

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Kosovo 2022

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.



2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

5. The UNCT-SWAP Process in Kosovo

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The process of selection of performance indicators for re-assessment for this reporting year was taken in close consultation with the RC and members of the results group 5 which also covers the functions of the UN GTG. the process was participatory, with leadership and direction coming from Heads of Agency (HOA). the review was lead by the RCO (Data/knowledge management, results monitoring and reporting officer and UNWomen (M&E focal point) with inputs from other members of the RCO, UN Women and other agencies staff. T

The review was performed taking into account the UNCT Results report results, CF JWP, face to face meetings with key staff as well as secondary data review.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting

RCO, UNWomen, other UN participating agencies in RG (UN GTG) which consist the IAAT for the UNCT-SWAP annual progress review.

Enter any additional comments, including on country context in the field below:

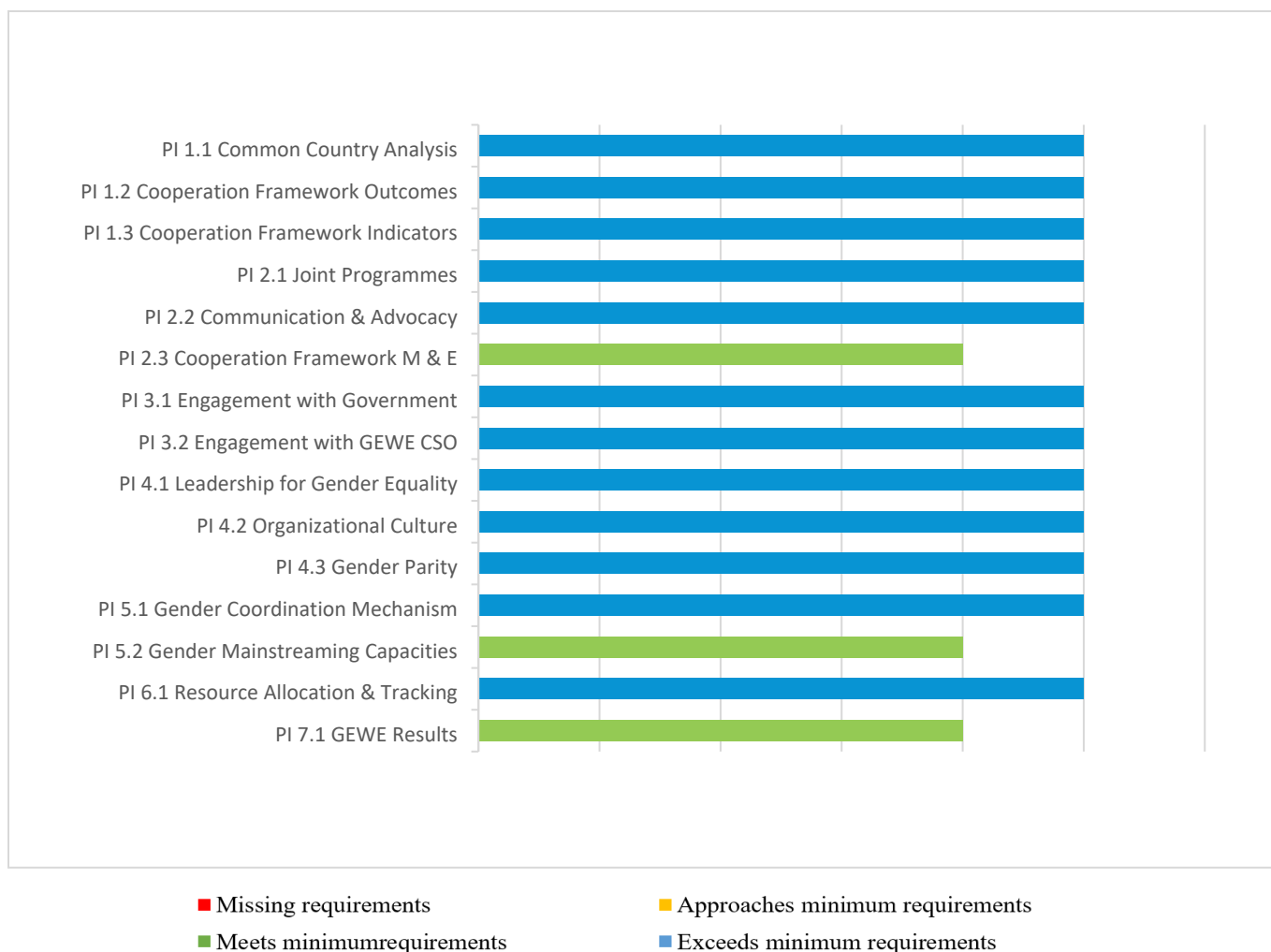
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	EXCEEDS	No
PI 2.1 Joint Programmes	EXCEEDS	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	EXCEEDS	Yes
PI 3.2 Engagement with GEWE CSO	EXCEEDS	Yes
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	EXCEEDS	No
PI 4.3 Gender Parity	EXCEEDS	No
PI 5.1 Gender Coordination Mechanism	EXCEEDS	Yes
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	EXCEEDS	Yes
PI 7.1 GEWE Results	MEETS	No

The findings presented in the below table indicate the ratings scored by the UNCT in Kosovo for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

Performance Indicator 1.1:
Common Country Analysis integrates gender analysis
EXCEEDS MINIMUM REQUIREMENTS

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

Kosovo undertook the CCA or in Kosovo context the Common Kosovo Analysis (CKA) for the first time in 2019. The CKA includes recent analysis related to the COVID-19 pandemic and recent political developments as well as conflict and LNOB analysis section which draws on the direct experience of persons at risk of being left behind. The analysis is evidence-based, addresses the challenges and opportunities with clear linkage to the LNOB approach, agenda for EU accession and impact of COVID-19. The section on LNOB provides analysis of factors (lack of documents, stigma, discrimination, language barriers and etc.) that prevent people with disabilities, Roma communities, LGBTIQ from accessing education services, health services, employment. Negative social norms based on patriarchy, limited political representation, lower participation in education, early marriages, high unemployment and higher exposure to gender based violence are underlying causes why these groups

are left behind. In the wake of COVID-19 the UN agencies – UNDP, UN Women and UNFPA – performed 2 SEIA's (Socio Economic Impact Assessments) to ensure that the assessment integrated a strong gender dimension. A gender perspective was included to better analyse how the pandemic affected women and men, and how it has accentuated existing inequalities between them. A third SEIA is to be launched shortly. Beyond informing the public, institutions and other stakeholders, the results of the survey will also inform UNCT's own programming to respond to the crisis and advocacy to improve the well-being of women and girls – during and post-pandemic.

The UN Gender Theme Group members were engaged from the beginning of the process both in the CCA, SEIA and SERP with the aim of providing an accurate gender analysis of the findings, to understand the differential impacts of the pandemic on women and men.

Data produced by SEIA and included in the SERP will guide the government to ensure that gender is integrated in all decisions and policies. Data produced by the SEIA has favored the inclusion of gender-targeted interventions as it provided a clear sex-disaggregated picture of the impact on the ground. Further the strong commitment to work towards gender equality and women's empowerment of the entire UNCT provided an advantage towards including gender-targeted interventions and making gender a cross cutting issue in the SERP. In addition, both the CCA and SERP are referred to as good practices in terms of gender mainstreaming practices.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:

**Gender equality mainstreamed in Cooperation Framework outcomes
EXCEEDS MINIMUM REQUIREMENTS**

Planning

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; AND (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

The United Nations Sustainable Development Cooperation Framework 2021–2025 (UNSDCF) includes four strategic priority areas and a cross-cutting theme that are connected and derive from the CCA findings and summary of development challenges with particular focus in terms of targeted groups at risk of being left behind. The five priority areas are: I. Accountable governance; II. Inclusive and non-discriminatory social policies and services; III. Resilient, sustainable and inclusive economic development; IV. Social cohesion; and Cross-cutting: Increased gender equality and rights-holders' participation, empowerment, and civic engagement.

The UNSCDF demonstrates a good practice as it has mainstreamed gender in all 5 outcomes and tackles gender equality through Outcome 5 specifically.

The UN Gender Theme Group now integrated within the Results Group 5, provides support to other Results Groups in terms of mainstreaming gender equality in all outcomes and ensures effective coordination with the 'Security and Gender Group' (This is chaired by UN Women, and plays a key role in bringing together UN entities, non-governmental organizations and civil society to help them advance women's rights, in line with the SDGs) as well as with Women's Rights Organisations and other CSOs that promote gender. equality.conducts annual reviews of the CDP (2016-2020)., as well as plans activities that benefit the whole UNTK and external stakeholders on gender mainstreaming and integration.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender equality
EXCEEDS MINIMUM REQUIREMENTS

Planning

More than half of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

At least 23 out of 34 indicators measure changes in GEEW. In area 1. Governance more than half the indicators (7/13) include gender equality considerations and targets for women's development. In area 2. Social protection, 8/9 indicators directly contribute to the achievement of GEEW. In area 3, environment and health 8/12 indicators refer to GEEW. Note that the focus of this outcome area is on improving systems and policies which lead to improvements in the quality and availability of data and evidenced based policies, which may in fact contribute (implicitly) to GEEW. There are a couple of indicators which do not explicitly mention the collection of sex disaggregated data even though it can be assumed that the data is available and will be disaggregated by sex.

The scorecard requirement to explicitly articulate and include sex disaggregated indicators and targets in all areas should be held in mind for the subsequent CDP but does not diminish the result achieved here. UNKT is also dependent on data which are received from Kosovo institutions, making gender disaggregated data difficult to obtain in all cases.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
EXCEEDS MINIMUM REQUIREMENTS

Programming and
M&E

Meets minimum requirements AND (c) A system is in place to ensure gender mainstreaming in Joint Programmes.

Gender mainstreaming in all joint programme initiatives was achieved through careful review and drafting of the project documents to make sure that gender aspect is accordingly incorporated while ensuring that implementation of project interventions is thoroughly gender mainstreamed. Specifically, gender mainstreaming in the MPTF funded project, was identified as a good example, at global level. As such it was included in the UN COVID-19 RESPONSE & RECOVERY FUND GENDER EQUALITY MARKER Guidance Note before launching of the second round of calls for proposals by the Fund. Also, the global interim report on MPTF funded projects, identifies Kosovo as a good case example in implementing immediate socio-economic recovery interventions.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
EXCEEDS MINIMUM REQUIREMENTS

Programming and
M&E

Meets minimum requirements AND (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

The year 2021 marked the 30th anniversary of the 16 Days of Activism Against Gender-Based Violence Campaign. The campaign resulted in more than 130 activities in Kosovo municipalities. The campaign was launched on November 25th, with the annual Oranging of the National Public Library in Pristina, followed by a classical music concert held in memory of victims of domestic violence. This year for the first time, UN Women invited private sector to become part of the global campaign, with around 20 companies and corporations joining. These companies have displayed products with campaign insignia, and published campaign material on their social media. The campaign by the private sector reached more than 1.5 million individuals in the first week. Online Platform for Free Legal Aid, supported by UN Women and established by the Kosovo Law Institute. This platform will bring new hope to domestic and gender-based violence survivors as it will facilitate access to free legal aid (and the overall access to justice) with focus on women from marginalized communities, women with disabilities, as well as women from rural areas and from disadvantaged economic backgrounds. In addition, the Kosovo Assembly joined the campaign, whereby MPs wore, shawls and other orange symbols in support the campaign, to raise awareness on the need to eliminate gender-based violence. The heads of key institutions called for continued solidarity and continuous efforts, and actions to prevent violence against women, as well as to preserve and protect their dignity. A debate was organized for displaced persons in Collective Shelters in northern municipalities, to showcase available mechanisms and support against gender-based violence. In addition, a refugee and returnee women gave a presentation on her life hardships and determination for change, a Syrian refugee women has shown her persistence and resilience through a video, and children were encouraged to continue their education and pursue their dreams. In 2022, activities continue and reporting due in the next reporting cycle.

In 2021 UNCT with Kosovo authorities and partners marked the anniversary of the UNSCR 1325 with a general conference dedicated to current Women's Participation in the Security sector. While 2022 marked the high-level forum on Women, Peace, and Security (WPS) under the auspices of Kosovo President. WPS brought together a total of 400 participants from 36 countries. Speakers included highest Kosovo representatives as well high-level speakers from around the world. A total of 16 panels were organized on different topics ranging from Women, Peace and Security issues, Transitional Justice, Women's participation in decision-making, dealing with the past and more.

In 2021 a mini campaign for the International Women's Day 8 March was promoted through UNCT and UN Agencies channels reaching thousands of social media users. While, during 2022, Regional Project, "Ending Violence against Women and Girls in Western Balkans and Türkiye: Implementing Norms Changing Minds" Phase 2 reached more than 15, 800 people. A mural "Broken Dreams" was launched in one of the main squares in Pristina, aiming to serve as memorial for all women who succumb to DV and GBV, and to raise public awareness on negative impact of DV/GBV and its relation to femicide. An art installation "Survival" was implemented in partnership with the international short movie/documentary festival "Doku-Fest" in Prizren Kosovo. During Dokufest an exhibition promoting the handcrafts of women from the Women's Association Orkide was organized. In addition, women and girls from Roma, Ashkali and Egyptian communities are informed on their property and inheritance rights through a "door-to door" campaign implemented by young law students/graduates and two public reactions on mishandling of justice in DV cases were issued. In 2022 on the occasion of International Women's Day, UNHCR organized an event with women refugees and asylum seekers in Kosovo to discussed "Gender equality today for a sustainable tomorrow".

During 2021 a campaign on Expanding Choices, Family Policies and Gender Equality, promoting co-parenting, encouraging maternal and paternal leave, in order to enable enhancement of women's role in social and economic development and participation a, as well as men's involvement in parental and domestic work, reaching thousands of social media users. While in 2022, implementation and advocacy activities in promoting family Friendly Policies with private companies, Kosovo Chamber of commerce, CSO, and Kosovo Institutions continued, led by UNFPA.

Through a joint UNCT project implemented by UN Women, UNFPA, UNICEF, and WHO, the safe re-opening of schools was ensured. Through UN Women activities, young women and girls from vulnerable groups at risk to be left behind were equipped with the needed skills and tools to continue their education uninterrupted by the pandemic. UNHCR through its implementing partner organized the first meeting of "Self Help Group" with women and girls of Roma, Ashkali and Egyptian communities in 3 regions with the purpose to establish networking for empowering young women and girls for accessing education, social and economic opportunities as a prevention measure for gender-based violence.

The Women's Empowerment Principles (WEPs) seven principles were adopted by two big corporations in 2021, namely Meridian and Spar. While UNCT will continue advocating for the adoption of WEPs by the private sector.

During 2022 the UNCT marked a number of international days such as marking of the International Day of the Girl Child with the Kosovo President and the UNRC with IPKO Foundation and Down Syndrome Kosova, co-lead by UNDP, UNFPA and UNICEF. Collaborations included the Pristina Film Festival, where the UNCT highlighted the importance of women's perspectives in the film industry as a key channel to support dialogue and social inclusion in post-conflict settings. The Festival helped amplify Kosovo women's stories at global level, including through the film "Hive", a Sundance Festival multiple winner and Kosovo's official entry for the Oscars Academy Awards' international feature category. Supported the 20th edition of

DokuFest, Kosovo short film festival in Southeast Europe. In parallel, the UNKT supported the 3rd edition of the Autostrada Biennale as well as Manifesta 14th edition, featuring themes at the intersection of design, technology, and public space.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

CF Results Groups JWP, evidence of joint communications activities in social media, joint calendar of events.

PI 2.3 Cooperation Framework M & E

**Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
MEETS MINIMUM REQUIREMENTS**

Programming and M&E

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

The CDP results are gathered by the lead agencies and used to populate the results matrix.

A leaflet highlighting progress against results is produced each year along with more comprehensive reporting. At present there is no plan to conduct a mid-term review.

The M&E Group receives advice annually from a M&E consultant, however this cannot be deemed technical training. Some members of the M&E group receive training and support from their home agency at regional / headquarters level. Training on results-based management and gender equality was funded by UN Women and provided to UN GTG members, many of whom are also part of the M&E group.

A concerted effort is needed to ensure that all M&E group members receive additional support to assess and evaluate progress against gender specific results in the next CDP.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

**Performance Indicator 3.1:
UNCT collaborates and engages with government on gender
equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

Meets all of the following: (a) The UNCT has collaborated with AT LEAST TWO government agencies on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to

substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

UNCT continued to support the Ministry of Justice in implementation of the new Kosovo Strategy on Protection from Domestic Violence and Violence against Women for Kosovo, approved by the Kosovo Government in 2022. Furthermore, MoJ was provided with technical assistance on drafting of the National Protocol for Protection of Survivors of Sexual Violence which was finalised in mid-November 2022 and will be officially launched in December 2022. This was a joint effort of UNCT and in partnerships with Kosovo Women's Network, and EULEX. Law on Protection from Domestic Violence draft was finalized and officially submitted to the Presidency of Kosovo and Parliament in October 2022 for approval.

As of October 2022, UN Women organized meetings with focus groups of the coordination mechanisms of respective municipalities, where it identified closely the challenges municipal mechanism face in addressing DV/GBV cases and decided on the best practices in terms of approaching DV/GBV victims. As a result, during March 2022 UN Women provided trainings to increase the capacities of the 40 service providers of the local mechanisms for protection from domestic violence and gender-based violence (gender equality officers, social workers, education experts, health experts, victim advocates, prosecutors and judges and service professionals of NGOs) in the municipalities of Peja, Podujeva, Dragash and Suhareka. The support was focused mainly on Istanbul Convention, client centered psychological approach with the GV victims and minority communities.

Mainstream human rights and gender equality into Kosovo's development strategies and policies, build local capacity for implementation, particularly with regard to the rights of children, migrants, survivors of domestic violence, and people with disabilities, and support policies aimed at protecting the most vulnerable and promoting social cohesion, including through universal health coverage, delivery of integrated social services, fostering of bilingualism and strengthening people's participation in municipal decision-making.

The Agency for Gender Equality finalised a concept document for the inclusion of gender-responsive budgeting (GRB) as a normative legal act, currently open for public discussion. In terms of gender mainstreaming in public institutions and documents, the alignment of Kosovo-wide strategic priorities with the European Union (EU) Gender Acquis and inclusion of gender objectives and indicators were key achievements. In 2022, Kosovo government approved the Concept Document on the implementation of Gender Responsive Budgeting. Paving the way for the optimal application of GRB, this document presents a complex, evidence-based situational analysis, accompanied by a methodical application of the Regulatory Impact Assessment instruments, including gender impact assessment among others, in order to extend the most suitable GRB legal framework for Kosovo. The Concept Document lays out the outline and the content of the GRB draft normative act and proposes all the necessary amendments across the existing legal framework of Kosovo for a full-fledged implementation of the GRB.

UN Women is supporting the Ministry of Finance, Labour and Transfers to develop Gender Budget Statement, a specific mechanism that will be used by ministries to review their programs from a gender lens.

Under the framework of strategic cooperation with 16 municipalities, across four regions - municipalities have approved Mid Term Budget Frameworks engendered accordingly with the recommendations through UN Women technical support.

The Gender Responsive Public Financial Management (GRPFM) assessment was carried out in June and July 2021, coordinated by the Ministry of Finance, Labour and Transfers with significant contribution from the Agency for Gender Equality (AGE), Kosovo Assembly, General Auditor's Office, line ministries, CSOs and international agencies active in the area of GRB. The assessment was finalised in 2022.

Four important Kosovo development strategies were engendered and GRB was more successfully applied in specific Kosovo and local policy initiatives, such as the Kosovo Program for Gender Equality, Strategy for the Protection against Domestic Violence, National Development Strategy, Economic Reform Program. In parallel support was provided to the Commission for the Victims of the Conflict Sexual Violence, for the Victims of Domestic Violence, and several initiatives undertaken to tackle the COVID-19 pandemic crisis. Also, affirmative action policies and grants and subsidies in the field of agriculture, small- and medium-sized enterprise developments and start-ups have provided a more fertile ground for the successful application of GRB.

Important milestones include UNWomen and UNFPA support of Ministry of Justice in developing the protocol on sexual violence and rape.

UNCT supported government efforts towards the 2030 Agenda, by advising on the alignment of the NDS 2030 with SDGs and SDG indicators, across pillars on economic growth, rule of law and governance, human capital and equality, and sustainable environment, including the new Draft Law against Domestic Violence and Gender Based Violence and incorporation of domestic violence as a section in the government's Programme 2021–2025.

To address the lack of standards on ensuring the protection of migrant and asylum-seeking women victims of gender-based violence in an integrated manner, UNHCR supported the Ministry of Internal Affairs, together with the Kosovo Police, specialised NGOs and other relevant public institutions to draft "Guidelines for the prevention of, risk mitigation and response to gender-based violence in the mixed migration context of Kosovo". The aim of this policy document is to provide multi-agency guidance to professionals from relevant sectors on the procedure to follow regarding the prevention, detection, referral and support of victims of gender-based violence in the context of the asylum procedure.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

CF, Results Groups, JWP, CCA, JP project document

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

EXCEEDS MINIMUM REQUIREMENTS

Meets all of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

The UNCT continues to build, collaborate, and engage with the Government, CSO, NGOs on Gender Equality and the Empowerment of Women. This involves strong coordination efforts through the multi-stakeholder Security and Gender Group (SGG) chaired by UN Women, and Results Group V also co-chaired by UN Women and UNFPA. Moreover, coordinated work with the Government on gender equality is demonstrated by the string partnership with MoJ/National Coordinator against DV. Government Institutions and the SGG have a strong partnership, in coordinating gender related issues.

UNCT through the Regional Project on EVAW, provided direct technical support to five women's rights organizations to implement projects to empower women and who have experienced discrimination or violence to advocate for and use available, accessible and quality services in light of standards enshrined in CEDAW and Istanbul Convention.

In response to the pandemic, UNWOMEN with UNDP carried out a mapping report which identified and analysed the impact of COVID-19 on MSMEs led by women in the Peja/Pec region. 25 women from vulnerable groups and survivors of gender-based violence from Gjakova/Djakovica region, have increased their knowledge and capacities on entrepreneurship, innovation, business plan and digital marketing. The beneficiaries were further supported by the provision of equipment in line with the mapping outcomes, reinforcing the women-led enterprises' capacities to consolidate sustainable businesses in the economic climate affected severely by the pandemic.

Women organization from different ethnicities were and from most vulnerable groups in Peja/Pec region were trained on Entrepreneurship, Business Plan, Digital Marketing and Soft Skills and supported with provision of necessary equipment to carry their business. In 2022, UN Women in close collaboration with the Municipality of Mamusa and Yunus Emre Institute, organized vocational trainings facilitated by Women's Association and Women organization, on tailoring and bead crafting for women and girls in the municipality of Mamusa. Approximate 30 beneficiary women from the Turkish community, approx. aged 18-50, upon completion of 1st month of training, have also received capacity building training and consultations on business digital marketing, and following the completion of 2nd month beneficiary women received training on Financial Management of small businesses, held on October 7, 2022.

The Security and Gender Group allowed for the quick mobilization of the UN family and International Community to respond to COVID-19's differentiated impact on women. As a result of UNCT support Domestic Violence shelters remained open, and survivors received packages according to their needs.

The UNCT has supported government to review and integrate gender equality considerations and SDGs into national strategies, including the forthcoming National Development Strategy 2030. UN Women has provided technical support to the Ministry of Justice/National Coordinator against DV in drafting the new National Strategy against Domestic Violence. The UNCT is also working on developing monitoring tools for the national domestic violence strategy and supporting the National Agency on Gender Equality to access MICS database from UNICEF to obtain data needed on gender equality indicators. In the context of SDGs, Kosovo Gender Equality Programme is aligned with SDGs with support from UN Women and UN

Development Coordinator's Office.

UNFPA is supporting implementation of Istanbul Convention through NGO SIT in working with perpetrators through offering psychosocial support and advocacy with Police, judiciary and prosecutors.

UNCT advice has been key in finalising the Programme for the Protection and Promotion of Human Rights 2021–2025, the Strategy for Migration 2021-2025, and the Strategy on Protection against Domestic Violence and Violence against Women 2022-2026, which was finally adopted in early 2022.

To inform the assessment of which people and groups in Kosovo have been left behind or are at risk of being left behind, the UNKT organized consultations in late 2019, and again in early 2022. In total, over 460 people were consulted, including: three reference groups consisting of representatives of Kosovo institutions, civil society, think tanks and international partners; and focus groups with people prone to vulnerable situations. Five out of seven consultations for the CCA update were held outside Pristina, which allowed to reach more effectively at-risk groups and facilitate their participation. These discussions, coupled with a detailed desk review, suggest that the groups and categories most at risk of being left behind are: certain categories of women (women from non-majority communities or rural areas, single mothers, survivors of domestic violence, those excluded from participation); children (those living in economically deprived households or living with disabilities); non-majority communities; people on the move (asylum seekers, refugees, migrants, and IDPs, voluntary returnees); people with disabilities, including children; and LGBTQI+ persons. During 2021, the UNHCR Office of the Chief of Mission in Pristina along with the former President and UN Development Coordinator continued with specific focus group discussions, the so-called high-level events in five municipalities. The target group were Roma, Ashkali, Egyptian and Serb women 19 – 59 years of age. This initiative aimed at promoting the importance of women empowerment and their social inclusion had an impact within the host community and all relevant stakeholders. Follow up actions expanded women-responsive social protection and encouraged donor community to fund two women-led start up business. As part of Multi Trust Partner Fund (MPTF), UNHCR partner Advancing Together and Jahjaga Foundation managed to include 104 persons UNHCR cares for into vocational training with private companies, of which after them were certified, 20 females were employed with private companies. In addition, at the beginning of 2021, a cookbook was launched with 32 recipes shared by 15 women of different backgrounds in Albanian, Serbian, English, Turkish and Roma languages.

Enhancing cooperation and coordination between CSOs, UNCT, led by OHCHR supported the CSOs Human Rights report which tackles a number of areas relevant to human rights which aims to possibly close the gaps in human rights reporting.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)

CF, CCA, consultations report, JWP

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1:
UNCT leadership is committed to championing gender equality
EXCEEDS MINIMUM REQUIREMENTS

Leadership and organizational culture

Meets all of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

A review of the HOA meeting minutes for the past 12 months reveals that gender equality was a topic of discussion in more than half of all meetings (5/8).

The RC is perceived by UN agencies, government and CSOs as being a strong gender advocate placing gender equality front and center of presentations and speeches. The RC has been particularly visible advocating to end violence against women. Results of the staff survey on organizational culture and gender equality demonstrate that 88.23% of personnel see the HOAs as committed to gender equality in the workplace.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

**Performance Indicator 4.2:
Organizational culture fully supports promotion of gender
equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

The staff survey results were excellent. A total of 51 staff responded.

88.23% of respondents believe the UNCT in Kosovo makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

84.32% of respondents believe that UN personnel in this country are committed to gender equality in the workplace.

88.23% of respondents believe the Heads of Agencies in this UNCT are committed to gender equality in the workplace.

These results are extremely positive and the survey should be repeated at least once in the next CDP cycle to monitor and track staff perceptions. The results of the survey should also form the basis for discussion during staff retreats.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

**Performance Indicator 4.3:
Gender parity in staffing is achieved
EXCEEDS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Meets minimum requirements AND (c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment.

a) UNKT has access to statistics and information from all agencies and maintains an analysis of these.

b) UNKT is comprised of 49 percent women / 51 percent men. Women make up 50 percent of staff P4 or above.

c) The Business Operations Strategy for UNKT is currently in draft form. UN GTG staff are familiar with the gender specific requirements of the BOS and are working towards mainstreaming gender considerations into the final draft.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:
Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets all four of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

Before the pandemic the UNCT already had an active, well-functioning UN Gender Theme Group (GTG). The UNCT is also represented in the multi-stakeholder Security and Gender Group (SGG) chaired by UN Women with most UN Agencies being members of the group. With the outbreak of the COVID-19 pandemic, the SGG started to meet bi-weekly rather than on a monthly basis, to ensure a gender-sensitive response to the pandemic.

These coordination structures were used at crisis onset which provided gender analysis of the findings, to understand the differential impacts of the pandemic on women and men informing the CCA, SEIA and SERP and the Cooperation Framework. In addition, a Task Force was swiftly established, co-chaired by UNDP and UNICEF with representation from all UN entities and the DC Office and a focus on agency comparative advantage. The UNKT held weekly coordination meetings on crisis planning and preparedness both internally and with government partners, CSOs and the international community.

Strong commitment to work towards gender equality and women's empowerment of the entire UNCT provided an advantage towards including gender-targeted interventions and making gender a cross cutting issue in the SERP.

In parallel to the UN GTG, UN Women also chairs the Security Gender Group (SGG). The SGG members include UN agencies, Kosovo Institutions (Agency for Gender-Equality, Kosovo Police, Ministry of Justice, Ministry of Defense), CSOs, donors and embassies, and international organizations. This groups meets every two months, and more frequently as required. The SGG has earned a reputation as an action-oriented coordination group. The SGG has provided collaborative comments on policies and laws, mobilized around plans for campaigns and advocacy, issued joint statements and instigated new programs and activities on GEWE. Members also utilize the SGG as a forum to share opportunities, such as funding and conferences, and to track emerging issues on GEWE.

(Criteria a) The Gender Theme Group (GTG) was established in 2016 to strengthen the performance of the UNCT on gender equality. It is one of the thematic groups to assist in meeting results outlined in the CF. The group is chaired by the Head of UNWOMEN, co-chaired by the Head of the UNFPA.

(Criteria b) the group TORs highlight key functions: To strengthen overall UNKT performance on gender equality by mainstreaming gender into all UN programming, To enhance UN Coordination by undertaking joint UN programmes and activities on GEWE, To create a venue for regular information sharing and experience on implementing GEWE.

(Criteria c) The group comprises 18 members half of which are HOA or senior officers at NOD/NOC level equivalent to P4.* The group also include representatives from the Development Coordinator's Office at P5 level and the Monitoring and Evaluation functional support group. Members represent the following agencies: OHCHR, UNDP, UNICEF, UNFPA, UN Habitat; UNHCR; UNOPS; IOM; WHO, UNV, UN Women, UNDCO, UNMIK. The UNMIK gender officer at P4 level.

*Note that the rank of P4 has not been used for this indicator as UNCT does not have many international staff. Instead the measure of senior staff equivalent to NOB/NOC/NOD has been used.

(Criteria d) Kosovo undertook the CCA-Common Kosovo Analysis (CKA) for the first time in 2019/2020. the group provided substantive support and analysis based on evidence-based, addressing the challenges and opportunities with clear linkage to the LNOB approach, agenda for EU accession and impact of COVID-19. In the wake of COVID-19 the UNCT (UNDP, UN Women and UNFPA) – performed 3 Socio Economic Impact Assessments (SEIA's) as well as the UNCT Socio-Economic Response Plan (SERP) ensuring integrated strong gender dimension. The CF Results Framework strongly integrates gender across 5 areas and in the indicators which will ensure that GEWE progress and results are specifically monitored and measured.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

- Members include at least 50% senior staff (P4 and above; NOC and above).
- The group has a TOR and an approved annual work plan.
- A coordination mechanism for gender equality is chaired by a HOA.

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)
CCA, CF, Results Groups, JWP

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

MEETS MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

The UNCT coordinates and cooperates closely with the UN Mission, particularly on women, peace and security agenda, strengthening women's inclusion in political processes as well as for social cohesion initiatives. In 2021, UNCT and UNMIK signed an Integrated Strategic Framework (ISF), which includes gender, peace and security as part of the inter-community trust building priority. Gender mainstreaming in all joint programme initiatives was achieved through careful review and drafting of the project documents to make sure that gender aspect is accordingly incorporated while ensuring that implementation of project interventions is thoroughly gender mainstreamed. Specifically, gender mainstreaming in the MPTF funded project, was identified as a good example, at global level. As such it was included in the UN COVID-19 RESPONSE & RECOVERY FUND GENDER EQUALITY MARKER Guidance Note before launching of the second round of calls for proposals by the Fund. Also, the global interim report on MPTF funded projects, identifies Kosovo as a good case example in implementing immediate socio-economic recovery interventions.

Gender experts within the agencies are key, but it is crucial to be connected at all times to local counterparts – in our case, of course the government, but also the Agency for Gender Equality, the Women's Caucus in Parliament, key NGOs, particularly women's organizations.

(Criteria a) Met. The UNCT has conducted several capacity building initiatives including, training on Results Based Management and gender indicators and knowledge sharing on gender programming, offered to all UNCT programme staff. In the context of the current CF cycle the UNCT has also developed several analytical reports, namely performed 3 Socio Economic Impact Assessments (SEIA's) as well as the UNCT Socio-Economic Response Plan (SERP) ensuring integrated strong gender dimension. In addition, a wealth of communication and advocacy initiatives on gender issues, which seek to educate and raise awareness on GEEW are ongoing and have reached all members of the UNCT, and beyond.

(Criteria b) Not Met. UNCT has made specific efforts and as part of the CF rollout process conducted several capacity development initiatives. The most recent training is on HRBA and gender markers as part of the UNINFO training package. However the capacity development plan based on an assessment it not yet in place.

(Criteria c) Met. UNCT provides new staff with induction material that includes gender equality and the empowerment of women commitments and related development challenges. In addition each agency keeps track of completed mandatory training on gender and related.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)

CCA, CF, ISF, Results groups, JWP

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
EXCEEDS MINIMUM REQUIREMENTS

Resources

Meets minimum requirements AND (c) The UNCT has established and exceeded a financial target for programme allocation for gender equality and empowerment of women.

During the reporting period the UNCT, with support from the UN Women made concerted effort to understand the importance of gender responsive budgeting (GRB) in the UNCT programmes/projects in addition to the technical support provided to the government, CSOs and other partners on GRB. As a first step to this was the inclusion of sex disaggregated data into the CF JWP and other analytical tools and frameworks.

In the current CF a certain percentage or financial amount is set for gender equality results and tracked. The UNCT consulted the UNDG Gender Equality Marker Guidance Note and Financing for Gender Equality Tracking Systems Background Note when deciding about the CF and agency specific programmes. In the current CF JWP gender marker was applied throughout the UNCT in addition to the human rights and SDGs markers. The UNCT tapped on the knowledge and experience of UNDP, UN Habitat and UNICEF colleagues already familiar with applying the Gender Marker. In addition, the training on the Gender and SDGs mainstreaming in strategic documents was held for the UNCT at the beginning of the CF process in 2020 while throughout the development of the CF document and its results framework UN Women (locally and regionally) ensured gender focused dimensions were included.

a) Besides the single agency capacity building and applying of GEM, the UNCT has carried out at capacity building of UNCT programme staff related to Gender Marker over the current Cooperation Framework cycle through the specific UNINFO training. During the training staff build capacities on how to assign specific tags and targets pertaining to gender, Human rights, SDGs, etc and keeping track.

b) The UNCT in the context of CF JWP has established and met financial targets for sub-outputs included in UNINFO. Agencies programme allocation for gender equality and empowerment of women are mainstreamed and secured funding for GEEW activities throughout. The CF contains 50% of outcome and output indicators that address GEEW.

(c) The UNCT has established financial targets for programme allocation for gender equality and empowerment of women at sub-output level through marking against GEM and SDGs. In 2021, out of 46.9 mil, the total expenditure was 37.4 mil (80% delivery). It is not possible to make a clear delineation of only GEEW activities due to the coo-cutting nature and contribution pf gender equality and human rights in all five priority areas. For 2022, the UNCT will undertake an analysis of GEM application against sub-outputs which would provide a clearer picture of GEM application based on benchmarks.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

CF, Results groups, JWP

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:
UN programmes make a significant contribution to gender equality in the country
MEETS MINIMUM REQUIREMENTS

Results

(b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of

women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

According to the 2017 results, UNKT is on track to achieve some gender equality outcomes. In particular, under priority area 1. the CDP has contributed to achieving SDG 5.2 end violence against women and girls through the provision of economic and psychosocial assistance for women and the identification and treatment of 9 new cases of GBV. Under priority area 2, social inclusion, the UNKT has been unable to secure funding for outcomes related to women's economic empowerment in the CDP. However, it is hoped that before the end of the current CDP cycle the UNKT will be able to report results in this area. In priority area 3, environment and health, the UNKT has been working towards SDG 5.6 on universal access to reproductive health and rights and SDG 3.7 on universal access to sexual and reproductive care, family planning and education. In particular, UNKT has provided cervical screening for 1322 women and conducted 11000 home visits to mothers and children. Transformative change is understood as the elimination of legal, social and economic barriers to GEEW. A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met. In this context, the UNKT is working towards transformative change through its work on domestic violence with the Ministry of Justice. According to the Deputy Minister perceptions of domestic violence have changed along with the law and conduct of police, courts and protection services. The UNKT has also been instrumental in the recognition of the rights of victims of violence perpetrated during war and continues to work with the Ministry of Justice to provide compensation to victims. It is also anticipated that forthcoming initiatives such as the peace building fund and activities related to the spatial mapping will further contribute to GEEW in the country.

Given the patchy results on gender and economic empowerment in the current CDP a lower score has been allocated.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Kosovo Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3
Dimension 1 - Planning				
1.1 Common Country Analysis	N/A	CCA conducted with a strong gender component.	CCA updated as of 2022	CCA updated as of 2022
1.2 Cooperation Framework Outcomes	N/A	CF completed with 5 outcomes that mainstream gender and a stand-alone gender equality outcome.	same as in year 1	same as in year 2

1.3 Cooperation Framework Indicators	N/A	to be reflected once action plan is finalised.	50% of indicators are sex disaggregated	50% of indicators are sex disaggregated
Dimension 2 – Programming and M&E				
2.1 Joint Programs	Formalize an internal JP screening process which incorporates GEEW considerations.	The CF Results Framework strongly integrates gender across all areas and in the indicators, which will ensure that GEWE progress and results are specifically monitored and measured.	The CF Results Framework strongly integrates gender across all areas and in the indicators, which will ensure that GEWE progress and results are specifically monitored and measured.	The CF Results Framework strongly integrates gender across all areas and in the indicators, which will ensure that GEWE progress and results are specifically monitored and measured.
2.2 Communication and Advocacy	N/A	UN Cooms Group action plan as well as calendar of events.	UN Cooms Group action plan as well as calendar of events.	UN Cooms Group action plan as well as calendar of events.
2.3 Cooperation Framework M&E	Conduct training on results-based management and gender M&E for the UNKT (or M&E Group).	to be reflected once action plan is finalised.	Capacity development for results based reporting to be organized during Q3 2022.	Capacity development for results based reporting to be organized during Q2 2023.
Dimension 3 - Partnerships				
3.1 Government Engagement	Identify and agree on a role for government partners on gender and CSOs in the CDP development process and program cycle.	to be reflected once action plan is finalised.	Role for government partners on gender and CSOs well reflected in the CF process and agency specific programme cycles.	Role for government partners on gender and CSOs well reflected in the CF process and agency specific programme cycles.
3.2 GEWE CSO Engagement	N/A	to be reflected once action plan is finalised.	CF JWP clearly lists a number of sub-outputs that target CSO engagement	CF JWP clearly lists a number of sub-outputs that target CSO engagement
Dimension 4 – Leadership and Organizational Culture				

4.1 Leadership	Include updates from the UN GTG (and SGG) as part of all HOA meeting agendas	to be reflected once action plan is finalised.	Regular HOA meetings touch upon GEEW, including in talking points and speeches.	Regular HOA meetings touch upon GEWE, including in talking points and speeches.
4.2 Organizational Culture	Repeat organizational culture survey once during next CDP cycle.	to be reflected once action plan is finalised.	Considered to be repeated as part of next year's review.	Considered to be conducted as part of next year's review.
4.3 Gender Parity	Integrate gender equality considerations into Business Operations Strategy.	to be reflected once action plan is finalised.	BOS document completed in December 2020 and integrates recommendations for women business owners opportunities	BOS document review in early 2022 and integrates recommendations for women business owners opportunities
Dimension 5 – Gender Coordination and Capacities				
5.1 Gender Coordination Mechanism	Conduct and update a mapping of UNKT (and UN agency) work on GEEW. Review and update GEEW analysis and commitments in the staff induction materials once during the CDP cycle.	to be reflected once action plan is finalised.	mapping finalized. as part of the CF coordination mechanism there is a specific result groups that targets increased gender equality.	mapping finalized. as part of the CF coordination mechanism there is a specific result groups that targets increased gender equality.
5.2 Gender Capacities	Conduct a gender capacity assessment and capacity development plan for all UNKT. Incorporate and conduct at least one gender capacity development initiative for all UNKT into the UN GTG workplan for 2019 (topic to be determined by the capacity	to be reflected once action plan is finalised.	no specific assessment conducted	no specific assessment conducted

	assessment results).			
Dimension 6 - Resources				
6.1 Financial Resources	Conduct training on gender marker for UNKT during the CDP planning and development phase. CDP to track and report on a financial target for GEEW in next CDP.	to be reflected once action plan is finalised.	training on gender mainstreaming conducted as part of the CF roll out process	training on gender mainstreaming conducted as part of the CF roll out process
Dimension 7 - Results				
7.1 GEWE Results	Fundraising for program budget on outcomes related to women's economic empowerment in current CDP.	to be reflected once action plan is finalised.	CF JWP provides the opportunity for further resource mobilization for GEWE results.	CF JWP provides the opportunity for further resource mobilization for GEWE results.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	20201007 Common Kosovo Analysis long Final Draft	
CCA or equivalent	UNKT Socio Economic Rapid Impact Assessment 2 Final eng	
Other joint analysis	20200500 UNKT Socio-Economic Rapid Impact Assessment	
Other joint analysis	20200605 UNKT Socio-Economic Response Plan	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Final Kosovo UNSDCF 2021-2025 signed	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
	No documents uploaded	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	20-04-06_PRPC_SIDA_Strengthen OSH Mgt and Social Dialogue_(Final)	
Joint Program documents	MPTF (UNICEF, WHO, UN Women, UNFPA) (UK) - PRODOC -Return to (New) Normal	
Joint Program documents	MPTF Window 1 (UNDP,UNV, UNICEF) - PRODOC - Support Kosovo Institutions with swift and innovative solutions to contain the spread of COVID-19 pandemic	
Joint Program documents	UNDP, UN Women (EU) - PRODOC - Response to Covid-19 emergency and early recovery support	
Joint Program documents	UNDP-UNV, UNICEF, UN Women (Peacebuilding Fund) - PRODOC - Empowering Youth for a Peaceful, Prosperous and Sustainable Future in Kosovo	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
	No documents uploaded	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
	No documents uploaded	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked EXCEEDS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
	No documents uploaded	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country MEETS MINIMUM REQUIREMENTS		Results
Category	Documents	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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