

UN Performance Indicators for Gender Equality and Women's Empowerment

Narrative Report FYR Macedonia

Final Narrative Report
Skopje, January 2017

Submitted to: Office of the UN Resident Coordinator
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Summary

The structure of this narrative report of the UNCT Performance Indicators for Gender Equality and Women's Empowerment follows the guidelines of the UNCT Performance Indicators for Gender Equality – Users' Guide (UNDG Task Team, 2008, pg. 22). It presents summary of findings, with emphasis on main strength and weaknesses.

The report gives an overview of the methodology used, main findings, including an average score under each dimension and highlights good practices. It also includes a follow up matrix, covering main issues and steps that need to be taken. At the end, the report encloses list of documents reviewed and list of key informants interviewed. This narrative report is a complementary document to the Gender Scorecard Matrix and follows up with recommendations for future steps.

I Methodology

As recommended by the Users' Guide, a desk review of key documents and interviews with key informants were conducted. The List of participants that were present at the Strategic Planning workshop in late December 2014 was obtained through the RC Office; other relevant documents were obtained through UN Women and HRGTG. The interviews were conducted with the Resident Coordinator, Heads of Agencies and members of the Human Rights Gender Theme Group, gender equality mechanisms and other relevant governmental partners. A draft version of the Scorecard was submitted for first to UN Women Head of Office/Gender Specialist and later, to HRGTG.

II Findings

Explanatory note

The Gender Scorecard (GS) exercise assessed gender equality related work of the UNCT shortly after the adoption of the Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia) by the Government. The GS exercise analysed the level of inclusion of gender equality and women's empowerment issues in the new PSD, covering the period 2016-2020. The new PSD was officially endorsed by the Government of FYR Macedonia on 31st October 2016.

The FYR Macedonia is an EU candidate country since 2005, but has still not entered into accession negotiations. The UNCT efforts are in line with the country's aspirations to harmonize with the EU acquis, as the highest strategic priority of the government and the SDGs.

- a) **Strengths:** Planning, Partnerships and Decision-making are the areas in which the UNCT demonstrated best result, with the average scores of 4.4, 4.3 and 4 followed closely by Programming, UNCT Capacities and Budgeting, at 3.75, 3.66 and 3.5 respectively. Dimensions related to Monitoring and Evaluation and Quality Control and Accountability also scored high, both at 4.

When all dimensions with high mean-scores are analysed together, it is evident that the UNCT recognises the important role of gender equality and women's empowerment related to programming. In general, the lowest average score is at 3.5, which shows that all of the dimensions carefully took into consideration gender equality commitments.

Part of it has to do with the Mid-term report to measure progress of the old UNDAF that was undertaken in 2013, including the review from a gender perspective, supported by UN Women, which lead to improvement of the M&E Framework and set the basis for the new PSD. The other part has is very much linked to the planning and organization during the preparation phase of the new PSD, which also contributed for a strong PSD from a GE perspective.

Strong support for gender equality programming coming from the RC and fully endorsed by all Heads of Agencies translated itself into the programme plan, tackling the main areas of the PSD, as agreed with the national stakeholders. The UNCT's gender related work is structured and strongly supported through the work of the Human Rights and Gender Theme Group (hereafter HRGTG), which is now being chaired by the Human Rights Advisor to the RC/UNCT, and UN Women, as a specialized body with a mandate enhancing gender equality and women's empowerment.

Although at present with no joint projects, there have been number of joint projects¹ submitted to different donors and additional to be developed. It is clear that the previous joint initiatives and projects have strengthened the inter-agencies bonds (for ex. the joint project on DV prevention that was implemented by UN Women and UNDP in the period between late 2012- mid 2014). In relation to gender-disaggregated data, they are not available for all areas, and there is a strong recognition that that data is very much needed and adequate measures for collecting and dissemination of gender-disaggregated data need to be supported. Area/Outcome 4: Environmental Sustainability is an area that would benefit from gender-disaggregated data, which are clearly lacking. Another area, which is currently being addressed in regards to the gender-disaggregated data, is employment. UN Women, in prior consultations with IOM, is supporting a survey and an analysis to determine the underlying causes for the low participation of women in the labour market.

Specialised agencies such as UN Women and UNFPA have strong focus on gender programming and women's empowerment as per their mandates. UNICEF also strongly promotes gender component in their programming, quite visible in their work in the area of early marriages. Overall, gender equality issues are promoted in the programmes of all agencies with a country field presence. Special attention to the issues related to vulnerable women and girls is paid by UNHCR and IOM (UNHCR provided assistance to women and girls refugees during the severe migrant/refugee crises in 2015 and 2016 and IOM programme work takes in consideration Roma women and economically inactive women from excluded/rural environments). UNDP also has a strong gender related programme component, mainly revolving around domestic violence.

b) Weaknesses: The lowest performance was identified in the area of Budgeting, with a mean score of 3.5 on a 0-5 scale.

In general, the performance of the UNCT ranges from very good to excellent, with two dimensions exceeding minimum standard with mean score, three dimensions meeting minimum standard, and three very close to meeting minimum standard. The Budgeting dimension is the one that scored lowest and needs more attention.

The desk review and interviews with relevant parties revealed that the expenditures are tracked individually by the Agencies, as per the implementation of their activities. The tracking of the expenditures in the GE area is not consolidated. This might change once a joint programming is in place, but still, a mechanism/system that would track down the expenditures in the area of GE is not set.

The Gender Scorecard exercise found that some aspects of the dimensions examined scored lower than others. For example, more attention should be paid to support gender mainstreaming in programme based approach – although gender equality is mainstreamed in all five outputs/areas of the PSD, there is no unified method used by UNCT to support gender mainstreaming in programme based approach, and not all of the UN agencies are collaborating with the gender mechanism in the country. The work of the UNCT, in this respect, very much relies on the work of the HRGTG, as the main advisory body to the UNCT.

There is also room for improvement in the area of capacity assessment and development of UNCT in gender equality and women's empowerment programming, as well as in developing a formal gender expert roster with national, regional and international expertise used by the UNCT. Although there are individual agencies gender trainings and compulsory webinars, the need for gender and cultural sensitivity training, especially for the new members of the thematic groups, and as a 'refresher' for the old ones, would be very beneficial.

III Best practice examples – highlights

- Mid-term Review of the previous UNDAF from a gender perspective (resulted with strengthening of the M&E framework and introduction to new gender indicators that set the base for the new M&E framework of the PSD);

¹ In the area of youth employment, a joint submission by UNDP, ILO, UN Women to the SDG fund; another joint submission in the phase of preparation on People with Disabilities to UNPRPD between UNDP, UNICEF, UNFPA, UN Women; and a joint submission to the Human security trust fund between UNDP, UNFPA, UN Women.

- Using an interactive online survey inspired by the “My World” surveys that the UN is using globally to test world opinion on post-2015 priorities;
- Organization of a Public debate at the Assembly by the DEO and the Parliamentary Commission for Equal Opportunities to discuss upon the thematic areas of the PSD and gender mainstreaming;
- Developing a joint training module on the GE and HRBA UN programming principles adapted for the needs of UN staff, which received one-day “refresher” training on the onset of the PSD work;
- Support to NAP for implementation of CEDAW recommendations in 2013.

IV Average Scores per Scorecard Dimension

Dimension	Mean score
1 Planning	4.4
2 Programming	3.75
3 Partnerships	4.3
4 UNCT capacities	3.66
5 Decision-making	4
6 Budgeting	3,5
7 Monitoring and evaluation	4
8 Quality control and accountability	4

V Follow-up Recommendations

Dimension	Average numerical rating	Main follow-up issues	Steps to be taken, including technical assistance needed, time-frame, allocation of responsibility and resources required
1. Planning	4.4	<p>- Planning process took place in a spin of two year, which made it difficult for partners and stakeholders to follow the development of the PSD.</p> <p>- Lack of sex-disaggregated data, especially in the area of employment and environmental sustainability. This translated into the baselines, indicators and targets.</p>	<p>- For the next planning phase of the future PST, consider having the exercise in shorter time frame (due to changes in administration, Government, etc.): from 6 months to 1 year.</p> <p>- Till the end of 2018: Take the opportunity to evaluate current indicators within the M&E framework in the process of mid-term evaluation of PSD. Include additional indicators (where new information is available due to new sex-disaggregated data) and review current indicators.</p>

2. Programming	3.75	<ul style="list-style-type: none"> - At present, no joint programming is operational and possibilities are to be further discussed in the forthcoming preparation of the two-year working plans of the PSD. - There is no unified system in place for gender mainstreaming of joint-programmes. - There is no systematic monitoring and evaluation of gender mainstreaming in main national papers related to gender equality by the UNCT, but through specific agencies. - There is no joint budget allocated for supporting most important GE strategies or action plans, but agencies are using their own budgets to contribute in their respective areas. The sum allocated in the PSD for Outcome 5 is the lowest in comparison with the other outcomes, but 15% of the each budget outcome falls under GM. 	<ul style="list-style-type: none"> - Establish a system to better enhance gender mainstreaming in joint project proposals. One approach can be to have HRGTG on board since beginning of the joint proposal development. After the joint proposal is developed and accepted by the UNCT, it can go through a final review by the HRGTG. - Establish a system/body that would contribute to systematic monitoring and evaluation of gender mainstreaming in main national papers related to GE. - No specific recommendation on the budget allocation, more specific on tracking expenditures (please see Dimension 6).
3. Partnerships	4.3	<ul style="list-style-type: none"> - After the preparatory meeting – Strategic Planning Workshop, no additional follow-up meeting with all stakeholders took place, but individual meetings with representatives from different ministries at UN (alias UNDP). Not clear how they contributed for the further development of the new PSD (comments, suggestions). 	<ul style="list-style-type: none"> - Organise a meeting with participants of the Strategic Planning Workshop from the NGO sector, plus other women's NGOs (with specific focus on NGOs dealing with vulnerable categories of women and girls) and government gender machinery towards mid-2017 and present 2017-2018 operational plan for the new PSD implementation. Provide space for a discussion and feedback from participants. It would be very beneficial if this becomes a practice, with HRGTG to take the

			lead.
4. UNCT capacities	3.66	<ul style="list-style-type: none"> - There is no standardised training for the members of UNCT on the key gender equality and women's empowerment aspects, but only individual agencies trainings and compulsory webinars. - There is no UNCT formal roster in place, but an informal one and consultations related about gender experts via UN Women. 	<ul style="list-style-type: none"> - Ensure that all staff (including Heads of Agencies) and especially new staff members have access to the appropriate gender training – with focus on gender and cultural sensitivity. - With HRGTG in the lead, build on the existing gender training curricula and develop a general gender and cultural sensitivity training for all UN staff. Organize training for UNCT members by the end of 2017 and introduce the new curricula within individual agencies. - UN Women to compile a list of gender experts (with emphasis on local experts and experts from relevant governmental institutions) to ensure that UNCT has a central database on gender experts. - Organize a gender audit of agencies' programmes by mid-2018.
5. Decision-making	4	<ul style="list-style-type: none"> - Gender equality and women's empowerment issues are discussed on the UNCT meetings, however more systematic inclusion of the pertinent gender issues should be considered. 	<ul style="list-style-type: none"> - Ensure regular inclusion of GE related themes in UNCT meetings.
6. Budgeting	3.5	<ul style="list-style-type: none"> - The expenditures are tracked individually by the Agencies, as per the implementation of their activities. The tracking of the expenditures in the GE area is not consolidated. Situation should change when joint programming come in place. 	<ul style="list-style-type: none"> - Set a system in place that would track overall expenditure in the area of GE.
7. Monitoring and evaluation	4	<ul style="list-style-type: none"> - PSD Monitoring and Evaluation Framework is well structured and 	<ul style="list-style-type: none"> - UNCT should work with national partners to derive needed data in the course

		shows strong commitment for measuring results and expected achievements. Still, some baseline data and targets need to be set due to missing data and in absence of new national census.	of 2017. - Please see recommendation on gender audit in Dimension 4.
8. Quality control and accountability	4		No specific recommendations.

Annexes

1. Desk Review Documents

United Nations Development Group (UNDG) Task Team on Gender Equality. *UNCT Performance Indicators for Gender Equality – User's guide*, June 2008.

United Nations Development Group. *How to Prepare an UNDAF (part I, II) Guidelines for UNCT*, January 2010.

ECOSOC 2008. *Resolution 2008/34 Mainstreaming a gender perspective into all policies and programmes in the United Nations system*, 2008.

UN Women ECA, ECA Regional Working Group on Gender. *A Regional Analysis of Gender-Theme Groups and Results Groups on Gender in the Europe and Central Asia Region*, August 2016.

United Nations Country Team Skopje. *Partnership for Sustainable Development. United Nations Strategy (2016-2020)*, October 2016.

UNCT FYR Macedonia. *United Nations Development Assistance Framework 2010-2015. UNDAF Mid-term Review*. May 2013, Skopje.

Vesna Cipus, *Gender Scorecard and Gender Scorecard Narrative*, June 2009.

UNCT FYR Macedonia. *Terms of Reference for the UN Human Rights Gender Theme Group (HRGTG) and Work plan for 2014*

Minutes from the HRGTG meetings (2014-2015, 2016)

Minutes from the HRGTG for the CSO consultations on UNDAF, September 2014.

UNCT FYR Macedonia. RC annual reports 2014

Government of FYR Macedonia. *Report on the Progress towards the Millennium Development Goals, Macedonia*. June 2009.

Strategy for Regional Development of FYR Macedonia (2019-2019), Assembly of FYR Macedonia, 2009.

Government of FYR Macedonia. *Gender Equality Strategy (2013-2020)*.

Government of FYR Macedonia. *National Action Plan for Gender Equality (2013-2016)*.

Government of FYR Macedonia. *Strategy for Introducing Gender Responsive Budgeting (2013-2017)*.

Government of FYR Macedonia. *Law on Equal Opportunities between Women and Men*, 2006.

Government of FYR Macedonia. *Law on Prevention, Elimination and Protection of Domestic Violence*, 2014.

Government of FYR Macedonia. *Protocol for mutual collaboration between relevant institutions and organisations for protection and elimination of domestic violence*, 2015.

Government of FYR Macedonia. *Roma Strategy in the FYR Macedonia 2014-2020*, 2014.

CEDAW Concluding Comments for Macedonia

UNCT. List of Key analytical and Policy Documents Used for the PSD

RC Office, UNRC response to Peer Support Group comments

RC Office, UN response to the government comments on PSD

2. Key Informants

LIST OF KEY INFORMANTS FOR THE CARRYING OUT OF THE GENDER SCORECARD

No	INSTITUTION	KEY INFORMANT	CONTACTS	COMMENTS
1	Ministry of Labour and Social Policy	Elena Grozdanova, State Counselor for Equal Opportunities	EGrozdanova@mtsp.gov.mk	Face to face interview, 8th November 2016
2	Ministry of Foreign Affairs	Sanja Zografaska, main UNDAF national focal point	Sanja.Zografaska@mfa.gov.mk	Face to face interview, 10th October 2016
3	Ministry of Foreign Affairs	Evgenija Ilieva, Head of Department for Human Rights and NGO's	Evgenija.Ilieva@mfa.gov.mk	Face to face interview, 14 October 2016
4	State Statistical Office	Violeta Krsteva, Deputy Head of the Department for Business, Agriculture and Life Environment Statistics	krsteva.v@stat.gov.mk	Face to face interview, 18th October 2016
5	State Statistical Office	Ajrija Causoska, Coordinator of the Department for Social Statistics	ajrija.causoska@stat.gov.mk	Face to face interview, 18th October 2016
6	UNHCR	Mohammad Arif, Country Representative/ UNCT member	arif@unhcr.org	Face to face interview, 2nd November 2016
7	UNHCR	Blaze Kojcevski, Programme Officer	kojcevsk@unhcr.org	Face to face interview, 2nd November 2016
8	UNICEF	Bertrand Desmoulins, Country Representative/ UNCT member	bdesmoulins@unicef.org	Face to face interview, 2nd November 2016
9	UNFPA	Sonja Tanevska, Assistant Representative / UNCT member	tanevska@unfpa.org	Face to face interview, 8th November 2016
10	UN/UNDP	Louisa Vinton, UN Resident Coordinator/UN DP Resident Representative	louisa.vinton@undp.org	Face to face interview, 10th November 2016
11	UN/UNDP	Silva Pesic, Human Rights Advisor to the RC/UNCT	silva.pesic@undp.org	Face to face interview, 9th November 2016
12	ILO	Emil Krstanovski, Head of office/UNCT member	krstanovski@ilo.org	Face to face interview, 8th November 2016
13	WHO	Margarita	spasenovskam@who.int	Face to face interview,

		Spasenovska, Acting Head of Office/Public Health Officer/UNCT member		11th November 2016
14	UN WOMEN	Dominka Stojanoska, Gender Specialist/Head of Office/UNCT member	dominika.stojanoska@unwomen.org	Face to face interview, 10th November 2016

UNCT Performance Indicators for Gender Equality
Gender Scorecard
the former Yugoslav Republic of Macedonia

Skopje, December 2016

Submitted to: the Office of the UN Resident Coordinator
Drafted by: Mirjana Nedeva, Consultant/UNCT Gender Scorecard Report

Dimensions	Definition	UNCT comments and evidence base
1. Planning (CCA/UNDAFs)		
1.a – Adequate UNCT review of country context related to gender equality and women's empowerment	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> Includes an in-depth analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in access to and control of resources. The analysis notes links to national legal frameworks relevant to the promotion of gender equality and women's empowerment, and specific measures for follow up to CEDAW reports and CEDAW Committee concluding comments. All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. Critical capacity gaps are identified in the area of the promotion of gender equality. <p>Meets minimum standards</p> <ul style="list-style-type: none"> Includes an in-depth analysis of the ways in which gender inequality is reproduced, including 	<p>Exceeds minimum standard (Score: 5)</p> <p>The UNCT has made serious attempts to mainstream gender in its key planning documents, and the new Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia) provides an important framework for gender equality programming.</p> <p>The new Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia) (hereafter - PSD) was signed on 31st October 2016 in Skopje.</p> <p>The UNCT agreed to follow the Delivering as One approach with the start of the new programme. The development of the new Partnership was based on the mid-term review to measure progress of the old UNDAF conducted in 2013 and the Common Country Assessment (CCA), which was undertaken (both desk review and online survey) prior to the development of the new PSD. The Mid-term review of the previous UNDAF from a gender perspective that was supported by UN Woman, which lead to improvement of the M&E framework. In particular, revision of indicators from a gender perspective was undertaken and new gender specific indicators were included. As a result of this work, the Results Framework better reflected the results achieved in terms of women's empowerment and equal opportunities and set the standards/model for the new PSD M&E Framework.</p> <p>In regards to the CCA, it proved that its findings were not satisfactorily presented in written form and therefore, not published or shared. Still, the findings of the country analysis were distilled in Chapter "Development Context" of the new PSD.</p>
Source: UNDAF Guidelines		

	<p>the influence of gender relations, roles, status, inequalities and discrimination in access to and control of resources.</p> <ul style="list-style-type: none"> • The analysis notes links to national legal framework relevant to the promotion of gender equality and women's empowerment, and includes reference to CEDAW reports and concluding comments. • All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. <p>Needs improvement Any two of the above three areas (under <i>Meets minimum standards</i>) are met.</p> <p>Inadequate Any one of the above three areas (under <i>meets minimum standards</i>) is met.</p> <p>Missing Not applicable</p>	<p>In addition to this, the UN team outreached to as many people as possible through web crowdsourcing methods in order to make the process of PSD development as participatory and inclusive as possible. Therefore, in understanding views of groups of people not traditionally involved in the planning process, UN team used an interactive online survey inspired by the “My World” surveys that the UN is using globally to test world opinion on post-2015 priorities, which directed UN towards three main priorities: good jobs, quality education and mobility (pg. 19).</p> <p>The new PSD is based on a detail analysis of the national context; takes in consideration the priorities in the Government programme (2014-2018); aligns to the Sustainable Development Goals (SDGs); regionally with the European Union accession - as a main national priority; and nationally, with the National Sustainable Development Strategy and Action Plan, as well as sectorial strategies. The priority areas were selected in a participatory/consultative manner, including a two-day prioritization retreat in December 2014 in Skopje, and through intensive stakeholders consultations. The novelty was to enforce gender implications of all UN programme activities, which resulted in using a twin-track approach: directly, as a specific gender Outcome – no. 5 and gender mainstreaming in all other Outcomes. In line with UNDAF guidelines, the PSD documents consists of Outcomes, while Outputs can be changed annually, which contribute to better implementation of the planned scope of work.</p> <p>The new PSD presents detailed assessment of gender relations and roles and the main gender equality issues. An in-depth review on gender relation and roles related to the discriminatory customs, traditions and stereotypes is provided, with an emphasis on the affect it has for women living in rural areas and minority women (pg.14). The analysis highlights the persistent challenges in employment, especially the gap in labour force participation between women and men and its impact for rural</p>
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		<p>women and minorities; low percentage of women-land owners and exemption of minimum wage regulations in the common 'female' industries – textile and leather (pg. 14). The PSD also refers to the under-represented position of women in leadership positions, regardless of the increased quota for share of women in the Parliament and local councils, low number of women mayors and ministers and almost a total absence of women at negotiation tables (pg. 15). The overall situation of Roma population is analysed, and the issue of early marriage among Roma girls is emphasized (pg. 12). The PSD addresses the provisions of the new Law on domestic violence (2015) supported by the UN that remains to be tested.</p> <p>There is a reference to the concluding observations on the country reports and its implementation of CEDAW, as well as similar observations from the Committee for the Rights of the Child (CRC), as well as to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (known as the "Istanbul Convention"), which is not yet ratified. Finally, the PSD builds upon recommendations on human rights treaty bodies, which refer to pertinent gender equality issues – domestic violence and gender based violence, wage gap between women and men, special measures for the Roma community (pg. 21).</p> <p>Most of the indicators in the PSD are disaggregated by sex, except in sectors where there are no disaggregated data available, and the same translates to the targets.</p> <p><u>Comments:</u> There is an in-depth analysis on the current situation of the country, targeting the pertinent gender equality issues, with links to the national legal framework, CEDAW recommendations and human rights national</p>
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		<p>treaty recommendations. All of the four requirements are fulfilled, and therefore the score 5 seemed appropriate. The only thing that could worked better is greater percentage of sex-disaggregated data (baseline), but it is noted that sex-disaggregated data are present whenever possible. The only downside to the planning process is its length that took place in a spin of two years, which made it difficult for relevant actors from national partner institutions to follow the process. The political crisis made the process of PSD development to become a long one; due to the changes within the institutions, the lengthy process proved to be unconstructive regarding the institutional memory.</p> <p>Evidence base: Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), interviews with Resident Coordinator, UNCT members, other stakeholders.</p>
<p>1.b – Gender equality and woman empowerment in UNDAF's outcomes</p> <p>Source: UNDAF Guidelines</p>	<p>Exceeds minimum standard: More than one outcome clearly articulates how gender equality and women's empowerment will be promoted.</p> <p>Meets minimum standard: One outcome clearly articulates how gender equality will be promoted.</p> <p>Needs improvement: One outcome includes reference to gender, but does not clearly articulate how gender will be promoted.</p> <p>Inadequate: Gender equality or</p>	<p>Exceeds minimum standard (Score: 5)</p> <p>The Partnership for Sustainable Development: UN Strategy for 2016-2020 defines three outcome areas:</p> <ol style="list-style-type: none"> 1. Employment 2. Good governance 3. Social inclusion 4. Environmental sustainability 5. Gender equality <p>As stated in the previous section, a twin-track approach was used and gender is mainstreamed in all other outcomes and has a specific outcome. Gender equality and women's empowerment are explicitly stated in the employment, good governance and gender equality outcome, and implicitly included in the other two.</p> <p>The first outcome – employment refers to improvement of livelihoods by</p>

	<p>women's empowerment are given 'token' or minimal attention.</p> <p>Missing</p> <p>Not applicable</p>	<p>securing decent jobs for women and men, the second outcome – good governance refers to the national and local institutions to be better able to design and deliver high-quality services for all users, noting gender-sensitive manner. The third outcome – social inclusion refers to more members (vulnerable and socially excluded) to be empowered and have better quality of life, the fourth outcome – environmental sustainability to better resilience to disasters and environmental risks. The specific gender outcome, clearly refers to the accountability of the state institutions to gender equality commitments, thus having more women and girls living lives with non-discrimination and non-violence.</p> <p><u>Comments:</u></p> <p>The PSD outcomes are very clearly defined and gender is included – although there are two outcomes where gender is not explicitly mentioned, the gender dimension is still implied, and therefore, score 5 seemed appropriate. However, Outcome 5: Gender equality, lacks better focus on discrimination against women as key aspect of gender equality.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), interviews with Resident Coordinator.</p>
<p>1.c – Indicators to track UNDAF results are gender-sensitive</p>	<p>Exceeds minimum standard: At least one indicator at outcome level, and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p> <p>Meets minimum standard: At least</p>	<p>Meets minimum standards (score: 4)</p> <p>Around one third of indicators are explicitly gender sensitive and therefore, the score 4 seemed appropriate.</p> <p><u>Comments:</u></p> <p>There are number of indicators, especially in Outcome 4: Environmental sustainability that could not be sex-disaggregated, such as: greenhouse</p>

Source: UNDAF Guidelines	<p>one indicator at outcome level, and between one third and one half of indicators at output level, are gender sensitive, and will adequately track progress towards gender equality results.</p> <p>Needs improvement: No gender-sensitive indicators at outcome level, and less than one third of indicators at output level are gender sensitive.</p> <p>Inadequate: Token reference to gender equality or women in indicators.</p> <p>Missing</p> <p>Not applicable</p>	<p>gas emissions, hectares of land as protected areas, degree of integrated water resources management. Overall, indicators are sex-disaggregated where possible and it is clear that gender has been taken into consideration - a very evident example (apart from the Outcome 5), is under Outcome 1: Employment and Outcome 3: Social Inclusion. Although Outcome Environmental sustainability has set of indicators that would be very difficult to be sex-disaggregated, this implies that there is no possibility to adequately track progress towards gender equality results. There is no explicit gender language in the environmental area.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).</p>
1.e – Baselines are gender-sensitive	<p>Meets minimum standard¹ All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <p>Needs improvement</p>	<p>Meets minimum standards (score: 4) Around one third of the baseline is explicitly gender sensitive and therefore, the score 4 seemed appropriate.</p> <p><u>Comments:</u> Clearly, the baseline is sex-disaggregated, and if not, it is the case of no</p>

¹ It is not possible to exceed the minimum standard in this case, because the indicator refers to an absolute value (all data).

Source: UNDAF Guidelines	<p>Some data is sex-disaggregated but sex-disaggregation is not systematic.</p> <p>Inadequate There is token sex-disaggregation of data</p> <p>Missing</p> <p>Not applicable</p>	<p>existing data or data that would be difficult to be disaggregated, as per Outcome 4: Environmental sustainability.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).</p>
<p>1.e – Targets are gender-sensitive</p> <p>Source: UNDAF Guidelines</p>	<p>Meets minimum standard² All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex.</p> <p>Needs improvement Some data is sex-disaggregated but sex-disaggregation is not systematic.</p> <p>Inadequate There is token sex-disaggregation of data</p>	<p>Meets minimum standards (score: 4) Around one third of the targets are explicitly gender sensitive and therefore, the score 4 seemed appropriate.</p> <p><u>Comments:</u> The targets are sex-disaggregated whenever possible; a very evident example (apart from the Outcome 5), is under Outcome 1: Employment and Outcome 3: Social Inclusion.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).</p>

² It is not possible to exceed the minimum standard in this case, because the indicator refers to an absolute value (all data).

	Missing Not applicable	
2. PROGRAMMING		
2.a - Gender perspectives are adequately reflected in joint programming	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Promoting gender equality and women's empowerment is reflected in long-term programming consistent with the opportunities and challenges identified in the UNCT's background analysis of gender inequality and women's rights situation (e.g., in CCA/UNDAFs, MDG report, etc.). UNCT joint initiative(s) (e.g., advocacy and other initiatives) in support of gender equality and women's empowerment exist. <p>Meets minimum standard</p> <ul style="list-style-type: none"> There are detailed, practical and adequately funded programmes addressing the problems and challenges identified in the background 	<p>Meets minimum standard (Score: 4)</p> <p>There are no formal joint initiatives, as per PSD. However, the inter-agency bonds (among the agencies that participated in joint programming in the past) remained very strong. At present, UN Women, with support from UNFPA and UNDP, have the lead in country advocacy in regards to gender equality goals.</p> <p>The PSD priority areas invite mutual collaboration and cooperation among the agencies, which also links to the Delivery as One approach. For ex. opportunities to work together on gender equality and employment is quite clear (Outcome 1: Employment). The Human Rights and Gender Theme Group (hereafter - HRGTG), which is the core group for identifying areas for mutual cooperation, has already identified three potential areas for joint projects aimed at gender equality and is developing concepts where gender equality can be fully articulated: employment, early marriages, violence against women (VAW).</p> <p>The HRGTG exists for 12 years and proved to be very active. Ever since its establishment, the group's focus is both gender and human rights issues. HRGTG has an advisory, not an operational role, and includes representatives from all agencies, which reflects the presence of the UN in the country. The group was in close communication and collaborated with the PSD thematic groups while developing the PSD document. In addition to this, the group (in particular, with the HR Advisor and UN Women Head</p>



	<p>analysis of gender inequality and women's rights situation.</p> <ul style="list-style-type: none"> • UNCT joint initiative(s) in support of gender equality exist. <p>Needs improvement Meets either one of the two areas above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token reference to gender equality in programming.</p> <p>Missing</p> <p>Not applicable</p>	<p>of office/Gender Specialist in the lead) has developed a joint training module on the GE and HRBA UN programming principles adapted for the needs of UN staff, which received one-day "refresher" training on the onset of the PSD work. The module is kept on the record and available on demand to interested UN staff and members of the UNCT, to be used upon their needs.</p> <p><u>Comments:</u> Main challenge lies in not addressing the issue of structural changes (market economy, society's way of functioning) and gender equality – , which is directly linked to long-term programming, not only in the area of gender equality, but overall. However, this is a long-term issue, having in mind that structural changes take time and are linked with culture, stereotypes and prejudices, which are the most significant factors for progress in the area of gender equality.</p> <p>The opportunities for joint programming are also linked to budgeting and possibilities are to be further discussed in the forthcoming preparation of the two-year working plans of the PSD, which will also help to fundraise. At present, there is no joint tracking mechanism, but this should be improved once a joint programme is operational.</p> <p>In regards to the HRGTG and its funding, there is no formal requirement to have/receive funding, although the group (through individual agency funding) has funds to support activities with Government and NGOs related to country commitments towards international conventions, to fund thematic discussions as well as to mark important international days. Except for the compulsory GE training for all UN staff, there is however no country level staff induction of other type of gender or human rights training offered, as e.g. the Security of the HIV AIDS trainings, which could be something to have in mind.</p>
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		Sources of Evidence: Interviews with key informants in the UN agencies, government stakeholders, Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).
2.b – Joint programmes Source: UNDG Guidance	<p>Exceeds minimum standard Key national gender equality and women's empowerment priorities are being addressed through a Joint Programme on gender equality, and through mainstreaming gender equality into other Joint Programmes.</p> <p>Meets minimum standard A Joint Programme on promoting gender equality and women's empowerment is in place, and work is in progress to mainstream gender into other Joint Programmes.</p> <p>Needs improvement Joint Programme on promoting gender equality and women's empowerment being formulated, and limited mainstreaming in other Joint Programmes.</p> <p>Inadequate No Joint Programme on promoting</p>	<p>Not applicable (Score: 0)</p> <p>At this point, there are no joint programmes in place, however, as stated above, the PSD allows and invites mutual collaboration among the agencies, and most probable, more details will be known after drafting the two-year working plans.</p> <p>In the past, there was a joint programme on promoting gender equality and women's empowerment, covering primarily domestic violence related issues. The programme was implemented in the period of 2008-2012 with budget of 3 million EUR (Dutch funding and the UN Trust Fund combined). It included five UN agencies (UNDP, UNIFEM, UNFPA, UNICEF, WHO) focusing on domestic violence as one of the most serious gender equality problems in the country. A follow up Joint Project on DV prevention was implemented by UN Women and UNDP in the period between late 2012-mid 2014. The inter-agency bonds (among the agencies that participated in joint programming) remained very strong.</p> <p><u>Comment:</u> There were several joint proposals that have been submitted, although not funded: in the area of youth employment, a joint submission by UNDP, ILO, UN Women to the SDG fund; another joint submission in the phase of preparation on People with Disabilities to UNPRPD between UNDP, UNICEF, UNFPA, UN Women; and a joint submission to the Human security trust fund between UNDP, UNFPA, UN Women.</p>

	<p>gender equality and women's empowerment being formulated, and limited attention to gender in Joint Programmes.</p> <p>Missing</p> <p>Not applicable</p>	<p>It is clear to say that the foundations are set for joint UN programming and there are initiatives in announcement.</p> <p>Additionally, more efforts are being done to enforce work in the area of gender-based violence (GBV). UN Women will start a three years project focusing on EVAW and anti-discrimination with focus on marginalized groups of women.</p> <p>There is no unified system for gender mainstreaming of joint proposals (for example, there is no practice of submitting joint proposals to the HRGTG that will ensure that gender and human rights approach has been mainstreamed prior to submission. Instead, each joint programme includes the gender dimension based per requirements of the donor or the call. In cases where UN Women is one of the agencies within the joint programme, it takes the lead in ensuring that gender mainstreaming is in place.</p> <p>One approach to enhance gender mainstreaming in joint project proposals would be to have the HRGTG on board since the beginning of a joint proposal development. After the joint proposal developed and accepted by the UNCT, it can go through a final review by the HRGTG.</p> <p><u>Sources of Evidence:</u> Interviews with key informants in the UN agencies, government stakeholders, Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).</p> <p>Meets minimum standard (Score 4)</p> <p>In general, there is no specific joint budget allocated for supporting most important GE strategies or action plans – however, all of the national priorities are being addressed at agency level: agencies are using their</p>
2.c - UNCT support for national priorities related to	<p>Exceeds minimum standard</p> <p>UNDAF budgetary allocations support implementation of national gender equality legal frameworks, including:</p>	

<p>gender equality and women's empowerment</p> <p>Source: TCPR 2007</p>	<ul style="list-style-type: none"> • National Plan of Action on Gender Equality and Women's Empowerment. • Implementation of CEDAW, and follow-up to CEDAW Committee concluding comments. • Collection and analysis of sex-disaggregated data at the national level. • Gender mainstreaming in ministries other than the women's machinery. 	<p>own budgets to contribute in their respective areas. In particular, the Outcome 5: Gender Equality, sets the base of a joint effort of UN Women, UNDP, UNFPA and other UN agencies to secure ratification of the Istanbul Convention to support the institutional response to gender-based violence, with an accent on domestic violence and intimate partner violence. In order to reduce discrimination against women and to foster greater participation by women and political life, UN support will be provided to national partners in implementing recent recommendations from the Universal Periodic Review and CEDAW. Building up on UN Women work in the area of gender budgeting, which includes not only the Ministry of Labour and Social Policy, where gender mechanism is placed, but other 6 line-ministries and is linked directly to the implementation of the Strategy for introduction of gender responsive budgeting in the FYR Macedonia (2012-2017).</p> <p>In addition to this, the implementation of CEDAW, collection and analysis of sex- disaggregated data and gender mainstreaming are mainly covered in the Ministry of Labour and Social Policy, department for Equal Opportunities, but also in other ministries, such as Ministry of Health, Ministry of Education and Science, Ministry of Economy, Ministry of Foreign Affairs etc.</p> <p>The issue of lack of data is mentioned in the Chapter "Development Context" and collection and analysis of sex-disaggregated data is included in the indicators and targets (at around 70-80%).</p>
<p>Meets minimum standard Meets any three of the above.</p>	<p>Needs improvement Meets any two of the above.</p>	<p>Inadequate Meets one of the above.</p>
<p>Missing</p>	<p>Not applicable</p>	<p><u>Comments:</u> The presence of a strong HR Advisor, HRGTG and a strong leadership by UN Women are a solid base to support national priorities related to gender equality, in conditions of a middle-income country. In regards to the budget allocated in the PSD for gender equality – only for the Outcome 5: Gender Equality, a USD 5.5 millions are planned. This</p>

		<p>sum is the lowest in comparison with the other areas. However, gender is mainstreamed in the other areas and budgeted accordingly. For the rest of the areas, the budget is broken down in categories. Approximately, 15% in each of the other categories fall under the GE. Overall, there is around USD 1.5 million in total contribution in the area of GE, which leaves UN with half a million per year committed for GE, apart from the funds allocated in Outcome 5. Still, 67% of the total PSD budget remains to be mobilized.</p> <p>Regarding the national counterparts, it is difficult to predict in advance how much funds will be allocated to support the National Strategy for Gender Equality (2013-2020). The national budget is defined through Annual Operational Plans, and the government does not know in advance how much money will have and how much it will require from international donors.</p> <p><u>Sources of Evidence:</u> Interviews with RC, key informants in the UN agencies, government stakeholders, Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia).</p>
<p>2.d - UNCT support to gender mainstreaming in programme based approaches</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Capacity development provided to relevant government ministries for mainstreaming gender in Poverty Reduction Strategy Papers or equivalent. • Capacity development provided to relevant government ministries for mainstreaming gender in 	<p>Needs improvement (Score 3)</p> <p>As elaborated in 1.a. gender equality is mainstreamed in all 5 outputs/areas of the PSD. However, there is no unified method used by UNCT to support gender mainstreaming in programme based approach, and not all of the UN agencies are collaborating with the gender mechanism. The work of the UNCT, in this respect, very much relies on the work of the HRGTG.</p> <p>In line with the national priorities, and in particular, with the National Strategy for Gender Equality (2013-2020) and the Strategy for introduction of gender responsive budgeting in the FYR Macedonia (2012-2017), work</p>

	<p>General Budget Support programming.  Capacity development provided to relevant government ministries for mainstreaming gender in Sector Wide Approaches and/or National Development Plans.</p> <p>Meets minimum standard  Meets any two of the above.</p> <p>Needs improvement Meets any one of the above.</p> <p>Inadequate Token attention to gender mainstreaming in programme based approaches.</p> <p>Missing</p> <p>Not applicable</p>	<p>with relevant government ministries in strengthening their capacities in the area of GRB is planned, which will build on the work that UN Women has been carrying out during the third phase of the gender responsive project (2013-2016) at central and local level. This is reflected in the PSD under Outcome 2: Good governance, (indicators 2, 3).</p> <p><u>Comments:</u> The main issue for the UNCT support to gender mainstreaming in programme based approach is the fact that UNCT is not acting with a unified approach, nor strategically to cover the above mentioned areas. Thus means that this support falls under HRGTG and individual agency work. Since the required standards is met, the score 3 seemed appropriate.</p> <p><u>Sources of Evidence:</u> Interviews with RC, key informants in the UN agencies, government stakeholders, Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), National Strategy for Gender Equality (2013-2020), Strategy for introduction of gender responsive budgeting in the FYR Macedonia (2012-2017).</p>
2.e - UNCT support to gender mainstreaming	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Gender-responsive budgeting (GRB) is promoted in the Ministry of Finance and other 	<p>Meets minimum standard (Score: 4)</p> <p>Significant efforts have been done in the area of gender responsive budgeting (GRB) in accordance with the Strategy for introduction of</p>



<p>ng in aid effectiveness processes</p> <p>Source: TCPR 2007</p>	<p>key ministries. ^[L]_[SEP]</p> <ul style="list-style-type: none"> • UNCT takes lead role in strengthening the Government's ability to coordinate donor support to ^[L]_[SEP] promote gender equality. ^[L]_[SEP] • UNCT supports monitoring and evaluation of gender mainstreaming in National Development Plans, ^[L]_[SEP] Poverty Reduction Strategy Papers or equivalent, General Budget Support ^[L]_[SEP] programming, and ^[L]_[SEP] Sector Wide Approaches. <p>Meets minimum standard Meets any two of the above.</p> <p>Needs improvement Meets one of the above. ^[L]_[SEP]</p> <p>Inadequate Token attention to gender mainstreaming in aid effectiveness processes.</p> <p>Missing</p>	<p>gender responsive budgeting in the FYR Macedonia (2012-2017). UN, alias UN Women, has been advancing Government efforts for institutionalization of GRB at central level, and piloting GRB at the level of local self-government units. In that respect, so far 9 line Ministries submitted GRB for central level programmes and 6 line Ministries developed and submitted first Progress Reports on the implementation of the GRB statements to MLSP, while Ministry of Finance decided to pilot GRB in the housing programme and increase their role in the implementation of GRB. Continuum of the work is planned and reflects in the PSD under Outcome 2: Good governance.</p> <p>UNCT undertakes a coordinative effort for donor support; however, it is not related only to promotion of gender equality, but covers all respected areas. Since 2016, on initiative of UN Women donor coordination meetings on gender equality are organized on quarterly basis and hosted by UN RC.</p> <p><u>Comments:</u> There is no systematic monitoring and evaluation of gender mainstreaming in main national papers related to gender equality by the UNCT, but through specific agencies.</p> <p><u>Sources of Evidence:</u> Interviews with RC, key informants in the UN agencies, government stakeholders, Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), Strategy for introduction of gender responsive budgeting in the FYR Macedonia (2012-2017).</p>
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	Not applicable	
3. PARTNERSHIPS		
<p>3.a - Involvement of National Machinery for Women / Gender Equality and women's departments at the sub-national level</p> <p>Source: UNDG Guidance</p>	<p>Exceeds minimum standard</p> <p>Women's machinery/department participates fully in:</p> <ul style="list-style-type: none"> • Consultations about CCA/UNDAF planning (e.g. the prioritization retreat). Development of UNDAF outcomes, outputs and indicators. As key informants/stakeholders in the monitoring and evaluation of UNDAF results. • Full participation means that the women's machinery/department is present at meetings, is involved in decision-making, and that recommendations made are followed-up and there is involvement at the implementation level. • Role of women's machinery in supporting achievement of UNDAF outcomes clearly defined. 	<p>Exceeds minimum standard (Score 5)</p> <p>A good cooperation is established between the national gender machinery – Department for Equal Opportunities (DEO), Ministry of Labour and Social Policy (MLSP), the Parliamentary Commission for Gender Equality and the UN. However, not all of the UN agencies in the country collaborate with the gender machinery and relations are a result of key agencies' work with the gender machinery in the past years: UN Women, UNFPA, UNDP.</p> <p>The process of PSD development was well coordinated with the national partners, including the DEO and MLSP. In December 2014, a joint Strategic Planning Workshop facilitated by the UN Agencies took place. The workshop represented a simulation exercise, which helped to base the future work on the PSD and determine priority areas, which did not suffer changes from the first to the last version of the document. The Multilateral Economic Section (MES) at the Ministry of Foreign Affairs is responsible for overseeing and coordination of the process of PSD development. MES took the coordination role in sharing the PSD drafts to other ministries and sending it back to the UN with comments and recommendations. The DEO took active part in drafting the PSD and contributed with comments and recommendations. After determining the priority areas of PSD, the DEO and the Parliamentary Commission for Equal Opportunities organized a Public debate at the Assembly to discuss upon the thematic areas of the PSD and gender mainstreaming, where representatives from the civil society were present and agreement was reached on the areas proposed. The role of the national gender machinery</p>

	<p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women's machinery/department participates fully in CCA/UNDAF consultations. • Role of women's machinery/department in supporting achievement of UNDAF outcomes clearly defined. <p>Needs improvement</p> <p>Women's machinery/department participates fully in one of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate</p> <p>Token participation by women's machinery/department.</p> <p>Missing</p> <p>Not applicable</p>	<p>in supporting achievement of PSD outcomes is clearly defined in three out of five areas of the PSD – it is not mentioned in Outcome 2: Good Governance and Outcome 4: Environmental Sustainability, which also lacks gender language.</p> <p><u>Comments:</u></p> <p>UN undertook a participatory approach in developing the PSD and included gender machinery. However, as noted in 1.a. the process of PSD development was lengthy and that proved to have not so positive impact on the communication and exchange of information within governmental partners. Additionally, after the preparatory meeting – Strategic Planning Workshop, there was never an additional follow-up meeting with all stakeholders, but individual meetings with representatives from different ministries at UN (alias UNDP). But, since all phases of the participatory process were met and all relevant actors included, Score 5 seemed appropriate.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), interviews with Resident Coordinator, UNCT members, gender machinery, governmental stakeholders, List of participants at the Strategic Planning Workshop in December 2014.</p>
3.b - Involvement of women's NGOs and networks	<p>Exceeds minimum standard</p> <p>Women's NGOs and networks participate fully in:</p> <ul style="list-style-type: none"> • Consultations around CCA/UNDAF planning (e.g. 	<p>Meets minimum standards (Score 4)</p> <p>Civil society representatives were included in PSD consultation process. They were invited at the Strategic Planning Workshop and they took part in the working groups. The work of the Strategic Planning Workshop</p>

<p>Source: UNDG Guidance</p>	<p>the prioritization retreat).</p> <ul style="list-style-type: none"> • Development of UNDAF outcomes, outputs and indicators. ^{SEP} • Monitoring and evaluation of UNDAF results. ^{SEP} Full participation means that women NGOs and network representatives are present at meetings, involved in decision-making, that recommendations made are followed-up, and that they are also involved at the implementation level. ^{SEP} Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women's NGOs and networks participate fully in CCA/UNDAF consultations. • Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. 	<p>revolved around 5 working groups, which covered 5 thematic areas of the new PSD. Civil society representatives were not present only in the Environmental group, and women's organizations were included in the Gender equality group.</p> <p>Prior to this exercise, civil society organizations – women's organizations - were consulted on gender equality priorities issues, an initiative led by UN Women and HRGTG. However, women's organizations were not included in further consultations on the PSD – in other words, they did not comment or suggested changes in the later stage of the development of the document. The role of the women's NGOs and networks in supporting achievement of PSD outcomes is clearly defined – in four out of five Outputs/areas.</p> <p><u>Comments:</u></p> <p>It is difficult to predict the dynamics of women's organizations / other NGOs in providing feedback on the draft PSD – however, at least one more consultative meeting / written feedback with the NGOs would have been beneficial. Additionally, greater awareness of the PSD and the role of NGOs in supporting its achievements is needed.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), interviews with Resident Coordinator, UNCT members, List of participants at the Strategic Planning Workshop in December 2014.</p>
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

	<p>Needs improvement Women's NGOs and networks participate fully in one of the above (under <i>Meets minimum standard</i>)</p> <p>Inadequate Token participation by women's NGOs and networks.</p> <p>Missing</p>	
<p>3.c - Women from excluded groups included as programme partners and beneficiaries in key UNCT initiatives</p> <p>Source: UNDG Guidance</p>	<p>Not applicable</p> <p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups and their capacities and livelihoods strategies, clearly identified in UNCT country level analysis. ^{SEP} • UNCT proactively involves women from excluded groups in planning, implementation, decision- making, and ^{SEP} monitoring and evaluation. • Women from excluded groups are participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs. 	<p>Meets minimum standards (Score 4)</p> <p>Women from rural areas, Roma women, migrant women and girls are clearly identified in PSD. During the Strategic Workshop Planning, NGOs that represented excluded and vulnerable groups were present. Specifically, under Outcome 1 and 3, it is projected that the number of Roma women employed in the formal economy will be increased (in line with the Roma Strategy in the FYR Macedonia 2014-2020). Under the same outcome, UN will support national partners to ensure that all refugees, asylum seekers, migrants and stateless people will be treated with dignity. Especially for women in the move, UN will support the national partners in providing appropriate protection in regards to their sexual and reproductive rights. UN will aim in promoting tolerance and will be fighting discrimination against minorities and vulnerable groups, in line with the ratified international treaties and conventions.</p> <p>In regards to other excluded groups, there is clearly lack of analysis for different categories of women, as per ex. rural women, although a study</p>

	<p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women from excluded groups clearly identified in UNCT country level analysis. • Women from excluded groups are participants and beneficiaries in key UNCT activities, e.g. in  UNDAF outcomes and outputs. <p>Needs improvement Meets one of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token involvement of women from excluded groups.</p> <p>Missing</p> <p>Not applicable </p>	<p>on status and perspectives of rural women from 2011 supported by UN Women was consulted for the CCA, and why they are less present at the labour market, although there is general notion that they are underrepresented. The lack of data, clearly led to a difficult process of defining indicators in the area of employment and women and more difficult to set targets. UN Women research on the underlying causes for the women economic inactivity (conducted in 2016) should provide more insight in this area.</p> <p>Additionally, UN Women through its 3 years project on ERAW and anti-discrimination will focus on supporting most vulnerable and marginalized groups of women, including ethnic minority women and rural women</p> <p><u>Comments:</u> There is a strong awareness that gender perspective should be taken into consideration, especially in regards to excluded and vulnerable groups. During the development of the PSD, a representative from a rural women's development organization was present at the Strategic Planning Workshop and the new PSD shows significant commitment in addressing gender issues for the excluded and most vulnerable women and girls. However, the UN has not proactively included excluded or vulnerable categories of women in the planning process, nor there is a clear mechanism how this will be done in the M&E process, and therefore score 4 seemed appropriate.</p> <p><u>Evidence base:</u> Partnership for Sustainable Development: UN Strategy for 2016-2020 (FYR of Macedonia), interviews with Resident Coordinator, UNCT members, gender machinery, governmental stakeholders, List of participants at the Strategic Planning Workshop in December 2014, Roma Strategy in the FYR Macedonia 2014-2020.</p>
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4. UNCT CAPACITIES		
4.a - Multi-stakeholder Gender Theme Group is effective	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Gender Theme Group adequately resourced, and resourced equally to other Theme Groups. All key stakeholders participate (e.g. national partners, Bretton Woods institutions, regional banks, civil society, trades unions, employer organizations, the private sector, donors, and international NGOs). Gender Theme Group recommendations taken into account in preparation of CCA/UNDAF. Gender Theme Group has a clear terms of reference with membership of staff at decision making levels and clear accountability as a group. <p>Meets minimum standard</p> <ul style="list-style-type: none"> Gender Theme Group adequately resourced. Gender Theme Group 	<p>Exceeds minimum standard (Score 5)</p> <p>HRGTG exists for 12 years, since 2004 and has been very active. OHCHR chaired it till 2006, RCO in 2007 and UN Women from 2008 till 2016, when OHCHR took over again. As mentioned in 1.a, the group has an advisory, not an operational role and reflects the UN presence in the country. The group has a very clear ToR and remained very ambitious over the years. It is adequately resourced, which means not big funds from individual agencies and staff time. HRGTG has given significant contribution to support to main gender equality strategic documents to infuse cohesion and gender orientation, as well as strong support in the process of development of the Domestic Violence Law (2014). It has supported national stakeholders through capacity developments and support to consultations on the country commitments towards UN Committees. In regards to VAW, one of the main commitments of the HRGTG was to push away from family orientation to gender based orientation.</p> <p>The HRGTG, with the OHCHR in the lead, compile and cluster the recommendations for the country made by different UN Committees and shares them with the PSD results group to guide their work. The latest such contribution was to cluster all recommendations of the core international human rights treaty bodies according to the PSD Outcomes.</p> <p>HRGTG was in close communication and collaborated with the PSD thematic groups while developing the draft PSD. The fact that the UN team in the country is small and there is always overlapping with members of the HRGTG and other UN groups made the collaboration easier and contributed for better share of information. In particular, the members of</p>
Source: TCPR 2007		

	<p>recommendations taken into account in preparation of CCA/UNDAF.</p> <ul style="list-style-type: none"> • Gender Theme Group has a clear terms of ¹SEP reference. <p>Needs improvement Meets any two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Meets any one of the above (under <i>Meets minimum standard</i>).</p> <p>Missing</p> <p>Not applicable ¹SEP</p>	<p>the HRGTH gave significant contribution for the new PSD - during the Strategic Planning Workshop, they made specific presentation on HRBA and GE for the new PSD, participated in the five thematic groups, mainly as facilitators/rapporteurs and provided substantive comments/additions for the PSD. Prior to the process of the development of the new PSD, the HRGTG members developed a preparatory gender module for the UNCT members, which is available for use.</p> <p>The HRGTG does not include national stakeholders and representatives from the donor and international NGOs, trade unions, private sector etc. However, the presence of the national partners is within the PSD Result Groups, which are tasked with far more complex function in regards to the implementation and monitoring and evaluation of the PSD. However, the 2016 was an 'empty hall', as the signing of the PSD was postponed and national partner appointments are still to come. Meanwhile, PSD results groups had to meet without the national partners.</p> <p>Regarding the composition of the PSD groups, the HR Advisor is member to all five of them to ensure human rights mainstreaming; UN Women (Head of office/Gender Specialist), which used to chair HRGTG, now leads the PSD Gender Results Group due to which it handed the HRGTG chairmanship to the HR Advisor. There were discussions within UNCT whether HRGTG should continue the work, but it was a joint agreement that is very much needed, as it can have important role in ensuring HRBA and gender mainstreaming across PSD and the work of its results groups.</p> <p><u>Comments:</u> The interviews showed that the HRGTG is regarded as a core group, which usually initiates and discusses questions related to gender and human rights to the UNCT members and to other groups. HRGTG is viewed as a lead player in advocating priority areas for future work.</p>
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<p>4.b - Capacity assessment and development of UNCTs in gender equality and women's empowerment programme</p> <p>Source: ECOSOC 2006</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Resident Coordinator systematically promotes, monitors and reports on capacity assessment and development activities related to gender equality and women's empowerment. ^[1 SEP] Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every one or two years). ^[1 SEP] The impact of the gender component of existing training programmes regularly reviewed, and revised based on the review. ^[1 SEP] Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every year after this). ^[1 SEP] 	<p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members, minutes from HRGTG.</p> <p>Needs improvement (Score 3)</p> <p>The Resident Coordinator is a strong gender advocate and promotes and supports gender equality work within the UNCT. In regards to the members of the UNCT, there is no formal gender training, but within individual agencies, and through UN compulsory gender web trainings. HR Advisor and UN Women Head of office/Gender Specialist have developed a joint training module on the GE and HRBA UN programming principles adapted for the needs of UN staff, which can be used upon their needs. As mentioned, the module was presented to UNCT members as a 'refresher' prior to the PSD development. In addition to this, UN Women and the HR Advisor, with the support of RC, have organized a Workshop for Developing Joint Programme on Gender Equality for the members of UN PSD Results Group on Gender Equality in 2016 to discuss recommendations for Macedonia from Treaty Bodies pertinent to GE and linking those recommendations to the SDGs and the priorities set in UN PSD, as well as Programme Formulation (determining priorities, defining impact, drafting Outcomes).</p> <p><u>Comments:</u> Although there are individual agencies gender trainings and compulsory webinars, the need for gender and cultural sensitivity training, especially for the new members of the thematic groups, and as a 'refresher' for the old ones, would be very beneficial. All agencies have gender markers, which serve to assist the proportion of funds allocated for advancing</p>
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	<ul style="list-style-type: none"> Gender specialists and gender focal points receive specific training (minimum four days of training a year on gender equality and women's empowerment programming). <p>Meets minimum standard </p> <ul style="list-style-type: none"> Resident Coordinator systematically promotes, monitors and reports on capacity development activities related to gender equality and women's empowerment  Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every two or three years).  Training on gender mainstreaming takes place for all UNCT staff (one day every six months for new staff for first year, minimum of one day of training once every two years after this). Gender specialists and gender focal points receive specific training (minimum 	<p>gender equality. The possibility for a gender audit of agencies' programmes is something that should be taken into consideration.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members, Gender Equality Marker Guidance Note, September 2013.</p>
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	<p>two days of training a year on gender equality and women's empowerment programming).</p> <p>Needs improvement Any two of the above (under <i>Meets minimum standard</i>) are met.</p> <p>Inadequate Token attention to capacity development of UNCTs in gender mainstreaming.</p> <p>Missing</p> <p>Not applicable</p>	
<p>4.C - Gender expert roster with national, regional and international expertise used by UNCT members</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> Gender expert roster exists, is regularly updated and includes national, regional and international experts. ^{(L) (SEP)} Experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality and women's empowerment). ^{(L) (SEP)} 	<p>Needs improvement (Score 3)</p> <p>There is no formal gender roster and it has not been established, although in follow up in the first Gender Score Card, the HRGTG had an attempt to put in place and maintain a gender roster, including both: 1) external experts, 2) internal experts (UN staff with particular field of gender expertise). However, the informal version is not updated and has not become operational.</p> <p>During the Strategic Planning Workshop, in the frameworks of the Outcome Results Working Groups, each Agency has been asked to suggest experts.</p>

Source: ECOSOC 2006	<ul style="list-style-type: none"> Roster used on a regular basis by UN agencies (dependent on size of UN country programme). <p>Meets minimum standard</p> <ul style="list-style-type: none"> Gender expert roster exists. Roster used on a regular basis by some UN agencies (dependent on size of UN country programme). <p>Needs improvement</p> <ul style="list-style-type: none"> Roster in place but not updated or utilized. <p>Inadequate No roster exists.</p> <p>Missing</p> <p>Not applicable</p>	<p><u>Comments:</u> Most of the UNCT members and thematic group members stated that they regard UN Women as a reliable and trustworthy source for information on gender experts. In addition to this, regular UN procedures are in place in hiring gender experts.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members.</p>
5. DECISION-MAKING		
5.a - Gender Theme Group coordinator is part of UNCT Heads	Yes/No	<p>Yes</p> <p>Up to recently, UN Women Head of Office/Gender Specialist was chairing/coordinating the work of the HRGTG and was also a part of the UNCT Heads of Agency group. As explained in 4.a, now, UN Women Head of Office/Gender Specialist is chairing the PSD Gender Result Group and the chairwomanship was handed to the HR Advisor.</p>

<p>of Agency group</p> <p>Source: TCPR 2007</p>		
<p>5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues</p> <p>Source: TCPR 2007</p>	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender equality programming and support issues included in 75% of Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Gender equality programming and support issues are included in 50% of Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. <p>Needs improvement Heads of Agency meetings</p>	<p>Needs improvement (Score 3)</p> <p>GE issues are not regularly discussed at the UNCT meetings. Different representatives from the UNCT – usually UN Women, as lead agency in the field, or UNFPA raise gender issues. Mainly the discussions revolve around procedures; some thematic discussions are present, but rarely. 2015 and 2016 have been marked by refugee crisis, flooding, internal political crisis, which prioritize other issues. Although gender aspect of the refugee crisis have been discussed at UNCT and donor coordination meetings. However, the GE issues are usually discussed within the HRGTG, which is the group that serves as an advisory body to the UNCT.</p> <p><u>Comments:</u> HRGTG is regarded as the core group that discusses and deals with human rights and gender issues and refers them to the UNCT. That might be the reason why the structure and discourse of the UNCT meetings is as it is.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members.</p>

	occasionally include gender equality programming on their agenda.	
	<p>Inadequate Token attention to gender equality programming and support issues.</p> <p>Missing</p> <p>Not applicable</p>	
6. BUDGETING		
<p>6.a - UNCT Gender responsive budgeting system instituted</p> <p>Source: ECOSOC 2005</p>	<p>Exceeds minimum standard The UNCT has implemented a budgeting system which tracks UNCT expenditures for gender equality programming, as a means of ensuring adequate resource allocation for promoting gender equality.</p> <p>Meets minimum standard The UNCT has clear plans for implementing a budgeting system to track UNCT expenditures for gender equality programming, with timelines for completion of the plan noted.</p> <p>Needs improvement Discussions ongoing concerning the</p>	<p>Needs improvement (Score: 3)</p> <p>The expenditures are tracked individually by the Agencies, as per the implementation of their activities. The tracking of the expenditures in the GE area is not consolidated. However, it would not be very difficult to track expenditures that allows gender budget analysis – in particular, gender-related activities covered by the RC Office, HRGTG activities, UN Women and OHCHR funds. There is a separate budget that covers Outcome 5 on Gender Equality in the PSD, and for the rest of the areas, the budget is broken down in categories. Approximately, 15% in each of the other categories fall under the GE.</p> <p><u>Comments:</u> As noted above, some of the expenditures are easy to track in a gender budget analysis, but there is no system in place for tracking the overall UN expenditure of all agencies contributing to joint gender related activities. This might change when joint initiatives/projects come in place, but still,</p>

	<p>need to implement a budgeting system to track UNCT expenditures for gender equality programming.</p> <p>Inadequate The issue of implementing a budgeting system to track UNCT expenditures for gender equality programming has been raised, but a decision was taken not to proceed with this.</p> <p>Missing</p>	<p>the fact remains that the system was not set in the first place, and therefore, the Score 3 seemed appropriate.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members.</p>
<p>6.b - Specific budgets allocated to stimulate stronger programming on gender equality and women's empowerment</p> <p>Source: ECOSOC</p>	<p>Not applicable</p> <p>Exceeds minimum standard Specific budgets to strengthen UNCT support for gender equality and women's empowerment located for:</p> <ul style="list-style-type: none"> • Capacity development and training of UNCT members. • Gender equality pilot projects. • Support to national women's machinery. • Support to women's NGOs and networks. • Maintenance of experts' roster. 	<p>Meets minimum standard (Score: 4)</p> <p>As mentioned in 4.b, the HR Advisor and UN Women Head of office/Gender Specialist have developed a joint training module on the GE and HRBA UN programming principles adapted for the needs of UN staff, which received a one-day "refresher" training on the onset of the PSD work. The module is kept on the record and available on demand to interested UN staff and members of the UNCT, to be used upon their needs. Other than this and the compulsory UN web trainings on gender, there is no other gender training for UNCT members.</p> <p>Support to national women's machinery is done by UN Women, UNFPA, UNDP and other agencies' staff time – mainly in line with the CEDAW recommendations and the ratification of the Istanbul convention. UN Women already supported the government to develop a basic and</p>




2005	<ul style="list-style-type: none"> Gender mainstreaming in CCA/ UNDAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.). <p>Meets minimum standard Specific budgets allocated for any four of the above.</p> <p>Needs improvement Specific budgets allocated for any three of the above.</p> <p>Inadequate Specific budget allocated for one or two of the above.</p> <p>Missing</p> <p>Not applicable</p>	<p>advanced e-module on gender equality and gender mainstreaming for public administration. UN Women in the next PSD will ensure that those two e-modules become mandatory for all civil servants at national and local level. In addition, UN Women is providing support to women's NGOs and networks – through funding and staff time, as well as UNFPA in the area of sexual and reproductive rights.</p> <p>As mentioned in 4.c, there is no formal roster of gender experts, but an informal one, which not updated. Still, most of the Agencies look at UN Women as a trustworthy source for expert recommendation, use the current non-updated roster and UN hiring policies and procedures. A good practice to make a GE expert list available to UN would be to set a formal roster of GE experts and disseminate it through internal share point.</p> <p>Gender mainstreaming of the CCA analysis that preceded the PSD was made available and later incorporated in the current PSD.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members.</p>
7. MONITORING AND EVALUATION		
7.a - Monitoring and evaluation includes	<p>Exceeds minimum standard</p> <ul style="list-style-type: none"> A dedicated gender equality evaluation is carried out once during the UNDAF period. [1] [SEP] Gender audit undertaken 	<p>Meets minimum standards (Score: 4)</p> <p>The PSD Monitoring and Evaluation Framework is well structured and shows strong commitment for measuring results and expected achievements. The outcome indicators in the PSD are selected in a</p>

<p>adequate attention to gender mainstreaming and the promotion of gender equality and women's empowerment</p>	<p>once during UNDAF period. ^[SEP]</p> <ul style="list-style-type: none"> • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output ^[SEP] expected results. ^[SEP] • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. ^[SEP] • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not ^[SEP] disaggregating by sex. ^[SEP] • The UNDAF Annual Review reports on the main gender-related expected results. ^[SEP] • Resident Coordinator reporting covers the main gender-related expected results. ^[SEP] • Gaps against planned results are rectified at an early stage. 	<p>manner to ensure that they can be measured easily and monitored on a regular basis.</p> <p>One of the positive aspects of the M&E framework is the fact that the PSD Result Groups will be responsible for preparing mid-year and annual reports on each outcome and therefore, the PSD Gender Results Group will be reporting directly on the progress made in the Outcome 5, and the other PSD groups will be taking in consideration gender mainstreaming within the area while performing the M&E analysis. The PSD Gender Results group is chaired by the UN Women Head of Office/Gender Specialist, UN Women staff are members of remaining PSD groups except environment, and the HR Advisor is a member of all PSD Result Groups, which is an added value for this exercise.</p>
<p>Source: UNDG Guidance</p>	<p>Meets minimum standard ^[SEP]</p> <ul style="list-style-type: none"> • The UNDAF Monitoring and Evaluation Framework measures gender-related 	<p>The annual reviews, as planned, will involve national counterparts and will consolidate the analysis of the PSD groups, plus a financial overview of the PSD. In addition to the mid-year review and the annual review, a mid-term review is also planned to ensure that the PSD is achieving planned results and a final evaluation, which will provide an overall analysis of the Partnership.</p> <p>As noted in the PSD, some baseline data and targets will be needed to be set in 2016 and later – due to missing data and in absence of new national census – UN agencies will work with national partners to derive the needed data. In line with this, it should be stated that the PSD included sex-disaggregated data whenever possible.</p>
		<p><u>Comments:</u> The set M&E framework seems very strong and well structured. However, gender audit is not planned, although conditions for conducting such an</p>

	<p>outcome and output expected results. ^(L)_(SEP)</p> <ul style="list-style-type: none"> • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. ^(L)_(SEP) • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not ^(L)_(SEP) disaggregating by sex. ^(L)_(SEP) • The UNDAF/CAP Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting covers the main gender-related expected results. <p>Needs improvement Any four of the above (under <i>Meets minimum standard</i>) are achieved.</p> <p>Inadequate Less than four of the above (under <i>Meets minimum standard</i>) are achieved.</p>	<p>exercise in the well-structured M&E system would not be so difficult.</p> <p><u>Evidence base:</u> Interviews with Resident Coordinator, UNCT members, HRGTG members.</p>
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	Missing	
	Not applicable	
8. QUALITY CONTROL AND ACCOUNTABILITY		
8.a - CCA/UNDAF quality control ³ Source: UND Guidance	<p>Exceeds minimum standards</p> <ul style="list-style-type: none"> Gender experts involved in all aspects of CCA/UNDAF preparation. Readers' Group comments refer specifically to gender equality and empowerment of women. Evidence of changes based on Readers' Group comments concerning gender equality and empowerment of women. Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA. ^(L) ^(SEP) Relevant assessment on gender equality and empowerment of women from the UNDAF quality review 	<p>Meets minimum standard ^(L) ^(SEP) (Score: 4)</p> <p>The Peer Support Group (PSG) Review of the PSD included relevant gender comments and observation that were addressed. The comments referred to the sex-disaggregated data, outcome indicator(s) to measure GE with community resilience, strengthening the national/local capacity on gender so the twin track approach of gender can be applied, specific function of the PSD Gender Result Group as oppose to the HRGTG. The issue of lack of gender sensitive language in the area of environment was addressed, but it did not fulfill the criteria.</p> <p>The Government feedback/review of the PSD also included relevant observations generally in the area of domestic violence.</p> <p>As mentioned in the 1.a, the CCA was not a very good version, but still, main findings were condensed in the PSD. Since there was missing data in the report, it was not fully taken in consideration. Relevant conclusions on gender equality and empowerment of women were incorporated in the PSD.</p> <p><u>Evidence base:</u> Interview with Resident Coordinator, UNRC response to PSG comments, UN response to the government comments on PSD.</p>

³ To be completed once during the CCA/UNDAF process.

	<p>template taken into account in revising the UNDAF.</p> <p>Meets minimum standard </p> <ul style="list-style-type: none"> Gender experts involved in all aspects of CCA/UNDAF preparation.  Relevant assessment on gender equality and empowerment of women from the CCA quality review template taken into account in revising the CCA.  Relevant assessment on gender equality and empowerment of women from the UNDAF quality review template taken into account in revising the UNDAF. <p>Needs improvement Meets only one or two of the above (under <i>Meets minimum standard</i>).</p> <p>Inadequate Token attention to gender equality during review and quality control exercises.</p>	
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	Missing		
	Not applicable		