



UNITED NATIONS
SERBIA



***Update on the Implementation of the UNCT Serbia
Gender Scorecard Action Plan***

December 2020

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Dimension Area 1: Planning

| Action | Responsibility | Status | Example | Comment | Timing |
|---|--------------------------------|---------------------------------------|--|--|----------------------------|
| 1.1 Common Country Analysis | | | | | |
| <i>Develop a Gender Checklist for the next CCA</i> that will be used to ensure that all aspects of the CCA are gender sensitive, and that principles of GEWE intersectionality and inclusiveness are explicitly built in wherever possible. | RCO OGG | Completed in 2019 and updated in 2020 | CCA was updated in 2020 and a Gender Checklist has been adopted from " Resource book on mainstreaming gender in UN common programming at the country level ". | The Gender Checklist will be used and adapted to local context for subsequent participation in similar activities and future CCA updates. | Q3 & 4 2019 Q3 & 4 2020 |
| <i>Prepare a Gender Analysis for each sector</i> covered in the CCA inclusive of GREVIO, CEDAW and UPR recommendations, and addressing the underlying causes of gender inequality | RCO RG Outcome Chairs | Completed in 2019 and updated in 2020 | CCA includes a specific section on gender equality with targeted gender analysis, data and statistics across most sectors (everywhere where gender sensitive data and statistics were available). The socio-economic assessment of the impact of the COVID-19 pandemic was extensively covered and analyzed through a gender lens. The underlying causes of gender inequality are addressed in the CCA as follows and in some sectors explained in more depth: "Gender inequalities are perhaps the most pervasive forms of inequalities, rooted in social structures and marked by imbalances in power between men and women, and sustained through diverse | The only sectors of CCA where gender perspective was not included are Environment, climate change, agriculture and forestry and Regional and sub-regional perspective due to lack of data and statistics. All other sectors have a strong gender perspective: State of democracy, rule of law, and institutional reforms, Economic Transformation, Social aspects of sustainable development, LNOB, Financial Landscape, Accelerating SDG implementation through the COVID-19 response crisis, Multidimensional Risk Analysis, Turning Challenges into Opportunities, and Conclusions. The CCA analyses gender equality and women's rights. Special attention is given to the issue of violence, women and labor market, women and | Q4 2019 Q 3 Q 4 2020 |

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| | | | discrimination patterns. In Serbia, gender equality laws and policies generally stand, but lack practical implementation". Recommendation from the Universal Periodic Review (UPR) outcomes and the EU accession chapters are included as Annex to CCA. | economic opportunities, gender responsive budgeting, women's health, education etc. | |
| <i>Design a Gender Sensitive Methodology of CCA development to be able to ensure participation, inclusion and consultations with women's organizations, gender equality organizations, gender experts and gender mechanisms.</i> | RCO RG Outcome Chairs | Completed in 2019 and updated in 2020 | The methodology was revisited and updated in consultative process between OGG and MEG. | | Q4 2019 Q3 Q4 2020 |
| <i>Establish Reference Group for the CCA, inclusive of gender experts, women's organizations</i> | RCO OGG | Completed in 2019 and updated in 2020 | CCA was updated in 2020 in a consultative process with gender experts who are part of OGG and MEG, gender experts who were external consultants, Commissioner for Equality, National GEM, other relevant national stakeholders, international organizations and women CSOs and their input regarding gender perspective was considered. CCA methodology is gender sensitive and specifically referred to gender equality and LNOB. | | Q 4 2019 Q 3 Q4 2020 |
| 1.2 UNDAF Outcomes | | | | | |
| <i>Ensure that one UNDAF Outcome is dedicated to gender equality and</i> | RCO UNCT | Completed in 2020 | The following UNSCDF Outcome is dedicated to gender equality and human | GE is targeted in several outputs: | Q4 2019/2020 |

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| <p>women's empowerment in the next UNDAF cycle</p> | | | <p>rights (it is not exclusively targeted to GE):</p> <p><i>“All people, especially the more vulnerable, benefit from the realization of human rights, gender equality and enhanced rule of law in line with international commitments “</i></p> | <p>1.3.3. Science, technology, and innovation benefit men and women equally 2.1.3. State institutions and CSOs ensure effective prevention and improved access to gender sensitive quality services for survivors of violence, exploitation and abuse. 2.2.3. Women and girls empowerment and skills development lead to equitable access to economic and political opportunities</p> | |
| <p><i>Support gender mainstreaming of all other UNDAF Outcomes.</i></p> <ul style="list-style-type: none"> • Create a checklist for gender mainstreaming • Ensure systematic cooperation between MEG and OGG • Provide clear linkages to SDG 5 | <p>RCO RGs OGG MEG</p> | <p>Completed in 2020</p> | <p>The UNSDCF Results Matrix is finalized. Gender mainstreaming, climate change and human rights-based approach are set as cross cutting issues taken into account in the UNSDCF prioritization and defining outputs and indicators. A checklist for gender mainstreaming was adopted from “Resource book on mainstreaming gender in UN common programming at the country level” and adapted to local context and a checklist on Integration of GEWE in UNSDCF was obtained from UN Women ECA RO. Cooperation between MEG and OGG has not been systematic but more a consultative process where feedback was given bilaterally and via email. Some of the</p> | | <p>Q4 2019/2020</p> |

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| | | | MEG members are also OGG members which has simplified the process. Clear linkages were given to SDG 5 through outputs dedicated to GEWE and indicators across all areas where applicable and available. | | |
| 1.3 UNDAF Indicators | | | | | |
| Ensure there are no <i>Gender-Blind Indicators</i> and that baselines and targets are sex-disaggregated in all applicable indicators | MEG | Completed in 2020 | <p>Currently between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p> <p>The preparation the of the Cooperation Framework is in its final stage with a clear commitment by UNCT to ensure inclusion of gender in all stages of preparation and in setting the monitoring framework. Due to lack of data and gender segregated statistics for baselines and targets, some of the indicators might be gender blind. The gender perspective was included wherever possible in all applicable indicators.</p> | | Q 1-4 2020 |

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| Establish a <i>clear linkage between UNDAF/DPF indicators and SDG 5 and SDGs gender indicators</i> | MEG | Completed in 2020 | Along with the EU accession process, SDGs are the main guiding principles and present a default monitoring framework for CF. Not all indicators are linked directly to SDG 5 but they are interconnected. SDG framework is gender mainstreamed. | | Q 1-4 2020 |
| Develop <i>Monitoring Framework to capture results</i> that contribute to gender equality and women's empowerment across outcomes and pillars | MEG | Ongoing | This activity has not commenced yet. There is a clear commitment by UNCT to ensure inclusion of gender in all stages of preparation and in setting the monitoring framework. | | Q 1-4 2020 |

Dimension Area 2: Programming and M&E

2.1. Joint Programmes

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| Establish <i>mechanism for gender mainstreaming of Joint Programmes.</i> | RCO OGG | Completed in 2019 | RCO established a mechanism for gender mainstreaming of JWPs, that has been engaged in JWP preparation for this year. | | Q2 2019 |
| Review <i>bi-annually the UNDAF Joint Work Plans</i> from the gender perspective | RCO OGG | Completed in 2019 and updated in 2020 | OGG reviews the workplan of UNDAF and provides contribution to development of matrixes for joint programmes. OGG Reviewed from the gender perspective JWPs for all UNDAF Outcomes. | | Q 1 2019 Q1 2020 |

2.2. Communication and Advocacy

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| Develop <i>a set of key messages and communication priorities</i> presenting | UNCG OGG | Completed in 2020 | A set of key messages and communication priorities on VAWG and GBV have been | OGG also gathers all gender related knowledge products from agencies which are | Q3 Q 1-4 2020 |
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| <p>UNCTs contribution to gender equality</p> | | | <p>developed presenting UNCT's contribution to gender equality and key advocacy messages to be raised at meetings with government representatives and in public engagements. These messages were discussed and approved by the Communications Group who also developed a dissemination plan for Joint Messages/ Branding on GBV and VAWG. A mapping of campaigns, events and knowledge products on VAWG was made, the materials compiled and shared with agencies who can further share it with partners, beneficiaries, and stakeholders.</p> <p>Gender Brief, a bi-annual publication that summarizes all UNCT gender-related efforts was published.</p> <p>During the COVID-19 pandemic, communication with stakeholders was essential and different type of communication channels and materials, including UNCT SitRep, were developed and regularly shared with beneficiaries, donors and implementing partners making sure no one is left behind. With the COVID-19 pandemic, there was a</p> | <p>subsequently uploaded to UNCT website under SDG 5.</p> | |
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shadow pandemic of violence and UNCT developed materials and conducted a campaign regarding combating violence against women and reporting violence to SOS lines whose 24-hour availability was supported as part of UN Women COVID-19 response. UNCT jointly conducted an analysis of Socio-Economic Impact Assessment of COVID-19 and a Recovery Response Plan. UNFPA and UN Women conducted a mini campaign on joint Rapid Gender Assessment on how COVID-19 affected women and men. There have been a number of analysis and activities as a response to COVID-19 which are described in the enclosed document on UNCT efforts regarding COVID-19. The communication, analysis and activities have especially targeted older persons, women with disabilities, rural women, migrant-refugee population, and Roma. There have been coordinated joint activities under the umbrella of the 16 days of activism campaign. In addition OGG developed a set of One-Pagers or

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| | | | Information Sheets regarding topics such as: Women and Employment, Rural Women, Gender Equality Mechanisms, Gender-Based violence in Emergencies, Equal Parenting, Child Marriage, Economy of Care and Women and Girls with Disabilities in order to assess the position of women and analyze these topics. The information and data gathered serve as material for communication and advocacy internally and with key stakeholders in the government, independent bodies, local self-governments, civic society and development partners and donors. | |
| Mandate that all UNCT members pledge to <i>HeForShe</i> campaign | RCO HRU/OHCHR OGG UNCG | Completed in 2019 and updated in 2020 | All UNCT and UN staff have been invited to pledge to HeForShe campaign. A number of agencies have made the pledge. A reminder was sent to staff to take a pledge to the campaign. For the second year in a row, the UNCT has been supporting the HeForShe campaign through the activities implemented at agency level, promoting through social media the achieved results and raising awareness related to gender-related matters. | Q2 2019 Q1-4 2020 |

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| <p><i>Implement joint thematic communication activities in less traditional areas, such as gender and DDR, gender and transport, sexual orientation, gender identity, sex work, surrogacy, abortion, population policies, etc.</i></p> | <p>UNCG RGs HRU/OHCHR OGG</p> | <p>Completed in 2019 and updated in 2020</p> | <p>The following joint thematic communication activities were implemented:</p> <ul style="list-style-type: none"> - UN Free and Equal campaign - Campaigns in preparation for national implementation of ICD-11 which depathologizes transgender identity - Joint HeForShe pledge | | <p>Q 1-4 2020</p> |
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2.3. UNDAF Monitoring and Evaluation

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| <p><i>Organize a training for MEG and OGG to strengthen M&E capacities in terms of gender equality and human rights-based approach</i></p> | <p>MEG OGG HRU/OHCHR</p> | <p>Completed in 2019</p> | <p>A set of stand-alone trainings on human rights-based approach was delivered in 2019 to all the UNDPF Pillars.</p> | <p>The training was not MEG or OGG specific, but the trainings were available to all UNDAF results groups.</p> | <p>Q 3-4 2019</p> |
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Dimension Area 3: Partnerships

3.1. Government Engagement

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| <p><i>Ensure that gender equality mechanisms are represented in UNDAF preparation and implementation and in Joint Steering Committee</i></p> | <p>RCO OGG</p> | <p>Completed in 2019 and updated in 2020</p> | <p>Final evaluation of UNDAF took into consideration all gender aspects. UNSDCF is in final development stage. Gender Equality mechanisms are represented in UNSDCF preparation and were represented in UNDAF implementation. In 2020, collaboration with the line ministries and independent bodies ensuring the GE fostering within the UNDAF implementation continued and was intensified during COVID-19 pandemics.</p> | | <p>Q 4 2019 Q3 Q4 2020</p> |
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| | | | <p>RC met with the Gender Equality Mechanism. In October a new ministry responsible for Human and Minority Rights and Social dialogue was formed and collaboration was immediately established by RCO, UN Women and UNCT. The National GEM in Serbia has been fully included into the UNDAF implementation as well as in consultations on CCA update conducted in 2020. UNCT supported the Government, in partnership with other partners and bilateral donors, in localization of the SDGs, including SGD 5, most notably on EAW and economic empowerment of women. Gender Responsive Budgeting has been successfully implemented through cooperation with the Ministry of Finance and local self-governments. National and local gender equality mechanisms were supported through programming. Joint Steering Committee for UNSDCF has not been established yet.</p> | | |
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3.2. Engagement of Women's/ Gender Equality CSOs

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| Organize at least once per year <i>meeting of UNCT with women's CSOs</i> to discuss priorities, modes of | UN Women HRU/OHCHR | Completed in 2020 | A specialized meeting was organized with women and HR CSOs regarding the | | Q 4 2020 |
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| <p>cooperation, exchange information and present needs</p> | | | <p>development United Nations Sustainable Development Cooperation Framework 2021-2025.</p> <p>OGG Group established Open Doors, an initiative designed to nurture a dialogue between UNCT and stakeholders, partners, and beneficiaries, chaired by RC. First Open Doors were held on 16 October 2020 with women with disabilities and women DPOs (some of which grass roots) with the topic "Voice and Participation of Women with Disabilities". Topics for future meetings include VAWG, rights of Roma women, transgender women, women and climate. In addition, there are a number of different agencies that have had consultations with women CSOs on topics specific to ongoing projects and on CCA, UNSDCF and SDG localization, especially SDG 5.</p> | | |
| <p><i>Organize a workshop for the women CSOs on SDG localization</i></p> | <p>UN Women UNOPS</p> | <p>Completed in 2020</p> | <p>The capacity development has been organized in the scope of preparation of the National review of Beijing Platform for Development +25.</p> | | <p>Q4 2019 Q1 2020</p> |
| <p><i>Organize at least one joint advocacy action with women's organizations to enable transformative and feminist agendas</i></p> | <p>UN Women UNOPS HRU/OHCHR</p> | <p>Completed in 2019 and updated in 2020</p> | <p>International Women's Day focused on celebration of 25 years of Beijing Declaration and Generation Equality Campaign Launch. Women</p> | <p>There has been a range of additional joint advocacy action with women's organizations.</p> | <p>2019-2020</p> |

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| | | | CSOs, GEWE activist and members of academia took part. Among speakers were RC, partners and stakeholders. | | |
| <i>Invite grassroots CSOs working on gender issues on OGG meetings when those issues are discussed</i> | OGG | Completed in 2020 | SOS Network Vojvodina took part in an OGG Meeting, 9 October 2020 and shared the experience of the Network which includes several grassroots on CEDAW reporting-obstacles, opportunities and challenges in previous years and during COVID-19 pandemic. Several grass root organizations of persons with disabilities took part in the above-mentioned Open Doors. | | Q4 2020 |

Dimension Area 4: Leadership and Organizational Culture

4.1. Leadership

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| <i>Introduce a gender briefing regularly at UNCT meetings in the same vein as the human rights briefings already being delivered</i> | RCO | Completed in 2019, no updates in 2020 | UNCT introduced a gender briefing regularly at UNCT meetings when the standing agenda is applied. | Ad hoc meetings may not have a gender briefing. | Q2 2019 |
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4.2. Organizational Culture

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| <i>HR and all sectors collect and publish data about the number of candidates who applied and were hired</i> | OMT | Completed in 2020 | The UNCT monitored gender parity in the staffing process by conducting a hiring survey. The survey included data on gender, age, and type of position/area of activity for candidates who applied and were hired in each agency in 2019. UNCT 2019 hiring statistics shows that there | | Q3 2020 |
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| | | | <p>were 1204 female (61%) candidates who applied for job as opposed to 783 male (39%) and 125 women (58%) were hired as opposed to 92 men (42%). Female candidates prevail throughout the recruitment process, in number of candidates who applied and were hired. The UNCT demonstrated positive trends towards achieving parity commitments.</p> | | |
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4.3. Gender Parity

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| <p><i>Create gender sensitive statistics for UNCT staff, according to the level, position, profession, age, nationality, etc.</i></p> | <p>OMT OGG</p> | <p>Completed in 2019, no updates in 2020</p> | <p>OMT collected UNCT gender statistics segregated by sex, age, position, education, type of contract, etc., which should serve for the UNCT follow up actions and potentially development of the Gender Parity Strategy.</p> | | <p>Q3 2019</p> |
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Dimension Area 5: Gender Architecture and Capacities

5.1. Gender Coordination Mechanism

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| <p><i>Nominate Gender Focal Points in each agency that will participate at the OGG</i></p> | <p>UNCT</p> | <p>Completed in 2019 and updated in 2020</p> | <p>Gender Focal Points list is regularly updated and comprises of at least 50% senior staff (P4 and above; NOC and above) who participate in OGG/GTG. The group is chaired by Head of UN Women and RC participates at meetings. Members of OGG have made substantive input into the UNSDCF including the</p> | | <p>Q2 2019 Q1-4 2020</p> |
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| | | | common country analysis, Socio-Economic Impact Assessment of COVID-19, gender perspective in their respective agencies programming, joint communication and advocacy work, engagement with women CSOs and M&E. | | |
| 5.2. Gender Capacities | | | | | |
| <i>Conduct an inter-agency gender capacity assessment</i> | UNCT OGG OMT | Incomplete | An inter-agency gender capacity and learning needs assessment has not been conducted. A questionnaire on gender capacity and learning needs has been developed. The plan is to explore the internal capacity to implement gender mainstreaming, conduct the assessment and based on that design a plan to improve capacities. | | Q2 2020 |
| <i>Ensure that UNCT pass mandatory courses on gender equality and the Prevention of Sexual Exploitation and Abuse (PSEA) regardless of the type of contracts (service contracts, SSA) and partners and contractors (once a year) and report to UNCT</i> | UNCT Individual Agencies | Completed in 2019 and updated in 2020 | UNCT induction material includes mandatory courses on gender equality and on prevention of sexual exploitation and abuse regardless of the type of contracts. UNCT Serbia PSEA Focal Points Network was updated with new colleagues nominated due to staff changes. PSEA Action Plan has been updated; Several agencies have their internal PSEA Action plans. A list of | | Q2 2019 Q1-4 2020 |

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| | | | <p>reporting mechanisms for PSEA was made per agency. No Excuses cards and posters were translated into Serbian for staff use and display at UN House as well as for further distribution to partners, beneficiaries, and stakeholders.</p> <p>The training on PSEA available on Agora is currently being translated into Serbian to create learning opportunities and enable capacity building of stakeholders. There are several initiatives by agencies to develop training courses on PSEA and gender-based violence for implementing partners eg. LGs, CSOs, MoD's and AFs with the aim to increase their gender sensitization.</p> <p>A consultant is developing PSEA knowledge products adapted to local context that will be available for stakeholders. Risk assessment tools for implementing partners are being developed.</p> | | |
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Dimension Area 6: Resources

6.1. Financial Resources

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| Include end year reporting on allocated resources for GEEW (gender marker tracker) | UNCT | Completed in 2019, no updates in 2020 | Resource reporting under the outcome 3 is available. Resources allocated to | | Q4 2019 |
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| | | | gender equality under other outcomes are not tracked. | | |
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Dimension Area 7: Results

7.1. Financial Resources

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| Include the evaluation of the social impact of different UN programmes and projects of UNDAF cycle | RCO MEG OGG | Completed in 2019, no updates in 2020 | UNDAF evaluation included social impact of UN programmes. | | Q4 2019 |
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