



UNCT-SWAP GENDER EQUALITY SCORECARD

**United Nations Country Team
GEORGIA**



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Consultant: Susana María Fernandez Alonso

TABLE OF CONTENT:

List of acronyms and abbreviations	3
1. BACKGROUND	4
2. COUNTRY CONTEXT	4
3. METHODOLOGY	5
4. FINDINGS	7
4.1 Findings overview	7
4.2 Findings overview by dimension area	8
4.2.1 Planning	8
4.2.2 Programming and M&E	9
4.2.3 Partnerships	9
4.2.4 Leadership and organizational culture	9
4.2.5 Gender architecture and capacities	10
4.2.6 Resources	10
4.2.7 Results	11
5. CONCLUSION	11
6. ACTION PLAN	12
7. ANNEXES	13
Annex A: Organizational culture staff survey results in Georgia	13
Annex B: UNCT Georgia - SWAP scorecard findings by indicator	15
Annex C: Action plan for UNCT Georgia performance improvement on GEWE	33

List of acronyms and abbreviations

ARC	Assessment of Results and Competencies
BPfA	Beijing Platform for Action
BOS	Business Operations Strategy
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CGE	Commission on Gender Equality and the Empowerment of Women
GEC	Gender Equality Council
CSO	Civil Society Organizations
FAO	Food and Agriculture Organization of the United Nations
GEWE	Gender Equality and the Empowerment of Women
GTG	Gender Thematic Group
HOA	Heads of Agencies
IAT	Inter-Agency Team
ILO	International Labor Office
IOM	International Organization for Migration
JP	Joint Programme
M&E	Monitoring and Evaluation
MICS	Multiple Indicator Survey on the Situation of Women and Children
OMT	Operations Management Team
PwD	People with Disabilities
RC	Resident Coordinator
RCO	Resident Coordinator Office
SDG	Sustainable Development Goals
TOR	Terms of Reference
UN	United Nations
UNCT	United Nations Country Team
UNSDCF	United Nations Development Assistance Framework
UNDDS	United Nations Department of Safety and Security
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations Refugee Agency
UNICEF	United Nations Children's Fund
UNIDO	United Nation Industrial Development Organization
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDG	United Nations Sustainable Development Group
UN-SWAP	UN System-Wide Action Plan for Gender Equality and Women's Empowerment
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization

1. BACKGROUND

The United Nations Country Team (UNCT) performance indicators for gender equality and the empowerment of women (UNCT-SWAP gender equality scorecard) is a globally standardized assessment of the effectiveness of United Nations (UN) country level gender mainstreaming processes. This coordinated approach establishes the UNCT performance indicators for gender equality and the empowerment of women and lays down the minimum standards for gender equality that UNCTs should achieve for a proper gender mainstreaming performance.

The development of the gender scorecard was proposed by the United Nations Sustainable Development Group (UNSDG) in July 2006 and endorsed by the UNDG Principals in April 2008. The framework was further developed by the UN in response to the UN Chief Executives Board for Coordination (CEB) System-Wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and was endorsed by the CEB in 2012.

The scorecard methodology was revised in 2016-17 in tandem with the UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP, launched in 2012, is a UN system-wide accountability framework designed to measure, monitor and drive progress towards a common set of standards, applying to all entities, departments and offices of the UN system. This methodological revision has ensured closer alignment with the UN-SWAP and with the Sustainable Development Goals (SDG), recognizing the importance of gender equality and the empowerment of women to SDG achievement.

The UNCT Georgia implemented by the first time the SWAP scorecard in September 2017.

The country team implemented for the second time the SWAP gender equality scorecard in October-November 2021.

2. COUNTRY CONTEXT

The 2021-2025 UN Sustainable Development Cooperation Framework (UNSDCF) is the result of a participatory process, which involved close collaboration and coordination with the Government of Georgia and a wide range of partners including development donors, international financial institutions, civil society and academia. This Cooperation Framework represents the ambition of the UN System to Deliver as One and achieve transformative change, with greater transparency and accountability that meet Georgia's expectations, for achieving the Sustainable Development Goals.

The UN, in collaboration and consultation with the Government of Georgia and other stakeholders, will address the development challenges set out in the UNSDCF 2021-2025 based on one joint transformative strategic priority: "Enhanced human wellbeing, capabilities and social equality in Georgia by 2025", keeping in mind that "leaving no one behind" is the central approach to the Cooperation Framework. This strategic priority will be achieved through 5 outcomes, as follows:

- Outcome 1: By 2025, all people in Georgia enjoy improved good governance, more open, resilient and accountable institutions, rule of law, equal access to justice, human rights, and increased representation and participation of women in decision-making.
- Outcome 2: By 2025, all people in Georgia have equitable and inclusive access to quality, resilient and gender-sensitive services delivered in accordance with international human rights standards.
- Outcome 3: By 2025, all people without discrimination benefit from a sustainable, inclusive and resilient economy in Georgia.

- Outcome 4: By 2025, conflict affected communities enjoy human rights, enhanced human security and resilience.
- Outcome 5: By 2025, all people, without discrimination, enjoy enhanced resilience through improved environmental governance, climate action and sustainable management and use of natural resources in Georgia.

The Cooperation Framework has taken into account the development challenges identified in the Common Country Analysis, endorsed in November 2021, and is aligned with the national development priorities, including Georgia's EU integration aspiration and the country's international commitments under the 2030 Agenda.

The purpose of implementing the UNCT SWAP-scorecard at the beginning of the current programming cycle is to enhance gender-responsive development of the UNSDCF 2021-2025 in line with UN minimum gender standards on gender equality and the empowerment of women (GEWE), as well as to provide a set of recommendations for improvement, to ensure greater accountability and performance by UNCT towards gender equality, aligned with UN corporate Policy on GEWE.

An international specialist was hired to support the UNCT, through the Gender Thematic Group (GTG) and under the coordination of the RCO, in the implementation of the scorecard.

3. METHODOLOGY

The UNCT-SWAP gender equality scorecard provides an assessment of how UNCT is mainstreaming gender equality and what the UN system as a whole is contributing to GEWE in the country. It includes an evaluation and scoring against 15 indicators across 7-dimension areas, addressing key GEWE components, as follows:

1. Planning;
2. Programming and monitoring and evaluation;
3. Partnerships;
4. Leadership and organizational culture;
5. Gender architecture and capacities;
6. Resources;
7. Results.

Each dimension area includes performance indicators that establish the minimum criteria that UNCT must meet or exceed to fulfil its mandate on GEWE.

In August 2021, the UN in Georgia recruited the services of an international consultant to support remotely the implementation of the SWAP scorecard, by providing support and assistance to the IAT and facilitating the working sessions. Due to the current COVID-19 pandemic, the scorecard methodology was adapted to online modalities. The overall scorecard process was coordinated by UN Women through the Deputy Country Representative.

The implementation of the SWAP scorecard involved a self-assessment driven by an Inter-Agency Team (IAT), a group formed at the beginning of the exercise. This team enabled interagency stakeholders to work collaboratively to measure UNCT's performance against minimum requirements on gender equality. The assessment team was composed of 17 members and included representatives from the RCO, the UN GTG, the UN communications group, the OMT/human resources and UNSDCF M&E focal points. IAT members were assigned to indicators, forming 6 evaluation groups. The exercise was implemented in a highly participatory manner, promoting internal dialogue and ownership of results.

Prior to the self-assessment driven by the IAT, an online survey of personnel perception of organizational environment for the promotion of gender equality was conducted in October. The survey was open for 3 weeks. In total, the survey reached 109 responses (79 women and 30 male)¹. The results of the survey were used for the assessment of indicator 4.2 “Organizational culture fully supports promotion of gender equality and the empowerment of women”. A breakdown of survey responses can be found in annex A.

The process conducted by the international consultant was as follows:

A. Background document review:

The consultant reviewed the following documents: UNCT UN-SWAP Technical Guidance and Framework; UNCT Gender Scorecard Reports for the countries in Europe and Central Asia region and from other regions as relevant; Georgia CCA 2021; UNSDCF (2021-2025); UNCT planning, budgets and programming documents; UN GTG TOR, annual plan 2021 and annual report 2020; CEDAW concluding observations to Georgia, July 2014; Georgia’s submission to CEDAW, December 2020; Georgia’s Human Rights Strategy and Action Plan; BPfA +25 National Review Report; Gender Equality Law of Georgia, 2010; Domestic Violence Law, 2006; National Action Plan on Women, Peace and Security, 2018-2020, and National Action Plan on Ending Violence against Women and Domestic Violence, 2018-2020.

B. Briefing meeting:

An initial online briefing session with the assessment team as a whole was held via Zoom. During the meeting, the working schedule was agreed upon, the expectations on the group clarified and the basis for IAT work coordination provided. They were demanded to get familiar with the scorecard technical guidance and in particular with the guidance on the indicators of their responsibility. They were also demanded to gather data and means of verification against the indicators of their responsibility and provide preliminary assessments. A timeframe was given.

C. In-country self-assessment:

Evaluation groups worked to agree on evidence, revise data and means of verification, get a common understanding on the findings against the indicators of their responsibility, elaborate rationale and explanations and reach consensus on tentative scoring against indicators, with the support of the consultant. Online thematic meetings were held between the evaluation groups and the consultant to revise evidence data, discuss findings, update rationale and explanation, identify concerns and improve the assessment against indicators.

D. Action planning workshop:

A virtual workshop was held via Zoom to present findings, results and final scores against indicators to the whole assessment team, allowing space for feedback and consensus building, and to agree on the action plan. A proposal for an action plan was presented by the consultant, elaborated based on findings. This was followed by a discussion, dimension area by dimension area, about the actions to be included in the plan where measures were updated and improved. A final action plan for UNCT performance improvement on GEWE was eventually developed and agreed upon.

E. UNCT debriefing session:

A debriefing session with HOAs was held to present the main findings of the assessment, the scorings against indicators, and the main recommendations for UNCT performance improvement on gender mainstreaming.

¹ Given that UN staff number in Georgia was 579 at the time of the assessment, and that minimum number of respondents (132) was not reached to ensure the validity of the results, the confidence interval was raised to 8.5.

This report has been produced by the international consultant based on findings and feedback.

4. FINDINGS

The scorecard methodology does not provide for quantitative scores. The UNCT SWAP-scorecard includes 3 level of ratings and a missing option:

- Exceeds minimum requirements;
- Meets minimum requirements;
- Approaches minimum requirements;
- Missing minimum requirements.

The criteria to exceed, meet or approach minimum requirements is provided by UNSDG for each indicator. If UNCT fails to approach minimum requirements, the indicator is then scored as missing. If UNCT arrives to approach minimum requirements, greater efforts should be done in the short-term so that UNCT can meet minimum requirements in the next reporting.

The UNCT should aim at meeting minimum requirements as an adequate performance on gender mainstreaming and GEWE promotion. However, meeting minimum standards should be contemplated as a starting point from which UNCT can strengthen current work and reinforce existing country efforts to address GEWE. The objective should be to exceed minimum requirements, so that best practices can be shared with other UNCTs.

4.1 Findings overview

A summary of the scorings against all indicators across the 7-dimension areas is outlined in the following table.

UNCT-SWAP Gender Equality Scorecard - Scorings

Country: **Georgia**

Assessment year: **2021** (October-November)

Coordinator: Ms. Tamar Sabedashvili (UN Women)

Agencies participating in IAT: FAO, IOM, OHCHR, RCO, UNDP, UNFPA, UNHCR, UNICEF, UNOPS, UN Women

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
1. Planning				
1.1. Common Country Analysis integrates Gender Analysis				
1.2. Gender Equality mainstreamed in UNSDCF outcomes				
1.3. UNSDCF indicators measure changes on Gender Equality				
2. Programming and M&E				
2.1. Joint Programs contribute to reducing Gender Inequalities				
2.2. Communication and Advocacy address areas of Gender Inequality				
2.3. UNSDCF Monitoring and Evaluation measures Progress against planned Gender Equality Results				
3. Partnerships				
3.1. UNCT collaborates and engages with Government on Gender Equality and the Empowerment of Women				
3.2. UNCT collaborates and engages with Women's/Gender Equality CSO				
4. Leadership				
4.1. UNCT Leadership is committed to championing Gender Equality				
4.2. Organizational Culture fully supports promotion of Gender Equality and the Empowerment of Women				

Country: **Georgia**

Assessment year: **2021** (October-November)

Coordinator: Ms. Tamar Sabedashvili (UN Women)

Agencies participating in IAT: FAO, IOM, OHCHR, RCO, UNDP, UNFPA, UNHCR, UNICEF, UNOPS, UN Women

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
4.3. Gender Parity in staffing is achieved				
5. Gender Architecture and Capacities				
5.1 Gender Coordination Mechanism is empowered to influence the UNCT for Gender Equality and the Empowerment of Women				
5.2 UNCT has adequate Capacities developed for Gender Mainstreaming				
6. Resources				
6.1. Adequate resources for Gender Mainstreaming are allocated and tracked				
7. Results				
7.1. UN Programmes make a significant contribution to Gender Equality in the Country				

The completed scorecard findings by indicator can be found in annex B. A summary of key findings by dimension area is provided hereunder.

4.2 Findings overview by dimension area

4.2.1 Planning

UNCT Georgia is adequately performing in this dimension area, meeting minimum requirements for indicators 1.1 and 1.2 and exceeding the minimum requirements for indicator 1.3.

Indicator 1.1. In relation to the CCA 2021, the document is a considerable improvement over the previous CCA as far as GEWE is concerned. The CCA 2021 includes gender analyses across all four key sections. In addition, the document explicitly addresses the gap in the availability of sex-disaggregated data, and provides an analysis of gender equality intersectional discrimination on the basis of ethnicity, age, sexual orientation and gender identity. However, gender issues should be strengthened under the analysis of non-traditional thematic SDGs, such as SDGs 9, 13, 14 and 15².

Indicator 1.2. In relation to UNSDCF outcomes, gender equality is visibly mainstreamed across all (5) UNSDCF outcomes, being gender mainstreaming component more predominant in outcomes 1 (governance) and 2 (quality services) and less predominant in outcome 5 (environment). Nevertheless, there is no UNSDCF outcome specifically targeting gender equality and the empowerment of women.

Indicator 1.3. In relation to UNSDCF indicators, 18 out of 22 outcome-level indicators (81%) and 40 out of 58 output-level indicators (69%) are sex-disaggregated and/or gender-specific. In total, 72.5% of UNSDCF outcome and output-level indicators measure changes in gender equality and the empowerment of women. The level of gender-sensitivity of indicators is higher for outcomes 1 (governance), 3 (resilient economy) and 4 (conflict affected communities) and lower for outcome 5 (environment).

² SDG 9: Industry, innovation and infrastructure; SDG 13: Climate action; SDG 14: Life below water; SDG 15: Life on land.

4.2.2 Programming and M&E

UNCT Georgia has an acceptable performance in this dimension area for indicator 2.1, meeting the minimum requirements, but there is much room for improvement for indicators 2.2 and 2.3, for which it only approaches the minimum requirements.

Indicator 2.1. Concerning joint programs (JP), gender equality is visibly mainstreamed into all (8) JPs operational at the time of the assessment. In addition, four (4) JPs are specifically focused on gender equality and the empowerment of women, which is very good. However, UNCT Georgia does not still have dedicated procedures in place to ensure gender mainstreaming in JPs prior to the submission.

Indicator 2.2. Concerning communication and advocacy, the UNCT contributed collaboratively to a number of advocacy and communication campaigns on GEWE during the past year, including in non-traditional thematic areas such as the promotion of LGBTIQ+ rights. However, the UN communication group annual work-plan does not include targeted GEWE communication and advocacy.

Indicator 2.3. Concerning communication and advocacy, UNSDCF results matrix data gathering for gender-sensitive indicators has not yet begun but these data are expected to be gathered as planned. The current UNSDCF 2021-2025 is in its first year of implementation and no UNSDCF review has yet been carried out although work is in progress to ensure UNSDCF reviews assess progress against gender-specific results. Finally, the Monitoring, Evaluation and Learning (MEL) Group is established alongside five UNSDCF Results Groups to guide UNSDCF M&E, but the MEL group has not yet received technical training on gender-sensitive M&E.

4.2.3 Partnerships

This is the dimension area where the UNCT Georgia performs excellency, exceeding the minimum requirements for indicator 3.1 and meeting them for indicator 3.2.

Indicator 3.1. The UN system has collaborated with several government institutions on joint initiatives to promote gender equality, such as the Inter-agency Commission on Gender Equality and the Empowerment of Women (CGE) and the Gender Equality Council (GEC) of the Parliament. The UNCT has even contributed to strengthen Government participation and/or engagement in gender related SDGs localization/implementation. In addition, the National Women's Machinery has participated in UNSDCF consultations for CCA development, strategic prioritization and implementation.

Indicator 3.2. Concerning UNCT collaboration with GEWE Civil Society Organizations (CSO), there have been joint initiatives for the international women's day and for advocacy on prevention of violence against women. GEWE CSOs have participated in UNSDCF consultations: country analysis, strategic prioritization and implementation. Nevertheless, UNCT has not yet contributed to substantively strengthen GEWE CSOs participation and engagement in gender related SDGs localization and/or implementation.

4.2.4 Leadership and organizational culture

The performance of UNCT in this dimension area is excellent for indicators 4.1 and 4.2, exceeding the minimum requirements, but poor for indicator 4.3, not even approaching the minimum standards.

Indicator 4.1. Concerning UNCT commitment to championing gender equality, GEWE was an agenda point of substantive discussion of nine (9) out of eleven (11) UNCT meetings held over the last 12 months, which is 82%. Another criterion under this indicator concerns the RC, who must demonstrate leadership and public championing on gender equality in at least one third of

speeches over the last 12 months. In this regard, the RC demonstrated public championing of GEWE in a number of public speeches and communications uploaded on the website. In addition, according to the results of the survey, 91% of staff agree that HOA are committed to gender equality in the workplace. Finally, UNCT Georgia performance indicators for 2021 include indicators pertaining to UNCT joint engagement with the national counterparts to promote gender equality, GTG support to the UNCT and the completion of the current gender scorecard exercise.

Indicator 4.2. The results of the survey of staff perception of organizational environment for the promotion of gender equality revealed a positive rating of 86%, placing the UNCT in the rank of exceeding minimum requirements. The average positive response rate from women (86%) was similar to that from men (85%). The survey dealt with perceptions of gender equality in the UN system, equal treatment in the workplace and work-life balance. Work-life balance questions were the lowest rated, in general. The question with the lowest positive response was the following: “The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance”, which reached only 68% positive responses.

Indicator 4.3. Concerning gender parity in staffing, the score of the indicator is missing minimum requirements. This is due to the fact that UNCT has not in place a mechanism for monitoring gender parity in staffing. However, an analysis of the consolidated sex-disaggregated data on UNCT staffing showed that 68% of UN staff are female. In relation to national staff, women account for 66% of the taskforce, with a representation rate of 82% in senior level positions (NOC and above). In relation to international staff, women have a representation rate of 43%. On the other hand, the Business Operations Strategy (BOS) 2021-2025 does not include gender-specific actions and indicators in any Business Operation Area.

4.2.5 Gender architecture and capacities

The UNCT is performing excellent in this dimension area for indicator 5.1, exceeding the minimum requirements, but the performance for indicator 5.2 should be improved, since it only approaches the minimum standards.

Indicator 5.1. The GTG is adequately empowered to influence UNCT for GEWE. The GTG is chaired by a HOA, as required in the indicator criteria. The group has a TOR and an approved annual work plan, and meets regularly (bi-monthly). The GTG has made substantive input into the UNSDCF drafting. The group thoroughly reviewed the draft CCA in 2020 and organized two specific meetings dedicated to the mainstreaming of gender into UNSDCF, where UNSDCF indicators were extensively reviewed to become gender-sensitive, among other aspects. Almost 80% GTG recommendations were considered by UNCT. In addition, GTG members include at least 50% senior staff (P4/NOC and above).

Indicator 5.2. Concerning UN staff capacities for gender mainstreaming, substantive interagency capacity development activities have been conducted last year. However, since the UNSDCF cycle started this year, the UNCT has not yet conducted an inter-agency capacity assessment, and therefore a gender capacity development plan is not established for the current programming cycle. Finally, UNCT induction material does not include GEWE commitments and related development challenges of the country. In Georgia there is has a specific UNDSS training/briefing for newcomers but this package does not provide information on these issues.

4.2.6 Resources

This dimension area is underperformed as this scorecard exercise assessed resource tracking indicator as missing minimum requirements.

Indicator 6.1. This is one of the areas requiring major improvement. The UNCT has not yet carried out a capacity building event on the gender marker over the current UNSDCF cycle. A UNCT gender-sensitive budget system needs to be discussed at HOA meetings to track UNCT expenditures on GEWE. Discussions also need to be initiated at GTG level to ensure adequate resources for promoting gender equality are allocated and tracked.

4.2.7 Results

The UNCT is on track to achieve all gender equality and the empowerment of women results as outlined in the UNSDCF in line with SDG priorities including SDG 5, meeting the minimum requirements for indicator 7.1.

Indicator 7.1. The current UNSDCF cycle (2021-2025) has begun in January and therefore annual reviews have not yet been conducted. Thus, at present, it is too early to conclude whether the UNCT has achieved all GEWE results planned in the UNSDCF. But, for the time being, work is in progress to ensure all gender equality results will be met. UN agencies have secured or have hard commitments from the donors to ensure financial resources will be allocated and delivered on UNSDCF's gender equality commitments.

5. CONCLUSION

This SWAP scorecard exercise revealed exceptional performance for 5 indicators, for which UNCT exceeds the minimum requirements:

- UNSDCF indicators measure changes on gender equality (indicator 1.3);
- UNCT collaborates and engages with Government on gender equality and the empowerment of women (indicator 3.1);
- UNCT leadership is committed to championing gender equality (indicator 4.1);
- Organizational culture fully supports promotion of gender equality and the empowerment of women (indicator 4.2);
- Gender Coordination Mechanism is empowered to influence the UNCT for gender equality and the empowerment of women (indicator 5.1).

The assessment revealed adequate performance for 5 indicators, for which UNCT meets the minimum requirements:

- Common country assessment integrates gender analysis (indicator 1.1);
- Gender equality mainstreamed in UNSDCF outcomes (indicator 1.2);
- Joint Programs contribute to reducing gender inequalities (indicator 2.1);
- UNCT collaborates and engages with women's/gender equality CSO (indicator 3.2);
- UN programmes make a significant contribution to gender equality in the country (indicator 7.1).

The exercise found low performance for 3 indicators, for which UNCT only approaches the minimum requirements:

- Communication and advocacy address areas of gender inequality (indicator 2.2);
- UNSDCF monitoring and evaluation measures progress against planned gender equality results (indicator 2.3);
- UNCT has adequate capacities developed for gender mainstreaming (5.2).

It further found very low performance for 2 indicators, where UNCT should urgently enhance performance:

- Gender parity in staffing is achieved (indicator 4.3);

- Adequate resources for gender mainstreaming are allocated and tracked (indicator 6.1).

As a result of the assessment, strengths of UNCT Georgia related to GEWE are: (i) CCA, (ii) UNSDCF outcomes and indicators, (iii) joint programs, (iv) partnerships, (v) leadership, (vi) organizational culture, and (vi) the GTG.

Areas requiring improvement are: (ii) communications and advocacy, (ii) M&E, and (iii) UNCT capacities for gender mainstreaming.

Weaknesses/areas requiring major improvement are: (i) gender parity in staffing and (ii) resources for gender mainstreaming.

6. ACTION PLAN

The findings of the assessment have fed into a structured SWAP scorecard action plan designed for UNCT performance improvement on GEWE, which can be found in annex C.

This action plan underlines the gaps between UN minimum requirements and UNCT current practices, procedures and processes identified during the assessment. It includes steps to be taken, time-frame, allocation of responsibility, and resources required. It also points out the linkages to the SWAP scorecard indicators for tracking purposes.

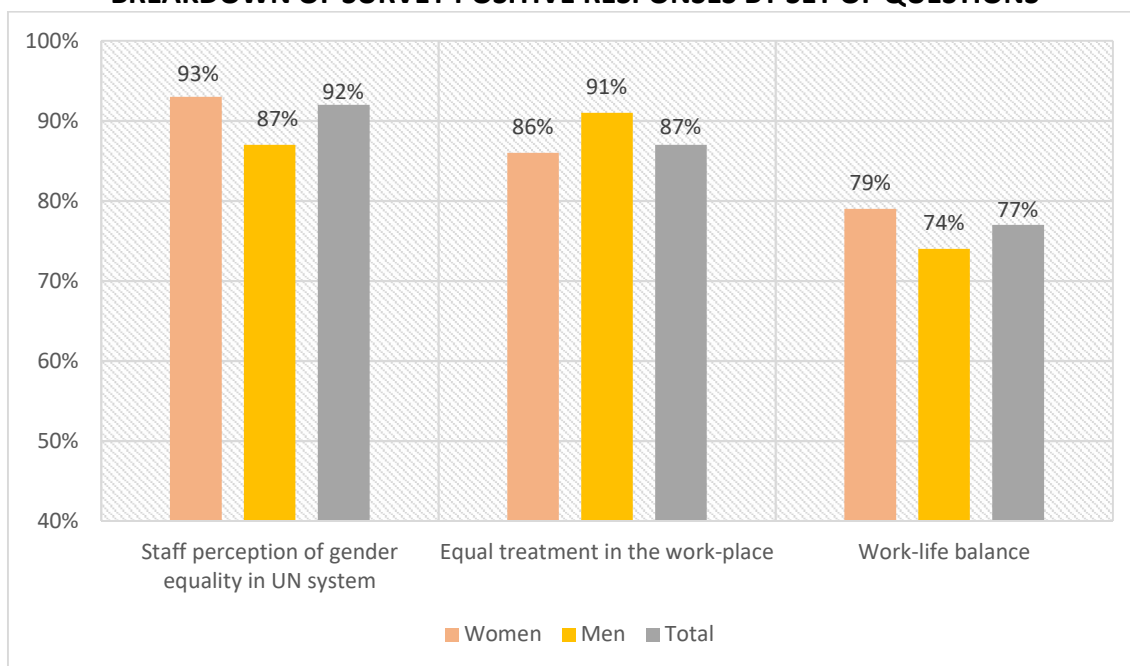
With the aim to ensure a comprehensive response to many of the issues highlighted in the action plan, a good understanding and appropriation of the recommendations by UNCT is needed. **The action plan must be on the agenda of UNCT HOA meetings to ensure follow up, at least every six months until all actions are completed.**

The action plan must further be part of the meeting agenda of the GTG and other inter-agency groups that are assigned responsibilities in the plan, such as the UN Communication Group, the MEL group, the OMT, the RCO, etc. The responsibility for implementation needs to be shared among UN agencies and sectors to encourage decentralization of responsibility and accountability for gender equality and the empowerment of women.

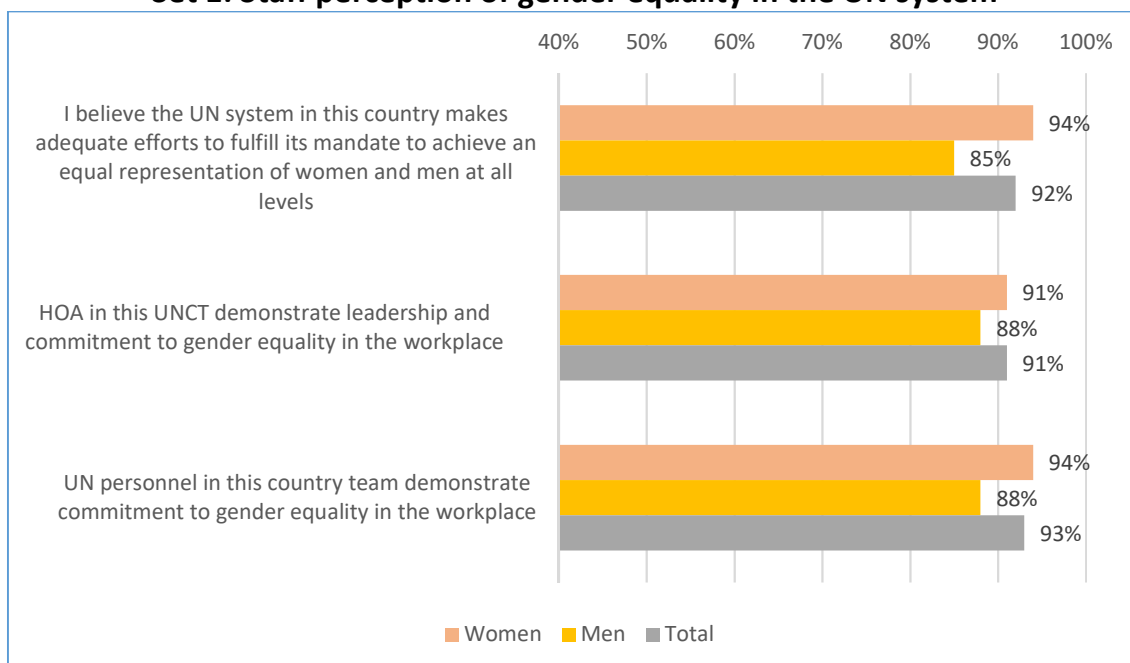
7. ANNEXES

Annex A: Organizational culture staff survey results in Georgia

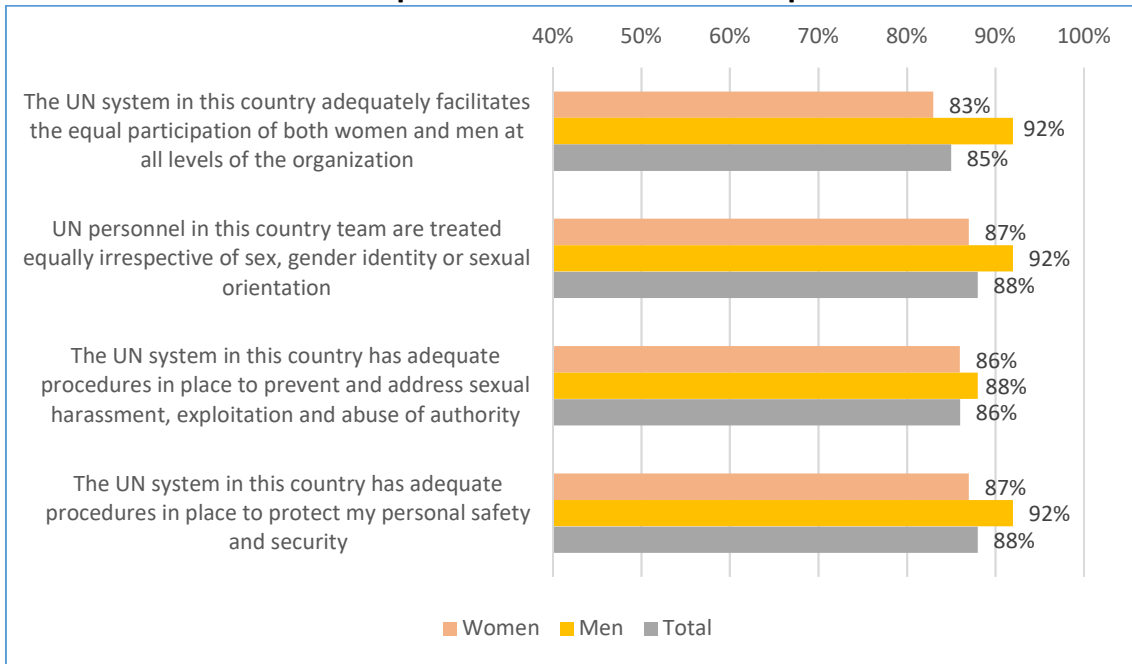
BREAKDOWN OF SURVEY POSITIVE RESPONSES BY SET OF QUESTIONS



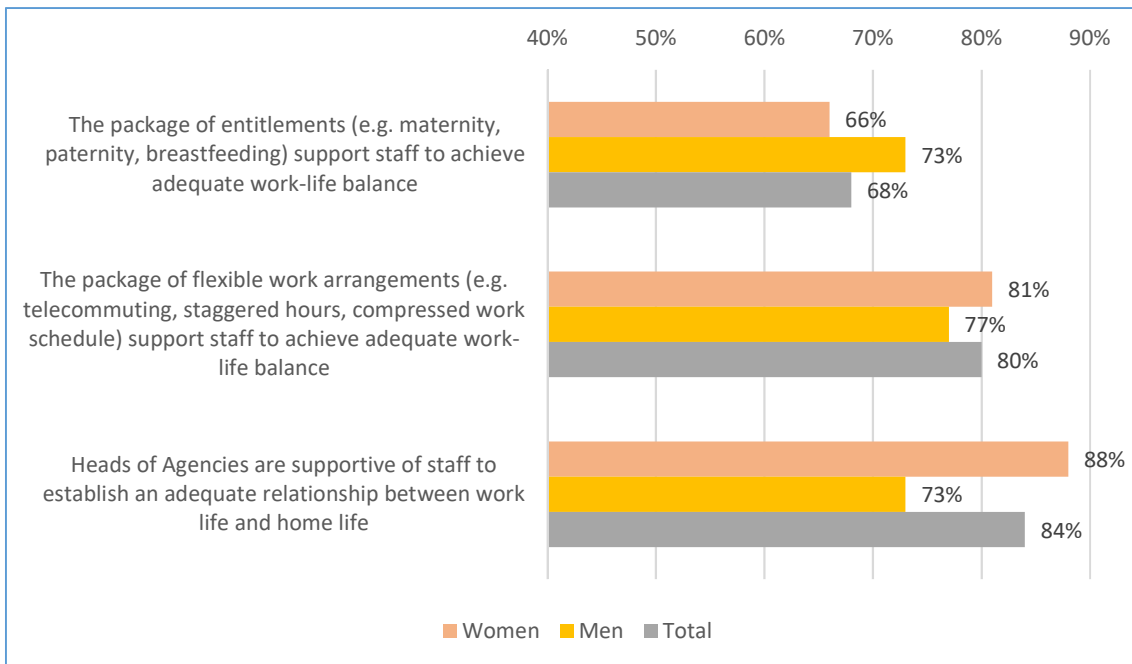
Set 1: Staff perception of gender equality in the UN system



Set 2: Equal treatment in the work-place



Set 3: Work-life balance



The charts display the positive responses (strongly agree and agree).
 Survey opened October 2021.
 109 responses (79 from women and 30 from men).
 Confidence interval of 8.5.

Annex B: UNCT Georgia - SWAP scorecard findings by indicator

1. PLANNING

INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>CCA or equivalent includes:</p> <p>a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and</p> <p>b) Some sex-disaggregated and gender-sensitive data.</p>	<p>CCA or equivalent includes:</p> <p>a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and</p> <p>b) Consistent sex-disaggregated and gender-sensitive data.</p>	<p>CCA or equivalent meets minimum requirements and includes:</p> <p>c) Targeted gender analysis of those furthest behind.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The CCA 2021 includes gender analysis across the all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. There are four key sections in the Common Country Assessment 2021: 1. Country Context; 2. Country Progress towards the 2030 agenda; 3. Financing Landscape and Opportunities; 4. Multidimensional Risks – and gender analysis is considered across all of these sections, including underlying causes of gender inequality and discrimination. SDGs, including SDG 5 are the key analytical and organizing framework for the CCA.</p> <p>b) Sex-disaggregated and gender-sensitive data are consistency referred to in different sections of the CCA as relevant. These instances could be found in the analysis of poverty, labor market, access to education and healthcare, social inclusion and leave no one behind sections. The CCA explicitly addresses gap in the availability of data to allow for the sufficient level of disaggregation as follows:</p> <p><i>“There is a large gap in the availability of data to allow for the sufficient level of disaggregation. This relates to the disaggregation by disability and by population groups, such as minorities. Gender disaggregation has been improving, but there are still problems to find gender-disaggregated data in some areas, including certain key economic or health indicators. Data on PwDs is rarely analyzed and disseminated with disaggregation by sex, age, and form of disability. The policy formulation relies on figures derived from administrative sources on recipients of disability pension, which significantly underestimates the number of people experiencing various forms of disability. (...) The absence of unified data collection system gathering the information on gender-based violence cases from different entities makes it impossible to monitor trends and plan appropriately resourced response”.</i></p> <p>c) CCA sub-section 2.3.5. SDG 5 Gender Equality provides deep analysis of gender equality and women’s empowerment situation in the country, paying attention also to intersectional discrimination on the basis of ethnicity, age and socio-economic characteristics of different groups of women. Section 2.4. Leave no one behind also incorporates women and girls’ concerns along with issues of discrimination on the basis of gender identity and sexual orientation. Groups furthest behind highlighted in the CCA include categories of children, youth, informal sector workers, older persons, migrants, IDPs, refugees, stateless persons, communities living around the ABLs, and family farmers, but also specific categories of women, national and religious minorities, persons of non-dominant sexual orientation or gender identity, and persons with disabilities. For some of the groups, targeted gender analysis is not included for the abovementioned reasons of limited availability of gender-disaggregated data.</p>		
<p>Evidence or means of verification:</p> <p>- UN Common Country Analysis for the Cooperation Framework and the 2030 Agenda: Georgia, 2021 update.</p>		

INDICATOR 1.2: GENDER EQUALITY MAINSTREAMED IN UNSDCF OUTCOMES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. or b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.</p>	<p>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 UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.</p>

Score: Meets Minimum Requirements

Findings and explanation:

a) Gender equality and women's empowerment issues are visibly mainstreamed across all outcome areas of UNSDCF 2021-2025, namely:

- *Outcome 1:* By 2025, **all people** in Georgia enjoy improved good governance, more open, resilient and accountable institutions, rule of law, **equal access** to justice, human rights, and **increased representation and participation of women in decision making**;
- *Outcome 2:* By 2025, **all people** in Georgia have **equitable and inclusive access** to quality, resilient **and gender-sensitive services** delivered in accordance with international human rights standards;
- *Outcome 3:* By 2025, **all people without discrimination** benefit from a sustainable, **inclusive** and resilient economy in Georgia;
- *Outcome 4:* By 2025, **conflict affected communities** enjoy human rights, enhanced human security and resilience;
- *Outcome 5:* By 2025, **all people, without discrimination**, enjoy enhanced resilience through improved environmental governance, climate action and sustainable management and use of natural resources in Georgia.

The formulation of outcomes suggests that the level of gender mainstreaming may be stronger under Outcomes 1, 2 and 3. However, in the context of Georgia, the conflict affected communities referenced in Outcome 4 imply predominantly IDP and conflict affected women (this is further reflected in the formulation of the corresponding Outputs under this Outcome and related indicators at both levels of results).

The level of gender mainstreaming is weaker in Outcome 5. Nevertheless, the theory of change under Output 5 acknowledges the differential impact of climate change on women, addresses the representation of women in key decision-making bodies at national and local levels and considers women and youth groups for potential partnerships. Therefore, the team still considers gender mainstreaming under this Outcome as visible.

b) There is no UNSDCF outcome specifically targeting gender equality and the empowerment of women.

Evidence or means of verification:

- United Nations Country Team in Georgia, UN Sustainable Development Cooperation Framework (UNSDCF) 2021-2025 (including its results framework), available on-line at:

https://unsdg.un.org/sites/default/files/2020-11/Georgia_UNSDCF_%202021%20to%202025_0.pdf

INDICATOR 1.3: UNSDCF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20-33 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Score: Exceeds Minimum Requirements

Findings and explanation:

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

The GTG members, with UN Women facilitation, reviewed the findings and recommendations of the UNCT-SWAP Gender Equality Scorecard exercise (conducted in 2017) to inform gender mainstreaming in the UNSDCF outcomes, outputs and indicators. As a result, in the final version of the UNSDCF, some 18 of 22 outcome-level indicators (81 per cent) and some 40 of 58 output-level indicators (69 per cent) are sex-disaggregated and/or gender-specific. In total, **72.5%** of UNSDCF outcome and output indicators measure changes in gender equality and the empowerment of women.

According to United Nations Statistics' Division, gender indicators are tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals. Hereby, for the purposes of indicator 1.3 of the SWAP scorecard, the assessment team has counted two types of indicators – those, that include disaggregation by sex categorized as *sex-disaggregated* indicators and those that measure specifically gender equality and women's empowerment issues categorized as *gender-specific* ones.

Indicators	Outcomes	Outputs	Total
<i>Gender-specific</i>	7	16	23
<i>Sex-disaggregated</i>	11	24	37
Total	18 (of 22)	40 (of 58)	58 (of 80) i.e. 72.5%

For outcome 1 (governance), 6 indicators (out of 6) can measure changes in gender equality; 3 indicators are *gender-specific* and 3 *sex-disaggregated* (100%).

- ✓ Output 1.1. - 3 out of 5 indicators can measure changes in gender equality. 2 indicators are *sex-disaggregated* and 1 is *gender-specific* (60%);
- ✓ Output 1.2. - 1 out of 3 indicators is *gender-specific* (30%);
- ✓ Output 1.3. - 3 out of 3 indicators are *gender-specific* (100%).

For outcome 2 (quality services), 4 out of 7 indicators can measure changes in gender equality; 2 indicators can be qualified as *sex-disaggregated* and 2 as *gender-specific* (60%).

- ✓ Output 2.1. - 1 out of 5 indicators is *gender-specific* (20%);
- ✓ Output 2.2. - 2 out of 3 indicators are *sex-disaggregated* (66%);
- ✓ Output 2.3. - 3 out of 3 indicators can measure changes in gender equality. 2 indicators are *gender-specific* and 1 indicator is *sex-disaggregated* (100%).

For outcome 3 (resilient economy), 4 indicators out of 4 can measure changes in gender equality; 1 *gender-specific* indicator and 3 *sex-disaggregated* indicators (100%).

- ✓ Output 3.1. - 2 out of 4 indicators are *gender-specific* indicators (50%);
- ✓ Output 3.2. - 2 out of 4 indicators can measure changes in gender equality (50%);
- ✓ Output 3.3. - 8 out of 8 indicators can measure changes in gender equality; 3 indicators are *gender-specific* and 5 indicators are *sex-disaggregated* (100%).

For outcome 4 (conflict affected communities), 4 out of 4 indicators can measure changes in gender equality; 3 indicators are *sex-disaggregated* and 1 is *gender-specific* (100%).

- ✓ Output 4.1. - 2 out of 4 indicators are *sex-disaggregated* (50%);
- ✓ Output 4.2. - 2 out of 3 indicators can be ranked as *sex-disaggregated* (67%);
- ✓ Output 4.3 - 3 out of 3 indicators are qualified as measuring gender equality. 2 indicators are *sex-disaggregated* and 1 is *gender-specific* (100%).

For outcome 5 (environment), there is only one outcome level indicator and it cannot measure changes in gender equality.

- ✓ Output 5.1. - 1 out of 3 indicators is *gender-specific* (33%);
- ✓ Output 5.2. - 1 out of 5 indicators are *sex-disaggregated* (60%);
- ✓ Output 5.3. - 1 out of 2 indicators is *gender-specific* (50%).

Evidence or means of verification:

- United Nations Country Team in Georgia, UN Sustainable Development Cooperation Framework (UNSDCF) 2021-2025 (including its results framework), available on-line at:

https://unsdg.un.org/sites/default/files/2020-11/Georgia_UNSDCF_%202021%20to%202025_0.pdf

2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNSDCF period in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNSDCF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>a) Gender equality is visibly mainstreamed into all joint programmes operational at the time of the assessment. During the Scorecard exercise, there were identified 5 Joint Programmes:</p> <p>1. Transforming Social Protection for Persons with Disabilities in Georgia. [Implementing agencies: UNICEF, WHO, UNDP, UNFPA, UN Women (lead), OHCHR. Duration: January 2020-January 2022. Total Budget: USD 2,200,000]. The overarching goal of the programme is to address gaps in Georgia’s social protection system and transform the situation of persons with disabilities in the country. Gender equality is visibility mainstreamed across all output areas. Furthermore, up to 80% of outcome and output indicators measure changes in gender equality and the empowerment of women and 22% of the total budget is allocated to gender equality. This includes funds allocated to UN Women and UNFPA, as well as part of the funds allocated to WHO. Under output 1.2, this JP contributes to strengthening capacities for data collection, monitoring and advocacy for the implementation of CRPF, CEDAW, BPfA, UPR and CSW recommendations. Within the framework of the joint programme, UN Women contributes to empowering women and girls with disabilities on an equal basis with others works for the realization of outputs.</p> <p>2. UN Joint Programme for Gender Equality. UNDP, UN Women and UNFPA are jointly implementing this JP with the funding provided by the Government of Sweden. 2021 is the last year of the second phase of the programme, while its third phase will commence from January 2022 until December 2024. The Participating UN Agencies (PUNOs) are finalizing the discussions about the focus and the scope of the third phase with the donor. UNDP is the Administrative Agent while UN Women is the Convening Agency for this JP. The programme had three broad thematic focus areas of work in the past two phases that will be also maintained in the third phase: a) Enhancing women’s economic and political empowerment (led by UNDP); b) Ending violence against women and girls (led by UN Women), and c) Promoting and supporting women’s sexual and reproductive health and rights (led by UNFPA). The PUNOs have identified four key crosscutting areas across the thematic focuses of the intervention to further synergize their work and accelerate join results; these are: a) research; b) capacity development; c) advocacy; d) campaigning and awareness raising. The mid-term as well as final evaluations of the second phase of the JP have reaffirmed the value added of this programme to the enhancement of gender equality and women’s empowerment in Georgia.</p> <p>3. Ending Violence against Women and Girls in Georgia (EVAWGG). UN Women and UNFPA are jointly implementing the EU-funded action Ending Violence against Women and Girls in Georgia (EVAWGG), where UN Women is the applicant and UNFPA is a partner as per a UN2UN agreement. The three-year action, launched in November 2020, is targeting Georgia nationwide with some focused activities in the Kvemo Kartli and Guria regions and small-scale awareness raising work against violence against women in Abkhazia. The overall objective of the action is to ensure that women and girls in Georgia live a life free from violence. The specific objectives are as follows: 1) Legislation, policies and institutional capacities are in place to effectively prevent and respond to violence against women and girls, including domestic violence, and 2) Negative gender stereotypes, social norms and attitudes that condone violence against women and harmful practices transformed to enable respect for women’s rights and gender equality in project target communities. The action strengthens the lead role of the UN in promoting gender equality and women’s empowerment as the knowledge base on violence against women, and the capacities and services developed by this action will strengthen the grounds for a meaningful policy dialogue and positive changes. Gender equality lies at the heart of the project as women and girls are its ultimate beneficiaries. Special attention will be paid to male involvement and participation in challenging societal attitudes that are discriminatory towards women.</p>		

4. EU4Gender Equality: Challenging gender stereotypes and practices in the EaP countries. [Implemented by UN Women and UNFPA. The program targets 6 countries: Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine. Implementation period: March 2020-February 2023. The total estimated budget provided by the European Union is EUR 7,875,000.] This Programme provides a unique opportunity for both the EU and the six target countries to affect social discourse, perceptions, and practices on gender equality. The overall objective of the Programme is to strengthen equal rights and opportunities for women and men through shifting social perceptions, gender stereotypes, and men's participation in caretaking. More specifically, Objective 1) proposes to shift societal perceptions around gender stereotypes and patriarchal norms, which limit women's rights; Objective 2) proposes to increase men's involvement in taking care of their children and participation in fathers' programs; and Objective 3) proposes to increase the knowledge and tools of social workers and CSOs on how to conduct evidence-based violence prevention programs targeting perpetrators of domestic violence, including early intervention.

5. Fostering economic empowerment of women farmers by supporting homemade dairy production through the Farmer Field Schools (FFS) approach. [Implementing agencies: FAO, UN Women. Duration: 15 December 2020 - 30 September 2024. Total Budget: USD 4.3 million. Funded by the Swiss Agency for Development and Cooperation (SDC).] The overall goal of the project is to enhance resilience and foster economic empowerment of women dairy producers in Abkhazia and Samegrelo. The project has two outcomes, of which FAO is responsible for Outcome 1 and UN Women is responsible for Outcome 2 (Rural women engaged in dairy production acquire and use leadership, economic and social skills to be self-employed and/or expand their income-generation activities, while promoting gender equality). Project aims at developing a network of women dairy farmers and strengthening their skills through hands-on trainings. Dairy Farmer Field Schools (FFSs) are farmer-to-farmer learning platforms where Good Dairy Farming Practices are experimented. FFS approach is used in the project to empower and strengthen capacities of women farmers on homemade dairy production. In parallel to FAO technical support to women's dairy farming skills, UN Women will support FFS members' leadership through training sessions on business management, women's economic empowerment and other social aspects to ensure women overcome all their challenges. UN Women component also envisages assessing needs of local women and organizing awareness raising and advocacy initiatives on the ground.

6. Human Rights for All. [Implementing agencies: UNDP, OHCHR. Supported by the European Union. Duration: 2020-2023. Key stakeholders: Administration of the Government, Public Defender's Office, State Inspector's Office.] Strengthening State Systems is aimed at Human Rights Protection, namely, the Administration of the Government and relevant central Ministries, PDO, and State Inspector's Office, as well as local municipalities. The objective of this JP is to increase awareness on human rights issues among wider society and women are one of the target groups.

7. Assisting the Georgian Government and Local Communities in Mitigating the Impact of COVID-19. [Supported by the UN COVID-19 Response and Recovery Multi-Partner Trust Fund (UN COVID-19 MPTF). Co-lead by UNDP, UNFPA and UNICEF with contributions from UNHCR, WHO, and OHCHR. Duration: 2020 – 2021.] Programme aims to support vulnerable communities across the country, especially women from urban and rural areas, to mitigate socio-economic impact of COVID-19.

8. Improving Vocational Education in Abkhazia. Supported by the European Union. Implemented by UNDP (lead), UNICEF, and FAO. Duration: 2019-2022. The programme aims to support vulnerable communities in developing income-generating skills by increasing access to vocational education, especially for the vulnerable women residing in Abkhazia.

b) Four (4) Joint Programs on promoting gender equality and the empowerment of women are operational over current UNSDCF period in line with SDG priorities including SDG 5. There JPs are: UN Joint Programme for Gender Equality, Project on Ending Violence against Women and Girls in Georgia (EVAWGG), Project EU4Gender Equality on Challenging gender stereotypes and practices in the EaP countries, and Project: Fostering economic empowerment of women farmers by supporting homemade dairy production through the Farmer Field Schools (FFS) approach.

c) UNCT Georgia does not have dedicated procedures in place to ensure gender mainstreaming in JPs.

Evidence or means of verification:

- UNJP ProDocs;
- Updated JP list, October 2021;
- UNJP for Gender Equality documentation available on-line at: <https://mptf.undp.org/factsheet/fund/JGE10>

INDICATOR 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.</p>	<p>a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year.</p> <p>and</p> <p>b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.</p>	<p>Meets minimum requirements and</p> <p>c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.</p>
Score: Approaches Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year.</p> <p>Both the GTG and the UN Communications' Group are involved in joint communication and advocacy in Georgia. The UNCT actively participated in the organization of the campaign to mark the 16 Days of Activism against Gender-based Violence, led by the Inter-Agency Commission on Gender Equality, Violence against women and Domestic Violence. The few examples of the communication activities jointly organized by the GTG and UN Communications groups in the past year are as follows:</p> <ul style="list-style-type: none"> - To raise awareness on gender issues, under the RC's leadership, a field trip and number of events were organized by different UNCT members in Samegrelo region in Western Georgia; - The research "Men, Women and Gender Relations in Georgia: Public Perceptions and Attitudes" was released by UNDP and UNFPA with the support of the Swedish Government. <p>b) The UN Communication Group Annual Work Plan does not include targeted GEWE communication and advocacy.</p> <p>There is a Communication and Advocacy strategy for the UN system in Georgia that includes visible GEWE communication and advocacy. Nevertheless, GEWE related activities have not been adequately translated into the Implementation Plan of the strategy (Annex 1: Implementation Plan and Timeline), where GEWE advocacy and communication remains almost invisible.</p> <p>c) In the course of 2021, UNCT engaged in joint advocacy on promoting LGBTIQ+ rights in Georgia. The UNCT released series of joint statements on the occasion of IDAHOBIT, and in the run-up to the attempt by the civil society to hold Tbilisi Pride in July 2021, and in response to violence against LGBTIQ+ people and journalists that occurred on the day when the event was envisaged. The UN coordinated and subsequently released these statements together with the broad range of multilateral and bilateral development partners in Georgia, and all statements received notable media attention. UNCT also held consultations with the civil society representatives working on LGBTIQ+ rights to inform further joint efforts in the course of UNSDCF implementation, and coordinated various agency activities around IDAHOBIT as referenced in the UNCT meeting minutes.</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - Calendar of Events for the 16 Days of Activism against Gender-based Violence, 2021; - Coverage of the RC/UNCT gender-related events in Samegrelo region of Georgia, available on-line at: https://georgia.un.org/en/127389-un-visits-samegrelo-region - https://georgia.unfpa.org/en/news/number-events-focused-empowering-women-and-girls-held-zugdidi-municipality - Research "Men, Women and Gender Relations in Georgia: Public Perceptions and Attitudes", available on-line at: https://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/gender-survey-report.html - UN Communication and Advocacy Strategy 2021-2025, Implementation Plan and Timeline. 		

**INDICATOR 2.3: UNSDCF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST
PLANNED GENDER EQUALITY RESULTS**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets one of the following:</p> <p>a) UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned.</p> <p>b) UNSDCF reviews/ evaluations assess progress against gender-specific results.</p>	<p>Meets two of the following:</p> <p>a) UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned.</p> <p>b) UNSDCF reviews/ evaluations assess progress against gender-specific results.</p> <p>c) The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNSDCF cycle.</p>	<p>Meets all of the following:</p> <p>a) UNSDCF Results Matrix data for gender-sensitive indicators gathered as planned.</p> <p>b) UNSDCF reviews/ evaluations assess progress against gender-specific results.</p> <p>c) The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNSDCF cycle.</p>

Score: Approaches Minimum Requirements

Findings and explanation:

- a) Joint data collection for reporting purposes has not yet started. Annual Progress Reporting will take place at the beginning of 2022. UNSDCF new cycle started in 2021, consequently there is no previous years' data that could be used for progress measurement for current CF results matrix. However, individual agencies have started collecting their data, included for gender-sensitive indicators. For the above reasons, the team has considered that this criterium is being met.
- b) The current UNSDCF 2021-2025 is in the first year of implementation. Respectively, the progress has not yet been evaluated. Data collection process for annual reporting purposes has not yet started. However, Joint Workplan for 2021 is available and will be used for monitoring and reporting purposes. JWPs for five Outcome areas under the UNSDCF include information on Sub-Outputs that feed into measuring progress of gender-related indicators, both at Output and Outcome levels. As indivisible part of UNSDCF year one progress reporting, gender indicators will be reviewed and the progress assessed.
- c) MEL (Monitoring, Evaluation and Learning) Group was established by this UNCT alongside five UNSDCF Results Groups in order to guide the relevant M&E processes pertaining to UNSDCF implementation, among other tasks. The Results Groups are co-chaired by representatives of the UN Agencies (on the annual rotating basis) and the RCO. Results Groups and MEL Group are responsible for planning, information sharing and monitoring/evaluation of results. To date, the Results Groups have met at the stage of JWP elaboration. According to the TOR of RG, they are meeting twice per year with ad-hoc meetings as necessary. MEL group had online meetings with the purpose of elaboration of the MEL Plan for the UNSDCF year 1, which will be used during Annual Review and Reporting process. MEL Group has not received technical training on gender-sensitive M&E this year. This training is expected to be planned in cooperation with the GTG (Gender Theme Group).

Evidence or means of verification:

- UNSDPF 2019-2021;
- UNCT Joint Work Plan 2021.

3. PARTNERSHIPS

INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNSDCF cycle.</p>	<p>Meets two of the following:</p> <p>a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNSDCF cycle.</p> <p>b) The National Women’s Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets all of the following:</p> <p>a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNSDCF cycle.</p> <p>b) The National Women’s Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>
Score: Exceeds Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNSDCF cycle.</p> <ul style="list-style-type: none"> ✓ UNCT collaborated with Inter-agency Commission on Gender Equality and the Empowerment of Women (CGE) in 2021 (leading agency UN Women, with support from UNFPA and UNDP) to support the drafting of two gender specific National Action Plans (NAP) - the NAP on Women, Peace and Security (UNSCR 1325) for 2022-2024 and the National Action Plan on Ending Violence against Women and Domestic Violence for 2022-2024. With UN Women technical lead, there took place numerous consultations with the beneficiaries, CSOs, different government entities around these NAPs. The drafts are finalized in Georgian language and are now with the Government Administration for the final scrutiny and adoption. ✓ UNCT collaborated with the Gender Equality Council (GEC) of the Parliament in 2021 to finalize the drafting the Gender Equality Concept of Georgia (with UN Women, UNDP and UNFPA leading this process). Also, UNCT supports the GEC to prepare number of thematic inquiries in 2021 (on women’s engagement in informal work; on ending violence against women and on the level of gender mainstreaming in government policy making). Finally, UNCT (with UNDP leadership) is supporting the GEC to prepare National Concept on Women’s Economic Empowerment. <p>b) The National Women’s Machinery participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>The National Women’s Machinery in Georgia’s case consists of the CGE, GEC as well as the Gender Equality Department of the Public Defender’s Office. All these entities were actively consulted in the UNSDCF planning process as well as in bilateral consultations of different UNCT players, while working on their agency-specific five-year Country Plans or Strategic Notes (UNFPA, UNDP, UN Women, etc.). Moreover, the representatives of these entities (on the level of management) are taking part in the Steering Committees (decision-making bodies) of all UNCT stand-alone gender programmes / projects, making the cooperation with these key national partners even more strategic.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation</p> <p>UNCT has been leading the SDG localization work in Georgia since 2015. When it comes to SDG 5, UN Women has supported the National Statistics Office GEOSTAT to carry out National Study on VAW back in 2017, and thus, generated baseline data on violence for the relevant localized indicators of SDGs 5, 10 and 16 (namely indicators: 5.2.1; 5.2.2; 5.3.1.a; 10.3.1; 16.1.2; 16.2.3). Further, through UNCT supported MICS survey, led by UNICEF and with the involvement of UNFPA, in partnership with GEOSTAT Georgia, the UN was able to generate more baseline data for the indicators of SDGs 7, 5, 2, 4, 16, 1, 3, 6, 10. UN Women is currently supporting GEOSTAT to complete the time-use survey that will generate further</p>		

data for localized SDG 5 (indicator 5.4.1). With UN support, GEOSTAT has launched online Gender Data Portal where nationalized SDG indicators are given special consideration.

Evidence or means of verification:

- UNSDCF 2021-2025, available on-line at:
https://unsdg.un.org/sites/default/files/2020-11/Georgia_UNSDCF_%202021%20to%202025_0.pdf
- UN Women Brief on National Machinery for GEWE, available on-line at:
<https://georgia.unwomen.org/en/digital-library/publications/2020/12/institutional-mechanisms-for-the-advancement-of-women-in-georgia>
- List of attendance UNSDCF 2021-2025 consultations, 2020;
- UN Women / GEOSTAT National Study on Violence against Women, available on-line at:
<https://georgia.unwomen.org/en/digital-library/publications/2018/03/the-national-study-on-violence-against-women-in-georgia>
- UNICEF / GEOSTAT MICS, available on-line at:
<https://www.unicef.org/georgia/findings-multiple-indicator-cluster-survey-mics-georgia>

INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN’S/GENDER EQUALITY CSO		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with GEWE CSO and women’s rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNSDCF cycle.</p>	<p>Meets two of the following:</p> <p>a) The UNCT has collaborated with GEWE CSO and women’s rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle.</p> <p>b) GEWE CSO participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>c) The UNCT has made at least one contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.</p>	<p>Meets all of the following:</p> <p>a) The UNCT has collaborated with GEWE CSO and women’s rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle.</p> <p>b) GEWE CSO participates in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.</p> <p>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.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The UNCT has collaborated with GEWE CSOs and women’s rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle.</p> <p>UNCT has engaged CSOs this year on March 11 during the gender week (dedicated to International Women’s Day - March 8) and then again on June 29 to enhance their awareness and engagement in the Generation Equality global mobilization. These events were organized jointly with the French Embassy and co-led by UN Women and UNFPA. Both events were organized prior to Generation Equality Mexico and Paris Forums respectively. The meetings engaged diverse CSOs working on gender and women’s rights, ensuring inclusion of regional as well as capital-based organizations, youth groups and those working on the rights of women belonging to different minority groups (IDPs, disables, LGBTQI+). As a result of this joint mobilization around Generation Equality, further supported through bilateral advocacy meetings by the RC and the French Ambassador, the government of Georgia took commitments under the two thematic Action Coalitions - Combatting Gender Based Violence and Innovation and Technology for Gender Equality in the frameworks of Generation Equality. The President of Georgia Salome Zourabichvili took part in the Generation Equality Forum in Paris to voice these commitments herself.</p>		

Further, due to a high-profile domestic violence case involving highly respected Georgian tennis player as the alleged perpetrator of violence, women's rights advocates protecting the interest of his wife alleged victim received highly negative reactions from the public (mostly through social media) and were faced with hate speech and threats. To support women's rights defenders, and enhance enabling environment for them to work, under the RC's leadership UNCT issued a joint statement in support of women's rights defenders that was perceived as an act of deep solidarity by the women's CSOs and the defenders (who are a part of women's CSOs).

b) GEWE CSOs participate in UNSDCF consultations: country analysis, strategic prioritization, implementation, M&E.

Gender Equality and women's CSOs have taken active part in the UNSDCF consultations process. Gender Theme Group made sure that women's CSOs were invited to all relevant meetings/workshops and were given adequate space and opportunity to participate in the UNSDCF prioritization consultation meetings meaningfully.

Five thematic virtual consultations were held among UN, Government, NGOs, Academia and Media representatives during elaboration of the UNSDCF, where gender aspects were addressed and discussed. During discussion around Outcome 4, it was decided to focus the sixth consultation on women's issues living in conflict areas / adjacent territories and IDP women. Therefore, in June 2020, a virtual meeting was held with participation of IDP women NGO/CSOs. The purpose of the meeting was to understand what the main areas of concern for IDP women are and have a complete picture of IDP reality. The meeting participants were asked to discuss the most challenging issues experienced by the IDP community in Georgia and think about possible avenues of UN intervention, in order to eventually contribute to the five-year cooperation framework.

c) So far this year, UNCT has not yet made any contribution to substantively strengthen GEWE CSOs participation and engagement in gender related SDGs localization and/or implementation. The current programming cycle started in 2021 and work with CSOs is being planned/programmed in this regard.

Evidence or means of verification:

- News stories covering March 11 and June 29 CSO forums, available on-line at:

<https://georgia.unwomen.org/en/news/stories/2021/03/presentation-of-the-global-movement-generation-equality-at-tbilisi-civil-society-forum>

<https://georgia.unwomen.org/en/news/stories/2021/06/georgia-makes-new-commitments-for-gender-equality>

- Georgia's Commitments under Generation Equality, available on-line at:

<https://georgia.unwomen.org/en/digital-library/publications/2021/06/georgia-for-gender-equality>

- UNCT statement in support of women's rights defenders, available on-line at:

<https://georgia.un.org/en/116427-support-women-human-rights-defenders-and-their-work>

- List of attendance UNSDCF 2021-2025 consultations, 2020;

- Minutes of the virtual meeting held with participation of IDP women NGO/CSOs, Jun 2020.

4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets 3 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets all 4 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies</p>
Score: Exceeds Minimum Requirements		
<p>Findings and explanation:</p> <p>a) Gender equality and women’s empowerment issues have been regularly discussed at the UNCT meetings in the last 12 months. The agenda items vary from internal UNCT coordination and strategizing points to external joint advocacy and campaigning deliberations, but after thorough review of 11 UNCT meeting notes in the period of October 2020-September 2021, the group concluded that gender equality and women’s empowerment issues were addressed at nine UNCT meetings, that is 82 per cent.</p> <p>b) The RC regularly demonstrates public championing of GEWE, including in the last 12 months, as shown in the following examples:</p> <ul style="list-style-type: none"> • Under the RC’s leadership, UNCT issued two highly gender-sensitive statements in the past 12 months, one in support of women’s rights defenders and the other to echo the tragic death of a teenage girl victim of sexual violence calling on increased prioritization and zero tolerance to sexual violence crimes’ investigation. • The RC has played an active role in promoting Generation Equality with different branches of the government, including through her participation in the CSO forum dedicated to the promotion of Generation Equality in Georgia. This support has in many ways preconditioned Georgia’s taking of commitments under the two Action Coalitions of the Generation Equality - Ending Gender Based Violence and Innovation and Technology for Gender Equality. • The RC has taken particular interest in the preparation of UNCT confidential submission to the CEDAW and herself delivered the report at the CEDAW pre-sessional working group meeting on 5 July 2021. <p>Nevertheless, the total number of RC speeches addressing GEWE during the last 12 months could not be traced.</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. From the results of the survey, 91% of staff either strongly agree or agree with the second question on the organizational culture survey: “Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.”</p> <p>d) In the context of the ongoing UN reform, ARC is no longer applicable. Performance assessment of the RCs and UNCTs is following evolving transitional guidance that will soon be amended again. UNCT Georgia Annual Report for 2020 comprises extensive references to activities and results pertaining to promoting gender equality under the main result areas of the previous country framework. UNCT Georgia performance indicators for 2021 include indicators pertaining to UNCT joint engagement with the national counterparts to promote gender equality, GTG support to the UNCT and the completion of the current gender scorecard exercise. The analysis of the UNCT configuration for the UN-Georgia Sustainable Development Cooperation Framework 2021-2025 conducted in the second half of 2020 concluded that UNCT Georgia in its current form has the necessary technical, functional and operational expertise and capacity to deliver on the commitments made in the new UNSDCF, including those related to gender equality.</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - The minutes of all 11 UNCT meetings held between October 2020 and September 2021; - RC/UNCT statements and press releases on gender, available on-line at: https://georgia.un.org/en/116427-support-women-human-rights-defenders-and-their-work https://georgia.un.org/en/112000-united-nations-statement-death-kobuleti-teenage-girl https://georgia.un.org/en/130602-un-resident-coordinator-becomes-familiar-un-women-initiatives-samegrelo https://georgia.un.org/en/123731-only-half-domestic-violence-victims-call-police-help-study-says https://georgia.un.org/en/100158-rural-women-receive-support-cope-covid-19 https://georgia.un.org/en/94997-electing-more-women-focus-youth-social-campaign - Georgia’s Commitments under Generation Equality, available on-line at: https://georgia.unwomen.org/en/digital-library/publications/2021/06/georgia-for-gender-equality - Survey of UN staff on the perception of the organizational environment concerning the promotion of gender equality; - UN in Georgia Annual Report 2020; - UNCT Georgia Performance Appraisal template 2021; - UNCT configuration for the UN-Georgia Sustainable Development Cooperation Framework 2021-2025. 		

INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Score: Exceeds Minimum Requirements

Findings and explanation:

The analysis of the survey results of personnel perception of organizational environment for the promotion of gender equality, which was implemented in October 2021 in Georgia and was open for 3 weeks, shows a positive response of 86%, placing the UNCT in the rank of exceeding minimum requirements.

The survey was answered by 72% of women and 28% of men, concluding that women and men equally participated in the survey, given the fact that 68% of UN staff are female. Out of 109 respondents, 85% were national staff and 15% international staff. The job of 34% of respondents included supervisory functions. The survey dealt with issues on perceptions of organizational culture within three categories: gender equality; discrimination, and work-life balance across 10 questions. The 5 possible answers to each of the questions were: strongly agree, agree, neutral, disagree, and strongly disagree.

It is remarkable that the average positive response rate from women (86%) is similar to that from men (85%), showing an equality in the staff's perception, by sex, of the organizational environment for the promotion of gender equality.

The most positively rated questions were those related to gender equality, then those related to discrimination, and finally those related to work-life balance. Nevertheless, women responded more positively to the set of questions regarding gender equality, and men responded more positively to the set of questions regarding discrimination.

Work-life balance questions were the lowest rated, in general, although women rated these questions more positively than men. Two issues were noted:

- The question with the lowest positive response was the following: “The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance”, which reached only 68% positive responses.
- That was also the question that reached the most negative responses (8.51%) and most neutral responses (23.40%),

None of the questions across all issues was answered as "strongly disagree".

Evidence or means of verification:

- Survey results of personnel perception of organizational environment for the promotion of gender equality. 109 responses (79 female, 30 male) out of a total of 579 staff; confidence interval of 8.5.

INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.</p>	<p>Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>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.</p>

Score: Missing Minimum Requirements

Findings and explanation:

a) The UNCT does not have a formal mechanism in place for monitoring regularly gender parity for General Service staff and all professional levels. Gender parity among the staff was analyzed as a part of 2017 UN SWAP Gender Scorecard exercise and has been repeated now in 2021 again for this Scorecard.

b) As a part of this Scorecard exercise, gender parity data have been received and analyzed from six UN agencies, members of the Operations’ Management Team (UNDP, UNFPA, UNHCR, UNICEF, WHO and UN Women). As a result of the analysis, it is concluded that gender parity in staffing is in place in UNCT Georgia.

In these 6 entities, there are currently 284 employees, out of them 263 national and 21 international colleagues.

- Among the national employees, there are 174 (66 per cent) women and 89 men (34 per cent). From the national staff, 208 (73 per cent) are GS positions and out of them 128 (62 per cent) are women and 80 (38 per cent) are men. Some 55 (21 per cent) colleagues are employed as NO staff, out of them 46 (84 per cent) women and 9 (16 per cent) men. It is worth to mention that concerning senior level positions (NOC and above), women have a representation rate of 81.8 per cent. The only categories with more men than women are SB1 (80% of men), G2 (90% of men) and G3 (100% of men). This may be explained by the fact that these jobs are traditioned perceived as deserved for men.
- Out of 21 international employees, there are 9 women (43 per cent) and 12 men (57 per cent). Among international staff, the total percentage of women on positions with level P4 and above is 5 out of 14 (36 per cent).

Nevertheless, there is more equal distribution between men and women when comparing combined national and international senior level positions (NOC/P4 and above). The percentage of women in P4/NOC and above (NOC, NOD, P4, P5, P6, D1 and D2) is 56 per cent female. Therefore, based on this assessment, the UN has reached equal representation of women/men for senior staff (P4/NOC and above), but it is just off the mark for administrative staff (parity is defined as falling within the 38-56 per cent range).

Comparing these results with those of 2017, it is found that the percentage of women in P4/NOC positions and above has increased from 46% in 2017 scorecard exercise to 56% in 2021 exercise, demonstrating positive trends by UNCT towards achieving parity commitments.

c) The Business Operations Strategy (BOS) 2021-2025 does not include gender-specific actions and indicators in any Business Operation Area.

Evidence or means of verification:

- Consolidated and sex-disaggregated staffing data from agencies members of OMT: UNDP, UNFPA, UNHCR, UNICEF, WHO and UN Women for year 2021 (October);
- BOS 2021-2025.

5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEWE		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following:</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets 3 of the following:</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets all 4 of the following:</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA;</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E.</p>
Score: Exceeds Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The coordination mechanism for gender equality is chaired by a HOA.</p> <p>In UNCT Georgia, the Gender Theme Group (GTG) was revitalized back in 2012 with UN Women leadership. It exists in two formats: UN-wide GTG (hereinafter GTG) that unites only UNCT gender focal points and Wider-GTG that along with UN agencies unites also representatives of bilateral and multilateral donors, international organizations, INGOs and local foundations (about 50 members). The GTG is chaired by UN Women Country Representative in Georgia. It also unites UNFPA Head of Office and other senior colleagues.</p> <p>b) The GTG has terms of reference and approved annual work plan. Further, under the auspices of the Wider-GTG, there are established different thematic task forces that are operational, chaired or co-chaired by the GTG members, and that contribute to the implementation of the GTG annual work plan. At the time of the Scorecard exercise, there are four thematic task-forces operating under the GTG:</p> <ol style="list-style-type: none"> 1. Task Force on Women’s Political Participation (Co-chaired by UNDP and NDI); 2. Task force on Ending Violence against women and girls (Chaired by UN Women); 3. Task force on Women’s Economic Empowerment (Co-chaired by UN Women and UNDP); 4. Task force on Women, Peace and Security (Co-chaired by UN Women and Kvinna til Kvinna). <p>c) GTG members include at least 50% senior staff (P4 and above; NOC and above).</p> <p>At least 50% of UN-wide GTG members are senior staff: Heads or Deputy Heads of agencies (along with gender focal points who are NOC or higher).</p> <p>d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E.</p> <p>The GTG has made substantive input to the UNSDCF drafting. The group thoroughly reviewed the draft CCA in year 2020 and also organized two specific meetings dedicated to the UNSDCF result framework wording / focus in June and July 2020. Almost 80 per cent of GTG recommendations voiced through these dedicated workshops were taken onboard by the UNCT in the UNSDCF finalization process (hence the high score under Scorecard indicator 1.3).</p>		
<p>Evidence or means of verification:</p> <ul style="list-style-type: none"> - List of GTG Members as of October 2021; - GTG TOR; - GTG Annual Work-Plan 2021; - GTG annual report 2020; - GTG UNSDCF meeting minutes and agendas: October 2020, November 2020, February 2021 and April 2021; - PPT on Gender mainstreaming into UNSDCF from UN-wide GTG meeting, 2020. 		

INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets 2 of the following 3:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a) At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>

Score: Approaches Minimum Requirements

Findings and explanation:

a) Two substantive inter-agency gender capacity development activities for UN personnel have been carried out during the past year, as follows:

- The three agencies, UNDP, UN Women and UNFPA, have come together last year to conduct rapid gender assessment (RGA) of COVID-19 that has been presented to wide scope of stakeholders, including UN agencies. This exercise has raised awareness of UN colleagues and has strengthen their capacities on the gender dimensions of the pandemic.
- On the other hand, the GTG organized a session addressed at members on “Mainstreaming Gender into UNSDCF” in 2020 to present how to visibly mainstream GEWE across formulated outcomes in draft UNSDCF.

Due to the COVID-19 pandemic and lockdown measures, no other inter-agency gender capacity development activity took place last year. However, UN Women has finalized the update of its Country Gender Equality Profile (CGEP) that has been used by UNCT colleagues in relevant annual review of the CCA as well as in different thematic discussions and events organized under the auspices of the GTG – thus, indirectly contributing to strengthening of the staff’s sound understanding and knowledge of gender equality and women’s empowerment issues.

b) Since the UNSDCF cycle started this year, the UNCT has not had sufficient time to conduct a comprehensive inter-agency capacity needs assessment, and therefore a capacity development plan is not yet established for the current programming cycle. Work is in progress in this regard.

c) The UNCT has a specific UNDSS training/briefing for newcomers. However, the briefing package does not contain the major gender equality commitments and relevant GEWE challenges of the country. DSS is ready to work with the GTG under the lead of UN Women, to include this information in the package.

Evidence or means of verification:

- COVID-19 Rapid Gender Assessment, available on-line at: <https://georgia.unwomen.org/en/digital-library/publications/2021/03/rapid-gender-assessment-of-covid-19-situation-in-georgia-2-wave>
- Country Gender Equality Profile, available on-line at: <https://georgia.unwomen.org/en/digital-library/publications/2020/05/the-country-gender-equality-profile>
- Second wave of the RGA of the COVID-19 situation in Georgian, available on-line at: <https://georgia.unwomen.org/en/news/stories/2021/03/gender-inequalities-exacerbated-by-pandemic-in-georgia>
- Agenda of the RGA Presentation, 9 March 2021;
- Invitation List to the RGA Presentation on 9 March 2021.

6. RESOURCES

INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNSDCF cycle.	Approaches minimum requirements and b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.
Score: Missing Minimum Requirements		
Findings and explanation:		
<p>a) The UNCT has not yet carried out a capacity building event on the gender marker over the current UNSDCF cycle.</p> <p>A capacity building event on Gender Marker is planned in 2022. UNCT was unable to organize it in 2021 (the first year of UNSDCF) due to tense political situation in the country and COVID-19 induced pandemic. Still, some UNCT members (e.g. UNDP) use the gender marker in their programming. Gender Equality marker is integrated in the UNSDCF Joint Work Plan template and relevant data has been collected to the 2021 plan.</p> <p>b and c) The UNCT has not established a financial target for programme allocation for gender equality and the empowerment of women over the current UNSDCF cycle (2021-2025). However, provided successful fundraising efforts of UNCT members in 2020 and 2021 (including hard pipeline commitment from Sweden for the UNJP on Gender Equality), this target would have been met if set.</p>		
Evidence or means of verification:		
<p>- UNSDCF (2021-2025), available on-line at: https://unsdg.un.org/sites/default/files/2020-11/Georgia_UNSDCF_%202021%20to%202025_0.pdf</p>		

7. RESULTS

INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5.</p>	<p>a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5.</p>	<p>Meets Minimum Requirements and</p> <p>b) At least one outcome level UNSDCF result has contributed to transformative change in relation to gender equality and the empowerment of women.</p>
Score: Meets Minimum Requirements		
<p>Findings and explanation:</p> <p>a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNSDCF outcomes in line with SDG priorities including SDG 5.</p> <p>The current cycle of the UNSDCF (2021-2025) has entered into force from 2021, and its annual monitoring has not yet taken place. Thus, at this stage it is too early to conclude whether the UNCT has achieved or is on track to achieve all intended gender equality and the empowerment of women results in line with SDG priorities, including SDG 5. However, the fact that UN agencies have secured or have hard commitments from the donors to secure financial resources to deliver on UNSDCF's gender commitments is significant precondition to think that these results will be met.</p> <p>Namely, UN Women is working actively under UNSDCF Outcome 1 (with funding from Norway) to ensure gender mainstreaming in the good governance reform process; UN Women and UNFPA are working jointly (with EU funding) to enhance gender-responsive services for the survivors of violence against women and girls under Outcome 2 of UNSDCF; ILO, UN Women and UNDP are working with national partners to increase women's economic empowerment to deliver on Outcome 3 commitments; FAO, UNDP, UN Women, UNHCR, UNICEF and UNFPA are joining forces through different stand-alone and joint-programmes to enhance the position and conditions of internally displaced (IDP), refugee and conflict-affected women and girls in the regions controlled by the Georgian authorities and in Abkhazia (Under Outcome 4). UNDP is leading work when it comes to mainstreaming gender into UNSDCF Outcome 5 - disaster risk reduction and environmental sustainability. In addition, UN Women, UNDP and UNFPA are finalizing negotiations with Sweden, for the third phase of UN Joint Programme for Gender Equality that will contribute to UNSDCF result areas 1,2, 3 and 4 and will maximize the joint results of the UNCT towards gender equality and women's empowerment in Georgia.</p> <p>b) It is difficult to observe major changes regarding gender equality as a result of the actions implemented within the framework of the UNSDCF during the period under review (less than one year).</p>		
<p>Evidence or means of verification:</p> <p>- UN Sustainable Development Cooperation Framework (UNSDCF) 2021-2025, available on-line at: https://unsdg.un.org/sites/default/files/2020-11/Georgia_UNSDCF_%202021%20to%202025_0.pdf</p> <p>- UN Results' Groups Annual Work-plans for 2021.</p>		

Annex C: Action plan for UNCT Georgia performance improvement on GEWE

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
1. Planning				
1.1. Strengthen gender analysis across the analysis under the SDGs related to non-traditional thematic areas, such as SDG 9 on Industry, innovation and infrastructure and SDGs 13, 14 and 15 on climate action, life below water and life on land in the next revision of the CCA	CCA reference group with the support of GTG and RCO	No financial resources are required	By December 2022	Gender analysis must be included across all sectors of the CCA, including underlying causes of gender inequality and discrimination. In addition, consistent sex-disaggregated and gender-sensitive data must also be included in the CCA wherever available and, where data is not present, the lack of available data should be noted in the particular section. This action will move indicator 1.1 from meeting to exceeding minimum requirements.
1.2. In addition to visibly gender equality mainstreaming across all outcome areas in the next UNSDCF (next programming cycle), the UNCT should consider formulating one UNSDCF outcome specifically (100%) targeting gender equality and the empowerment of women	PMT with the support of GTG, and RCO	No financial resources are required	By December 2024	All UNSDCF outcomes should include explicit reference (that is, visible mainstreaming) to gender equality, even though gender equality is not the core purpose of the outcome. In addition, UNSDCF should have at least one gender-targeted outcome, which means that the principal purpose of the outcome is to advance gender equality and the empowerment of women. This action will move indicator 1.2 from meeting to exceeding minimum requirements in the next comprehensive scorecard exercise.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
2. Programming and Monitoring and Evaluation				
2.1. Put in place a system to ensure gender mainstreaming in the formulation of joint programs	UNCT/GTG with the support of RCO	No financial resources are required	By December 2022	This measure would ensure the contribution of joint programmes to the reduction of gender inequalities in the country, in line with SDG 5. This action will move indicator 2.1 from meeting to exceeding minimum standards.
2.2. Visibly include GEWE communication and advocacy across the implementation Plan of the Communication and Advocacy strategy (Annex 1: Implementation Plan and Timeline).	UNCG and GTG	No financial resources are required	By September 2022	Joint communication and advocacy on gender issues is an essential aspect of the work of the UNCT. The roles and responsibilities of the inter-agency communication group include the identification of joint result areas and common themes such as gender equality.
2.3. Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas ³ every year	UNCG and GTG	Financial resources provided by RCO and agencies	Annually	Action 2.2 will move the indicator 2.2 from approaching to meeting minimum requirements and action 2.3 will move the indicator to exceeding minimum standards.
2.4. Strengthen the capacity of M&E group on gender-sensitive M&E	RCO with the support of GTG	Financial resources provided by RCO and agencies	By December 2022	Gender-sensitive monitoring and evaluation is an essential means by which the UN system ensures that it meets its commitment to leave no one behind. The criteria to meet minimum requirements for indicator 2.3 needs that inter-agency M&E group receives technical training on gender sensitive M&E at least once during the current UNSDCF cycle. This action will move indicator 2.3 from approaching to meeting minimum requirements.

³ Non-traditional thematic areas are those areas in which women are under-represented, such as environment, climate change, industry, transport, technological innovation, infrastructure, etc.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
3. Partnerships				
3.1. Ensure full involvement and participation of the National Women's Machinery and GEWE CSOs in UNSDCF consultations (revision of CCA, implementation and M&E)	GTG with the support of RCO	No financial resources are required in case consultations are on-line	Throughout programming cycle	The UN has played an important role historically supporting the creation and development of women's machineries, and their national knowledge and expertise should inform UNSDCF processes. This action will keep indicator 3.1 exceeding minimum requirements.
3.2. Collaborate with GEWE CSOs to substantively strengthen their participation and engagement in gender-related SDGs localization and/or implementation	RCO with the support of GTG	Financial resources provided by RCO and agencies	Throughout programming cycle	Partnerships with non-governmental actors are essential to an efficient and effective UN response, based on the principles of equality, transparency, results-oriented approach, responsibility and complementarity. GEWE CSOs include local non-governmental and civil society actors focused on GEWE. This action will move indicator 3.2 from meeting to exceeding minimum requirements.
4. Leadership				
4.1. Establish a mechanism for collecting gender-disaggregated staffing data from the UN system and regularly monitoring gender parity in staffing	OMT with the support of RCO	No financial resources are required	By Jun 2022	The UNCT does not have a joint mechanism for monitoring gender parity in staffing. Establishing this mechanism is essential to inform UNCT decision-making level. Once the mechanism for monitoring gender parity in staffing is established, guidelines will be needed in order UNCT to demonstrate positive trends towards achieving parity commitments. Action 4.1 will move indicator 4.3 from missing to approaching minimum standards. Action 4.2 will move the indicator to meeting minimum standards.
4.2. Make concrete recommendations based on the findings from monitoring gender parity in staffing to inform UN processes and decision making at UNCT leadership level	OMT with the support of RCO	No financial resources are required	By December 2022	

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
5. Gender architecture and capacities				
5.1. Make a substantive input (GTG) into the UNSDCF M&E and CCA revisions	GTG with the support of RCO	No financial resources are required	By December 2024	The GTG is a key mechanism for joint UN action and coordination at the country level. Capacity building and empowerment of the GTG is therefore essential to enable it to influence UNCT for GEWE. Action 5.1 will keep indicator 5.1 exceeding minimum requirements.
5.2. Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis	GTG/RCO	Based on the contribution of agencies	Annually	Lack of capacity for gender equality and women's empowerment was identified as one of the main obstacles to improving UNCT GEWE performance. UN system's staff must have the capacity to fulfill the UN mandate on gender equality. Action 5.2 will keep indicator 5.2 approaching minimum requirements. Action 5.3 will move the indicator to meeting the minimum requirements while actions 5.4 and 5.5 will move it to exceeding.
5.3. Conduct an inter-agency capacity assessment and develop a capacity development plan based on needs	GTG	Based on the contribution of agencies	By December 2022	
5.4. Circulate the UN Women Country Gender Equality Profile of Georgia among UN staff on an annual basis	UN Women with the support of RCO	No financial resources are required	Annually	
5.5. Update UNDSS briefing package with major gender equality commitments and relevant GEWE challenges of the country and recommend to HOA to make mandatory for all staff (current as well as newly recruited) to familiarize themselves with CCA and UNSDCF	GTG with the support of RCO	No financial resources are required	By December 2023	
6. Resources				
6.1. Organize at least one capacity building event on the gender marker targeting UN staff during the programming cycle	RCO with the support of GTG	Financial resources provided by RCO and agencies	By December 2022	Gender-sensitive targeting and financial tracking is an important means of monitoring UN investments against commitments to gender equality.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
				Action 6.1 will move indicator 6.1 from missing to approaching minimum requirements.
7. Results				
7.1. Visibly include responsibility for gender mainstreaming and the promotion of GEWE in the mandate/TOR of all UN coordination mechanisms	RCO/PMT	No financial resources are required	By December 2022	The UNCT must be able to provide evidence to demonstrate progress on GEWE by assessing the extent to which the UNCT has contributed to gender equality in the country, with some form of measurable change.
7.2. Include responsibility in the TOR of consultants in charge of UNSDCF reviews and evaluation to extensively assess the achievement of the GEWE results planned in the UNSDCF outcomes, including the assessment on whether any outcome level UNSDCF result has contributed/is contributing to transformative change in relation to GEWE	UNCT/RCO	No financial resources are required	By December 2024	To meet the requirements of this SWAP scorecard dimension, the UNCT should demonstrate that it has achieved (or is on track to achieve) all gender equality results as set out in the UNSDCF. To exceed the requirements, the UNCT should demonstrate that at least one outcome level UNSDCF result has contributed to <u>transformative change</u> in relation to GEWE. These actions will have a positive impact on indicator 7.1 .