

**UNCT Performance Indicators for  
Gender Equality and Women's Empowerment**

**Gender Scorecard**

**The former Yugoslav Republic of Macedonia**

**The Final Report with HR GTG and UNCT comments included  
Skopje, 23 June 2009**

Submitted to: The Office of the UN Resident Coordinator  
Drafted by: Vesna Ciprus, Consultant – UNCT Gender Scorecard

Dimensions	Definition	Rating Reviewer comments and evidence base included
<b>1. PLANNING (CCA/UNDAFs)<sup>1</sup></b>		
<b>1.a - Adequate UNCT review of country context related to gender equality and women's empowerment</b> <b>Source: UNDG Guidance<sup>2</sup></b>	<p><b>Exceeds minimum standards</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</li> <li>• Critical capacity gaps are identified in the area of the promotion of gender equality.</li> </ul> <p><b>Meets minimum standards</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</li> </ul> <p><b>Needs improvement</b> Any two of the above three areas (under <i>Meets minimum standards</i>) are met.</p> <p><b>Inadequate</b> Any one of the above three areas (under <i>Meets minimum standards</i>) is met.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Meets minimum standards (Score: 4)</b></p> <p>The new UNDAF for the period 2010-2015 was signed on 28 April, 2009. The UNCT opted to base its country analysis on key national documents including: Assessment of the Social Inclusion area for UNDAF Process in FYR Macedonia (by Dorothy Rosenberg, PhD, October 2008), Strategic Review of the UN Activities in the FYR Macedonia in Light of the Country's EU Accession (by Hugh Frazer and Vanco Uzunov, November 2006), Mapping of activities and initiatives for the strategic positioning of UN agencies in supporting Roma inclusion (November,2008), Government's National Development Plan for the period 2008-2013 (draft to be endorsed by the GoM), National Mid-Point MDG Report (2008), European Union's annual Progress Reports towards EU membership, as well as the UNDAF 2005-2009 and its subsequent evaluations (UNDAF 2010-2015, p.3).</p> <p>An in-depth analysis of gender equality and women's empowerment issues was given in the Rosenberg report, with a special emphasis on social inclusion issues (p. 4, 6, 7, 16). There is a chapter on gender equality in Frazer-Uzunov report ("Promoting gender equality" – p.13), emphasising the need for gender mainstreaming of the programme portfolios of all UN agencies. While a detailed analysis of gender equality and women's empowerment issues is given in the section covering</p>

<sup>1</sup> 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.

<sup>2</sup> Key source documents are provided as an Annex to the Users' Guide.

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		<p>MDG 3 (with specific focus on the position of women as unpaid family workers and their overall position in the labour market and the participation of women in governance structures) gender is mainstreamed throughout the Report on the Progress Towards the Millennium Development Goals (2008). Gender was tackled as a cross-cutting issue in Mapping of activities and initiatives for the strategic positioning of UN agencies in supporting Roma inclusion.</p> <p>The situation analysis in the UNDAF 2010-2015 document includes multiple references to gender equality which is clearly defined as a cross-cutting theme (Introduction, p.3). The situation analysis refers to women (particularly rural women and victims of violence) as especially vulnerable when access to employment is concerned (p.5). Gender disparities in school attainment levels are analysed (p.6), while more detailed analysis on political representation of women in politics and issues related to domestic violence is also provided (p.7). The analysis also highlights persistent problems in the area of sexual and reproductive health of women, particularly those of vulnerable groups (p.7). There is a reference to the concluding comments of the CEDAW committee in the situation analysis of the UNDAF 2010-2015 document. Importantly, addressing gender equality and women's empowerment has been highlighted as one of the comparative advantages of the UNCT in the country – especially in the area of domestic violence, but also related to mainstreaming gender in national and local policies and budgets (p.12).</p> <p><u>Comments:</u> While an in-depth analysis is available in multiple documents, there is some scope to improve the analysis of links to the national legal framework and the obligations stemming from the CEDAW Committee recommendations in the Situation Analysis</p>

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		<p>section of the UNDAF 2010-2015 document. However, in various documents serving as a basis for the country analysis links to the national legal framework are mentioned, and gender disaggregated data were used, when available. The score 4 was deemed appropriate, given that two out of the three requirements (as described under “meets minimum standard” score were partly met.</p> <p><u>Sources of Evidence:</u> UNDAF fYR Macedonia, 2010-2015 (endorsed in April, 2008), interviews with the RC, HoAs and UN staff .</p>
<p><b>1.b - Gender equality and women’s empowerment in UNDAF outcomes</b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standard</b> More than one outcome clearly articulates how gender equality and women’s empowerment will be promoted.</p> <p><b>Meets minimum standard</b> One outcome clearly articulates how gender equality will be promoted.</p> <p><b>Needs improvement</b> One outcome includes reference to gender, but does not clearly articulate how gender equality will be promoted.</p> <p><b>Inadequate</b> Gender equality or women’s empowerment are given ‘token’ or minimal attention.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Meets minimum standard (Score: 4)</b></p> <p>UNDAF 2010-2015 defines three main outcomes covering:</p> <ol style="list-style-type: none"> <li>1. Social Inclusion</li> <li>2. Local Governance and Territorial Development</li> <li>3. Environmental Protection</li> </ol> <p>Each main outcome includes three Country Programme Outcomes (hereafter CPO). Gender equality and women’s empowerment are mentioned in the first two, out of the three UNDAF outcomes implicitly. More explicit reference is found under the main outcome related to social inclusion, in the Second and the Third Country Programme Outcome. The Second CPO refers specifically to domestic violence, sexual and reproductive rights, mother and child health and nutrition. The Third CPO reiterates outcomes related to sexual and reproductive health and refers to the need for equal access of women (and children) to public resources. The Third CPO also refers to domestic violence. Under the Local Governance and Territorial Development outcome, diversity related issues (implicitly including gender) are mentioned in the Third CPO.</p> <p><u>Comments:</u> The UNDAF outcomes are broadly defined and gender</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p>equality and women's empowerment are implicitly included. This is confirmed through a more detailed description given under country programme outcomes. While more than one outcome includes reference to gender (Social Inclusion explicitly under two CPOs and the Local Governance and Territorial Development outcome under one CPO), there is some scope for clearer articulation on how gender equality will be promoted. Therefore the score 4 was deemed appropriate.</p> <p><u>Sources of Evidence:</u> UNDAF 2010-2015, interview with the RC.</p>
<p><b>1.c - Gender equality and women's empowerment in UNDAF outputs</b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standard</b> 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><b>Meets minimum standard</b> 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><b>Needs improvement</b> 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><b>Inadequate</b> Outputs refer to gender equality or women in passing, but with no logical connection to changes in gender equality.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Needs improvement (Score: 3)</b></p> <p>Out of 30 outputs less than one third clearly articulate changes for rights holders and duty bearers. Outputs relating to Social Inclusion refer to gender equality implicitly (five out of ten outputs). One additional output in the local governance area focusing on financing of local public services refers implicitly to gender equality – which is clear from the fact that UNIFEM is among the agencies to deliver this output (which means that it is related to gender budgeting). Importantly, the output related to strengthening national capacities on statistics, monitoring and evaluation and the social inclusion of women is mentioned. A total of seven outputs are either implicitly or explicitly focusing on gender equality / women's empowerment.</p> <p><u>Comments:</u> A specific output related to statistics (output 1.3.2, which refers to statistics, but also more generally on ensuring the needs of women are taken into account in policy making and budgeting processes) indicates the UNCT's recognition of the existing gaps and the importance to support the improved capacity for gender disaggregated data gathering. In recognition of this, the UN Working Group on Statistics was established at the end of 2008. One of the priority tasks of this WG is improving gender disaggregated statistics, especially in the area of</p>

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		<p>domestic violence.</p> <p><u>Sources of Evidence:</u> UNDAF fYR Macedonia 2010-2015, meeting minutes UN WG on Statistics (December 2008)</p>
<p><b>1.d - Indicators to track UNDAF results are gender-sensitive</b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standard</b> 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><b>Meets minimum standard</b> 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><b>Needs improvement</b> No gender-sensitive indicators at outcome level, and less than one third of indicators at output level are gender sensitive.</p> <p><b>Inadequate</b> Token reference to gender equality or women in indicators.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Needs improvement (Score: 3)</b></p> <p>Less than one third of indicators at output level are explicitly gender sensitive. However, it is important to note that one indicator at the output level stipulates the achievement that all data collected at local level should be disaggregated by sex by the end of the new UNDAF period.</p> <p><u>Comments:</u> A number of indicators at the output level could not be disaggregated by gender (i.e. number of enterprises adopting energy efficiency measures, or number of municipalities pertaining ISO standards). However, similarly as for baseline indicators, some output indicators should have been disaggregated by gender (i.e. number of policy impact evaluations conducted, number of businesses created as the result of the programme implemented). Score 3 was deemed appropriate given the UNCT's recognition that this was an area for improvement, and the UN Working Group on Statistics has been established at the end of 2008.</p> <p><u>Sources of Evidence:</u> UNDAF fYR Macedonia 2010-2015</p>
<p><b>1.e - Baselines are gender-sensitive</b></p> <p><b>Source: UNDG</b></p>	<p><b>Meets minimum standard</b><sup>3</sup> All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <p><b>Needs improvement</b> Some data is sex-disaggregated but sex-disaggregation is not systematic.</p>	<p><b>Needs improvement (Score: 3)</b></p> <p>Out of the total of 80 baseline indicators two (related to: (i) young unemployed women and men, and (ii) the cumulative number of</p>

<sup>3</sup> 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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<b>Guidance</b>	<b>Inadequate</b> There is token sex-disaggregation of data. <b>Missing</b> <b>Not applicable</b>	<p>new jobs created) clearly require gender disaggregated data. Five indicators implicitly refer to gender / women (modern contraceptive prevalence rate and mechanism for prevention, monitor and reduce domestic violence; indicators related to outputs 1.2.4 and 1.2.5 – as they contain reference to sexual and reproductive health). Importantly, it is noted that the Leaken indicators on social inclusion baseline are not available disaggregated by gender.</p> <p><u>Comments:</u> While some baselines are gender sensitive, the UNCT recognised the need for further fine-tuning of indicators. It is envisaged that an early evaluation (after the first year) should allow for the necessary improvements, including gender-disaggregated indicators wherever appropriate. It should be noted that some baselines are articulated in the manner that does not allow / require explicit gender disaggregated baseline indicator (i.e. number of municipalities applying transparency and accountability index).</p> <p>Sources of Evidence: UNDAF fYR Macedonia 2010-2015</p>
<b>2. PROGRAMMING</b>		
<b>2.a - Gender perspectives are adequately reflected in joint programming<sup>4</sup></b>  <b>Source: ECOSOC 1997, 2004, 2005, 2006, TCPR 2007, World Summit Outcome 2005</b>	<b>Exceeds minimum standard</b> <ul style="list-style-type: none"> <li>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.).</li> <li>UNCT joint initiative(s) (e.g., advocacy and other initiatives) in support of gender equality and women's empowerment exist.</li> </ul> <b>Meets minimum standard</b> <ul style="list-style-type: none"> <li>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.</li> <li>UNCT joint initiative(s) in support of gender equality exist.</li> </ul>	<b>Meets minimum standard (Score: 4)</b>  There are adequately funded programmes addressing the problems and challenges identified in the background analysis of gender inequality and women's rights including: multi-year programme focusing on gender-based violence (joint-programme), gender budgeting and capacity building of the local Gender Equality Committees (close coordination of programmes implemented by UNIFEM and UNDP), support for the upcoming CEDAW report (combined 3 <sup>rd</sup> and 4 <sup>th</sup> report) etc. UNCT joint initiatives are organised through UN Human Rights

<sup>4</sup> 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><b>Needs improvement</b> Meets either one of the two areas above (under <i>Meets minimum standard</i>).</p> <p><b>Inadequate</b> Token reference to gender equality in programming.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>and Gender Theme Group (hereafter - HRGTG) This Theme Group has looked both at gender and human rights issues ever since its establishment, back in 2004. Initially this theme group was called the Theme Group on Human Rights. In 2006, the theme group was renamed to explicitly recognise its human rights and gender focus.</p> <p>Funding for HRGTG is secured through UNIFEM and UNFPA, Resident Coordinator's Office, including funding available through OHCHR. Other agencies with field presence contribute with their staff time (UNHCR, UNICEF, UNDP, WHO, IOM and UNAIDS). Should agencies opt to conduct some activities through the HRGTG they may (subject to the availability of funds) contribute with funding. Alternatively, they may conduct some already planned / budgeted activities under the HRGTG / UNCT umbrella.</p> <p><u>Comments:</u> There is no formal requirement for the HRGTG to have / receive funding. HRGTG is not an implementation body. Its role is primarily to discuss, identify and propose relevant areas from the gender equality perspective for joint UN action.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government, donors and civil society. UNDAF FYR Macedonia 2010-2015</p>
<p><b>2.b – Joint programmes</b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standard</b> 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><b>Meets minimum standard</b> 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><b>Exceeds minimum standard (Score: 5)</b></p> <p>A Joint Programme on promoting gender equality and women's empowerment is in place, covering primarily domestic violence related issues. The programme spans over the three-year period with the budget of cca 3 million EUR (Dutch funding and the UN Trust Fund combined). It includes 5 UN agencies (UNDP, UNIFEM, UNFPA, UNICEF, WHO) focusing on domestic violence as one of the most serious gender equality problems in</p>

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	<p><b>Needs improvement</b> Joint Programme on promoting gender equality and women’s empowerment being formulated, and limited mainstreaming in other Joint Programmes.</p> <p><b>Inadequate</b> No Joint Programme on promoting gender equality and women’s empowerment being formulated, and limited attention to gender in Joint Programmes</p> <p><b>Missing</b> <b>Not applicable</b></p>	<p>the country. A gap in addressing domestic violence in a consistent way was identified in multiple documents, including the Government’s National Development Plan 2008-2013 (p.66 – spelled out in broad terms as support for the implementation of the Gender Equality Law) and in the National Action Plan for Gender Equality 2007-2012 (pp 41-44).</p> <p>A Joint Programme (funded through the Spanish MDG Achievement Fund) titled “Inter-ethnic community dialogue and collaboration” (UNDP, UNICEF and UNESCO) has been gender mainstreamed – there is a paragraph focusing on gender issues and a portion of the budget is allocated to gender related activities.</p> <p>Joint activity “A study on national legislation regarding HIV / AIDS from the human rights and gender perspectives is now in the process of finalisation. The study is intended to serve as a background for considering possible joint activities for the improvement of relevant legislation and its implementation mechanisms.</p> <p>A joint UNDP / UNFPA project on strengthening government capacity to fight poverty and social exclusion was implemented during 2008, resulting in a project report on social inclusion (Dorothy Rosenberg report from October, 2008) and two specific studies (one on the status of social inclusion of people with disabilities and one study focusing on social inclusion of elderly people). Both in the report on social inclusion and in the two studies, a strong gender perspective was given and all data were disaggregated by gender.</p> <p>The Joint UN Team on AIDS developed a proposal focusing on sexual minorities (especially men having sex with men as a vulnerable category), however funding was not obtained because</p>

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		<p>the country was not among the countries prioritised for funding.</p> <p><u>Comment:</u> It is important to note that a joint programme focusing on domestic violence was submitted for the Spanish MDG Achievement Fund, prior to submission to other donors. MDG funding was not obtained since the country was not among the priority countries for funding. Other joint programmes are gender mainstreamed, or mainstreaming is in progress. There is no unified system for gender mainstreaming of joint proposals (i.e. all joint programmes to be submitted to HR GTG to ensure that the adequate rights based approach and gender mainstreaming was included). Instead, each joint programme is genderised based on the requirements / specificities of a programme, source of funding and taking into account specific practices of participating agencies. This seems to be an approach that works, given that gender is included in the majority of joint initiatives of the UNCT. UNDP practice is viewed as a good example of gender mainstreaming in a systematic manner. Other agencies (for example WHO, UNICEF and UNFPA) pay considerable attention to gender mainstreaming as well.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government, donors and civil society. Government's National Development Plan 2008-2013, National Action Plan for Gender Equality 2007-2012, UNDAF 2010-2015.</p>
<p><b>2.c - UNCT support for national priorities related to gender equality and women's empowerment</b></p>	<p><b>Exceeds minimum standard</b>  UNDAF budgetary allocations support implementation of national gender equality legal frameworks, including:  - 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> <p><b>Meets minimum standard</b>  Meets any three of the above.</p>	<p><b>Needs improvement (Score: 3)</b></p> <p>UNDAF budgetary allocations are shown in bulk-sums supporting three UNDAF outcomes (by each agency), while joint projects are included as a separate budget line. This allows for the better understanding of the funding available for the Domestic Violence Project, however it is not clear from the UNDAF budgetary allocations how much will be allocated for the NPA implementation (other than Domestic Violence Project),</p>

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<p><b>Source: TCPR 2007</b></p>	<p><b>Needs improvement</b> Meets any two of the above.</p> <p><b>Inadequate</b> Meets one of the above.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>implementation of CEDAW, collection and analysis of sex-disaggregated data and gender mainstreaming in ministries. From the UNDAF 2010-2015 Results Matrix it is clearer that funding will be allocated against outcomes 1,2 and 1,3 (pp 2-3 of the Results Matrix) as well as against the outcome 2.1.3 (p. 5 of the Results Matrix), and that these outcomes have strong gender equality / women's empowerment focus, as explained under the sub-dimension 1b of this Scorecard.</p> <p><u>Comments:</u> While it is clear from the interviews that there is a strong commitment to gender equality related activities (with at least part of the funding secured), this commitment cannot be easily identified in the UNDAF 2010-2015 document. However, this should not be considered as a serious weakness, given that the commitments are already reflected in plans and project documents (i.e. 3,5 million EUR for Domestic Violence Project). Also, it should be noted that it is difficult to predict in advance how much funds should be allocated to support the NPA. It is being implemented through Annual Operational Plans, as the national budget is being defined. The government thus has no advance indication on how much would it be able to cover from the budget and how much would be required from donors.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government, donors and civil society. UNDAF 2010-2015.</p>
<p><b>2.d - UNCT support to gender mainstreaming in programme based approaches</b></p> <p><b>Source: TCPR 2007</b></p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Capacity development provided to relevant government ministries for mainstreaming gender in Poverty Reduction Strategy Papers or equivalent.</li> <li>• Capacity development provided to relevant government ministries for mainstreaming gender in General Budget Support programming.</li> <li>• Capacity development provided to relevant government ministries for mainstreaming gender in Sector Wide Approaches and/or National Development Plans.</li> </ul> <p><b>Meets minimum standard</b></p>	<p><b>Not applicable (Score: 0)</b></p> <p>Preparatory activities for the implementation of Programme Wide Approaches in five (already defined) areas are underway. The UNCT is taking the lead in the two areas focusing on Human Capital and Governance. Gender equality is regarded as a cross-cutting issue, thus expected to be mainstreamed throughout all five areas.</p>

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	<p>Meets any two of the above.  <b>Needs improvement</b>  Meets any one of the above.  <b>Inadequate</b>  Token attention to gender mainstreaming in programme based approaches.  <b>Missing</b>  <b>Not applicable</b></p>	<p>In line with the national priorities, capacity development (including capacity for gender responsive budgeting) is focused at the local level, within the UNCT efforts to address the issues related to Local Governance and Territorial Development (UNDAF outcome 2). Gender responsive budgeting at the national level is reflected in the output 1.3.2, therefore both the national and the local level will be included through UNIFEM activities which will be closely coordinated with other agencies' activities to ensure the increased impact / multiplier effect.</p> <p><u>Comments:</u> The indicators provided for the scoring of this sub-dimension are not applicable to the context in the country, given the absence of Sector Wide / Programme Wide Approaches (in the process to be implemented, as explained above) and the focus of capacity building initiatives at the local / decentralised level of governance, in line with the government's priorities, given the EU accession process.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government, donors and civil society. UNDAF 2010-2015. Government's National Development Plan 2008-2013, National Action Plan for Gender Equality 2007-2012, UNDAF 2010-2015.</p>
<p><b>2.e - UNCT support to gender mainstreaming in aid effectiveness processes</b></p> <p><b>Source: TCPR 2007</b></p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender-responsive budgeting (GRB) is promoted in the Ministry of Finance and other key ministries.</li> <li>• UNCT takes lead role in strengthening the Government's ability to coordinate donor support to promote gender equality.</li> <li>• 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.</li> </ul> <p><b>Meets minimum standard</b>  Meets any two of the above.  <b>Needs improvement</b>  Meets one of the above.</p>	<p><b>Meets minimum standard (Score: 4)</b></p> <p>Gender responsive budgeting (GRB) is promoted at both local (municipality) and national levels, while efforts are being made to support the closer coordination of the Ministry of Finance and the Ministry of Labour and Social Policy as a coordinator of the equal opportunity commissions at the municipal level, as well as the coordination with other relevant ministries. While GRB is a UNIFEM initiative, it is supported through the complementary activities of sister agencies (i.e. UNDP, UNICEF) focusing on capacity building at the municipal level. Monitoring and</p>

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	<p><b>Inadequate</b> Token attention to gender mainstreaming in aid effectiveness processes.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>evaluation of gender mainstreaming was supported through the Report on the Progress Towards the Millennium Development Goals (November, 2008). The UNCT is fully engaged in support to the government in implementing Programme Wide Approaches, while performing the lead role in supporting the government in relation to the Human Capital and Governance areas.</p> <p><u>Comments:</u> There is no systematic donor coordination for the gender focused activities. Some coordination does take place, but on an ad hoc basis. However, there is a strong commitment for gender mainstreaming of the five areas where programme wide approaches will be implemented, and especially in the areas where the UNCT is directly involved as providing the lead support to the government (Governance and Human Capital).</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government, and donors. Report on the Progress Towards the Millennium Development Goals (November, 2008).</p>
<b>3. PARTNERSHIPS</b>		
<p><b>3.a - Involvement of National Machineries for Women / Gender Equality and women's departments at the sub-national level<sup>5</sup></b></p> <p><b>Source: UNDG</b></p>	<p><b>Exceeds minimum standard</b> Women's machinery/department participates fully in:</p> <ul style="list-style-type: none"> <li>• Consultations about CCA/UNDAF planning (e.g. the prioritization retreat).</li> <li>• Development of UNDAF outcomes, outputs and indicators.</li> <li>• As key informants/stakeholders in the monitoring and evaluation of UNDAF results.</li> </ul> <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"> <li>• Role of women's machinery in supporting achievement of UNDAF outcomes clearly defined.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Women's machinery/department participates fully in CCA/UNDAF consultations.</li> </ul>	<p><b>Needs improvement (3)</b></p> <p>Close working relationship is maintained between the gender equality mechanisms (GEMs) - the parliamentary Commission for Gender Equality, and the Department for Equal Opportunities at the Ministry of Labour and Social Policy and UN agencies / UNCT.</p> <p>While the participation of GEMs in the UNDAF planning took place through the presence of the line ministry in which the Department for Equal Opportunities is institutionally situated, it is important to note weaknesses in the exchange of information</p>

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

Dimensions	Definition	Rating Reviewer comments and evidence base included
<b>Guidance</b>	<ul style="list-style-type: none"> <li>• Role of women's machinery/department in supporting achievement of UNDAF outcomes clearly defined.</li> </ul> <p><b>Needs improvement</b></p> <ul style="list-style-type: none"> <li>• Women's machinery/department participates fully in one of the above (under <i>Meets minimum standard</i>).</li> </ul> <p><b>Inadequate</b> Token participation by women's machinery/department.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>internal to the ministry. GEMs were included in consultations related to the CEDAW reporting and the Universal Periodic Review process. They were also included in the MDG mid-term review. GEMs are aware of the UNDAF process, however they expected to be more directly consulted, especially given their role in supporting the achievement of UNDAF outcomes.</p> <p><u>Comments:</u> There is scope for additional consultations on the role of the GEMs in achieving UNDAF outcomes. Given the close working relationship with GEMs and the fact that the Ministry of Labour and Social Policy was consulted during the planning process, the score 3 was deemed appropriate. However, it is important to have more direct communication with GEMs in order to ensure clarity of roles in achieving the UNDAF outcomes in the next six-year cycle.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government and the parliamentary Commission for Gender Equality.</p>
<b>3.b - Involvement of women's NGOs and networks<sup>6</sup></b>  <b>Source: UNDG Guidance</b>	<p><b>Exceeds minimum standard</b></p> <p>Women's NGOs and networks participate fully in:</p> <ul style="list-style-type: none"> <li>• Consultations around CCA/UNDAF planning (e.g. the prioritization retreat).</li> <li>• Development of UNDAF outcomes, outputs and indicators.</li> <li>• Monitoring and evaluation of UNDAF results.</li> </ul> <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"> <li>• Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Women's NGOs and networks participate fully in CCA/UNDAF consultations.</li> </ul>	<p><b>Inadequate (Score: 2)</b></p> <p>While civil society representatives were involved in the UNDAF planning process through the UNDAF Design Workshop, women's organisations were not part of the process. However, women's NGOs are aware of the existence of the UNDAF and are expecting the opportunity for closer consultations with the UNCT / HRGTG related to the new UNDAF.</p> <p><u>Comments:</u> Due to weaknesses related to the networking of women's CSOs in the country, the inclusion in the processes with tight deadlines might have been a challenge. It is important to note that there is a strong awareness of the need for information</p>

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

Dimensions	Definition	Rating Reviewer comments and evidence base included
	<ul style="list-style-type: none"> <li>• Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined.</li> </ul> <p><b>Needs improvement</b></p> <ul style="list-style-type: none"> <li>• Women's NGOs and networks participate fully in one of the above (under <i>Meets minimum standard</i>)</li> </ul> <p><b>Inadequate</b> Token participation by women's NGOs and networks.</p> <p><b>Missing</b> <b>Not applicable</b></p>	<p>sharing with CSOs / women's organisations related to the new UNDAF and as well as the awareness of the the role of women's NGOs and networks in supporting the achievement of UNDAF outcomes.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government representatives and CSOs (including women's organisations), UNDAF Design Workshop – list of participants (September 2008).</p>
<p><b>3.c - Women from excluded groups included as programme partners and beneficiaries in key UNCT initiatives</b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Women from excluded groups and their capacities and livelihoods strategies, clearly identified in UNCT country level analysis.</li> <li>• UNCT proactively involves women from excluded groups in planning, implementation, decision-making, and monitoring and evaluation.</li> <li>• Women from excluded groups are participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Women from excluded groups clearly identified in UNCT country level analysis.</li> <li>• Women from excluded groups are participants and beneficiaries in key UNCT activities, e.g. in UNDAF outcomes and outputs.</li> </ul> <p><b>Needs improvement</b> Meets one of the above (under <i>Meets minimum standard</i>).</p> <p><b>Inadequate</b> Token involvement of women from excluded groups.</p> <p><b>Missing</b> <b>Not applicable</b></p>	<p><b>Needs improvement (Score: 3)</b></p> <p>Women from excluded groups (women from rural areas, Roma women) are clearly identified in UNCT country level analysis. Women from excluded groups feature prominently in some of the UNCT activities. There is a specialised working group for Roma which was established recently. It will operate under the umbrella of the UNDAF Outcome Working Group on Social Inclusion. The intention is that gender issues will be fully taken into consideration in the work of this group.</p> <p>A mapping study on Roma (with the special emphasis on the Roma women) was commissioned in 2008.</p> <p>UNFPA has supported a number of projects and initiatives focusing on sexual and reproductive health and rights of the Roma and other excluded social groups, which spearheaded joint activities (i.e. project on domestic violence)</p> <p>UNIFEM has supported the preparation of the CEDAW shadow report on Roma women in 2006, followed up with a range of activities and projects focusing on Roma women.</p> <p><u>Comments:</u> While there is recognition of the importance to include a gender perspective when dealing with vulnerable / excluded groups there is the additional scope to include Roma</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p>women's organisations in the UNDAF process (one Roma organisation participated in the UNDAF design workshop). It should be noted that the UNCT activities are very close to meeting minimum standards.</p> <p>Sources of Evidence: Interviews with key informants in the UN agencies, government representatives and CSOs (including women's organisations). UNDAF Design Workshop – list of participants (September 2008), Report on the Strategic Positioning of UN agencies in Supporting Roma Inclusion (2008).</p>
<b>4. UNCT CAPACITIES</b>		
<p><b>4.a - Multi-stakeholder Gender Theme Group is effective</b></p> <p>Source: TCPR 2007</p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender Theme Group adequately resourced, and resourced equally to other Theme Groups.</li> <li>• 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).</li> <li>• Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF.</li> <li>• Gender Theme Group has a clear terms of reference with membership of staff at decision making levels and clear accountability as a group.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender Theme Group adequately resourced.</li> <li>• Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF.</li> <li>• Gender Theme Group has a clear terms of reference.</li> </ul> <p><b>Needs improvement</b> Meets any two of the above (under <i>Meets minimum standard</i>).</p> <p><b>Inadequate</b> Meets any one of the above (under <i>Meets minimum standard</i>).</p> <p><b>Missing</b> <b>Not applicable</b></p>	<p><b>Meets minimum standard (Score: 4)</b></p> <p>Human Rights and Gender Theme Group was established in 2004. OHCHR chaired it until 2006, RCO in 2007 while UNIFEM took over chairing HRGTG since April 2008. HR GTG has a clear, but ambitious TOR. While the HR GTG should primarily have an advisory role to the UNCT, some additional activities also take place. The reason for implementing activities in the framework of the HRGTG is that certain activities lend themselves to support from all UN agencies, rather than only some agencies (i.e. CEDAW implementation consultations and UPR). WHO, for example, can extend its reach to other ministries beyond the Ministry of Health through HRGTG activities.</p> <p>All agencies are fully on board when gender equality is concerned. Members of the HR GTG are at the same time members of other theme groups (i.e. Joint UN Team Group on AIDS, Social Inclusion Working Group etc.). This allows for the improved coordination and cross-fertilisation of activities, however it also requires focus and prioritisation on behalf of HR GTG. The annual work-plan serves as a good tool for prioritisation, as well as for monitoring of HR GTG achievements.</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p>Compared to other Theme Groups, HR GTG is adequately resourced (through funding of some UN agencies and staff time of all participating agencies). In preparation of UNDAF HR GTG members were included in various ways: they developed a check-list to ensure the gender mainstreaming of UNDAF. Also, the majority of HR GTG members were included in three working groups focusing on the three UNDAF outcomes (especially in the working group on Social Inclusion).</p> <p><u>Comments:</u> Joint UN Team on Aids was mentioned in some of the interviews as an example of how HR GTG could function and mobilise resources for gender equality related work. However, it should be noted that the activities related to HIV / AIDS are funded from PAF / UNAIDS funds, while HRGTG should primarily have an advisory, rather than implementation role.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies (RC, HoAs, HR GTG members)</p>
<p><b>4.b - Capacity assessment and development of UNCTs in gender equality and women's empowerment programming</b></p> <p><b>Source: ECOSOC 2006</b></p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Resident Coordinator systematically promotes, monitors and reports on capacity assessment and development activities related to gender equality and women's empowerment.</li> <li>• Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every one or two years).</li> <li>• The impact of the gender component of existing training programmes regularly reviewed, and revised based on the review.</li> <li>• 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).</li> <li>• Gender specialists and gender focal points receive specific training (minimum four days of training a year on gender equality and women's empowerment programming).</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Resident Coordinator systematically promotes, monitors and reports on capacity development activities related to gender equality and women's empowerment</li> <li>• Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every two or three years).</li> </ul>	<p><b>Needs improvement (Score: 3)</b></p> <p>The Resident Coordinator systematically promoted and supported gender equality work of the UNCT, while RC reporting also consistently addressed the issues related to gender and women's empowerment. UNCT in the country is small; therefore its capacity is limited in terms of allocating time for training and regular reviews of capacity to undertake gender mainstreaming. Gender focal points receive specific training in their respective agencies (the majority of agencies have gender equality training for their staff). UNFPA is planning to organise training for UNCT on gender equality and cultural sensitivity in the fall of 2009 in the framework of the HR GTG work-plan.</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
	<ul style="list-style-type: none"> <li>• 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).</li> <li>• Gender specialists and gender focal points receive specific training (minimum two days of training a year on gender equality and women's empowerment programming).</li> </ul> <p><b>Needs improvement</b> Any two of the above (under <i>Meets minimum standard</i>) are met.</p> <p><b>Inadequate</b> Token attention to capacity development of UNCTs in gender mainstreaming.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>Sources of Evidence: Interviews with key informants in the UN agencies (RC, HoAs, HR GTG members), Annual Reports of the UN Resident Coordinator (for 2006, 2007 and 2008).</p>
<p><b>4.c - Gender expert roster with national, regional and international expertise used by UNCT members<sup>7</sup></b></p> <p>Source: ECOSOC 2006</p>	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender expert roster exists, is regularly updated and includes national, regional and international experts.</li> <li>• Experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality and women's empowerment).</li> <li>• Roster used on a regular basis by UN agencies (dependent on size of UN country programme).</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender expert roster exists.</li> <li>• Roster used on a regular basis by some UN agencies (dependent on size of UN country programme).</li> </ul> <p><b>Needs improvement</b> Roster in place but not updated or utilised.</p> <p><b>Inadequate</b> No roster exists.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Needs improvement (Score: 3)</b></p> <p>A gender roster at the UNCT level has not been established, however there is a UNDP roster of gender experts, and each agency has its own data-base of experts. In addition, information exchange about gender experts is taking place on a regular basis among agencies (through HR GTG). External gender experts were not involved in UNDAF planning, however they were engaged in development of Joint programmes, MDG review etc.</p> <p><u>Comments:</u> HR GTG serves as a channel for exchanging information about gender experts. Regular agency procedures are used for hiring gender experts on case by case basis.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies (RC, HoAs, HR GTG members).</p>
<p><b>5. DECISION-MAKING</b></p>		
<p><b>5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency</b></p>	<p>Yes/No</p>	<p><b>Yes</b></p>

<sup>7</sup>The roster can be maintained at national or regional levels.

Dimensions	Definition	Rating Reviewer comments and evidence base included
group  Source: TCPR 2007		
5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues  Source: TCPR 2007	<p><b>Exceeds minimum standard</b></p> <ul style="list-style-type: none"> <li>Gender equality programming and support issues included in 75% of Heads of Agency meetings.</li> <li>Decisions related to gender equality programming and support issues are followed through.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>Gender equality programming and support issues are included in 50% of Heads of Agency meetings.</li> <li>Decisions related to gender equality programming and support issues are followed through.</li> </ul> <p><b>Needs improvement</b> Heads of Agency meetings occasionally include gender equality programming on their agenda.</p> <p><b>Inadequate</b> Token attention to gender equality programming and support issues.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Meets minimum standard (Score: 4)</b></p> <p>Gender equality programming and support issues have a prominent role in HoA meetings and decisions are followed through, which is evident from the results (significant joint programme on domestic violence, other gender related work) and commitment of all agencies to tackle gender related issues.</p> <p><u>Sources of Evidence:</u> HRGTG meeting minutes (2008), interviews with HoAs</p>
<b>6. BUDGETING</b>		
6.a - UNCT Gender responsive budgeting system instituted  Source: ECOSOC 2005	<p><b>Exceeds minimum standard</b> 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><b>Meets minimum standard</b> 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><b>Needs improvement</b> Discussions ongoing concerning the need to implement a budgeting system to track UNCT expenditures for gender equality programming.</p> <p><b>Inadequate</b> 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><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Needs improvement (Score: 3)</b></p> <p>UNCT expenditures can be tracked in a way that allows for gender budget analysis. RCO budget, which partly covers for the gender-related activities of the RCO is modest (approx. 150,000 USD annually). This makes tracking simple, and around 20% of the overall RCO budget is spent on gender equality / women's empowerment activities. For example in 2008 RCO funded the initiation of the Domestic Violence Joint Project. Funding for joint activities (i.e. UNIFEM and UNFPA funding for the HR GTG activities, and also RCO funding and OHCHR seed funds provided annually since 2007 to RCO / NHRA Adviser for human rights activities that include gender equality and women's rights) can be properly tracked, since the individual agencies have systems for tracking gender related expenditures.</p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
		<p><u>Comments:</u> While RCO gender related expenditures can be easily tracked, there seem to be no plans to track the overall UNCT expenditures for gender equality programming (cumulative expenditure of all agencies contributing to joint gender related activities in addition to the DVP). Therefore the score 3 was deemed appropriate, as the additional actions for proper tracking need to take place in order to achieve minimum standards in UNCT gender budgeting.</p> <p><u>Sources of Evidence:</u> interviews with HoAs and RCO staff.</p>
<p><b>6.b - Specific budgets allocated to stimulate stronger programming on gender equality and women's empowerment</b></p> <p><b>Source: ECOSOC 2005</b></p>	<p><b>Exceeds minimum standard</b> Specific budgets to strengthen UNCT support for gender equality and women's empowerment located for:</p> <ul style="list-style-type: none"> <li>• Capacity development and training of UNCT members.</li> <li>• Gender equality pilot projects.</li> <li>• Support to national women's machinery.</li> <li>• Support to women's NGOs and networks.</li> <li>• Maintenance of experts' roster.</li> <li>• Gender mainstreaming in CCA/ UNDAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.).</li> </ul> <p><b>Meets minimum standard</b> Specific budgets allocated for any four of the above.</p> <p><b>Needs improvement</b> Specific budgets allocated for any three of the above.</p> <p><b>Inadequate</b> Specific budget allocated for one or two of the above.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p><b>Meets minimum standard (Score: 4)</b></p> <p>UNFPA allocated funding for gender equality training to be delivered for the UNCT in the fall of 2009. Five UN agencies allocated funding for the joint assessment of the legal assessment on domestic violence, which provided the platform for the Domestic Violence Joint Project. Support to national women's machinery was provided through HR GTG activities (RCO, OHCHR, UNIFEM and UNFPA funding other agencies' contribution through staff time) focusing on, but not limited to the implementation of the CEDAW recommendations. Funding was ensured for analytical documents that provided a basis for the country analysis of social exclusion (UNDP / UNFPA joint project.).</p> <p><u>Sources of Evidence:</u> RCO budget 2008, interviews HoAs and HR GTG members.</p>
<p><b>7. MONITORING AND EVALUATION</b></p>		
<p><b>7.a - Monitoring and</b></p>	<p><b>Exceeds minimum standard</b></p>	<p><b>Needs improvement (Score: 3)</b></p>

Dimensions	Definition	Rating Reviewer comments and evidence base included
<p><b>evaluation includes adequate attention to gender mainstreaming and the promotion of gender equality and women's empowerment</b></p> <p><b>Source: UNDG Guidance</b></p>	<ul style="list-style-type: none"> <li>• A dedicated gender equality evaluation is carried out once during the UNDAF period.</li> <li>• Gender audit undertaken once during UNDAF period.</li> <li>• The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results.</li> <li>• Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned.</li> <li>• All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</li> <li>• The UNDAF Annual Review reports on the main gender-related expected results.</li> <li>• Resident Coordinator reporting covers the main gender-related expected results.</li> <li>• Gaps against planned results are rectified at an early stage.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results.</li> <li>• Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned.</li> <li>• All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</li> <li>• The UNDAF/CAP Annual Review reports on the main gender-related expected results.</li> <li>• Resident Coordinator reporting covers the main gender-related expected results.</li> </ul> <p><b>Needs improvement</b> Any four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p><b>Inadequate</b> Less than four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>The UNDAF Monitoring and Evaluation Framework (2005-2009) contains gender related outcome and output level results, which have been measured accordingly. Both UNDAF Annual Review reports and Resident Coordinator reports cover gender related expected results in a consistent manner. Monitoring and evaluation data is sex-disaggregated to the extent possible, while specific activities were envisaged in the UNDAF (2005-2009) and the new UNDAF (2010-2015) focusing on capacity building of the national capabilities to gather gender disaggregated data to allow for evidence based policy making.</p> <p><u>Comments:</u> Monitoring and evaluation data are not sex disaggregated in the new UNDAF 2010-2015 in a way that clearly indicates gaps where these data are still not available. Therefore score 3 was deemed appropriate, but with a clear direction of the UNCT to achieve minimum standard in this UNDAF period (see information on the establishment of the UN Working Group on Statistics under 1c)</p> <p><u>Sources of Evidence:</u> UNDAF FYR Macedonia 2005-2009, UNDAF FYR Macedonia 2010-2015, interviews at the RCO.</p>
<b>8. QUALITY CONTROL AND ACCOUNTABILITY</b>		
<p><b>8.a - CCA/UNDAF quality control<sup>8</sup></b></p> <p><b>Source: UNDG Guidance</b></p>	<p><b>Exceeds minimum standards</b></p> <ul style="list-style-type: none"> <li>• Gender experts involved in all aspects of CCA/UNDAF preparation.</li> <li>• Readers' Group comments refer specifically to gender equality and empowerment of women.</li> <li>• Evidence of changes based on Readers' Group comments concerning gender equality and empowerment of women.</li> </ul>	<p><b>Needs improvement (Score: 3)</b></p> <p>Readers' Group comments refer to gender equality ("there is also very useful analysis of gender in the situation analysis though this could be addressed more consistently throughout the rest of</p>

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

Dimensions	Definition	Rating Reviewer comments and evidence base included
	<ul style="list-style-type: none"> <li>• Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA/.</li> <li>• Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF.</li> </ul> <p><b>Meets minimum standard</b></p> <ul style="list-style-type: none"> <li>• Gender experts involved in all aspects of CCA/UNDAF preparation.</li> <li>• Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA.</li> <li>• Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF.</li> </ul> <p><b>Needs improvement</b> Meets only one or two of the above (under <i>Meets minimum standard</i>).</p> <p><b>Inadequate</b> Token attention to gender equality during review and quality control exercises.</p> <p><b>Missing</b></p> <p><b>Not applicable</b></p>	<p>the document"). A sound gender expertise was provided in documents serving as a basis for country analysis (Rosenberg report and especially mid-term MDG review).</p> <p><u>Sources of Evidence:</u> Consolidated comments by the Peer Support Group (February 2009), interviews with HoAs.</p>