UNITED NATIONS DEVELOPMENT GROUP
EUROPE AND CENTRAL ASIA

A Regional Analysis of Gender-Theme Groups and Results Groups on Gender in Europe and Central Asia Region

United Nations Issue-Based Coalition on Gender Equality for Europe and Central Asia

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Acronyms and Abbreviations

ARC: Assessment of Results and Competencies
CCA: Common Country Assessment
CDP: Committee for Development Policy
CESCR: Committee on Economic, Social and Cultural Rights
DaO: Delivering as One
DRR: Disaster Risk Reduction
ECA: Europe and Central Asia
ESCAP: Economic and Social Commission for Asia and the Pacific
EVAW: Ending Violence Against Women
FAO: Food and Agriculture Organization
GE: Gender Equality
GEWE: Gender Equality and Women's Empowerment
GTG: Gender Theme Group
GRB: Gender Responsive Budgeting
HoA: Heads of Agencies
HR: Human Rights
HRGYTG: Human Rights, Gender, and Youth Theme Group
IBC-Gender: Issue-Based Coalition on Gender Equality
ICT: Information and Communications Technology
ILO: International Labor Organization
IMAGES: International Men and Gender Equality Survey
IOM: International Organization for Migration
JWPs: Joint Work Plans
MDGs: Millennium Development Goals
M&E: Monitoring and Evaluation
NDS: National Development Strategy
OCHA: Office for the Coordination of International Affairs
OGG: Outcome Group on Gender
OHCHR: Office of the High Commissioner for Human Rights
OSCE: Organization for Security and Cooperation in Europe
PSD: Partnership for Sustainable Development
QCPR: Quadrennial Comprehensive Policy Review
RBM: Results-Based Management
RG: Results Group
RGEW: Results Group on the Empowerment of Women
RGG: Results Group on Gender
SDGs: Sustainable Development Goals
SGBV: Stopping Gender Based Violence
SOP: Standard Operating Procedure
SRHRR: Sexual and Reproductive Health and Reproductive Rights

TOR: Terms of Reference
UN DPA: United Nations Department of Political Affairs
UN DPI: United Nations Department of Public Information
UN Habitat: United Nations Human Settlements Programme
UN RCO: United Nations Resident Coordinator Office
UN Women: United Nations Entity for Gender Equality and the Empowerment of Women
UNAIDS: United Nations Programme on HIV/AIDS
UNCT: United Nations Country Team
UNDAF: United Nations Development Assistance Framework
UNDC: United Nations Development Corporation
UNDOCO: United Nations Development Operations Coordination Office
UNDP: United Nations Development Programme
UNECE: United Nations Economic Commission for Europe
UNEP: United Nations Environment Programme
UNESCO: United Nations Educational, Scientific and Cultural Organization
UNFPA: United Nations Population Fund
UNHCR: United Nations High Commissioner for Refugees
UNICEF: United Nations Children's Emergency Fund
UNIDO: United Nations Industrial Development Organization
UNKT: United Nations Kosovo Team
UNMIK: United Nations Mission in Kosovo
UNODC: United Nations Office on Drugs and Crime
UNOPS: United Nations Office for Project Services
UNRCCA: United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNV: United Nations Volunteers
VAWG: Violence Against Women and Girls
WFP: World Food Programme
WGGHR: Working Group on Gender and Human Rights
WHO: World Health Organization

1. Introduction

The Quadrennial Comprehensive Policy Review (QCPR) of United Nations (UN) System operational activities (General Assembly resolution 67/226)[1] urges all UN development system organizations to strengthen gender-responsive operational activity coordination. QCPR also requests that the UN development system—including its agencies, funds and programmes—continue working collaboratively to enhance gender mainstreaming within the UN system in order to ensure implementation of UN accountability mechanism by means of effective monitoring, evaluation and reporting on gender equality (GE) results, resource allocation, and expenditures. In addition, to make the UN system more "fit for purpose" to achieve the Sustainable Development Agenda 2030, the UN Country Teams (UNCTs) are adopting and implementing the Standard Operating Procedure (SOP) for the Delivering as One (DaO) approach to achieve results together at the country level. This includes joint programmes and inter-agency collaboration under the structure of Results Groups and UNDAF framework to support the achievement of gender equality and women's empowerment (GEWE).

To facilitate this critical work in the Europe and Central Asia (ECA) region, groups such as Gender Theme Groups (GTGs), Results Groups on Gender (RGGs) and others provide technical support and facilitate inter-agency coordination on gender. These groups support programmes, policy and normative work, communication and advocacy, knowledge management, and more.

The enclosed report analyzes the member lists, Term of Reference (TORs), and 2016 annual work plans of these gender-focused groups in the ECA region, with the primary objectives to:

1) Better understand how these gender-focused groups are structured and plan key results, activities and resources in 2016;
2) Identify trends and gaps in the GTG/RGG compositions and plans at the country levels; and
3) Provide recommendations for the UNCTs, GTGs/RGGs, and for Issue-Based Coalition on Gender Equality (IBC-Gender).

The key findings and conclusions outlined in this document will be distributed to Regional Directors, Resident Coordinators (RCs), UNCTs, GTGs, RGGs and the Issue-Based Coalition on Gender Equality in the ECA region. The report is available from the UNDG website (click here).

The enclosed report is focused on two primary categories of gender-focused working group:

1. **Gender-Theme Groups (GTGs)** as defined as UN Theme Groups working on gender equality, focusing on how to more effectively collaborate around women's empowerment and gender equality issues at the country level.[2] GTGs usually have broader functions to support inter-agency coordination, gender mainstreaming efforts, capacity development, normative/policy work, communication and advocacy and joint programmes to promote gender equality and women's empowerment at the country level.
2. **Result Groups on Gender (RGGs)** are defined as one of the Results Groups at the country level to lead the preparation and subsequent implementation and monitoring of Joint Work Plans (JWPs) for one or more outcomes of United Nations Develop Assistance Framework (UNDAF)

[1] Resolution adopted by the General Assembly on 21 December 2012, A/RES/67/226 http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/67/226

[2] The existing guidance on GTGs at the global level is *Resource Guidance for Gender Theme Groups, UNIFEM January 2005* https://undg.org/wp-content/uploads/2015/06/6828-Resource_Guide_Gender_Theme_Groups.pdf. However, this guidance is not updated to the current context, such as DaO and SDGs. Therefore, the analysis of this report did not refer to this existing guidance specifically.

under the DaO modality.[3] RGGs focus more on programmatic work with implementation of JWPs to contribute to and achieve gender-specific outcome(s).

There are 20 GTGs and RGGs that exist across the 17 countries and 1 territory in the region included in this report: **Albania, Armenia, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo[4], Moldova, Montenegro, Serbia, Tajikistan, the former Yugoslav Republic of Macedonia, the Republic of Azerbaijan, Turkey, Turkmenistan, Ukraine, and Uzbekistan**. 13 countries and 1 territory have only GTGs, 2 have RGGs that have also incorporated a GTG function, and 2 have an RGG in addition to a GTG.

A recent regional evaluation conducted by UN Women identified the importance of GTGs and RGGs in strengthening gender mainstreaming at the country level. The report identified that GTGs and RGGs are widely considered to be a key platform for information sharing, advocating for gender equality, strengthening accountability at the UNCT level, and promoting coherence and coordination across agencies. However, the evaluation also concluded that uneven technical capacity for gender mainstreaming, a lack of funding, and an inconsistent commitment to gender equality at the country level provide consistent challenges for GTGs and RGGs.[5] The following analysis builds on these findings by analyzing how GTGs and RGGs plan to focus their time and resources and providing recommendations to strengthen planning, coordination, and gender mainstreaming at the country level via gender-focused groups.

2. Methodology and Limitations

The analysis contained in this report consists primarily of a desk review of three key planning documents pertaining to the gender-focused groups: **1) Member lists; 2) Terms of Reference (TORs); and 3) 2016 Annual Work Plans.**[6] The documents were collected from the GTG/RGG chairs between January and May 2016, and the analysis of these documents was conducted from June to August 2016. Because this report is centered on analyzing planning documents, this report does *not* intend to analyze actual implementation of work plans, GTG/RGG overall capacities, or actual results generated by these groups.

For the purpose of this report, 16 of the groups are classified as GTGs and 4 are classified at RGGs due to their common objectives and functions, although some groups may have different titles (please see Table A for a complete list of group names). This report also seeks to understand how the presence of a GTG, RGG, or both groups affects planning on gender work at the country level. Thus, this analysis has identified three scenarios: **Scenario 1** is defined as having only a GTG (13 countries and 1 territory); **Scenario 2** described countries that have a RGG that also incorporates a GTG function (2 countries); and **Scenario 3** is defined as countries that have both a GTG and RGG (2 countries).

The following chart summarizes the distinctions between GTGs and RGGs; further outlines Scenarios 1, 2, and 3; and describes which countries and groups fall under which categorization.

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[3] For more information on Results Groups, please refer to *One Programme – Tools and Materials, Standard Operating Procedures for Countries Adopting the "Delivering As One" approach, UNDG, August 2014* https://undg.org/wp-content/uploads/2014/07/One-Programme-Tools-and-materials.pdf

[4] *References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999)*

[5] Rojas, Katrina, et al. "Evaluation of UN Women's Contribution to UN System Coordination on Gender Equality and the Empowerment of Women in Europe and Central Asia." Universalia. June 2016.

[6] Armenia GTG and Serbia OGG both submitted draft versions of work plans.

Table A. *GTG and RGG definitions; Scenario 1, 2, and 3 categorization*

Scenario	Definition	Countries/Territories and Groups Included	GTG/RGG classification[7]
Scenario 1: GTG only ***13 countries and 1 territory***	These countries and territories have Gender Theme Groups (GTGs), as defined as UN Theme Groups working on gender equality, focusing on how to more effectively collaborate around women's empowerment and gender equality issues at the country level through strengthening inter-agency coordination on gender and joint initiatives. They do not have a specific Result Groups on Gender (RGGs), although they may provide technical support to Results Groups under UNDAF implementation structure.	Albania Gender Theme Group (GTG)	All classified as GTGs
		Armenia Gender Theme Group (GTG)	
		The Republic of Azerbaijan[8] Gender Theme Group (GTG)	
		Belarus Gender Theme Group (GTG)	
		Georgia Gender Theme Group (GTG)	
		Kazakhstan Gender Theme Group (GTG)	
		Kyrgyzstan Gender Theme Group (GTG)	
		Kosovo Gender Theme Group (GTG)	
		Moldova Gender Theme Group (GTG)	
		Montenegro Working Group on Gender and Human Rights (WGGHR)	
		Tajikistan Gender Theme Group (GTG)	
		Turkmenistan Human Rights, Gender, and Youth Theme Group (HRYGTG)	
		Ukraine Gender Theme Group (GTG)	
		Uzbekistan Gender Theme Group (GTG)	
Scenario 2: RGG with a GTG function ***2 countries***	Results Group on Gender (RGGs) are defined as one of the Results Groups at the country level to lead the preparation and subsequent implementation and monitoring of JWPs for one or more UNDAF outcomes.[9] Scenario 2 groups include all RGG functions in addition to GTG functions, as the groups were merged in order to minimize redundancies in meeting schedules.	Bosnia and Herzegovina Results Group on the Empowerment of Women (RGEW)	Both classified as RGGs
		Turkey Results Group on Gender (RGG)	
Scenario 3: RGG plus GTG[10] ***2 countries***	Two different gender groups exist in one country: the RGG and GTG operate simultaneously, with some overlapping members. While the GTG has broader objectives, including inter-agency coordination on gender as outlined above, the RGG is focused on implementation of joint work plans under the UNDAF framework.	The former Yugoslav Republic of Macedonia Human Rights and Gender Theme Group (HRGTG)	GTG
		The former Yugoslav Republic of Macedonia Results Group on Gender (RGG)	RGG
		Serbia Gender Theme Group (GTG)	GTG
		Serbia Outcome Group on Gender (OGG)	RGG

In addition, the following methodological limitations of this report are recognized:

- **The submitted work plans are static**: Work plans were submitted at the beginning of 2016 and analyzed in mid-2016. Any activities that were incorporated into the groups' plans at a later date but not mentioned in the work plan were not reflected in this analysis.

[7] If a specific group is mentioned in reference to a country-level activity, its full and particular name will be used (i.e. Montenegro Working Group on Gender and Human Rights (WGGHR)).

[8] The Republic of Azerbaijan is subsequently referred to as Azerbaijan within this report.

[9] For more information on Results Groups, please refer to *One Programme – Tools and Materials, Standard Operating Procedures for Countries Adopting the "Delivering As One" approach, UNDG, August 2014* https://undg.org/wp-content/uploads/2014/07/One-Programme-Tools-and-materials.pdf

[10] Scenario 3 analyses count the former Yugoslav Republic of Macedonia or Serbia affirmatively if either the GTG or RGG meet the criteria being analyzed.

- **The groups used different terminology and levels of detail, not always conforming with the Results-Based Management (RBM) standard of the UN Development Group (UNDG)[11]:** because there is no standardized format for GTG work plans, the plans did not include the same level of detail regarding 2016 activities. Output statements were in some cases very general, and in others overly specific. In addition, output indicators were often measuring activity level rather than output level information. In these cases, certain measures were taken to ensure standardization, which are described in more detail in section 4.1 of this report.
- **Certain documents and/or pieces of information were missing:** Not every group submitted all three documents, presenting several occasions where the analysis did not capture details on all 20 groups. In addition, certain key pieces of information were excluded from the group work plans. For example, two countries conducting the gender scorecard/gender audit did not include these activities in the work plans; these activities were added in after consultations with group representatives in order to reflect the full range of actions being supported by the GTG/RGG. It is possible that other activities being performed or planned were thus excluded from this report.
- **Activities and thematic areas were not double-tagged**: to facilitate this analysis, all activities were classified according to a categorization system defined fully in Appendices 4 to 7. However, activities were only tagged under one activity category and one thematic area. In the case that multiple categories could apply, the most salient component was selected (e.g. "Gender mainstreaming in UNDAF results groups" would be tagged under UNDAF, although it could also be considered "technical support to UN partners"). Thus, some activities could be underrepresented.

3. Analysis of Terms of Reference (TOR) and Member Lists

This section analyzes 19 TORs and 19 full member lists[12] among the 20 groups included in this report (*please refer to Appendix 1 for a full summary of the TOR and member list information for the 20 GTGs/RGGs*). These documents provide insight as to the size, scope, and overall objectives of the groups and were reviewed in the following manner:

- The **member list** is composed of the permanent members of a GTG or RGG. The list was analyzed in order to collect information regarding the number of members in each group; the participating UN agencies; the agency responsible for the chair position; and the number and composition of extended groups (groups that invite outside UN agencies/entities to the meetings). Some member lists included full lists of participating extended group participants and others did not, as some groups change participants based on the meeting agenda.
- The **TOR** outlines the roles and responsibilities of the groups. This document was analyzed in order to collect information regarding the frequency of meetings, reporting lines, and the groups' responsibilities in terms of activities they are required to carry out (this component uses the same activity categories outlined in the work plan methodology in Section 4 and defined in Appendix 4).

3.1 Group Chairs

Group chairs are responsible for leading the GTG/RGG. UN Women holds the highest number of chair positions, in 14 groups out of 20, followed by UNFPA, which is the chair in 4 countries. UNHCR chairs one

[11] Results-Based Management Handbook: harmonizing RBM concepts and approaches for improved development results at country level, UNDG, October 2011 https://undg.org/wp-content/uploads/2014/06/UNDG-RBM-Handbook-2012.pdf

[12] Serbia OGG did not have a finalized TOR document and Kosovo GTG submitted the number of active agencies but not number of members.

group, and RC Office also chairs one group. The following chart indicates which agencies hold the chair positions across the region:

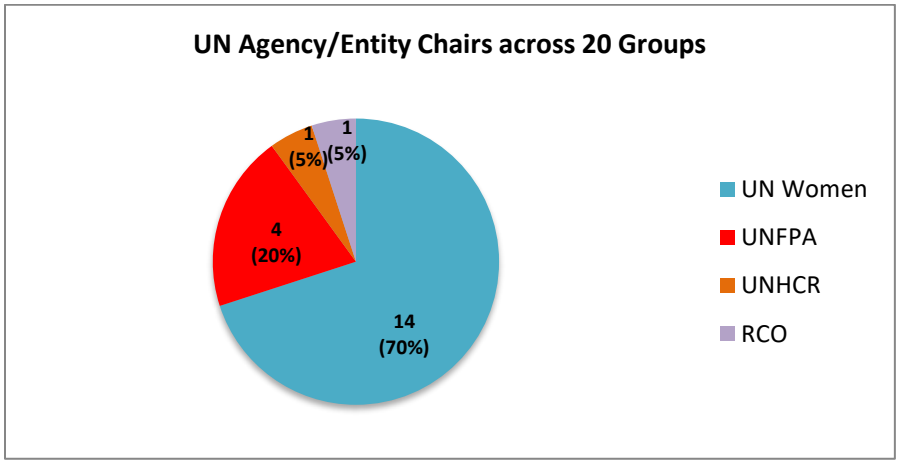


Figure 1. *Chairs of GTGs/RGGs in ECA Region according to UN Agency*

3.2 UN Agencies and Group Members

There are 28 UN agencies/entities that are members of the GTGs and RGGs in the ECA region. The groups have an average of 10.8 participating UN agencies/entities, with the lowest number in the **Montenegro WGGHR** (4) and the largest number in the **Ukraine GTG** (17). Figure 2 and Table B outline how many and which UN agencies/entities participate in each GTG and RGG.

Figure 2. *Number of active UN agencies in each GTG/RGG in ECA region*

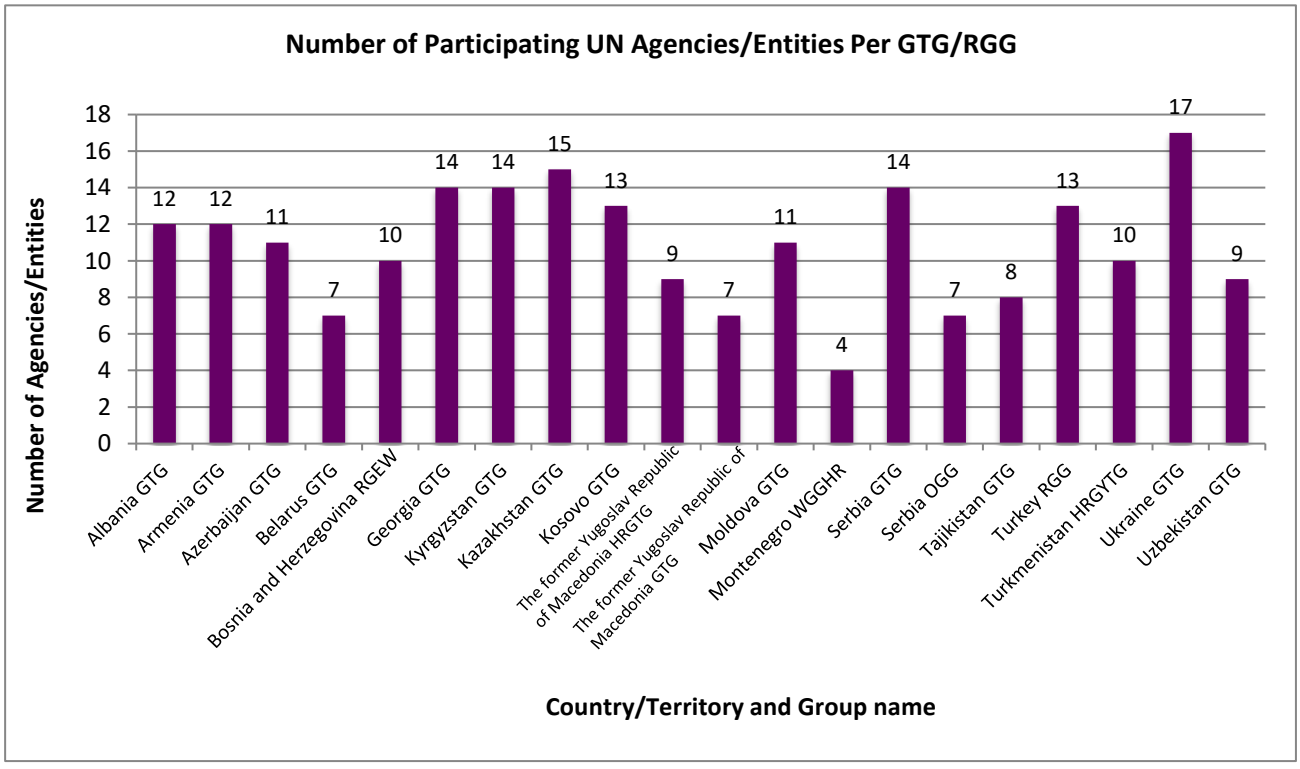


Table B. *Overview of UN agency/entity participation in each GTG/RGG in the ECA region*

Country/Territory	# UN Agencies	UN Member Agencies
Albania GTG	12	FAO, ILO, IOM, UN RCO, UN Women, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNODC, WHO
Armenia GTG	12	FAO, ILO, IOM, UN RCO, UNAIDS, UNDP, UNDPI, UNFPA, UNHCR, UNICEF, WHO, World Bank
Azerbaijan GTG	11	FAO, ILO, IOM, OHCHR, UN RCO, UNDP, UNFPA, UNHCR, UNICEF, WHO, World Bank
Belarus GTG	7	UNFPA, UNDP, UNICEF, UN RCO, UNHCR, IOM, World Bank
Bosnia and Herzegovina RGEW	10	ILO, IOM, UN RCO, UN Women, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNV
Georgia GTG	14	FAO, ILO, IOM, OHCHR, UN DPA, UN DPI, UN RCO, UN Women, UNDP, UNFPA, UNHCR, UNICEF, WHO, World Bank
Kyrgyzstan GTG	14	FAO, IOM, OHCHR, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UNIDO, UNODC, UNRCCA, WFP, WHO, World Bank
Kazakhstan GTG	15	DPI/UNIC, IOM, ESCAP, OCHA, OHCHR, UN RCO, UNAIDS, UNDP, UNEP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, WHO
Kosovo GTG	13	IOM, OHCHR, UN Habitat, UN Women, UNDCO, UNDP, UNFPA, UNHCR, UNICEF, UNMIK, UNOPS, UNV, WHO
Moldova GTG	11	ILO, IOM, UN RCO, UN Women, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UNODC, WHO
Montenegro WGGHR	4	UN RCO, UNDP, UNHCR, UNICEF
Serbia GTG	14	ILO, IOM, UNECE, UN RCO, UN Women, OHCHR, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, UNOPS, World Bank
Serbia OGG	7	OHCHR, UN Women, UNDP, UNFPA, UNICEF, UNODC, UNOPS
Tajikistan GTG	8	FAO, IOM, OHCHR, UN Women, UNFPA, UNICEF, WFP, WHO
The former Yugoslav Republic of Macedonia HRGTG	9	ILO, IOM, UN RCO, UN Women, UNDP, UNFPA, UNHCR, UNICEF, WHO
The former Yugoslav Republic of Macedonia RGG	7	ILO, IOM, UN RCO, UN Women, UNDP, UNFPA, UNICEF
Turkey RGG	13	FAO, ILO, IOM, UN RCO, UN Women, UNDP, UNFPA, UNHCR, UNIC, UNICEF, UNIDO, WFP, WHO
Turkmenistan HRGYTG	10	IOM, UN RCO, UN Women, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNRCCA, WHO
Ukraine GTG	17	DPA, FAO, ILO, IOM, OCHA, OHCHR, UN RCO, UN Women, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNV, WFP, WHO
Uzbekistan GTG	9	UN RCO, UN Women, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNODC, World Bank

On average, agencies/entities participate in the GTG/RGGs in 7.25 countries/territories. However, several agencies/entities are active in the GTGs/RGGs in 1 country: Regional Commissions (ESCAP and UNECE), UN Habitat, UNEP, and UN Mission (UNMIK). On the other hand, UNICEF is active in the GTGs/RGGs in all 18 countries/territories included in this analysis, which is the highest quantity, followed by UNFPA and UNDP at 17. Figure 3 and Table C present an overview of the number of countries in which each UN agency/entity has a presence in the GTGs and RGGs.

Figure 3. *Number of countries and territories out of 18 where each UN agency/entity is a member of a GTG/RGG*

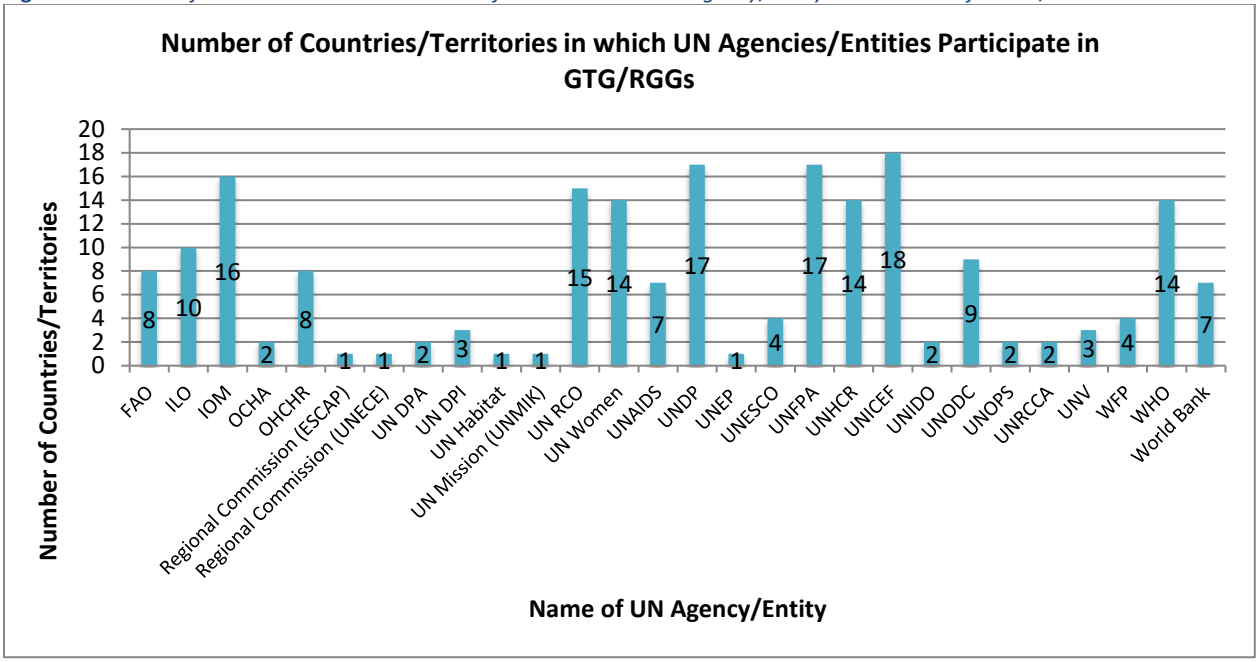


Table C. *List of countries and territories in the ECA region where each UN agency/entity has a presence in the GTG/RGGs*

Agency	# of Countries/ Territories	Active Countries and Territories*
FAO	8	Albania, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Tajikistan, Turkey, Ukraine,
ILO	10	Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Moldova, Serbia GTG, the former Yugoslav Republic of Macedonia HRGTG and RGG, Turkey, Ukraine
IOM	16	Albania, Armenia, Azerbaijan, Belarus, -Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Serbia GTG, Tajikistan, the former Yugoslav Republic of Macedonia HRGTG and RGG Turkey, Turkmenistan, Ukraine
OCHA	2	Ukraine, Kazakhstan
OHCHR	8	Azerbaijan, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Serbia GTG and OGG, Tajikistan, Ukraine
Regional Commission (ESCAP)	1	Kazakhstan
Regional Commission (UNECE)	1	Serbia
UN DPA	2	Georgia, Ukraine
UN DPI	3	Armenia, Georgia, Kazakhstan
UN Habitat	1	Kosovo
UN Mission (UNMIK)	1	Kosovo
UN RCO	15	Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Moldova, Montenegro, Serbia GTG, the former Yugoslav Republic of Macedonia HRGTG* and RGG, Turkey, Turkmenistan, Ukraine, Uzbekistan
UN Women	14	Albania*, Bosnia and Herzegovina*, Georgia*, Kyrgyzstan*, Kazakhstan*, Kosovo*, the former Yugoslav Republic of Macedonia HRGTG, Moldova*, Serbia GTG*, Serbia OGG*, Tajikistan*, the former Yugoslav Republic of Macedonia RGG*, Turkey*, Turkmenistan, Ukraine*, Uzbekistan*
UNAIDS	7	Albania, Armenia, Kyrgyzstan, Kazakhstan, Moldova, Ukraine, Uzbekistan

UNDP	17	Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro, Serbia GTG and OGG, the former Yugoslav Republic of Macedonia HRGTG and RGG, Turkey, Turkmenistan, Ukraine, Uzbekistan
UNEP	1	Kazakhstan
UNESCO	4	Albania, Kazakhstan, Serbia GTG, Uzbekistan
UNFPA	17	Albania, Armenia*, Azerbaijan*, Belarus*, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Serbia GTG and OGG, Tajikistan, the former Yugoslav Republic of Macedonia HRGTG and RGG, Turkey, Turkmenistan*, Ukraine, Uzbekistan
UNHCR	14	Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro*, the former Yugoslav Republic of Macedonia HRGTG, Turkey, Turkmenistan, Ukraine
UNICEF	18	All (Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro, Serbia GTG and OGG, Tajikistan, the former Yugoslav Republic of Macedonia HRGTG and RGG, Turkey, Turkmenistan, Ukraine, Uzbekistan)
UNIDO	2	Kyrgyzstan, Turkey
UNODC	9	Albania, Bosnia and Herzegovina, Kazakhstan, Kyrgyzstan, Moldova, Serbia GTG and OGG, Turkmenistan, Ukraine, Uzbekistan
UNOPS	2	Kosovo, Serbia GTG and RGG
UNRCCA	2	Kyrgyzstan, Turkmenistan
UNV	3	Bosnia and Herzegovina, Kosovo, Ukraine
WFP	4	Kyrgyzstan, Tajikistan, Turkey, Ukraine
WHO	14	Albania, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro, Tajikistan, the former Yugoslav Republic of Macedonia HRGTG, Turkey, Turkmenistan, Ukraine
World Bank	7	Armenia, Azerbaijan, Belarus, Georgia, Kyrgyzstan, Serbia GTG, Uzbekistan

** Indicates that the agency/entity holds the chair position*

3.3 Extended Groups and Number of Members

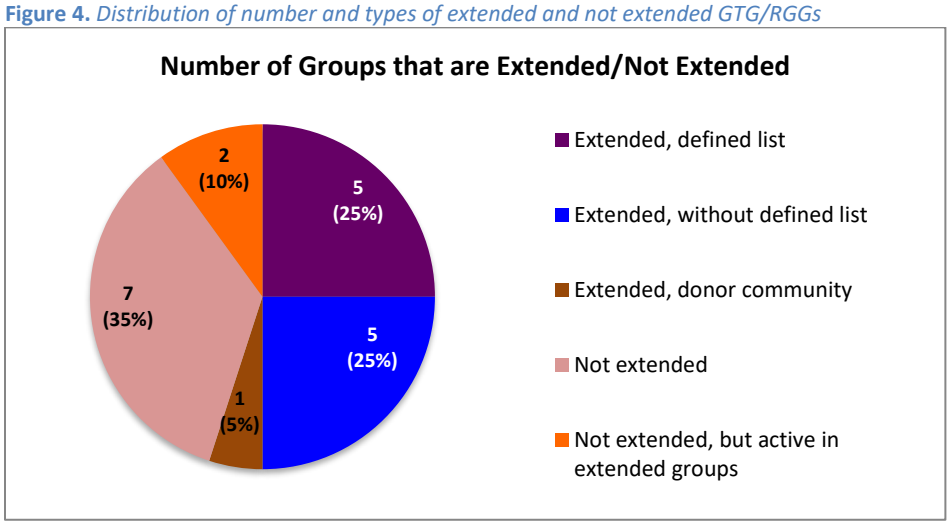
The number of members in the GTGs and RGGs across the 18 countries and territories varies considerably. 11 of the groups are extended, meaning that non-UN partners (CSOs, government entities, donors, etc.) are invited to participate in the meetings. 9 groups are not extended and consist only of UN agencies/entities. Table D and Figure 4 illustrate the extended status of the GTGs and RGGs across the region along with the total number of members per group (please see Appendix 1 for a list of all UN and non-UN partners):

Table D. *Extended group status and number of group members in the GTG/RGGs*

Extended Group?	Number of Groups	List of Groups	Number of members per group
Extended, with a defined list of members	5	Armenia GTG	60 (13 UN; 50 non-UN)
		Belarus GTG	10 (8 UN; 2 non-UN)
		Georgia GTG	52 (19 UN; 33 non-UN)
		Kyrgyzstan GTG	28 (17 UN; 11 non-UN)
		Tajikistan GTG	30 (13 UN; 17 non-UN)
Extended, without defined list	5	The former Yugoslav Republic of Macedonia RGG	8 (UN)
		Moldova GTG	12 (UN)
		Bosnia and Herzegovina RGEW	16 (UN)
		Azerbaijan GTG	11 (UN)
		Ukraine GTG	20 (UN)
Extended, donor community	1	Turkey RGG	12 (UN; donor community not specified)

Not extended	7	Kazakhstan GTG	15 (UN)
		The former Yugoslav Republic of Macedonia HRGTG	11 (UN)
		Montenegro WGGHR	10 (UN)
		Serbia GTG	25 (UN)
		Serbia OGG	7 (UN)
		Turkmenistan GTG	11 (UN)
		Uzbekistan GTG	10 (UN)
Not extended, but active in other working groups	2	Albania GTG (working group on gender equality and domestic violence)	17 (UN)
		Kosovo GTG (Security and Gender Group)	NA

Figure 4. *Distribution of number and types of extended and not extended GTG/RGGs*



While the average group size is 19.4 members across all groups, extended groups tend to be larger with an average of 23.8 members, while groups that are not extended have an average size of 13.2 members. Not extended groups range from 7 members in **Serbia's OGG** to 25 in **Serbia's GTG**, while extended groups have a range of 8 members **in the former Yugoslav Republic of Macedonia's RGG** to 63 in **Armenia's GTG**.

To exemplify the kinds of organizations and entities that may be involved with extended GTGs/RGGs, **Armenia** has the largest GTG with 63 members, 50 of which are from non-UN entities. This includes 13 members from ministries and government structures (including the Ministry of Health, the Ombudsman, and the National Statistical Service); 14 international organizations (including Oxfam, the Council of Europe, and the British Embassy); and 23 NGOs and think tanks (including the Armenian Young Women's Association, the Armenia Inter-Church Round Table Foundation, and the Center for Gender and Leadership Studies).

Interestingly, **having more members is not associated with attaining larger budgets or planning a higher number of activities**, a finding that is outlined in more detail in Section 4.2.1 and 4.3 of this report.

3.4 Frequency of Meetings

The majority of groups meet on a quarterly basis, while 4 groups meet every 2 months; 2 groups meet twice per year, and 1 group meets monthly.[13] The meeting frequencies are outlined in more detail in Figure 5 and Table E, below:

Figure 5. *Overview of meeting schedules for all GTG/RGGs*

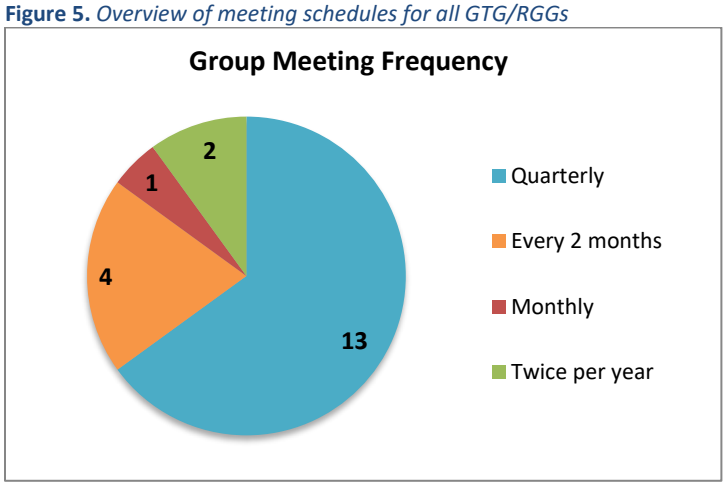


Table E. *Description of meeting schedule for each GTG/RGG*

Country/Territory & Group Name	How often do they meet?
Albania GTG	Quarterly
Armenia GTG	Quarterly
Azerbaijan GTG	Quarterly
Belarus GTG	Quarterly
Bosnia and Herzegovina RGEW	Quarterly
Georgia GTG	Quarterly
Kyrgyzstan GTG	Monthly
Kazakhstan GTG	Quarterly
Kosovo GTG	Quarterly
Moldova GTG	Quarterly
Montenegro WGGHR	Every 2 months
Serbia GTG	Twice per year
Serbia OGG	Twice per year
Tajikistan GTG	Every 2 months
The former Yugoslav Republic of Macedonia HRGTG	Quarterly
The former Yugoslav Republic of Macedonia RGG	Quarterly
Turkey RGG	Every 2 months
Turkmenistan HRGYTG	Quarterly
Ukraine GTG	Every 2 months
Uzbekistan GTG	Quarterly

[13] Although Serbia OGG did not submit a TOR, information about the meeting schedule was received via e-mail correspondence.

3.5 Reporting Lines

Key Finding: most TORs did not include reporting/working relationships with UNDAF Steering Committee and Results Groups

18 out of the 19 groups TORs included information regarding to whom they report. Some groups report to one entity, while others report to several. The following chart and table highlight the fact that the vast majority of groups report to the UNCT or RC office, **yet only 4 groups have a formalized reporting line to the UN Steering Committee or other UNDAF Results Groups**. **The former Yugoslav Republic of Macedonia and Turkey RGGs** report to UN steering committees and **Kazakhstan and Kosovo GTGs** report to other UNDAF Results Groups, formalizing the gender mainstreaming responsibilities of these groups under the UNDAF framework.

Figure 6. *Number of GTG/RGGs reporting to supervising entities*

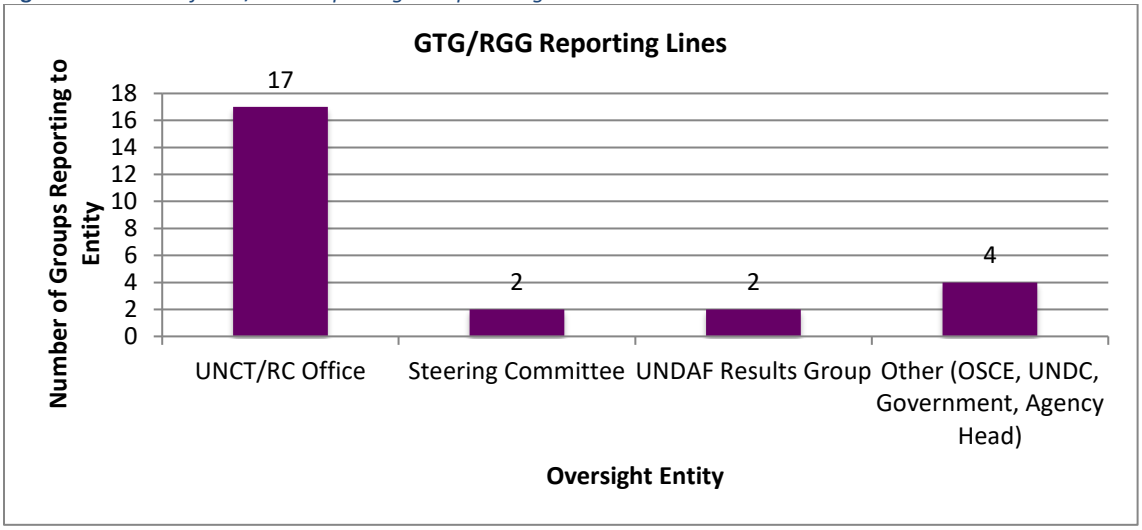


Table F. *Entities to whom each GTG/RGG reports according to group TORs*

Country/Territory	Reporting Lines
Albania GTG	UNCT
Armenia GTG	UNCT, Government representative and the OSCE Office.
Azerbaijan GTG	RCO
Belarus GTG	UNCT
Bosnia and Herzegovina RGEW	RC and UNCT
Georgia GTG	UNCT
Kyrgyzstan GTG	NA
Kazakhstan GTG	RC, the UNCT, other thematic groups and UNDAF results groups
Kosovo GTG	UNDC, the UN HoAs, and UNKT CDP Results Groups
Moldova GTG	UNCT
Montenegro WGGHR	UNCT
Serbia	RC and UNCT
Serbia OGG	NA
Tajikistan GTG	RC and UNCT
The former Yugoslav Republic of Macedonia HRGTG	RC and UNCT
The former Yugoslav Republic of Macedonia RGG	UN Steering Committee and RC
Turkey RGG	RC/UNCT and UN Steering Committee
Turkmenistan HRGYTG	RC and UNCT
Ukraine GTG	UNCT
Uzbekistan GTG	UNCT

3.6 Activities According to Terms of Reference

Key Finding: TORs focus on MDGs more than SDGs

Although there are technical distinctions between GTGs and RGGs as outlined previously, the activities to which the GTGs and RGGs are accountable according to their TORs are quite similar. Activities were classified according to a set of 16 categories defined in Appendix 4. As highlighted in the chart below, both the GTGs and RGGs have a strong focus in the TORs on technical support to UNCT/UN partners; knowledge management; advocacy/communications; secretariat functions; and coordination/facilitation work. Interestingly, **6 out of the 19 TORs mentioned MDGs instead of SDGs (32%); 2 mentioned SDGs (11%) and 1 mentions both**.

Figure 7. *Distribution of activities supported by GTG/RGGs according to TORs*

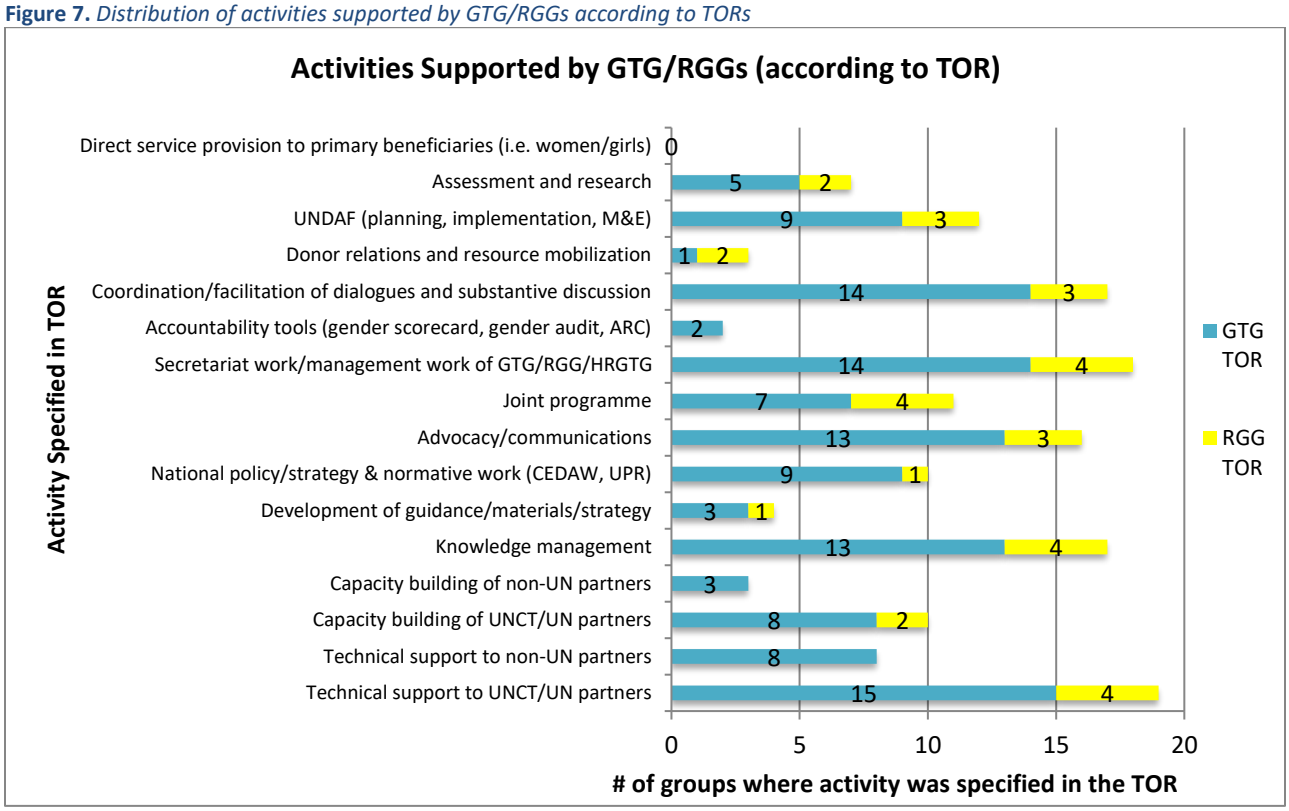


Table G. *Key areas of work and SDG/MDG focus according to TOR*

Country/ Territory	Key areas of work from TOR	SDGs or MDGs?
Albania GTG	Knowledge management, Technical support to UNCT/UN partners, Accountability tools (gender scorecard, gender audit, ARC), Capacity building of UNCT/UN partners, Advocacy/communications, Coordination/facilitation of dialogues and substantive discussion, UNDAF (planning, implementation, M&E), Secretariat work/management work of GTG/RGG/HRGTG	
Armenia GTG	Coordination/facilitation of dialogues and substantive discussion, Technical support to UNCT/UN partners, Technical support to non-UN partners, Advocacy/communications, Knowledge management, Capacity building of UNCT/UN partners, Capacity building of non-UN partners, Secretariat work/management work of GTG/RGG/HRGTG, UNDAF (planning, implementation, M&E)	MDGs
Azerbaijan GTG	Technical support to UNCT/UN partners, Coordination/facilitation of dialogues and substantive discussion, Advocacy/communications, Knowledge management, UNDAF (planning, implementation, M&E), Capacity building of non-UN partners, National policy/strategy & normative work (CEDAW, UPR), Secretariat work/management work of GTG/RGG/HRGTG	MDGs

Belarus GTG	Coordination/facilitation of dialogues and substantive discussion, Technical support to UNCT/UN partners, Capacity building of UNCT/UN partners, Capacity building of non-UN partners, Advocacy/communications, Secretariat work/management work of GTG/RGG/HRGTG	MDGs
Bosnia and Herzegovina RGEW	Joint programme, Technical support to UNCT/UN partners, Capacity building of UNCT/UN partners, UNDAF (planning, implementation, M&E), Knowledge management, Assessment and research, Coordination/facilitation of dialogues and substantive discussion, Advocacy/communications, Secretariat work/management work of GTG/RGG/HRGTG	
Georgia GTG	Technical support to UNCT/UN partners, Capacity building of UNCT/UN partners, Technical support to non-UN partners, National policy/strategy & normative work (CEDAW, UPR), UNDAF (planning, implementation, M&E), Coordination/facilitation of dialogues and substantive discussion, Advocacy/communications, Assessment and research, Secretariat work/management work of GTG/RGG/HRGTG	MDGs
Kyrgyzstan GTG	Technical support to UNCT/UN partners, National policy/strategy & normative work (CEDAW, UPR), Assessment and research, Coordination/facilitation of dialogues and substantive discussion, UNDAF (planning, implementation, M&E), Capacity building of UNCT/UN partners, Knowledge management, Assessment and research	
Kazakhstan GTG	Technical support to UNCT/UN partners, National policy/strategy & normative work (CEDAW, UPR), Coordination/facilitation of dialogues and substantive discussion, Knowledge management, Technical support to non-UN partners, Joint programme, Advocacy/communications, Secretariat work/management work of GTG/RGG/HRGTG	SDGs and MDGs
Kosovo GTG	Technical support to UNKT/UN partners, Joint programme, Coordination/facilitation of dialogues and substantive discussion, Knowledge management, Capacity building of UNKT/UN partners, Accountability tools (gender scorecard, gender audit, ARC), Technical support to non-UN partners, Advocacy/communications, Secretariat work/management work of GTG/RGG/HRGTG	SDGs
Moldova GTG	Technical support to UNCT/UN partners, Coordination/facilitation of dialogues and substantive discussion, Advocacy/communications, National policy/strategy & normative work (CEDAW, UPR), Assessment and research, Knowledge management, Technical support to non-UN partners, Assessment and research, Secretariat work/management work of GTG/RGG/HRGTG	MDGs
Montenegro WGGHR	Technical support to UNCT/UN partners, Knowledge management, Advocacy/communications, Capacity building of UNCT/UN partners, UNDAF (planning, implementation, M&E), Secretariat work/management work of GTG/RGG/HRGTG	SDGs
Serbia GTG	Technical support to UNCT/UN partners, Knowledge management, Joint programme, UNDAF (planning, implementation, M&E), Coordination/facilitation of dialogues and substantive discussion, Secretariat work/management work of GTG/RGG/HRGTG	MDGs
Serbia OGG	not available	
Tajikistan GTG	Technical support to UNCT/UN partners, Development of guidance/materials/strategy, Coordination/facilitation of dialogues and substantive discussion, Knowledge management, Joint programme, Advocacy/communications, National policy/strategy & normative work (CEDAW, UPR), Secretariat work/management work of GTG/RGG/HRGTG	
The former Yugoslav Republic of Macedonia HRGTG	Technical support to UNCT/UN partners, UNDAF (planning, implementation, M&E), Knowledge management, Coordination/facilitation of dialogues and substantive discussion, Capacity building of UNCT/UN partners, Advocacy/communications, Development of guidance/materials/strategy, National policy/strategy & normative work (CEDAW, UPR), Secretariat work/management work of GTG/RGG/HRGTG, Assessment and research, Joint programme, Donor relations and resource mobilization	
The former Yugoslav Republic of Macedonia RGG	Secretariat work/management work of GTG/RGG/HRGTG, Knowledge management, Donor relations and resource mobilization, Advocacy/communications, Technical support to UNCT/UN partners, Assessment and research, Development of guidance/materials/strategy, Joint programme	
Turkey RGG	Technical support to UNCT/UN partners, Advocacy/communications, Coordination/facilitation of dialogues and substantive discussion, Knowledge	

	management, Capacity building of UNCT/UN partners, National policy/strategy & normative work (CEDAW, UPR), UNDAF (planning, implementation, M&E), Donor relations and resource mobilization, Joint programme, Secretariat work/management work of GTG/RGG/HRGTG	
Turkmenistan HRGYTG	Technical support to UNCT/UN partners, Coordination/facilitation of dialogues and substantive discussion, Joint programme, Technical support to non-UN partners, Knowledge management, Advocacy/communications, UNDAF (planning, implementation, M&E), Secretariat work/management work of GTG/RGG/HRGTG	
Ukraine GTG	Technical support to UNCT/UN partners, National policy/strategy & normative work (CEDAW, UPR), Technical support to non-UN partners, Advocacy/communications, Knowledge management, Joint programme, Coordination/facilitation of dialogues and substantive discussion, Secretariat work/management work of GTG/RGG/HRGTG	
Uzbekistan GTG	Coordination/facilitation of dialogues and substantive discussion, Development of guidance/materials/strategy, National policy/strategy & normative work (CEDAW, UPR), Knowledge management, Assessment and research, Technical support to non-UN partners, Joint programme, Technical support to UNCT/UN partners, UNDAF (planning, implementation, M&E), Secretariat work/management work of GTG/RGG/HRGTG	

4. Analysis of 2016 Annual Work Plans

The twenty 2016 work plans pertaining to the GTGs and RGGs across the 17 countries and 1 territory are analyzed in this section. Three primary subsections of the work plans are reviewed: 1) outputs statements and output indicators; 2) activity statements, and 3) budgets (allocated budget and resources to be mobilized). Every plan was submitted in a different format, ranging from a bullet point list of four activities to a fully completed template for the Results Group Work Plan[14]. Because the level of detail and formats of the submitted plans varied tremendously, there were significant challenges in the standardization process, which was conducted in the following manner:

- **Output statements and output indicators:** following RBM standards of the UNDG, outputs are defined as the immediate result, documented with a measurable indicator, obtained from carrying out activities. For the purpose of this analysis, 11 categories of output-level change were developed and are defined in detail in Appendix 5. Each output statement and output indicator was tagged by matching the statement with one of the output categories. There was considerable variation in the level of detail included under this framework, and measures used to standardize are described in Section 4.1.
- **Activity statements**: an activity statement lists a discrete action to be carried out by the GTG/RGG. Each work plan contained a list of activity statements that were tracked in accordance with 16 activity categories; please refer to Appendix 4 for the full definitions. Furthermore, 8 thematic areas were developed and are defined in Appendix 6. Each activity statement was tagged in alignment with 1 activity category and 1 thematic area. In addition, any activity related to UNCT accountability measures, gender data/statistics, joint programmes, or SDGs was tracked separately for a more focused analysis. Some plans included activity-level indicator statements: if the statement represented an activity not already listed within the activity statements, the indicator was transformed into an activity statement in order to fully capture all planned activities.

[14] Please see Appendix 1 for the list of consulted documents.
The work plans of RGGs were in line with the Results Group Work Plan template, as specified in *One Programme – Tools and Materials, Standard Operating Procedures for Countries Adopting the "Delivering As One" approach, UNDG, August 2014* https://undg.org/wp-content/uploads/2014/07/One-Programme-Tools-and-materials.pdf

- **Budgets**: The majority of groups developed budgets alongside the work plans. The budgets were defined in accordance with the proposed activities. Furthermore, some countries tracked the amount of funding already allocated versus funding that needed to be mobilized. Thus, this analysis tracks the total amount of allocated budget versus to be mobilized resources (when available) per activity statement. Staff time or other in-kind resources were not included in this analysis. Furthermore, if any single budget allocation was made for multiple activities, the budget amount was split evenly between the activities funded by the budget allocation.

Please refer to Appendix 3 for a complete summary of the standardized information consolidated from the 20 work plans.

4.1 Output Statements and Output Indicators

Key Finding: Uneven Application of RBM Standards for Output Statements and Indicators

There was considerable variation in the type of and quality of the outputs statements and output indicators included in the 2016 annual work plans. Of the 20 work plans analyzed in this section, the following gaps were noted along with methodological responses in order to facilitate standardization:

- Not all plans included output level detail; in such cases, only activities were tracked.
- Some work plans included output statements/indicators in name but the content was more or less detailed than is considered good practice under RBM standards. Categories explicitly listed as outputs were tracked as such despite the fact that many statements did not meet the definition of output-level results.
- Several countries did not use the terminology "output" to provide statement of immediate result (i.e. output) that would be generated from completing a set of activities. In those cases, if an entire category in the plan could be clearly identified as a statement of output level result, then the statements were tracked as output statements. If the full category did not conform to output level result, it was not tracked in this analysis.
- Output indicators were tracked if explicitly referred to as an output indicator to measure the output itself. Indicators that reflected activities were translated to activity statements in order to capture the full range of actions being carried out by the GTG/RGG.

The variation encountered in the work plans fell into three broad types described in the following table:

Table H. *Types of output-level descriptions in 2016 GTG/RGG work plans and standardization process*

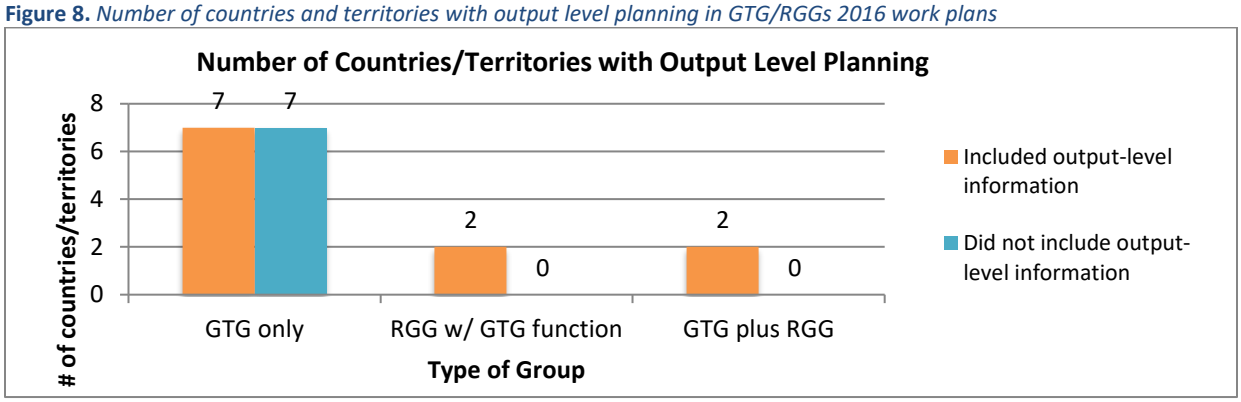
Type	Definition	Groups with this type	Examples and Description of Standardization Process
Type 1	Work plan has a clearly stated output statement and, in some cases, output indicators. The quality of the statements varies, but the plans utilize standard RBM terminology and were thus tracked under this analysis.	**10 countries:** Albania GTG, Bosnia and Herzegovina RGEW, Kyrgyzstan GTG, Kazakhstan GTG, Moldova GTG, Serbia GTG and OGG, the former Yugoslav Republic of Macedonia HRGTG and RGG, Turkey RGG, Ukraine GTG, Uzbekistan GTG	• Some output statements were too broad and not specific or measurable enough, for example: *"UN effectively leads, coordinates and promotes accountability for the implementation of gender commitments in the country."* • Some were too specific and activity-focused, for example: *"Regional study (SEE) on the impact of SALW on domestic and gender based violence."* In order to qualify as an output, the statement would need to define the result stemming from conducting this activity (e.g. enhanced knowledge, access to information, etc.) • Some struck a good balance, for example Bosnia and Herzegovina **RGEW** included the output: *"Gender mechanisms, selected line ministries and local authorities have enhanced capacities to develop and implement strategies to prevent and respond to VAWG, including through enabling the delivery of multi-sector services for*

			domestic violence and conflict-related sexual violence" with this indicator (among others): *"Increased availability of services and referrals for survivors of CRSV."*
Type 2	Work plan includes more than just budget and activity, but doesn't use standard RBM terminology to specify output-level results. If all of one work plan category can be translated fully to output, it was; if not, the category was not tracked under this analysis. Only Kosovo GTG statements were thus tracked under Type 2.	**5 countries and 1 territory:** Azerbaijan GTG, Georgia GTG, Kosovo GTG, Montenegro WGGHR, Tajikistan GTG, Turkmenistan HRGYTG	• Many countries developed categories such as "objectives," "components," "results," "mandate," and "strategic areas." For example, "Strategic priority areas" included *"capacity building"* and "*data and research*," among others. These did not qualify as output statements, so outputs were not tracked. • **Kosovo GTG** included a category of statements called "goals." The full category reflected output-level statements and could thus be tracked as outputs. For example: *"Increase GTG capacities to address the gender sensitive indicators, targets and address gaps."* However, there were no indicators. • Some indicators, such as *"number of NGO professionals trained,"* were activity level and only assessed under the activity category.
Type 3	Included only activities and budget without information on output-level results.	**2 countries:** Armenia GTG, Belarus GTG	No outputs or indicators were included or tracked.

Key Finding: Countries and Territories with RGGs May Be Better Equipped for Results Planning.

11 out of the 18 countries and territories included outputs statements in their work plans following the UNDG RBM terminology and the methodology outlined above.[15] Of these 6 countries and 1 territory with only GTGs (Scenario 1), 2 are countries with RGGs that have GTG functions (Scenario 2), and 2 are RGGs plus GTG countries (Scenario 3). Thus, **100% of countries with RGGs utilized output-level planning compared to 50% of countries and territories with only GTGs**, possibly suggesting that countries with RGGs are better equipped when it comes to results-level planning.

Figure 8. *Number of countries and territories with output level planning in GTG/RGGs 2016 work plans*



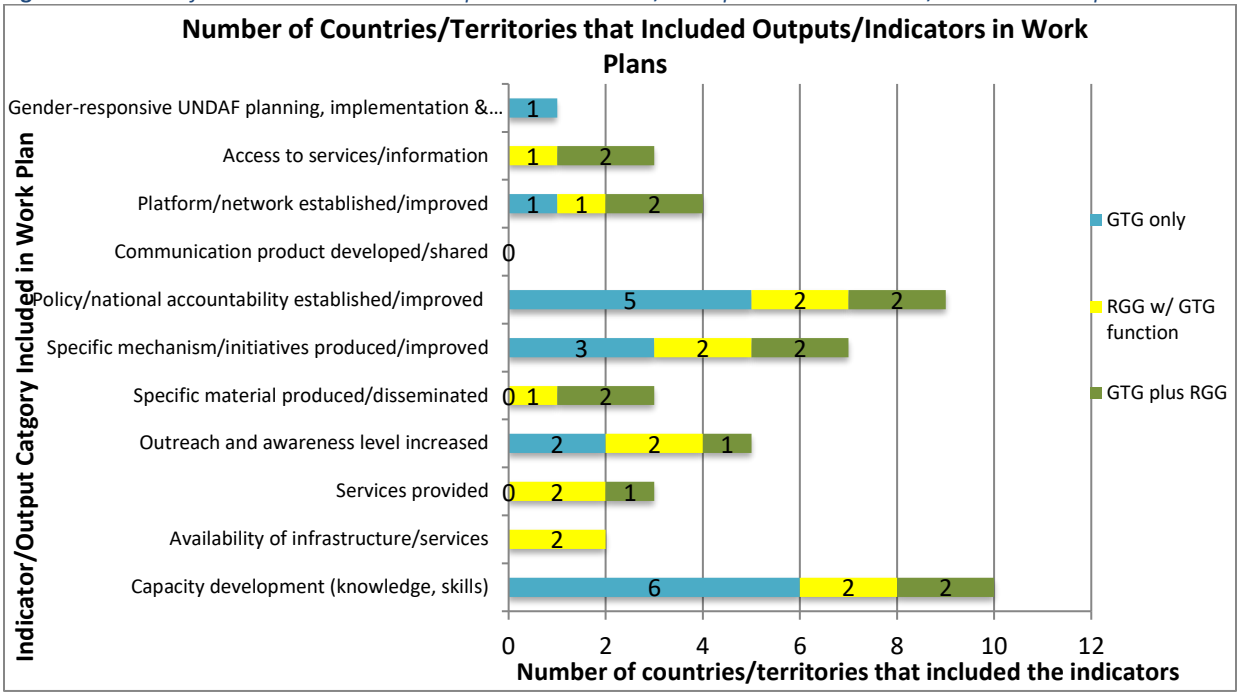
Key Finding: Capacity Building and Improving National Accountability/Policies are the Most Common Output-Level Result Being Sought, and RGGs focus more on Service Provision

The outputs and output indicators being supported by the GTGs and RGGs in the ECA region are outlined in the chart and table below. Capacity development is the most commonly pursued output area, with 9 countries and 1 territory focusing on this level of change. 9 countries are working on establishing or

[15] All 10 countries in Type 1 and Kosovo

improving national accountability or policies and 7 are producing or improving specific mechanisms or initiatives.

Figure 9. *Number of countries that included output statements and/or output indicators in GTG/RGG 2016 work plans*[16]



All 4 countries with RGGs are contributing towards capacity development, improving national accountability, and improving/producing specific mechanisms and are thus overrepresented among countries working towards these goals. Furthermore, **3 out of 4 countries with RGGs are supporting direct service provision and the production of specific materials, guidance, or strategy compared to no countries/territories with GTGs only.** The following chart and table document these key differences between outputs being supported by groups in Scenarios 1, 2, and 3.

Table I. *Key differences between Scenarios 1, 2, and 3 regarding 2016 work plan output statements*

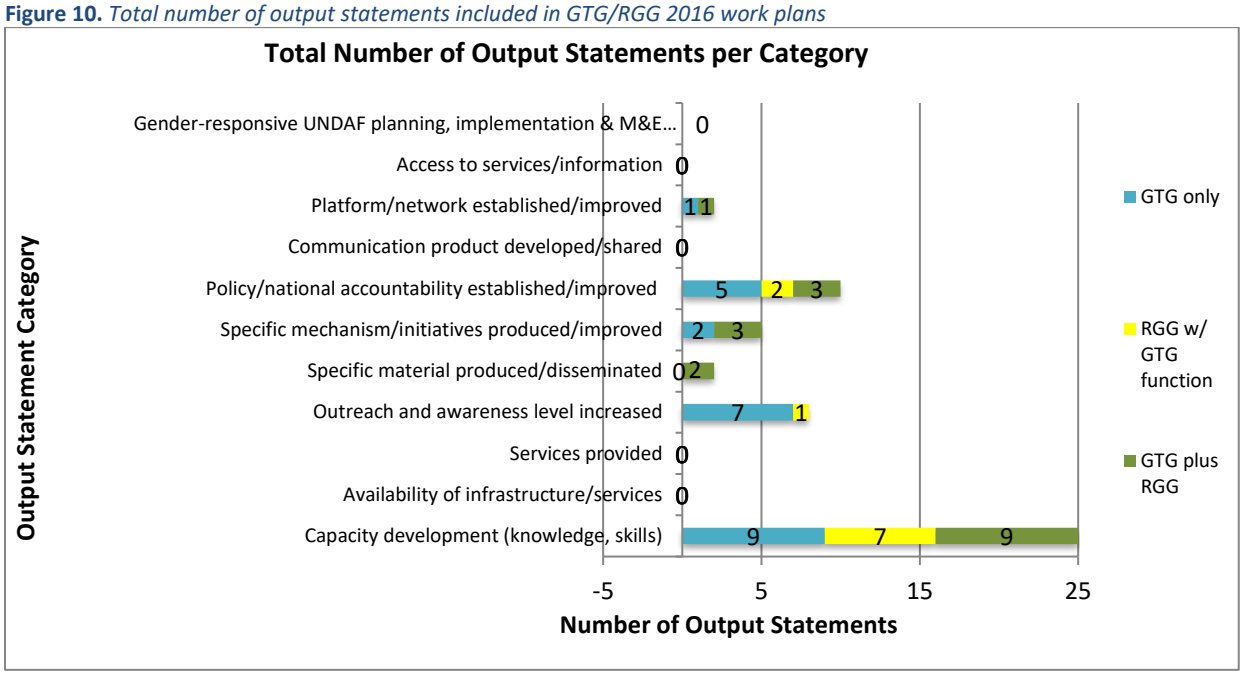
	Scenario 1. GTG only	Scenario 2. RGG with GTG function	Scenario 3. RGG plus GTG
Capacity development (knowledge, skills)	6 out of 7 (85%)	2 countries (100%)	2 countries (100%)
Policy/national accountability established/improved	5 out of 7 (71%)	2 countries (100%)	2 countries (100%)
Specific mechanism/initiatives produced/improved	3 out of 7 (43%)	2 countries (100%)	2 countries (100%)
Services provided	0	2 countries (100%)	1 country (50%)
Specific material produced/disseminated	0	1 country (50%)	2 countries (100%)

[16] This section tracked output statement and/or output indicator because some overarching output statements were linked to one category while an associated output indicator could be linked to another category (i.e. Bosnia and Herzegovina RGEW had the output statement "Strengthened skills and opportunities for women's employment and entrepreneurship in selected local communities and selected areas" which was tagged to "Capacity development", while an associated indicator, "Number of women directly benefiting from capacity development, employment and business development services at local level," was tagged to "Services provided").

Key Finding: RGGs included more output level planning in the work plans

The chart below outlines the total number of output statements[17] included in the work plans. The 11 countries that included output statements planned 51 outputs, averaging 3.4 output statements per country. **Countries with RGGs held a disproportionate share of output statements: with a total of 28 output statements between the 4 countries, they accounted for 55% of the total.** In addition, the countries and territories with only GTGs focused more heavily on outputs related to establishing/improving networks and platforms than the countries with RGGs, which focused extensively on capacity development.

Figure 10. *Total number of output statements included in GTG/RGG 2016 work plans*



Some examples of output statements are outlined in Table J, below:

Table J. *Examples of output statements from 2016 GTG/RGG work plans*

Output Statement	Example of Output or Indicator Description from GTG/RGG Work Plan
Platform/network established/improved	• **Uzbekistan GTG**: Enhanced information sharing, coordination, and joint advocacy work among the GTG members
Policy/national accountability established/improved	• **Georgia GTG**: Increased accountability of the government to implement Georgia's national and international commitments in the area of gender equality and women's empowerment (CEDAW; BPfA; SDGs; GE NAP; DV NAP; NAP on Women, Peace and Security) • **Moldova GTG**: UN effectively leads, coordinates and promotes accountability for the implementation of gender commitments in the country
Specific mechanism/initiatives produced/improved	• **Kosovo GTG**: Strengthening coordination through joint programming and projects • **The former Yugoslav Republic of Macedonia HRGTG**: Increased strategic guidance on gender and human rights aspects of UN communications activities
Specific material produced/disseminated	• **Serbia OGG**: Human rights-based policy guidance in reform of law, policy and practice
Outreach and awareness level increased	• **Ukraine GTG**: UNCT joint advocacy to highlight key gender issues, • **Turkey RGG**: improved awareness and advocacy skills among relevant stakeholders on gender equality

[17] The previous section analyzed output statements and output indicators; this section looks only at the former category.

Capacity development (knowledge, skills)	• Bosnia and Herzegovina **RGEW**: Gender mechanisms, selected line ministries and local authorities have enhanced capacities to develop and implement strategies to prevent and respond to VAWG, including through enabling the delivery of multi-sector services for domestic violence and conflict-related sexual violence • **Kyrgyzstan GTG**: Overall UNCT performance on gender equality is strengthened by mainstreaming gender into all key policies and programmes • **Kazakhstan GTG**: Institutional and policy frameworks and mechanisms strengthened in support of the implementation of the international commitments and Post-2015 agenda on GEWE

Key Finding: Output Indicators Were Not Specified in Many 2016 Work Plans

6 out of the 18 countries/territories included output indicators following the UNDG RBM standards:[18] Bosnia and Herzegovina **RGEW, Kyrgyzstan GTG, the former Yugoslav Republic of Macedonia RGG, Moldova GTG, Serbia OGG, and Turkey RGG.** Interestingly, **these were also the groups with the largest budgets**, a finding which is discussed more in Section 4.3.

Nonetheless, there was a lack of consistency between the 2016 work plans regarding the nature and specificity of results being measured with output indicators**. A common problem was the inclusion of activity-level indicators** (i.e. "*number of capacity development events on GEWE conducted for UN staff*"). Nonetheless, several countries did include outputs, output indicator, and activity descriptions that meet RBM standards. One example of such formulation comes from **the former Yugoslav Republic Macedonia's RGG**, where the output is a specific and measurable result of a set of activities that will lead to change in the country:

Table K. *The former Yugoslav Republic of Macedonia RGG example of output statements/indicators/activities from 2016 work plan*

Output	Output Indicators	Activities
Public officials have improved capacity to incorporate gender considerations in formulating and implementing policies and budgets at central and local level	• Share of ministries that incorporate gender into policy making and budgeting • Share of municipalities that incorporate gender into policy making and budgeting	Coaching Ministry of Finance and line ministries on how to institutionalize gender responsive budgeting at central and local level
		Exchange of good practices and lesson learnt among local level policy makers and budget practitioners on implementation of gender responsive policy making and budgeting
		Training and mentoring of representatives of targeted departments of LSGUs to use Gender Responsive Budgeting (GRB) tools, based on training module developed
		Training and mentoring of Commissions for equal opportunities of women and men and Commissions for budget and finance on how to screen budget and programs with gender lenses and raise relevant questions

4.2 Activities included in 2016 Annual Work Plans

As part of their annual responsibilities, all 20 GTGs and RGGs develop work plans to organize and plan their gender-focused, inter-agency work, although the format and level of detail represented in the plans varies. For the purposes of this analysis, the group's activities have been divided into 16 general categories used to standardize the plans, described in detail in Appendix 4. The 14 GTG-only countries/territories, 2 countries with RGGs that include a GTG function, and 2 GTG plus RGG countries included on a total of 358 activities in their annual work plans. This section analyzes these activities

[18] In some cases, indicators were moved to the activity category if they measure activity or process rather than an output-level metric.

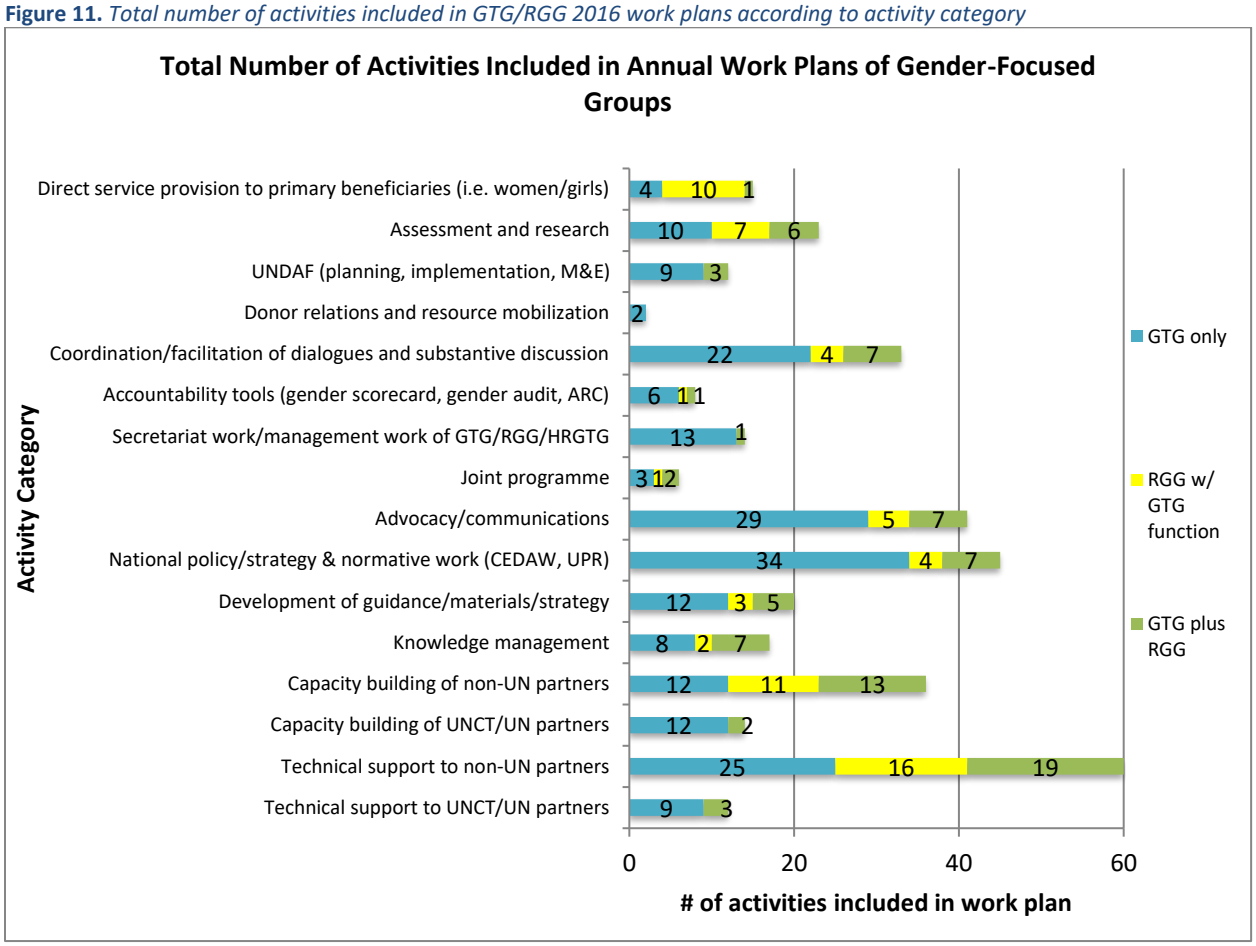
planned in 2016 according to activity category, thematic area, UNCT accountability, joint programme, data/statistics, and SDGs content. Please see Appendix 3 for a summary of all 20 work plans including activity level data.

4.2.1. Overall Activity Categories

Key Finding: Countries with RGGs Implement a Higher Proportion of Activities than Those with Only GTGs

The four countries with RGGs (Bosnia and Herzegovina**, the former Yugoslav Republic of Macedonia, Serbia, and Turkey) carried out a disproportionate number of activities according to their work plans**, accounting for 147, or 41%, of all planned activities. **Serbia and the former Yugoslav Republic of Macedonia**, the two countries with both a GTG and RGG, were very prolific in terms of number of activities planned, accounting for 24%-- almost one-quarter of the total—between just two countries.

Figure 11. *Total number of activities included in GTG/RGG 2016 work plans according to activity category*



There were an average of 19.9 activities planned at the country level. The highest number of activities planned was in **Serbia**, with a total of 45 gender-focused activities planned between the GTG and RGG. The lowest number was in **Armenia**, with 4 planned activities in 2016. The number of activities as outlined in the GTG and RGG work plans are listed in Table L.

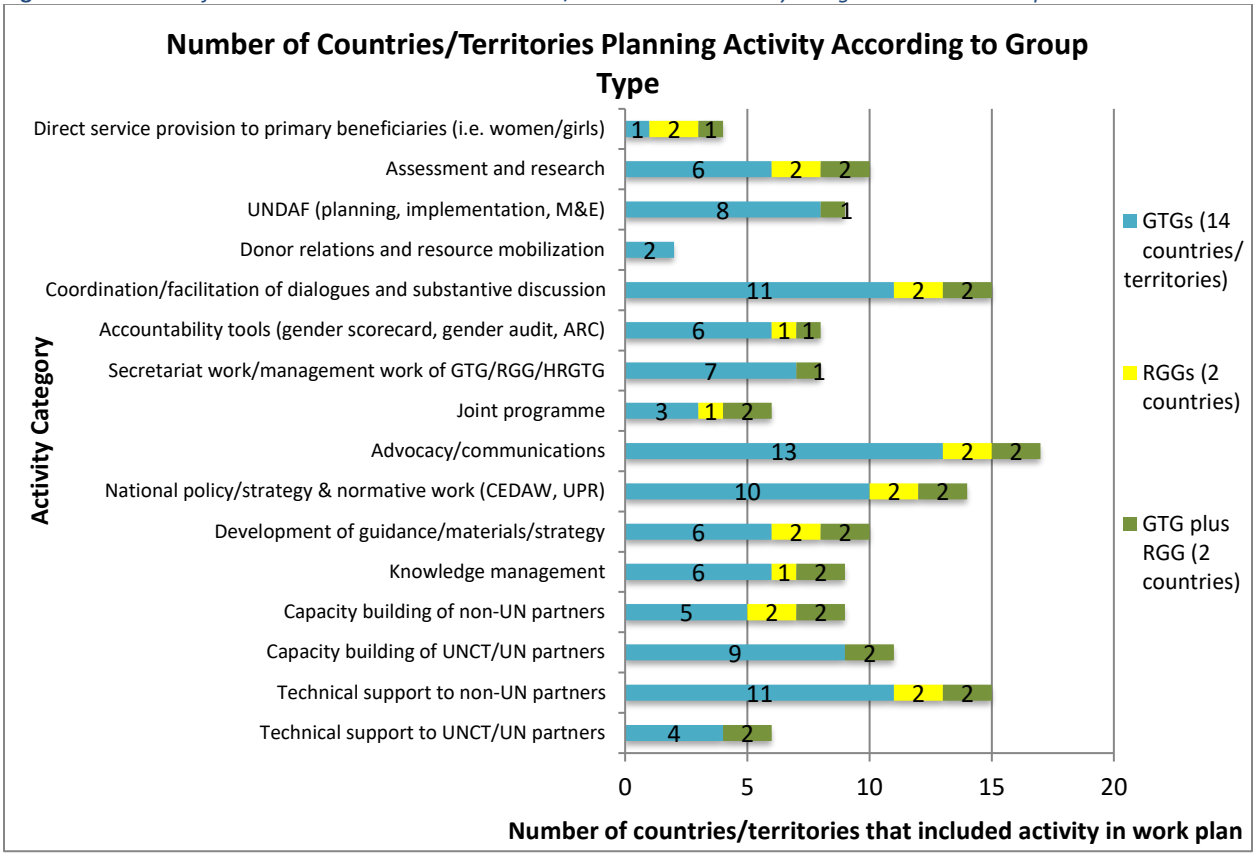
Table L. *Total number of activities included in each country's and territory's GTG/RGG/GTG+RGG work plan*

Country/Territory and group name	# of activities planned in the country or territory as per the work plans
Scenario 1. GTG only	**210**
Albania GTG	14
Armenia GTG	4
Azerbaijan GTG	33
Belarus GTG	18
Georgia GTG	15
Kyrgyzstan GTG	24
Kazakhstan GTG	7
Kosovo GTG	11
Moldova GTG	23
Montenegro WGGHR	8
Tajikistan GTG	16
Turkmenistan HRGYTG	8
Ukraine GTG	15
Uzbekistan GTG	14
Scenario 2. RGG with a GTG function	**63**
Bosnia and Herzegovina RGEW	26
Turkey RGG	38
Scenario 3. RGG plus GTG	**84**
Sub-Total of the former Yugoslav Republic of Macedonia GTG and RGG	**39**
The former Yugoslav Republic of Macedonia HRGTG	*13*
The former Yugoslav Republic of Macedonia RGG	*26*
Sub-Total of Serbia GTG and RGG	**45**
Serbia GTG	*11*
Serbia OGG	*34*
TOTAL	**358**
Average per country/territory	**19.9**

Key Finding: Gender Mainstreaming Activities are More Common Among GTGs, while Activities Supporting Partners and Direct Services are more Common Among RGGs

Figure 12 outlines the total number of countries and territories (out of 18) which included certain activities in their 2016 GTG/RGG work plans. As evidenced in the chart, advocacy and **communications activities** are the most common, with 16 countries and 1 territory including these activities in their plans; followed by 15 countries carrying out **coordination and facilitation work** along with **technical support to non-UN partners**, and 14 countries carrying out **normative and policy-related activities**. These activities are common across Scenario 1, 2, and 3.

Figure 12. *Number of countries and territories whose GTG/RGGs included activity categories in 2016 work plans*



Nonetheless, there are some notable differences between the activities carried out by countries/territories in Scenario 1, 2, and 3. In particular, countries/territories with **separate GTGs (Scenario 1 or 3) have a higher focus on gender mainstreaming activities**—UNCT/UN partner capacity building and secretariat work in particular. Conversely, **countries with RGGs (Scenario 2 or 3) have more of a focus on programmatic work**, such as direct services for women and girls, capacity building for non-UN partners, developing new materials/strategies/guidance, and research activities. Both countries in Scenario 3 have joint programming work in their plans, a higher proportion than countries in Scenario 1 or 2. These key differences are outlined in Table M, below.

Table M. *Key differences between Scenarios 1, 2, and 3 in activities included in 2016 GTG/RGG work plans*

Activity Category	Scenario 1. GTG only	Scenario 2. RGG w/ GTG function	Scenario 3. RGG plus GTG
Capacity building for non-UN partners	5 out of 14 (36%) *Albania GTG, Azerbaijan GTG, Kyrgyzstan GTG, Tajikistan GTG, Ukraine GTG*	2 countries (100%) Bosnia and Herzegovina *RGEW, Turkey RGG*	2 countries (100%) *Serbia OGG and the former Yugoslav Republic of Macedonia RGG*
Development of guidance/materials/strategy	6 out of 14 (43%) *Azerbaijan GTG, Kyrgyzstan GTG, Kosovo GTG, Moldova GTG, Montenegro GTG, Ukraine GTG*	2 countries (100%) *Turkey RGG,* Bosnia and Herzegovina *RGEW*	2 countries (100%) *the former Yugoslav Republic of Macedonia HRGTG, Serbia OGG*
Assessment and research	6 out of 14 (43%) *Azerbaijan GTG, Belarus GTG, Georgia GTG, Moldova GTG, Tajikistan GTG, Uzbekistan GTG*	2 countries (100%) Bosnia and Herzegovina *RGG, Turkey RGG*	2 countries (100%) *the former Yugoslav Republic of*

			Macedonia RGG, Serbia OGG
Joint programme	3 out of 14 (21%) *Belarus GTG, Kazakhstan GTG, Tajikistan GTG*	1 country (50%) *Turkey RGG*	2 countries (100%) *the former Yugoslav Republic of Macedonia HRGTG, Serbia GTG*
Direct service provision to primary beneficiaries (i.e. women/girls)	1 out of 14 (7%) *Azerbaijan GTG*	2 countries (100%) *Turkey RGG,* Bosnia and Herzegovina *RGEW*	1 country (50%) *Serbia OGG*
Capacity Building of UNCT/UN partners and UNKT/UN	9 out of 14 (64%) *Kyrgyzstan GTG, Kazakhstan GTG, Kosovo GTG, Moldova GTG, Montenegro GTG, Tajikistan GTG, Turkmenistan HRYGTG, Ukraine GTG, Uzbekistan GTG*	NA	2 countries (100%) *the former Yugoslav Republic of Macedonia HRGTG, Serbia GTG*
Secretariat and management work of GTG/RGG/HRGTG	7 out of 14 (50%) *Belarus GTG, Georgia GTG, Kyrgyzstan GTG, Montenegro WGGHR, Tajikistan GTG, Ukraine GTG, Uzbekistan GTG*	NA	1 country (50%) *Serbia GTG*

The following table lists examples of activities that fall under each activity category included in the groups' work plans.

Table N. *Examples of activities included in GTG/RGG 2016 work plans*

Activity Category	Example of Activity Included in GTG/RGG Work Plan
Technical support to UNCT/UN partners	**Serbia GTG**: Supporting SDG localization with a focus on Goal 5, and in the context of broader UNCT activities around SDGs
Technical support to non-UN partners	**Kyrgyzstan GTG**: Technical assistance to key ministries in introduction of equity-focused M&E system with gender lens, develop guidelines for other ministries in integration of gender dimension and SDG indicators in the national M&E systems.
Capacity building of UNCT/UN partners	**Montenegro WGGHR**: provide a training on gender mainstreaming for the UN staff, so as to enhance gender-sensitive perspectives in their daily work.
Capacity building of non-UN partners	**Azerbaijan GTG**: Events, trainings, workshops held for border and migration authorities to detect, identify, refer victims of trafficking/smuggled migrants
Knowledge management	**Kazakhstan GTG**: Develop and disseminate a Gender Equality in Kazakhstan Issues Brief that captures the current situation of women and girls, how the UN is responding and what needs to be done to eradicate gender inequality
Development of guidance/materials/strategy	**Moldova GTG**: VAW costing finalized and Minimum Quality Standards on Gender-Based Violence developed,
National policy/strategy & normative work (CEDAW, UPR)	• **Turkmenistan HRGYTG**: Support in preparation of confidential reports on implementation of international obligations of Turkmenistan due in 2016 (CEDAW, CESCR) • **Armenia GTG:** Contributing to the development of a draft law on domestic violence and supporting the establishment of a multi-sector response to GBV.
Advocacy/communications	**Kosovo GTG**: Communication and advocacy on gender issues with the Association of Journalists (link with the Communications Action Plan) to raise awareness on the importance of the SDG targets 5 and SDG 16 for Kosovo's development
Joint programme	**The former Yugoslav Republic of Macedonia HRGTG**: Explore, identify and suggest to UNCT opportunities for joint programming
Secretariat work/management work of GTG/RGG/HRGTG	**Georgia GTG**: Undertake GTG retreat at least once a year to allow for the review and reflection of joint work, facilitate joint strategizing and planning
Accountability tools (gender scorecard, gender audit, ARC)	**Ukraine GTG**: Implement Gender Equality Scorecard and organized a learning session for GTG

Coordination/facilitation of dialogues and substantive discussion	**Albania GTG**: Organize meeting between UNCT, Ministry and local Government gender focal points and gender equality employees
Donor relations and resource mobilization	**Uzbekistan HRGYTG**: Organize extended meetings with international donor organizations
UNDAF (planning, implementation, M&E)	**Belarus GTG**: Participation in UNDAF Results groups and provision of gender expertise
Assessment and research	Bosnia and Herzegovina **RGEW**: Collect baseline on the availability and access to services and control over the means to properties among vulnerable groups
Direct service provision to primary beneficiaries (i.e. women/girls)	**Turkey RGG**: Vocational trainings in 6 different vocations are delivered to Syrian refugee women

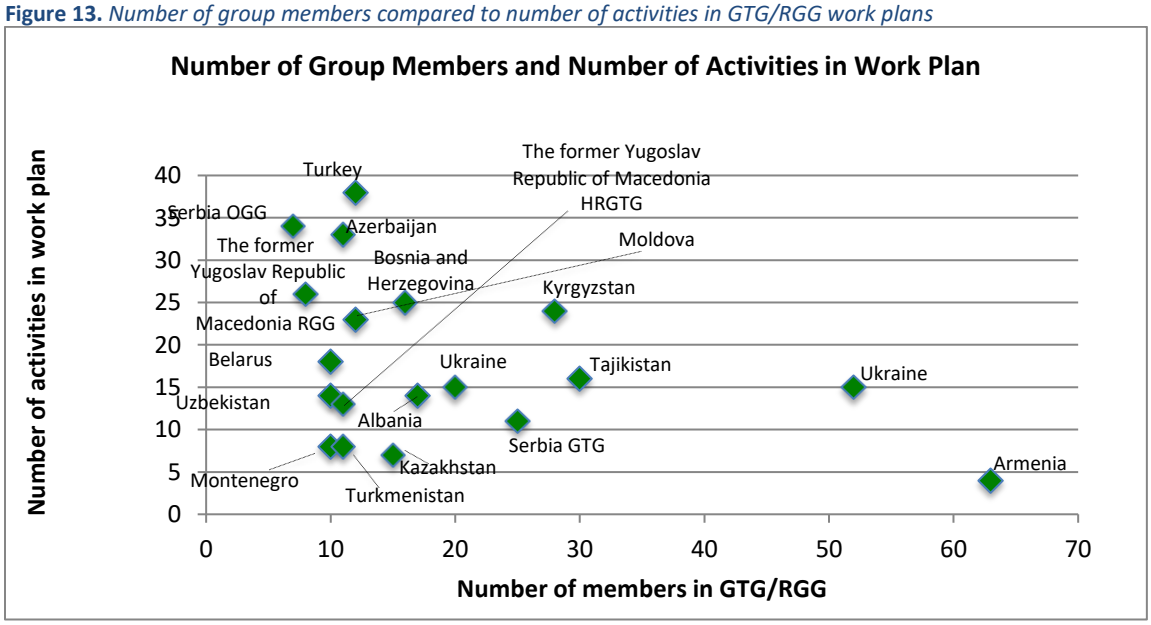
Key Finding: Activities in Work Plans do not Align with Activities in TORs

Furthermore, in comparing the activities from the 2016 work plans to those outlined in the TORs (please see Figure 7 for comparison), **there are some discrepancies between the activities that countries agree to implement according to the TORs and those they plan to implement according to the work plans**. For example, while the provision of direct services are not outlined in any TOR, 4 countries are supporting this activity through their GTG/ RGG work plans. Furthermore, while only 2 GTGs mention accountability tools in their TORs, 8 countries are implementing them. And while 17 GTGs and RGGs included knowledge management in their TORs, only 9 countries have included knowledge management related activities in their work plans.

Key Finding: A Higher Number of Group Members Does Not Equal More Activities Being Planned

In addition, this analysis seeks to understand whether or not the number of members in a GTG/RGG affected the group's capacities in terms of the number of activities being planned in 2016. The chart below indicates that, interestingly, **there may even be a loosely negative relationship between the number of members in a group and the number of activities carried out by the group.**

Figure 13. *Number of group members compared to number of activities in GTG/RGG work plans*



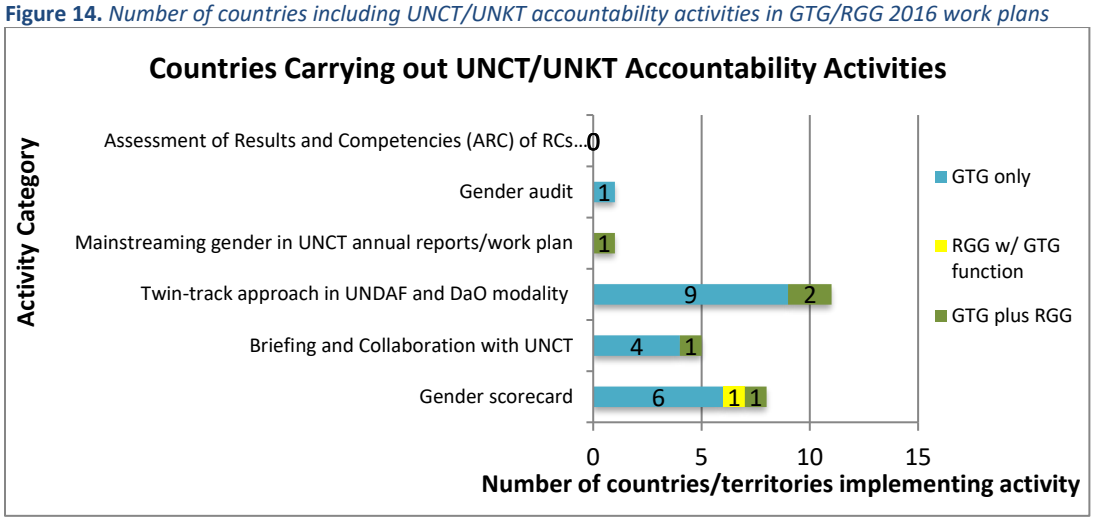
4.2.2. UNCT Accountability Activities

In addition to the aforementioned activities, this analysis also tracks how many GTGs and RGGs have contributed to UNCT accountability measures. UNCT[19] accountability activities are understood as activities that either monitor the UNCT's commitment towards gender equality or strengthen UNCT's capacity to improve their work and commitment towards gender equality. UNCT accountability activities are especially important because they cut to the core of the purpose of inter-agency collaboration on gender mainstreaming: to make embedded UN structures more responsive and accountable to gender equality within the UN system. UNCT accountability activities were divided into 6 categories, described in detail in Appendix 7.

Key Finding: UNCT Accountability Activities Occurred More Frequently in Countries with GTGs

14 countries and 1 territory reported at least one activity related to UNCT/UNKT accountability, and notably, **countries with GTGs were much more likely to include UNCT/UNKT accountability-related activities in their 2016 work plans**. Implementing a twin-track approach in UNDAF[20] and DaO modalities was the most common UNCT accountability action included in GTG/RGG work plans, with 11 countries including this activity in their plan. 8 countries planned to carry out the gender scorecard activity in 2016 according to their GTG/RGG work plans[21], and 5 are conducting briefing and collaboration activities with their respective UNCTs. The following chart provides an overview of how many countries included each kind of UNCT accountability activity in their GTG/RGG work plans.

Figure 14. *Number of countries including UNCT/UNKT accountability activities in GTG/RGG 2016 work plans*



Some examples of the activities that fall under these categories are described in Table O below.

Table O. *Examples of UNCT/UNKT accountability activities included in GTG/RGG 2016 work plans*

UNCT/UNKT Accountability Activity	Countries/Territories and Groups Carrying out Activity	Example of Activity
Mainstreaming gender in UNCT annual reports/work plan	Serbia GTG	**Serbia GTG**: Providing input in 2016 UNCT Work Plan and UNCT Annual Reporting

[19] In Kosovo, activities are conducted by the UN Kosovo Team (UNKT)

[20] In the case of Kosovo, the UN Common Development Plan is developed.

[21] Bosnia and Herzegovina RGEW and Azerbaijan GTG did not include the gender audit or gender scorecard in the work plans, but the information was added in ex post facto in order to capture work on this important activity.

Twin-track approach in UNDAF/UN Common Development Plan and DaO modality	Albania GTG, Belarus GTG, Kyrgyzstan GTG, Kazakhstan GTG, Kosovo GTG, Moldova GTG, Serbia GTG, Tajikistan GTG, the former Yugoslav Republic of Macedonia HRGTG, Ukraine GTG, Uzbekistan GTG	• **Belarus GTG**: Participation in UNDAF Results groups and provision of gender expertise • **Kazakhstan GTG**: Gender mainstreaming in work of 5 UNPFD Results groups
Briefing and Collaboration with UNCT	Albania GTG, Belarus GTG, Kyrgyzstan GTG, the former Yugoslav Republic of Macedonia HRGTG, Turkmenistan HRGYTG	**Albania GTG:** Organize meeting between UNCT, Ministry and local Government gender focal points and gender equality employees
Gender scorecard	Belarus GTG, Moldova GTG, Tajikistan GTG, the former Yugoslav Republic of Macedonia HRGTG, Turkmenistan HRGYTG, Ukraine GTG, Uzbekistan GTG, Bosnia and Herzegovina RGG	**Turkmenistan HRGYTG**: Support in implementation of Gender Scorecard exercise
Gender audit	Azerbaijan GTG	**Azerbaijan GTG:** conducting gender audit

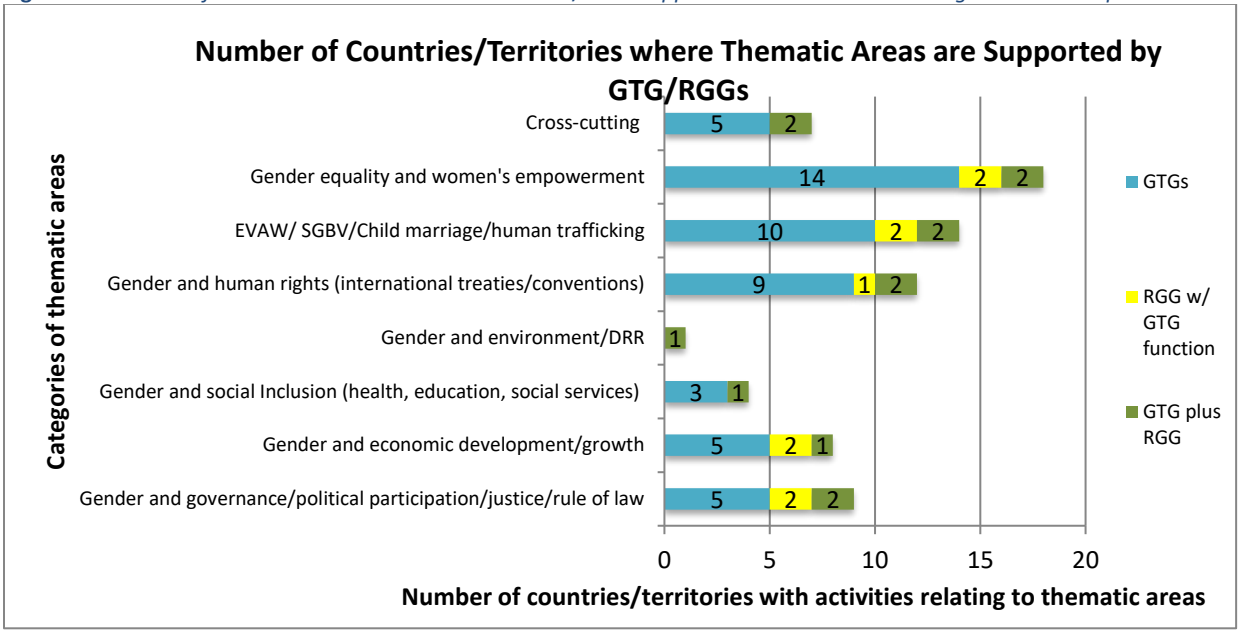
Furthermore, while 8 countries are currently completing activities related to the gender scorecard or gender audit in 2016, it is worth noting that many other countries plan to conduct the gender scorecard once the revised methodology and guidance are available from UNDG. Nonetheless, three countries (**Armenia, Montenegro, and Serbia**) do not currently have plans to conduct either gender audit or scorecard and have never done it before (or haven't done since 2008/2009). Please see Appendix 8 for more details.

4.2.3. Thematic Areas

Key Finding: EVAW/SGBV/Child Marriage/Human Trafficking and Gender & Human Rights are most common topics; DRR/Environment and Social Inclusion are less commonly addressed

In order to understand how the GTG/RGG work plans support different thematic areas, the plans were analyzed in regards to 8 topics outlined in greater detail in Appendix 6. As depicted in the chart below, all 18 countries/territories carry out activities related to the general category of gender equality and women's empowerment. 14 out of the 18 countries and territories (78%) implement work related to EVAW/SGBV/child marriage /human trafficking followed by 12 countries (67%) implementing activities related to gender and human rights. All 4 countries with RGGs are covering the previously mentioned thematic areas in addition to the gender and governance/political participation/justice/rule of law thematic area. Notably, **only one country—Serbia—included gender and environment/disaster risk reduction in their group's plans.** Furthermore, **only 4 out of the 18 groups (22%) included activities relating to gender and social inclusion**.

Figure 15. *Number of countries and territories where GTGs/RGGs support thematic areas according to 2016 work plans*



Countries are focusing on an average of 3.85 thematic areas. **Kazakhstan GTG** is focusing on one thematic area—gender equality and women's empowerment—while **Azerbaijan GTG** and **the former Yugoslav Republic of Macedonia RGG** are covering 6 thematic areas each. This is outlined in Table P, below.

Table P. *Number and list of countries/territories focusing on thematic areas in 2016 GTG/RGG work plans*

Thematic Area	# of countries/ territories	List of countries/territories
Cross-cutting	7	Albania, Azerbaijan, Belarus, Montenegro, Serbia, the former Yugoslav Republic of Macedonia, Turkmenistan
Gender equality and women's empowerment	18	Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro, Serbia, Tajikistan, the former Yugoslav Republic of Macedonia, Turkey, Turkmenistan, Ukraine, Uzbekistan
EVAW/ SGBV/Child marriage/human trafficking	14	Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kyrgyzstan, Kosovo, Moldova, Montenegro, Serbia, the former Yugoslav Republic of Macedonia, Turkey, Ukraine, Uzbekistan
Gender and human rights (international treaties/conventions)	12	Azerbaijan, Belarus, Bosnia and Herzegovina, Kyrgyzstan, Moldova, Montenegro, Serbia, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Ukraine, Uzbekistan
Gender and environment/DRR	1	Serbia
Gender and social Inclusion (health, education, social services)	4	Albania, Azerbaijan, Kosovo, the former Yugoslav Republic of Macedonia
Gender and economic development/growth	8	Azerbaijan, Bosnia and Herzegovina, Kosovo, Moldova, Tajikistan, the former Yugoslav Republic of Macedonia, Turkey, Uzbekistan
Gender and governance/political participation/justice/rule of law	9	Armenia, Belarus, Bosnia and Herzegovina, Georgia, Moldova, Serbia, the former Yugoslav Republic of Macedonia, Turkey, Turkmenistan

358 activities were planned by the GTGs and RGGs in 2016; their distribution according to thematic area is highlighted in Figure 16, below. 155 activities, or 43%, fall under the more wide-ranging category of

gender equality and women's empowerment. 83 activities, or 23%, fall under the category of EVAW/SGBV/child marriage/human trafficking, and 11% (40 activities) fall under the category of gender and human rights. The chart also highlights the fact that only 7 activities (2%) are dedicated to gender and social inclusion, while only 1 activity is dedicated to gender and environment.

Figure 16. *Distribution of the number of activities included in 2016 GTG/RGG work plans by thematic area*

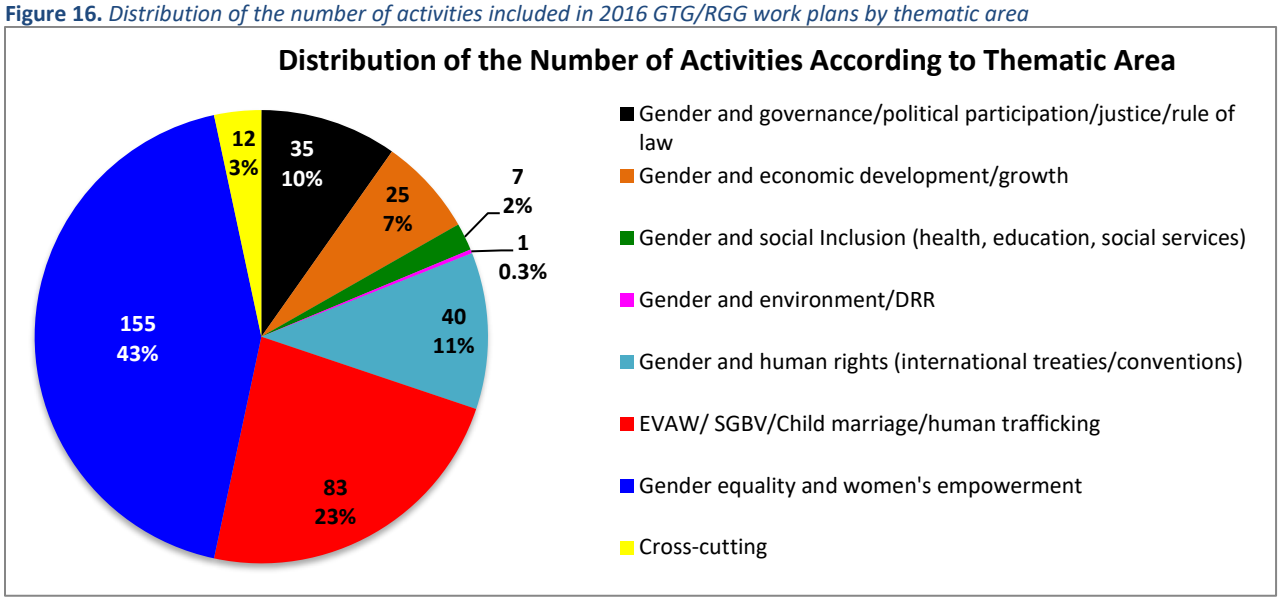
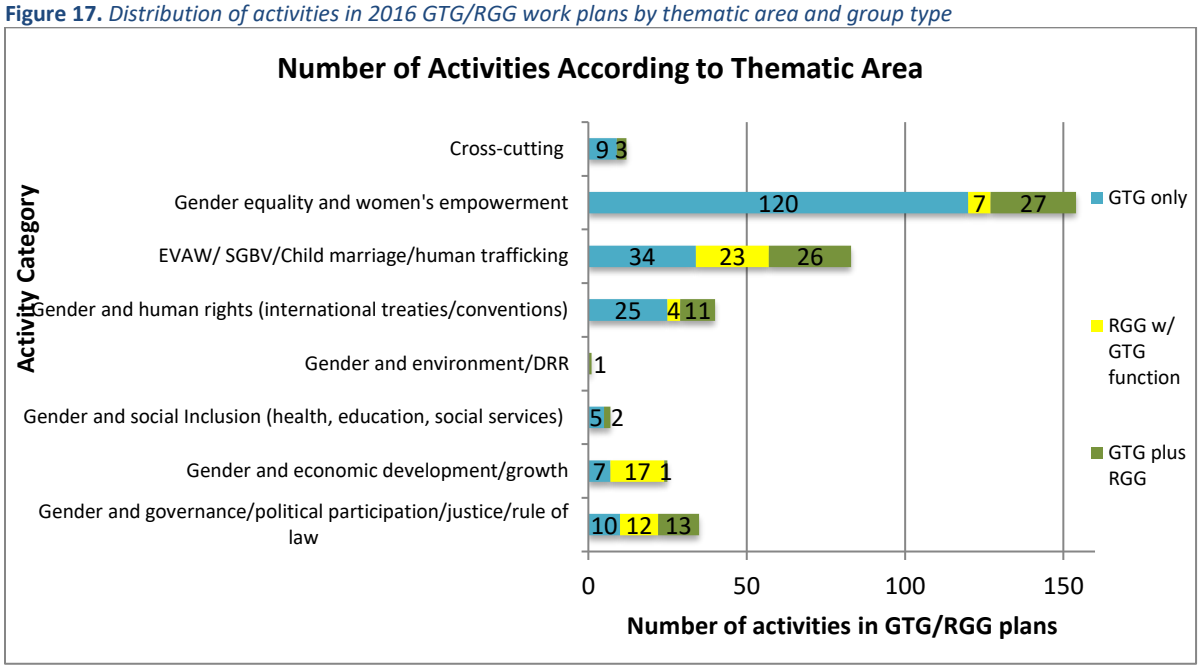


Figure 17 illustrates the distribution of thematic area activities according to Scenarios 1, 2, and 3. Countries with RGGs are overrepresented in certain thematic areas compared to countries and territories with only GTGs. For example, when it comes to "Gender and Economic Growth/Development," countries with RGGs carried out 72% of the activities; for the "Gender and governance/political participation/justice /rule of law" category, they carried out 71% of activities. This further supports the suggestion that **countries with RGGs may be better positioned to tackle more specific programmatic activities compared to GTGs.**

Figure 17. *Distribution of activities in 2016 GTG/RGG work plans by thematic area and group type*

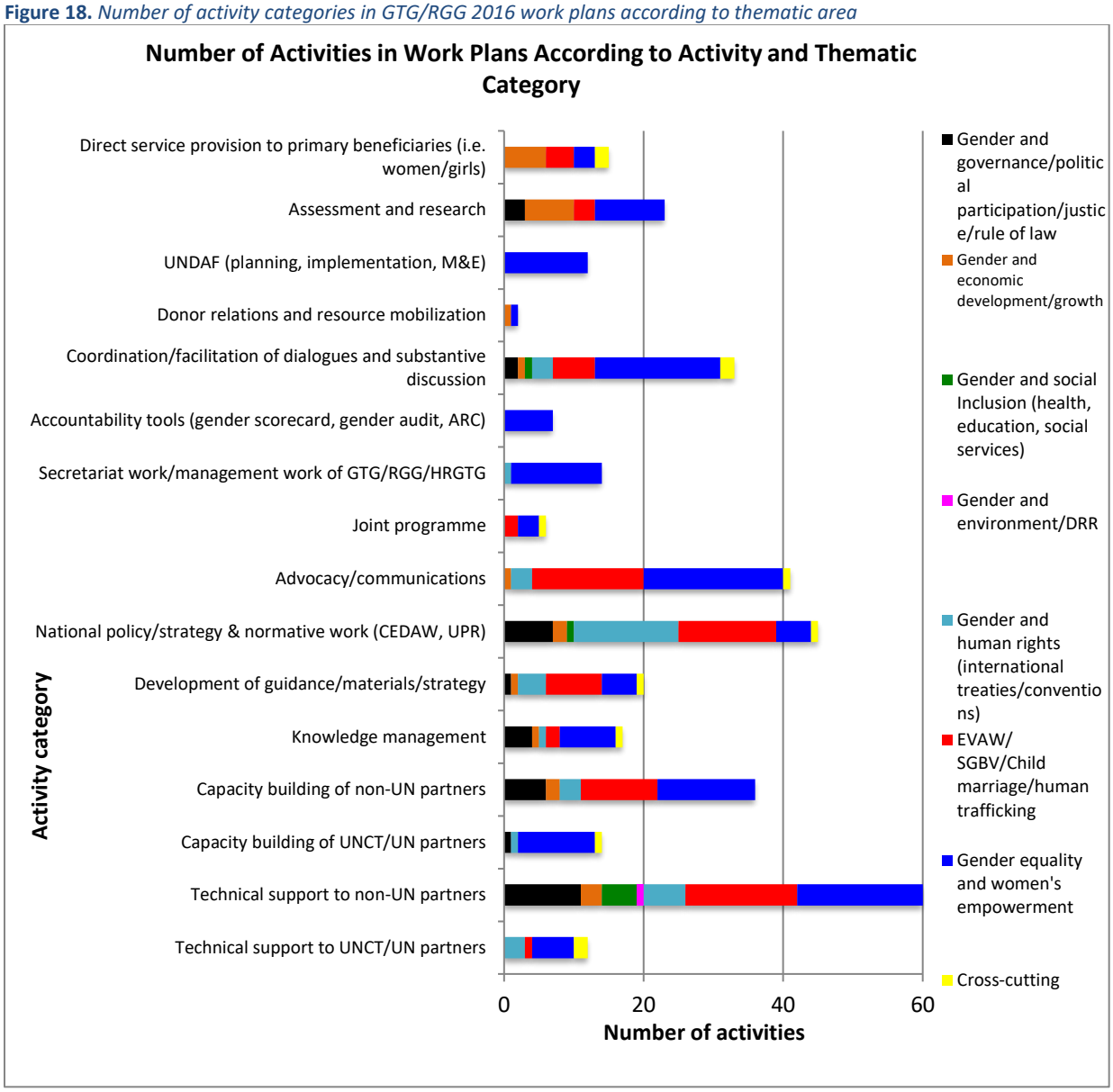


Key Finding: Different Thematic Areas are Linked to Different Activity Categories

There is also considerable variation when it comes to the distribution of thematic areas within activity categories. Figure 18 depicts this distribution and underpins the fact that the "gender equality and women's empowerment" sub-category cuts across all of the activity areas. In particular, a significant amount of advocacy and coordination activities along with technical support for non-UN partners are related to this overarching category. Meanwhile, the more focused thematic categories entail slightly more targeted interventions. For example, groups working on the "EVAW/SBGV/child marriage/human trafficking" thematic area also tend to be devoted to advocacy, national policy/normative activities, and capacity building and technical support for non-UN partners. For example, **the former Yugoslav Republic of Macedonia RGG** is supporting the government in adapting provisions from Istanbul Convention, engaging in discussions on establishing the first rape crisis center, providing trainings for the National Network to End Violence Against Women and Domestic Violence, and supporting CSOs on raising awareness on gender-based violence (among other activities).

Groups working on gender and economic development, on the other hand, are focusing more on direct services to women and girls and assessment and research. For example, **Turkey RGG** is providing vocational and business trainings to women and refugees and conducting research on migrant labor in the country. Meanwhile, countries that focus on gender and governance/political participation/justice /rule of law focus more concretely on national policy/normative work and technical support and capacity building to non-UN partners. For example, the **Moldova GTG** is helping to introduce gender responsive budgeting into the government's budgetary system and is strengthening the capacity of the gender equality machinery in the government.

Figure 18. *Number of activity categories in GTG/RGG 2016 work plans according to thematic area*

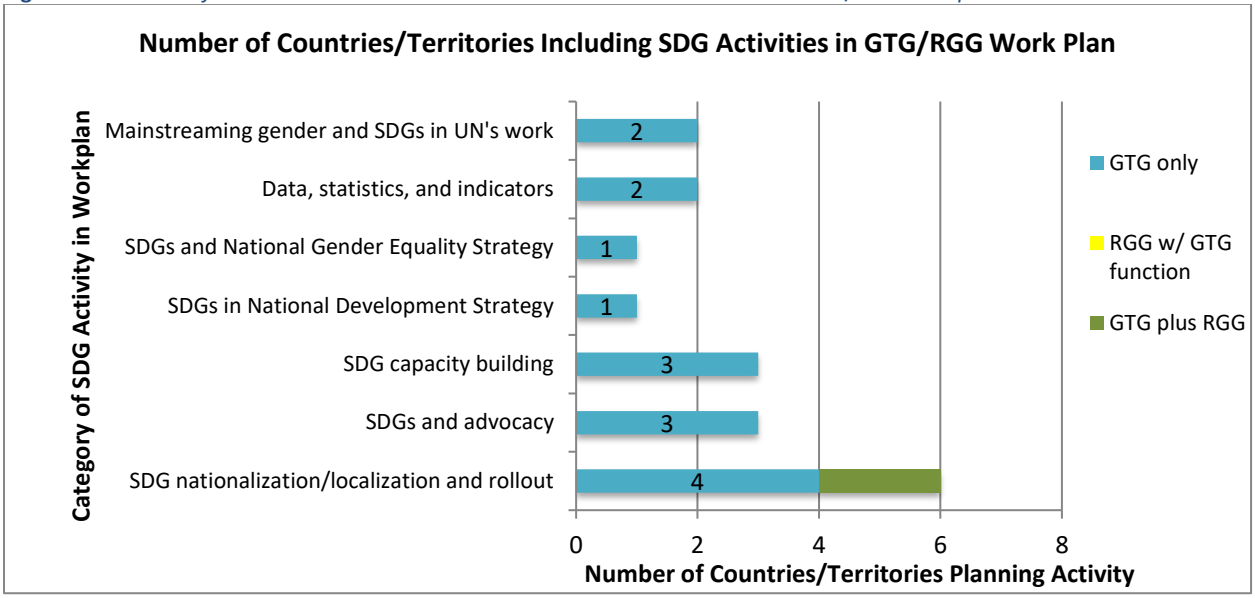


4.2.4. Sustainable Development Goals (SDGs)

Key Finding: SDG-Related Activities Only Occurred in Countries with Standalone GTGs

11 out of the 18 countries/territories are directly supporting the Sustainable Development Goals through their GTG/RGG work plans. However, this analysis found that **only countries and territories with separate GTGs were able to incorporate SDGs into their 2016 work plans: none of the countries under Scenario 2 (RGG with GTG function) incorporated the SDGs into their 2016 work plans**. 9 out of the 16 countries and territories in Scenario 1 mentioned SDG work along with both countries in Scenario 3. Figure 19 highlights the SDG-related work being conduction in various countries. As evidenced in the chart, supporting nationalization/localization and rollout are the most common SDG related activities, followed by SDG capacity building and SDG advocacy.

Figure 19. *Number of countries and territories that included SDG activities in 2016 GTG/RGG work plans*



The SDG-related activities being carried out by the 10 countries and 1 territory are summarized in Table Q.

As outlined below, four countries and one territory mention SDG 5 in their work plans (**Kosovo, Tajikistan, Serbia, Kazakhstan, and Moldova**), while one territory (**Kosovo**) also mentions SDG 3 and 16.

Table Q. *List of all SDG related activities included in 2016 GTG/RGG work plans*

Country/Territory and Activity Description	SDG Activity Category
Data, statistics, and indicators	**Kyrgyzstan GTG:** Provide technical assistance to national partners in localization of SDGs and ensuring gender mainstreaming of the process
	Moldova GTG: Statistical methodology for national households' survey on ICT developed, in compliance with Eurostat, and of SDG 5
SDGs and National Gender Equality Strategy	**Kazakhstan GTG:** Coordinated support to the government for the development of a new post-2015 the National Gender Equality Strategy (in line with GE standalone goal and SDGs)
SDGs and advocacy	**Kosovo GTG:** 1) At least one meeting with civil society on actions related to CDP, gender and SDGs (with the Judiciary) to raise awareness on the importance of the SDG targets 5 and SDG 16 for the Kosovo's development; 2) Communication and advocacy on gender issues with the Association of Journalists to raise awareness on the importance of the SDG targets 5 and SDG 16 for the Kosovo's development; 3) Strategic meetings with SGG on SDG 3, SDG 5 and SDG 16; Develop informational/ awareness raising materials to convey key messages within the 16 days of activism and International Day of Girl Child; 4) With Women Caucus on SDG3 on SRHRR within the Health insurance (including some health issues for men) to Raise awareness on the SDG framework for women's empowerment
	Ukraine GTG: 1) Support the Government and CSOs in joint awareness raising on the Outcomes of the 60th session of the Commission on the Status of Women as a part of SDG advocacy (2016 priority theme: Women's empowerment and its link to sustainable development). 2) Organize awareness raising and advocacy event in observance of the International Women's Day (theme: Planet 50-50 by 2030: Step It Up for Gender Equality" focused on effective implementation of the new SDGs)
	Uzbekistan GTG: Conduct an advocacy event in occasion of International Women's Day (theme: Planet 50- 50 by 2030: Step It Up for Gender Equality" focused on effective implementation of the new SDGs)

SDG nationalization/localization and rollout	**The former Yugoslav Republic of Macedonia HRGTG**: Technical support to UNCT and UN PSD RGs, as needed, for localizing the SDGs
	Moldova GTG: SDG 5 localization and ensuring gender dimension in all SDG
	Serbia GTG: Supporting SDG localization with a focus on Goal 5, and in the context of broader UNCT activities around SDGs
	Uzbekistan GTG: Promote gender mainstreaming into SDGs nationalization process
	Turkmenistan HRGYTG: Support in mainstreaming of HR, Gender, and Youth issues in the SDG roll out process
	Kyrgyzstan GTG: Support capacity development of national partners with thematic gender expertise through targeted workshops in the SDGs localization context
Mainstreaming gender and SDG in UN's work	**Montenegro WGGHR**: Jointly provide inputs on agencies' activities in relation to the UN human rights mechanisms and SDGs to the UNDG Human Rights Working Group.
	Kosovo GTG: Prepare inputs the mid-term review and end-year CDP report on gender indicators and in line with the SDGs to create greater understanding on results of the GTG work transmitted to the local and global UN networks
SDGs in National Development Strategy	**Tajikistan GTG:** 1) At least 1 multi-stakeholder meeting with discussion of NDS- and SDG-related national gender priorities for 2016 in order to provide relevant support to the government for the implementation of the gender-related aspects of the new National Development Strategy (NDS) of the Republic of Tajikistan 2016-30 incl. supporting the discussion/ implementation of the SDGs, specifically SDG 5, in the national context of Tajikistan. 2) Continuous meetings and discussions on the gender-related aspects of the new National Development Strategy (NDS) of the Republic of Tajikistan 2016-30 incl. supporting the discussion/ implementation of the SDGs, specifically SDG 5, in the national context of Tajikistan
SDG capacity building	**Tajikistan GTG**: Conduct a two-days gender training for GTG members including the topic of SDGs and relevance for Tajikistan
	Kyrgyzstan GTG: Capacity development of UN staff on the role of UN GTG in the UNDAF development process, SDG localization and women's empowerment (GEWE) programming
	Ukraine GTG: Organize the training on gender integration in localization and monitoring of SDGs and UN Common Country Programming in the context of the 2030 Agenda: a series of learning sessions for GTG and Agencies Heads/programme staff working on UNDAF development; for M&E group.

4.2.5. Joint Programmes

6 countries (33%) mentioned development and/or implementation of joint programmes in their GTG/RGG work plans. The **Serbia GTG** is supporting a joint programme related to responding to violence against women and girls, while the **Turkey RGG** is working on a child marriage joint programme. Meanwhile, the other 4 groups mentioned their general availability to work on the exploration and preparation of joint programmes (see Table R).

Table R. *List of all joint programme activities included in 2016 GTG/RGG work plans*

Country and group name	Joint Programme Activities
Belarus GTG	Providing technical support to JP proposals
Kazakhstan GTG	The work plan mentions supporting the identification of possible JPs
Serbia GTG	JP is Integrated Response to Violence against Women and Girls
Tajikistan GTG	Discuss JP possibilities
The former Yugoslav Republic of Macedonia HRGTG	Explore opportunities for JP
Turkey RGG	Child marriage joint program

4.2.6. Gender Data and Statistics

12 countries (67%) are planning activities related to gathering sex-disaggregated data or collecting new gender-specific data. Table S and Figures 20 and 21 represent all of the data and statistics-related activities included in the 2016 GTG/RGG work plans.

Table S. *List of gender data and statistics activities included in 2016 GTG/RGG work plans*

Country and group name	Data/Statistics Activity
Azerbaijan GTG	• Development of new sex disaggregated indicators • International Men and Gender Equality Survey (IMAGES)
Belarus GTG	Time Budget survey data analysis
Bosnia and Herzegovina RGEW	Baseline data: availability and access to services and control over the means to properties among vulnerable groups
Kyrgyzstan GTG	Develop guidelines for integrating gender SDG indicators in the national M&E systems
Kazakhstan GTG	National survey on prevalence of VAW
Moldova GTG	• Women's entrepreneurship survey • Household survey methodology • Web application on interactive visualization of gender statistics.
Serbia OGG	• Study on attitudes towards GBV • International Men and Gender Equality Survey (IMAGES)
Tajikistan GTG	• Sex disaggregated data • Survey on women entrepreneurship
The former Yugoslav Republic of Macedonia RGG	• Scoping study on gender based violence and discrimination in public spaces • Database on violence against children • Database on early childhood education
Turkey RGG	• Gender disparity between urban and rural areas through the use sex-disaggregated data
Turkmenistan HRGYTG	• Preparation for access to justice assessment
Uzbekistan GTG	• Participate in research on gender barriers in higher education • Participate in research on labor market access

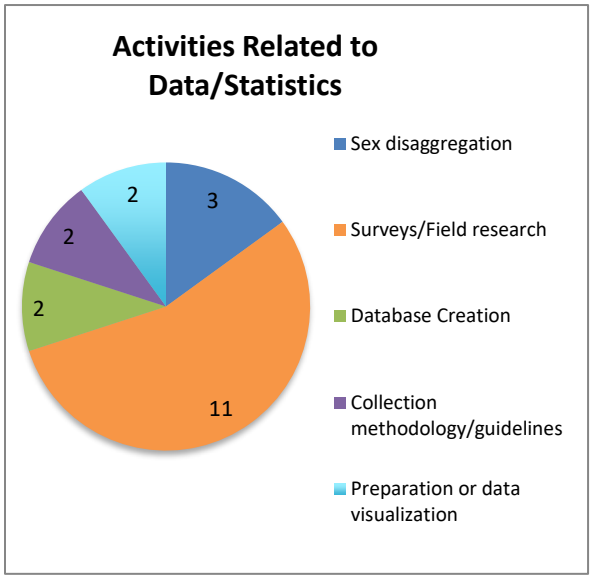


Figure 20. *Number of activities related to data/statistics in GTG/RGG 2016 work plans*

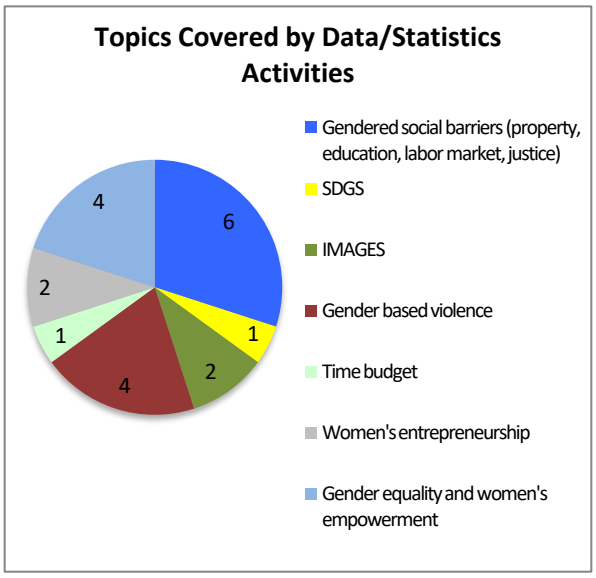


Figure 20. *Number of activities planned under each gender statistics/data thematic topic*

The 12 countries included plans for a total of 20 activities related to gender statistics and data. The charts above demonstrate that **11 activities related to surveys and field research** are planned for 2016, while **3 countries are working on sex disaggregation in statistics and 2 are conducting the International Men and Gender Equality Survey (IMAGES)**. Meanwhile, the most common topic for the data-related work was addressing barriers for women and girls in various fields, including education, labor markets, access to property, and access to justice. In addition, 4 studies are being planned related to gender-based violence.

4.3. Budgets

The following section analyzes the budgets specified in the 2016 annual work plans of the GTG/RGGs. Of the 20 groups, **13 developed budgets (65%) and 7 did not (35%)**. Of those 13, 4 groups outlined that there was additional funding to be mobilized to complete their work plan activities in 2016, while 9 presented only the allocated budgets.

Key Finding: Budgets Vary Considerably, Including Some Groups with No Budget Allocations

Of the 13 groups that included a budget sum, the average allocated budget size was $700,397, with considerable variation. At **$5,000, Uzbekistan GTG** presented the smallest allocated budget, while the largest budget was presented by the **Turkey RGG, at $4,241,217**. Of the 4 groups that included resources to be mobilized, the average amount to be mobilized was $739,274, ranging **from $23,300 in the Ukraine GTG to $2,172,780 in the Bosnia and Herzegovina RGEW**.

Figure 21. *Allocated and to be mobilized resources from GTG/RGG 2016 work plans*

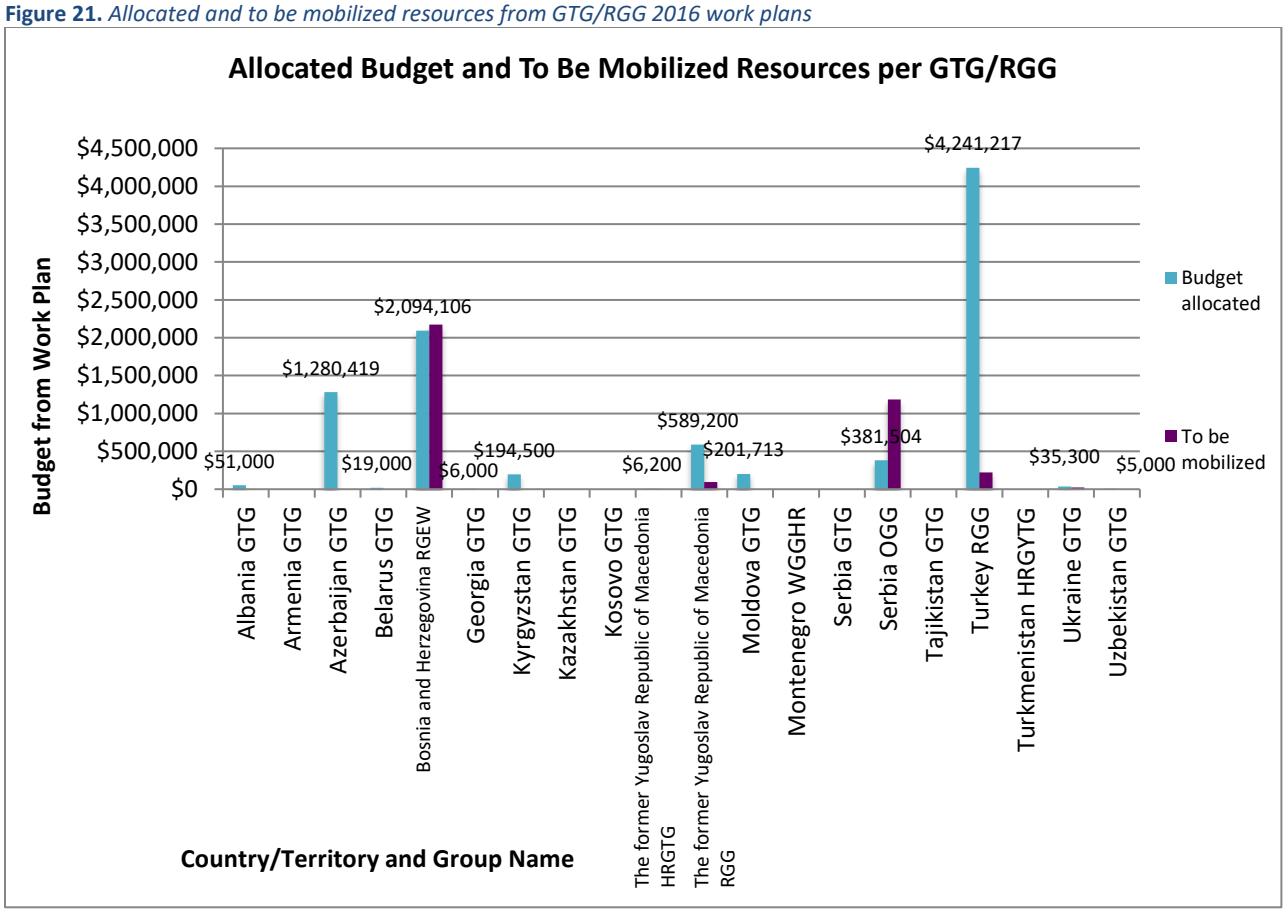


Table T. *Allocated, to be mobilized, and total resources by GTG/RGG from 2016 work plans*

Country/territory, and group name	Budget Available?	Budget Allocated[22]	To be mobilized	Total Resources Required in 2016 AWP
Albania GTG	Yes	$51,000		$51,000
Armenia GTG	No			
the Republic of Azerbaijan GTG	Yes	$1,280,419		$1,280,419
Belarus GTG	Yes	$19,000		$19,000
Bosnia and Herzegovina RGEW	Yes	$2,094,106	$2,172,780	$4,266,886
Georgia GTG	Yes	$6,000		$6,000
Kyrgyzstan GTG	Yes	$194,500		$194,500
Kazakhstan GTG	No			
Kosovo GTG	No			
Moldova GTG	Yes	$201,713		$201,713
Montenegro WGGHR	No			
Serbia GTG	No			
Serbia OGG	Yes	$381,504	$1,185,388	$1,566,892
Tajikistan GTG	No			
The former Yugoslav Republic of Macedonia HRGTG	Yes	$6,200		$6,200
The former Yugoslav Republic of Macedonia RGG	Yes	$589,200	$95,000	$684,200
Turkey RGG	Yes	$4,241,217	$220,000	$4,461,217
Turkmenistan HRGYTG	No			
Ukraine GTG	Yes	$35,300	$23,200	$58,500
Uzbekistan GTG	Yes	$5,000		$5,000
TOTAL	**13 yes, 7 no**	**$9,105,159**	**$3,696,368**	**$12,801,527**

# and % of groups that have budgets	13 (65%)
# and % of groups that don't have budgets	7 (35%)
Average budget allocated (out of 13 groups)	$700,397
Lowest budget (Uzbekistan GTG)	$5,000
Highest budget (Turkey RGG)	$4,241,217

# and % of groups that have resources to be mobilized	5 (25%)
Average amount to be mobilized (out of 5 groups)	$739,274
Lowest amount to be mobilized (Ukraine GTG)	$23,200
Highest amount to be mobilized (Bosnia and Herzegovina RGEW)	$2,172,780

[22] This analysis did not include amounts related to in-kind staff time.

Key Finding: RGGs with GTG Function (Scenario 2) Have the Highest Budget Allocations

There is a sizeable average budget difference between the groups in Scenarios 1, 2, and 3. As evidenced in Figure 22, **the two countries with RGGs that incorporated the GTG function (Turkey and Bosnia and Herzegovina) have significantly larger budgets than the groups in Scenario 1 (GTG only) or 3 (GTG and RGG).** This may indicate that focusing more heavily on programming instead of inter-agency coordination and gender mainstreaming efforts can help garner resources, or conversely, it may indicate that groups with large budgets available decided to focus their efforts on programming instead of gender coordination work and gender mainstreaming efforts.

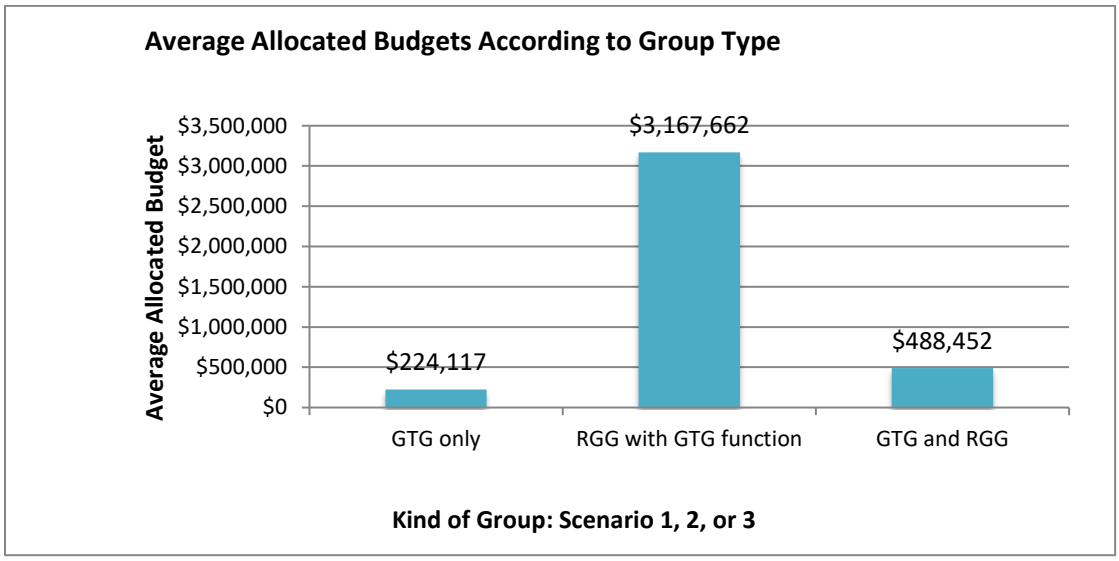


Figure 22. *Average allocated budgets from 2016 work plans according to Scenario 1, 2, or 3*

Key Finding: RGG Activities Account for a Significant Portion of the Budget Allocations

The budgets for the 13 groups were presented in the 2016 annual work plans alongside planned activities, enabling an analysis of how the budget was distributed according to activity categories and thematic areas[23].

The following two charts highlight how the groups distributed their budgets between thematic areas across the 13 GTGs and RGGs; Figure 23 displays the aggregate budgets while Figure 24 displays thematic area budgets distributions within each group. EVAW/SGBV/child marriage/human trafficking received the highest allocated funding with $2,795,194, with 8 countries dedicating funding to this area. Gender and economic development/growth received the second highest level of funding, at $2,580,302. It is evident that **the relatively large budgets under each of these thematic areas can largely be attributed to the sizeable contributions from two results groups: Bosnia and Herzegovina and Turkey**. In addition, while the gender and environment thematic area consists of only one activity in Serbia, it has a noteworthy financial contribution from the **Serbia OGG**, at $231,504. In terms of budget to be mobilized, the largest amount remains to be mobilized in the EVAW/SGBV/child marriage/human trafficking area.

[23] Some work plan activities were adjusted to fit the RBM definitions of indicator versus activity. In the case where one budget line item was associated with multiple activities, the amount was split evenly between the included activities.

Figure 23. *Allocated budgets and to be mobilized resources (in thousands) by thematic area from 2016 GTG/RGG work plans*

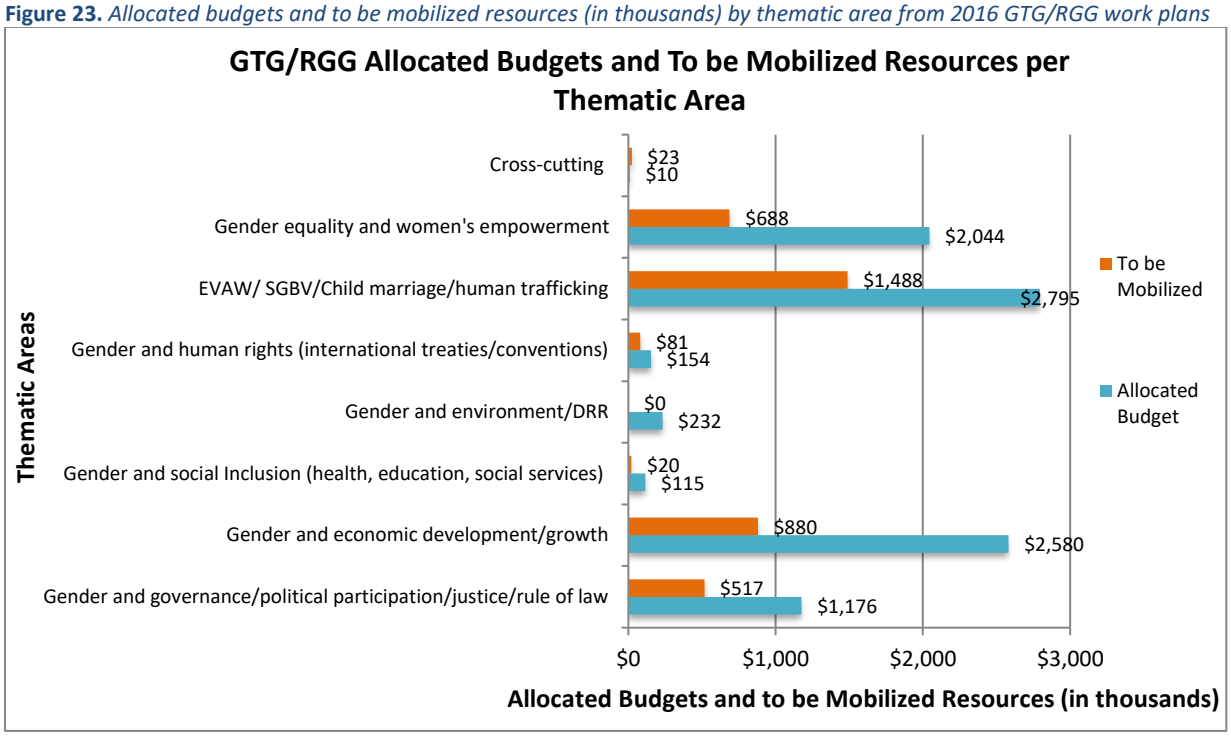
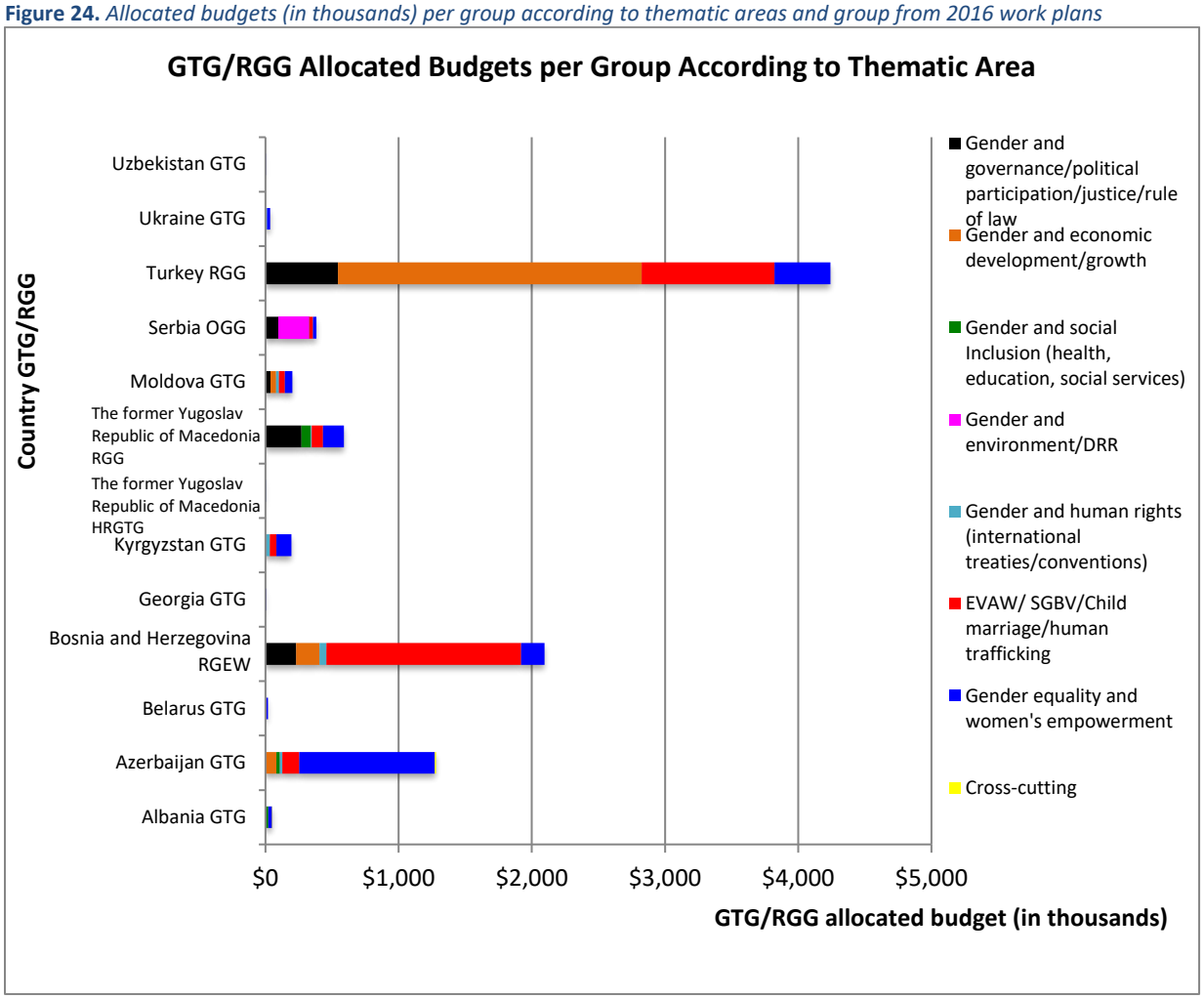


Figure 24. *Allocated budgets (in thousands) per group according to thematic areas and group from 2016 work plans*

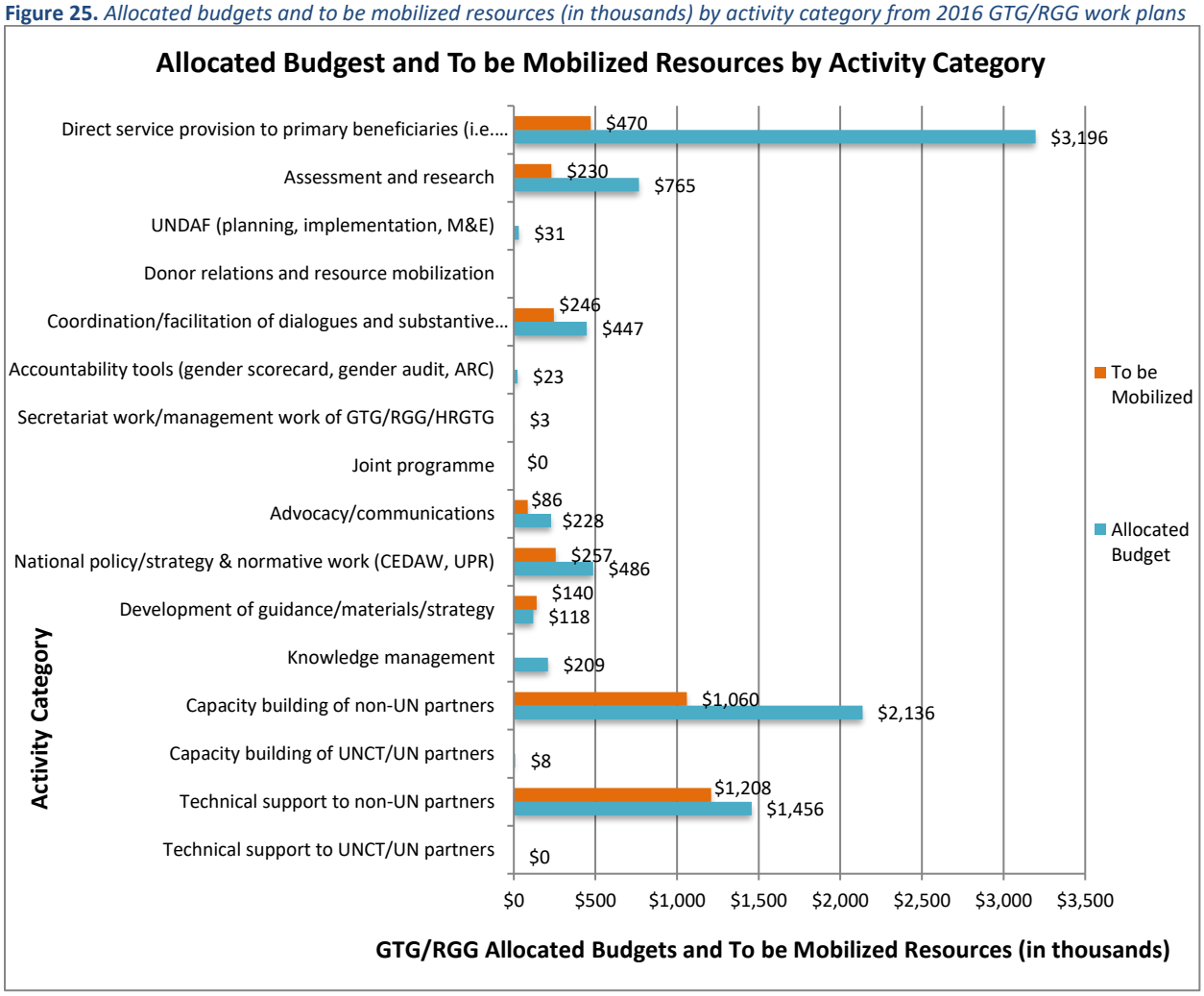


Key Finding: Expenditures are Channeled to Direct Services and Capacity-Building for Non-UN Partners

The budgets can also be analyzed in terms of activity categories. Direct service provision is the activity with the highest amount of allocated funding at $3,195,847, followed by capacity-building to non-UN partners at $2,135,850 and technical support to non-UN partners at $1,456,404. These allocations indicate that the RGGs and GTGs in the ECA region devote a large part of their resources to supporting women and girls along with external partners (primarily government/national entities and CSOs). The direct services activities mainly stem from **Bosnia and Herzegovina** and **Tukey's RGG** work plans, indicating that **RGGs are an effective mechanism for channeling gender-focused resources to direct services**.

In addition, this analysis also demonstrates that **many activities that promote accountability in gender mainstreaming and are central to the purpose of GTG/RGGs can be incorporated into annual work plans with relatively small dedicated budgets.** For example, implementing accountability tools (gender scorecard, gender audit, or ARC) has only $23,000 of dedicated funding according to the GTG/RGG work plans; UNDAF planning has only $30,500 and capacity building of UN partners has $8,300.

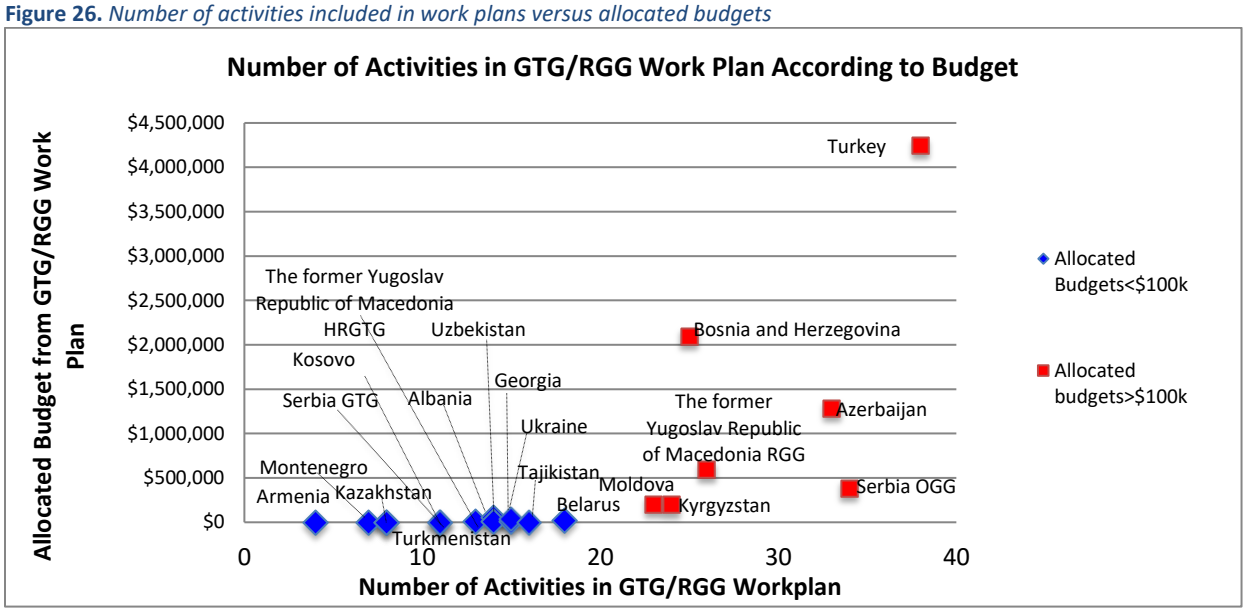
Figure 25. *Allocated budgets and to be mobilized resources (in thousands) by activity category from 2016 GTG/RGG work plans*



Key Finding: Larger Budgets are Associated with More Activities and Clearer Specification of Results at the Output Level

Furthermore, budget size has a demonstrable effect on the number of activities carried out by a GTG or RGG. Figure 27 highlights this relationship: indeed, **only groups with budgets above $100,000 have more than 20 activities in their plans.** Meanwhile, **all 6 of the GTG/RGGs with the lowest number of planned activities (11 activities and below) were among those that did not develop budgets**.

Figure 26. *Number of activities included in work plans versus allocated budgets*



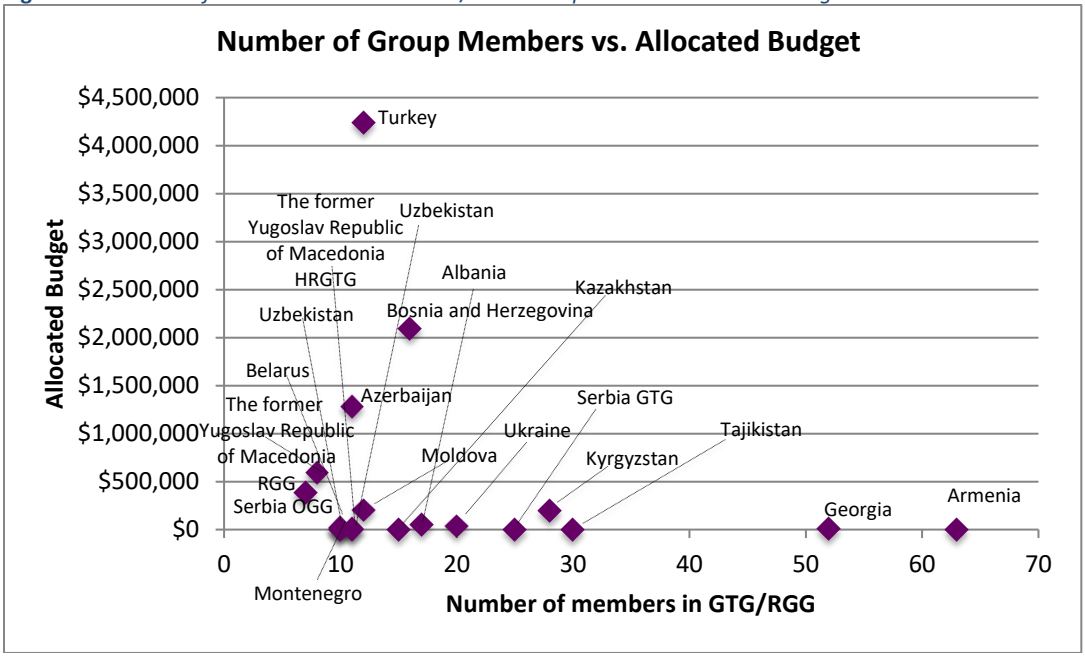
Meanwhile, **larger allocated budgets in 2016 work plans are also associated with enhanced RBM planning capacities as indicated through the development of output indicators**. As outlined in Table U, with the exception of Azerbaijan, all 6 countries with output indicators were among those with largest allocated budgets; meanwhile, all those with the smallest number of activities planned had no allocated budget amount.

Table U. *Number of activities, presence of output indicators, and allocated budgets for all GTG/RGGs*

Country/Territory, and Group Name	# of Activities in Work Plan	Output Indicators? Y/N	Allocated Budget
Armenia GTG	4	No	$0
Kazakhstan GTG	7	No	$0
Montenegro WGGHR	8	No	$0
Turkmenistan HRGYTG	8	No	$0
Kosovo GTG	11	No	$0
Serbia GTG	11	No	$0
The former Yugoslav Republic of Macedonia HRGTG	13	No	$6,200
Albania GTG	14	No	$51,000
Uzbekistan GTG	14	No	$5,000
Georgia GTG	15	No	$6,000
Ukraine GTG	15	No	$35,300
Tajikistan GTG	16	No	$0
Belarus GTG	18	No	$19,000
Moldova GTG	23	Yes	$201,713
Kyrgyzstan GTG	24	Yes	$194,500
Bosnia and Herzegovina RGEW	26	Yes	$2,094,106
The former Yugoslav Republic of Macedonia RGG	26	Yes	$589,200
Azerbaijan GTG	33	No	$1,280,419
Serbia OGG	34	Yes	$381,504
Turkey RGG	38	Yes	$4,241,217

However, as demonstrated in Figure 28, there is not a clear relationship between allocated budget and total number of members in the GTG/RGG. Thus, resource mobilization capacities do not appear to be enhanced through the presence of more group members.

Figure 27. *Number of activities included in GTG/RGG work plan versus allocated budgets*



Key Finding: Groups with Smaller Budgets still Undertake Critical Work

Furthermore, although the groups with smaller or no budgets are associated with a smaller number of activities and a lack of output indicators, it is clear that these groups are still finding areas for critical gender-focused work. Indeed, among those 7 groups with no reported budget allocation, there is a high concentration of groups working on UNCT accountability measures along with supporting SDG processes, as evidenced in Table V.

Table V. *Examples of SDGs and UNCT accountability activities in work plans of GTGs with no allocated budgets*

Country/Territory, and group name	SDG Activity	UNCT Accountability
Armenia GTG	NA	NA
Kazakhstan GTG	SDGs and National Gender Equality Strategy	Twin-track approach in UNDAF and DaO modality
Kosovo GTG	• SDG 3, 5, and 16 and advocacy • Mainstreaming gender and SDGs in UN's work	Twin-track approach in UNDAF and DaO modality
Montenegro Working Group on Gender and Human Rights (WGGHR)	Mainstreaming gender and SDGs in UN's work	NA
Serbia GTG	• SDG 5 • SDG nationalization/ localization and rollout	• Twin-track approach in UNDAF and DaO modality • Mainstreaming gender in UNCT annual reports/work plan
Tajikistan GTG	• SDG 5 and National Development Strategy • SDG capacity building	• Gender scorecard • Twin-track approach in UNDAF and DaO modality

Turkmenistan HRGYTG	SDG nationalization/ localization and rollout	• Gender scorecard • Briefing and Collaboration with UNCT

5. Key Conclusions and Recommendations

A full synthesis of all the data and findings yielded six (6) key conclusions and a set of recommendations for GTGs, RGGs and IBC-Gender. The resulting conclusions and recommendations are outlined in the subsequent sections, first divided according to whether it is in relation to the GTG/RGG TOR or Work Plan, then listed according to the party to whom the recommendation is being made.

5.1 TORs

Table W. *Key conclusions and recommendations related to GTG/RGG TORs*

Key Conclusion 1	Supporting Evidence
Majority of TORs are out of date and do not fully describe the functions of the groups in the current context.	7 out of 19 TORs discuss MDGs (37%) while only 3 mention SDGs (16%) and 1 mentions both (5%). However, 11 out of 18 (61%) countries/territories specified SDG-related activities in their 2016 work plans.
	Only 4 TORs (21%) specify reporting to UNDAF Results Group/Steering Committee: 2 out of the 16 GTGs (13%) and 2 out of the 4 RGGs (50%).
	While 17 out of the 20 groups (85%) report to the UNCT/RCO under the TORs and 8 out of 18 countries (44%) are conducting accountability tool exercises (i.e. gender scorecard or gender audit) in 2016 under their work plans, only 2 (10%) groups recognizes their contribution to the implementation of gender scorecard, gender audit, or ARC in their TORs.
Recommendations	
For GTGs and RGGs: 1) Update TOR to specify the groups' roles in providing support to **integrate gender in the SDG processes**, including nationalization/localization process, implementation stage, and monitoring/reporting and evaluation stages. 2) In addition to the reporting line to UNCT and/or UNDAF Steering Committee, ensure that the TOR specifies **how GTG/RGGs support UNDAF results groups to make sure that a gender focus and gender mainstreaming (i.e. twin track approach of gender) is applied at the outcome, output, activity and budget/expenditure levels** throughout the implementation, monitoring, reporting and evaluation stages in all results groups. 3) GTGs and RGGs with GTG functions should update TORs to explicitly specify their role to **strengthen and monitor UNCT's accountability to gender equality**, including their role to promote the use of gender scorecard and gender audit as well as their contribution to ARC, planning and reporting processes at the UNCT level.	

5.2 Annual Work Plans

Table X. *Key conclusions and recommendations related to GTG/RGG work plans*

Key Conclusion 2	Supporting Evidence
Some work plans have unclear outputs and the format of work plans are not consistent. As a result, it is difficult to compare and analyze work plans across countries in a results-oriented manner.	Only 11 countries out of 18 countries (61%) specified output statements in 2016 work plans.
	Only 6 out of the 18 countries (33%) used output indicators in 2016 work plans.
	Among those that specified outputs and indicators in the 2016 work plans, the quality was uneven in term of meeting UNDG RBM standards.
Recommendations	

For GTGs and RGGs: **Specify outputs and output indicators in work plans** to define annual results of the groups, as per UNDG RBM standards.
For IBC-Gender: Communicate with UNDG Gender Task Force to: 1) request the full **update of the existing GTG guidance to** specify possible roles and contribution of GTGs in **SDGs processes and in DaO/UNDAF implementation structure**; and 2) **standardize the work plan template for GTGs** (or to use the same work plan template of Results Groups).

Key Conclusions 3	Supporting Evidence
Larger budgets are associated with more capacity to create more ambitious gender-focused plans. ***Results Groups on Gender seem an effective way to channel large amounts of resources to gender equality and women's empowerment.***	Positive correlation between the amount of funding and the number of activities carried out (i.e. larger budgets, often those of RGGs, correlate with more gender-focused activities included in the work plans).
	Positive correlation between amounts of funding and output-level results planning (i.e. larger budgets, often those of RGGs, correlate with more specific output-level results).
	Countries with RGGs that have GTG functions have average budgets of $3,167,662; countries with RGGs plus separate GTGs have average allocated budgets of $488,452 compared to $224,117 in GTG only countries.

Recommendations

For GTGs and RGGs:

- Countries that didn't allocate budgets for GTGs should advocate for increased allocations for joint activities on gender in consultation with the head of each member agency.
- GTGs and RGGs should specify concrete activities in their annual work plans as to **how they support UNDAF Results Groups in the application of the twin-track approach of gender in development and implementation of joint work plans of Results Groups**.

For IBC-Gender:

- Communicate with UNDOCO to ensure that the new online system for UNDAF and joint work plans will have a specific function to automatically generate information on **financial investment into gender-related/specific activities, outputs and outcomes not only from the work plans of all Results Groups.**
- Once new online system for UNDAF and joint work plans is developed, an analysis of how much funding is being dedicated to gender across all joint work plans of Results Groups could be conducted in order to better understand overall investments in gender across 18 countries in the region.

For GTGs in the countries that are developing new UNDAFs:

- Advocate for **creation of gender-specific outcome(s)** in new UNDAF results matrix based on the findings from CCA and Theory of Changes.

Key Conclusion 4	Supporting Evidence
Work plans need to better reflect GTG/RGG's contribution to UNCT's accountability to gender equality, SDGs processes, and advocating for gender statistics.	12 out of the 18 countries and territories (67%) include gender statistics in the 2016 work plan in spite of this being a critical area for monitoring and reporting of the 2030 agenda/SDGs.
	11 out of 18 (61%) countries and territories are supporting SDG related activities in the 2016 work plans
	4 out of 18 countries and territories (22%) did not include any activities to promote UNCT accountability to gender equality in their work plans, and only 1 country (6%) mentioned mainstreaming gender in UNCT annual reports and work plans. 3 countries are not planning to conduct the gender scorecard and have never done it before.

Recommendations
For GTGs and RGGS: • **Specify concrete activities to promote and strengthen UNC's accountability to gender equality** in work plan (i.e. gender scorecard, gender audit, contribution to UNCT annual work plan, reports, and ARC). • Particularly the countries that have never conducted gender scorecard or gender audit (or hasn't done since 2008/2009), together with UNCT, **consider conducting gender scorecard exercise in 2017 or 2018**, based on the new gender scorecard guidance. • Specify how the groups contribute to **SDG localization/nationalization, implementation and M&E (including gender statistics and sex-disaggregated data) processes** to ensure the application of twin-track approach of gender (gender focus and mainstreaming).
For IBC-Gender: • Ensure that the upcoming regional guidance on gender and SDGs provide some specific guidance on gender statistics.

Key Conclusion 5	Supporting Evidence
Countries/territories with standalone GTGs more consistently incorporate gender mainstreaming activities in their work plans	Countries/territories with GTGs have stronger plans to conduct gender mainstreaming activities: 9 out of 14 (64%) countries/territories with GTGs only (Scenario 1) and both countries with GTG plus RGG (100%; Scenario 3) included capacity building for UN partners in their work plans compared to none of the countries with RGGs only (but with GTG function).

Recommendations
For countries that have RGGs with GTG function: • Further emphasize GTG activities in their RGG work plan to ensure the application of twin-track approach of gender in other Results Groups and UNCT's work.
For countries that are developing new UNDAF: • If RGG is created and merged with GTG (to have only one group to function as RGG and GTG), ensure that the group's role and contribution to gender mainstreaming efforts and UNCT's accountability to gender equality are specified in TOR and work plan. • If there will be no gender-specific outcome and no Result Group on Gender in new UNDAF, specify GTG's role to **support UNDAF Results Groups in application of twin-track approach of gender in development and implementation of their joint work plans** (i.e. output, activity and budget levels).

Key Conclusion 6	Supporting Evidence
Gender and environment/DRR and gender and social inclusion are underexplored areas in the work plans of these groups	Only 1 country and 1 activity related to gender and environment/DRR were included in the 2016 work plans
	Only 3 countries, 1 territory and 7 activities related to gender and social inclusion were included in the 2016 work plans.

Recommendations
For GTGs and RGGs: • Ensure that Results Groups that cover environment/DRR and social inclusion integrate gender effectively at the output, activity, and budget level in their joint work plans, as well as in monitoring and reporting. • As the only current group working on gender and DRR, Serbia OGG should share their experiences, materials and lessons with the other GTGs and RGGs in this region.
For IBC-Gender:

- Encourage UNEP and UNDP to more actively share with GTGs and RGGs guidance, tools, practices and lessons learned in the areas of environment and DRR via email and the interagency Yammer platform.
- Ensure that the upcoming regional guidance on gender and SDGs provide some specific guidance on how to integrate gender in environment/DRR-related work.

5.3 Recommendations According to Different Groups

Table Y. *List of key recommendations according to responsible party in ECA region*

Name of Groups and Countries/ Territories	Recommendations
Common recommendations to GTGs and RGGs	**TORs** • Update TOR to **specify the groups' roles in providing support to integrate gender in the SDG processes**, including nationalization/localization process, implementation stage, and monitoring/reporting and evaluation stages. • In addition to the reporting line to UNCT and/or UNDAF Steering Committee, ensure that the TOR **specifies how GTG/RGGs support UNDAF results groups to ensure that a gender focus and gender mainstreaming (i.e. twin-track approach of gender)** is applied at the outcome, output, activity and budget/expenditure levels throughout the implementation, monitoring, reporting and evaluation stages in all results groups. **Work plans** • **Specify outputs and output indicators** in work plans to define annual results of the groups, as per UNDG RBM standards • Specify **concrete activities to promote and strengthen UNCT's accountability to gender equality** in work plan (i.e. gender scorecard, gender audit, contribution to UNCT annual work plan, reports, and ARC), particularly for the countries that have never conducted gender scorecard or gender audit. • Specify how the groups **contribute to SDG localization/nationalization, implementation and M&E** (including gender statistics and sex-disaggregated data) processes to ensure twin-track approach of gender (gender focus and mainstreaming). • Ensure that Results Groups that cover environment/DRR and social inclusion integrate gender effectively at the output, activity, and budget level in their joint work plans, as well as in monitoring and reporting.
Standalone GTGs: *Albania, Armenia, Azerbaijan, Belarus, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova, Montenegro, Serbia, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Ukraine, Uzbekistan*	**TORs** • Update TORs to explicitly specify their role to **strengthen and monitor UNCT's (in the case of Kosovo, UNKT) accountability to gender equality**, including their role to promote the use of gender scorecard and gender audit as well as their contribution to ARC, planning and reporting processes at the UNCT level.
Countries/territories that have only GTGs: *Albania, Armenia, Azerbaijan, Belarus, Georgia, Kyrgyzstan, Kazakhstan, Kosovo, Moldova,*	**Work plans** • Specify concrete activities in their annual work plans as to **how the groups support UNDAF/UNCDP Results Groups in application of twin-track approach of gender** in development and implementation of their joint work plans (i.e. output, activity and budget levels).

Montenegro, Tajikistan, Turkmenistan, Ukraine, Uzbekistan	
RGGs (that have GTG functions): *Turkey, Bosnia and Herzegovina*	**TOR** • Update TORs to explicitly specify their role to **strengthen and monitor UNCT's accountability to gender equality**, including their role to promote the use of gender scorecard and gender audit as well as their contribution to ARC, planning and reporting processes at the UNCT level. • Further emphasize GTG activities in their RGG work plans to **ensure the application of twin-track approach of gender in other Results Groups and UNCT's work**.
GTGs that did not have budget in 2016 work plans: *Armenia, Kazakhstan, Montenegro, Turkmenistan, Kosovo, Serbia, Tajikistan*	• Advocate for increased allocations for joint activities on gender in consultation with the head of each member agency.
GTG/RGGs that have never done gender scorecard before (or haven't done since 2009) and not planning gender scorecard or gender audit: *Armenia, Montenegro, Serbia*	• Together with UNCT, **consider conducting gender scorecard exercise in 2017 or 2018**, based on the new gender scorecard guidance.
Serbia OGG	• Share **experiences, materials and lessons learned on gender and DRR** with the other groups.
GTGs in the countries that will develop new UNDAFs in 2016: *Kyrgyzstan, Moldova and Ukraine*	• Advocate for **creation of gender-specific outcome(s) in new UNDAF results matrix** based on the findings from CCA and Theory of Changes. • If Result Group on Gender is created and merged with GTG (to have only one group to function as RGG and GTG), ensure that **the group's role and contribution to gender mainstreaming efforts and UNCT's accountability to gender equality** are specified in TOR and work plan. • If there will be no gender-specific outcome and no Result Group on Gender in new UNDAF, specify GTG's role to **support UNDAF Results Groups in application of twin-track approach of gender in development and implementation of their joint work plans** (i.e. output, activity and budget levels).
ECA Issue-Based Coalition on Gender Equality (IBC-Gender)	**With UNDG and UNDOCO** • Communicate with UNDG Gender Task Force to: 1) request the full **update of the existing GTG guidance to** specify possible roles and contribution of GTGs in **SDGs processes and in DaO/UNDAF implementation structure**; and 2) **standardize the work plan template for GTGs** (or to use the same work plan template of Results Groups). • Communicate with UNDOCO to ensure that the new online system for UNDAF and joint work plans will have a specific function to automatically generate information on **financial investment into gender-related/specific activities, outputs and outcomes** from the work plans of all Results Groups. **Regional Level Initiatives** • Ensure that the upcoming regional guidance on gender and SDGs provide some **specific guidance on gender statistics** and **how to integrate gender in environment/DRR-related work**.

	• Encourage **UNEP and UNDP to more actively share with GTGs** and RGGs guidance, tools, practices and lessons learned in the areas of environment and DRR via email and the interagency Yammer platform. • Once new online system for UNDAF and joint work plans is developed, **an analysis of how much funding is being dedicated to gender across all joint work plans of Results Groups** could be conducted in order to better understand overall investments in gender across 18 countries in the region.

Appendix 1. Key Documents Consulted

Country/ Territory	List of Key Documents (available in interagency Yammer at: https://www.yammer.com/europeandcentralasiaregionalgendercoordination/#/notes/2790062)
Albania	◦ Albania 2016 UNCT Workplan (output 16 is focused on gender) ◦ Albania GTG Member List ◦ UNCT Albania Gender Theme Group (GTG) Terms of Reference
Armenia	◦ Gender Theme Group in Armenia Terms of Reference ◦ Key Members of Gender Theme Group ◦ Armenia GTG Activities Planned for 2016
Azerbaijan	◦ UNCT Azerbaijan Gender Theme Group 2016 Work Plan ◦ 2016 Composition of the UN Gender Theme Group ◦ UN Theme Group on Gender Equality & Empowerment of Women Draft Terms of Reference
Belarus	◦ UN Country Team in Belarus Gender Theme Group Workplan for 2016 ◦ List of UN GTG Members ◦ UN Country Team in Belarus Gender Theme Group Draft Terms of Reference
Bosnia and Herzegovina	◦ One UN Programme Bosnia and Herzegovina 2015-2019. Joint Work Plan for the Years 2015-2016, Empowerment of Women (Pillar 4) ◦ Final: One UN Programme Bosnia and Herzegovina 2015-2019. Terms of Reference on the Results Group on Empowerment of Women (RGEW). ◦ Bosnia and Herzegovina UNDAF: Results Group on Empowerment of Women. List of members.
Georgia	◦ Gender Theme Group: Georgia. Work Plan 2016. ◦ Members of Gender Theme Group ◦ United Nations Gender Theme Group (UN GTG) in Georgia. Terms of Reference.
Kyrgyzstan	◦ Proposed Terms of Reference for the UN inter-agency Gender Theme Group. ◦ List of Gender Thematic Group ◦ List of extended GTG members ◦ Work Plan for the UN Gender Theme Group Kyrgyzstan (Period: April - December 2016)
Kazakhstan	◦ Kazakhstan GTG Member List 2016 ◦ UN Gender Theme Group, Kazakhstan. Annual Work Plan 2016. ◦ Terms of Reference of the Gender Theme Group for the UN System in Kazakhstan
Kosovo	◦ Terms of Reference. United Nations Kosovo Team Gender Theme Group (UN GTG) in Kosovo. ◦ UN Gender Theme Group Action Plan for 2016
Moldova	◦ Membership of United Nations Moldova Gender Theme Group. Period: 2016. ◦ United Nations Moldova Gender Theme Group Annual Work Plan 2016 - United Nations Gender Theme Group (UNGTG) in the Republic of Moldova, Terms of Reference.
Montenegro	◦ UNCT Working Group on Gender and Human Rights, List of Members ◦ Montenegro UNCT Working Group on Gender and Human Rights, Terms of Reference ◦ 2016 Annual Work Plan- UNCT Working Group on Gender and Human Rights in Montenegro
Serbia	◦ GTG and OGG member list Serbia 2016 Gender Theme Group and UNDAF Outcome Group on Gender Members ◦ Serbia Gender Theme Group Serbia 2016 Gender Theme Group Work Plan. UNCT Work Plan on Gender. Terms of Reference. Gender Theme Group for the UN System in Serbia. ◦ Serbia Outcome Group on Gender ◦ Outcome 3- Gender Equality. Joint Work Plan for the Years 2016-2017. (draft version)
Tajikistan	◦ UN Gender Theme Group, Tajikistan. Annual Work Plan 2016 ◦ GTG Member List- Tajikistan Terms of Reference of the Gender Theme Group in Tajikistan
The former Yugoslav Republic of Macedonia	◦ Human Rights and Gender Theme Group - UNCT Human Rights and Gender Advocacy Group. Annual Workplan 2016 - United Nations Country Team the former Yugoslav Republic of Macedonia. Terms of Reference for the Human Rights and Gender Theme Group. (Revision I, December 2006). - UNCT Human Rights and Gender Theme Group Membership ◦ UNDAF Result Group on Gender

	- Partnership for Sustainable Development, UN Strategy 2016-2020. Outcome Results Groups. Terms of Reference. - PSD Result Group on Gender Equality. Membership (draft) ◦ Partnership for Sustainable Development, UN Strategy 2016-2020. Joint Work Plan for 2016, Gender Equality
Turkey	◦ Terms of Reference on the Results Group on Gender Equality and Women's Empowerment (Result Group on Gender) ◦ UNDCS Joint Work Plan (RG Gender) ◦ Turkey Result Group on Gender Member List 2016
Turkmenistan	◦ List of members of Human Rights, Gender and Youth Theme Group. Turkmenistan. ◦ UN Country Team in Turkmenistan. Human Rights, Gender and Youth Theme Group. Terms of Reference. ◦ Annual Work Plan for 2016. UNCT Human Rights, Gender and Youth Theme Group. Turkmenistan.
Ukraine	◦ UN GTG Members ◦ Gender Working Group UNCT Ukraine, Terms of Reference ◦ 2016 Annual Work Plan. Normative/Cross-Cutting Area 5 Gender Mainstreaming
Uzbekistan	◦ UN Gender Group. Annual Work Plan 2016 ◦ Terms of Reference: UN Gender Group ◦ List of UN GTG members in Uzbekistan.

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UNDG. Standard Operating Procedures for Countries Adopting the “Delivering As One” Approach: One Programme - Tools and Materials. August 2014 (https://undg.org/wp-content/uploads/2014/07/One-Programme-Tools-and-materials.pdf)

UNIFEM. Resource Guidance for Gender Theme Groups, January 2005 https://undg.org/wp-content/uploads/2015/06/6828-Resource_Guide_Gender_Theme_Groups.pdf

Appendix 2. Summary of TORs and Member Lists of GTGs and RGGs in ECA Region

Country/ Territory	Name of Group	Scenario 1, 2, or 3	UN Agency Chair	UN Agencies/Entities and non-UN partners that are members of the group	Total # of members	Meeting frequency
Albania	GTG	GTG only	UN Women	UN Women, UNDP, UNICEF, UNAIDS, UNFPA, RCO, IOM, FAO, ILO, UNESCO, WHO, UNODC	17 (UN)	Quarterly
Armenia	GTG	GTG only	UNFPA	FAO, ILO, IOM, UN RC office and RC, UNAIDS, UNDP, UNDPI, UNFPA, UNHCR, UNICEF, WHO, World Bank Non-UN: 13 ministries and gov structures; 14 international organizations; 23 NGOs and think tanks	60 (13 UN; 50 non-UN)	Quarterly
The Republic of Azerbaijan	GTG	GTG only	UNFPA	UNFPA, UNHCR, RC office, UNDP, UNCEF, OHCHR, ILO, FAO, WHO, WB, IOM Non-UN: State Committee on Women, Family and Children' Problems, other governmental entities upon request; international organisations, representatives of active women's NGOs, media and gender experts (not specified).	11 (UN); other members not specified in #)	Quarterly
Belarus	GTG	GTG only	UNFPA	UNFPA, UNDP, UNICEF, RC office, UNHCR, IOM, World Bank Non-UN: EU	10 (8 UN; 2 non-UN)	Quarterly
Bosnia and Herzegovina	Results Group on the Empowerment of Women (RGEW)	RGG with GTG function	UN Women	ILO, IOM, UN Women, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNV, RCO	16 (UN; extended members not specified)	Quarterly
Georgia	GTG	GTG only	UN Women	WHO, UNFPA, ILO, UNHCR, UNDP, UNICEF, UN RCO, FAO, IOM, OHCHR, UN DPI, UN DPA, UN Women, World Bank Non-UN: EU Delegation, ECMI Caucasus, CoE, Millennium Challenge Georgia, ACF, IFES, Oxfam, Care International, NDI, IRI, Kvinna till Kvinna, British Embassy, World Vision, Women's Fund in Georgia, Eurasia Partnership Foundation, USAID, US Embassy, Embassy of Sweden, EUMM, Taso Foundation, SDC, NATO, ADB, Boell Foundation, NIMD, Polish Embassy, Dutch Embassy	52 (19 UN; 33 non-UN)	Quarterly
Kyrgyzstan	GTG	GTG only	UN Women	UNDP, WFP, UNICEF, OHCHR, UNHCR, IOM, UNFPA, WHO, UNODS, UNAIDS, FAO, UNRCCA, UNIDO, World Bank Non-UN: ADB, OSCE, EU, EBRD, Aga-Khan Foundation, Embassy of Japan, Embassy of Switzerland, Soros Foundation, DFID, USAID, GIZ	28 (17 UN; 11 non-UN)	Monthly

Country/ Territory	Name of Group	Scenario 1, 2, or 3	UN Agency Chair	UN Agencies/Entities and non-UN partners that are members of the group	Total # of members	Meeting frequency
Kazakhstan	GTG	GTG only	UN Women	DPI/UNIC, ESCAP, UNAIDS, UNESCO, RC, OCHA, UNHCR, UNFPA, UNEP, UNDP, IOM, OHCHR, UNODC, UNICEF, WHO	15 (UN)	Quarterly
Kosovo	GTG	GTG only	UN Women	OHCHR, UNDP, UNICEF, UNFPA, UN Habitat; UNHCR; UNOPS; IOM; WHO, UNV, UN Women, UNDCO, UNMIK	NA	Quarterly
Moldova	GTG	GTG only	UN Women	UN Women, UNDP, WHO, UNFPA, IOM, ILO, UNODC, UNICEF, UNHCR, UNAIDS, UNRCO	12	Quarterly
Montenegro	Working Group on Gender and Human Rights (WGGHR)	GTG only	UNHCR	UNHCR, UNDP, UNICEF, RCO	10 (UN)	Every 2 months
Serbia	GTG	RGG plus GTG	UN Women	UN Women, UNDP, OHCHR, UNFPA, UNICEF, UNODC, UNOPS, UNHCR, ILO, IOM, IOM, UNECE, UNESCO, UNRC, World Bank	25 (UN)	Twice per year
Serbia	Outcome Group on Gender (OGG)	RGG plus GTG	UN Women	UN Women, UNDP, OHCHR, UNFPA, UNICEF, UNODC, UNOPS	7 (UN)	Twice per year
Tajikistan	GTG	GTG only	UN Women	UN Women, UNICEF, FAO, WFP, WHO, UNFPA, OHCHR, IOM Non-UN: SCO, PDV, Helvetas, FinWater, Oxfam, OSCE, USAID, DFID, ADB, PDV, Danish Refugee Council, International Alert, EU Delegation, U.S. Embassy	30 (13 UN; 17 non-UN)	Every 2 months
The former Yugoslav Republic of Macedonia	Human Rights and Gender Theme group (HRGTG)	RGG plus GTG	UNDP	RCO, ILO, IOM, UNICEF, UNDP, UNHCR, UNFPA, UN Women, WHO	11 (UN)	Quarterly
The former Yugoslav Republic of Macedonia	RGG	RGG plus GTG	UN Women	RCO, ILO, IOM, UNICEF, UNDP, UNFPA, UN Women	8 (UN; extended members invited as needed)	Quarterly
Turkey	RGG	RGG with GTG function	UN Women	UN Women, UNICEF, UNFPA, WHO, IOM, FAO, UNIDO, ILO, UNDP, UNIC, RCO, UNHCR, WFP, UNDP Non-UN: donor community invited as needed	12 (UN; donor community not specified)	Every 2 months
Turkmenistan	Human Rights, Gender, and Youth Theme	GTG only	UNFPA	UNFPA, UNRCCA, UNICEF, UNDP, UNHCR, UN Women, WHO, IOM, UN RC, UNODC	11 (UN)	Quarterly

Country/ Territory	Name of Group	Scenario 1, 2, or 3	UN Agency Chair	UN Agencies/Entities and non-UN partners that are members of the group	Total # of members	Meeting frequency
	Group (HRGYTG)					
Ukraine	GTG	GTG only	UN Women	DPA, FAO, ILO, IOM, OCHA, OHCHR, RCO, UN Women, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UNODC, UNV, WFP, WHO Non-UN: Ministry of Social Policies and Co-chairs of the Parliamentary Caucus on Equal Opportunities; NGO participants change	20 (UN; extended members invited as needed)	Every 2 months
Uzbekistan	GTG	GTG only	UN Women	UN Women, UNFPA, UNDP, RCO, UNESCO, UNODC, UNICEF, World Bank, UNAIDS	10 (UN)	Quarterly

Appendix 3. Summary of 2016 Annual Work Plans of GTGs and RGGs in ECA Region

Country/ Territory	Name of Group	# of activities	# of Output Statements	Output Indicator? Y/N	Allocated Budget	SDG Activities	UNCT Accountability Categories	Data Category
Albania	GTG	14	1	No	$51,000		Briefing and Collaboration with UNCT, Twin-track approach in UNDAF and DaO modality	
Armenia	GTG	4	0	No	NA			
the Republic of Azerbaijan	GTG	33	Included section called "strategic priority area"; not output level	No*	$1,280,419		Gender audit	Development of new sex disaggregated indicators; IMAGES research
Belarus	GTG	18	0	No	$19,000		Briefing and Collaboration with UNCT, Twin-track approach in UNDAF and DaO modality	Time Budget survey data analysis
Bosnia and Herzegovina	Results Group on the Empowerment of Women (RGEW)	25	4	Yes	$2,094,106		Gender scorecard	Baseline data: availability and access to services and control over the means to properties among vulnerable groups
Georgia	GTG	15	Included section called "results"; not output level	No	$6,000			
Kyrgyzstan	GTG	24	2	Yes*	$194,500	SDG nationalization/localization and rollout; data and statistics; capacity building	Briefing and Collaboration with UNCT, Twin-track approach in UNDAF and DaO modality	Develop guidelines for integrating gender SDG indicators in the national M&E systems

Country/ Territory	Name of Group	# of activities	# of Output Statements	Output Indicator? Y/N	Allocated Budget	SDG Activities	UNCT Accountability Categories	Data Category
Kazakhstan	GTG	7	2	No*	NA	SDGs and National Gender Equality Strategy	Twin-track approach in UNDAF and DaO modality	National survey on prevalence of VAW
Kosovo	GTG	11	11 (called "goals," but were output level)	No	NA	SDG 3, 5, and 16; Mainstreaming gender and SDGs in UN's work; advocacy	Twin-track approach in UNDAF and DaO modality	
Moldova	GTG	23	1	Yes	$201,713	SDG 5; data and statistics (household survey methodology)	Gender scorecard, Twin-track approach in UNDAF and DaO modality	Women's entrepreneurship survey; Household survey methodology; Web application on interactive visualization of gender statistics
Montenegro	Working Group on Gender and Human Rights (WGGHR)	8	Included section called "mandate"; not output level	No	NA	Mainstreaming gender and SDGs in UN's work		
Serbia	GTG	11	1	No	NA	SDG 5 nationalization/localization	Twin-track approach in UNDAF and DaO modality , Mainstreaming gender in UNCT annual reports/work plan	
Serbia	Outcome Group on Gender (OGG)	34	8	Yes	$381,504			Study on attitudes towards GBV; IMAGES
Tajikistan	GTG	16	Included section called "objectives"; not output level	No	NA	SDG 5 and National Development Strategy; SDG	Gender scorecard, Twin-track approach in UNDAF and DaO modality	Gender disaggregated data and survey on women entrepreneurship

Country/ Territory	Name of Group	# of activities	# of Output Statements	Output Indicator? Y/N	Allocated Budget	SDG Activities	UNCT Accountability Categories	Data Category
						capacity building		
The former Yugoslav Republic of Macedonia	Human Rights and Gender Theme group (HRGTG)	13	5	No*	$6,200	SDG nationalization/localization	Gender scorecard, Briefing and Collaboration with UNCT, Twin-track approach in UNDAF and DaO modality	
The former Yugoslav Republic of Macedonia	RGG	26	4	Yes	$589,200			Scoping study on gender based violence and discrimination in public spaces; database on violence against children and early childhood education
Turkey	RGG	38	6	Yes	$4,241,217			Gender disparity between urban and rural areas through the use sex-disaggregated data
Turkmenistan	Human Rights, Gender, and Youth Theme Group (HRGYTG)	8	Included section called "components"; not output level	No	NA	SDG nationalization/localization and rollout	Gender scorecard, Briefing and Collaboration with UNCT	Preparation for access to justice assessment
Ukraine	GTG	15	3	No	$35,300	SDG capacity building; SDG advocacy	Gender scorecard, Twin-track approach in UNDAF and DaO modality	

Country/ Territory	Name of Group	# of activities	# of Output Statements	Output Indicator? Y/N	Allocated Budget	SDG Activities	UNCT Accountability Categories	Data Category
Uzbekistan	GTG	14	3	No	$5,000	SDG nationalization/localization, SDGs and advocacy	Gender scorecard, Twin-track approach in UNDAF and DaO modality	Gender barriers in higher education and labor market access

**included activity level indicators that were not counted as output indicators*

Appendix 4. Definitions of Activity Categories

Activity Categories	Definition and Example
Technical support to UNCT/UN partners	Activities that provides technical support to UNCT and/or UN agencies/entities to incorporate gender in their work, including a specific product or document *Example: technical support to strengthen gender dimension in UNCT's strategic documents and work plan*
Technical support to non-UN partners	Activities that provide technical support to non-UN partners to incorporate gender in their work, including specific product or document *Example: technical support to strengthen gender dimension in their planning document*
Capacity building of UNCT/UN partners	Activities that are aimed to strengthen specific skills, knowledge or overall capacity/ability of UNCT and/or UN agencies/entities to promote GEWE. *Examples: gender training and workshop*
Capacity building of non-UN partners	Activities that are aimed to strengthen specific skills, knowledge or overall capacity/ability of non-UN partners to promote GEWE (ex: government partners, CSOs, academia) *Example: gender training and workshop*
Knowledge management	Activities that are aimed to generate, consolidate and/or share good practices and lessons learned and other information related to GEWE *Example: development and dissemination of knowledge products, sharing lessons learned from specific initiative*
Development of guidance/materials/strategy	Activities that develop new procedures, guidance, strategies, or tools related to GEWE *Example: development of SOP*
National policy/strategy & normative work (CEDAW, UPR)	Supporting national policy, strategies and/or legal framework (i.e. new or improved regulations or political strategy) related to GEWE, and/or supporting the monitoring/reporting of implementation of international conventions and treaties related to GEWE, including (but not limited to) CEDAW and UPR. *Example: supporting the national monitoring mechanism on the implementation of national gender strategy and action plan*
Advocacy/communications	Activities that are aimed to advocate for GEWE and to raise awareness on GEWE among the general public and/or targeted groups *Example: advocacy activities for 16 Days Activism and International Women's Day, development/dissemination of communication products*
Joint programme	Activities related to development and/or implementation of a joint programme to promote gender equality and women's empowerment, defined as "a set of activities contained in a joint work plan and budget, involving two or more UN organizations, which is intended to achieve results aligned with national priorities as reflected in One Programme/UNDAFs" (from UNDG website: https://undg.org/home/guidance-policies/joint-funding-approaches/joint-programmes/)
Secretariat work/management work of GTG/RGG/HRGTG	Activity related to secretariat function and internal management of GTG/RGG, involving only GTG/RGG members. *Example: preparation of GTG annual work plan, convening GTG meetings, updating TOR*

Accountability tools (gender scorecard, gender audit, ARC)	Activities related to planning, executing, or implementing results from a gender audit or gender scorecard; or providing gender-related inputs to preparation, monitoring and/or evaluation of Assessments of Results and Competencies (ARC) *Example: conduct gender scorecard/audit, monitor the implementation of recommendations from gender scorecard, provide gender-specific suggestions to RC/UNCT to integrate gender in ARC indicators*
Coordination/facilitation of dialogues and substantive discussion	Activities related to: 1) coordinating with various stakeholders for partnership/network building on GEWE; 2) facilitating discussion and dialogue on GEWE-related subjects among various stakeholders through meetings, platform or networks. *Example: organize/facilitate panel discussion on LGBTI with CSOs, academia and government partners*
Donor relations and resource mobilization	Activities that support coordination, communication and partnership with current and/or potential donors, or specific activities around fund raising *Example: organize meeting with donors, explore new funding opportunities*
UNDAF (planning, implementation, M&E)	Activities that aim to applying twin-track approach of gender (gender mainstreaming and gender focus) in CCA and/or UNDAF planning, monitoring, evaluation, or implementation and joint work plan. *Example: provide gender specific inputs into draft CCA and UNDAF document, support Results Groups to develop gender-sensitive joint work plans under Delivering as One modality*
Assessment and research	Activities that involve data collection and analysis to better understand the situation of specific population, issues, or country context related to GEWE, or conducting research on specific issue/subject related to GEWE *Example: needs assessment, research on child marriage*
Direct service provision to primary beneficiaries (i.e. women/girls)	Activities that directly provide services to primary beneficiaries (i.e. women and girls) in collaboration with other service providers. *Example: conducting trainings, providing materials, health care, microfinance, etc. to women*

Appendix 5. Definitions of Output/Indicator Categories

Indicator/Output Category	Definition
Capacity development (knowledge, skills)	Gender-specific knowledge or skills of UN partner/agency/UNCT or non-UN partner enhanced through workshop, trainings, or other activities
Availability of infrastructure/services	Infrastructure or services are developed/ made available to populations, including women and girls
Services provided	Services (e.g. training, health care, counseling) are provided directly to beneficiaries, including women and girls, through UN agency or implementing partner
Outreach and awareness level increased	Familiarity and awareness among the public or targeted group with gender-related issues and GEWE enhanced through outreach efforts
Specific material produced/disseminated	Gender-related informative material (report, training curriculum, campaign content, etc.) created and/or shared internally or externally
Specific mechanism/initiatives produced/improved	Process, mechanism, initiative, or system established or improved for gender responsive planning, strategy, or programming
Policy/national accountability established/improved	Establishment/improvement/implementation/monitoring of policy, mechanism, strategy at the national policy level
Communication product developed/shared	New and original gender-related promotional/awareness products (video, pamphlets, etc.) developed and shared
Platform/network established/improved	Enhancing communication and information exchange among various stakeholders through meetings, coordination efforts, conferences, or discussions
Access to services/information	Services or information (i.e. training, health care, education, counseling) made more accessible to beneficiaries, including women and girls, through outreach, planning, and/or expansion
Gender-responsive UNDAF planning, implementation & M&E established/improved	Planning, implementation, M&E of UNDAF and/or Joint Work plans done in a gender responsive manner

Appendix 6. Definitions of Thematic Area Categories

Thematic areas	Definition
Gender and governance/political participation/justice/rule of law	Activities related to gender and political systems, including trainings for women parliamentarians, gender responsive budgeting, national planning, access to justice, etc.
Gender and economic development/growth	Activities relating to women's economic empowerment, including economic opportunities, poverty reduction, and business development
Gender and social Inclusion (health, education, social services)	Activities related to health, education, and other social services and their intersections with gender
Gender and environment/DRR	Activities related to how gender interacts with environmental issues; women and girls' planning and safety in the case of natural disaster.
Gender and human rights (international treaties/conventions)	Activities relating to a broader framework of rights not specified under other categories (i.e. disabilities) or relating to specific international treaties or conventions
EVAW/ SGBV/Child marriage/human trafficking	Ending violence against women/ stopping gender based violence/ ending child marriage
Gender equality and women's empowerment	General promotion of gender equality and women's rights and empowerment without reference to more specific areas of work
Cross-cutting	Indirect contribution to gender equality but with relevant impact (i.e. internal management operations)

Appendix 7. Definitions of UNCT/UNKT Accountability Categories

UNCT Accountability	Definition
Gender scorecard	Planning and/or conducting gender scorecard or monitoring the implementation of recommendations from gender scorecard
Gender audit	Planning and/or conducting a gender audit, or monitoring the implementation of recommendations from gender audit
Assessment of Results and Competencies (ARC) of RCs and UNCTs	Provide inputs to make ARC more gender sensitive at the planning, mid-term review and final assessment stages
Briefing and Collaboration with UNCT	Discussing and working with UNCT on GEWE-related issues and initiatives at UNCT meeting and other forum
Twin-track approach in UNDAF and DaO modality	Ensuring gender mainstreaming and gender-focus approach are integrated throughout the UNDAF structure under the Delivering as One modality (support Results Groups to integrate gender in their joint work plans at output, activity and budget levels, support M&E group and communication group to integrate gender in those activities, etc.)
Mainstreaming gender in UNCT annual reports/work plan	Ensuring gender mainstreaming and gender-focus approach are integrated throughout the UNCT annual reports and work plans

Appendix 8. Gender Scorecard and Gender Audit Plans by Country

**Status as of August 2016 based on the information shared by GTGs and RGGs.*

Country/Territory	Gender Scorecard/Audit Last Conducted	Plans to conduct
Albania GTG	GS Conducted in 2014	Plan to conduct later in 20017 or 2018 (TBC)
Armenia GTG	GS Conducted in 2009	No plan to conduct
Azerbaijan GTG	GS Conducted in 2011.	Plan to conduct gender audit in 2016.
Belarus GTG	Not conducted before.	Plan to conduct GS, but only after new guidance is available
Bosnia and Herzegovina RGEW	GS Conducted in 2009.	Currently conducting GS in 2016 based on the existing guidance - final report is expected in Q3 of 2016
Georgia GTG	GS Conducted in 2007.	Plan to conduct GS in 2017 once the new guidance is available
Kyrgyzstan GTG	Not conducted before.	Plan to conduct GS in 2017 once the new guidance is available
Kazakhstan GTG	Not conducted before.	Plan to conduct GS once the new guidance is available
Kosovo GTG	GS conducted in 2014.	May conduct GS again in 2018 (TBC)
Moldova GTG	GS Conducted in 2016.	
Montenegro WGGHR	Not conducted before.	No plan to conduct
Serbia GTG/OGG	GS Conducted in 2009.	No plan to conduct
Tajikistan GTG	GS Conducted in 2009.	Plan to conduct GS once the new guidance is available
The former Yugoslav Republic of Macedonia HRGTG/RGG	GS conducted in 2009.	Currently conducting GS based on the existing guidance - final report is expected in Q3 of 2016
Turkey RGG	GS Conducted in 2015-2016	
Turkmenistan HRGYTG	Not conducted before.	Plan to conduct GS once the new guidance is available
Ukraine GTG	Not conducted before.	Plan to conduct GS in 2016 based on the existing guidance
Uzbekistan GTG	Not conducted before.	Plan to conduct GS once the new guidance is available