

UNCT Performance Indicators for Gender Equality and Women's Empowerment

Gender Scorecard – Republic of Serbia

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SUBMITTED TO: UN GENDER THEME GROUP
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Dimensions	Definition	Rating Reviewer comments and evidence base included
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 noted for not disaggregating by sex. <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</p> <p>Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>CCA for Serbia and Montenegro was drafted in 2003. UNDAF for Serbia and Montenegro has been defined in 2003 and signed in early 2004.</p> <p>The Common Country Assessment for Serbia and Montenegro³, (Belgrade, October, 2003) includes a separate chapter "The Right to Gender Equality and Women's Human Rights in Serbia and Montenegro" analysing the status of gender equality and women's rights. Gender disaggregated data related to literacy rates, proportion of women and men in the workforce of Serbia, as well as in elected political bodies are included. This chapter tackles upon domestic violence and trafficking and includes a brief analysis of the trends that contribute to gender inequality. There are multiple references to CEDAW and the fact that Serbia and Montenegro ratified it. There is no reference to CEDAW reports and concluding comments, since at the time there were none. (Serbia submitted its first CEDAW report in the first half of 2007 and the CEDAW committee comments were obtained June, 2007).</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.

³ *The CCA for Serbia and Montenegro was conducted in the first half of 2003. The federation of Serbia and Montenegro, a successor state of the Federal Republic of Yugoslavia, was proclaimed in February, 2003. Serbia and Montenegro ceased to exist in 2006. Serbia is the successor state of Serbia and Montenegro. The CCA for Serbia was conducted in the second half of 2008 (draft document available).*

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		<p>The CCA was undertaken concurrently with PRSP for Serbia, which enabled cross-fertilisation – the CCA “was able to draw upon the research and data presented” in PRSP (p.98). Apart from the analysis given in a specific chapter, gender equality and women’s rights are mentioned in other chapters as well. Under Human Development part, gender equality and women’s rights were mentioned starting from Background (p.13) and Basic concepts (p.23), to Health status of population (p.33), and Right to education (p.37). Under Governance and the Rule of Law part there is mention of women’s role in the society (p.63) and the issue of women’s vulnerability (p.68), but in the overall analysis gender is not included in a consistent way. Under Security of Persons part, human trafficking and vulnerability of women are mentioned (p.78), while the ex-combatants and the increasing suicide rates among young males are also emphasised (p.80). Under Environment part of CCA there is no reference to gender or specific women’s / men’s role in environmental issues.</p> <p>Statistical data in the Annex 1 of CCA are not appropriately disaggregated by gender. (The fact that gender disaggregated data were missing prompted the UNCT support for the editing of the first statistical publication titled “Women and Men in Serbia”, published in 2005.)</p> <p>There is no gender analysis in the UNDAF 2005-2009. However, in the introduction (p.3) it is clearly stipulated that the document is based on the CCA analysis.</p> <p><u>Comments:</u> Draft country analysis⁴ (October 2008) was also reviewed, but it was not scored given that it needs yet to be</p>

⁴ *Important note: In consultation with the Technical Adviser, the scorecard exercise took into account both the CCA / UNDAF for Serbia and Montenegro (2005-2009) and draft documents being prepared for the new UNDAF planning cycle. Where it was appropriate, the scoring took into account recently drafted documents to reflect the positive change in UNCT gender-related work, as well as to suggest the additional improvements that are still required.*

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		<p>finalised. It benefited from gender expert comments (UNIFEM) and included gender analysis in a separate chapter on gender equity, while also mainstreaming gender in other chapters, especially in the chapter on human rights.</p> <p>There is no reference to CEDAW and also no reference to gender in chapters addressing decentralisation and local governance, regional and rural development, anti-corruption and the rule of law.</p> <p>Sources of Evidence: Common Country Assessment for Serbia and Montenegro (October, 2003), UNDAF Serbia and Montenegro 2005-2009 (endorsed in March, 2004, interviews with HoAs, Serbia: National Context and Outstanding Priorities – Country Analysis</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>Missing</p> <p>Not applicable</p>	<p>Inadequate (Score: 2)</p> <p>UNDAF for Serbia and Montenegro 2005-2009 has three main outcomes:</p> <ol style="list-style-type: none"> 1. Institutional Reform and Public Administration Reform 2. Judicial Reform and the Rule of Law 3. Sustainable Development <p>Those main outcomes are divided in 24 country programme outcomes.</p> <p>Gender equality and women's empowerment are not mentioned in UNDAF outcomes. In Country Programme Outcomes gender equality concerns are spelled out as: "1.7 Improved access to high quality social welfare systems with focus on excluded people" (p.10) and "2.6 All people have access to information and knowledge on children's and women's rights" (p14)</p> <p>Comments: UNDAF 2005-2009 outcomes did not include reference to gender. Also, out of the total 24 CP outcomes one</p>

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		<p>refers to gender explicitly (CPO 2.6), while the other refers to gender implicitly (1.7), which can be clearly seen from the list of indicators related to the CP outcome 1.7.</p> <p><u>Sources of Evidence:</u> UNDAF Serbia and Montenegro 2005-2009 (March 2004).</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 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</p> <p>Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>Out of 154 Country Programme outputs, 6 outputs are related to gender equality and women's empowerment, as follows: 1.3.5 (p.8) 1.3.6 (p.8) 1.4.2 (p.8) 2.5.2 (p.14) 2.6.2 (p.14) 2.6.3 (p.14)</p> <p>Additional 5 outputs address gender and women's empowerment implicitly as they refer to violence, trafficking and localisation of MDGs, and primary caregivers (outputs 2.5.1, 2.5.4, 2.5.5, 3.1.13, 3.6.1 and 3.6.2)</p> <p>It is not clearly articulated how the outputs will be delivered and change achieved.</p> <p><u>Comments:</u> Very few outputs refer to gender equality, however they demonstrate logical connection to changes in gender equality, therefore score 3 was given, rather than score 2</p> <p><u>Sources of Evidence:</u> UNDAF Serbia and Montenegro 2005-2009 (March 2004)</p>
<p>1.d - Indicators to track UNDAF results are gender-sensitive</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,</p>	<p>Needs improvement (Score: 3)</p> <p>Out of 16 outcome indicators, one indicator refers to gender related issues (need for gender disaggregated data in a specific area, p.20), while three outcome indicators refer to women</p>

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<p>Source: UNDG Guidance</p>	<p>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</p> <p>Not applicable</p>	<p>(related to maternal health, p.22, 23). There is no reference to any specific indicators related to men’s health.</p> <p>Out of the total of 220 indicators at output level, 11 indicators refer to gender (mainly emphasising the need for collecting gender disaggregated data), while 2 indicators are clearly related to women’s rights.</p> <p>Comment: Since one indicator at the outcome level refers to gender, while significantly less than one third of output indicators are gender sensitive, the reviewer opted for the score 3.</p> <p>Evidence: UNDAF Serbia and Montenegro 2005-2009 (March 2009)</p>
<p>1.e - Baselines are gender-sensitive</p> <p>Source: UNDG Guidance</p>	<p>Meets minimum standard⁵ 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</p> <p>Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>Three baseline indicators (out of 50) are gender disaggregated. More specifically indicators in relation to:</p> <ul style="list-style-type: none"> - smoking among youth (p.22) - levels of haemoglobin (p.24) - use of protection among sexually active youth (p.26) <p><u>Comments:</u> It is important to note that at the time of CCA / UNDAF drafting (2003) statistics at the national level had serious weaknesses and the availability of sex disaggregated data was limited. Therefore only some baseline indicators could be disaggregated by gender. Therefore sex-disaggregation is not systematic, but could not be defined as token (definition for inadequate availability of gender disaggregated baseline).</p> <p><u>Sources of Evidence:</u> UNDAF Serbia and Montenegro 2005-2009 (March, 2004)</p>

⁵ It is not possible to exceed the minimum standard in this case, because the indicator refers to an absolute value (all data).

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2. PROGRAMMING		
<p>2.a - Gender perspectives are adequately reflected in joint programming⁶</p> <p>Source: ECOSOC 1997, 2004, 2005, 2006, TCPR 2007, World Summit Outcome 2005</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 situation (e.g., in CCA/UNDAFs, MDG report, etc.). 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</p> <p>Not applicable</p>	<p>Meets minimum standard (Score: 4)</p> <p>UNCT joint initiatives were / are organised through UN Gender Theme Group (GTG), which has been established in 2007. Funding for GTG was secured through UNDP Gender Mainstreaming Initiative project. In addition to regular meetings, GTG initiated joint initiatives focusing on gender based violence and participation of NGOs (with the special emphasis on women's groups) in the provision of services to women victims of violence. ("When Violence Screams – A Contribution to the Analysis of Gender-based Violence in Serbia" and "Responding to Silent Screams: Mapping of Provisions of NGOs in Serbia in the Area of Gender Based Violence", both funded by UNDP)</p> <p>In 2005 and 2006 (prior to the GTG establishment) UNCT support for gender equality agenda focused on:</p> <ol style="list-style-type: none"> support for the first publication "Women and Men in Serbia" (publication funded by UNDP, coordination of the activities carried out through RCO – Transition officer) Support for the contextualisation of the Millennium Development Goals, resulting with the publication Millennium Development Goals in the Republic of Serbia: Monitoring Framework. This Monitoring Framework was approved by the Government of Serbia (GoS) in 2007.

⁶ 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><u>Comments:</u> Compared to the other joint initiatives and activities of other UN theme groups (with the exception of UNAIDS), the perception of key informants within the UN agencies was that the gender-related activities were/ are adequately funded.</p> <p><u>Sources of Evidence:</u> Millennium Development Goals for Serbia: Monitoring Framework, UNDAF Serbia and Montenegro 2005-2009 (March 2004), , interviews with Heads of UN agencies (HoAs) and the former Transition Officer in RCO.</p>
<p>2.b – Joint programmes</p> <p>Source: UNGD 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>Needs improvement (Score: 3)</p> <p>The joint proposal on gender equality for the Spanish MDG Achievement Fund was prepared, however the deadline was missed. It was expected that the second window for proposals would be opened, but so far this was not the case. The proposal is still in pipe-line.</p> <p>Although the joint programme on gender equality is not in place yet, it is important to note that the UN agencies developed a good quality proposal, which indicates that gender issues were not neglected by the UNCT (possible funding depends on the opening of the second window of the Spanish MDG Achievement Fund). In addition, two joint proposals with strong gender perspective are in the pipe-line. IOM, UNHCR and UNODC recently developed a joint proposal focused on preventing human trafficking in Serbia (donor to be identified, expected to start in September, 2009). Also, UNAIDS project, which is about to start, is focused on gender and HIV/AIDS.</p> <p>Other joint programmes have been gender mainstreamed. It is worth noting that gender mainstreaming of the proposal “Support to National Efforts for Promoting Peace Building in Southern Serbia: was done after the first proposal submission – the proposal was returned with a specific request to improve gender aspect of it. The lessons were learnt, as for the proposal</p>

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		<p>“Support to National Efforts for the Promotion of Youth Employment and Management of Migration” gender mainstreaming was done prior to submitting the proposal. Also, UNIFEM was invited to comment on the “Sustainable Rural Development and Private Sector Project”.</p> <p><u>Comments:</u> While a joint programme on promoting gender equality and women’s empowerment has not been submitted on time, a good quality proposal has been developed. Other joint programmes are gender mainstreamed, and the score 3 was suggested because gender mainstreaming was not consistent.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs and RCO staff, Joint programmes submitted for funding:</p> <ul style="list-style-type: none"> ➤ Support to National Efforts for Promoting Peace Building in Southern Serbia ➤ Support to National Efforts for the Promotion of Youth Employment and Management of Migration ➤ Sustainable Rural Development and Private Sector project ➤ Gender and HIV/AIDS-establishing links between women empowerment and HIV
<p>2.c - UNCT support for national priorities related to gender equality and women’s empowerment</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard UNDAF budgetary allocations support implementation of 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</p>	<p>Needs improvement (Score: 3)</p> <p>UNDAF 2005-2009 resource mobilisation targets are not specified in the way that can facilitate analysis of the level of resources planned for gender equality and women’s empowerment.</p> <p>Gender Theme Group addressed the issue of gender-based violence through commissioning the policy-gap research “When Violence Screams – A Contribution to the Analysis of Gender-based Violence in Serbia (UNDP funds, other agencies’ staff time) and presentation of the main findings on the occasion of the</p>

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	<p>Meets one of the above.</p> <p>Missing</p> <p>Not applicable</p>	<p>UN Week (Presentation of research findings was organised on 26th October,, 2007, with participation of GEMs and women's organisations. RC/RR gave the opening speech at the research presentation. The continuation of this activity is a follow up research focusing on the provision of services for the victims of gender-based violence. This activity supports the implementation of CEDAW Committee concluding comments (dated June 2007).</p> <p>UNCT supported (through engagement of the RC Transition officer and UNDP Policy Unit funding) collection and analysis of sex-disaggregated data at the national level. The first publication "Women and Men in Serbia", produced by the National Office for Statistics, was presented on the occasion of 8th March 2006.</p> <p><u>Comments:</u> The need for further improvement of the cooperation between UNCT / GTG and the Gender Equality Directorate – GED (the Ministry of Labour and Social Policy, Government of Serbia) has been highlighted in the interviews, with the special emphasis on the need to support the implementation of the recently adopted National Plan of Action for Gender Equality and Women's Empowerment. However, it is important to note that UNIFEM and UNDP already have close cooperation with the GED, thus paving the way for closer cooperation Between GED and GTG.</p> <p><u>Sources of Evidence:</u> UNDAF Serbia and Montenegro 2005-2009 (March 2004), interviews with HoAs and representatives of gender equality mechanisms at the central level and the level of the Autonomous province of Vojvodina, UNCT/ Serbia – RCAR Reporting for 2007-2008.</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
<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>Inadequate Token attention to gender mainstreaming in programme based approaches.</p> <p>Missing</p> <p>Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>UNCT supported the publication “Women and Men in Serbia”, based on the understanding that not enough relevant data, disaggregated by gender, were available to support gender analysis in CCA and PRSP (2002/2003). The second publication was supported by the Gender Equality Directorate, thus confirming the sustainability of this initiative, which was key in providing data for the purpose of gender mainstreaming.</p> <p>Funding for UNCT activities is very limited (apart from the Spanish MDG Fund, which has not been obtained). The annual budget for the RCO is modest and allows for funding of the initiatives such as the UN Week.</p> <p>Individual UN agencies are involved in capacity building activities (i.e. UNDP related to PRSP, UNIFEM related to gender budgeting). In addition, UNICEF supported DevInfo, which is fully gender disaggregated data-base used by the National Office for Statistics and PRSP team, thus enabling evidence base for gender mainstreaming initiatives. Since the establishment of GTG these activities were coordinated through GTG in order to add value to UNCT / GTG activities.</p> <p><u>Comments:</u> Based on the above, the score 3 was deemed the most appropriate. Given that the activities were coordinated through the UN GTG since March 2007, while funding was provided by those agencies that had available funds (i.e. UNDP), individual agencies’ gender-related activities can be viewed as UNCT activities as well. These activities can also be tracked (i.e. UNDP funding can be tracked through the Atlas system).</p> <p><u>Sources of Evidence:</u> interviews with HoAs, interview with the former RCO Transition Officer, “Women and Men in Serbia”,</p>

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<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>Inadequate Token attention to gender mainstreaming in aid effectiveness processes.</p> <p>Missing</p> <p>Not applicable</p>	<p>National Office for Statistics, Republic of Serbia (2005)</p> <p>Needs improvement (Score: 3)</p> <p>UNCT had a key role in supporting donor coordination through the creation of the Gender Synergy Group in close cooperation with CIDA. At the time of Gender Synergy Group establishment GTG (with strong engagement of UNIFEM and UNDP) worked together with CIDA to empower GEM at the national level in coordinating donor efforts. CIDA provided funding for Gender Synergy Group. In 2007 total of 6 GSG meetings were organised and with minor seatbacks continued since.</p> <p>In January 2007 the RC/RR led the creation of the Informal Donor Group of the 15 largest donors, and subsequently co-chaired this group with the WB. Gender equality issues, however, did not feature prominently on the agenda.</p> <p><u>Comments:</u> While UNCT/ GTG supported CIDA efforts to establish the Donor Synergy Group, there remains the need for greater UNCT engagement in building the capacity of the government; to take over the coordination of donor support to promote gender equality.</p> <p><u>Sources of Evidence:</u> Interviews with government counterparts, HoAs, interview with CIDA / SIDA gender adviser and government counterparts.</p>
<p>3. PARTNERSHIPS</p>		
<p>3.a - Involvement of National Machineries for</p>	<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). 	<p>Not applicable (Score: 0)</p> <p>Gender machinery at the national level was not established</p>

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<p>Women / Gender Equality and women's departments at the sub-national level⁷</p> <p>Source: UNDG Guidance</p>	<ul style="list-style-type: none"> • Development of UNDAF outcomes, outputs and indicators. • As key informants/stakeholders in the monitoring and evaluation of UNDAF results. <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</p> <p>Not applicable</p>	<p>in 2003 at the time of CCA drafting and UNDAF planning workshops (2003). At the level of the Autonomous Province of Vojvodina, the Secretariat for Labour, employment and gender equality was established in 2002, while the Committee for Gender Equality in the National Parliament of the Republic of Serbia, as well as in the Parliament of the Autonomous Province was established in 2003. Gender equality council at the level of the national government was established in 2004.</p> <p>In March, 2003, the Prime Minister Djindjic was assassinated. This event triggered the state of emergency that lasted from 12 March till 22 April, 2003. This affected all consultation processes.</p> <p>The new CCA is in early draft form. Gender equality mechanisms as well as NGOs flagged that they would expect full participation in the process of country analysis and planning for the new UNDAF.</p> <p><u>Comments:</u> This sub-dimension is not applicable because at the time of CCA / UNDAF drafting GEMs were not in place. Planning for the new UNDAF is in early phase and it is to be expected that GEMs will be consulted – however the expected participation could not be assessed / scored at the time of the scorecard exercise.</p> <p>It is also important to note that gender equality mechanisms as well as gender experts were involved in consultations and drafting of the Review of the implementation of MDGs for Serbia (2005), including contextualisation of MDGs for Serbia (2006) resulting with the report Millennium Development Goals for Serbia: Monitoring Framework. This scorecard exercise confirmed awareness of the need to include women's machinery</p>

⁷ To be completed once during the CCA/UNDAF process.

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		<p>in CCA finalisation and UNDAF planning as appropriate.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs, RCO staff, representatives of gender equality mechanisms, civil society organisations (Civil society contact organisations – gender)</p>
<p>3.b - Involvement of women's NGOs and networks⁸</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>Not applicable</p>	<p>Inadequate (Score: 2)</p> <p>NGOs were not involved in CCA/ UNDAF planning in 2003, while gender experts were consulted. However, experts, NGOs, including women's groups, took part in consultations on contextualisation of MDGs for Serbia, organised by UNCT (with UNDP Policy Unit taking the lead on behalf of UNCT and the Ministry for Labour and Social Policy on behalf of the GoS).</p> <p><u>Comments:</u> while there was no participation of NGOs and networks in the CCA and UNDAF process in 2003, gender experts were involved (through PRSP and MDG analysis focusing on gender). In addition, NGOs were involved in the process of the contextualisation of MDGs for Serbia. In addition, there is a clear understanding that consultations should take place in finalisation of the CCA and planning for the new UNDAF. Based on this, the proposed score is 2, rather than 1 (missing).</p> <p><u>Sources of Evidence:</u> interview with the Autonomous Women's Centre and brief consultation with the representatives of organisations participating in the group Civil society contact organisations (gender) at their regular meeting on 27 February, 2009.</p>

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

Dimensions	Definition	Rating Reviewer comments and evidence base included
<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</p> <p>Not applicable</p>	<p>Needs improvement (Score 3)</p> <p>Victims of trafficking and victims of domestic violence identified as vulnerable and mentioned in UNDAF 2005-2009 CP outputs (p.14), while gender disaggregated data for vulnerable groups including people with disabilities, refugees, IDPs, Roma, children and women in remote areas were specifically mentioned among indicators (p.24).</p> <p>An in-depth analysis of the situation and trends related to gender equality and women's empowerment was given in the Review of the implementation of the Millennium Development Goals (adopted by the GoS in 2005) followed by the process of contextualising MDGs for Serbia – Millennium Development Goals for Serbia – Monitoring Framework (adopted by the GoS in 2006). The analysis focused on marginalised groups of women (i.e. rural women, single mothers), while the comprehensive list of goals and indicators for Serbia clearly spells out the need to monitor the status of vulnerable women (i.e. employment rates among Roma women etc.)</p> <p><u>Comments:</u> Women from excluded groups clearly identified through country level analysis performed for the MDG Review report, while vulnerable women are mentioned in UNDAF (CP) outputs. In addition, GTG attention was focused on the issue of domestic violence, including consultations with NGO representatives that work directly with women victims of domestic violence (consultations carried out through the work of the consultant, tasked to prepare a policy gap analysis).</p> <p><u>Sources of Evidence:</u> Review of the implementation of the Millennium Development Goals for Serbia (GoS, 2005), Millennium Development Goals for Serbia – Monitoring Framework (GoS, 2006), UNDAF Serbia and Montenegro 2005-</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		2009 (March 2004)
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</p> <p>Not applicable</p>	<p>Meets minimum standard (Score: 4)</p> <p>Gender Theme Group was established in 2007 with support of UNDP funds, and has been active since (i.e. 10 GTG meetings held in 2007). It includes the senior staff of UN agencies (gender focal points) and three HoAs. The World Bank gender focal point is included in the GTG mailing list; however WB representatives are not actively participating in GTG activities. Some UN agencies do not attend meetings regularly, but follow up on the GTG activities through the mailing group. GTG maintains communication with other stakeholders (civil society, donors, international NGOs, trade unions etc.) through participation in Donor Synergy Group meetings.</p> <p>Compared to other Theme Groups, GTG is adequately resourced. However, some key informants emphasised the lack of capacity of GTG to engage in activities such as peer review and gender mainstreaming of joint proposals etc. The model of UNAIDS was given as an example of a well functioning model (which has its own secretariat and resources coming from the Global Fund).</p> <p>GTG has clear terms of reference since its establishment. It also adopts the annual work-plan. GTG was selected, due to its “significant progress” in 2007 to pilot the new operational tools – for subsequent implementation in other theme groups.</p> <p><u>Comments:</u> Due to the close cooperation of GTG and Gender Synergy Group stakeholders were informed on GTG activities through Gender Synergy Group, rather than through the inclusion in GTG meetings. Respondents (especially government</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p>representatives and NGO partners) voiced the need to be included in GTG activities through the improved information-sharing.</p> <p><u>Sources of Evidence:</u> GTG focus group discussion, interviews with HoAs and CIDA / SIDA gender adviser, UNCT/ Serbia – RCAR Reporting for 2007-2008, interviews with Civil society contact organisations (gender) and government counterparts.</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> <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</p>	<p>Needs improvement (Score: 3)</p> <p>The Resident Coordinator demonstrated preparedness to take an active part in GTG activities (participated at GTG meetings when invited, gave speech on gender based violence on the occasion of the UN Week in October 2006). However, the respondents were of the opinion that there was scope for more prominent RC role in promoting, monitoring and reporting on gender-related activities.</p> <p>UNHCR held a two hour training session for UNCT on Age/Gender/Diversity mainstreaming methodology – delivered by UNHCR GFP, member of GTG.</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 first training planned for September, 2009). Majority of gender focal points received training in their respective agencies (i.e. UNICEF, IOM, UNDP)</p> <p><u>Comments:</u> RC promoted gender equality and women's human rights; however it was not a systematic effort. Respondents commented that this could be due to the fact that Serbia in the last five years had gaps (RC not in place) and continuous political volatility (the assassination of the Prime Minister in 2003, proclamation of Montenegro independence in June , and the</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
	Not applicable	<p>declaration of Kosovo independence in February 2008). While UNCT gender training did not take place, it is being planned for September, 2009. Majority of gender focal points were trained on gender equality issues in their respective agencies. Therefore score 3 was deemed appropriate.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs and RC a.i., GTG focus group discussion</p>
<p>4.c - Gender expert roster with national, regional and international expertise used by UNCT members⁹</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> <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</p> <p>Not applicable</p>	<p>Needs improvement (Score: 3)</p> <p>Gender roster at the UNCT has not been developed as yet. However, there are gender experts on the general roster and the creation of the gender roster is underway.</p> <p><u>Comments:</u> Reviewer opted for the score 3 rather than the score 2 because at the time of the exercise the activities on establishing the roster were well underway.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs and GTG focus group discussion.</p>
5. DECISION-MAKING		
<p>5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency group</p>	<p>Yes/No</p>	<p>Yes</p>

⁹The roster can be maintained at national or regional levels.

Dimensions	Definition	Rating Reviewer comments and evidence base included
Source: TCPR 2007		
<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> <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</p> <p>Not applicable</p>	<p>Meets minimum standard (Score: 4)</p> <p>Heads of Agency meetings address security and operational matters, while substantive issues are discussed only occasionally. Gender-related themes are most often tackled through the reporting of UNIFEM representative on GTG activities. Gender issues were mentioned in less than 50% of the HoA meetings. More precisely, out of 22 HoA meetings held in 2008 gender was specifically mentioned 7 times. Reporting on GTG activities was the content in 5 out of 7 discussions on gender. Decisions are followed through due to the fact that UNIFEM Gender Adviser participates at HoA meetings and chairs the UN GTG, which is the main channel for the UNCT gender related activities.</p> <p><u>Comments:</u> Respondents noted that the content of the meetings does not leave space for discussions on substantive issues, therefore thematic meetings (including meetings on gender related issues) were proposed as a solution.</p> <p>Score 4 was given because HoA meeting minutes contain action points only, therefore the analysis of the minutes may not reflect the real amount of gender related discussions. In addition, decisions are followed through, which covers the two conditions to meet minimum standard.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs and RC a.i., analysis of UNCT meeting minutes (2008)</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
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 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>Needs improvement (Score: 3)</p> <p>UNCT expenditures are tracked in a way that allows for gender budget analysis. The budget for RC Office is very modest (i.e. for 2008 it amounted approx. 115,000 USD; out of the total amount ¼ are spent on staff salaries). Therefore agencies contributed with funds (UNDP) or with staff time (UNIFEM, other agencies) to ensure funding for gender-related activities.</p> <p>The only gender-related cost covered from the RCO budget is the fee for the National consultant to carry out the Gender Scorecard exercise.</p> <p><u>Comments:</u> Since the UNCT / RCO budget is modest, it is easy to track the allocations focusing on gender related activities (i.e. consultants' fee, portion of costs for the UN week). As mentioned earlier, the most significant financial allocations for UNCT activities come from the UNDP budget, and gender related costs are traceable.</p> <p><u>Sources of Evidence:</u> Interview with RCO staff, interviews with HoAs</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 (Score: 4)</p> <p>Support for UNCT activities related to gender can come only from UN agencies (either through funding or through staff time). The largest financial contributions came from UNDP.</p> <p>Support to national women's machinery and support to women's NGOs and networks is planned through UN agencies' activities (i.e. UNIFEM and UNDP). In addition, support for the local gender-related activities in South Serbia is envisaged in the joint proposal "Support to National Efforts for Promoting Peace</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
	<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>Inadequate Specific budget allocated for one or two of the above.</p> <p>Missing</p> <p>Not applicable</p>	<p>Building in Southern Serbia” (funded through the Spanish MDG Achievement Fund).</p> <p>With UNDP funding, UN GTG provided support for the policy gap research (“When Violence Screams – A Contribution to the Analysis of Gender-based Violence in Serbia (2007) as well as research on the service provision to the victims of domestic violence (“Responding to Silent Screams: Mapping of Provisions of NGOs in Serbia in the Area of Gender-based Violence” – research to be finalised). The latter research can be defined as the support for women’s NGOs and networks.</p> <p>In addition, Joint programme focusing on trafficking issues (UNHCR, UNODC, IOM) is in the pipe-line.</p> <p>Capacity development and training of UNCT members, gender mainstreaming in CCA/ UNDAF exercise and maintenance of gender roster will be funded through cost-sharing.</p> <p><u>Comments:</u> Given that the RCO budget is modest, it is not possible to fund any of the activities listed in the definition / scoring guide through this budget. However, with the combination of RCA budget contribution and individual agencies’ contributions that are coordinated through the UN GTG, activities are funded or in pipe-line to be funded. Thus, the reviewer opted for “meets minimum standard” (4).</p> <p><u>Sources of Evidence:</u> Interviews with RCO staff, interviews with HoAs and RC a.i.</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
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-related expected results. <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</p> <p>Not applicable</p>	<p>Inadequate (Score: 2)</p> <p>Because of the specific situation (Serbia and Montenegro ceased to exist with the Montenegro proclamation of independence in June, 2006) the full mid-term review of the current UNDAF was not performed. UNDAF Revision was planned at the end of 2007. Instead, at the December 2007 UNCT retreat the essence of the UNDAF Annex was determined, with the plan to use the UNDAF Annex instead of carrying out the UNDAF revision. However, the UNDAF Annex was not officially accepted as the new framework for M/E.</p> <p>The main bulk planning activities for the new UNDAF was expected to take place in 2008. UNCT decided to postpone UNDAF planning due to the country context. It is planned to finalise the UNDAF for 2010-2014 till the end of 2009. The first UNDAF workshop took place in June, 2008. It included UN staff only. The political negotiations on the composition of the new government took place at the time (the new government came into office in July, 2008), therefore the government representatives could not be included.</p> <p>UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. Data for gender-sensitive indicators in the UNDAF Results Matrix is available through DevInfo, (supported by UNICEF, maintenance taken over by the National Office for Statistics). Gender disaggregated data are also monitored through the MDG monitoring framework.</p> <p>RC reporting covering gender-related expected results was included in UNCT RCAR reporting for 2007-2008; extensive description of gender-related activities was given in the "2007</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p>Results and use of funds table” and brief reference in “2008 Workplan / 2007 results table”.</p> <p><u>Comments:</u> UNCT and GTG view Gender Scorecard exercise as an opportunity to take stock of the UNCT gender related activities and ensure that the upcoming CCA and UNDAF are properly genderised, with gender disaggregated indicators included.</p> <p><u>Sources of Evidence:</u> Interviews with HoAs and GTG members, UNCT/ Serbia – RCAR Reporting for 2007-2008, “2007 Results and use of funds table”, “2008 Work-plan / 2007 results table”.</p>
8. QUALITY CONTROL AND ACCOUNTABILITY		
<p>8.a - CCA/UNDAF quality control¹⁰</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. • 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</p>	<p>Not applicable (Score: 0)</p> <p>It is too early to assess the appropriate involvement of gender experts in CCA/ UNDAF preparation. The currently valid CCA / UNDAF 2005-2009 was developed in a very different context in 2003 (and in a different state) therefore assessing involvement of gender experts is not deemed appropriate.</p> <p>Reader's group provided comments on an early draft of the new CCA. Gender expertise for the new CCA and the “European Integration and the UN in Serbia” draft report was obtained from UNIFEM and it will continue throughout the process (further strengthening of gender aspects recommended by key informants).</p> <p><u>Comments:</u> At the moment, the new planning cycle is in an early stage. The very fact that the Gender Scorecard exercise has</p>

¹⁰ To be completed once during the CCA/UNDAF process.

Dimensions	Definition	Rating Reviewer comments and evidence base included
	<p>Token attention to gender equality during review and quality control exercises.</p> <p>Missing Not applicable</p>	<p>been initiated indicates UNCT awareness that further strengthening of the gender related activities is needed. It also indicates strong commitment of UNCT and GTG to ensure the appropriate gender expertise in all aspects of CCA / UNDAF preparation. This has been demonstrated throughout this scorecard exercise.</p> <p>Because of the specific status of the current UNDAF 2005-2009 and CCA that was carried out in 2003 (for Serbia and Montenegro) it was deemed inappropriate to attribute the score. Hence, the reviewer opted for “not applicable”, and the score was also confirmed in the final consultation with the GTG.</p>