

## UNCT SWAP – SCORECARD SAUDI ARABIA

23<sup>rd</sup> of May 2022

### ANNEX A- Detailed findings by indicator:

<p><b>Indicator: 1.1   COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS</b></p>	<p><b>SCORE: Meets minimum requirements.</b></p>
<p><b>Findings and Explanation</b></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><b>Evidence or Means of Verification</b></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- 31<sup>st</sup> march 2021- Executive Summary)</i></p>	

<p><b>Indicator: 1.2   GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES</b></p>	<p><b>SCORE: Meets Minimum requirements</b></p>
<p><b>Findings and Explanation</b></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><b>Evidence or Means of Verification</b></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><b>INDICATOR 1.3   UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY</b></p>	<p><b>SCORE: Meets minimum requirements-</b></p>
<p><b>Findings and Explanation</b></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- 8<sup>th</sup> 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

<b>INDICATOR 2.3   UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS</b>	<b>SCORE: Meets minimum requirements</b>
<p><b>Findings and Explanation</b></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><b>Evidence or Means of Verification</b></p> <p><i>Draft UNSDCF (2022-2026)- Monitoring Evaluation- Chapter 4</i></p>	
<b>INDICATOR 3.1   UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN</b>	<b>SCORE: Meets Minimum requirements</b>

## 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
<p><b>Findings and Explanation</b></p> <p><i>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%).</i></p> <p><i>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.</i></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

*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 &GTF 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
<p><b>Findings and Explanation</b></p> <p><i>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.</i></p> <p><i>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.</i></p>	
<p><b>Evidence or Means of Verification</b></p> <p><i>UNSDCF outcomes and framework results - new cycle (2022-2026)</i></p> <p><i>National data from government statistical office (GSTAT- also referred in the CCA document)</i></p> <p><i>UNCT GEEW mapping exercise- April 2021</i></p> <p><i>CCA document- 2021</i></p> <p><i>UNDP- Country Situation Analysis on Gender- March 2021</i></p>	