	OHCHR -UNDP (TBC: UNHABITAT case studies; UN WOMEN sharing good practice)			UNDP	2.1
Communication & Advocacy	Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats). Potential partner Family Affairs. Step 1: UNICEF drafting concept note	UNICEF, UN WOMEN, OHCHR	UNICEF	Quarter 3 rd 2022	/	2.2

	Step 2: sharing with UN partners					
	16 days of activism/campaign -GEEW's lens including VAW (UN WOMEN will inform the group and Comm AWG on the global theme; the GEEW's group will share key messages with Comm AWG)	OHCHR and other	OHCHR			2.2
	8 th of March – UN Day to celebrate gender equality	UNRCO and other agencies	UNRCO	8 th March 2023		2.2
	Develop key messages for UNRC and UNCT members - UNCT joint advocacy approach to promote GEEW at all levels.	All members of the AWG	31 st of May	/	Chair/s of the AWG	
Reporting	Report to the UNCT Programme management team (PMT)- UNSDCF as required. Support the formulation of M&E plan and result framework for the UNSDCF		Quarterly	/	All members of the AWG	
	Update UNCT on a regular basis on related developments and initiatives		Quarterly	/	AWG Chairs	

PSEA ADVISORY WORKING GROUP- 2022 Action Plan

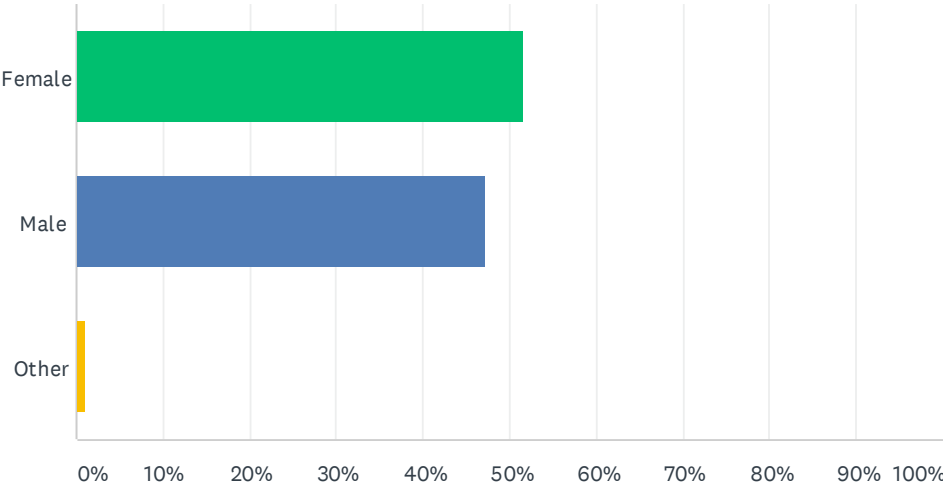
2022 TENTATIVE ACTION PLAN						
Results/Deliverables & SDGs	Activities	Joint Programming	Gender Equality-KPI	Timeline-2022	Budget Allocation	Responsible AFGs
PSEA policies regularly implemented by UNCT members						
	1. UNRC reminder to UNCT members of mandatory training/ awareness-raising on sexual exploitation and abuse policies to UN personnel			Two emails per year (UNRCO)	/	UNRCO
	2. Share good practice/case studies with UNCT and PSEA's focal points (request HQ and regional office)			April 2022	/	UNFPA
	3. UNRC request to UNCT members on the number of reports received in 2022 (sexual exploitation and abuse/ misconduct and the policy for protection against retaliation)			December 2022 (UNRCO)	/	UNRCO
Awareness on PSEA's policies raised with UN personnel (UN Staff; consultants and contractors)	1. No Excuse Card (English-Arabic) produced and distributed to UN			May 2022	UNRCO	UNRCO

	personnel. The card includes Government helpline number and UN agency focal points to report. (500 cards)					
	2. POSTERS for UN offices/premises as awareness tool (English and Arabic)			May 2022	UNRCO	UNRCO
	3. Technical Webinar/seminar with PSEA focal points and UN policies /focal points obligations			Early tentative July 2022 (1 hour seminar)		IOM
	4. As part of 16 days of activism including PSEA key messages through social media or other means/venues	UN agencies involved in the 16 days activism		November 2022		UNRCO, UN WOMEN, UNFPA
PSEA criticality identified in UNCT/KSA	Paper on PSEA and VAW in KSA- and national process/procedure on reporting/ investigation and protection of victims. (Tentative: 7 days consultancy with local lawyer.....)	UNFPA is working on the concept note to be shared with the group. UNFPA will connect with Partnership AWG		End of September (starting tentatively in June)	UNFPA- 2000 USD (tentative) UN WOMEN UNDP	UNFPA confirmed the interest / UN WOMEN- to confirm interest

						UNDP- to confirm interest
UNCT- PSEA Communication strategy developed	Develop PSEA's key messages for UNRC and UNCT members			May 2022		UNFPA
UNDCF-PMT supported	1. Reporting to PMT- UNDCF as needed			Ongoing & consistent with PMT/CF Monitoring and Evaluation		
Data on UN personnel perception of standards of conduct collected	PSEA Survey: two surveys conducted in 2021: 1. Gender SWAP Scorecard- Indicator 4. 2. "Perceptions of standards of conduct with relation to sexual exploitation and abuse"			2021		

Q1 Select your gender:

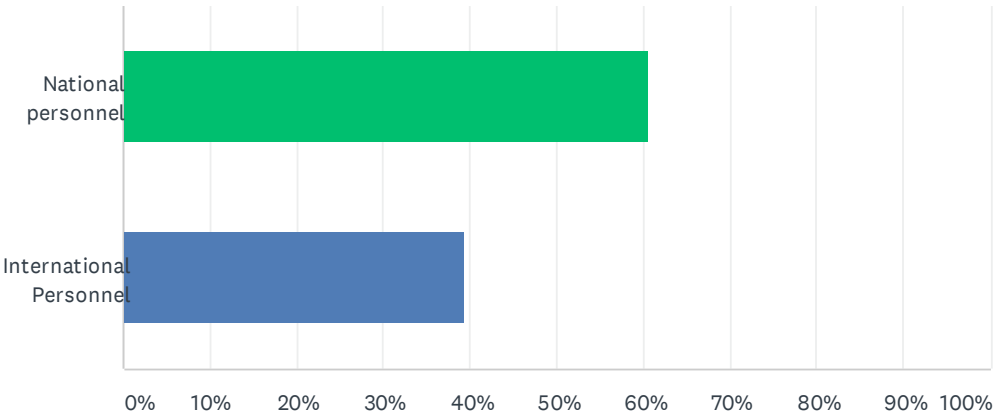
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ANSWER CHOICES	RESPONSES	
Female	51.69%	46
Male	47.19%	42
Other	1.12%	1
Total Respondents: 89		

Q2 Select below:

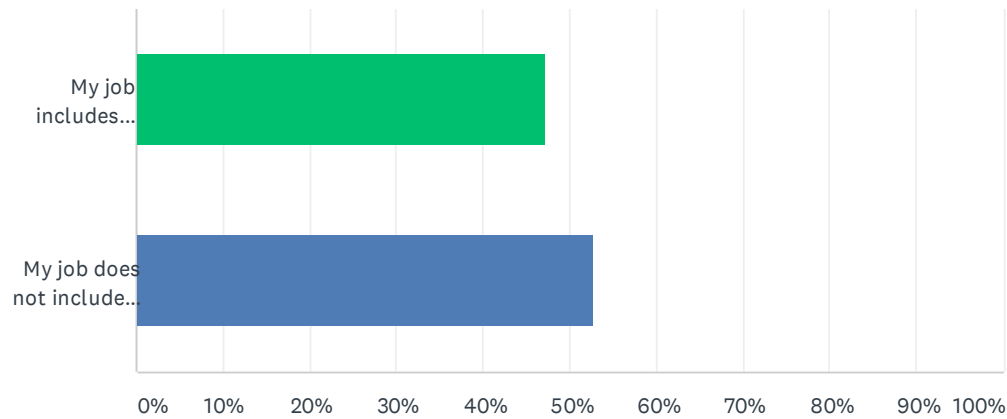
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ANSWER CHOICES		RESPONSES	
National personnel		60.67%	54
International Personnel		39.33%	35
Total Respondents: 89			

Q3 Select below:

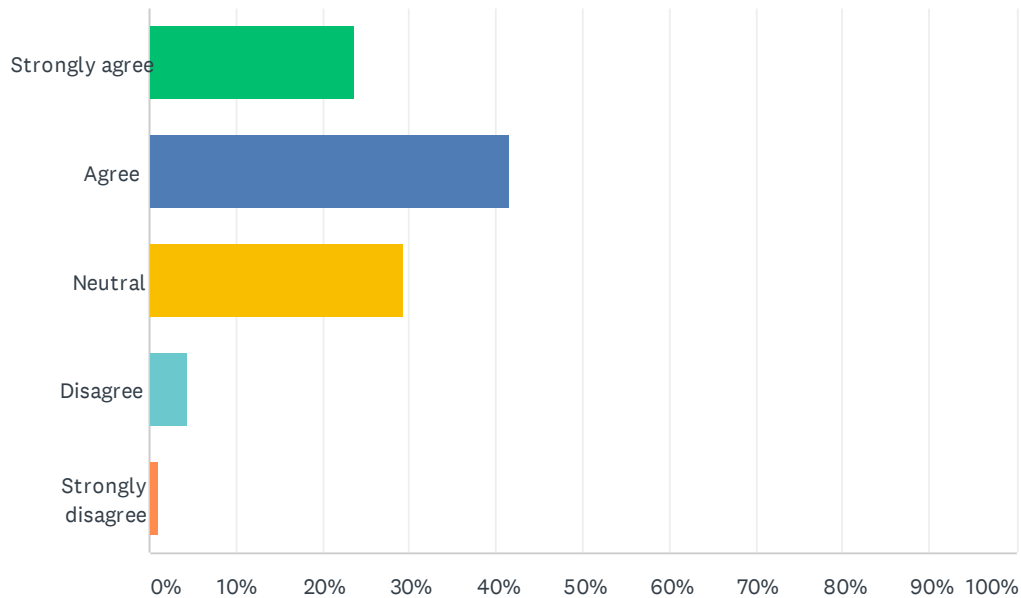
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ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	47.19%	42
My job does not include personnel supervisory functions	52.81%	47
Total Respondents: 89		

Q4 Survey I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

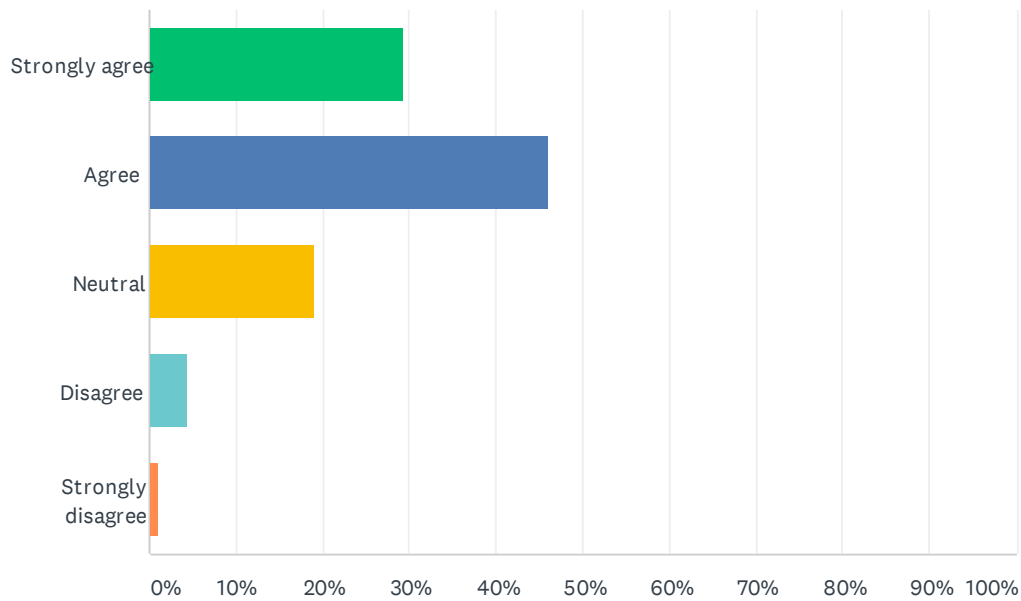
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	41.57%	37
Neutral	29.21%	26
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace.

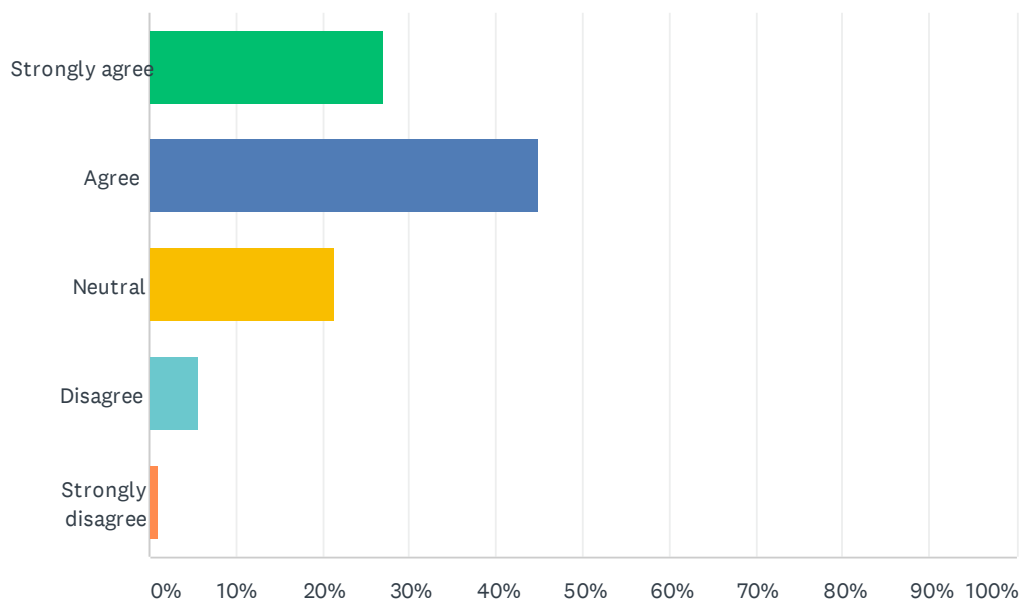
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ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	46.07%	41
Neutral	19.10%	17
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q6 UN personnel in this country are committed to gender equality in the workplace.

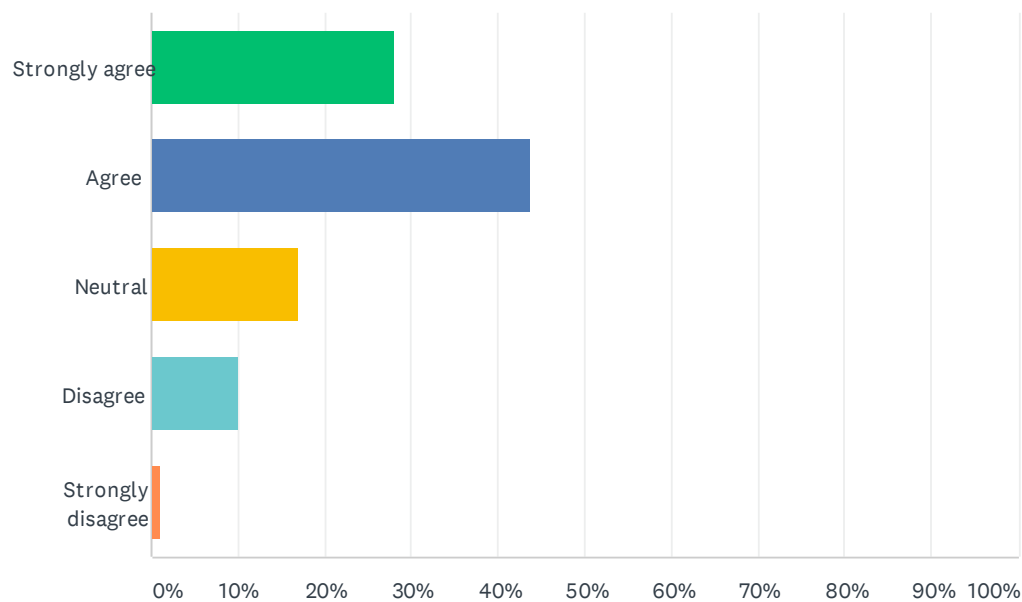
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	44.94%	40
Neutral	21.35%	19
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q7 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

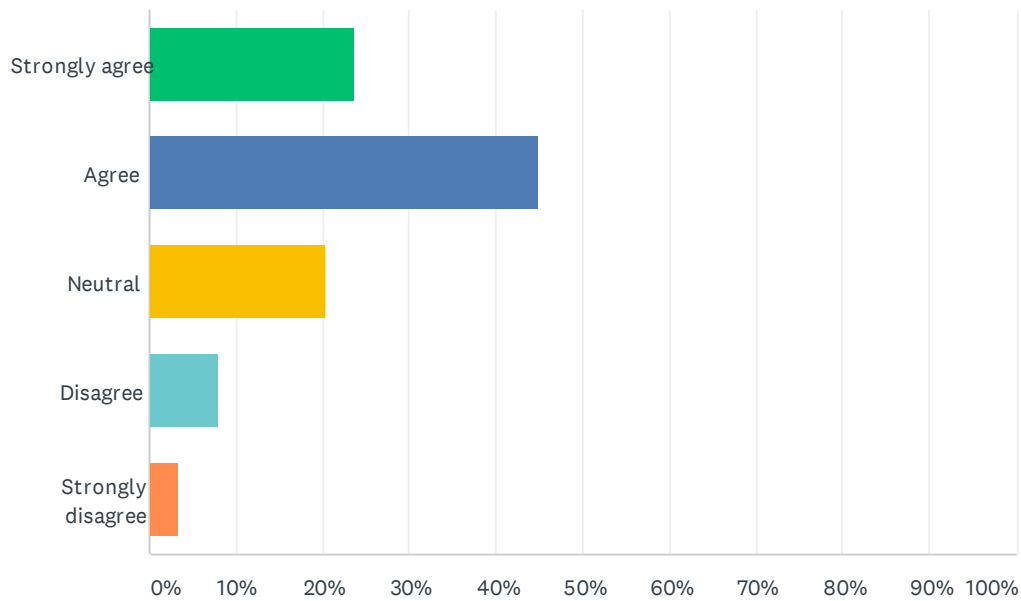
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ANSWER CHOICES	RESPONSES	
Strongly agree	28.09%	25
Agree	43.82%	39
Neutral	16.85%	15
Disagree	10.11%	9
Strongly disagree	1.12%	1
Total Respondents: 89		

Q8 The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.

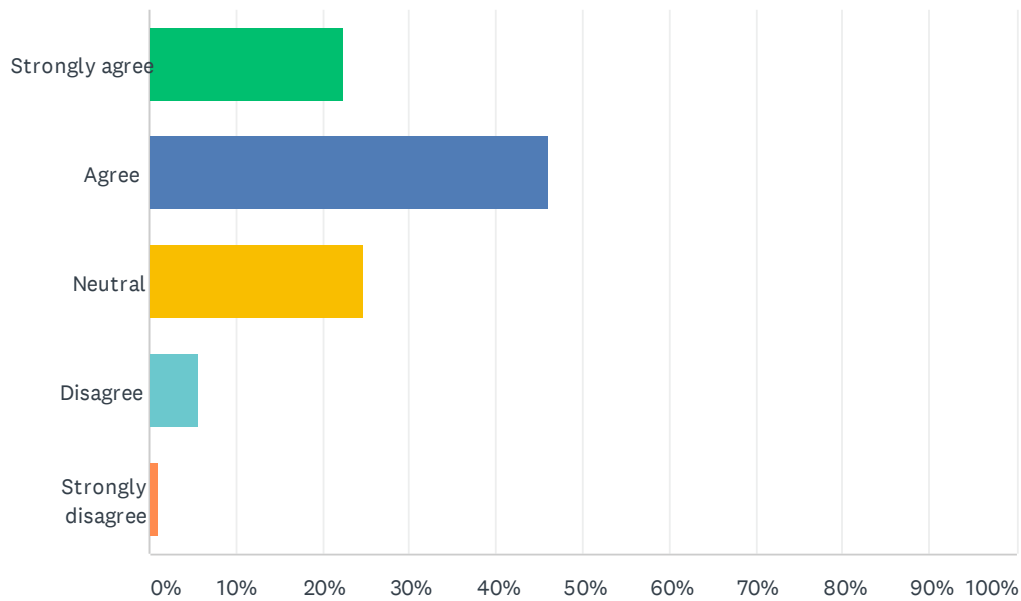
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	44.94%	40
Neutral	20.22%	18
Disagree	7.87%	7
Strongly disagree	3.37%	3
Total Respondents: 89		

Q9 The UNCT in this country has adequate procedures in place to protect my personal safety and security.

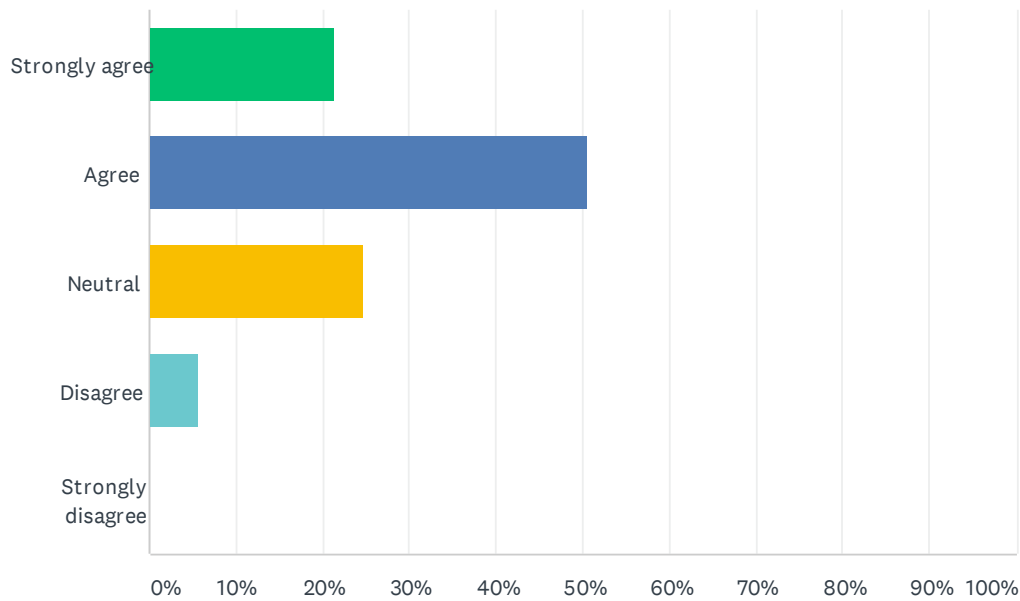
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ANSWER CHOICES	RESPONSES	
Strongly agree	22.47%	20
Agree	46.07%	41
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q10 The UNCT in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

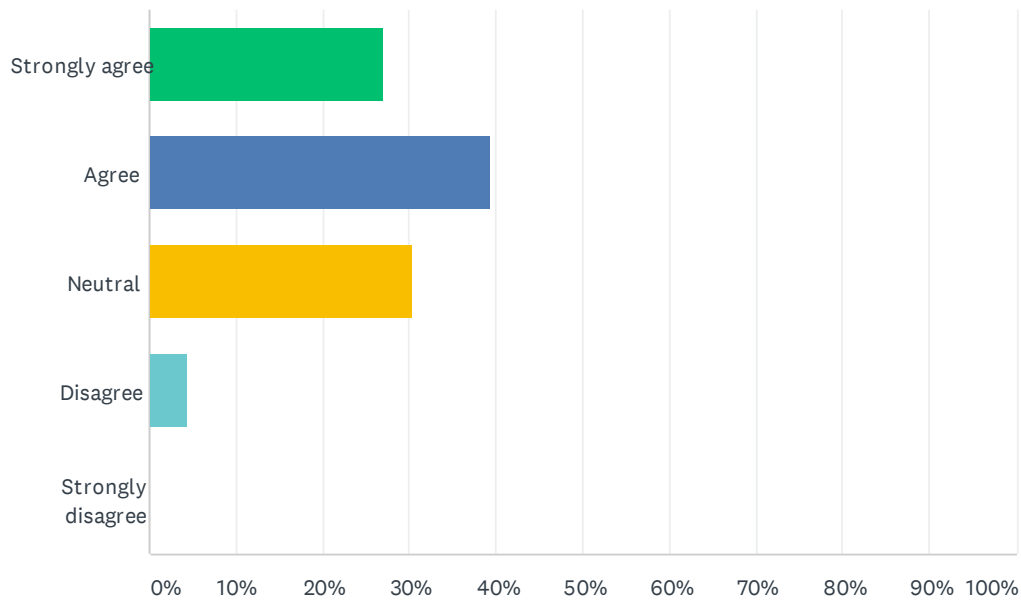
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ANSWER CHOICES	RESPONSES	
Strongly agree	21.35%	19
Agree	50.56%	45
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	0.00%	0
Total Respondents: 89		

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.

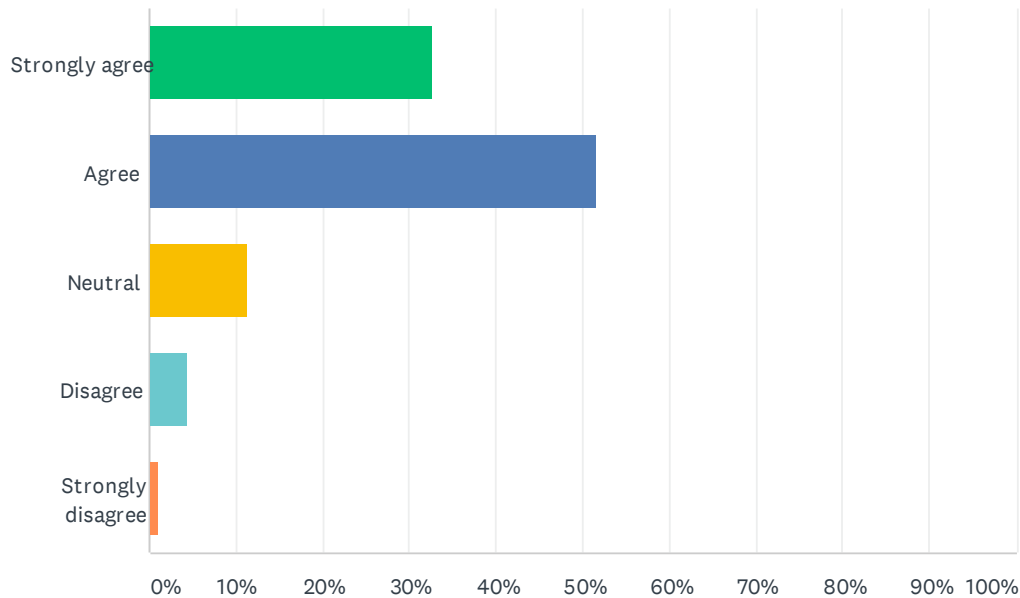
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	39.33%	35
Neutral	30.34%	27
Disagree	4.49%	4
Strongly disagree	0.00%	0
Total Respondents: 89		

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.

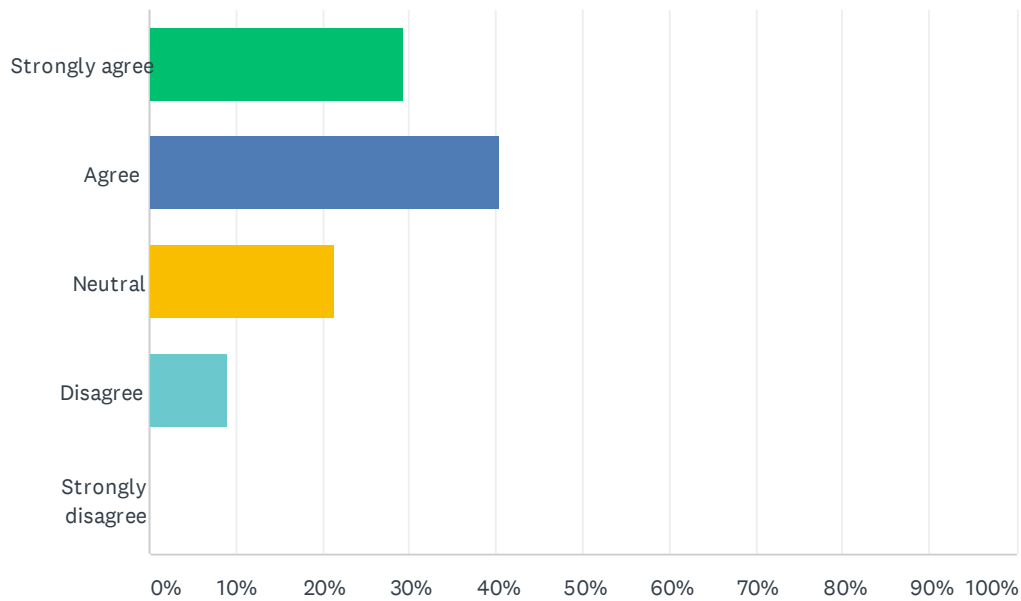
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ANSWER CHOICES	RESPONSES	
Strongly agree	32.58%	29
Agree	51.69%	46
Neutral	11.24%	10
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q13 Head of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.

Answered: 89 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	40.45%	36
Neutral	21.35%	19
Disagree	8.99%	8
Strongly disagree	0.00%	0
Total Respondents: 89		

ANNEX B.2- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

- GEEW's Advisory Working Group- 2022 Action Plan
- PSEA's Advisory Working Group- 2022 Action Plan

GEEW ADVISORY WORKING GROUP- 2022 Action Plan- FINAL

	Joint Activities	UN Agencies	Leading Agency	Timeline	Budget	UNCT Scorecard Indicator
Joint Program	Regional Gender and Justice Report	UNDP, UN WOMEN, UNFPA and ESCWA	UNDP	Quarter 4 th 2022	Regional funding	2.1
	Data support on GBV and Economic Empowerment (1. Develop concept note; 2. Identify partners; 3. Project proposal approved; 4. 2023 implementation)	UN WOMEN, UNFPA and UNDP (UNICEF participation-TBC)	UN WOMEN will lead on the concept note	2022		2.1
	“Workshop on Humanitarian Border Management”: strengthening capacity of 100 border guards on human trafficking and international standards (tentative: one module from OHCHR on gender)	IOM-UNHCR- OHCHR- ICRC	UNHCR	22- 23 June 2022	/	2.1

Capacity-building	Migration Advisory Working Group: provide technical expertise as needed to review the various documents through gender lens. IOM representative is seating both on GEEW and Migration AWGs and will liaise the groups as needed.	IOM, UNHCR and UNODC	IOM	On going	/	5.2
Capacity-building (INTERNAL)	Support family-friendly policies initiatives including a study across GCC (Family Affairs Council potential partner)	UNICEF GCC Office- UNICEF Innocenti (UNFPA and UNICEF will discuss bilaterally)	UNICEF		/	5.2
Capacity-building (INTERNAL)	Gender Marker training for GEEW's AWG and other UN agencies. All GEEW's members to participate.	UN WOMEN leading and DCO (all other agencies will be invited)		2 nd -3 rd quarter 2022	UN WOMEN	6.1- 5.2
Joint Research	Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. (Identify partner)	OHCHR -UNDP (TBC: UNHABITAT case studies; UN WOMEN sharing good practice)			UNDP	2.1
Communication & Advocacy	Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats). Potential partner Family Affairs. Step 1: UNICEF drafting concept note	UNICEF, UN WOMEN, OHCHR	UNICEF	Quarter 3 rd 2022	/	2.2

	Step 2: sharing with UN partners					
	16 days of activism/campaign -GEEW's lens including VAW (UN WOMEN will inform the group and Comm AWG on the global theme; the GEEW's group will share key messages with Comm AWG)	OHCHR and other	OHCHR			2.2
	8 th of March – UN Day to celebrate gender equality	UNRCO and other agencies	UNRCO	8 th March 2023		2.2
	Develop key messages for UNRC and UNCT members - UNCT joint advocacy approach to promote GEEW at all levels.	All members of the AWG	31 st of May	/	Chair/s of the AWG	
Reporting	Report to the UNCT Programme management team (PMT)- UNSDCF as required. Support the formulation of M&E plan and result framework for the UNSDCF		Quarterly	/	All members of the AWG	
	Update UNCT on a regular basis on related developments and initiatives		Quarterly	/	AWG Chairs	

PSEA ADVISORY WORKING GROUP- 2022 Action Plan

2022 TENTATIVE ACTION PLAN						
Results/Deliverables & SDGs	Activities	Joint Programming	Gender Equality-KPI	Timeline-2022	Budget Allocation	Responsible AFGs
PSEA policies regularly implemented by UNCT members						
	1. UNRC reminder to UNCT members of mandatory training/ awareness-raising on sexual exploitation and abuse policies to UN personnel			Two emails per year (UNRCO)	/	UNRCO
	2. Share good practice/case studies with UNCT and PSEA's focal points (request HQ and regional office)			April 2022	/	UNFPA
	3. UNRC request to UNCT members on the number of reports received in 2022 (sexual exploitation and abuse/ misconduct and the policy for protection against retaliation)			December 2022 (UNRCO)	/	UNRCO
Awareness on PSEA's policies raised with UN personnel (UN Staff; consultants and contractors)	1. No Excuse Card (English-Arabic) produced and distributed to UN			May 2022	UNRCO	UNRCO

	personnel. The card includes Government helpline number and UN agency focal points to report. (500 cards)					
	2. POSTERS for UN offices/premises as awareness tool (English and Arabic)			May 2022	UNRCO	UNRCO
	3. Technical Webinar/seminar with PSEA focal points and UN policies /focal points obligations			Early tentative July 2022 (1 hour seminar)		IOM
	4. As part of 16 days of activism including PSEA key messages through social media or other means/venues	UN agencies involved in the 16 days activism		November 2022		UNRCO, UN WOMEN, UNFPA
PSEA criticality identified in UNCT/KSA	Paper on PSEA and VAW in KSA- and national process/procedure on reporting/ investigation and protection of victims. (Tentative: 7 days consultancy with local lawyer.....)	UNFPA is working on the concept note to be shared with the group. UNFPA will connect with Partnership AWG		End of September (starting tentatively in June)	UNFPA- 2000 USD (tentative) UN WOMEN UNDP	UNFPA confirmed the interest / UN WOMEN- to confirm interest

						UNDP- to confirm interest
UNCT- PSEA Communication strategy developed	Develop PSEA's key messages for UNRC and UNCT members			May 2022		UNFPA
UNDCF-PMT supported	1. Reporting to PMT- UNDCF as needed			Ongoing & consistent with PMT/CF Monitoring and Evaluation		
Data on UN personnel perception of standards of conduct collected	PSEA Survey: two surveys conducted in 2021: <ol style="list-style-type: none"> 1. Gender SWAP Scorecard- Indicator 4. 2. "Perceptions of standards of conduct with relation to sexual exploitation and abuse" 			2021		

UNCT SWAP – SCORECARD SAUDI ARABIA

23rd of May 2022

ANNEX A- Detailed findings by indicator:

<p>Indicator: 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS</p>	<p>SCORE: Meets minimum requirements.</p>
<p>Findings and Explanation</p> <p><i>The CCA meets minimum standards as it:</i></p> <ul style="list-style-type: none"> <i>a. Includes gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;</i> <i>b. Shows consistent use, where available, of sex-disaggregated and gender sensitive data.</i> <p>The CCA includes in-depth analysis of each SDG, with where possible, based on available sex disaggregated data a gender analysis. Key points:</p> <ol style="list-style-type: none"> <i>1. SDG 1: CCA clearly notes a lack of data to inform the CCA as related to sex and age disaggregation to calculate poverty rates and understand income distribution.</i> <i>2. SDG 2: Notes key vulnerable group on KSA is children, and in this area notes that as per KSA priorities, there is a need to address the 8% of children defined as “stunted” with boys (9.7%) and girls (6.4%) stunted due to malnutrition. It also notes more disaggregated data is needed to understand distinct issues of boys and girls (and other intersectional concerns) related to this SDG.</i> <i>3. SDG 3: On health, the document analyses available sex-disaggregated data, noting gender differences, with boys having a higher mortality rate than girls (Under-five mortality for boys is 9.3 and girls 7.3) (pg11, CCA), need for preventative care (vaccinations) and support to non-Saudi’s. Maternal health has improved, with disparities among communities and geographic locations.</i> <i>4. SDG 4: analysis focuses on most vulnerable groups, including women. It notes girls outperform boys (performance across education grades).</i> <i>5. SDG 5: full analysis on GEEW, but notes more need for disaggregated data at the sub-national level is necessary.</i> <i>6. SDG 6, 7 : Gender Blind – data lacking</i> 	

7. *SDG 8: Notes significant gender gaps on the labour market. Links with SDG 5 and 8 are noted, particularly in the national Vision 2030 prioritization of advancing women's inclusion on the labour market, in leadership positions, access to business opportunities, financial inclusion, advancing rights of female domestic workers.*
8. *SDG 9: Notes significant difference in access to digital technology (computer) between men (52%) and women (38%). Which highlights distinct patterns for the future world of work and digitization.*
9. *SDG 10: Notes distinct vulnerabilities of women (lower access to bank accounts than men), but also notes lack of sex-disaggregated data on migrant workers, income distribution, social security (and pension) coverage.*
10. *SDG 11, 12, 13,14,15: Gender Blind – data lacking. Though on urbanization, the CCA notes the importance and prioritization of inclusive, gender responsive, local governance and urbanization.*
11. *SDG 16: Notes the majority of human rights recommendations made under this SDG are directly linked to women and girls (SDG 5), and the limitations related to CEDAW implementation and reservations made by KSA upon ratification, This area notes the need to advance gender justice, with emphasis on the need to advance gender balance of the judiciary to bring its capacity and response in line with Human Rights and international standards in crime prevention and criminal justice. It also emphasizes the need to prevent discrimination of (women) human rights defenders. A specific section on Gender Equality and Women's Rights notes needed changes in practice to address gender stereotypes and views on the traditional role of women, the need to end VAW and all forms of discrimination, including in legislation. It also notes the particular vulnerabilities of women migrant workers (as related to trafficking, forced sexual exploitation and other forms of exploitative labor).*
12. *SDG 17: notes need for partnerships to advance available data on women.*

Overall, the KSA- CCA is a very comprehensive document providing an overview of the ongoing reform in the Kingdom, including gender analysis. The document analyzes the remaining challenges and identifying what are the opportunities and recommendations to continue the ongoing transformation, including advancing the gender empowerment agenda. Several areas of interventions and priorities were identified concerning gender equality, in particular: i. Collection of sex disaggregated data; ii. Tackling social norms and gender bias (Tackling social norms is a game changer for gender inequalities and should be a priority to enhance the implementation of the new reform agenda. The various program should target: i. man/boys; women/girls; ii. Urban and rural areas; iii. Local authorities; iv. Overall justice system; v. public and private sectors); iii. Ensure women political representation and in senior leadership positions; iv. Labor force and employment (Develop procedures and safeguards to eliminate gender-based discrimination in wages, opportunities, and employment); v. Building safe, resilient, and sustainable cities (Gender mainstreaming is essential in building safe, resilient, and sustainable cities. It requires concerted actions to bring on board women's specific interests concerning urban planning and financing, designing gender responsive public facilities, transport, parks and gardens and ensuring gender-sensitive access to public services); vi. Highlight the importance of health care facilities focusing on GBV victims and reporting mechanism; vii. Gender mainstreaming in government agencies and special attention on gender-bias stereotypes; viii. Improve women's access to financial services.

Evidence or Means of Verification

CCA document- 2021; relevant studies formulated during the G20 under the Saudi Arabia Presidency in 2020 (e.g. The National Dialogue's Report- Women 20/Al Nahda; UNDP- Country Gender Assessment- 31st march 2021- Executive Summary)

Indicator: 1.2 | GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

SCORE: Meets Minimum requirements

Findings and Explanation

This Indicator meets minimum standards as

- (a) One outcome of the UNSDCF specifically targets SDG 5, including it as a prominent output under the overarching theme of the 2030 agenda (people), and;*
- (b) Gender equality and women's rights is mainstreamed across the CF. It features prominently under Outcome 4 of the CF, which focuses on 2030 agenda area "peace", and includes GE as a cross-cutting priority in all other outcome areas of the CF.*

The UN Sustainable Development Cooperation Framework (2022-2026) is mainstreaming gender equality and women empowerment across all the outcomes in line with the SDGs priorities. The outcomes include substantive references to gender equality. All UNSDCF outcomes include explicit reference to gender equality, even where gender equality is not the core purpose of the outcome.

The UNSDCF is structured around the 2030 agenda's overarching areas: People, Planet, Prosperity and Peace (which includes partnership and other cross-cutting areas, including gender). These areas form the outcomes of the CF, with SDG 5 prominently included under outcome 1 on "People", with focus on women's economic empowerment. Gender Equality is also a cross-cutting issue under the other 3 outcomes (see page 27, 28, 32 of the CF), with the CF noting on page 33 that "Gender (53%) has been fully mainstreamed in over half of the 212 UN activities slated for the 2022 to 2026 period of the UNSDCF", and on page 60 noting that "Enhancing Gender equality and Women's Rights & Resilience" are associated with 14 activities (27% of outcome 4 of the CF – crosscutting).

Evidence or Means of Verification

Draft of the UNSDCF (2022-2026). At the time of this exercise, the UNSDCF is waiting for the Government of KSA signature.

INDICATOR 1.3 | UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

SCORE: Approaches minimum requirements

Findings and Explanation

The UN Sustainable Development Cooperation Framework (2022-2026) indicators are measuring gender equality across all the outcomes. At the time of the UNCT-Swap Gender Equality Scorecard exercise (2021 and 2022) the UN Sustainable Development Cooperation Framework is waiting to be signed by the Government of KSA.

Recommendations to the UNCT: to include between 33 -50 % of UNSDCF's outcome indicators - able to track progress towards gender equality- in the detailed result framework when the detailed join program will be developed.

Update December 2022:

The UNSDCF is structured around the 2030 agenda's overarching areas: People, Planet, Prosperity and Peace (which includes partnership and other cross-cutting areas, including gender). These areas form the outcomes of the CF, with SDG 5 prominently included under outcome 1 on "People", with focus on women's

economic empowerment. Gender Equality is also a cross-cutting issue under the other 3 outcomes (see page 27, 28, 32 of the CF), with the CF noting on page 33 that “Gender (53%) has been fully mainstreamed in over half of the 212 UN activities slated for the 2022 to 2026 period of the UNSDCF”, and on page 60 noting that “Enhancing Gender equality and Women’s Rights & Resilience” are associated with 14 activities (27% of outcome 4 of the CF – crosscutting).

The above highlights the UNCT is approaching gender equality to a high standard in the CF. The indicators of the CF, once developed, will define if this criteria is met. Hence the UNCT is approaching minimum standards.

Evidence or Means of Verification

Draft of the UNSDCF (2022-2026). At the time of this exercise the UNSDCF is waiting to be signed by the Government of KSA, and indicators being developed.

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

SCORE: Meets minimum requirements

Findings and Explanation

The UNCT meets minimum requirements, noting that KSA is a high income country, where Joint programmes have not been established. The UNCT has nevertheless mainstreamed gender equality through the CF and as part of the operational implementation thereof has established a gender advisory group to the UNCT, which includes a joint programming framework that focuses on critical aspects of the CF that will be jointly implemented, by one or more agency jointly. The focus of this work is on WEE and GBV, building on existing initiatives as described below.

In 2021 the UNCT in KSA explicitly targeted violence against women, which in line with a High Income Country, requested policy and technical support from the UN system. A Webinar Series on Violence against Women and COVID-19 in partnership with the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia was advanced. The program was coordinated by the United Nations Economic and Social Commission for Western Asia (ESCWA) in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA) and the United Nations Office on Drugs and Crime (UNODC).

In 2022, the UNCT has defined its joint work under the UNCT Gender Advisory Group Joint work plan, which includes the following: i. launch of joint “Regional Gender and Justice Report” executed by UNDP, UN WOMEN, UNFPA and led by ESCWA; ii. Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter

the labor market. Lead agencies UNDP and OHCHR; iii. Develop a concept note on “Data support on GBV and Economic Empowerment” jointly by UN WOMEN, UNFPA and UNDP; iv. Deliver a Gender Marker training for GEEW’s AWG and other UN agencies; v. Deliver a joint capacity building activity (IOM-UNHCR-OHCHR- ICRC) on “Humanitarian Border Management”: strengthening capacity of 100 border guards on human trafficking and international standards.

Within the UNSDCF (2022-2026) there is a visible framework that guides a series of actions to mainstream gender in all joint program/activities and to build synergies in collecting sex disaggregated data to inform policy makers and program formulation through the GEEW Inter agency Advisory Working Group.

Recommendation to UNCT: to increase the collection of sex disaggregated data to be utilized to design informed policies and program.

Evidence or Means of Verification

1. UNCT mapping exercise- April 2021; 2. Joint programming "Assessment of the Webinar Series on Violence against Women and COVID-19 for the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia"; 3. Draft document UNDCF (2022-2026); 4. GEEW Advisory Working Group Action Plan 2022

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

SCORE: Meets minimum requirements

Findings and Explanation

The UNCT has contributed jointly to at least one advocacy campaign (16 days of activism; SDG 5, International Women’s Day) and includes GEEW in the inter-agency Communication plan which allows the UNCT to meet minimum requirements under this indicator.

In 2021 and 2022 the UNCT has organized and is planning to organize the following joint advocacy campaign and events to promote SDG 5 in KSA: 1. podcast interview with UNRC on SDG5 Progress in the Kingdom of KSA; 2. 16 days activism campaign (25 Nov- 10 dec 2021) with UNRCO, UNDP, UN WOMEN and OHCHR in partnership with other agencies, Human rights Commission and local CSOs in Riyadh and other regions. One day- 8th of march 2021-2022 event to sensitize and raise awareness on GEEW and SDG 5 jointly with UNRCO, UNDP, UNICEF, WB; 4. 16 days activism and advocacy campaign lead by OHCHR jointly with the GEEW's members; 5. Campaign on "Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives" (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats)- UNICEF, UN WOMEN, OHCHR.

Evidence or Means of Verification

1. UNCT mapping exercise- March 2021; 2. 2022 interview to UNCT and UNRCO; 3. Communication Advisory Working Group Action Plan 2022; 4. GEEW Advisory Working Group 2022 Action Plan; 5. PSEA Advisory Working Group 2022 Action Plan

INDICATOR 2.3 | UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

SCORE: Approaches minimum requirements

Findings and Explanation

Requirement (a) is met as UNSDCF (2022-2026) includes gender sensitive indicator in the result matrix and reviews/evaluations assess progress against gender-specific results. While at the time of the scorecard, this benchmark was too early to assess as the results framework is under development and is being discussed with the Government.

Evidence or Means of Verification

INDICATOR 3.1 | UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

SCORE: Meets Minimum requirements

Findings and Explanation

The UNCT meets the following criteria that benchmark it to meet minimum requirements for this indicator:

a. The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle
*In 2021 the UNCT had one joint initiative (six UN agencies: ESCWA, UNFPA, UNDP, UNFPA, UNODC, UN WOMEN) with a government entity called **National Family Safety Program**. The UNCT mapping exercise conducted in April 2021 showed that there are several initiatives lead by one or two agencies with **The Family Affairs Council**.*

b. The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E

The GEEW's government entities and CSOs have been consulted for the formulation of the CCA.

In 2021 and 2022 various agencies have provided substantive support to government entities to engage in gender related SDGs implementation, in particular with: Ministry of Economy and Planning; Family Affairs Council; Human Rights Commission, National Committee to Combat Trafficking; Ministry of Human Resources and Social Development; Ministry of Environment, Water and Agriculture; General Authority of Statistics, National Center for Mental Health Promotion; Ministry of Municipal Rural Affairs and Housing; Saudi National Commission for UNESCO; Ministry of Foreign Affairs; Ministry of Interior and Public Prosecution Office. The RC held consultations with prominent women leaders, together with the Gender Taskforce established especially to support the CCA/UNSDCF development process. The Family Affairs Council (National Women's Machinery), participated in the UNCT retreat in 2021 to finalize the draft UNCDF and provide feedback to its content.

Recommendations to the UNCT: to continue to provide collective contribution to strengthen the Government engagement in gender related SDGs implementation in 2022.

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSOs

SCORE: Approaches Minimum requirements

Findings and Explanation

The UNCT in KSA is approaching minimum requirements in this regard. It has collaborated with GEEW CSOs and women's rights advocates to foster GEEW within the work of the UNCT and advance messaging around the 16 days, international women's day and define the CCA/CF.

The UNCT has carried out on the 4th of April 2021 a joint consultation with national gender experts and GEEW CSOs to identify main needs and priorities for the Kingdom. These priorities were included in the CCA document and recorded by the UNCT to be taken into consideration in the UN Development Cooperation Framework. In 2021 and 2022 several UN agencies supported the participation of GEEW CSOs in gender related SDGs activities. It appears clear from the UNCT mapping exercise that several initiatives are carried out individually by UN agencies with GEEW's CSOs and national gender experts. In the past 3 years several important reforms have been implemented by the Government, the UNCT will be able in the UNSDCF's cycle (2022-2026) to increase the number of joint activities on gender equality and women's empowerment.

Recommendations to the UNCT: to increase engagement with women's institutions in the KSA through regular/annual dialogues with the UNCT, guided by the UNRCO in 2022.

Evidence or Means of Verification

UNCT-Gender Task Force meeting's agenda (March, April and May 2021) and GEEW Advisory Working Group minutes- 2022.

UNCT- GEEW Mapping exercise April 2021

CCA Document

UNCT GEEW's consultation- 4th of April 2021

Advisory Working groups 2022 Action Plans

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

SCORE: Meets minimum requirements

The UNCT Meets minimum requirements as follows:

a. Since 2020, GEEW has been a regular topic of discussion in the UNCT, with agreement of the establishment of a UNCT Gender Taskforce, the conduct of the SWAP Scorecard and the integration of gender in the CCA and draft CF as a result. UNCT helped Alinma Bank to join and becoming signatory of the Women's Empowerment Principles (WEPS). Now the bank has an entire department for women empowerment.

b. The RC demonstrated public championing of GEEW in the last 12 months. In various interventions, the RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. For example:

- Ring the Bell Ring the Bell Panel Discussion on "Gender Equality Today for a Sustainable Tomorrow by empowering the next generation of leaders".,
- International Women's Day;
- 16 Days of Activism,
- Podcasts interviews on SDG5 https://www.youtube.com/shorts/R8XgqB_EwYY, etc .

Additionally, several UN Head of Agencies have been involved in various G20 discussion- relevant to GEEW- under the Saudi Arabia presidency in addition to the regular UN program activities. Both the RCO and various UN agencies were actively engaged in raising awareness and discussion on gender equality and women empowerment. Several agencies participated to G20- Women 20 fora and national dialogues to advocate for women empowerment in KSA and are continuing to advocate for accelerating the achievement of SDG5..

c. This criterion is met because 75.28% of staff either strongly agree or agree with the question on the organizational culture survey: "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace."

Recommendations to UN-RCO and UN Head of Agencies: 1. Keep track of all interventions and continue promoting gender equality and women empowerment; 2. GEEW as standing substantive agenda item for the UNCT on a bi-annual basis – to stimulate substantive discussions on GEEW at the highest level within the UNCT; 3. UNCT has established 10 thematic advisory working groups to advise the UNCT and to support the UN Sustainable Development Cooperation Framework; two groups are focusing specifically on GEEW and PSEA.

Evidence or Means of Verification

UNCT- HoA minutes and agenda

Women 20-G20 discussions/interventions

Organizational Culture Survey results

GEEW and PSEA Advisory Working Groups- 2022 Action Plans

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

SCORE: Meets minimum requirement (65-80 %)

Findings and Explanation

The survey was published for a duration of four weeks and a total of 89 UN staff responded out of 187. The required sample size is 89. Out of the 89, the respondents are: 51,69% female; 47.19 % male; 1,12 % other; National staff 60.67%; International staff 39.33 %. Staff with supervisory functions 47.19 %; without supervisory functions 52.81%.

The Survey results of UNCT personnel perception of organizational environment in KSA for promotion of gender equality scored an overall positive rating of 71.3 %.

The survey was sent to all HOAs in KSA with instructions to distribute to all staff. Results scored an overall positive rating of 71.3 % (6.9 % negative and 21.80 % neutral). The minimum requirement (65%) is met. The score for questions 5 and 12 were the highest, respectively: Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace (75.28 % strongly agree or agree). Q`12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance (84.27 % strongly agree or agree). Also questions 4 and 7 received positive scoring, respectively Q7 "UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation" received a quite high scoring (71.91%); Q4 "I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels" (65.17%) meeting the minimum requirements.

Evidence or Means of Verification

Results of the survey of staff perception of organizational environment for gender equality (total 89 responses out of 187 personnel; confidence interval of 7.5)

INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED	SCORE: Approaches minimum requirements
<p>Findings and Explanation</p> <p>During the scorecard the UNCT put in place a benchmark for monitoring gender parity in staffing, and will monitor it regularly through the RCO. Hence the UNCT approaches minimum standards. The assessment found that each UN agency has a mechanism in place to demonstrate positive trends towards achieving gender parity in staffing. Most agencies monitor at individual agency level. After consolidating all the data from all UN agencies, we found that the total number of personnel is 187, women comprise 30 % (56 female) and men 70 % (127 male), no data was provided on the gender of 4 staff. For the purpose of this exercise gender parity is defined as + or- three % points (47-53%).</p> <p>Recommendations to the UNCT: continue to monitor representation of women and men at the UNCT level (General Service Staff and Professional staff). The present consolidated data, mentioned above and collected for this exercise, will serve as baseline for future monitoring.</p>	

Evidence or Means of Verification

Consolidated data provided by UN DSS (date: 11th of May 2021).

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

SCORE: Meets Minimum requirements

Findings and Explanation

The UNCT meets minimum standards as follows:

1. A coordination mechanism exists, chaired by the UN Women Representative on the UNCT for KSA.
2. The Gender Group has a clear ToR, which includes deliverables and a workplan, endorsed by the UNCT
3. The group has made substantive inputs into the CCA, the strategic prioritization process and results definitions of the CF. It provides input to the M&E, through the IMS.

In March 2021 an inter- agency gender coordination mechanism was established to support and coordinate the UNCT activities related to gender equality and women empowerment. The mechanism was called "Gender Task Force", it was chaired by UN WOMEN HOA and met on a weekly basis. Specific TOR were formulated, with deliverables. The GTF included a sub-technical group composed of IOM, OHCHR and UNFPA working on PSEA (PSEA Team Task Force). The GTF in 2021 has made substantive inputs into the UNDCF including the country common analysis- CCA, strategic prioritization, results framework and M&E. In 2022 the UNCT has changed the GTF into two permanent advisory working groups to the UNCT and to the UNDCF process: i. GEEW Advisory Working Group, co-chaired by UN WOMEN and UNDP, composed of 16 UN agencies and ii. PSEA Advisory Working Group co-chaired by the UNRC and UNFPA and composed of 6 agencies. The PSEA and GEWW Advisory Working Groups will meet quarterly. Criteria C of the scorecard (seniority of the members of the working group has not been met.

Evidence or Means of Verification

CCA- Gender Task Force inputs

GEEW Terms of Reference- Advisory Working Group

GEEW Advisory Working Group Action Plan 2022

UNCT- Gender Task Force Agenda 2021
 PSEA Advisory Working Group- Action Plan 2022
 Gender Task Force- 2021 Terms of Reference >F
 Roadmap for the Cooperation Framework
 GTF- PPT retreat- UNCT 10-03-2021
 GEEW Work plan- May 2021
 UNCT-HoA Agenda and minutes 2021-2022
 UNSDCF (2022-2026) planning and monitoring documentation

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

SCORE: Meets Minimum Requirements

Findings and Explanation

The UNCT meets the minimum requirements as follows.

a) In 2021 the UNCT was sensitized to the gender scorecard, the gender taskforce engaged on substantive dialogues on gender and their capacity was build through the conduct of the gender scorecard.

b) A capacity development plan was defined for 2022, noting the Gender equality marker as a key priority in 2022, as well as training on PSEA.

An inter-agency gender coordination mechanism was established in March 2021 (Gender Task Force) and in 2022 was transformed into an Advisory Working Groups (GEEW and PSEA) to support and coordinate the UNCT and the UNSDCF in their activities & reporting related to gender equality and women empowerment. In 2022 the GEEW Inter Agency working group is planning the following joint gender capacity development activity: i. Gender Marker training for GEEW's AWG and other UN agencies. This activity is led by UN WOMEN; ii. PSEA focal point's training specific to the KSA context (led by IOM). Other individual UN agencies have gender specific induction packages for new staff (like WHO, UNDP, UN WOMEN, UNFPA, IOM); the UNCT induction package will also include critical documents on GEEW in Saudi Arabia (CCA; UNDP Gender Country Assessment and KSA report on CEDAW- March 2022).

In 2022 the PSEA Advisory Working Group-AWG- produced 500 “No Excuse Cards” (English and Arabic) and 30 posters (15 Arabic and 15 English) to raise awareness on PSEA and inform the UN staff on the helpline to report. In addition, the PSEA AWG will deliver a joint training targeting PSEA’s focal points. While induction packages can improve (criteria 3 under this indicator that allows to move the UNCT towards exceeding expectations) , this criteria is considered met as the induction package for UN staff by UN DSS includes gender specific training and informs staff about key gender-related cultural and security-related issues.

Recommendations to the UNCT: to continue to deliver joint gender capacity building activity on an annual basis.

Evidence or Means of Verification

*2022 GEEW and PSEA Advisory Working Group Minutes and 2022 Action Plan
PSEA “No Excuse Card” and posters
2021 Gender Task Force Agenda;
UNDSS induction training material and other UN agencies*

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

SCORE: missing requirements

Findings and Explanation

No training on the GEM has taken place, but is planned for 2022. The CCA/CF exercise noted a gap in financial analysis related to GEEW in 2021 and a mapping of financial allocations conducted nevertheless, in recognition of the need to advance in the area of financial analysis on GEEW within the UNCT.

Indeed, 2021 three agencies (UN HABITAT, ILO and UN WOMEN) were able to estimate the financial resources allocated for GEEW activities and one agency- UNDP- had clear budget earmarked. All the other UN agencies, according to the mapping exercise undertaken in April 2021 have GEEW's budget embedded in the various programs. In 2022 the UNCT through the GEEW’s Advisory Working Group- AWG- will organize a Gender Marker capacity building activities for the UNCT and all agencies to support the allocation of adequate resources to mainstream gender in their program. In addition, in 2022 the GEEW AWG will support the formulation of the UNSDCF result framework and identification of KPI including the allocation of adequate financial resources in the

joint programs. In particular will set a gender-responsive financial target for allocations dedicated to GEEW activities and a tracking system to monitor the implementation and track expenditure on gender equality. The target is at the discretion of the UNCT based on the KSA context and ongoing program. The financial target has to take into consideration the present allocations as baseline (see GEEW Mapping exercise- April 2021. Estimated amount allocated in 2021 for GEEW activities is 3.6 m USD- estimate received only from 4 agencies).

Recommendations to UNCT: to continue to work closely with the Program Management Team responsible to monitor the UNSDCF

Evidence or Means of Verification

*Gender Task Force mapping exercise -April 2021;
GEEW and PSEA Advisory Working Group 2022 Action Plans
UNSDCF (2022-2026)- Result Framework*

INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

SCORE: Approaches minimum requirements

Findings and Explanation

The new UNSDCF (2022-2026) is waiting for the signature of the KSA Government. The UNSDCF, the CCA document and the UNCT mapping exercise conducted in April 2021 and the 2022 Action Plans formulated by the GEEW and PSEA advisory working groups show that the UNCT was able to provide evidence demonstrating progress on GEEW in support of national government and the SDGs. In the past 4 years the Kingdom of Saudi Arabia has undergone a profound legislative and policy reform advancing gender equality and empowering women. The UNCT has contributed through its various programs to this advancement. Most of the UN support to the Government in KSA is through policy and technical advice in the various sectors of intervention. From the UNCT mapping exercise was clear that each UN agency is supporting the Government in moving forward the gender equality's agenda. In the present UNSDCF cycle (2022-2026) the UNCT needs to continue to support the Government and CSOs in implementation the new legal framework. In march 2022 the Government of Saudi Arabia has submitted a voluntary report on the CEDAW.

Recommendations to the UNCT: to identify feasible gender equality and the empowerment of women results and establish a mechanism to track the progress and achievements of the UNCF outcomes in line with SDG priorities, including SDG 5.

Evidence or Means of Verification

UNSDCF outcomes and framework results - new cycle (2022-2026)

National data from government statistical office (GSTAT- also referred in the CCA document)

UNCT GEEW mapping exercise- April 2021

CCA document- 2021

UNDP- Country Situation Analysis on Gender- March 2021

ANNEX B.1- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

Prevention of Sexual Exploitation and Abuse- PSEA -ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established the following working groups to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Prevention of Sexual Exploitation and Abuse -PSEA.

The UNCT is establishing this Advisory Working Group to provide a platform for all Agency of Funds and Programmes- AFPs- to coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help AFPs explore and implement joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact.

Purpose

This advisory working group has two main responsibilities:

1.	Advise the UN Country Team: To share information, advise and update the UNCT on PSEA and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above issues. The
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	group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.
2.	Support the UN Cooperation Framework process: To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.

The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

Agency of Funds and Programmes- AFPs- who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

Two AFPs will co-chair the advisory group on rotational basis every 6 months. Presently- April 2022- the UNRC and UNFPA are chairing the group.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

1. **UN Country Team**
 - To share information and good practices among AFPs with overlapping mandates and common interests.
 - To advise and update the UNCT on a regular basis and *ad hoc* if needed.
 - To identify potential partnerships, critical areas, new opportunities, and challenges.
 - To identify joint advocacy and joint inter-agency strategies.
 - To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.
2. **UN Cooperation Framework**
 - To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
 - To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.
3. **Regular reporting and briefing to the UNCT and UNCF/PMT** (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.
4. **Review the UNSDG Information Management System- IMS - data** to identify areas where UN can work together to coordinate the response and increase the impact.

5. **Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches.** The plans should include:
 - Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
 - Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
 - The action plan should be shared with the UNCT for endorsement and approval.
6. **Draft a series of key messages/talking points (English and Arabic) on PSEA to be used by the UNRC and UNCT members for advocacy and communication purposes.** Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings and/or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group is presently co- chaired by the UNRC and UNFPA. The chair is on rotational basis, every 6 months. The next selection will be in September 2022.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

Gender Equality and the Empowerment of Women -GEEW - ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established **the following working groups** to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Gender Equality and Women Empowerment.

The UNCT is establishing this Advisory Working Group to provide a platform for all UN Agencies coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help UN Agencies exploring and implementing joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact, and advancing minimum standard on UN gender equality programming and operations.

Purpose

This advisory working group has two main responsibilities:

1.	<p>Advise the UN Country Team:</p> <p>To share information, advise and update the UNCT on specific thematic issues and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above sector/s. The group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.</p>
2.	<p>Support the UN Cooperation Framework process:</p> <p>To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to</p>

	manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.
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The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

UN Agencies who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

UN WOMEN and UNDP will co-chair the advisory group for the first 12 months. The chairing/co-chairing will rotate every 12 months.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

7. UN Country Team

- To share information and good practices among AFPs with overlapping mandates and common interests.
- To advise and update the UNCT on a regular basis and *ad hoc* if needed.
- To identify potential partnerships, critical areas, new opportunities, and challenges.
- To identify joint advocacy and joint inter-agency strategies.
- To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.

8. UN Cooperation Framework

- To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
- To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.

9. Regular reporting and briefing to the UNCT and UNCF/PMT (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.

10. Review the UNSDG Information Management System- IMS - data to identify areas where UN can work together to coordinate the response and increase the impact.

11. Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches. The plans should include:

- Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
- Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
- The action plan should be shared with the UNCT for endorsement and approval.

12. **Draft a series of key messages/talking points (English and Arabic)** on their sector to be used by the UNRC and UNCT members for advocacy and communication purposes. Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group will be co- chaired by the following two UN Agencies (UN WOMEN and UNDP). The chair is on rotational basis, at least every 12 months.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

ANNEX B.2- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

- GEEW's Advisory Working Group- 2022 Action Plan
- PSEA's Advisory Working Group- 2022 Action Plan

GEEW ADVISORY WORKING GROUP- 2022 Action Plan- FINAL

	Joint Activities	UN Agencies	Leading Agency	Timeline	Budget	UNCT Scorecard Indicator
Joint Program	Regional Gender and Justice Report	UNDP, UN WOMEN, UNFPA and ESCWA	UNDP	Quarter 4 th 2022	Regional funding	2.1
	Data support on GBV and Economic Empowerment (1. Develop concept note; 2. Identify partners; 3. Project proposal approved; 4. 2023 implementation)	UN WOMEN, UNFPA and UNDP (UNICEF participation-TBC)	UN WOMEN will lead on the concept note	2022		2.1
	“Workshop on Humanitarian Border Management”: strengthening capacity of 100 border guards on human trafficking and international standards (tentative: one module from OHCHR on gender)	IOM-UNHCR- OHCHR- ICRC	UNHCR	22- 23 June 2022	/	2.1

Capacity-building	Migration Advisory Working Group: provide technical expertise as needed to review the various documents through gender lens. IOM representative is seating both on GEEW and Migration AWGs and will liaise the groups as needed.	IOM, UNHCR and UNODC	IOM	On going	/	5.2
Capacity-building (INTERNAL)	Support family-friendly policies initiatives including a study across GCC (Family Affairs Council potential partner)	UNICEF GCC Office- UNICEF Innocenti (UNFPA and UNICEF will discuss bilaterally)	UNICEF		/	5.2
	Gender Marker training for GEEW's AWG and other UN agencies. All GEEW's members to participate.	UN WOMEN leading and DCO (all other agencies will be invited)		2 nd -3 rd quarter 2022	UN WOMEN	6.1- 5.2
Joint Research	Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. (Identify partner)	OHCHR -UNDP (TBC: UNHABITAT case studies; UN WOMEN sharing good practice)			UNDP	2.1
Communication & Advocacy	Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats). Potential partner Family Affairs. Step 1: UNICEF drafting concept note	UNICEF, UN WOMEN, OHCHR	UNICEF	Quarter 3 rd 2022	/	2.2

	Step 2: sharing with UN partners					
	16 days of activism/campaign -GEEW's lens including VAW (UN WOMEN will inform the group and Comm AWG on the global theme; the GEEW's group will share key messages with Comm AWG)	OHCHR and other	OHCHR			2.2
	8 th of March – UN Day to celebrate gender equality	UNRCO and other agencies	UNRCO	8 th March 2023		2.2
	Develop key messages for UNRC and UNCT members - UNCT joint advocacy approach to promote GEEW at all levels.	All members of the AWG	31 st of May	/	Chair/s of the AWG	
Reporting	Report to the UNCT Programme management team (PMT)- UNSDCF as required. Support the formulation of M&E plan and result framework for the UNSDCF		Quarterly	/	All members of the AWG	
	Update UNCT on a regular basis on related developments and initiatives		Quarterly	/	AWG Chairs	

PSEA ADVISORY WORKING GROUP- 2022 Action Plan

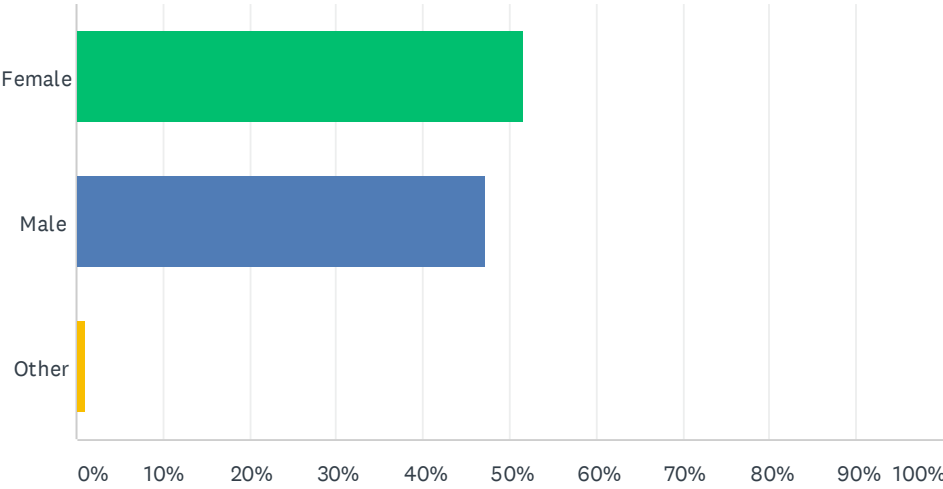
2022 TENTATIVE ACTION PLAN						
Results/Deliverables & SDGs	Activities	Joint Programming	Gender Equality-KPI	Timeline-2022	Budget Allocation	Responsible AFGs
PSEA policies regularly implemented by UNCT members						
	1. UNRC reminder to UNCT members of mandatory training/ awareness-raising on sexual exploitation and abuse policies to UN personnel			Two emails per year (UNRCO)	/	UNRCO
	2. Share good practice/case studies with UNCT and PSEA's focal points (request HQ and regional office)			April 2022	/	UNFPA
	3. UNRC request to UNCT members on the number of reports received in 2022 (sexual exploitation and abuse/ misconduct and the policy for protection against retaliation)			December 2022 (UNRCO)	/	UNRCO
Awareness on PSEA's policies raised with UN personnel (UN Staff; consultants and contractors)	1. No Excuse Card (English-Arabic) produced and distributed to UN			May 2022	UNRCO	UNRCO

	personnel. The card includes Government helpline number and UN agency focal points to report. (500 cards)					
	2. POSTERS for UN offices/premises as awareness tool (English and Arabic)			May 2022	UNRCO	UNRCO
	3. Technical Webinar/seminar with PSEA focal points and UN policies /focal points obligations			Early tentative July 2022 (1 hour seminar)		IOM
	4. As part of 16 days of activism including PSEA key messages through social media or other means/venues	UN agencies involved in the 16 days activism		November 2022		UNRCO, UN WOMEN, UNFPA
PSEA criticality identified in UNCT/KSA	Paper on PSEA and VAW in KSA- and national process/procedure on reporting/ investigation and protection of victims. (Tentative: 7 days consultancy with local lawyer.....)	UNFPA is working on the concept note to be shared with the group. UNFPA will connect with Partnership AWG		End of September (starting tentatively in June)	UNFPA- 2000 USD (tentative) UN WOMEN UNDP	UNFPA confirmed the interest / UN WOMEN- to confirm interest

						UNDP- to confirm interest
UNCT- PSEA Communication strategy developed	Develop PSEA's key messages for UNRC and UNCT members			May 2022		UNFPA
UNDCF-PMT supported	1. Reporting to PMT- UNDCF as needed			Ongoing & consistent with PMT/CF Monitoring and Evaluation		
Data on UN personnel perception of standards of conduct collected	PSEA Survey: two surveys conducted in 2021: <ol style="list-style-type: none"> 1. Gender SWAP Scorecard- Indicator 4. 2. "Perceptions of standards of conduct with relation to sexual exploitation and abuse" 			2021		

Q1 Select your gender:

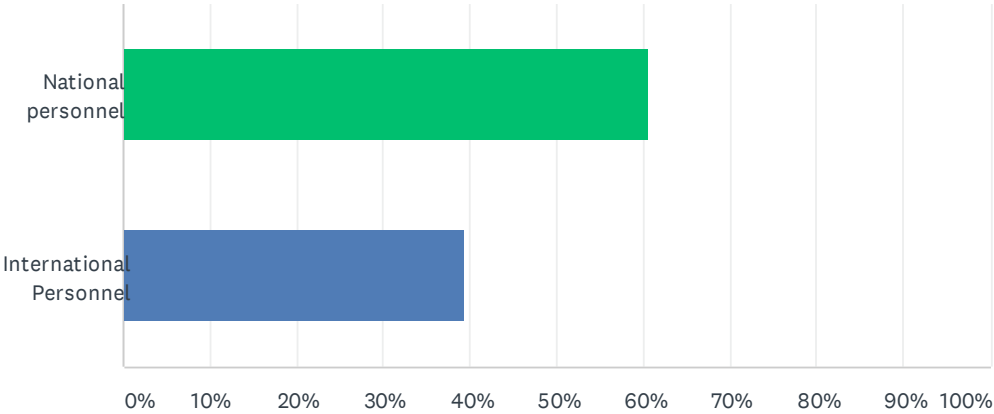
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ANSWER CHOICES	RESPONSES	
Female	51.69%	46
Male	47.19%	42
Other	1.12%	1
Total Respondents: 89		

Q2 Select below:

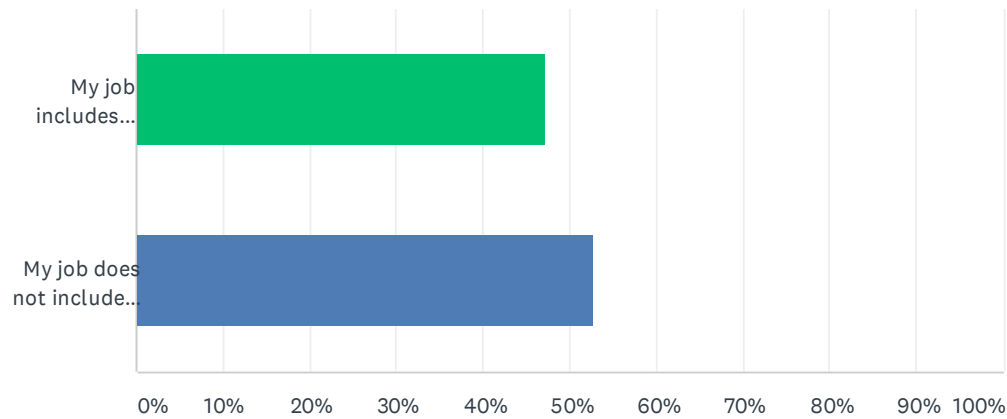
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ANSWER CHOICES		RESPONSES	
National personnel		60.67%	54
International Personnel		39.33%	35
Total Respondents: 89			

Q3 Select below:

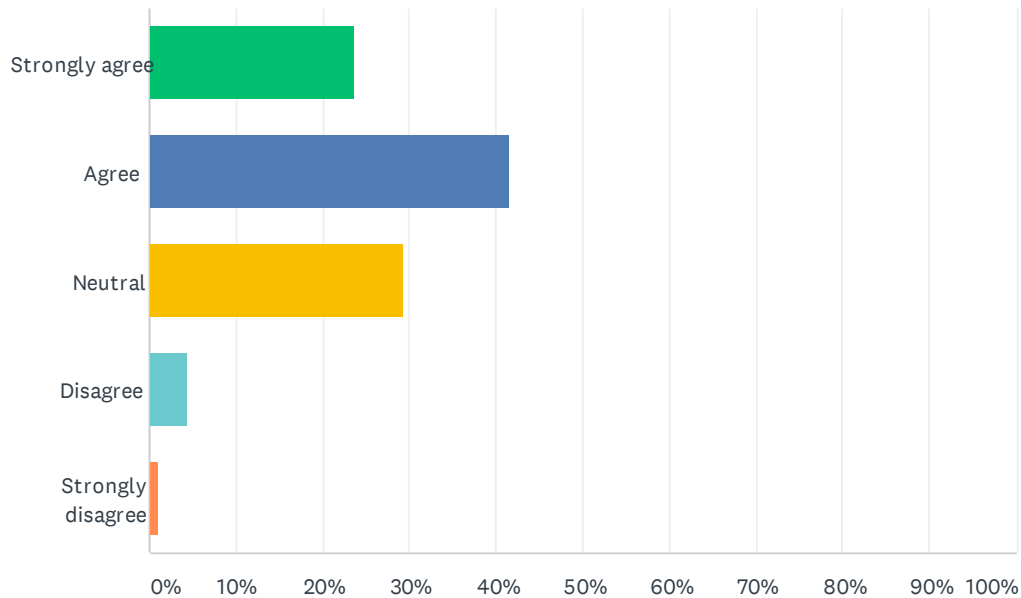
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ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	47.19%	42
My job does not include personnel supervisory functions	52.81%	47
Total Respondents: 89		

Q4 Survey I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

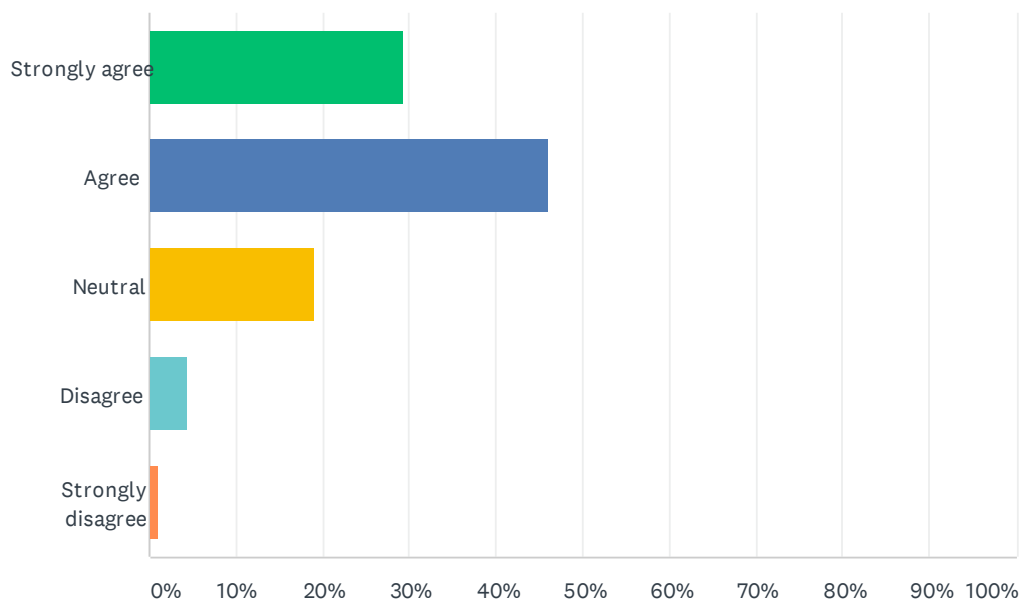
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	41.57%	37
Neutral	29.21%	26
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace.

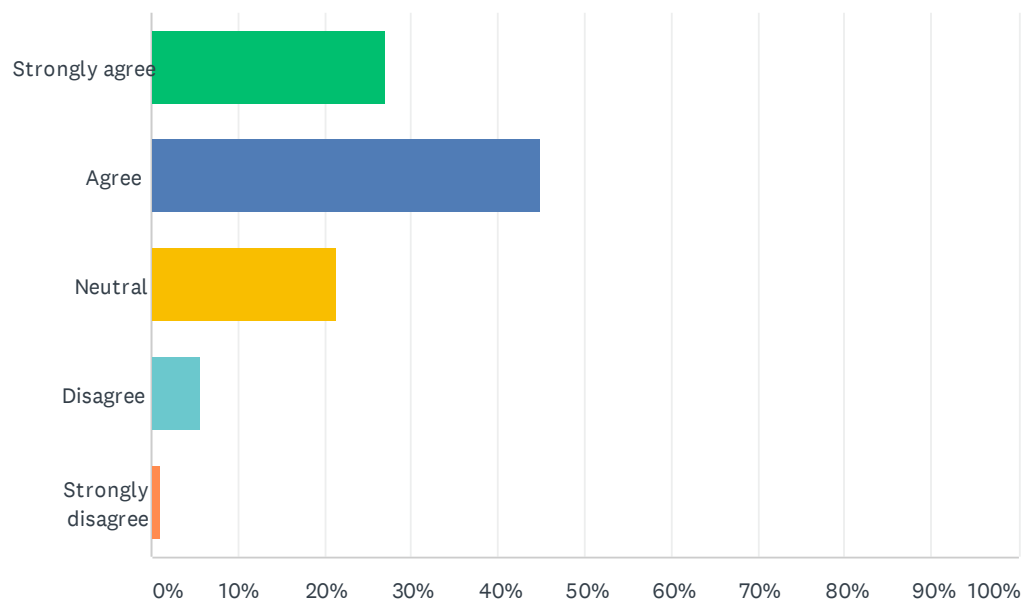
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ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	46.07%	41
Neutral	19.10%	17
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q6 UN personnel in this country are committed to gender equality in the workplace.

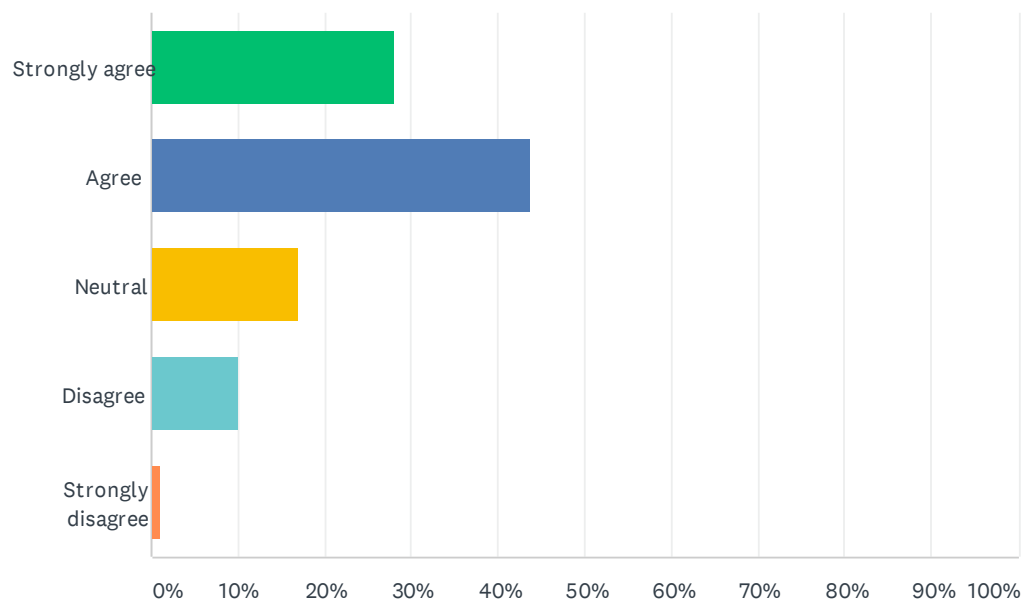
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	44.94%	40
Neutral	21.35%	19
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q7 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

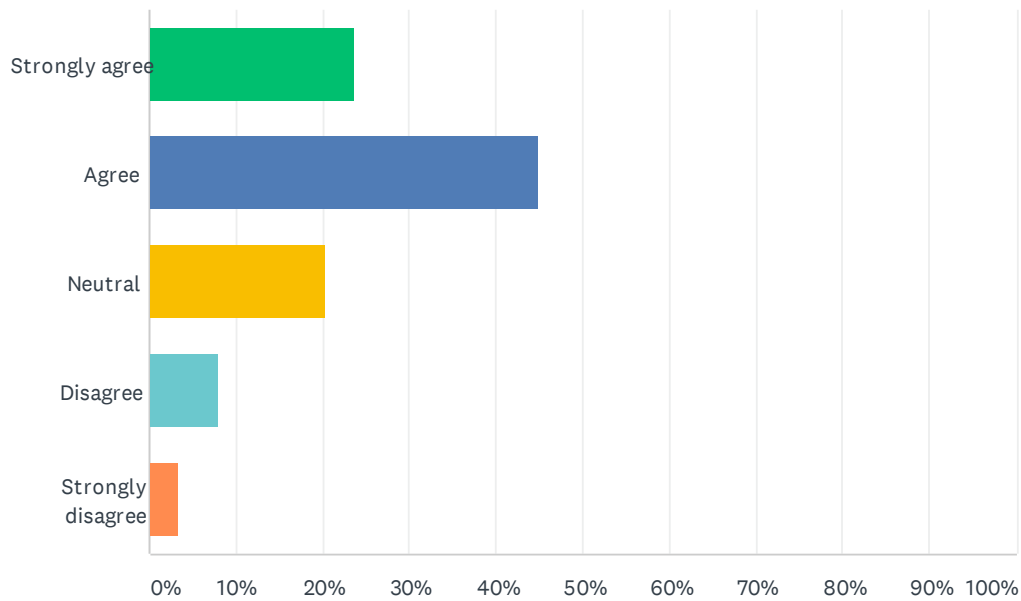
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ANSWER CHOICES	RESPONSES	
Strongly agree	28.09%	25
Agree	43.82%	39
Neutral	16.85%	15
Disagree	10.11%	9
Strongly disagree	1.12%	1
Total Respondents: 89		

Q8 The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.

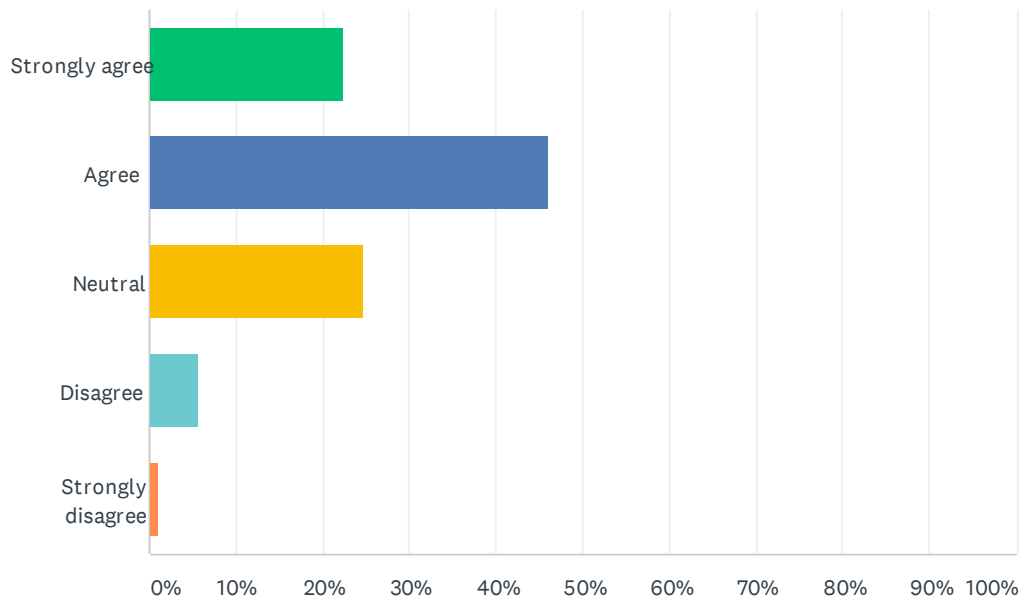
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	44.94%	40
Neutral	20.22%	18
Disagree	7.87%	7
Strongly disagree	3.37%	3
Total Respondents: 89		

Q9 The UNCT in this country has adequate procedures in place to protect my personal safety and security.

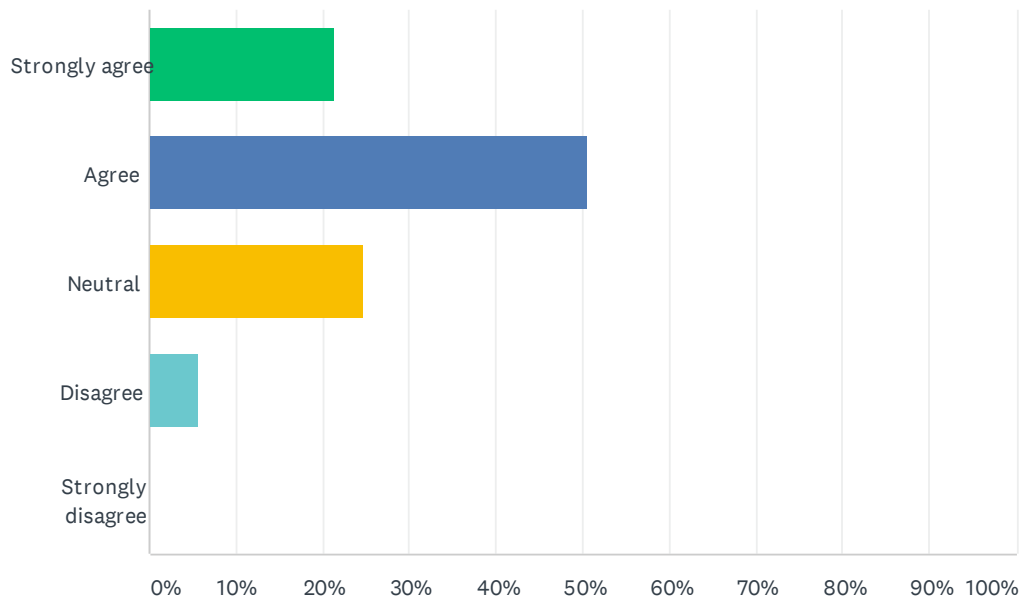
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ANSWER CHOICES	RESPONSES	
Strongly agree	22.47%	20
Agree	46.07%	41
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q10 The UNCT in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

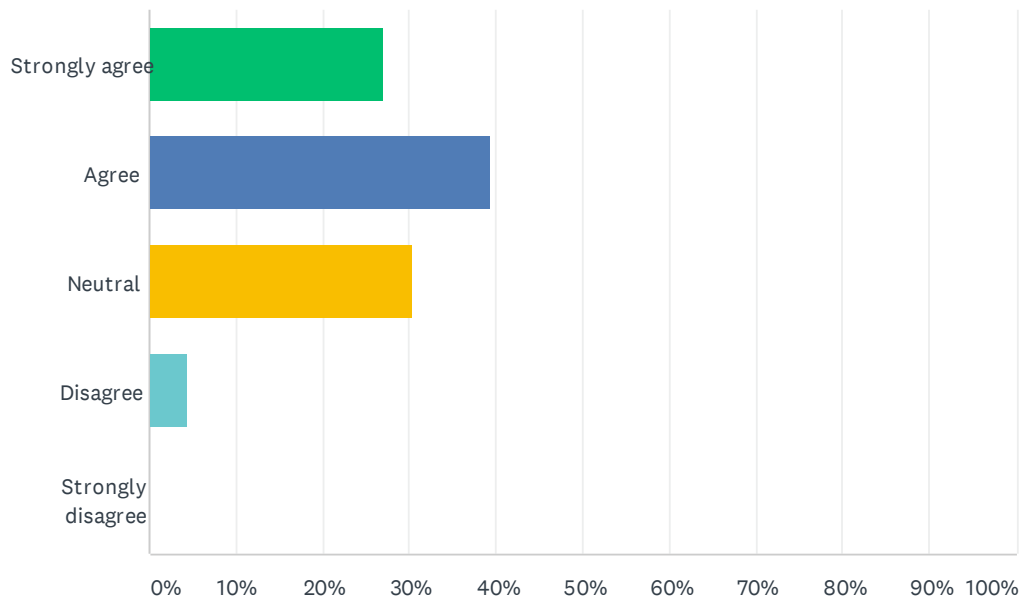
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ANSWER CHOICES	RESPONSES	
Strongly agree	21.35%	19
Agree	50.56%	45
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	0.00%	0
Total Respondents: 89		

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.

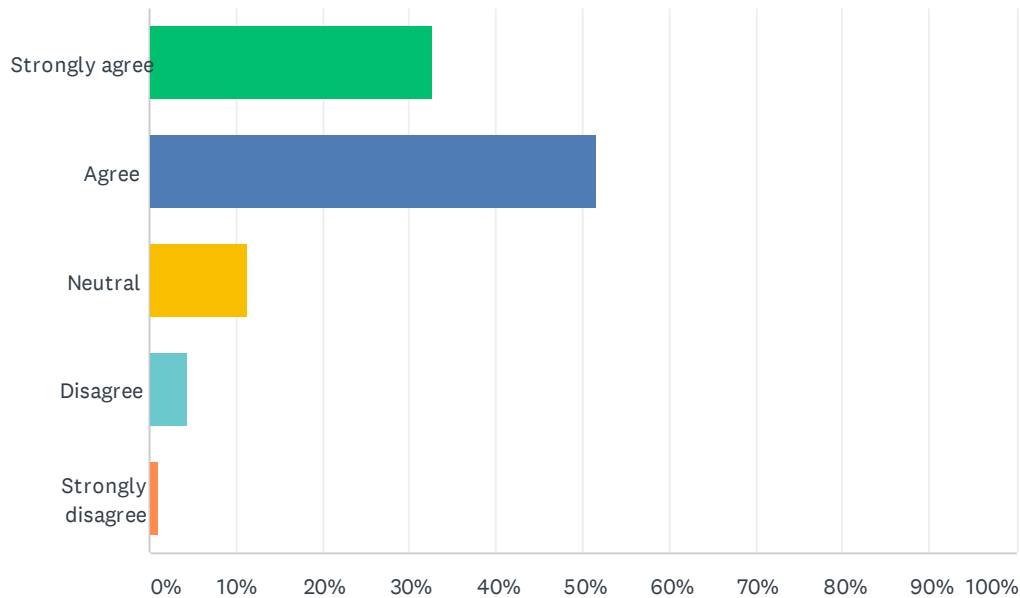
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	39.33%	35
Neutral	30.34%	27
Disagree	4.49%	4
Strongly disagree	0.00%	0
Total Respondents: 89		

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.

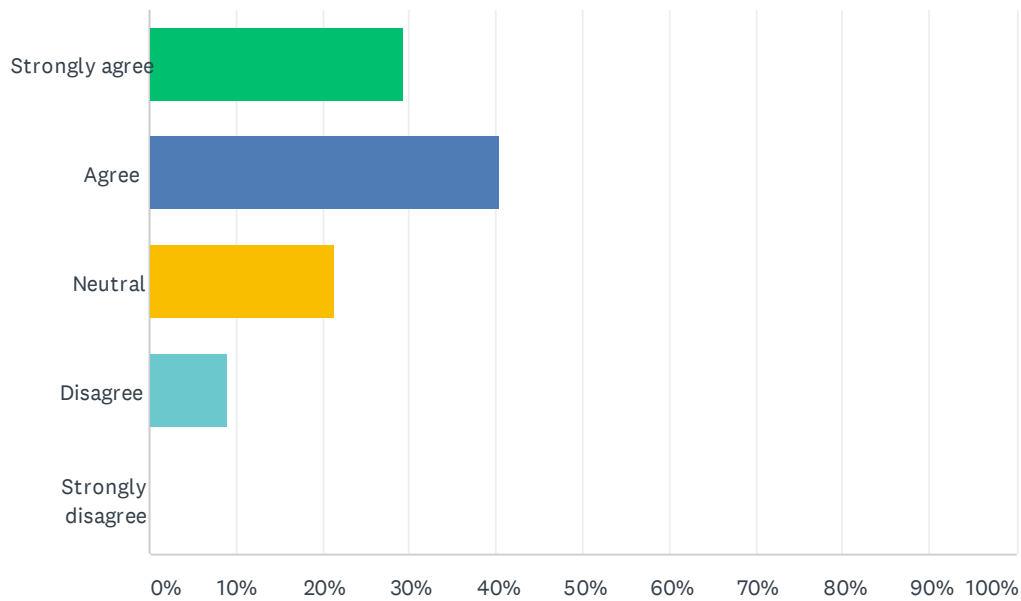
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ANSWER CHOICES	RESPONSES	
Strongly agree	32.58%	29
Agree	51.69%	46
Neutral	11.24%	10
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q13 Head of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.

Answered: 89 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	40.45%	36
Neutral	21.35%	19
Disagree	8.99%	8
Strongly disagree	0.00%	0
Total Respondents: 89		

UNCT SWAP – SCORECARD SAUDI ARABIA

23rd of May 2022

ANNEX A- Detailed findings by indicator:

<p>Indicator: 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS</p>	<p>SCORE: Meets minimum requirements.</p>
<p>Findings and Explanation</p> <p><i>The CCA meets minimum standards as it:</i></p> <ul style="list-style-type: none"> <i>a. Includes gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5;</i> <i>b. Shows consistent use, where available, of sex-disaggregated and gender sensitive data.</i> <p>The CCA includes in-depth analysis of each SDG, with where possible, based on available sex disaggregated data a gender analysis. Key points:</p> <ol style="list-style-type: none"> <i>1. SDG 1: CCA clearly notes a lack of data to inform the CCA as related to sex and age disaggregation to calculate poverty rates and understand income distribution.</i> <i>2. SDG 2: Notes key vulnerable group on KSA is children, and in this area notes that as per KSA priorities, there is a need to address the 8% of children defined as “stunted” with boys (9.7%) and girls (6.4%) stunted due to malnutrition. It also notes more disaggregated data is needed to understand distinct issues of boys and girls (and other intersectional concerns) related to this SDG.</i> <i>3. SDG 3: On health, the document analyses available sex-disaggregated data, noting gender differences, with boys having a higher mortality rate than girls (Under-five mortality for boys is 9.3 and girls 7.3) (pg11, CCA), need for preventative care (vaccinations) and support to non-Saudi’s. Maternal health has improved, with disparities among communities and geographic locations.</i> <i>4. SDG 4: analysis focuses on most vulnerable groups, including women. It notes girls outperform boys (performance across education grades).</i> <i>5. SDG 5: full analysis on GEEW, but notes more need for disaggregated data at the sub-national level is necessary.</i> <i>6. SDG 6, 7 : Gender Blind – data lacking</i> 	

7. *SDG 8: Notes significant gender gaps on the labour market. Links with SDG 5 and 8 are noted, particularly in the national Vision 2030 prioritization of advancing women's inclusion on the labour market, in leadership positions, access to business opportunities, financial inclusion, advancing rights of female domestic workers.*
8. *SDG 9: Notes significant difference in access to digital technology (computer) between men (52%) and women (38%). Which highlights distinct patterns for the future world of work and digitization.*
9. *SDG 10: Notes distinct vulnerabilities of women (lower access to bank accounts than men), but also notes lack of sex-disaggregated data on migrant workers, income distribution, social security (and pension) coverage.*
10. *SDG 11, 12, 13,14,15: Gender Blind – data lacking. Though on urbanization, the CCA notes the importance and prioritization of inclusive, gender responsive, local governance and urbanization.*
11. *SDG 16: Notes the majority of human rights recommendations made under this SDG are directly linked to women and girls (SDG 5), and the limitations related to CEDAW implementation and reservations made by KSA upon ratification, This area notes the need to advance gender justice, with emphasis on the need to advance gender balance of the judiciary to bring its capacity and response in line with Human Rights and international standards in crime prevention and criminal justice. It also emphasizes the need to prevent discrimination of (women) human rights defenders. A specific section on Gender Equality and Women's Rights notes needed changes in practice to address gender stereotypes and views on the traditional role of women, the need to end VAW and all forms of discrimination, including in legislation. It also notes the particular vulnerabilities of women migrant workers (as related to trafficking, forced sexual exploitation and other forms of exploitative labor).*
12. *SDG 17: notes need for partnerships to advance available data on women.*

Overall, the KSA- CCA is a very comprehensive document providing an overview of the ongoing reform in the Kingdom, including gender analysis. The document analyzes the remaining challenges and identifying what are the opportunities and recommendations to continue the ongoing transformation, including advancing the gender empowerment agenda. Several areas of interventions and priorities were identified concerning gender equality, in particular: i. Collection of sex disaggregated data; ii. Tackling social norms and gender bias (Tackling social norms is a game changer for gender inequalities and should be a priority to enhance the implementation of the new reform agenda. The various program should target: i. man/boys; women/girls; ii. Urban and rural areas; iii. Local authorities; iv. Overall justice system; v. public and private sectors); iii. Ensure women political representation and in senior leadership positions; iv. Labor force and employment (Develop procedures and safeguards to eliminate gender-based discrimination in wages, opportunities, and employment); v. Building safe, resilient, and sustainable cities (Gender mainstreaming is essential in building safe, resilient, and sustainable cities. It requires concerted actions to bring on board women's specific interests concerning urban planning and financing, designing gender responsive public facilities, transport, parks and gardens and ensuring gender-sensitive access to public services); vi. Highlight the importance of health care facilities focusing on GBV victims and reporting mechanism; vii. Gender mainstreaming in government agencies and special attention on gender-bias stereotypes; viii. Improve women's access to financial services.

Evidence or Means of Verification

CCA document- 2021; relevant studies formulated during the G20 under the Saudi Arabia Presidency in 2020 (e.g. The National Dialogue's Report- Women 20/Al Nahda; UNDP- Country Gender Assessment- 31st march 2021- Executive Summary)

Indicator: 1.2 | GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

SCORE: Meets Minimum requirements

Findings and Explanation

This Indicator meets minimum standards as

- (a) *One outcome of the UNSDCF specifically targets SDG 5, including it as a prominent output under the overarching theme of the 2030 agenda (people), and;*
- (b) *Gender equality and women's rights is mainstreamed across the CF. It features prominently under Outcome 4 of the CF, which focuses on 2030 agenda area "peace", and includes GE as a cross-cutting priority in all other outcome areas of the CF.*

The UN Sustainable Development Cooperation Framework (2022-2026) is mainstreaming gender equality and women empowerment across all the outcomes in line with the SDGs priorities. The outcomes include substantive references to gender equality. All UNSDCF outcomes include explicit reference to gender equality, even where gender equality is not the core purpose of the outcome.

The UNSDCF is structured around the 2030 agenda's overarching areas: People, Planet, Prosperity and Peace (which includes partnership and other cross-cutting areas, including gender). These areas form the outcomes of the CF, with SDG 5 prominently included under outcome 1 on "People", with focus on women's economic empowerment. Gender Equality is also a cross-cutting issue under the other 3 outcomes (see page 27, 28, 32 of the CF), with the CF noting on page 33 that "Gender (53%) has been fully mainstreamed in over half of the 212 UN activities slated for the 2022 to 2026 period of the UNSDCF", and on page 60 noting that "Enhancing Gender equality and Women's Rights & Resilience" are associated with 14 activities (27% of outcome 4 of the CF – crosscutting).

Evidence or Means of Verification

Draft of the UNSDCF (2022-2026). At the time of this exercise, the UNSDCF is waiting for the Government of KSA signature.

INDICATOR 1.3 | UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

SCORE: missing

It is impossible to evaluate the indicator as the previous UNDAF did not have a Results Framework. The Results Framework for the new UNSDCF 2022 – 2026 is being under development. Hence, the indicator is missing.

The UNSDCF 2022 - 2026 is structured around the 2030 agenda's overarching areas: People, Planet, Prosperity and Peace (which includes partnership and other cross-cutting areas, including gender). These areas form the outcomes of the CF, with SDG 5 prominently included under outcome 1 on "People", with focus on women's economic empowerment. Gender Equality is also a cross-cutting issue under the other 3 outcomes (see page 27, 28, 32 of the CF), with the CF noting on page 33 that "Gender (53%) has been fully mainstreamed in over half of the 212 UN activities slated for the 2022 to 2026 period of the UNSDCF", and on page 60 noting that "Enhancing Gender equality and Women's Rights & Resilience" are associated with 14 activities (27% of outcome 4 of the CF – crosscutting).

The above highlights the UNCT is approaching gender equality to a high standard in the CF. The indicators of the CF, once developed, will define if this criteria is met.

Recommendations to the UNCT: to include between 33 -50 % of UNSDCF's outcome indicators - able to track progress towards gender equality- in the detailed result framework when the detailed join program will be developed.

Evidence or Means of Verification

Draft of the UNSDCF (2022-2026). At the time of this exercise the UNSDCF is waiting to be signed by the Government of KSA, and indicators being developed.

INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES	SCORE: Approaches minimum requirements
<p><i>The UNCT approaches minimum requirements, noting that KSA is a high income country, where the government is funding 100% of UN programming, so Joint programmes have not been established. UNCT-SWAP guidance also clarifies that a Joint Program for the purpose of this assessment may constitute a joint initiative providing there is evidence that shows a joint strategy or framework that guides a series of actions.</i></p> <p><i>The UNCT has nevertheless mainstreamed gender equality through the CF and as part of the operational implementation thereof has established a gender advisory group to the UNCT, which includes a joint programming framework that focuses on critical aspects of the CF that will be jointly implemented, by one or more agency jointly.</i></p> <p><i>The focus of this work is on WEE and GBV, building on existing initiatives as described below.</i></p> <p><i>In 2021 the UNCT in KSA explicitly targeted violence against women, which in line with a High Income Country, requested policy and technical support from the UN system. As the response to the Government's request, the UNCT developed a joint strategy for supporting the Governments. Joint Strategy included capacity developments initiatives as a Webinar Series on Violence against Women and COVID-19 in partnership with the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia. The program was coordinated by the United Nations Economic and Social Commission for Western Asia (ESCWA) in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA) and the United Nations Office on Drugs and Crime (UNODC).</i></p> <p><i>In 2022, the UNCT has defined its joint work under the UNCT Gender Advisory Group Joint work plan, which includes the following: i. launch of joint "Regional Gender and Justice Report" executed by UNDP, UN WOMEN, UNFPA and led by ESCWA; ii. Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. Lead agencies UNDP and OHCHR; iii. Develop a concept note on "Data support on GBV and Economic Empowerment" jointly by UN WOMEN, UNFPA and UNDP; iv. Deliver a Gender Marker training for GEEW's AWG and other UN agencies; v. Deliver a joint capacity building activity (IOM-UNHCR-OHCHR- ICRC) on "Humanitarian Border Management": strengthening capacity of 100 border guards on human trafficking and international standards.</i></p> <p><i>Findings and Explanation</i></p>	
Evidence or Means of Verification	

1. UNCT mapping exercise- April 2021; 2. Joint programming "Assessment of the Webinar Series on Violence against Women and COVID-19 for the National Family Safety Programme (NFSP) in the Kingdom of Saudi Arabia"; 3. Draft document UNDCF (2022-2026); 4. GEEW Advisory Working Group Action Plan 2022

INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY	SCORE: Meets minimum requirements
<p>Findings and Explanation</p> <p>The UNCT has contributed jointly to at least one advocacy campaign (16 days of activism; SDG 5, International Women’s Day) and includes GEEW in the inter-agency Communication plan which allows the UNCT to meet minimum requirements under this indicator.</p> <p><i>In 2021 and 2022 the UNCT has organized and is planning to organize the following joint advocacy campaign and events to promote SDG 5 in KSA: 1. podcast interview with UNRC on SDG5 Progress in the Kingdom of KSA; 2. 16 days activism campaign (25 Nov- 10 dec 2021) with UNRCO, UNDP, UN WOMEN and OHCHR in partnership with other agencies, Human rights Commission and local CSOs in Riyadh and other regions. One day- 8th of march 2021-2022 event to sensitize and raise awareness on GEEW and SDG 5 jointly with UNRCO, UNDP, UNICEF, WB; 4. 16 days activism and advocacy campaign lead by OHCHR jointly with the GEEW’s members; 5. Campaign on “Empowered Youth to work towards gender equality: Support adolescent girls and boy’s empowerment initiatives” (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats)- UNICEF, UN WOMEN, OHCHR.</i></p> <p>Evidence or Means of Verification</p> <ol style="list-style-type: none"> 1. UNCT mapping exercise- March 2021; 2. 2022 interview to UNCT and UNRCO; 3. Communication Advisory Working Group Action Plan 2022; 4. GEEW Advisory Working Group 2022 Action Plan; 5. PSEA Advisory Working Group 2022 Action Plan 	

INDICATOR 2.3 UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS	SCORE: Approaches minimum requirements
Findings and Explanation <p>Requirement (a) is met as UNSDCF (2022-2026) includes gender sensitive indicator in the result matrix and reviews/evaluations assess progress against gender-specific results. While at the time of the scorecard, this benchmark was too early to assess as the results framework is under development and is being discussed with the Government.</p>	
Evidence or Means of Verification <p><i>UNSDCF (2022-2026)- Monitoring Evaluation- Chapter 4</i></p>	
INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	SCORE: Meets Minimum requirements
Findings and Explanation	

The UNCT meets the following criteria that benchmark it to meet minimum requirements for this indicator:

- a. *The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle*
 - 1. *In 2021 and 2022 the UNCT had one joint initiative (six UN agencies: ESCWA, UNFPA, UNDP, UNFPA, UNODC, UN WOMEN) with a government entity called **National Family Safety Program**. The UNCT mapping exercise conducted in April 2021 showed that there are several initiatives lead by one or two agencies with **The Family Affairs Council**.*
 - 2. *The UNCT has collaborated with the Ministry of Environment, Water and Agriculture for strengthening small ruminant wool and milk value chain for the small holder female farmers of Northern border region of the Kingdom of Saudi Arabia. The initiative included capacity building for female farmers and promotion of women entrepreneurs*
 - 3. *The UNCT actively cooperated with the Saudi Human Rights Commission (SHRC) around the GEEW. Specifically, support was provided to the national campaigns on the International Women's Day and the 16 Days of Activism; development of the Study on Sexual Harassment at Workplace in cooperation with the Ministry of Human Resource and Social Development*
- b. **The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E**

The GEEW's government entities and CSOs have been consulted for the formulation of the CCA.

In 2021 and 2022 various agencies have provided substantive support to government entities to engage in gender related SDGs implementation, in particular with: Ministry of Economy and Planning; Family Affairs Council; Human Rights Commission, National Committee to Combat Trafficking; Ministry of Human Resources and Social Development; Ministry of Environment, Water and Agriculture; General Authority of Statistics, National Center for Mental Health Promotion; Ministry of Municipal Rural Affairs and Housing; Saudi National Commission for UNESCO; Ministry of Foreign Affairs; Ministry of Interior and Public Prosecution Office. The RC held consultations with prominent women leaders, together with the Gender Taskforce established especially to support the CCA/UNSDCF development process. The Family Affairs Council (National Women's Machinery), participated in the UNCT retreat in 2021 to finalize the draft UNCDF and provide feedback to its content.

Recommendations to the UNCT: to continue to provide collective contribution to strengthen the Government engagement in gender related SDGs implementation in 2022.

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSOs

SCORE: Approaches Minimum requirements

Findings and Explanation

The UNCT in KSA is approaching minimum requirements in this regard. It has collaborated with GEEW CSO's and women's rights advocates to foster GEEW within the work of the UNCT and advance messaging around the 16 days, international women's day and define the CCA/CF.

The UNCT has carried out on the 4th of April 2021 a joint consultation with national gender experts and GEEW CSOs to identify main needs and priorities for the Kingdom. These priorities were included in the CCA document and recorded by the UNCT to be taken into consideration in the UN Development Cooperation Framework. In 2021 and 2022 several UN agencies supported the participation of GEEW CSOs in gender related SDGs activities. It appears clear from the UNCT mapping exercise that several initiatives are carried out individually by UN agencies with GEEW's CSOs and national gender experts. In the past 3 years several important reforms have been implemented by the Government, the UNCT will be able in the UNSDCF's cycle (2022-2026) to increase the number of joint activities on gender equality and women's empowerment.

Recommendations to the UNCT: to increase engagement with women's institutions in the KSA through regular/annual dialogues with the UNCT, guided by the UNRCO in 2022.

Evidence or Means of Verification

UNCT-Gender Task Force meeting's agenda (March, April and May 2021) and GEEW Advisory Working Group minutes- 2022.

UNCT- GEEW Mapping exercise April 2021

CCA Document

UNCT GEEW's consultation- 4th of April 2021

Advisory Working groups 2022 Action Plans

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

SCORE: Meets minimum requirements

The UNCT Meets minimum requirements as follows:

- a. *Since 2020, GEEW has been a regular topic of discussion in the UNCT, with agreement of the establishment of a UNCT Gender Taskforce, the conduct of the SWAP Scorecard and the integration of gender in the CCA and draft CF as a result. UNCT helped Alinma Bank to join and becoming signatory of the Women's Empowerment Principles (WEPs). Now the bank has an entire department for women empowerment.*

January 2022 - advocacy around the International Women's Day with the private sector through Global Compact to advocate for Gender Equality
February 2022 – advocacy around the International Women's Day; UNCT support to work of the SDG on Conflict Related Sexual Violence with the focus on Arab States
April 2022 – update to UNCT on work of gender and PSEA coordination mechanisms;
May 2022 – strengthening GEEW coordination mechanisms;
August 2022 – strengthening communication and advocacy around gender equality and PSEA;
September 2022 – capacity development needs and activities of the gender and PSEA coordination mechanisms;
November 2022 – discussion of the joint campaign dedicated to 16 Days of Activism Against Violence.

b. The RC demonstrated public championing of GEEW in the last 12 months. In various interventions, the RC has demonstrated leadership and public championing of gender equality on behalf of the UNCT. For example:

- Ring the Bell Ring the Bell Panel Discussion on “Gender Equality Today for a Sustainable Tomorrow by empowering the next generation of leaders”.,*
- International Women's Day;*
- 16 Days of Activism,*
- Podcasts interviews on SDG5 https://www.youtube.com/shorts/R8XgqB_EwYY, etc .*

Additionally, several UN Head of Agencies have been involved in various G20 discussion- relevant to GEEW- under the Saudi Arabia presidency in addition to the regular UN program activities. Both the RCO and various UN agencies were actively engaged in raising awareness and discussion on gender equality and women empowerment. Several agencies participated to G20- Women 20 fora and national dialogues to advocate for women empowerment in KSA and are continuing to advocate for accelerating the achievement of SDG5..

c. This criterion is met because 75.28% of staff either strongly agree or agree with the question on the organizational culture survey: “Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.”

Recommendations to UN-RCO and UN Head of Agencies: 1. Keep track of all interventions and continue promoting gender equality and women empowerment; 2. GEEW as standing substantive agenda item for the UNCT on a bi-annual basis – to stimulate substantive discussions on GEEW at the highest level within the UNCT; 3. UNCT has established 10 thematic advisory working groups to advise the UNCT and to support the UN Sustainable Development Cooperation Framework; two groups are focusing specifically on GEEW and PSEA.

Evidence or Means of Verification

UNCT- HoA minutes and agenda

Women 20-G20 discussions/interventions

Organizational Culture Survey results

GEEW and PSEA Advisory Working Groups- 2022 Action Plans

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

SCORE: Meets minimum requirement (65-80 %)

Findings and Explanation

The survey was published for a duration of four weeks and a total of 89 UN staff responded out of 187. The required sample size is 89. Out of the 89, the respondents are: 51,69% female; 47.19 % male; 1,12 % other; National staff 60.67%; International staff 39.33 %. Staff with supervisory functions 47.19 %; without supervisory functions 52.81%.

The Survey results of UNCT personnel perception of organizational environment in KSA for promotion of gender equality scored an overall positive rating of 71.3 %.

The survey was sent to all HOAs in KSA with instructions to distribute to all staff. Results scored an overall positive rating of 71.3 % (6.9 % negative and 21.80 % neutral). The minimum requirement (65%) is met. The score for questions 5 and 12 were the highest, respectively: Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace (75.28 % strongly agree or agree). Q`12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance (84.27 % strongly agree or agree). Also questions 4 and 7 received positive scoring, respectively Q7 "UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation" received a quite high scoring (71.91%); Q4 "I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels" (65.17%) meeting the minimum requirements.

Evidence or Means of Verification

Results of the survey of staff perception of organizational environment for gender equality (total 89 responses out of 187 personnel; confidence interval of 7.5)

INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED	SCORE: Approaches minimum requirements
<p>Findings and Explanation</p> <p>During the scorecard the UNCT put in place a benchmark for monitoring gender parity in staffing, and will monitor it regularly through the RCO. Hence the UNCT approaches minimum standards. The assessment found that each UN agency has a mechanism in place to demonstrate positive trends towards achieving gender parity in staffing. Most agencies monitor at individual agency level. After consolidating all the data from all UN agencies, we found that the total number of personnel is 187, women comprise 30 % (56 female) and men 70 % (127 male), no data was provided on the gender of 4 staff. For the purpose of this exercise gender parity is defined as + or- three % points (47-53%).</p> <p>Recommendations to the UNCT: continue to monitor representation of women and men at the UNCT level (General Service Staff and Professional staff). The present consolidated data, mentioned above and collected for this exercise, will serve as baseline for future monitoring.</p>	

Evidence or Means of Verification

Consolidated data provided by UN DSS (date: 11th of May 2021).

INDICATOR 5.1 | GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

SCORE: Meets Minimum requirements

Findings and Explanation

The UNCT meets minimum standards as follows:

1. A coordination mechanism exists, chaired by the UN Women Representative on the UNCT for KSA.
2. The Gender Group has a clear ToR, which includes deliverables and a workplan, endorsed by the UNCT
3. The group has made substantive inputs into the CCA, the strategic prioritization process and results definitions of the CF. It provides input to the M&E, through the IMS.

In March 2021 an inter- agency gender coordination mechanism was established to support and coordinate the UNCT activities related to gender equality and women empowerment. The mechanism was called "Gender Task Force", it was chaired by UN WOMEN HOA and met on a weekly basis. Specific TOR were formulated, with deliverables. The GTF included a sub-technical group composed of IOM, OHCHR and UNFPA working on PSEA (PSEA Team Task Force). The GTF in 2021 has made substantive inputs into the UNDCF including the country common analysis- CCA, strategic prioritization, results framework and M&E. In 2022 the UNCT has changed the GTF into two permanent advisory working groups to the UNCT and to the UNDCF process: i. GEEW Advisory Working Group, co-chaired by UN WOMEN and UNDP, composed of 16 UN agencies and ii. PSEA Advisory Working Group co-chaired by the UNRC and UNFPA and composed of 6 agencies. The PSEA and GEWW Advisory Working Groups will meet quarterly. Criteria C of the scorecard (seniority of the members of the working group has not been met.

Evidence or Means of Verification

CCA- Gender Task Force inputs

GEEW Terms of Reference- Advisory Working Group

GEEW Advisory Working Group Action Plan 2022

UNCT- Gender Task Force Agenda 2021
 PSEA Advisory Working Group- Action Plan 2022
 Gender Task Force- 2021 Terms of Reference >F
 Roadmap for the Cooperation Framework
 GTF- PPT retreat- UNCT 10-03-2021
 GEEW Work plan- May 2021
 UNCT-HoA Agenda and minutes 2021-2022
 UNSDCF (2022-2026) planning and monitoring documentation

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

SCORE: Meets Minimum Requirements

The UNCT meets the minimum requirements as follows.

a) In 2021 the UNCT was sensitized to the gender scorecard, the gender taskforce engaged on substantive dialogues on gender and their capacity was build through the conduct of the gender scorecard.

An inter-agency gender coordination mechanism was established in March 2021 (Gender Task Force) and in 2022 was transformed into an Advisory Working Groups (GEEW and PSEA) to support and coordinate the UNCT and the UNSDCF in their activities & reporting related to gender equality and women empowerment. In 2022 the GEEW Inter Agency working group is planning the following joint gender capacity development activity: i. Gender Marker training for GEEW's AWG and other UN agencies. This activity is led by UN WOMEN; ii. PSEA focal point's training specific to the KSA context (led by IOM). Other individual UN agencies have gender specific induction packages for new staff (like WHO, UNDP, UN WOMEN, UNFPA, IOM); the UNCT induction package will also include critical documents on GEEW in Saudi Arabia (CCA; UNDP Gender Country Assessment and KSA report on CEDAW- March 2022). In 2022 the PSEA Advisory Working Group-AWG- produced 500 "No Excuse Cards" (English and Arabic) and 30 posters (15 Arabic and 15 English) to raise awareness on PSEA and inform the UN staff on the helpline to report.

(b) There was no capacity development assessment conducted. The Gender Group Action Plan includes activities focused on the capacity development. It is recommended to UNCT to ensure that the capacity assessment is included to the GTG Action Plan for 2023.

(c) This criteria is considered met as the induction package for UN staff by UN DSS includes gender specific training and informs staff about key gender-related cultural and security-related issues.

Recommendations to the UNCT: to continue to deliver joint gender capacity building activity on an annual basis.

Evidence or Means of Verification

2022 GEEW and PSEA Advisory Working Group Minutes and 2022 Action Plan

PSEA "No Excuse Card" and posters

2021 Gender Task Force Agenda;

UNDSS induction training material and other UN agencies

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

SCORE: missing requirements

Findings and Explanation

No training on the GEM has taken place, but is planned for 2022. The CCA/CF exercise noted a gap in financial analysis related to GEEW in 2021 and a mapping of financial allocations conducted nevertheless, in recognition of the need to advance in the area of financial analysis on GEEW within the UNCT.

Indeed, 2021 three agencies (UN HABITAT, ILO and UN WOMEN) were able to estimate the financial resources allocated for GEEW activities and one agency- UNDP- had clear budget earmarked. All the other UN agencies, according to the mapping exercise undertaken in April 2021 have GEEW's budget embedded in the various programs. In 2022 the UNCT through the GEEW's Advisory Working Group- AWG- will organize a Gender Marker capacity building activities for the UNCT and all agencies to support the allocation of adequate resources to mainstream gender in their program. In addition, in 2022 the GEEW AWG will support the formulation of the UNSDCF result framework and identification of KPI including the allocation of adequate financial resources in the

joint programs. In particular will set a gender-responsive financial target for allocations dedicated to GEEW activities and a tracking system to monitor the implementation and track expenditure on gender equality. The target is at the discretion of the UNCT based on the KSA context and ongoing program. The financial target has to take into consideration the present allocations as baseline (see GEEW Mapping exercise- April 2021. Estimated amount allocated in 2021 for GEEW activities is 3.6 m USD- estimate received only from 4 agencies).

Recommendations to UNCT: to continue to work closely with the Program Management Team responsible to monitor the UNSDCF

Evidence or Means of Verification

*Gender Task Force mapping exercise -April 2021;
GEEW and PSEA Advisory Working Group 2022 Action Plans
UNSDCF (2022-2026)- Result Framework*

INDICATOR 7.1 | UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

SCORE: Approaches minimum requirements

Findings and Explanation

The new UNSDCF (2022-2026) is waiting for the signature of the KSA Government. The UNSDCF, the CCA document and the UNCT mapping exercise conducted in April 2021 and the 2022 Action Plans formulated by the GEEW and PSEA advisory working groups show that the UNCT was able to provide evidence demonstrating progress on GEEW in support of national government and the SDGs. In the past 4 years the Kingdom of Saudi Arabia has undergone a profound legislative and policy reform advancing gender equality and empowering women. The UNCT has contributed through its various programs to this advancement. Most of the UN support to the Government in KSA is through policy and technical advice in the various sectors of intervention. From the UNCT mapping exercise was clear that each UN agency is supporting the Government in moving forward the gender equality's agenda. In the present UNSDCF cycle (2022-2026) the UNCT needs to continue to support the Government and CSOs in implementation the new legal framework. In march 2022 the Government of Saudi Arabia has submitted a voluntary report on the CEDAW.

Recommendations to the UNCT: to identify feasible gender equality and the empowerment of women results and establish a mechanism to track the progress and achievements of the UNCF outcomes in line with SDG priorities, including SDG 5.

Evidence or Means of Verification

UNSDCF outcomes and framework results - new cycle (2022-2026)

National data from government statistical office (GSTAT- also referred in the CCA document)

UNCT GEEW mapping exercise- April 2021

CCA document- 2021

UNDP- Country Situation Analysis on Gender- March 2021

ANNEX B.1- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

Prevention of Sexual Exploitation and Abuse- PSEA -ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established the following working groups to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Prevention of Sexual Exploitation and Abuse -PSEA.

The UNCT is establishing this Advisory Working Group to provide a platform for all Agency of Funds and Programmes- AFPs- to coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help AFPs explore and implement joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact.

Purpose

This advisory working group has two main responsibilities:

1.	Advise the UN Country Team: To share information, advise and update the UNCT on PSEA and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above issues. The
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	group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.
2.	Support the UN Cooperation Framework process: To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.

The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

Agency of Funds and Programmes- AFPs- who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

Two AFPs will co-chair the advisory group on rotational basis every 6 months. Presently- April 2022- the UNRC and UNFPA are chairing the group.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

1. UN Country Team

- To share information and good practices among AFPs with overlapping mandates and common interests.
- To advise and update the UNCT on a regular basis and *ad hoc* if needed.
- To identify potential partnerships, critical areas, new opportunities, and challenges.
- To identify joint advocacy and joint inter-agency strategies.
- To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.

2. UN Cooperation Framework

- To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
- To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.

3. Regular reporting and briefing to the UNCT and UNCF/PMT (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.

4. Review the UNSDG Information Management System- IMS - data to identify areas where UN can work together to coordinate the response and increase the impact.

5. **Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches.** The plans should include:
 - Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
 - Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
 - The action plan should be shared with the UNCT for endorsement and approval.
6. **Draft a series of key messages/talking points (English and Arabic) on PSEA to be used by the UNRC and UNCT members for advocacy and communication purposes.** Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings and/or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group is presently co- chaired by the UNRC and UNFPA. The chair is on rotational basis, every 6 months. The next selection will be in September 2022.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

Gender Equality and the Empowerment of Women -GEEW - ADVISORY WORKING GROUP Terms of Reference

Background

During 2020-2021 the United Nations Country Team- UNCT- in the Kingdom of Saudi Arabia has established **the following working groups** to advise on specific thematic issues and provide technical support to the implementation of the UN Cooperation Framework -UNCF- process (2022-2026). The existing groups are:

- Communication
- Partnership
- Migration
- Human Rights
- Environment & Urban
- Youth & Children
- Gender Equality and the Empowerment of Women- GEEW
- PSEA
- Food System Security
- Disability Inclusion

The coordination of the various advisory groups is led by the UNRC Office jointly with the chair and co-chair of each group.

This advisory working group will focus on Gender Equality and Women Empowerment.

The UNCT is establishing this Advisory Working Group to provide a platform for all UN Agencies coordinate their interventions in the KSA on this specific area, and share information. The group is also expected to help UN Agencies exploring and implementing joint program, and promoting synergies to accelerate the achievement of SDGs, to increase effectiveness and reach a higher impact, and advancing minimum standard on UN gender equality programming and operations.

Purpose

This advisory working group has two main responsibilities:

1.	<p>Advise the UN Country Team:</p> <p>To share information, advise and update the UNCT on specific thematic issues and to identify critical areas, potential partnerships, new opportunities, and challenges related to the above sector/s. The group is encouraged as well to identify joint inter-agency strategy in its specific area of expertise.</p>
2.	<p>Support the UN Cooperation Framework process:</p> <p>To provide technical support to the UN Cooperation Framework implementation process, and in particular to the Program Management Team- PMT. The latest is mandated by the UNCT to</p>

	manage the implementation of the United Nations Cooperation Framework and to monitor and evaluate the progress of the joint program.
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The group intends to do this by providing knowledge and expertise to the UNCT and the UNCF process. In addition, the group inputs will be used to inform specific research projects that may emerge from various conversations.

Membership and Co-chairing

UN Agencies who have relevant mandates and interest can join the advisory working group on a voluntary basis. Relevant national partners may be invited to join relevant groups, as observers.

UN WOMEN and UNDP will co-chair the advisory group for the first 12 months. The chairing/co-chairing will rotate every 12 months.

Tasks and Working Method

The advisory working group will carry out the following tasks with regard to its area of expertise:

7. UN Country Team

- To share information and good practices among AFPs with overlapping mandates and common interests.
- To advise and update the UNCT on a regular basis and *ad hoc* if needed.
- To identify potential partnerships, critical areas, new opportunities, and challenges.
- To identify joint advocacy and joint inter-agency strategies.
- To suggest ideas for relevant joint inter-agency research projects to be proposed to the UNCT for consideration and endorsement.

8. UN Cooperation Framework

- To provide technical support to the UN Cooperation Framework process, and in particular to the Program Management Team - PMT.
- To advise and update the PMT on a regular basis. The technical inputs are coordinated with the reporting requirements of the AFPs to the PMT and to the Government - UN Joint Committee.

9. Regular reporting and briefing to the UNCT and UNCF/PMT (after each group meeting, and annually). The updates could be provided during the UNCT coordination meetings or by email.

10. Review the UNSDG Information Management System- IMS - data to identify areas where UN can work together to coordinate the response and increase the impact.

11. Develop annual action plans taking into consideration both lines of responsibilities (UNCT and UNCF), the IMS data, the expected results, and possible approaches. The plans should include:

- Specific objectives, line of responsibilities, indicative time frames, deliverables, and source of funding/budget allocation if possible.
- Proposed activities, including the organization of an annual international/national day event observed by the UN or KSA to advocate for their area of intervention.
- The action plan should be shared with the UNCT for endorsement and approval.

12. **Draft a series of key messages/talking points (English and Arabic)** on their sector to be used by the UNRC and UNCT members for advocacy and communication purposes. Messages should be revised/updated at least once per year.

The group will accomplish the above tasks with the following working methods:

- Quarterly meetings or as needed. The minutes of each meeting will be the responsibility of the members on rotational basis and will be shared with the UNRC Office and the UNCT.
- *Regular and ad hoc* briefings to the UNCT/PMT.
- Thematic reporting and research paper/s.

Reporting

- **To the UNCT:** The group will report and brief the UNCT on its progress and activities on a quarterly basis and/or based on its action plan. If needed, through the UNRC Office, the group can request an *ad hoc* meeting or share a briefing note to update the UNCT on its work.
- **To the PMT-** supporting the UNCF process: the group will report to the PMT based on the reporting requirements of the Cooperation Framework, the workplan of the four strategic priority areas and the monitoring and evaluation results framework. In addition, the group will be asked to provide- if necessary- inputs to the report and presentation to the UNCF Government- UN Joint Committee.

Governance / Accountability / Amendments

The working group will be co- chaired by the following two UN Agencies (UN WOMEN and UNDP). The chair is on rotational basis, at least every 12 months.

Chair/Co-Chair responsibilities:

- Call for the meeting and draft a tentative agenda in consultation with the group members.
- Follow-up, jointly with the group members, for the implementation and monitoring of the action plan.
- Follow-up on the reporting requirements jointly with the group members.

These terms of reference will enter into effect once endorsed by the UNCT and can be amended in writing by the members following the approval of the UNCT.

ANNEX B.2- UNCT SWAP SCORECARD 2022 – SAUDI ARABIA

- GEEW's Advisory Working Group- 2022 Action Plan
- PSEA's Advisory Working Group- 2022 Action Plan

GEEW ADVISORY WORKING GROUP- 2022 Action Plan- FINAL

	Joint Activities	UN Agencies	Leading Agency	Timeline	Budget	UNCT Scorecard Indicator
Joint Program	Regional Gender and Justice Report	UNDP, UN WOMEN, UNFPA and ESCWA	UNDP	Quarter 4 th 2022	Regional funding	2.1
	Data support on GBV and Economic Empowerment (1. Develop concept note; 2. Identify partners; 3. Project proposal approved; 4. 2023 implementation)	UN WOMEN, UNFPA and UNDP (UNICEF participation-TBC)	UN WOMEN will lead on the concept note	2022		2.1
	“Workshop on Humanitarian Border Management”: strengthening capacity of 100 border guards on human trafficking and international standards (tentative: one module from OHCHR on gender)	IOM-UNHCR- OHCHR- ICRC	UNHCR	22- 23 June 2022	/	2.1

Capacity-building	Migration Advisory Working Group: provide technical expertise as needed to review the various documents through gender lens. IOM representative is seating both on GEEW and Migration AWGs and will liaise the groups as needed.	IOM, UNHCR and UNODC	IOM	On going	/	5.2
Capacity-building (INTERNAL)	Support family-friendly policies initiatives including a study across GCC (Family Affairs Council potential partner)	UNICEF GCC Office- UNICEF Innocenti (UNFPA and UNICEF will discuss bilaterally)	UNICEF		/	5.2
Capacity-building (INTERNAL)	Gender Marker training for GEEW's AWG and other UN agencies. All GEEW's members to participate.	UN WOMEN leading and DCO (all other agencies will be invited)		2 nd -3 rd quarter 2022	UN WOMEN	6.1- 5.2
Joint Research	Explore opportunities for joint research on social barriers and cultural bias exploring the reasons that drive women to be out of employment, education or training, to create appropriate initiatives that encourage women to enter the labor market. (Identify partner)	OHCHR -UNDP (TBC: UNHABITAT case studies; UN WOMEN sharing good practice)			UNDP	2.1
Communication & Advocacy	Empowered Youth to work towards gender equality: Support adolescent girls and boy's empowerment initiatives (advocacy/communication, adolescent led projects, empowerment of local NGOs). Various format: TED Talk and other formats). Potential partner Family Affairs. Step 1: UNICEF drafting concept note	UNICEF, UN WOMEN, OHCHR	UNICEF	Quarter 3 rd 2022	/	2.2

	Step 2: sharing with UN partners					
	16 days of activism/campaign -GEEW's lens including VAW (UN WOMEN will inform the group and Comm AWG on the global theme; the GEEW's group will share key messages with Comm AWG)	OHCHR and other	OHCHR			2.2
	8 th of March – UN Day to celebrate gender equality	UNRCO and other agencies	UNRCO	8 th March 2023		2.2
	Develop key messages for UNRC and UNCT members - UNCT joint advocacy approach to promote GEEW at all levels.	All members of the AWG	31 st of May	/	Chair/s of the AWG	
Reporting	Report to the UNCT Programme management team (PMT)- UNSDCF as required. Support the formulation of M&E plan and result framework for the UNSDCF		Quarterly	/	All members of the AWG	
	Update UNCT on a regular basis on related developments and initiatives		Quarterly	/	AWG Chairs	

PSEA ADVISORY WORKING GROUP- 2022 Action Plan

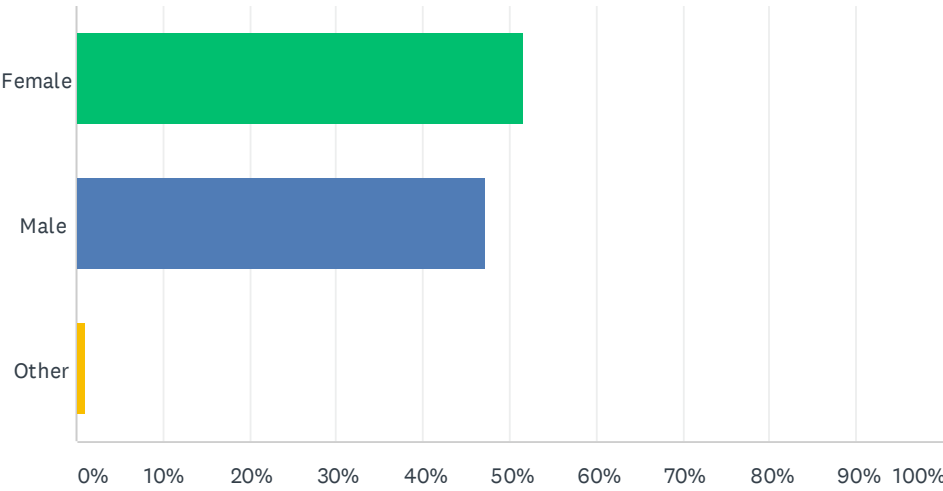
2022 TENTATIVE ACTION PLAN						
Results/Deliverables & SDGs	Activities	Joint Programming	Gender Equality-KPI	Timeline-2022	Budget Allocation	Responsible AFGs
PSEA policies regularly implemented by UNCT members						
	1. UNRC reminder to UNCT members of mandatory training/ awareness-raising on sexual exploitation and abuse policies to UN personnel			Two emails per year (UNRCO)	/	UNRCO
	2. Share good practice/case studies with UNCT and PSEA's focal points (request HQ and regional office)			April 2022	/	UNFPA
	3. UNRC request to UNCT members on the number of reports received in 2022 (sexual exploitation and abuse/ misconduct and the policy for protection against retaliation)			December 2022 (UNRCO)	/	UNRCO
Awareness on PSEA's policies raised with UN personnel (UN Staff; consultants and contractors)	1. No Excuse Card (English-Arabic) produced and distributed to UN			May 2022	UNRCO	UNRCO

	personnel. The card includes Government helpline number and UN agency focal points to report. (500 cards)					
	2. POSTERS for UN offices/premises as awareness tool (English and Arabic)			May 2022	UNRCO	UNRCO
	3. Technical Webinar/seminar with PSEA focal points and UN policies /focal points obligations			Early tentative July 2022 (1 hour seminar)		IOM
	4. As part of 16 days of activism including PSEA key messages through social media or other means/venues	UN agencies involved in the 16 days activism		November 2022		UNRCO, UN WOMEN, UNFPA
PSEA criticality identified in UNCT/KSA	Paper on PSEA and VAW in KSA- and national process/procedure on reporting/ investigation and protection of victims. (Tentative: 7 days consultancy with local lawyer.....)	UNFPA is working on the concept note to be shared with the group. UNFPA will connect with Partnership AWG		End of September (starting tentatively in June)	UNFPA- 2000 USD (tentative) UN WOMEN UNDP	UNFPA confirmed the interest / UN WOMEN- to confirm interest

						UNDP- to confirm interest
UNCT- PSEA Communication strategy developed	Develop PSEA's key messages for UNRC and UNCT members			May 2022		UNFPA
UNDCF-PMT supported	1. Reporting to PMT- UNDCF as needed			Ongoing & consistent with PMT/CF Monitoring and Evaluation		
Data on UN personnel perception of standards of conduct collected	PSEA Survey: two surveys conducted in 2021: 1. Gender SWAP Scorecard- Indicator 4. 2. "Perceptions of standards of conduct with relation to sexual exploitation and abuse"			2021		

Q1 Select your gender:

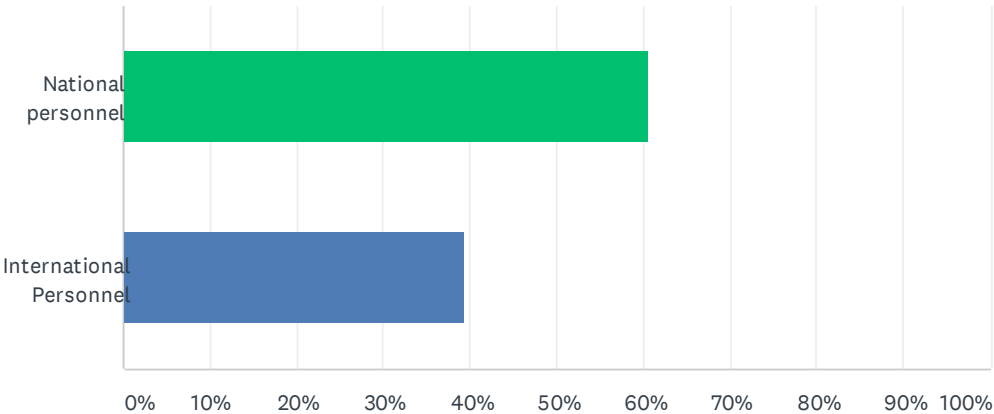
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ANSWER CHOICES	RESPONSES	
Female	51.69%	46
Male	47.19%	42
Other	1.12%	1
Total Respondents: 89		

Q2 Select below:

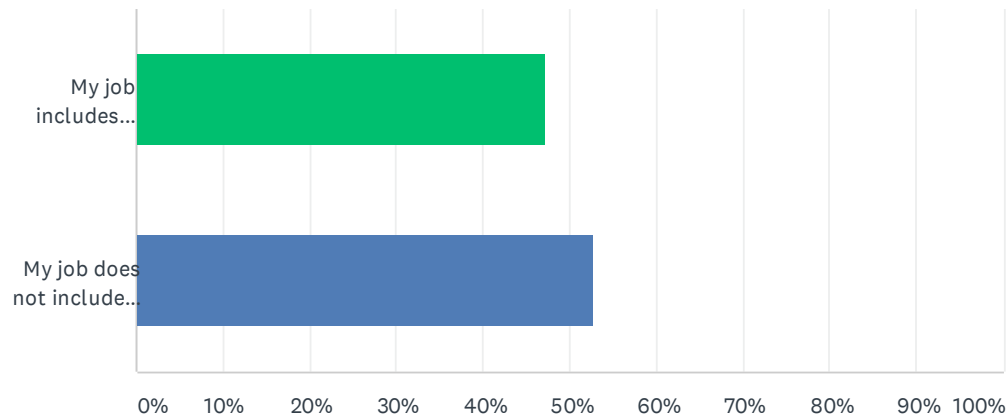
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ANSWER CHOICES		RESPONSES	
National personnel		60.67%	54
International Personnel		39.33%	35
Total Respondents: 89			

Q3 Select below:

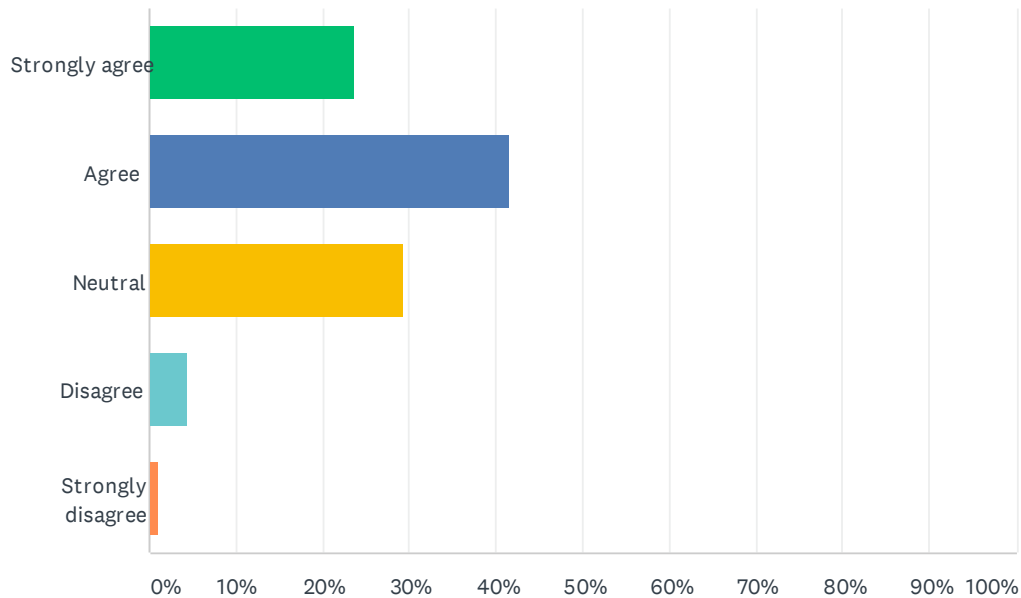
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ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	47.19%	42
My job does not include personnel supervisory functions	52.81%	47
Total Respondents: 89		

Q4 Survey I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

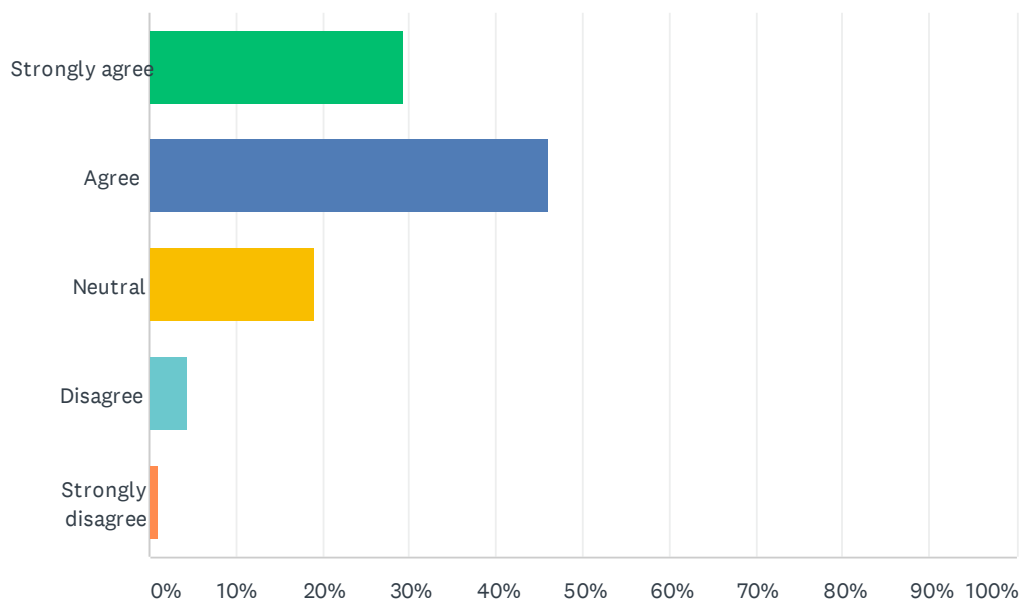
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	41.57%	37
Neutral	29.21%	26
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q5 Heads of Agencies in this UNCT are committed to gender equality in the workplace.

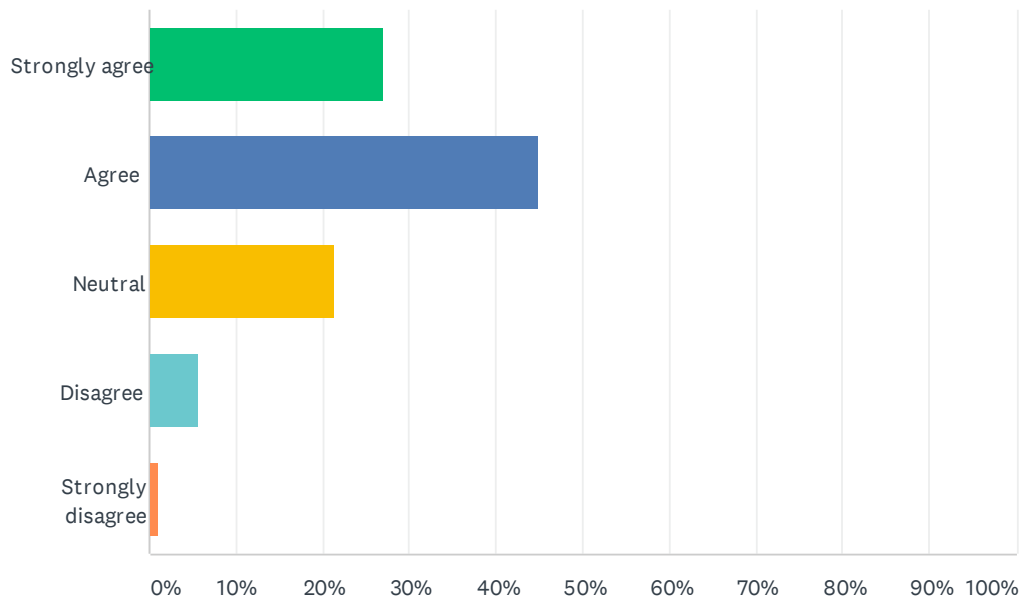
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ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	46.07%	41
Neutral	19.10%	17
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q6 UN personnel in this country are committed to gender equality in the workplace.

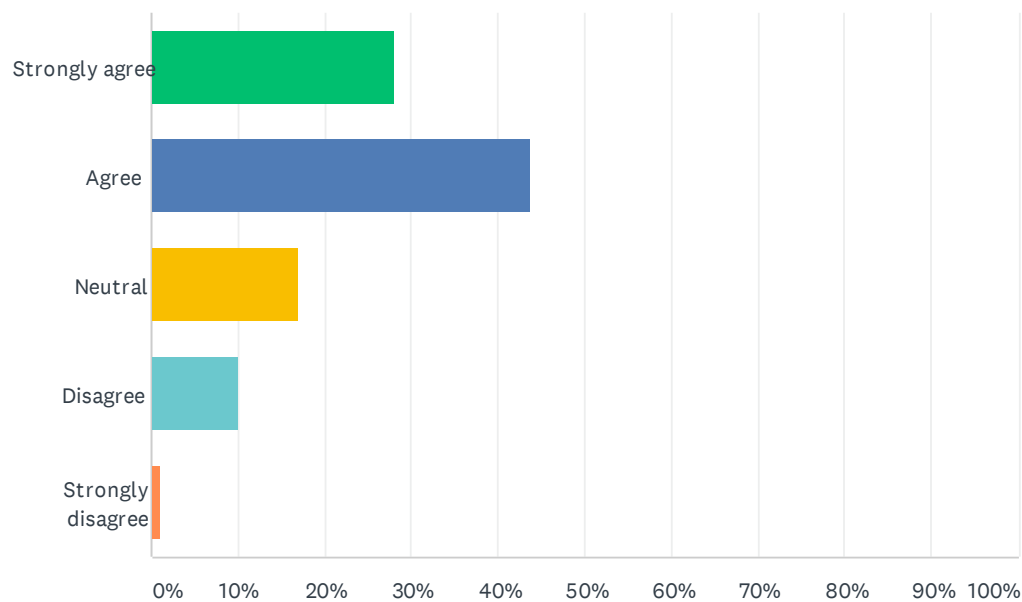
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	44.94%	40
Neutral	21.35%	19
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q7 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

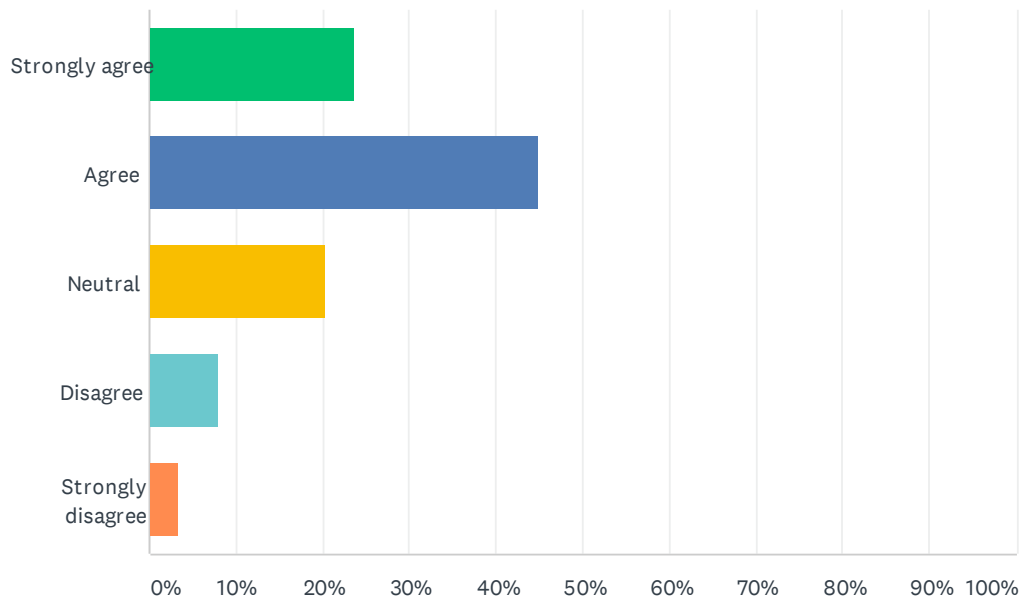
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ANSWER CHOICES	RESPONSES	
Strongly agree	28.09%	25
Agree	43.82%	39
Neutral	16.85%	15
Disagree	10.11%	9
Strongly disagree	1.12%	1
Total Respondents: 89		

Q8 The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.

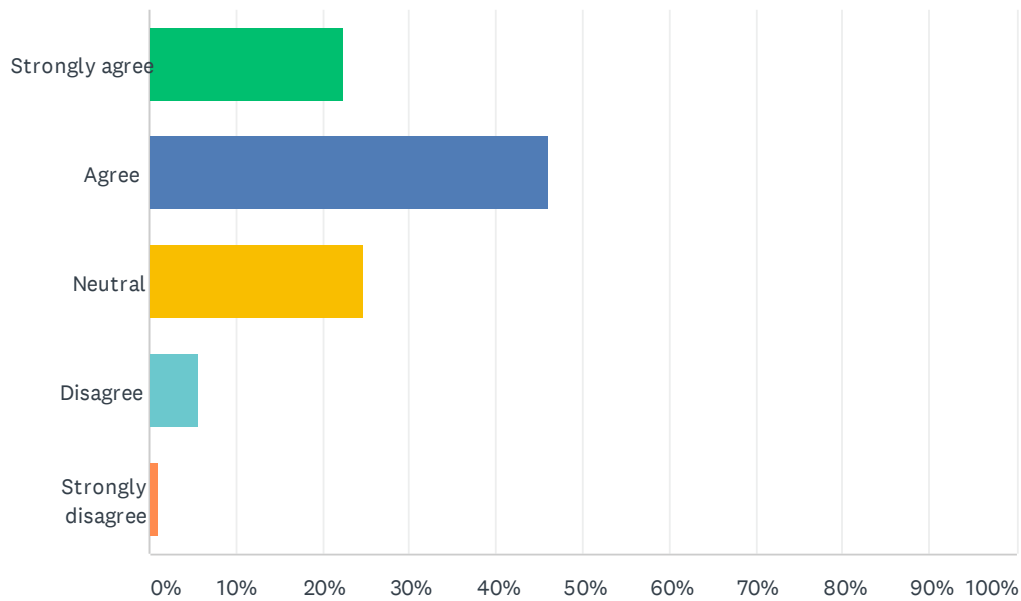
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ANSWER CHOICES	RESPONSES	
Strongly agree	23.60%	21
Agree	44.94%	40
Neutral	20.22%	18
Disagree	7.87%	7
Strongly disagree	3.37%	3
Total Respondents: 89		

Q9 The UNCT in this country has adequate procedures in place to protect my personal safety and security.

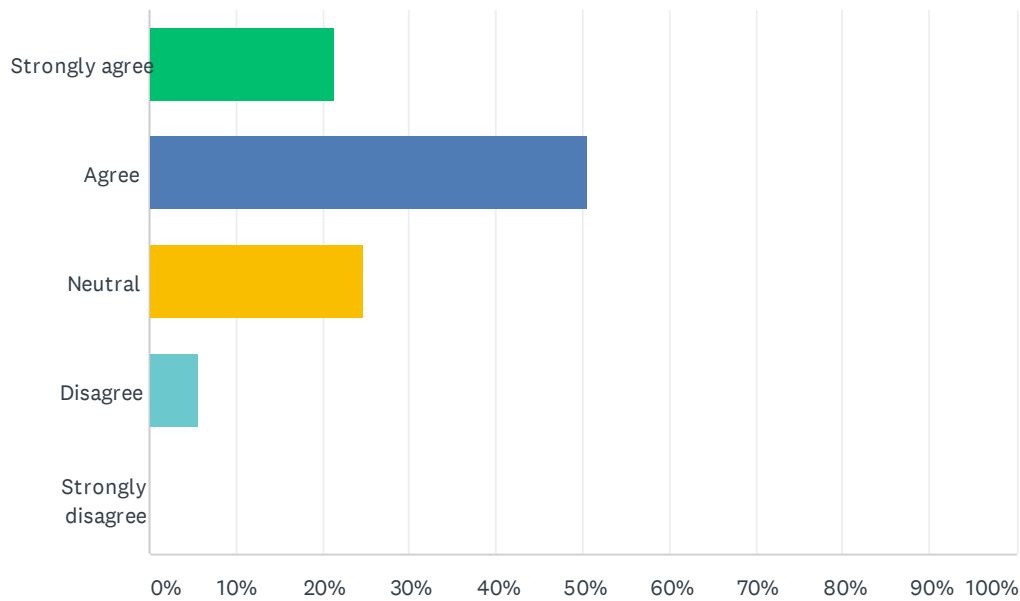
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ANSWER CHOICES	RESPONSES	
Strongly agree	22.47%	20
Agree	46.07%	41
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	1.12%	1
Total Respondents: 89		

Q10 The UNCT in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

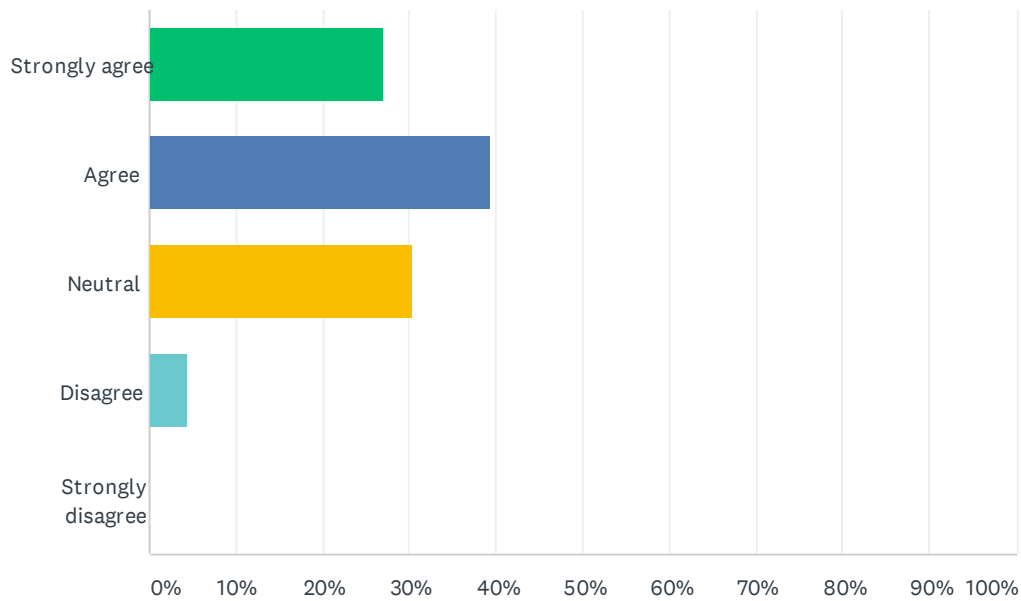
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ANSWER CHOICES	RESPONSES	
Strongly agree	21.35%	19
Agree	50.56%	45
Neutral	24.72%	22
Disagree	5.62%	5
Strongly disagree	0.00%	0
Total Respondents: 89		

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.

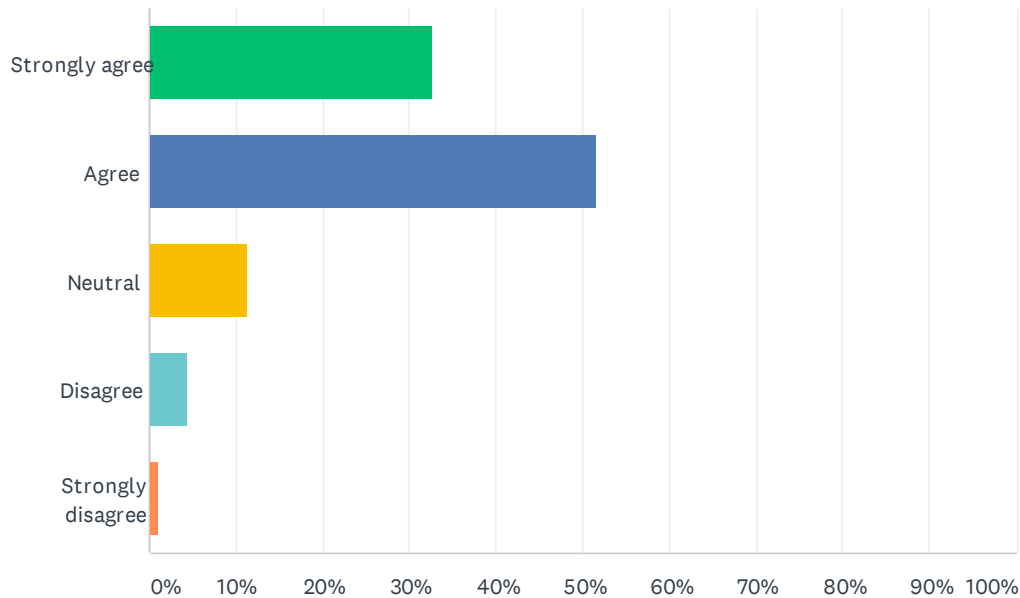
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ANSWER CHOICES	RESPONSES	
Strongly agree	26.97%	24
Agree	39.33%	35
Neutral	30.34%	27
Disagree	4.49%	4
Strongly disagree	0.00%	0
Total Respondents: 89		

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.

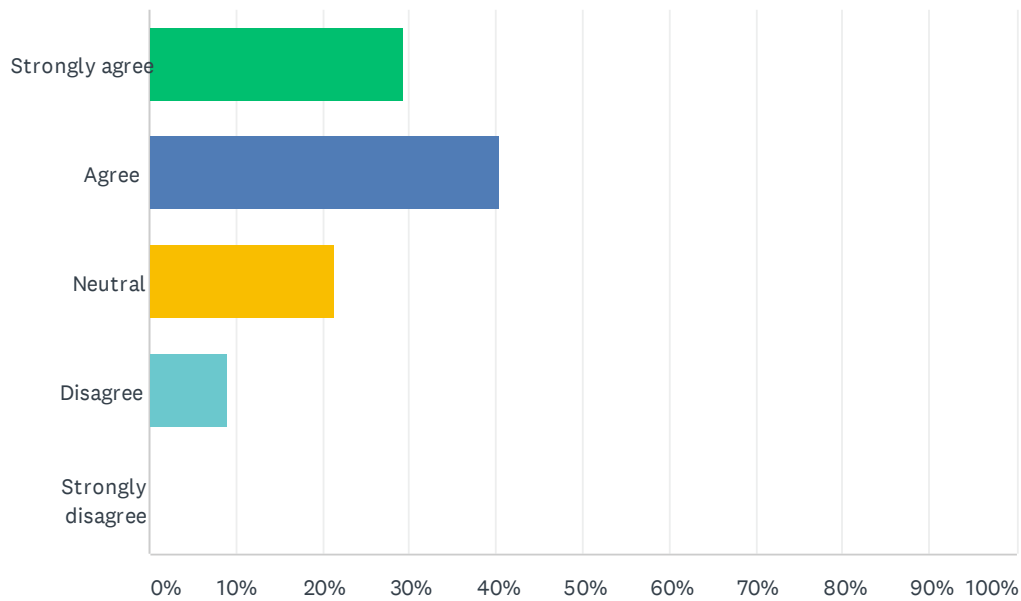
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ANSWER CHOICES	RESPONSES	
Strongly agree	32.58%	29
Agree	51.69%	46
Neutral	11.24%	10
Disagree	4.49%	4
Strongly disagree	1.12%	1
Total Respondents: 89		

Q13 Head of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.

Answered: 89 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	29.21%	26
Agree	40.45%	36
Neutral	21.35%	19
Disagree	8.99%	8
Strongly disagree	0.00%	0
Total Respondents: 89		