UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Egypt

2021

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

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1. Background

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

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

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

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

Cooperation Framework Guidance (2019)

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

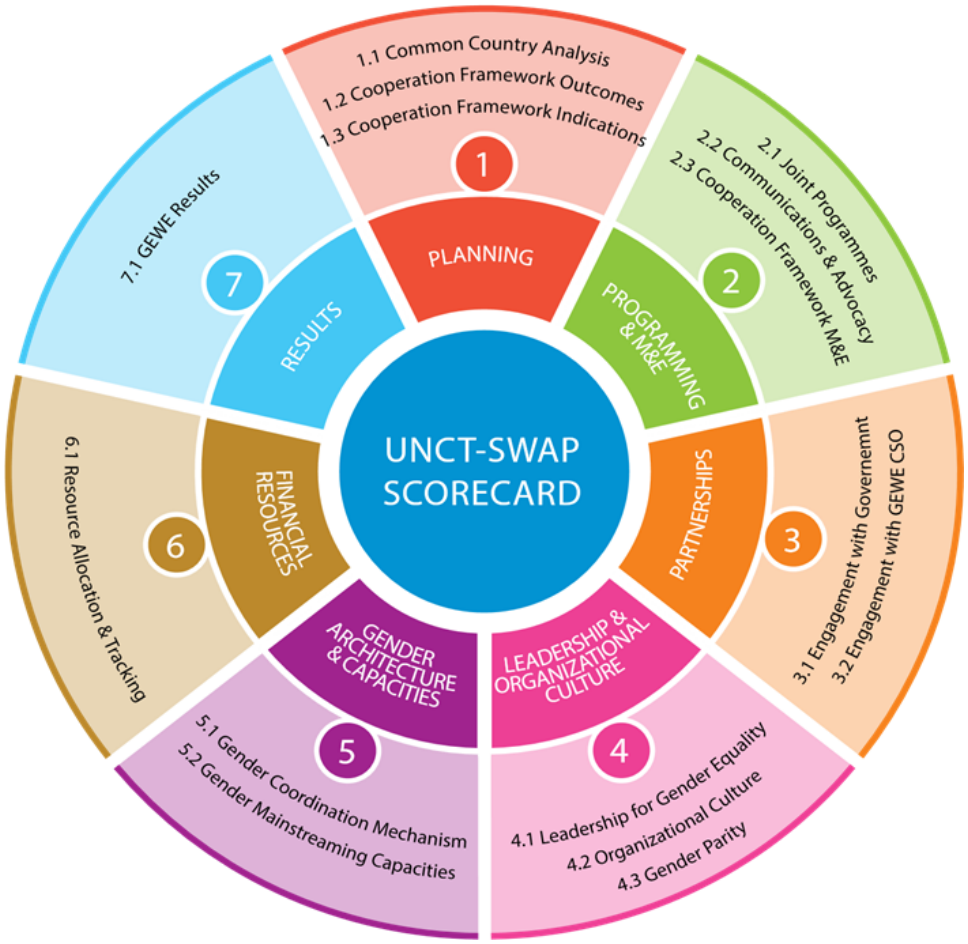
(Para 20, page 11).

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

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

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



2.2 Performance Indicator Ratings and Explanation

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

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

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

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

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

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

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

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

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

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

5. The UNCT-SWAP Process in Egypt

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The UNCT-SWAP Gender Scorecard assessment conducted in 2019 identified Gender integration in the CCA, Joint Programmes, GEEW CSO Engagement, Gender Parity and Capacities among the areas that require further strengthening. Accordingly, the 2021 progress report looks into the abovementioned indicators to assess the progress made since 2019.

The 2021 assessment was undertaken through three steps:
1) a small taskforce from the RCO, UN Women and IOM re-assessed the selected indicators based on newly available data (including from the OMT) and revised the action plan accordingly.
2) the proposed re-assessment and revised action plan were presented at a meeting of the inter-agency Gender Thematic Group for feedback and validation. Feedback received during the meeting as well by email was addressed in the progress report.
3) the progress report (including action plan) was presented and discussed at a UNCT meeting and received their endorsement.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Coordinators - UNRCO and UN Women
Inter-Agency Assessment Team (Gender Thematic Group) - UNFPA, UNICEF, IOM, UNDP, WHO, UNODC, WFP, in addition to the chair of the Human Resources Working Group

Enter any additional comments, including on country context in the field below:

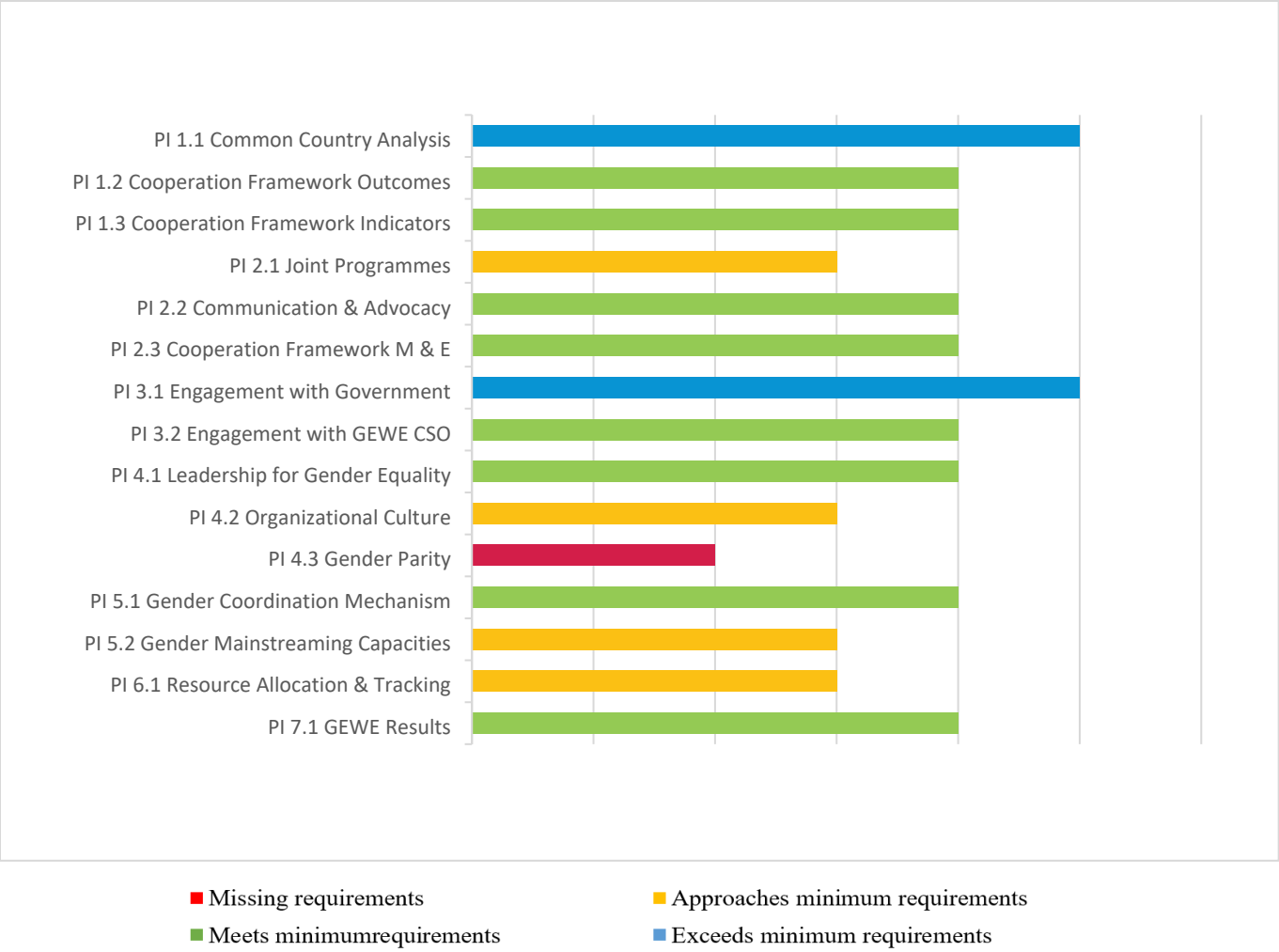
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	Yes
PI 1.2 Cooperation Framework Outcomes	MEETS	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	APPROACHING	Yes
PI 2.2 Communication & Advocacy	MEETS	No
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	MEETS	Yes
PI 4.1 Leadership for Gender Equality	MEETS	No
PI 4.2 Organizational Culture	APPROACHING	No
PI 4.3 Gender Parity	MISSING	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	No
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	No
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Egypt for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

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

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

The UNCT is assessed to be exceeding the minimum requirements with regards to integrating gender analysis in the Common Country Analysis (CCA). The 2021 CCA has gender analysis mainstreamed across all sectors, with a consistent use of sex-disaggregated data. The CCA also includes a targeted gender analysis of those furthest behind.

a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; the CCA presents a comprehensive analysis of the social challenges and economic implications, through a gender perspective. Gender analysis is present across the different sectors of the CCA.

b) Consistent sex-disaggregated and gender sensitive data; the CCA uses statistics and data that are well disaggregated, included by gender as well as age, income, academic level etc. The CCA also acknowledges some data limitations and gaps – which are flagged and put into the final gap analysis.

c) Targeted gender analysis of those furthest behind; the CCA uses a classification tree analysis to determine the extent of inequality of opportunity and groups left behind. The analysis reveals the key determinants of inequality in these opportunities –including gender considerations. The CCA also identifies women in rural areas and women with disabilities among the inter-sectional groups facing elevated risks of being left behind. Moreover, a comprehensive gender analysis titled "Spotlight on gender" is included on the CCA.

Did you reassess the Performance Indicator in this reporting year

- Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind

Key vulnerable groups identified by the CCA are: Poor and near poor; Youth (18-29); Women and girls; children; older person; persons with disabilities; informal sector workers (including domestic workers); population in rural upper Egypt; residents in informal settlements; migrants, refugees, asylum seekers and people of concern; Bedouin communities, people living with HIV; people who inject drugs; people living in closed settings.

The CCA identified other vulnerable groups who also exist in Egypt and are noted in the human rights mechanisms as noted in the previous section. For example, some of these groups line with the 2016 recommendations of the Committee on the Elimination of Racial Discrimination, include Nubians and Berbers, People of African descent (social stigmatization of members of the black community in Egypt) (para 19 and 20); Copts (para 21) face discrimination. The 2018 findings of the Special Rapporteur on Housing, notes that 'overall cultural climate in Egypt reported by many lesbian, gay, bisexual and transgender persons, and those with HIV/AIDS, is one of harassment, intimidation and discrimination, and it pervades and manifests acutely in the housing sector'. However, there are no adequate data to conduct detailed analysis of many of these groups. Covid-19 adds further layer of complexity to the vulnerability landscape as highlighted in the UN's socio-economic impact analysis of COVID-19 . The elderly and special minority groups such as People living with HIV, People Who Inject Drugs (PWID), People Living in Closed Settings are some examples.

Further analysis of these vulnerable groups highlighted in the previous section reveals that the overlaps of these groups escalate the risk of being left behind. COVID-19 adds further layers of vulnerabilities to these groups. The CCA identifies Six inter-sectional groups facing elevated risks of being left behind
1) Children of poor households located in rural areas with low levels of parents' education
2) Youth in poor and near poor households
3) Women in rural areas
4) Migrants/refugees and asylum seekers working in the informal sector and residing in urban informal settlements
5) Women with disabilities
6) Rural farming communities in coastal/delta regions and Upper Egypt

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

Common Country Analysis for 2021

PI 1.2 Cooperation Framework Outcomes

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

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; OR (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

The 2018-2022 UNPDF has 4 outcomes, one of which focuses on women's empowerment. The findings are as follows:

Gender is visibly mainstreamed across some outcome areas in line with SDG priorities and Egypt Vision 2030. Gender mainstreaming across the different pillars of the UNPDF was mentioned as one of the approaches. Out of three outcomes (excluding the gender-targeted outcome), the Inclusive Economic Development Outcome 1 had a strong focus on gender equality and women's empowerment. The Social Justice Outcome 2 has outlined the collaboration with the national partners on women and girl empowerment as well as working on maternal health and family planning issues. The Environment and Climate Change Outcome 3 has almost no mention of gender considerations. UNPDF alignment with SDGs identifies that outcome 2 (Social Justice) and 4 (Women's Empowerment) are aligned with SDG 5.

One outcome in the UNPDF clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5. Outcome 4 is Women's Empowerment and states that by 2022 women are fully contributing to Egypt's development and all women and girl rights set forth in the constitution and are respected, protected and responded to with no discrimination.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

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

Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

Between one-third and one-half (33-50 percent) of UNPDF outcome indicators are able to track gender progress and/or are gender segregated meeting the criteria under 'Meets Minimum Requirements'.
Total indicators are 52 indicators at outcome level. 19 out of 52 indicators either track progress toward gender equality results and/or are gender segregated, which is equivalent to 36.5%.
Gender sensitive indicators are more apparent under the three outcomes of the priority areas tackling economic development, social justice, and women empowerment, whereas they are absent from the environment priority area so that tracking is gender blind.
Outcome 1 – Inclusive Economic Empowerment 2/11 gender sensitive indicators (18%)
Outcome 2 – Social Justice – 7/20 gender sensitive indicators (35%)
Outcome 3 – Environment and NRM – 0/11 gender sensitive indicators (0%)
Outcome 4 – Women's Empowerment - all 10 indicators are gender sensitive (100%)

Seven of the 52 indicators were written in a gender sensitive manner, noting that data would be disaggregated by sex (Indicators 1.1, 1.2, 2.7, 2.11, 2.13, 2.17 and 2.20). However, for all seven of these indicators, the targets and baselines were not disaggregated, presenting a risk that the data will not be disaggregated as planned. The availability of disaggregated data was not certain. Failure to track disaggregated data as planned would reduce the score for this indicator to 'approaches minimum requirements'.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
APPROACHES MINIMUM REQUIREMENTS

Programming and M&E

(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

The UNCT is assessed to be approaching minimum requirements with regards to joint programs (JPs) contribution to reducing gender inequalities. There has been significant improvement since the last 2019 assessment, with more than 90 percent of the operational JPs having visibly mainstreamed gender in line with the Scorecard Guidance – including five JPs on promoting GEEW. However, the UNCT does not have in place an internal mechanism to ensure the quality of gender mainstreaming across JPs and some JPs continue to fall short on visible gender mainstreaming.

a) Gender is visibly mainstreamed into at least 50 percent of JPs operational; Currently there are 12 JPs operational, five of which are gender targeted. Out of the remaining seven, six have visibly mainstreamed gender with sex-disaggregated, gender-sensitive indicators and data and/or a gender strategy as follows:
1. "UN Joint SDG Fund support to Egypt Integrated SDGs Financing"– Gender is clearly mainstreamed across all the outcomes of the JP through clear articulation of dedicated outputs as well as through mainstreaming across other outputs to support changes in relation to gender equality.
2. "Urban Planning and Management of Greater Cairo"– The JP has a gender strategy under output 6 which informs gender mainstreaming across the other outputs.
3. "Restorative approach to Juvenile Justice: Socio-educative Models of Reintegration and Alternative Measures to Detention" - Gender is visibly mainstreamed in the JP document with sex-disaggregated and gender-sensitive indicators.
4. "Youth Empowerment and Integration in Host Communities (Y4F)"– The JP has a clear gender strategy and employs a gender transformative approach which informs gender mainstreaming across the different outputs.
5. "Partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS)"– The JP places a special focus on women and disadvantaged adolescent girls. It also prioritises the collection and analysis of disaggregated data and promote more measures of gender inequality, beyond gender parity.
6. "Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM)"– The JP has gender equality and empowerment of women and girls as a "significant objective". The JP identifies gender equality as a cross-cutting issue, and commits to integrating gender in planning, implementation and monitoring and evaluation of all activities, i.e. that all result indicators and technical reports will be gender-disaggregated.
7. "Employment for Youth in Egypt EYE" - The project document does not meet the requirements for gender mainstreaming. Though there is mention of males and females throughout, sex disaggregated data is not clearly established in the JP, which makes it difficult to measure the implementation, and targets and strategies are gender blind.

b) JP promoting gender equality and women empowerment of women is operational; Five JPs targeting gender equality are operational as follows:
1. "Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and the Occupied Palestinian Territory"
2. "Women Economic Empowerment"
3. "Global FGM Joint Program"
4. "Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy"
5. "Study on the prevalence, forms and causes of violence against women with disabilities"

c) A system is in place to ensure gender mainstreaming in JPs; The UNCT does not have a 'systematic screening process/tool' in place so there is no internal mechanism to ensure the quality of gender mainstreaming across JPs.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

1. “Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and the Occupied Palestinian Territory” ILO and UN Women
2. “Women Economic Empowerment” UNIDO and UN Women
3. “Global FGM Joint Program” UNFPA and UNICEF
4. “Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy” ILO and UN Women
5. “Study on the prevalence, forms and causes of violence against women with disabilities” UNDP, UNFPA and UN Women

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

Project documents for:
- “UN Joint SDG Fund support to Egypt Integrated SDGs Financing” by UNDP, ILO, UNCTAD, UNICEF and UN Women.
- “Urban Planning and Management of Greater Cairo” by UNDP and UN-Habitat.
- “Restorative approach to Juvenile Justice: Socio-educative Models of Reintegration and Alternative Measures to Detention” by UNICEF and UNODC.
- “Youth Empowerment and Integration in Host Communities (Y4F)” by ILO and UNICEF.
- “PROSPECTS” by ILO, UNHCR, UNICEF, WB and IFC.
- “Employment for Youth in Egypt EYE” by ILO, UNIDO and UNDP.
- “THAMM” by ILO and IOM.
- “Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and the Occupied Palestinian Territory” by ILO and UN Women.
- “Women Economic Empowerment” by UNIDO and UN Women.
- “Global FGM Joint Program” by UNFPA and UNICEF.
- “Study on the prevalence, forms and causes of violence against women with disabilities” by UNDP, UNFPA and UN Women.

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
MEETS MINIMUM REQUIREMENTS

Programming and M&E

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

a) The UNCT has contributed to at least one joint advocacy campaign on GEEW during the past year.

UNFPA/UNDP/UN-Women “Taa Marbouta” national campaign on women’s empowerment
UNCG International Women’s Day
UNFPA/UNICEF “protect her” against Female Genital Mutilation (FGM)
UNCG “Media for SDGs workshop” series, one workshop dedicated to SDG 5
“UN for 16 days of activism campaign for 2019”- UN agencies contributed individually but UNCG developed messages by Head of Agencies

b) Interagency Communication Group AWP visibility includes GEEW communication and advocacy.
UNCG annual work plan does include joint advocacy and communications campaign on GEEW. Under UNCG AWP 2019, two elements reflected activities that had a strong gender mainstreaming (Media for SDGs and IWD). However a number of joint campaigns took place through UNCG coordination outside of the AWP.

c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
Individual agencies are tackling non-traditional fields such as masculinities, yet we do not have joint initiatives on these topics. Taa Marbouta is considered a non-traditional approach for a campaign; it includes a masculinity engagement component that can be further developed in upcoming phases.

It is recommended to invest in capacitating UNCG and partners on communication and advocacy on addressing GEEW, moving beyond one-way communication.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

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

Programming and M&E

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned: Outcome level indicators are not tracked annually, according to plans, and will only be tracked at MTR and end of cycle. The joint workplans (JWPs) are tracking output level indicators annually, and are reflected in the annual reports including gender sensitive indicators in JWPs.

The plan is to gather data against the UNPDF outcome indicators at the time of the midterm review. The TOR for the MTR is expected to be published in Q1 of 2020. Therefore, tracking to date is has been as planned pending completion of the MTR in 2020. Failure to track gender-sensitive outcome indicators as part of the MTR will result in this indicator 'slipping' to 'approaches minimum requirements' in subsequent updates.

b) Cooperation Framework reviews/evaluations assess progress against gender-specific results: There are good levels of gender analysis and disaggregation reflected in the 2018 UNDAF Report for Outcomes 1,2, and 4. For Outcome 3 (Planet), in the narrative of the report, the data is disaggregated but not in-depth and analysis is lacking.
c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current UNDAF cycle: There was no M&E technical training on gender sensitive M&E, but there is a concept note in draft state at the moment (UN Women).

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

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

Partnerships

Meets all of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis,

strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. Examples include:

Social Economic and Legal Empowerment of Egyptian JP working with Ministry of Justice, Ministry of Health, National Commission of Women - carry over ending 2018.
Global FGM JP (UNICEF, UNFPA) working with National Population Council (NPC), National Council for Childhood and Motherhood (NCCM), National Council for Women (NCW) - carry over ending 2018.
Promote decent work and productive employment through reducing the barriers to women's entry to and retention in decent work (UN Women, ILO) working with Ministry of Social Solidarity, NCW, Micro Small and Medium Enterprise Development Agency (MSMEDA).
Women's Economic Empowerment for Inclusive and Sustainable Growth (UN Women, UNIDO) working with NCW, Ministry of Trade and Industry and MSMEDA.
Promoting Women's Empowerment for Inclusive and Sustainable Industrial Development in the MENA Region - phase II (UNIDO, UN Women, FAO) working with MSMEDA and NCW.
Essential Services Package (UNDP, UNFPA, WHO, UNWOMEN, UNODC) working with Ministry of Health, Ministry of Justice, NCW.
FGM National Taskforce works on unifying the national efforts to combat FGM. The Taskforce consists of several UN agencies and government counterparts such as NCCM and NCW.
Dawwie Girls' Empowerment Steering Committee (UNFPA, UNICEF). The steering committee is chaired by NCCM and composed of representatives from different governmental and non-governmental institutions such as CSOs, CBOs, NGOs, international organization, private sector and media with a total of 20-25 members.
Taa Marbouta, campaign by UNFPA, UN Women, UNDP and NCW.
Promoting Sexual and Reproductive Health of Women Living with HIV in Egypt, UNAIDS JP – UNAIDS/UNODC/UNHCR/UNDP/UNICEF/WHO/UNFPA working with Ministry of Health (National AIDS Program (NAP)).

PIPELINE: Egypt FGM Abandonment Programme (UNDP, UN Women, UNICEF, UNFPA)

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

NCW participated in the UNPDF process planning process through participation in the CCA and strategic prioritization. This was evident in the decision to include Women's Empowerment as one of the four main focus areas of the UNPDF. The Women's Empowerment outcome was developed in alignment with the pillars of National Strategy for the Empowerment of Egyptian Women. NCW co-chairs the Women's Empowerment Results Group (WERG) and, as such, is fully involved in implementation and monitoring of the UNPDF. Moreover, NCW is represented in the three other results group.

The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and implementation.

The NCW co-chairs the WERG, which is responsible for implementing Outcome 4 on Women's Empowerment of the UNPDF. The Outcome focuses on women's' political, economic and social empowerment as well as protection in full alignment with the gender-targeted SDGs.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

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

Partnerships

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

The UNCT is assessed to be meeting minimum requirements with regards to collaborating and engaging with GEEW Civil Society Organisations. The UNCT jointly collaborates with GEEW CSOs through multiple outreach and aware-raising activities and GEEW CSOs and gender experts took part in the 2021 CCA consultations.

a) The UN System has collaborated with GEEW CSO and women's rights advocates for at least two joint initiatives that foster gender equality within the current UNDAF cycle; the UNCT jointly collaborates with international NGOs and local CSOs under the umbrella of the National Committee for the Eradication of FGM which is led by the National Council for Women and the National Council for Childhood and Motherhood. This includes partnering on the annual national joint FGM campaign which including a nation-wide Knocking Door Campaign. Moreover, the UNCT partners with local CSOs under the National AIDS Program to establish gender sensitive programmes and conducted outreach and awareness-raising activities that target women and girls belonging to the most underserved populations.

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E; representatives of GEEW CSOs and gender experts participated in the consultations held on the CCA in November 2020 and May/June 2021. They actively advocated and contributed to the gender equality agenda and inclusion of gender related issues.

c) The UN System has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation; criteria not met.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

2020 UNCT Annual Results Report
CCA Consultations Consultation Plan and List of Participants

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

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

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

a) Gender equality is not a regular topic of discussion in HOA meetings during the last 17 months. Based on a review of 20 meeting minutes from January 2018-September 2019, only 7 out of the 20 directly referenced gender equality. However, it is

important to note that meeting minutes may include attachments that delve into a deeper discussion on gender, not included in the minutes.

b) The RC demonstrates public championing of gender equality during the last 12 months:
Gender equality is a regular topic of discussion with the RC. Out of 16 speeches reviewed, 9 have covered issues of gender equality, even at events which were not gender-targeted, but still succeeded at mentioning and covering issues of, or related to, gender. For instance, the RC is championing the National Strategy for the Empowerment of Egyptian Women with the Government of Egypt, devising work packages and leading the discussion with the NCW to ensure their implementation, and linking those with the UNCT's MAPS, by identifying women's economic empowerment as an accelerator to achieve the SDGs. Specific events attended by the RC over the 2019 calendar period include:
Several bilateral meetings with the President of NCW; Girls' Take Over initiative, organized by the Embassy of Canada and Plan International, to commemorate the International Day of the Girl Child where an Egyptian girl took over the role of the RC for a day; panel discussion on women's economic empowerment at the #FemParl conference for female parliamentarians from the MENA region; lunch hosted by the NCW under the title of the; 'Empowerment of Women: Challenges and Opportunities' on the occasion of the President of the General Assembly's visit to Egypt; press conference to launch the 16 Days of Activism campaign with UN Women and UNIC.

c) HOAs are seen by personnel as committed to gender equality in the workplace:
Results from the survey showed 66% of staff gave a positive response to this statement. It is important to note that the sex-disaggregation shows that 75% and 61% of men and women respectively, answered this question positively, suggesting that men feel more positive about HOA commitment to GEEW in the workplace than do women.

d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months:
Gender equality is addressed in the 2018 ARC as a success criteria, covering the "National Strategy for the Empowerment of Egyptian Women 2020". The success criteria is included in section that focuses on the RC performance as well as in the section focusing more broadly on the UNCT. There have been no instructions received in 2019 from the DCO regarding the ARC, however GEEW remains strong on the agenda for the UNCT and the RC.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

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

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.

The survey link was shared with HOAs to share with their respective staff. The total number of responses was 150 (95 women; 55 men). While women comprise 55% of staff, they were 63% of survey respondents.

Based on the population size of 867, responses yielded a confidence interval of 7.3. Therefore, we can be confident that responses are representative of the larger population plus or minus 7.3 percentage points.

Survey results with a positive rating between 50-64% approaches minimum requirements. Results scored an overall positive rating of 60% (19% negative and 21% neutral) as an average across the 10 questions that deal with issues of workplace gender equality, discrimination and work-life balance.

The score for the UN making adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels was the highest at 71%, followed by UN personnel demonstrating commitment to gender equality in the workplace at 68%.

The three questions focused on work-life balance scored the lowest. Satisfaction with flexible work arrangements to support staff to achieve adequate work-life balance was the lowest with only 38% positive responses. Satisfaction with entitlements and HOA support to staff to achieve an adequate work-life balance were also low at 53% each. Refer to annexed charts for detailed information.

On average male respondents were more positive than females in all areas, with males as a group providing an overall positive rating of 62% in contrast to a female positive rating of 56%. The widest disparity between males and females related to perceptions of UN personnel commitment to gender equality in the workplace as well as entitlements. Only 62% of females felt that UN personnel demonstrated commitment to gender equality principles compared to 79% of men. For entitlements, 63% of men were satisfied in contrast to 46% of females.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

Performance Indicator 4.3:
Gender parity in staffing is achieved
MISSING REQUIREMENTS

Leadership and organizational culture

Did you reassess the Performance Indicator in this reporting year

- Yes

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

The UNCT is assessed to be missing minimum requirements with regards to gender parity in staffing. The UNCT does not have in place a system or mechanism to monitor gender parity as a country. Moreover, the Business Operation Strategy lacks any gender-specific actions or indicators.

a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels; The UNCT does not have a system in place for monitoring gender parity at the country level. Monitoring remains at entity level without a mechanism in place to bring data together collectively.

Similar to 2019, data for this report remains incomplete as only 20 out of 33 UN entities that are members of the OMT provided their input. Overall, 2021 data for entities that have submitted shows that out of a total of 1,221 staff, women comprise 57 per cent of staff. The data indicate that women comprise 42 per cent of the General Service Staff (421 out of 725) and 52 per cent of the senior staff (100 out of 224) defined as NOC/P4 compared to 53 per cent (155 out of 294) and 50 per cent (38 out of 76) respectively of the gender parity data that was gathered in 2016.

b) The UNCT can demonstrate positive trends toward achieving gender parity. Data is not being monitored regularly to show trends at the level of the UN system.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment; the current BOS strategy does not include any gender specific actions or indicators.

Please select minimum requirement(s) met:

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	1	9

G2	3	61
G3	14	60
G4	33	32
G5	210	76
G6	119	37
G7	50	29
NOA	56	31
NOB	58	34
NOC	33	19
NOD	6	2
P1	1	2
P2	19	6
P3	35	30
P4	28	49
P5	23	36
P6	3	3
D1	4	14
D2	3	1

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

Staffing data solicited from the Operation Management Team (OMT) which includes data from ICAO, IFAD, IOM, ITU, UN WOMEN CO, UNDP, UNDRR, UNESCO, UNFPA CO, UN-Habitat RO, UNHCR, UNIC, UNICEF, UNIDO, UNOCHA, UNRCO, WFP CO, WHO CO, WHO RO.
Egypt Business Operation Strategy (BOS)

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

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

Gender architecture and capacities

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

Meets three of the four criteria below to qualify as 'meets minimum requirements':

a) A coordination mechanism for gender equality is chaired by a HOA
The Women's Empowerment Results Group is co-chaired by UN Women and ILO along with NCW.

b) The group has a TOR and an approved annual work plan
The group functions as the Women's Empowerment Results Group with responsibilities for implementing Outcome 4 of the UNPDF. They have an annual work plan for 2019, which was approved by the group, but the system can be more formalized in the future. The TOR of the AWP may also be expanded to reflect broader roles and responsibilities for coordination.

c) Members include at least 50% senior staff (P4 and above; NOC and above)
There are 32 UN members of the Women's Empowerment Results Group. Current representation does not meet the

minimum threshold of 50% for senior staff, although group formation used a strategy of including one senior (manager) and one junior (technical specialist) for each UN agency represented. Seven out of 19 members who responded to a query sent out reported a grade of NOC/P4 and above.

d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E
The current WERG did not exist at the time of planning for the UNPDF, but the previous GTG was involved in CCA and prioritization. The WERG has primary responsibility for implementing and delivering on the results framework Outcome 4.

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.

The UNCT is assessed to be approaching minimum requirements with regards to Gender Capacities. Two relevant inter-agency gender capacity development activities were held in 2021. However, the UNCT does not have a capacity development place based on an inter-agency capacity assessment nor induction material that include gender GEEW commitments in place.

a) At least one substantive interagency gender capacity development activity for UN personnel has been carried out during the past year; Two interagency gender capacity development activities were held in 2021 for UN personnel – both delivered by UN Women Country Office. The first targeted the members of the Gender Thematic Group (GTG) to strengthen their knowledge of and comfort with using the UN system-wide tools for gender mainstreaming within the design of the Egypt UNSDCF (2023-2027).

The second gender capacity development activity was held for the Programme Management Team (PMT) to provide an overview of the concepts and the normative obligations related to gender equality and women's empowerment mainstreaming. The latter was held as part of a series of webinars for the PMT to support the design of the UNSDCF and covered main concepts related to Human Rights Based Approaches; Gender Mainstreaming; Results-Based Management; and Disaster Risk Reduction and Climate Change Adaptation.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track; The UNCT does not have a capacity development plan in place.

c) UNCT induction materials include gender equality and empowerment of women commitments and related development challenges of the country; The UNCT does not have in place induction material that include gender equality and empowerment of women commitments.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Agenda and presentation from Gender Mainstreaming training held on the 17th of June 2021 for the GTG.
Presentation from the Gender Mainstreaming in the UNSDCF refresher held on 4 July 2021 for the PMT.

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
APPROACHES MINIMUM REQUIREMENTS

Resources

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle: The UNCT has not carried out a dedicated capacity building 'event' on the gender equality marker. However, many measures have been taken to build capacities. The gender equality marker was added as a mandatory element of the UNPDF joint work planning process in 2019 and an overview about the application of the marker - in accordance with UNSDG guidance, was presented at the PMT meeting in April 2019. Furthermore, the guidance for applying the marker was included on the "Guidance Note for the Revision and Update of the UNPDF Joint Work Plans" which was disseminated among members of the PMT and the four results groups of the UNPDF. As part of the quality assurance process for the 2019-2020 JWPs, the RCO M&E focal point verified the accuracy of gender equality marker scores of the activities on the JWPs through conducting spot checks and requesting further evidence (e.g. project/programme overall objective, targeted groups of beneficiaries, etc..) from implementing UNCT member(s).

b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women: The UNCT has set a target for resource allocations to Gender Equality and Empowerment of Women (GEEW) through the common budgetary framework (CBF) of the 2018-2022 UNPDF. The CBF sets the total financial resources required to achieve Outcome 4: Women's Empowerment at USD 100,000,000 (of which 60% to be mobilized). The allocations and actual expenditure are monitored and updated using the biennial joint work plan (JWP) for Outcome 4. The 2018-2019 JWP for Outcome 4 had a total allocation of USD 37,021,597, while the 2019-2020 JWP had a total allocation of USD 44,145,615. Resources allocated to GEEW under the other three outcome areas of the UNPDF are not monitored – although this can be done using the gender equality marker introduced on all JWPs in 2019. Financial allocations set on the 2018-2019 and 2019-2020 JWPs for Outcome 4, as well as other outcomes, were not met due to the current financing climate in the country and globally.

c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women: The UNCT has not reached the financial target for program allocation for Gender Equality and the Empowerment of Women.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 7: Results

PI 7.1 GEWE Results

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

Results

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

The UNPDF that covers 2018-2022 and aligns with the national Sustainable Development Strategy (Egypt Vision 2030), and in turn the achievement of the 2030 Agenda and all 17 SDGs in Egypt.

Results monitoring is limited to output level covered in the first annual results report of the UNPDF covering 2018 output indicators and strategic deliverables. The 2018 results report as well as available data show that the UNCT Egypt has made a concerted contribution toward GEEW results as planned in the UNPDF, though it is too soon to be certain of outcomes in advance of the MTR. Scoring is therefore based on the below analysis pending the MTR with the recognition that MTR findings may reduce this indicator to 'approaches' if any evidence suggests that outcomes are off-track.

Outcome indicators have not been monitored yet as part of UNPDF monitoring, so indicative supporting data has been drawn from alternative sources as per the MOV section below. It is important to note that much of the available data is limited to 2018, the first year of UNPDF implementation, and may be capturing results from preceding years for some indicators.

Throughout the whole UNPDF focus areas, the UN in 2018 reached a total number of 3,326,817 people, including 68,052 rural mothers, 87,924 female owned small and medium enterprises, and 19,379 female students at technical schools.

Outcome 1 Inclusive Economic Development - Significant results achieved in 2018 was that between January and September 2018, 187,072 micro and small enterprises (87,924 female owned, 99,148 male owned) were supported by the MSMEDA, and accordingly 297,528 jobs (87,924 female, 209,604 male) were created.

1,600 start-ups were trained in best practices in ICT innovation and a database of companies and technologies, with 93,468 beneficiaries (51,407 women, 42,061 male) received skills training on ICT technologies, design, and human centered design methodologies to generate solutions for social challenges.

Outcome indicators track gender progress:
- Labor force size and participation.
- Unemployment rate.

Labor force population remained the same in 2016 and 2018 with an estimate of 28.9 million (22.8 million for males and 6 million for females). Unemployment rates had decreased from 11.8 percent in 2017 to 9.9 percent of the labor force population by the end of 2018 in terms of 6.8 percent males and 21.4 percent females (total of 2.9 million – 1.6 million males and 1.3 million females). (CAPMAS, MOPMAR Reports)

Outcome 2 Social Justice - Significant result achieved in 2018 - Ministry of Social Solidarity expanded the Takaful and Karama programme that provides vulnerable households with cash transfers, reaching over 2.5 million families.

Outcome indicators track gender progress:
- TFR, MMR, and nutrition of children under 5
- Gross enrolment rate for children (3-5 years), percentage of grade 8 students not reaching low benchmark learning outcomes
- Number of poor and vulnerable people covered by social protection system, and percentage of children aged (1-14) years experienced any violent disciplining method

See full report.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Egypt Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	Ensure annual updates of CCA continue to meet UNSDG minimum requirements for gender: analysis including underlying causes and sex disaggregated data.		2021 CCA addressed the action point.
1.2 Cooperation Framework Outcomes	Ensure next UNPDF (Cooperation Framework) retains a gender outcome and visibly mainstreams gender across all other outcomes		The Roadmap for the new Cooperation Framework (UNSDCF) was launched in 2021. First draft of the UNSDCF includes a gender outcome and has gender mainstreamed across the other outcomes. UNSDCF is set to start in 2023.
1.3 Cooperation Framework Indicators	Ensure MTR tracks outcome indicators and mainstreams gender: a) gather sex disaggregated outcome data as framed in RF; b) support visible gender mainstreaming in Outcome 3 indicators and JWPs		a) MTR assessed the extent to which the UNPDF programming principle of gender equality is mainstreamed in the chain of results. End evaluation will be tracking outcome indicators (to be completed in 2022/Q1). b) No action taken with regards to outcome 3 indicators and JWP.

Dimension 2 – Programming and M&E			
2.1 Joint Programs	Advocate for gender mainstreaming in line with UNSDG requirements in existing and future JPs with design and application of a quality assurance checklist.		No action taken
2.2 Communication and Advocacy	N/A		
2.3 Cooperation Framework M&E	N/A		
Dimension 3 - Partnerships			
3.1 Government Engagement	N/A		
3.2 GEWE CSO Engagement	N/A		
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	Ensure GEEW is reflected in discussions and decisions at UNCT Retreat in Jan 2020 and UNCT meetings		GEEW is reflected in the discussions of the UNCT meetings.
4.2 Organizational Culture	Address low scores on gender and organizational survey by dedicating time at PMT meeting to unpack the data, and create a task force to conduct a qualitative assessment of key issues (especially work life balance) to propose measures to improve staff satisfaction.		No action taken.
4.3 Gender Parity	Improve gender sensitivity of joint operations: a) institutionalize annual monitoring and reporting of UN		No action taken.

	system gender parity; and b) integrate gender targets into the Business Operations Strategy including mandatory 100% UN system basic gender training via existing agency formats or available online resources (e.g. Agora).		
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	Formalize process around Gender Thematic Group work planning to reflect coordination responsibilities.		Gender Thematic Group reactivated and capacities strengthened through training.
5.2 Gender Capacities	Conduct a capacity assessment and initiative for one interagency group per year to build system gender capacities. Targets may include: a) M&E Group to deliver gender technical support in line with TOR; b) UNCG to address GEEW more effectively including how to move beyond one-way communication toward engagement; c) Results Groups to ensure GEEW in JWPs and accuracy of GEM. Advocate for the development of UNCT induction materials which would include gender equality and empowerment of women commitments and related development		Training on gender mainstreaming for PMT and Gender Thematic Group undertaken as part of the UNSDCF development roadmap.

	challenges of the country		
Dimension 6 - Resources			
6.1 Financial Resources	Continue to generate and refine gender budgetary data, drawing off of GEM marker data; use available data to consolidate joint resource mobilization for GEEW.		UNCT continued to use GEM marker.
Dimension 7 - Results			
7.1 GEWE Results	N/A		

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **EXCEEDS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
CCA or equivalent	1.1 CCA_August_2021_final

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
Cooperation Framework	02_2018-2022 UNPDF

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
Cooperation Framework results framework	02_2018-2022 UNPDF

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities APPROACHES MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
Joint Program documents	Care Economy_ILO+UNW
Joint Program documents	Decent Work for Women_ILO+UNW
Joint Program documents	EYE Providing a Reason to Stay_ILO+UNDP+UNIDO
Joint Program documents	Integrated SDGs Financing_ILO+UNCTAD+UNDP+UNICEF+UNW
Joint Program documents	PROSPECTS_ILO+UNICEF+UNHCR+WB+IFC

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
Communication/Advocacy	191105 UNCG MOM-_16 Days of Activism final
Communication/Advocacy	Final - Process Doc Report_Taa Marbouta
Communication/Advocacy	News Coverage - Anti-FGM statement 8.2.2017
Communication/Advocacy	UN Joint Statement - Intenational Women's Day Eng

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS	Programming and M&E
Category	**Documents**
Cooperation Framework reviews/monitoring data	06_2018 One UN Egypt Report

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
Government engagement	Integrated MAPS 2018 Report - Egypt Final
Other	JP_Essential Service Package
Other	Protocol - WRG

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations MEETS MINIMUM REQUIREMENTS	Partnerships
Category	**Documents**
Other	2020 UNCT Annual Results Report
Other	CCA Consultations_R1
Other	CCA Consultations_R2
GEWE CSO engagement	CCA Stakeholder Consultation Plan_R2

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
RC communications	2019 Coordination Framework.ppt
Other	2018 ARC

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Organizational culture survey results	2019 Results of Survey

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
UNCT BOS	EGYPT BOS Document 26-10.2020 updated
Human Resource documents	4.3 Gender Parity_Figures

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
GTG TOR/AWP	Egypt Women Results Group_Plan 2019

GTG TOR/AWP	Egypt Women Results Group_Protocol
GTG TOR/AWP	Egypt Women Results Group_TOR_03132018

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming **APPROACHES MINIMUM REQUIREMENTS**	**Gender Architecture and Capacities**
Category	**Documents**
Capacity development	Agenda for UNCT GTG Training - June 2021 (002)
Capacity development	PMT Refresher_03_GM

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked **APPROACHES MINIMUM REQUIREMENTS**	**Financial Resources**
Category	**Documents**
Financial resources	JWP Guidance_20190404

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country **MEETS MINIMUM REQUIREMENTS**	**Results**
Category	**Documents**
	No documents uploaded

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG

UNITED NATIONS SUSTAINABLE DEVELOPMENT GROUP