

UNCT Performance Indicators for Gender Equality and Women's Empowerment

Gender Scorecard Bosnia and Herzegovina

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Dimensions	Definition	Rating
1. PLANNING (CCA/UNDAFs)¹		
1.a - Adequate UNCT review of country context related to gender equality and women's empowerment Source: UNDG Guidance²	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> Includes an in-depth evidence-based analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in legislation and policies, access to and control of resources. The analysis notes links to national legal frameworks, relevant to the promotion of gender equality and women's empowerment, and specific measures for follow up to CEDAW reports and CEDAW Committee concluding comments. All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. Critical capacity gaps are identified in the area of the promotion of gender equality. <p>Meets minimum standards</p> <ul style="list-style-type: none"> Includes an analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in access to and control of resources. The analysis notes links to national legal framework relevant to the promotion of gender equality and women's empowerment, and includes reference to CEDAW reports and concluding comments. All data is sex-disaggregated, or there is a specific reason 	<p>Meets minimum standards (Score: 4)</p> <p>The first CCA for Bosnia and Herzegovina was conducted in 2003 and the second in 2008. The first UNDAF for BiH was planned for the period 2005-2008 and extended in 2009, and the UNDAF for the period 2010-2014 has been finalized and signed in the beginning of 2009.</p> <p>The CCA for Bosnia and Herzegovina (2008) includes separate chapter on Gender Inequalities under the part of Development Challenges. The chapter contains some basic gender disaggregated data in political participation, labour market and gender-based violence.</p> <p>The chapter on Social Exclusion contains some sex- disaggregated data (part related to unemployment, inactivity and informal employment, and health system) as well as the chapter on Human Security which has a stronger reference to gender and women's rights. Under the chapter on Human Rights Infrastructure there is a link to national institutional and legal framework on gender equality, while Annex 2 contains the most relevant CEDAW Concluding Comments on BiH.</p> <p>The CCA also includes MTDS (2004-2007) Results Assessment where one of recommendations and lessons learnt for development of new strategies in BiH is that gender equality should be incorporated into the new development documents (the Country</p>

¹ To be completed once during the CCA/UNDAF period. Countries that don't have a CCA/UNDAF, including conflict/post conflict/crisis countries, should apply these indicators and standards to any other common country planning and programming that the UNCT agrees on. This process will be reviewed on an ongoing basis by the Development Operations Coordination Office.

² Key source documents are provided as an Annex to the Users' Guide.

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	<p>noted for not disaggregating by sex.</p> <p>Needs improvement Any two of the above three areas (under <i>Meets minimum standards</i>) are met.</p> <p>Inadequate Any one of the above three areas (under <i>Meets minimum standards</i>) is met.</p> <p>Missing Not applicable</p>	<p>Development Strategy-CDS, and Social Inclusion Strategy – SIS, which are currently in progress.</p> <p>Although there is a reference to existing gender inequalities, as one of the country development challenges, in both documents the UNDAF (2005-2008/2009) and the UNDAF (2010-2014) it doesn't provide an in-depth gender analyses and gender impact on the legislation, polices and access to and control of the resources.</p> <p>Comment: It is obvious that the UNCT has made serious attempts to improve the gender mainstreaming through the recent CCA/UNDAF documents but it doesn't contain an in-depth evidence-based gender analysis. There is no consistent use of sex disaggregated data in all programmatic areas, caused by an absence of coherent and reliable gender-sensitive and disaggregated data in the country, which negatively impacts the development of appropriate programmes addressing gender inequalities. Sources of Evidence: CCA BiH (2003), CCA BiH (2008), UNDAF BiH (2005-2008) and UNDAF BiH (2010-2014) , Annual Review of UNDAF in BiH (2008)</p>
<p>1.b - Gender equality and women's empowerment in UNDAF outcomes</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard More than one outcome clearly articulates how gender equality and women's empowerment will be promoted.</p> <p>Meets minimum standard One outcome clearly articulates how gender equality will be promoted.</p> <p>Needs improvement One outcome includes reference to gender, but does not clearly articulate how gender equality will be promoted.</p> <p>Inadequate Gender equality or women's empowerment are given 'token' or minimal attention.</p>	<p>Needs improvement (Score: 3)</p> <p>UNDAF for Bosnia and Herzegovina for the period 2005-2008/2009 contains three main outcomes, and no one refers to gender equality and women's empowerment, while there is a reference to women's rights in 2 (out of 11) Country Programme outcomes.</p> <p>UNDAF for Bosnia and Herzegovina (2010-2014) includes four main outcomes:</p> <ol style="list-style-type: none"> 1. Democratic governance 2. Social inclusion 3. Environment 4. Human security <p>Each of these main outcomes includes 3-4 specific agencies'</p>

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	<p>Missing Not applicable</p>	<p>outcomes. One main UNDAF outcome - outcome 4 on Human security –refers to the issue of women, peace and security, but doesn't clearly articulate how women's role in addressing human security challenges will be promoted. Out of 14 specific agencies outcomes, only the outcome 4.4 has a clear reference to mainstreaming gender equality in security and law enforcement sector's policies and protocols and taking action to protect women against violence.</p> <p>Comments: Although at least three, out of four main UNDAF (2010-2014) outcomes, are strongly relevant for gender equality considerations, only one main outcome includes reference to gender and one sub-outcome (out of 14) clearly addresses women's issues. While there is significant improvement in reference to gender in outcomes planning of UNDAF (2010 -2014), comparing to the previous UNDAF it needs further improvement so that promotion of gender equality and women's empowerment is clearly articulated in main outcomes.</p> <p>Sources of Evidence: UNDAF for BiH (2005-2008), UNDAF for BiH (2010-2014)</p>
<p>1.c - Gender equality and women's empowerment in UNDAF outputs</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard At least one half of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improvements in progress toward gender equality and women's empowerment.</p> <p>Meets minimum standard Between one third and one half of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improved gender equality.</p> <p>Needs improvement Less than one third of outputs clearly articulate tangible changes for rights holders and duty bearers which will lead to improved</p>	<p>Needs improvement (Score: 3)</p> <p>Out of 27 UNDAF BiH (2005-2008/2009) outputs, 6 refer to gender issues and women's rights, and only 2 clearly indicate changes that would lead to progress in gender equality and women's empowerment.</p> <p>Out of 57 UNDAF BiH (2010-2014) outputs, 8 outputs have clear reference to gender equality and women's empowerment which would lead to improved gender equality in BiH, as follows;</p> <ul style="list-style-type: none"> • 2 outputs under Outcome 1 –Democratic governance • 4 outputs under Outcome 2 – Social inclusion • 2 outputs under the Outcome 4 – Human security

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	<p>gender equality.</p> <p>Inadequate Outputs refer to gender equality or women in passing, but with no logical connection to changes in gender equality.</p> <p>Missing Not applicable</p>	<p>Outcome 3-Environment doesn't include gender sensitive outputs. Additional 11 outputs tackle gender equality issues, targeting socially excluded groups, victims of violence, victims of trafficking in human beings, but there are no clear references to empowerment of women as rights holders.</p> <p>Comment: Less than one third of outputs clearly articulate gender sensitive actions which will lead to improved gender equality, thus definition of outputs needs improvement from gender perspective.</p> <p>Sources of Evidence: UNDAF for BiH (2005-2008), UNDAF for BiH (2010-2014).</p>
<p>1.d - Indicators to track UNDAF results are gender-sensitive</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard At least one indicator at outcome level, and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p> <p>Meets minimum standard At least one indicator at outcome level, and between one third and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p> <p>Needs improvement No gender-sensitive indicators at outcome level, and less than one third of indicators at output level are gender sensitive.</p> <p>Inadequate Token reference to gender equality or women in indicators.</p> <p>Missing Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>Out of 12 indicators at the main UNDAF (2010-2014) outcome level two relate to gender issues, specifically within Outcome 4 related to Human security (indicator 4.d which will track progress towards gender mainstreaming of the law enforcement and security sectors in BiH, and there is one indicator (1.b) of the Outcome 1 within the Democratic governance which mentions women's inclusion and advocacy in development and implementation of the Country Development and Social Inclusion Strategies.</p> <p>Out of 47 indicators at specific agencies' outcome level, 6 indicators are gender sensitive and out of 181 indicators at the output level 16 indicators are gender sensitive, mostly related to level of inclusion of gender equality and gender budgeting in policy making processes and resource allocation, prevention and combating gender based violence, improved protection of victims of trafficking, and participation of women is security sector management and reform processes.</p> <p>Comment: There is significant improvement comparing to the UNDAF (2005-2008/2009) in number of gender sensitive indicators at main and specific outcomes levels; however the number of</p>

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<p>1.e - Baselines are gender-sensitive</p> <p>Source: UNDG Guidance</p>	<p>Meets minimum standard³ All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <p>Needs improvement Some data is sex-disaggregated but sex-disaggregation is not systematic.</p> <p>Inadequate There is token sex-disaggregation of data.</p> <p>Missing Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>There are baselines established for each indicator at outcome and output levels. Baselines for gender sensitive indicators mainly do not exist, are not available or should be developed /established in the 1st year of implementation.</p> <p>Possible reasons for not disaggregating baseline data by sex are:</p> <ul style="list-style-type: none"> • Sex-disaggregated baseline data are not applicable for some indicators • Existing/available sex-disaggregated data or other relevant data have not been used in the UNDAF planning process • Non-existent sex-disaggregated baseline data proves the CCA reference to absence of coherent and reliable gender-sensitive and disaggregated data in the country which negatively impacts on the development of appropriate programmes addressing gender inequalities. <p>Sources of Evidence: UNDAF for BiH (2010-2014)</p>
<p>2. PROGRAMMING</p>		
<p>2.a - Gender perspectives are adequately reflected in joint programming⁴</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Promoting gender equality and women's empowerment is reflected in long-term programming consistent with the opportunities and challenges identified in the UNCT's background analysis of gender inequality and women's rights 	<p>Exceeds minimum standard (Score: 5)</p> <p>The analysis presented in the CCA 2008, and the discussions at a UNDAF workshop held in April 2008, highlighted number of national challenges out of which four were seen to be of particular relevance</p>

³ It is not possible to exceed the minimum standard in this case, because the indicator refers to an absolute value (all data).

⁴ For background information and guidance on joint programming and joint programmes, see <http://www.undg.org/index.cfm?P=237>

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<p>Source: ECOSOC 1997, 2004, 2005, 2006, TCPR 2007, World Summit Outcome 2005</p>	<p>situation (e.g., in CCA/UNDAFs, MDG report, etc.).</p> <ul style="list-style-type: none"> • UNCT joint initiative(s) (e.g., advocacy and other initiatives) in support of gender equality and women’s empowerment exist. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • There are detailed, practical and adequately funded programmes addressing the problems and challenges identified in the background analysis of gender inequality and women’s rights situation. • UNCT joint initiative(s) in support of gender equality exist. <p>Needs improvement Meets either one of the two areas above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token reference to gender equality in programming.</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>for a joint Government–UNCT programme: social inclusion, capacity development at all levels of government, human security and the environment. The planning was done using human rights based approach through all proposed interventions, and gender and youth issues to be mainstreamed across the entire programme.</p> <p>CCA and UNDAF background analyses in BiH identified challenges and opportunities related to gender equality and women’s empowerment. It primarily relates to equal participation in decision-making and labour-force, gender-based violence, absence of coherent and reliable gender statistics, lack of equal opportunities and participation in security sector, etc.</p> <p>These challenges have been addressed through implementation of individual UN Agencies’ gender projects supported by UN Gender Group (established in 2002) as well as through several joint initiatives such as:</p> <ul style="list-style-type: none"> • UNFPA/UNICEF - Developing GBV and child abuse (CA) Referral Mechanism (2007-2009) • UNDP/ UNIFEM/ILO joint mission in BiH and development of a joint 5-year regional programme on strengthening gender equality and women’s rights in the workplace (2006 - not approved) • UNDP/ UNECE/WB joint initiatives in engendering national statistical system (capacity building trainings in 2007,2008,2009) • UNICEF, UNFPA, UNIFEM, UNDP, ILO, UNHCR and IOM - development of the Joint programme for the Spanish MDG Fund “Strengthen Government accountability and capacity to implement the BiH Gender Action Plan (GAP) using a rights-based approach” (2007 – not approved). • UNDP, UNFPA joint Project on Combating Gender based violence (UN Trust Fund); approved; to be realized in 2010-2013)

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		<p>Development of joint programmes (although some of them are not approved) was a good exercise for the future joint gender equality programming.</p> <p>Comment: The overall opinion is that some challenges identified in country background analyses are reflected and adequately funded in joint initiatives.</p> <p>Source of Evidence: Interviews with HoAs, RCO staff, members of UNGG, Joint programmes.</p>
<p>2.b – Joint programmes</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard Key national gender equality and women’s empowerment priorities are being addressed through a Joint Programme on gender equality, and through mainstreaming gender equality into other Joint Programmes.</p> <p>Meets minimum standard A Joint Programme on promoting gender equality and women’s empowerment is in place, and work is in progress to mainstream gender into other Joint Programmes.</p> <p>Needs improvement Joint Programme on promoting gender equality and women’s empowerment being formulated, and limited mainstreaming in other Joint Programmes.</p> <p>Inadequate No Joint Programme on promoting gender equality and women’s empowerment being formulated, and limited attention to gender in Joint Programmes</p> <p>Missing Not applicable</p>	<p>Meets minimum standard (Score: 4)</p> <p>Key national gender equality and women’s empowerment priorities are being addressed through:</p> <ul style="list-style-type: none"> • Joint UNICEF/UNFPA project on establishing Gender Based Violence (GBV) and Child Abuse (CA) Referral Mechanism in BiH was implemented during 2007 and 2008 .The Referral mechanism model was tested in 2 pilot municipalities in BiH, and proved to be successful in terms of better reporting, recording and referring on GBV and proper coordination of all actors involved in prevention and combating GBV. Evidence shows that by using this model, key stakeholders, including government and NGOs partners are all collaborating in combating violence against women – i.e. a replicable good practice for other municipalities in BiH. • Joint UNDP/UNFPA 3-year project on Preventing and Combating Sexual and Gender Based Violence in Bosnia and Herzegovina. The Project is approved and implementation will start in early 2010. It directly supports implementation of state and entity strategies on prevention and combating domestic violence. The project will, among others, scale up the use of

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		<p>above mentioned successful GBV Referral Mechanism model; improve gender mainstreaming with emphasis on GBV within relevant government ministries as well as the collection of sex-disaggregated data on violence against women at the national level.</p> <p>The possibilities for joint programming were greatly advanced by the global launch in 2007 of the Spanish-funded Millennium Development Goals Achievement Fund (MDG-F).</p> <p>UNCT Working Groups prepared proposals for all windows of the MDG-F including Gender Equality and Women's Empowerment. The overall perception of all involved in this process is that UNCT in BiH has been very successful in developing proposals, i.e. the quality of work achieved through preparation, planning, drafting and finalising the project proposal documents. The proposals take into consideration the UNDAF BiH outcomes as well as all the future objectives of the UNCT's work in the country. Out of 8 proposals, 4 were approved up to date. Although the Proposal on Gender Equality was not approved, the lessons learnt and the experience gained through this process, are positive and useful mechanisms which can be used constructively in the future.</p> <p>The UNCT was successful in areas such as: Environment and Climate Change (UNDP, UNEP, FAO, UNV), Culture and Development (UNDP, UNESCO, UNICEF, UNV), Economic Governance (UNDP, UNICEF) and Youth, Employment and Migration (UNDP, UNICEF, UNFPA, IOM, UNV).</p> <p>Gender is mainstreamed through some of the Joint programmes in the phase of programme design, such as the Improving Cultural Understanding Programme in BiH. This Programme started with drafting the National cultural development strategy which is</p>

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		<p>currently in progress. Gender institutional mechanisms are actively participating in this process ensuring full integration of gender equality concerns in the Strategy. Since the MDG-F Joint programmes are in the beginning of implementation, there is serious intention and commitment to include gender component in a systematic way and in cooperation with Gender institutional mechanisms.</p> <p>The UNGG is the only mechanism in place to determine if the UNCT Joint Programmes are adequately gender mainstreamed, since UNGG members usually participate in development and implementation of Joint programmes. However, capacities and resources of UNGG are not sufficient to do so.</p> <p>Comment: There is a Joint project on combating gender based violence in place, addressing national strategies on prevention and combating GBV as well other gender legislation and policies. There is significant progress in inclusion of gender component into other Joint programmes. If it was not mainstreamed sufficiently during the programme design, there is a serious commitment to do so in the implementation stages. Based on this, the proposed score is 5 rather than 4 as it covers the conditions to exceed minimum standard .</p> <p>Sources of Evidence: Interviews with HoAs and RCO staff, UNGG members, Gender institutional mechanisms, review of Joint programmes:</p> <ul style="list-style-type: none"> • Gender Based Violence (GBV) and Child Abuse (CA) Referral Mechanism • Preventing and Combating Sexual and Gender Based Violence in BiH • Improving Cultural Understanding in BiH • BiH Youth Employability and Retention Programme
2.c - UNCT support for national	Exceeds minimum standard UNDAF budgetary allocations support implementation of	Meets minimum standard (Score: 4)

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<p>priorities related to gender equality and women's empowerment</p> <p>Source: TCPR 2007</p>	<p>national gender equality legal frameworks, including:</p> <ul style="list-style-type: none"> - National Plan of Action on Gender Equality and Women's Empowerment. - implementation of CEDAW, and follow-up to CEDAW Committee concluding comments. - collection and analysis of sex-disaggregated data at the national level. - gender mainstreaming in ministries other than the women's machinery. <p>Meets minimum standard Meets any three of the above.</p> <p>Needs improvement Meets any two of the above.</p> <p>Inadequate Meets one of the above.</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>BiH UNDAF 2005-2008/9 and UNDAF 2010-2014 resource mobilisation targets are not specified in a way that can facilitate analysis of the level of budgetary allocations to support gender equality and women's empowerment.</p> <p>During 2005, 2006 and 2007 UNGG provided assistance to UN agencies' specific gender programmes/projects on support to implementation of the Gender Equality Law (adopted in 2003) and Gender Action Plan of BiH (2006). There was also cooperation between UN agencies in implementation of these specific project activities through exchange of knowledge and expertise in relevant areas.</p> <p>During 2007 and 2008 more efforts were needed to mobilise resources to support further implementation of the Gender Action Plan and gender mainstreaming processes in the country. Several joint initiatives have been developed, some of them not approved.</p> <p>Joint UNICEF-UNFPA project on establishing Gender Based Violence (GBV) and Child Abuse (CA) Referral Mechanism in BiH was implemented during 2007 and 2008 (UNICEF-\$50,000/UNFPA-\$50,000). The project has supported implementation of the BiH Gender Action Plan and entity strategies/action plans on prevention and combating family violence, as well as the CEDAW Concluding Comments for BiH (from 2006).</p> <p>In November 2008 the UNGG organized public debates in Banja Luka and Sarajevo, within the international campaign „16 days of activism to end violence against women”.</p> <p>3-year UNDP-UNFPA project on Preventing and Combating Sexual and Gender Based Violence in BiH was developed in 2008 and approved in 2009 (\$958,105.00). It will support the implementation of the state and entity strategies on prevention and combating</p>

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		<p>family violence (adopted in 2008).</p> <p>Comments: Most of the resource mobilization targets presented in the BiH UNDAF documents are not specified in a way that the level of resources for gender activities can be defined. Some joint activities have been successful in terms of meeting objectives and proved to be replicable in other areas of BiH. Therefore the UNCT support for national priorities related to gender equality and women's empowerment meets the minimum standards. However, there is a need for further improvement of the coordination between UNCT and Gender institutional mechanisms in resource mobilization and UNDAF budgetary allocations to support implementation of national gender equality legal frameworks.</p> <p>Source of evidence: UNDAF for BiH (2005-2008), UNDAF for BiH (2010-2014), RCAR Report 2005-2008, interviews with representatives of gender mechanisms, and HoAs</p>
<p>2.d - UNCT support to gender mainstreaming in programme based approaches</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Capacity development provided to relevant government ministries for mainstreaming gender in Poverty Reduction Strategy Papers or equivalent. • Capacity development provided to relevant government ministries for mainstreaming gender in General Budget Support programming. • Capacity development provided to relevant government ministries for mainstreaming gender in Sector Wide Approaches and/or National Development Plans. <p>Meets minimum standard Meets any two of the above.</p> <p>Needs improvement Meets any one of the above.</p>	<p>Meets minimum standard (Score: 4)</p> <p>In 2005 UNCT supported the establishment of a PRSP Gender Working Group which provided recommendations to mainstream gender in PRSP/MTDS for BiH (2004-2007). However, they were not adequately incorporated in the Strategy Paper. The CCA for 2008 includes MTDS (2004-2007) Results Assessment where one of the recommendations and lessons learnt for development of new strategies in BiH is that gender equality should be incorporated into the new development documents (the Country Development Strategy-CDS, and Social Inclusion Strategy – SIS which are currently in progress. UNCT is supposed to participate in preparation of the new BiH development strategies, providing analytical and expert support to responsible national counterparts - the BiH Directorate of Economic Planning (DEP) and national Working groups. However, the UNCT participation is weak. Possible reason for this is an inadequate coordination between</p>

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	<p>Inadequate Token attention to gender mainstreaming in programme based approaches.</p> <p>Missing Not applicable</p>	<p>government counterparts and UNCT.</p> <p>UNCT supports, to some extent, capacity development of relevant government ministries for gender mainstreaming in certain areas. It is mainly provided within implementation of other Joint programs which have gender component included in the scope of activities (such as development and engendering of BiH Cultural Strategy with relevant government ministries).</p> <p>Capacity development of relevant government ministries for mainstreaming gender in Programme budgeting (gender responsive budgeting) is provided by individual UN agencies.</p> <p>Comments: Based on the above, the score 4 was deemed the most appropriate, considering the UNCT significant efforts to support gender mainstreaming in programme based approaches.</p> <p>Source of Evidence: Interviews HoAs, with RCO staff, members of UNGG, RC Annual reports</p>
<p>2.e - UNCT support to gender mainstreaming in aid effectiveness processes</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender-responsive budgeting (GRB) is promoted in the Ministry of Finance and other key ministries. • UNCT takes lead role in strengthening the Government's ability to coordinate donor support to promote gender equality. • UNCT supports monitoring and evaluation of gender mainstreaming in National Development Plans, Poverty Reduction Strategy Papers or equivalent, General Budget Support programming, and Sector Wide Approaches. <p>Meets minimum standard Meets any two of the above.</p> <p>Needs improvement Meets one of the above.</p>	<p>Meets minimum standard (Score: 4)</p> <p>The activities related to gender-responsive budgeting have mainly been supported by the individual UN Agencies. A regional conference on GRB took place in November 2008, with participants from the ministries of finance and line ministries, regional gender institutional mechanisms, representatives of NGOs and international community. That was an important promotional activity to establish a baseline in the region and to gain support of the relevant stakeholders for further concrete activities in gender responsive budgeting.</p> <p>As mentioned earlier, the CCA for 2008 includes PRSP/MTDS (2004-2007) Results Assessment where one of the recommendations and lessons learnt from previous interventions is that gender equality concerns should be incorporated into the new</p>

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	<p>Inadequate Token attention to gender mainstreaming in aid effectiveness processes.</p> <p>Missing Not applicable</p>	<p>Country Development Strategy and Social Inclusion Strategy, which are currently in progress.</p> <p>UNCT has supported (through the work of UNGG) the Government's ability to coordinate donor support (CIDA, Sida, DFID, EC, Japan WID, Norway) for gender projects implemented by UN Agencies, but it has never taken a lead role in aid effectiveness processes related to gender mainstreaming.</p> <p>In addition, the RC Office was the secretariat of the Donor Coordination Forum (DCF) however gender equality issues did not feature prominently on the agenda.</p> <p>Comments: UNCT support to gender mainstreaming in aid effectiveness processes in BiH 'meets minimum standard', but there is a need for greater UNCT engagement in building the capacity of the government to take over the coordination of donor support to promote gender equality. UNCT should also pay more attention to support promotion, monitoring and evaluation of gender mainstreaming including gender responsive budgeting in national development policies and strategies.</p> <p>Sources of Evidence: Interviews with government counterparts, HoAs, Donor Mapping Reports</p>
3. PARTNERSHIPS		
3.a - Involvement of National Machineries for Women / Gender Equality and women's	<p>Exceeds minimum standard Women's machinery/department participates fully in:</p> <ul style="list-style-type: none"> • Consultations about CCA/UNDAF planning (e.g. the prioritization retreat). • Development of UNDAF outcomes, outputs and indicators. • As key informants/stakeholders in the monitoring and 	<p>Meets minimum standards (Score: 4)</p> <p>Two (2) representatives of the BiH Gender Equality Agency participated at the UNDAF Prioritization and SPR Workshop held in October 2008. They were involved in the UNDAF Working groups, providing recommendations and inputs for gender equality. Role of</p>

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<p>departments at the sub-national level⁵</p> <p>Source: UNDG Guidance</p>	<p>evaluation of UNDAF results.</p> <p>Full participation means that the women’s machinery/department is present at meetings, is involved in decision-making, and that recommendations made are followed-up and there is involvement at the implementation level.</p> <ul style="list-style-type: none"> • Role of women’s machinery in supporting achievement of UNDAF outcomes clearly defined. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women’s machinery/department participates fully in CCA/UNDAF consultations. • Role of women’s machinery/department in supporting achievement of UNDAF outcomes clearly defined. <p>Needs improvement</p> <ul style="list-style-type: none"> • Women’s machinery/department participates fully in one of the above (under <i>Meets minimum standard</i>). <p>Inadequate Token participation by women’s machinery/department.</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>gender institutional mechanisms at state and entity level is defined in UNDAF Results Matrix (State Gender Equality Agency, State Parliamentary Commission for Gender Equality, entity Gender Centres of Republika Srpska and Federation of BiH). Since there is wide network of gender institutional mechanism established in BiH at all levels of government (due to very complex administrative structure of the country), there is a need for their greater inclusion in all stages of UNDAF cycle (i.e. participation of municipality gender commissions in the activities at the local level such as activities under the Output 2.3.2 related to establishment of the GBV multi-sectoral referral mechanisms, etc).</p> <p>According to UNDAF Annual Review Report from 2008, it is obvious that gender institutional mechanisms were not consulted in the monitoring and evaluation of UNDAF (2005-2008/9) results. They have been involved and consulted in planning, implementation, monitoring and evaluation of the specific UN Agency gender projects (joint planning and implementation, annual review meetings, etc).</p> <p>At the UNCT level, progress has been made in involving Gender mechanisms in implementation and in engendering of the Joint Programmes/Projects activities. In addition, they are involved in decision making, through membership in the Supervisory Board of the Joint Project on Combating Violence Against Women (UNDAF Outcome 4.4).</p> <p>Comment: The level of Gender mechanisms’ involvement in CCA/UNDAF planning and implementation ‘meets minimum standard’ but should be further improved in monitoring and evaluation of UNDAF results.</p> <p>Source of Evidence: Interviews with RCO staff, representatives of</p>

⁵ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating
		<p>Include reviewer comments and evidence base</p> <p>gender equality mechanisms, Heads of Agencies, UNDAF Annual Review Report 2008.</p>
<p>3.b - Involvement of women's NGOs and networks⁶</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard Women's NGOs and networks participate fully in:</p> <ul style="list-style-type: none"> • Consultations around CCA/UNDAF planning (e.g. the prioritization retreat). • Development of UNDAF outcomes, outputs and indicators. • Monitoring and evaluation of UNDAF results. <p>Full participation means that women NGOs and network representatives are present at meetings, involved in decision-making, that recommendations made are followed-up, and that they are also involved at the implementation level.</p> <ul style="list-style-type: none"> • Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women's NGOs and networks participate fully in CCA/UNDAF consultations. • Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. <p>Needs improvement</p> <ul style="list-style-type: none"> • Women's NGOs and networks participate fully in one of the above (under <i>Meets minimum standard</i>) <p>Inadequate Token participation by women's NGOs and networks.</p> <p>Missing</p>	<p>Needs improvement (Score: 3)</p> <p>Women NGOs were not involved in CCA/ UNDAF planning in 2008. NGOs are, to a certain extent, considered as partners in UNDAF (2010-2014) Result Matrix, and the role of local women's NGOs is only clearly defined in supporting the achievement of the UNDAF Outcome 4 (Human Security).</p> <p>Comment: Considering the above, the proposed score is 3 (needs improvement), And since the women's NGO were not consulted around CCA/UNDAF planning for the period 2010-2014, their involvement in the later stages of UNDAF cycle, should be improved.</p> <p>Sources of Evidence: interview with the RCO staff and NGOs: Žene ženama (Sarajevo), Budućnost (Modrča) and Vesta (Tuzla).</p>

⁶ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating
	Not applicable	Include reviewer comments and evidence base
<p>3.c - Women from excluded groups included as programme partners and beneficiaries in key UNCT initiatives</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups and their capacities and livelihoods strategies, clearly identified in UNCT country level analysis. • UNCT proactively involves women from excluded groups in planning, implementation, decision-making, and monitoring and evaluation. • Women from excluded groups are participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups clearly identified in UNCT country level analysis. • Women from excluded groups are participants and beneficiaries in key UNCT activities, e.g. in UNDAF outcomes and outputs. <p>Needs improvement Meets one of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token involvement of women from excluded groups.</p> <p>Missing Not applicable</p>	<p>Needs improvement (Score:3)</p> <p>Socially excluded groups in BiH are targeted in the UNDAF outcome 2: Social Inclusion. UNCT country level analysis clearly identifies the position and status of vulnerable groups in BiH. There is a paragraph in CCA where it is mentioned that “UNCT places particular emphasis on the gendered dimensions of discrimination and exclusion. When they are also members of vulnerable groups women too often face double discrimination, reinforced by the processes of post-conflict and economic transition in the country”.</p> <p>However it is not reflected in UNDAF outcomes and outputs and women from excluded groups are not clearly identified as beneficiaries. However, they are defined as beneficiaries in specific projects of individual UN agencies. UNDAF defines, in general, that civil society organisations and individual representatives of socially excluded groups will be supported to actively participate in local social policy development and implementation, as well as the monitoring of access to and quality of social services provision. Just one output aims to increase knowledge and skills of the state and entity level governments to integrate gender and women’s rights into multi-sectoral inclusive social policies.</p> <p>Comment: There is a reference in CCA 2008 /UNDAF 2010-2014 to women from excluded groups, however they are not identified as beneficiaries in key social inclusion activities. They are defined as beneficiaries at the specific projects level. It is recommended to involve them in implementation, decision-making, monitoring and evaluation of related UNDAF outcomes and outputs.</p> <p>Source of evidence: CCA/UNDAF, interviews with the RCO staff and NGOs: Žene ženama (Sarajevo), Budućnost (Modriča) and Vesta (Tuzla).</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
4. UNCT CAPACITIES		
<p>4.a - Multi-stakeholder Gender Theme Group is effective</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender Theme Group adequately resourced, and resourced equally to other Theme Groups. • All key stakeholders participate (e.g. national partners, Bretton Woods institutions, regional banks, civil society, trades unions, employer organizations, the private sector, donors, and international NGOs). • Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF. • Gender Theme Group has a clear terms of reference with membership of staff at decision making levels and clear accountability as a group. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender Theme Group adequately resourced. • Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF. • Gender Theme Group has a clear terms of reference. <p>Needs improvement Meets any two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Meets any one of the above (under <i>Meets minimum standard</i>).</p> <p>Missing Not applicable</p>	<p>Meets minimum standard (Score: 4)</p> <p>UN Gender Group (UNGG) was established in 2002, with a small number of members (UNICEF, UNDP, UNFPA, UNOHCHR and ILO) based on the premise that gender equality should be mainstreamed in a coordinated manner.</p> <p>Since collaboration efforts in 2005 focused on joint support to government in implementation of specific gender projects, the UNGG has not taken any responsibility for promoting gender mainstreaming in other programmes/projects of UN agencies'. In regard to this, UNGG revised its ToR by the end of 2005, to report directly to the UNDAF Steering Committee with main role to ensure cooperation, coordination and monitoring of gender mainstreaming through the UNDAF BiH implementation.</p> <p>During 2006 and 2007, two assessments were carried out: the assessment of UNGG work and a gender mapping exercise to assess the UNCT activities, capacities and results in gender mainstreaming. The results have been used to strengthen gender mainstreaming across the agencies.</p> <p>The increased efforts of the UNGG have resulted in more UN Agencies joining the group. At the moment the UNGG consists of 11 Agencies which meet regularly, at least once in a quarter. UNGG members are: UNDP, UNIFEM, UNESCO, UNFPA, UNHCR, UNICEF, UNV, ILO, IOM, WHO and World Bank. Key stakeholders (e.g. national partners, civil society, NGOs) do not participate in UNGG and it is strongly recommended to involve them, as well as other stakeholders, if required.</p> <p>Annual Work Plan for the UN Gender Group was developed at the Annual Strategic Planning session in early 2008. It included an</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
		<p>activity on gender mainstreaming in the CCA/UNDAF planning process. Members of the UNGG participated in the UNDAF Prioritization Workshop in October 2008, and in the subsequent work of the UNDAF Working Groups, providing inputs how to incorporate gender equality concerns in relevant areas.</p> <p>Although it was initially planned, the UNCT Performance Indicators for Gender Equality (Gender Scorecard) were not implemented during the UNDAF planning process. However, a short checklist related to gender sensitive outcomes, outputs, indicators and baselines (taken from the Gender Scorecard) was shared with UNDAF WG members to help them to recognize the areas which could be enhanced from a gender perspective. At that point it was decided that the UNGG would work further on ensuring that the other dimensions of the Scorecard are realized at the later stages of the UNDAF cycle.</p> <p>As expressed by key informants, UN Gender Group is resourced equally to other Theme Groups, but it is still not an adequate budget allocation. Financial resources are being requested in accordance with UNGG Annual Work Plan, but RCO usually supports only AWP priority areas. While UNGG together with the UN Joint Group on HIV/AIDS has been recognized as one of the most active UN Theme Groups for a number of years, there is also observation on lack of its efficiency in the recent period (lack of resources, lack of time, lack of coordination, etc)..</p> <p>Throughout the interviews, several options have been proposed for more operational and effective work of UNGG. There is a need to increase financial and human resources for UNGG work, particularly for development of joint gender programmes and AWPs as well as the fund-raising. Furthermore, capacity development of UNGG members is needed as many of them are not gender experts. Other option, following the good practise of UN Joint Group on HIV/AIDS, is that the UNGG should advocate for a full-time engagement of a person - gender specialist at the UNCT level</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
		<p>- to manage UN gender related activities, coordination and liaison, and to act as the focal point.</p> <p>There is a ToR for the UNGG which is constantly improving, and should be further developed. Key informants also expressed the need to incorporate membership in the UNGG, into the ToRs of the agencies' respective staff members'; it should be treated as a substantive part of the staff member's activity and expertise.</p> <p>Comments: Although the work and efficiency of UNGG meet minimum standards, some key informants have recommended that UNGG capacities and resources should be increased.</p> <p>Source of Evidence; Interviews with RCO staff, members of UNGG, representatives of Gender mechanisms, review of UNGG documents, RC Annual Reports</p>
<p>4.b - Capacity assessment and development of UNCTs in gender equality and women's empowerment programming</p> <p>Source: ECOSOC 2006</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Resident Coordinator systematically promotes monitors and reports on capacity assessment and development activities related to gender equality and women's empowerment. • Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every one or two years). • The impact of the gender component of existing training programmes regularly reviewed, and revised based on the review. • Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every year after this). • Gender specialists and gender focal points receive specific training (minimum four days of training a year on gender equality and women's empowerment programming). <p>Meets minimum standard</p>	<p>Needs improvement (Score: 3)</p> <p>RC Office promotes activities related to gender equality and women's empowerment through allocation of funds to support the work of UNGG. RC Annual Reports include information on progress of UNGG work as well on implementation of the gender related activities of UN Agencies.</p> <p>Gender mapping exercise of all UN agencies to assess the UNCT activities, capacities and results in gender mainstreaming was conducted in 2007. However It was more an assessment of activities then the capacities of the UNCT. The implementation of the Gender Scorecard is the first assessment of this sort.</p> <p>There is no regular review of the gender component of training programmes, and gender mainstreaming training for UNCT staff did not take place so far. The majority of gender focal points received gender trainings in their respective UN agencies.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<ul style="list-style-type: none"> • Resident Coordinator systematically promotes, monitors and reports on capacity development activities related to gender equality and women's empowerment • Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every two or three years). • Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every two years after this). • Gender specialists and gender focal points receive specific training (minimum two days of training a year on gender equality and women's empowerment programming). <p>Needs improvement Any two of the above (under <i>Meets minimum standard</i>) are met.</p> <p>Inadequate Token attention to capacity development of UNCTs in gender mainstreaming.</p> <p>Missing Not applicable</p>	<p>Comments: Due to limited funds and human resources, there are gaps in systematic efforts of RC Office to promote, monitor and report on capacities and activities related to gender equality and women's empowerment, as raised from discussions with some stakeholders.</p> <p>Source of Evidence: Interviews with Resident Coordinator, UN Gender Group, RCAR Reports, review of UNGG documents.</p>
<p>4.c - Gender expert roster with national, regional and international expertise used by UNCT members⁷</p> <p>Source: ECOSOC 2006</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender expert roster exists, is regularly updated and includes national, regional and international experts. • Experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality and women's empowerment). • Roster used on a regular basis by UN agencies (dependent on size of UN country programme). <p>Meets minimum standard</p>	<p>Needs improvement (Score: 3)</p> <p>Gender expert roster at the UNCT level does not exist. There is a Roster of national and regional gender experts created within the UNDP, however it is not regularly updated. The Roster is being used by UN Agencies occasionally and it might serve as a base for creating a consolidated UNCT gender expert roster.</p> <p>External gender experts did not participate in UNDAF planning or in development of Joint Programmes, due to limited financial</p>

⁷The roster can be maintained at national or regional levels.

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<ul style="list-style-type: none"> Gender expert roster exists. Roster used on a regular basis by some UN agencies (dependent on size of UN country programme). <p>Needs improvement Roster in place but not updated or utilised.</p> <p>Inadequate No roster exists.</p> <p>Missing Not applicable</p>	<p>resources available to the RCO, however internal gender experts within the UN Agencies were involved in these processes. Comment: Since there are gender expert rosters in place at the level of individual UN agencies, the score 3 is more appropriate than 2, but some respondents propose the creation of consolidated UNCT gender expert roster.</p> <p>Sources of Evidence: Interviews with HoAs and members of UNGG.</p>
5. DECISION-MAKING		
<p>5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency group</p> <p>Source: TCPR 2007</p>	<p>Yes/No</p>	<p>Yes There is a practice in place that Chair of UNGG regularly participates in HoA meetings. In most recent years the Chair of UNGG has been a Head of an Agency, and therefore automatically a part of the UNCT. However, if UNGG Chair is not the Head of an Agency, he participates in instances where gender is on the agenda of the HoA meeting.</p> <p>Comment: It is recommended by respondents that the ToR of the UNGG should specify that the Chair of the UN Gender group should be a Head of Agency.</p> <p>Source of Evidence: interviews with UNGG members and HoAs.</p>
<p>5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Gender equality programming and support issues included in 75% of Heads of Agency meetings. Decisions related to gender equality programming and support issues are followed through. <p>Meets minimum standard</p>	<p>Meets minimum standard (Score: 4)</p> <p>Key informants are of the opinion that gender equality issues are frequently included in agenda of UNCT meetings, but more awareness should be raised among the UN agencies which do not have gender at the core of its mandates. However, analyses of UNCT meeting minutes shows that gender issues were considered in about 50% of the HoA meetings. More precisely, out of 17 HoA</p>

Dimensions	Definition	Rating
	<ul style="list-style-type: none"> Gender equality programming and support issues are included in 50% of Heads of Agency meetings. Decisions related to gender equality programming and support issues are followed through. <p>Needs improvement Heads of Agency meetings occasionally include gender equality programming on their agenda.</p> <p>Inadequate Token attention to gender equality programming and support issues.</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>meetings held in 2008 and 2009, gender equality programming and support issues were included in the agendas of 8 meetings.</p> <p>The decisions on gender equality issues are, to some extent, followed up by the staff that is primarily responsible for gender equality within their respective agencies, as well as through the coordination and information sharing with Chair of UNGG. But there is a need for more coordinated approach to ensure that the gender related decisions are adequately followed through.</p> <p>Comment: If the analyses of the UNCT meetings minutes reflect the real level of gender related discussions, than gender equality issues were discussed in about half of HoA meetings. The related decisions should be followed through in a more coordinated manner through information sharing with Chair of UNGG and other relevant UN staff.</p> <p>Sources of Evidence: Interviews with HoAs and RCO staff, analysis of UNCT meeting minutes (2008,2009)</p>
6. BUDGETING		
<p>6.a - UNCT Gender responsive budgeting system instituted</p> <p>Source: ECOSOC 2005</p>	<p>Exceeds minimum standard The UNCT has implemented a budgeting system which tracks UNCT expenditures for gender equality programming, as a means of ensuring adequate resource allocation for promoting gender equality.</p> <p>Meets minimum standard The UNCT has clear plans for implementing a budgeting system to track UNCT expenditures for gender equality programming, with timelines for completion of the plan noted.</p> <p>Needs improvement Discussions ongoing concerning the need to implement a budgeting system to track UNCT expenditures for gender</p>	<p>Needs improvement (Score: 3)</p> <p>Although UNCT budget system (Atlas), allows for gender budget tracking and analyses, it is not used to track the expenditures for gender equality programming. These expenditures were tracked only in accordance with the RC/UNCT Annual Work Plans.</p> <p>Gender-related cost covered from the RCO budget in last two years are as follows: out of \$167,675 total budget for 2008, \$3,760 or 2.2% was spent for gender activities while in 2009, gender related expenditures were in amount of \$3,500 or 2.3% out of total \$138,581.</p> <p>Besides that, the UN agencies add their contributions to UNGG activities based on the Annual Work Plan and a needs base.</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>equality programming.</p> <p>Inadequate The issue of implementing a budgeting system to track UNCT expenditures for gender equality programming has been raised, but a decision was taken not to proceed with this.</p> <p>Missing Not applicable</p>	<p>Gender related activities are mainly financed through the Joint programmes on gender equality (cca 1,100,000.00 \$) and funding ensured by the individual agencies.</p> <p>Comment: UNCT does not track expenditures for gender equality programming within its budgeting system. It is tracked only in accordance with the RC/UNCT Annual Work Plans. RCO allocations for gender related activities were 2, 26% of the total RCO budgets for 2008 and 2009. As mentioned earlier, the most significant financial allocations for UNCT gender activities come from the Joint Programmes, and UN agencies' specific gender projects.</p> <p>Sources of Evidence: Interview with RCO staff, analyses of RCO budgets use of funds in 2008 and 2009.</p>
<p>6.b - Specific budgets allocated to stimulate stronger programming on gender equality and women's empowerment</p> <p>Source: ECOSOC 2005</p>	<p>Exceeds minimum standard Specific budgets to strengthen UNCT support for gender equality and women's empowerment located for:</p> <ul style="list-style-type: none"> • Capacity development and training of UNCT members. • Gender equality pilot projects. • Support to national women's machinery. • Support to women's NGOs and networks. • Maintenance of experts' roster. • Gender mainstreaming in CCA/ UNDAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.). <p>Meets minimum standard Specific budgets allocated for any four of the above.</p> <p>Needs improvement Specific budgets allocated for any three of the above.</p>	<p>Meets minimum standard (Score: 4)</p> <p>The specific RCO budgets allocated to support gender equality and women's empowerment, are limited (i.e. support for gender mainstreaming in CCA/ UNDAF exercises, marking the International campaign on 16 days of activism against VAW, with gender mechanisms and NGOs, etc). However, the largest funding for UN activities related to gender (support to national gender machinery, women NGOs, gender pilot initiatives, etc) comes from Joint Programmes and UN agencies' individual contribution (UNDP, UNFPA, UNIFEM, etc).</p> <p>Comment: Given that the RCO budget is modest, allocations for these specific segments listed in the definition are limited. It is not possible to define the level of budgets allocated for these specific segments, but it is mainly provided through the Joint Programmes and UN agencies' individual contribution, coordinated by the UNGG. Thus, the budget allocations to stimulate stronger programming on</p>

Dimensions	Definition	Rating
	<p>Inadequate Specific budget allocated for one or two of the above.</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>gender equality and women's empowerment meet minimum standard.</p> <p>Sources of Evidence: Interviews with RCO staff, interviews with HoAs</p>
7. MONITORING AND EVALUATION		
<p>7.a - Monitoring and evaluation includes adequate attention to gender mainstreaming and the promotion of gender equality and women's empowerment</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • A dedicated gender equality evaluation is carried out once during the UNDAF period. • Gender audit undertaken once during UNDAF period. • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. • The UNDAF Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting covers the main gender-related expected results. • Gaps against planned results are rectified at an early stage. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. • The UNDAF/CAP Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting covers the main gender- 	<p>Needs improvement (Score: 3)</p> <p>Gender mapping exercise to assess the UNCT activities, capacities and results in gender mainstreaming was conducted in 2007. It was, however more an assessment of activities then capacities.</p> <p>Gender-related outcome and output expected results have not been adequately gathered and measured in the UNDAF 2005-2009. Main gender related issues are to some extent addressed in the regular RC reporting and UNDAF Annual Reviews which are being conducted against the UNDAF M&E Framework. It is recommended that the next Annual Review should include adequate attention to gender equality and that it is to be clearly defined in the ToR for the review.</p> <p>In CCA (2008) the absence of coherent and reliable gender-sensitive and disaggregated data in the country is identified, and this absence negatively impacts the development of appropriate programmes addressing gender inequalities. Therefore, for the most of gender sensitive indicators listed in the UNDAF 2010-2014 M&E Matrix the baseline data or do not exist or will be defined during the first year of implementation.</p> <p>A M&E Unit was established within the RC Office in 2009 to monitor and evaluate MDG-F Joint Programmes, and the role of M&E Unit in monitoring and evaluation of UNDAF (2010-2014) is currently being defined, taking in consideration gender related expected</p>

Dimensions	Definition	Rating Include reviewer comments and evidence base
	<p>related expected results.</p> <p>Needs improvement Any four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p>Inadequate Less than four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p>Missing Not applicable</p>	<p>results.</p> <p>As recommended by some key informants, M&E Unit should receive training on gender mainstreaming. It should pay adequate attention on measuring gender-related expected results and gender sensitive indicators in UNDAF and follow-up if data related to gender-sensitive indicators are being gathered as planned. The clear roles and responsibilities for monitoring the progress as well as the type of remedial action if the results are not being achieved as planned still need to be further defined.</p> <p>Comments: UNDAF monitoring and evaluation does not include adequate attention to gender mainstreaming and the promotion of gender equality and women's empowerment. The UNCT and UNGG view this Gender Scorecard exercise as an opportunity to improve the process of evaluation and follow-up of the UNCT gender related activities and improved accountability for proper engendering of the upcoming UNDAF M&E Framework, with gender disaggregated data to be gathered as planned, and adequately followed up during the UNDAF implementation.</p> <p>Sources of Evidence: Interviews with RCO staff and RCO M&e Unit, UNGG members, RCAR Reporting and UNDAF Annual Reviews 2006-2008.</p>
8. QUALITY CONTROL AND ACCOUNTABILITY		
<p>8.a - CCA/UNDAF quality control⁸</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> • Gender experts involved in all aspects of CCA/UNDAF preparation. • Readers' Group comments refer specifically to gender equality and empowerment of women. 	<p>Needs improvement (Score: 3)</p> <p>External gender experts were not involved in CCA/UNDAF preparation while internal gender experts within the UN Agencies participated in this process.</p>

⁸ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating
	<ul style="list-style-type: none"> • Evidence of changes based on Readers' Group comments concerning gender equality and empowerment of women. • Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA/. • Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender experts involved in all aspects of CCA/UNDAF preparation. • Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA. • Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF. <p>Needs improvement Meets only one or two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token attention to gender equality</p> <p>Missing Not applicable</p>	<p>Include reviewer comments and evidence base</p> <p>Regional Peer Support Group provided consolidated UN agencies' comments on Draft CCA 2008. Some of them referred specifically to gender equality, proposing use of gender-disaggregated data in a systematic way, deeper gender analyses, inclusion of relevant CEDAW recommendations, reference to national institutional and legal frameworks, etc. Some of these comments, such as reference to CEDAW concluding comments, were taken into account in revising the CCA. There is little reference to gender equality in the PSG comments provided for the UNDAF document (2010-2014).Comments: The attention to assessment of gender equality in CCA/UNDAF quality control needs to be improved. The UNCT initiative to undertake Gender scorecard exercise affirmed UNCT awareness that current status of gender mainstreaming has to be improved and adequately reviewed. Assessment/quality control of gender equality in CCA/UNDAF was not conducted against the UNDAF/CCA quality review template, but it was done through the regional PSG and gender experts in individual UN Agencies. UNCT commitment has been demonstrated through this Scorecard implementation, to ensure the appropriate systems and tools are in place so that gender equality goals are adequately addressed during the CCA/UNDAF review and quality control exercises.</p> <p>Sources of Evidence: Interviews with RCO staff, PSG comments on CCA (2008) and/UNDAF (2010-2014).</p>