

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Serbia 2023

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



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## 1. Background

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

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

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

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

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

## 2. The UNCT-SWAP Framework

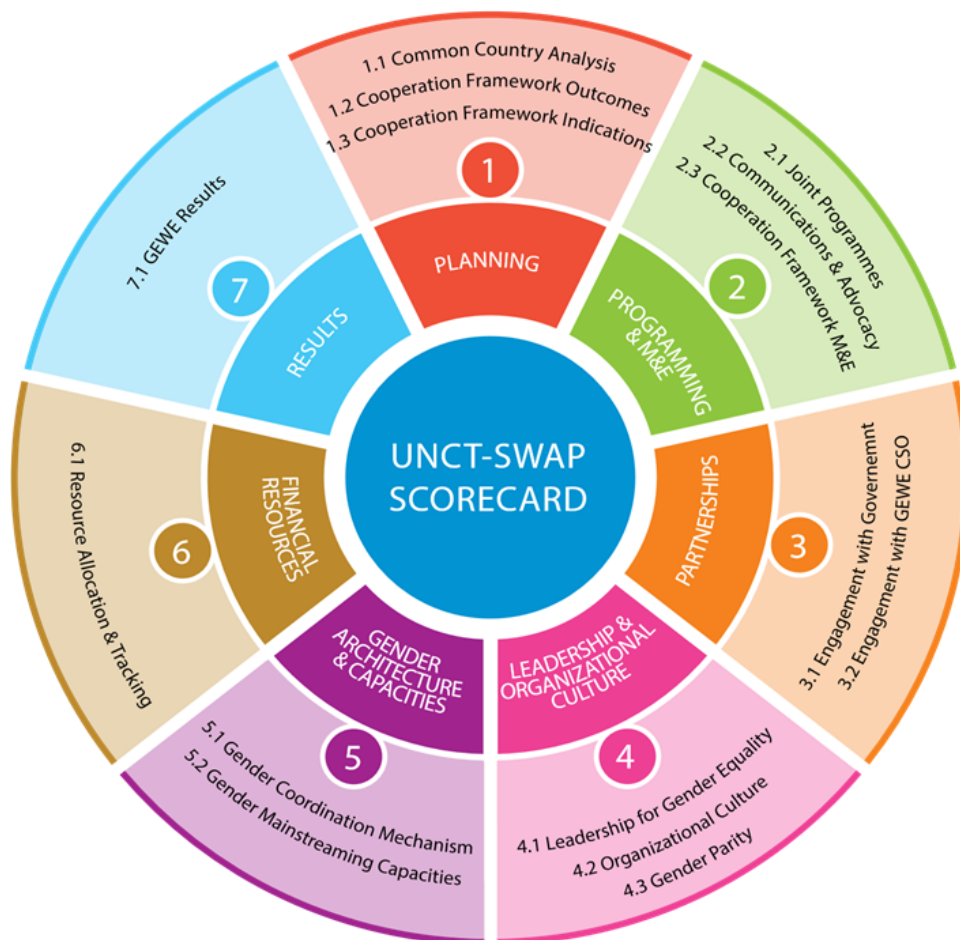
### 2.1 Performance Dimensions and Indicators

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

### Cooperation Framework Guidance (2019)

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

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

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

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

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

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

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

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

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

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

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

### 3.2 UNCT-SWAP Annual Progress Assessments

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

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

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

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

### 3.3 Supporting Evidence and Knowledge Hub

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

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

## 4. Quality Assurance and Global Reporting

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

## 5. The UNCT-SWAP Process in Serbia

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

Upon the finalization of the 2022 UN SWAP GE Scorecard Annual Progress Reporting in December 2022, it was evident that improvements have been made since the 2019 Comprehensive Report, and subsequent Annual Progress Reports. However, there were already clear ideas which indicators require additional efforts and targeted actions, and these were also confirmed in UN Women Executive Letter. Discussions on the new Gender Scorecard Action Plan for 2023 already started in February. The aim was to create a one-year Gender Scorecard Action Plan to tackle indicators that were not re-assessed in the previous reporting year or needing more attention, enhance the work on CF gender mainstreaming and GEWE efforts within UNCT and with partners. The action Plan was discussed among GTG, RCO, MEG, OMT and CG as well as potential indicators for re-assessment and it was adopted by UNCT. There were several versions of the Plan since a new UNCT-SWAP Guidance was announced in February 2023. The final version was made based on the old Guidance and having in mind that a Comprehensive Report will be conducted in 2024. As per the instruction on the Annual Reporting, RCO, OMT, CG, GTG and MEG leadership were asked to nominate a staff member for the Core Inter Agency Team for the UN SWAP GE Scorecard Reporting by mid-October. RCO as Secretariat, UNDP as Deputy Chair and UN Women representatives were automatically picked as part of IAT, with UN Women coordinating the exercise. Apart from the core IAT members driving the reporting process, GTG acted as the second instance, like in previous years. Firstly, the core IAT agreed on the 7 indicators to be re-assessed, analysed the actions undertaken and verification documents and finally made the first draft of the report against the Action Plan and the re-assessment of indicators. The GTG then provided inputs to the draft narrative reports, supporting documents, and served as quality assurance. Upon the consolidation of comments, the finalized narrative was submitted to the reporting Platform.

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

An Inter-Agency Assessment Team (IAT) was formed for the UNCT-SWAP Gender Equality Scorecard Annual Progress Reporting:

Jelena Milovanović - representing RCO/GTG Secretariat

Maja Đundić Branković - representing GTG Deputy Chair/UNDP

Marina Ileš- representing GTG Deputy Chair/UNDP

Ivana Tabašević- representing OMT/UN Women

Ozren Runić - representing Monitoring and Evaluation Group/RCO

Bojana Barlovac - representing Communications Group/UN Women

Zorana Kataranovski - UNCT SWAP reporting coordinator, representing GTG Chair/UN Women

As second instance the GTG provided inputs and served as quality assurance.

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

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

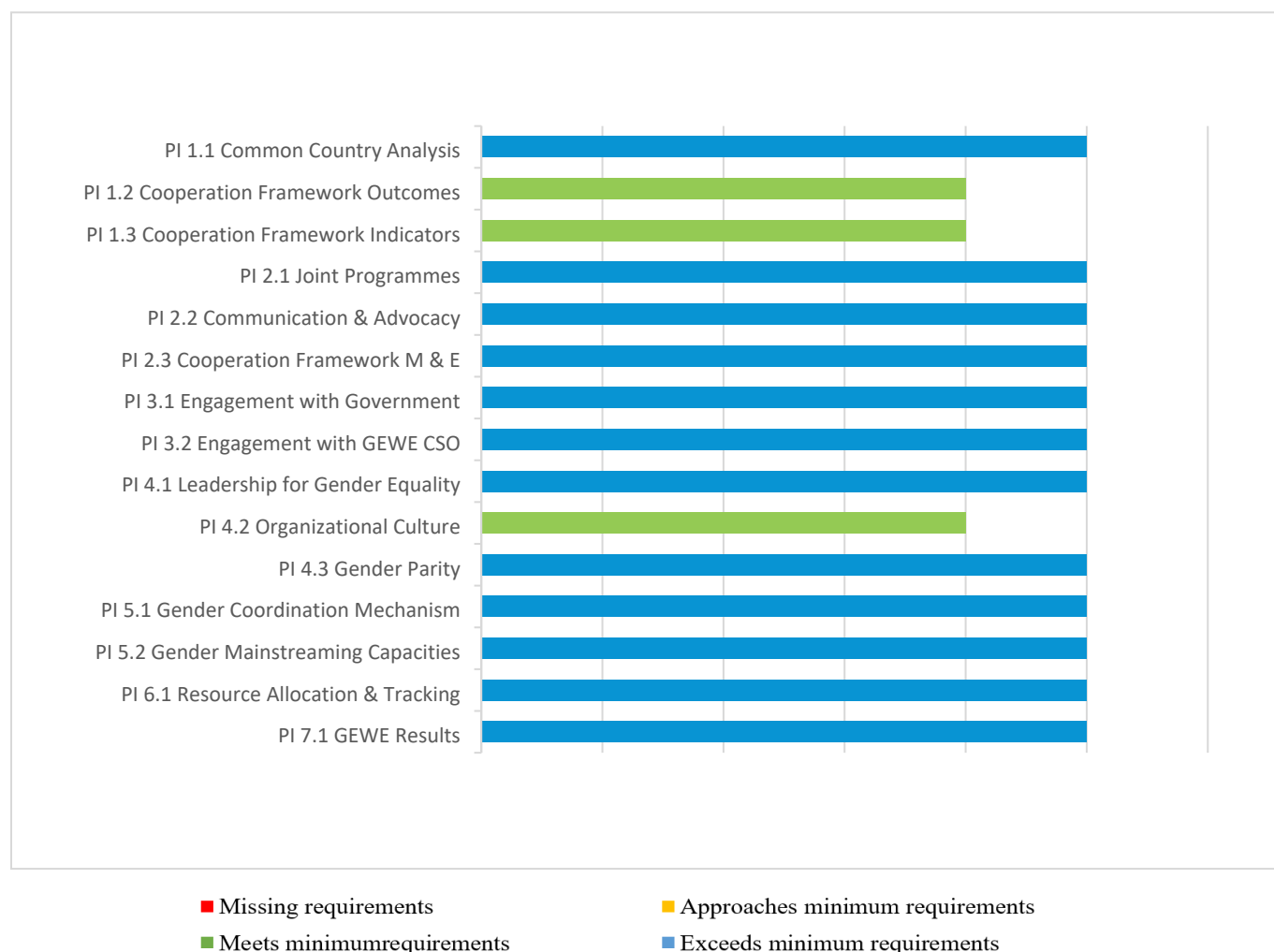
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	MEETS	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	EXCEEDS	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	EXCEEDS	Yes
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	Yes
PI 4.1 Leadership for Gender Equality	EXCEEDS	No

PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	EXCEEDS	Yes
PI 5.1 Gender Coordination Mechanism	EXCEEDS	No
PI 5.2 Gender Mainstreaming Capacities	EXCEEDS	Yes
PI 6.1 Resource Allocation & Tracking	EXCEEDS	No
PI 7.1 GEWE Results	EXCEEDS	Yes

The findings presented in the below table indicate the ratings scored by the UNCT in Serbia for each Performance Indicator across the seven dimensions of analysis as they stand in 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

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

Planning

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

The CCA was developed in 2019/2020 in a consultative process with Commissioner for Equality, and other relevant national stakeholders, international organizations, and women CSOs and their input regarding gender perspective was considered. The CCA was updated in 2021 through a participatory process by representatives of all agencies, members of Result Groups, Monitoring and Evaluation Group and specialized groups among which Gender Thematic Group and Human Rights and LNOB Group. It includes a specific section on gender equality and targeted gender analysis also acknowledging the current gaps, data, and statistics across all of the sectors, as well as consistent sex-segregated and gender sensitive data and targeted gender analysis of those furthest behind. The underlying causes of gender inequality are addressed in the CCA as follows and in some sectors explained in more depth: "Gender inequalities are perhaps the most pervasive forms of inequalities, rooted in social structures and marked by imbalances in power between men and women, and sustained through diverse discrimination patterns. In Serbia, gender equality laws and policies generally stand, but lack practical implementation". Recommendation from the Universal Periodic Review (UPR) outcomes and the EU accession chapters are included as Annex to CCA. The CCA includes references to international conventions, including CEDAW. CCA methodology is gender sensitive and uses human rights-based approach. The methodology was revisited and updated in consultative process between OGG and MEG in 2021.

**Did you reassess the Performance Indicator in this reporting year**

- No

#### PI 1.2 Cooperation Framework Outcomes

**Performance Indicator 1.2:  
Gender equality mainstreamed in Cooperation Framework outcomes  
MEETS MINIMUM REQUIREMENTS**

Planning

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

Rating reflects performance from 2019-2020

Update in 2021:

The UNSDCF 2021-2025 has been fully negotiated with the Government of Serbia, pending the official approval and signing towards the end of 2021.

The following Outcome targets gender equality: "All people, especially the more vulnerable, benefit from the realization of human rights, gender equality and enhanced rule of law in line with international commitments ". Gender mainstreaming and human rights-based approach are cross cutting in UNSDCF prioritization, outputs, and indicators. The CF has three Strategic Priorities and eight outcomes. Apart from the gender-targeted Outcome above, other outcomes are gender mainstreamed. Gender components are identified in the narrative, in the Theory of Change, for each Strategic Priority, and GEWE integrated in all outcomes through outcome indicators and in UNCT contribution section with clear linkages to SDG5. Out of 46, 24 outcome indicators measure gender equality and women empowerment which is 52.17% out of all indicators. Currently 39 out of 157 or 24,84% output level indicators that measure changes in GE. The UNCT will strive to improve output indicators next year making them more gender responsive.



## Did you reassess the Performance Indicator in this reporting year

- No

### PI 1.3 Cooperation Framework Indicators

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

Planning

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

Currently 24 out of 46 UNSDCF outcome indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5, which makes up 52.17% of the outcome indicators. The gender perspective was included wherever possible in all applicable indicators. However, the result framework's output indicators for 2021 are mostly process oriented and do not provide disaggregation possibility in sufficient number of cases. Currently 39 out of 157 or 24,84% output level indicators measure changes in GE. UNCT will work to improve the output framework in JWP for 2022. Along with the EU accession process, SDGs are the main guiding principles and present a default monitoring framework for CF. Not all indicators are linked directly to SDG 5 but they are interconnected. Based on the fact that more than one-half of CF outcome indicators measure GE and that between one fifth and one third output indicators measure changes in GE, the cumulative rating will be meeting minimum requirements since when the total is divided 38.5% outcome and output indicators measure changes in GE. However, notable progress should be noted on the outcome level, from meeting minimum requirements last year to exceeding this year.

## Did you reassess the Performance Indicator in this reporting year

- No

### Dimension Area 2: Programming and M & E

#### PI 2.1 Joint Programmes

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

Programming and  
M&E

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

a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. MET

Gender equality is visibly mainstreamed into six currently operational Joint Programmes and one pending joint project proposal.

1. "Integrated Response to Violence against Women and Girls in Serbia III", joint project was finalized in March 2023. Building on the projects results the joint project proposal "Ending Violence, Empowering Change" was developed and submitted to donor (SIDA) for final approval.

2. Regional project funded by Peacebuilding Fund "Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust in Albania, Bosnia and Herzegovina, Kosovo1, North Macedonia, and Serbia", implemented by UNDP (lead), UNFPA, UNESCO, and UN Women.

3. "Peer Mentoring Program" funded by the Italian Government, implemented by UNFPA (lead) and UN Women.
4. "Good Governance and Social Inclusion at Local Level" funded by SwissPro, implemented by UNOPS (lead), UNICEF, UNFPA, and UNEP.
5. "Promoting Evidence-based Migration Governance for Maximizing Development Potential of Migration", funded by Migration MPTF implemented by IOM (lead), UNICEF, UNDP, and UNHCR
6. "Strengthening Equality & Rights, Bolstering Inclusive Action" Joint Project on Disability funded by UN PRPD, UN Women (lead), UNFPA, and UNDP
7. In addition, a project proposal regarding SDG Localization "Empowering Local Governance for Child Rights: Accelerating SDGs in Serbian Municipalities" was submitted to SDG Fund pending response.

b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5. MET

All ongoing Joint Programmes are promoting gender equality and the empowerment of women in line with SDG priorities, including SDG 5.

1. "Integrated Response to Violence against Women and Girls in Serbia" phase III, kicked off in October 2020 and lasted until March 2023. As a continuation, a new joint project proposal with accompanying budget was developed titled "Ending Violence, Empowering Change", involving UNDP, UNFPA, UN WOMEN and UNICEF in partnership with Government of Serbia, headed by the Coordination Body for Gender Equality. The project has gender equality as its principal objective, and gender equality marker 3.
2. The Regional project funded by Peacebuilding Fund "Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust in Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, and Serbia" was launched in 2022 and will last until May 2024. The project was scored with Gender Marker 2 as it has gender equality as a significant objective. The intervention is focusing on the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust, and it is implemented by UNDP, UNFPA, UN Women and UNESCO in cooperation with Ministry for Human and Minority Rights and Social Dialogue.
3. UN Women and UNFPA is implementing a joint project "Peer Mentoring Program" with the goal to strengthen the role of youth in promotion of youth human rights, gender equality and to increase participation of youth in various aspects of life at local level. The project is funded by the Italian Government. It contributes to the implementation of international and national commitments on youth and gender equality and human rights. The Programme was allocated gender equality marker 2 as it has gender equality and women empowerment as a significant objective.
4. Under the leadership of UNOPS, a Fund for Good Governance and Social Inclusion at Local Level has been established for the first time in Serbia (2023-2026) implemented by (UNOPS, UNICEF, UNFPA and UNEP) in supporting the 99 local self-governments in the Western, South and Eastern Serbia in three key areas: good governance, social inclusion, environmental governance. Gender equality is seen as a cross-cutting aspect of the intervention, while UNOPS developed a gender analysis to contribute to full integration of gender aspects in all three key areas of intervention. The Programme has gender equality marker 2 as it has gender equality and women empowerment as a significant objective.
5. A Joint Programme "Promoting Evidence-based Migration Governance for Maximizing Development Potential of Migration", funded by Migration MPTF, implemented by IOM (lead), UNICEF, UNDP, UNHCR has UNCT Gender Marker 2, as a project that significantly contributes to gender equality and women's empowerment.
6. Throughout the end of 2022 until July 2023 Serbia conducted the inception phase of a PRPD funded joint project on disability with a strong gender component. It involved UN Women, UNDP, OHCHR, UNICEF, ILO, and UNFPA. The inception phase resulted in development of a full-fledged project proposal "Strengthening Equality & Rights, Bolstering Inclusive Action" with accompanying budget and workplan by UN Women (lead), UNFPA and UNDP. The proposal was based on the situational analysis, stakeholders' validation workshop, and defined priority areas. The project is allocated GEM 2 and is planned to kick off at the end of 2023.
7. Finally, the SDG Localization project proposal "Empowering Local Governance for Child Rights: Accelerating SDGs in Serbian

Municipalities” is gender mainstreamed.

c) A system is in place to ensure gender mainstreaming in JPs. MET

A new system is in place to ensure gender mainstreaming of all JPs. GTG developed and is implementing a Gender Equality Screening Tool based on Albanian good practice. It is a control system to ensure that all projects and Joint Programmes systematically and adequately mainstream gender equality. The tool assesses seven dimensions to identify the extent to which key GEWE considerations are addressed in the projects or joint programmes: 1. project analysis, 2. project/joint program results, 3. monitoring and evaluation, 4. partnerships, 5. capacity building, 6. knowledge production and sustainability, and 7. management, and implementation arrangements. The Gender Screening Tool is used during the design phase of the project/joint programme, as well as during the peer review processes conducted at the agency and/or interagency levels during the design of the project/joint programme. The tool can be taken again if the project/joint programme undergoes significant changes in scope or in the results framework.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:

1. “Integrated Response to Violence against Women and Girls in Serbia III”, joint project was finalized in March 2023. Building on the projects results the joint project proposal “Ending Violence, Empowering Change” was developed and submitted to donor (SIDA) for final approval.
2. Regional project funded by Peacebuilding Fund “Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust in Albania, Bosnia and Herzegovina, Kosovo<sup>1</sup>, North Macedonia, and Serbia”, implemented by UNDP (lead), UNFPA, UNESCO, and UN Women.
3. “Peer Mentoring Program” funded by the Italian Government, implemented by UNFPA (lead) and UN Women.
4. “Good Governance and Social Inclusion at Local Level” funded by SwissPro, implemented by UNOPS (lead), UNICEF, UNFPA, and UNEP.
5. “Promoting Evidence-based Migration Governance for Maximizing Development Potential of Migration”, funded by Migration MPTF implemented by IOM (lead), UNICEF, UNDP, and UNHCR
6. “Strengthening Equality & Rights, Bolstering Inclusive Action” Joint Project on Disability funded by UN PRPD, UN Women (lead), UNFPA, and UNDP
7. In addition, a project proposal regarding SDG Localization “Empowering Local Governance for Child Rights: Accelerating SDGs in Serbian Municipalities” was submitted to SDG Fund pending response.

### List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).

JP documents, Gender Equality Screening Tool

#### PI 2.2 Communication & Advocacy

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

Programming and  
M&E

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

a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year. MET

UN Serbia GTG and Communications Group, spearheaded by UNDP organized a joint social media campaign on International Women's Day with a 45,000 reach. An overview of key milestones for GEWE in Serbia was made and a series of posts with photos and testimonies of women from different backgrounds (older women, women with disabilities, Roma women, refugees, LGBTIQ, rural women) on what gender equality means to them and what their lives would look like if there was more parity between women and men. A mapping of UN agencies planned events/activities on IWD was developed. Additionally, UN Serbia GTG and Communications Group are organizing a joint event marking 16 Days of Activism against Gender-Based Violence along with a social media campaign focusing on youth and VAWG. GTG developed two Gender Briefs (bi-annual publication of UN Serbia's endeavours on gender). UN jointly developed a Thematic Update on Corruption (within Result Group 3, spearheaded by UNODC) and on mixed migration (within Result Group 3, spearheaded by IOM and UNHCR) with strong gender components, as well as bi-monthly newsletters also with strong gender component.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. MET

The regional joint project "Youth 4 Inclusion, Equality and Trust" (implemented by UNDP Serbia in cooperation with UNFPA, UNESCO and UN Women) is contributing to capacity building of youth public communication and advocacy. The project implemented the Regional Youth Academy on Constructive Narratives, gathering 149 young people (118 women and 31 men) from Serbia, Montenegro and Bosnia and Herzegovina. The academy served as a knowledge base for young people to then create media products and public advocacy campaigns, including a module on the gender dimension of hate speech. The project also facilitated cooperation with local counselors, mobilizing them around the topic of gender-based violence. Media literacy activities enabled youth to develop and implement communication campaigns through gender-responsive narratives. Youth messages and products are regularly disseminated through social media and other channels, including the podcast "Neizdrž".

UNFPA and UN Women jointly conducted a campaign YouthSpeak on youth human rights and gender equality, within the Italian funded project Peer Mentoring, with a 265,000 reach. UN agencies, spearheaded by UNFPA, provided inputs for the National Strategy on Active and Healthy Aging.

UN, spearheaded by the Human Rights Unit is conducting a HR75 campaign. Joint efforts were also made in collaboration with Ministry of Human and Minority Rights and Social Dialogue of Serbia, the OSCE Mission to Serbia, the Commissioner for the Protection of Equality and the Council of Europe Office in Belgrade on combating the rising hate speech and marking of the International Day for Countering Hate Speech. Advocacy campaigns were led by UN related to LGBTQ rights around IDAHOT and Pride Week.

A Joint Comms Campaign and UN Event is planned for 16 Days of Activism against Gender-Based Violence. The campaign and event are focusing on youth as drivers of change regarding the critical issue of ending violence against women and girls in Serbia. The planned event aims to initiate an inter-generational dialogue and particularly explore perspectives of youth on building a future without gender-based violence, as well as present relevant findings of the "Voices of Youth" study implemented as part of the regional joint project "Youth 4 Inclusion, Equality and Trust" violence. A calendar of UN agencies' planned 16 DoA events is in development.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy. MET

The UN Serbia 2023 Communication Group Annual Work Plan visibly includes advocacy and communication actions on GEWE such as production of Gender Brief, marking of the International Women's Day, 16 Days of Activism against Gender-Based Violence, National Gender Equality Day, National Remembrance of Victims of Femicide and promotion of other agency specific narratives on GEWE.

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

UN Serbia supported 2023 Pride Week from 4-10 September which featured a variety of events, including a Human Rights Conference, HearteFact Theatre Festival, most massive Pride March which gathered over 10,000 participants and an online social media campaign. Pride Week served as a platform to advance human rights of the LGBT community, and fully implement the anti-discrimination agenda. The requests of Pride organizers are the adoption of the Law on Same-Sex Unions; Gender Identity Act and improvement of health services for trans people; prompt and adequate reaction of state authorities and public condemnation of government representatives to hate speech and crimes motivated by hatred towards the LGBTI+ community, adoption of local action plans for the LGBTI+ community; educating young people about sexual orientation and

gender identity; an apology to all citizens of Serbia who, before 1994, were persecuted in court and in other ways because of their sexual orientation and gender identity; as well as free and available pre-exposure and post-exposure prophylaxis (PrEP and PEP). UN Serbia also undertook several joint activities through the National UN Free and Equal campaign in support of the IDAHO.

In June 2023, the UN Gender Theme Group organized the Open Doors event “Women and Climate Change”. The aim was to discuss women’s participation, leadership and inclusion of gender perspective in combating climate change - good practices, obstacles, and space for improvement. The event networked UN agencies with civil society organizations that presented their priorities and needs. Drivers for women’s participation in climate justice initiatives were discussed, as well as entry points for gender mainstreaming of relevant legal-strategic documents in this field and capacities required for effective implementation of gender-responsive measures addressing climate change. The activity facilitated partnership building with activists and organizations and contributed to UN’s understanding of what challenges women face when addressing climate change and where the UN can be most helpful in addressing these obstacles, contributing to conclusions on communication and advocacy action in the future.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

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

UN Serbia Communications Group Annual Work Plan, UN Serbia GTG Gender Brief, UN Serbia Thematic Update on Corruption, Pride Week Programme

*PI 2.3 Cooperation Framework M & E*

<b>Performance Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results EXCEEDS MINIMUM REQUIREMENTS</b>	<b>Programming and M&amp;E</b>
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**Meets all of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.**

a) UNSDCF Results Matrix data for gender sensitive indicators gathered as planned. MET

52.17% of UNSDCF (2021-2025) Outcome level indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. UNSDCF Outcome level indicator targets are set for 2025 and the first Means of Verification will be available for valid assessment in 2024. k. In 2022 UNCT Serbia has volunteered to become one of the trailblazing countries contributing to the global SDG Output Indicator Framework (introduced by UN DCO for all UNSDCF JWPs output level results). In early 2023 UNCT Serbia reported against five global indicators within SGD 5 (5.1, 5.2, 5.4, 5.7, 5.8). The number of global indicators with available data for contributions to SDG 5 will increase in 2023. In 2022 JWPs as reported in the UNCT Annual Results Report, 36 out of 97 Output level indicators were gender sensitive, either measuring direct contributions to gender equality or having gender desegregations measuring GE intervention aspects. The 2023 JWPs are fully uploaded to the UN Info 2.0 system including the sub-output gender markers which allow for financial monitoring of the gender specific results in terms of the SDG monitoring framework. 2023 Output level indicators and Gender Markers are still pending the GE review following the data collected for the UNCT Interim Review report covering first 9-month of JWP implementation (January – September).

b) Cooperation Framework reviews/evaluations assess progress against gender specific results. MET

The gender-specific results were featured in the 2022 UNCT Serbia Annual Report published in March 2023. According to 2022 Annual Results Report 63% of Cooperation Framework funding was allocated to UNCT Gender Equality Markers 2 and 3 (significant contribution to gender equality and women empowerment) I. Out of 183 CF JWP sub outputs for 2022, 121 have UNCT GEM 2 and 3, or 66%. Out of the total number, JWPs contain 85 GEM marker 2 and 36 GEM marker 3. UNCT Serbia exceeded its financial target for programme allocation for gender equality and women empowerment which was set in May 2022 at 60% of GEMs 2 and 3.

The JWP Output achievement analysis in March 2023 of the gender specific Outputs indicated 90% or higher target achievement rate, specifically for Output 2.1.3 'State institutions and CSOs ensure effective prevention and improved access to gender sensitive quality services for survivors of violence, exploitation and abuse' (100%), Output 2.2.3 'Women and girls' empowerment and skills development lead to equitable access to economic and political opportunities' (100%) and 'National and local authorities, including the judicial system, are supported in policymaking and implementation that guarantees rights for all (90%)' .

The mid-year UNSDCF Review (January-September 2023) reflects the gender results are on track according with Interim Review (January- September) narrative reporting since the Output level indicator targets will be assessed for the Annual Results Report in February 2024. UNCT Gender Equality Markers were allocated for all sub outputs thus providing the finance tracking on GEWE and assessment of gender of mainstreaming in the entire results chain. According to the initial analysis of the 2023 SDCF Joint Work Plans out of 151 UNCT interventions, 97 sub outputs or 64% have gender equality markers 2 or 3 indicating significant contribution to gender equality.

The 2023 Annual Results Report will feature the same structure and UNSDCF Results Groups will be instructed to provide feedback on crosscutting results including gender, human rights, LNOB and climate change in their feedback for the Annual Report in early 2024. A UNSDCF Evaluation is planned in 2024.

c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle. MET

A "Monitoring and Tracking UNCT Serbia's Gender Equality Work through the Joint Work Plans" training was held on 27 May 2021 for UN Serbia with a focus on Results Groups, MEG, GTG & RCO. The training was example-based and used the Serbia UNSDCF as the basis for exercises. The focus was on the integration of gender in UNSDCF through sub-sessions on gender responsive indicators and application of the mandatory UNCT Gender Equality Marker (UNCT GEM) to the JWP.

During the GTG Retreat in May 2022, as capacity building, a training session on 'Gender Financing' was conducted for Serbia GTG and MEG Secretariat by ECARO Strategic Planning and Coordination Specialist and UN System Coordination Division Programme Analyst. The training focused on setting gender targets for the UN Country Team Joint Work Plan and Annual Funding Framework using the Gender Equality Marker. The training was organized based on the learning needs.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

2022 UNCT Serbia Annual Results Report, 2021 Training materials

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

#### Performance Indicator 3.1:

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

Partnerships

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

a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. Met

During 2022 the UN teams jointly supported the government to further advance gender-related policy development. Focus was on operationalizing adopted gender-related strategies, namely the Gender Equality Strategy and the Strategy for Prevention and Combating VAW through Action Plans aimed to accelerate progress in relevant areas. Under this framework, the UNCT supported the drafting of the Action Plan 2022-2023 for the implementation of the National Gender Equality Strategy developed in collaboration with Ministry for Human and Minority Rights and Social Dialogue and Ministry of Labour, Employment, Veteran and Social Affairs adopted by the Government in August 2022. A second Action Plan, jointly supported by UNCT, is for the Strategy for prevention and combating gender-based violence against women and domestic violence with Ministry of Labour, Employment, Veteran and Social Affairs, still pending the adoption by the government.

Moreover, in 2022 the UN agencies (UN Women, OHCHR) engaged to support government capacities to fully consider gender and HR screening of legislation and policies. In cooperation with the Institute for Public Policy and GIZ, UN Women supported development and adoption of the mandatory Gender Equality Test with accompanying Guidelines for implementation to systematically measure effect of the legal and strategic framework on gender equality. A Tool for the Introduction of the 'Leave No One Behind' Principle into Legislative and Strategic Acts of the Republic of Serbia was developed jointly with the Ministry for Human and Minority Rights and Social Dialogue, academia, and civil society organizations, under the leadership of the UN Human Rights Team, Office of the UN Resident Coordinator in Serbia, the Office of the UN High Commissioner for Human Rights and its Surge Initiative. The tool serves various stakeholders in the process of developing, adopting, implementing, monitoring, and evaluating fairer legislative and strategic acts, targeting the perceived issues, and securing substantive equality in Serbia.

Through joint projects, described under indicator 2.1, UN Serbia partners with all relevant governmental partners mandated to work on gender equality agenda, such as Coordination Body for Gender Equality, Ministry for Human and Minority Rights and Social Dialogue, Ministry of Labour, Social and Veteran Affairs, Ministry of Public Administration and Local-Self Government, Ministry of Family Welfare and Demography, Ministry of Youth and Sports, Standing Conference of Town and Municipalities, Statistical Office of the Republic of Serbia, and Commissioner for the Protection of Equality.

b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. Met

National Gender Equality Mechanism – Coordination Body for Gender Equality, local gender equality mechanisms as well as line ministries took part in implementation of the UNSDCF in 2022. Coordination Body for Gender Equality took part at a session of the Joint Steering Committee held in June 2022, and contributed to mapping of results, gaps and lessons learned based on the JWP implementation, with a vision and an agreement for further engagement. Next session of the JSC is scheduled for December 2022 and will fully focus on annual review of UNSDCF interventions throughout the year. Moreover, Coordination Body for Gender Equality acts as key implementing partner under Joint Project "Integrated Response to Violence against Women and Girls in Serbia phase III".

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

Met

UNCT continuously supports the Government, in partnership with bilateral donors and other stakeholders, on the localization of the SDGs. Gender Responsive Budgeting continues to be successfully implemented through cooperation with the Ministry



of Finance, State Audit Institution, and local self-governments. According to the SDG5c1 report, Serbia was recognized as one of seven European countries that successfully implemented GRB and established a system for monitoring investments in gender equality. Ministry of Finance, with UN Women support continues to progress in GRB implementation, in line with the Budget System Law, and proscribed GRB obligation to 3 more institutions, totalling to 51 institutions that are obliged to further improve or introduce GRB in their 2023 budgets at national level, while the obligation to introduce GRB included all 26 direct budget users at the provincial level. Nine local self-governments and cities across Serbia are better equipped to introduce GRB in their 2023 budgets with UN Women's support. More than 290 civil servants and members of Gender Equality Mechanisms at all governmental levels learned more on impact of gender equality to the quality of daily lives of women and men, and particularly multi discriminated groups like Roma women, persons with disabilities and rural women. National and local gender equality mechanisms were supported through programming. Approximately 100 civil servants raised their capacities on gender mainstreaming and women's empowerment through various capacity building activities. Direct grant support provided for 10 local mechanisms for gender equality to develop LAPs for Gender equality and/or implement gender transformative measures in local communities. Within the overall support to SORS for the implementation of 2022 Census, capacity building was organized for external and temporary staff included in the Census activities of Statistical Office of the Republic of Serbia. Two video tutorials and supporting materials on public speaking for trainers at all levels were created and distributed. In total, all high-level staff participated in this training session - 20 supervisors, 20 regional instructors and 260 municipal coordinators. In total, 135 instructors participated in training sessions. Special emphasis of training sessions was on how to treat the respondents with respect and dignity, to understand informed consent, understand the respondents right to privacy, and the need to be aware of types of cases of abuse, especially of vulnerable groups, and how to collect data in a gender-sensitive manner. Instructions for enumerators on communication and data collection for persons with disabilities were developed in coordination with the Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Human and Minority Rights and Social Dialogue, and four associations of vulnerable groups.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:  
UNCT collaborates and engages with women's/gender equality  
civil society organizations  
EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

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

a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. MET

UNCT team has collaborated with GEEW CSO and women's rights advocates to raise awareness on women's land rights and access to natural resources. This was done, among others, in the context of events organized related to the UN Convention to Combat Desertification. In June 2023, UNEP supported the Ministry of Environmental Protection in organizing a conference titled "Her Land her Rights" to discuss gender aspects of desertification and the obstacles and opportunities of women in Serbia regarding rights to land. With attendance by independent experts, UN agencies and government stakeholders, women's CSOs shared information on advocacy efforts regarding women's property and inheritance rights and practices in improving the situation of women in rural areas of the country. Information on GEEW CSO efforts in this field and UN agencies' support was further presented at a regional capacity building webinar organized in October 2023 by UNCCD. The event networked women's groups and farmers associations from the region and presented initiatives around the topic of desertification, land rights, effects of climate change and rural development, including those from Serbia. GEEW CSOs participated in strategic prioritization and consultations regarding human rights, hate speech and gender equality



during the marking of HR75, visit of the Council of Europe Commissioner for Human Rights and on the occasion of the marking of the International Day for Countering Hate Speech.

Human Rights Unit and UN Women supported WCSO FemPlatz in developing a Report on Women's Rights and Gender Equality 2021-2022.

Finally, GEEW CSOs will take a considerable part in marking of 16 Days of Activism against Gender Based Violence, in joint UN event and campaign.

b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. MET

The joint project "Integrated response to violence against women and girls in Serbia III" was implemented from October 2020 to March 2023. It collaborated with and contributed to the work of GEEW CSOs in multiple ways. Strengthening capacities of specialist service providers implied training on the protection and support to women survivors of violence with a focus on women from marginalized groups. Furthermore, specialist support services to women were strengthened through support to establishment of helpline services, broadening the availability of services and increased use of digital tools to respond to different communication needs of beneficiaries. Special focus was given to strengthening local cooperation between GEEW CSOs and other stakeholders, through developing a pilot program for integrated work with perpetrators – implying parallel work with perpetrator and empowerment of survivors; strengthening centers for victims of sexual violence in Vojvodina - involving collaboration of institutions and CSO representatives, and youth mobilization against violence - involving CSO collaboration with local youth offices. The project supported advocacy for legal amendments banning child marriage, through support to the work of the National Coalition to End Child Marriage, gathering institutional and civil society stakeholders. Furthermore, the project contributed to the participation of CSOs in the development of the national Strategy for Preventing and Combating Gender-Based Violence against Women and Domestic Violence for the Period 2021-2025 (Official Gazette of RS, No. 47/2021) and Program on the Protection of Women from Domestic and Intimate Partner Violence and Other Forms of Gender-based Violence for the period 2022-2026 provincial. WCSOs were consulted in the strategic prioritization and development of the next phase of this Joint Project.

The continuous cooperation with CSOs and informing the UN on gender equality and women empowerment developments and challenges serve for monitoring and coordination of CF activities and mutual activities. As for monitoring specifically, CSOs were consulted for the 2022 UN Result Report, individual agencies' reports as well as for 2023 CCA update. The inputs provided by CSOs directly inform and influence gender mainstreaming of JWPs and prioritization process, by unveiling possible alarms, challenges, gaps and space for synergies. The wealth of WCSOs expertise and knowledge, including knowledge products are used as reference in UN 's work and for monitoring purposes.

c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation. MET

In June 2023, the UN Gender Theme Group engaged GEEW CSOs in the event "Women and Climate Change". The event shed a light on good practices, obstacles, and space for improvement of women's participation and leadership as well as inclusion of gender perspective in combating climate change. Drivers for women's participation in climate justice initiatives were discussed, as well as entry points for gender mainstreaming of relevant legal-strategic documents in this field and capacities required for effective implementation of gender-responsive measures addressing climate change. The activity facilitated partnership building with activists and organizations and contributed SDG5, SDG10 and SDG 13 localization, communication and advocacy. GEEW CSOs are implementing partners in UN agencies' projects, especially agencies contributing to common chapter (UN Women, UNFPA, UNDP and UNICEF), including UN JP "Integrated Response to Violence against Women and Girls in Serbia".

### **Did you reassess the Performance Indicator in this reporting year**

- Yes

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

JP Report, IWD campaign, Open Doors on Women and Climate Change Report, UNCCD Workshop InfoNote, Report on Women's Rights and Gender Equality 2021-2022 PreneraZena

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

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

**Leadership and  
organizational culture**

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

- Gender equality is regularly discussed at UNCT and RC meetings, with UN Women HoO providing Gender Brief and other HoO participating with their inputs on agreed occasions. There was a total of 15 UNCT Meetings in 2021. Five were dedicated to visits and five were regular UNCT Meetings, whereas two were thematic on CBO. Gender Brief was topic of ten meetings, five regular and the following specialised UNCT Meetings for High-Level s visits:

1. Visit of DCO Regional Director, Gwi Yeop Son in April 2021. A dedicated session with women CSOs and experts on their role under UNSDCF 2021-25 implementation has been organized for this occasion.
2. Visit of UN DPA ASG for Europe, Central Asia, and Americas, Miroslav Jenca in September 2021. A dedicated session with women CSOs representatives on WPS has been organized for this occasion.
3. Visit of ED of UN Habitat, Maimunah Mohd Sharif in September 2021. A dedicated session with Serbia UNCT has been organized encompassing a discussion on gender aspects of human settlements under the mandate of UN-Habitat.
4. Visit of UNGA President Abdulla Shahid in October 2021. A dedicated session with women CSOs and experts on issues PGA should commit to during his mandate in UNGA has been organized for this occasion.
5. Visit of UN Special Adviser on the Prevention of Genocide Alice Nderitu in November 2021. A dedicated session with Serbia UNCT has been organized encompassing a discussion on gender dimensions of work on genocide prevention, hate speech, and transitional justice.

Heads of Agencies advocate for GEWE and in addition demonstrate their commitment to implementing gender equality in the workplace.

- RC demonstrated public championing of gender equality during the last 12 months on many occasions. To mention several: during marking of the International Women's Day, at the Regional Expert Group Meeting of UNODC, Ring the Bell for Equality event, Voicing the Sexual and Reproductive Health and Rights Issues event, Regional Conference "Combating sexual violence against women - Improving the legal framework and treatment", and joint 16 Days of Activism against Gender Based Violence and at events organized in the scope of the Joint Program on the Integrated Response to Violence Against Women and Girls in Serbia and at many other occasions. RC chairs the Open Doors with WCSOs, an initiative designed to nurture a dialogue between UNCT and stakeholders, partners, and beneficiaries, organized by GTG and RCOs. In 2021 there have been three Open Doors events with Women CSOs on Gender Equality and Women's Empowerment in the UN Cooperation Framework 2021-2025 on 11 February, Open Doors with representatives of women's CSOs providing specialized services to women survivors of violence -Impact and Sustainability- on 25 May and Open Doors with Representatives of WCSOs and activists on the Women Peace and Security Agenda and the Implementation of the 1325 National Action Plans.

RC is an active member of the Gender Thematic Group, chair of Communications Group and co-chair of the Human Rights and LNOB Group, PSEA and SH Task Force and through these roles strongly champions gender equality and human rights at the organizational level.

-UNCT efforts on gender equality and women empowerment are published in UNCT Gender Brief for Serbia vol. 13 and Gender Brief for Serbia vol. 14 and Human Rights and Gender Equality Update that was shared with the international community.

- The results from the Gender and Organizational Culture Survey conducted from 23-29 November 2021 revealed that 81 % of staff believe that HOAs are committed to gender equality in the workplace.

- The 2021 Planned Collective Results for UNCT mention explicitly gender equality: "Ensure full compliance with and commitment to the LNOB, Gender Equality and HR agendas in all UNCT endeavours".

**Did you reassess the Performance Indicator in this reporting year**

- No

#### PI 4.2 Organizational Culture

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

**Leadership and  
organizational culture**

#### **Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.**

UN Serbia conducted the Gender and Organizational Culture Survey Out from 23 to 29 November. From a total of 554 UN staff, 165 took part in the survey, which is 30%.

The overall personnel perception of organizational environment for promotion of gender equality scored a positive rating of 76%.

81% of staff see HOAs as committed to gender equality in the workplace.

91% of staff stated that the UN Agency they work for has adequate procedures in place to prevent and address sexual harassment at workplace.

38% of staff agrees the package of entitlements support to personnel to achieve adequate work life balance, 29% stated being neutral and 33.3% disagree the entitlements are support personnel's WLB.

#### **Did you reassess the Performance Indicator in this reporting year**

- No

#### PI 4.3 Gender Parity

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

**Leadership and  
organizational culture**

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

a) 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. MET

OMT functions as a mechanism for monitoring gender parity in staffing at all levels. To maintain gender parity in staffing Serbia UNCT continues to comply with the standards in the Recruitment and Selection Framework which underlines the importance of gender balance in selection processes, panels, gender balanced number of candidates for positions, various Committees in Office, etc.

b) The UNCT can demonstrate positive trends towards achieving parity commitments. MET

In October 2023, the OMT developed the most recent overview of UNCT staff and personnel disaggregated by sex to monitor trends toward achieving parity commitments. Overall positive trends were noted. The findings show a slightly higher representation of women than men among UN Serbia team. From a total of 645 staff and personnel members, 291 (45.12%) are male and 354 (54.88%) are female. Similar trend was maintained regarding total number of female staff compared to 2022 when there were 54.96% women and 45.04% men. Out of 645 staff and personnel members, 620 (96.12%) are national and 25 (3.88%) are international. This is an increase of national staff compared to 2022 when there were (95.91%) nationals and a decrease of internationals compared to 2022 when there were 4.09%. Of the 620 nationals, 343 (55.32%) are female which is an increase compared to 2022 when there were 54.84% women. A decrease of male staff is noted in 2023 with 277

(44.68%) men, compared to 45.16% men in 2022. However, an increase of male international staff was noted. Out of 25 internationals in 2023, 14 (56%) are male and 11 (44%) are female, whereas in 2022 42.31% were male and 57.69% were female.

Looking at different positions, in 2023 women comprise 33.33% of D1, 60% of P5, 40% of P4, 60% of P3, 0% of P2, 0% P1, 43.75% of NOD, 70.37% of NOC, 35.64% of NOB, 61.34% of NOA, 45.78% of GS7, 62.71% of GS6, 68% of GS5, 71.70% of GS4, 5.26% of GS3, 0% GS2 and 75% of GS1. Out of 17 different positions/contract types, women comprise the majority of workforce at 8 levels/contract types which makes 47.06% of total positions, namely at P5, P3, NOC, NOA, GS6, GS5, GS4 and GS1 level. It can be concluded that parity is reached when looked at the total number of different positions/levels.

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. MET

The BOS includes two gender-specific actions and indicators. In Common Procurement Services, namely regarding Gender Responsive Procurement Principals and joint efforts to increase number of women owned businesses participating in UN procurement. The UN ensured that GRP is mainstreamed throughout joint procurement activities. And secondly in Common Human Resources Services, regarding gender parity. OMT monitors gender parity in staffing on an annual basis. Based on the staffing data analyses from 2022, the OMT established a mechanism for developing the recommendations in partnership with GTG, while responsibility for the implementation of recommendations lies with individual UN entity representatives. The RCO monitors and tracks the progress of the implementation of the gender parity recommendations on an annual basis.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### Please select minimum requirement(s) met:

- The UNCT can demonstrate positive trends towards achieving parity commitments.
- 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.
- 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.

### Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	6	2
G2	0	1
G3	1	18
G4	38	15
G5	51	24
G6	74	44
G7	38	45
NOA	73	46
NOB	36	65
NOC	19	8
NOD	7	9
P1	0	0
P2	0	2
P3	3	2
P4	4	6
P5	3	2
P6	0	0
D1	1	2

D2	0	0
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## List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

UNCT Serbia BOS, Sex-disaggregated staffing data

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

#### Performance Indicator 5.1:

Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women

Gender architecture and capacities

**EXCEEDS MINIMUM REQUIREMENTS**

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

Gender Thematic Group is chaired by Head of UN Women and UNFPA/UNDP are Deputy chair on annual rotational basis. In 2022, UNFPA served as Deputy Chair. GTG developed their Annual Work Plan in January 2022 and updated the TOR in line with the requirements set out in the 2022 GTG Standards and Procedures Guidance. GTG regularly updates membership to include newcomers and have representation of Cooperation Framework implementing agencies. The last GTG List update showed there are 51.72 % of senior staff members NOC or P4 and above. The list comprises representatives from resident and non-resident agencies. Certain staff members are observers, alternates or on the GTG distribution list and not active members. Throughout the year, GTG made substantive inputs into the Cooperation Framework implementation, country analysis through gender thematic updates as well as review of other thematic updates from a gender perspective, strategic prioritization as listed in the GTG Work Plan, commenting on the UPR section on gender, participating in the gender review of the entire results chain in JWPs and gender equality marker allocation review. GTG in cooperation with RG focal points also reviews Joint Programmes from a gender perspective. GTG provided inputs for the 2021 UN Serbia Results Report in January 2022 and for CCA update in November 2022. All GTG efforts related to programme, normative and advocacy interventions are published in UN Serbia Gender Briefs, a bi-annual publication on UNCT gender-related efforts. During the Retreat in May 2022 GTG took stock of the countries' progress on GEWE, GTG's efforts and agreed on upcoming milestones. Sessions focused on the implementation of the GTG AWP, joint campaigns, Gender Scorecard process, lessons learned, good practices and synergies on GEWE. As capacity building, a training session on 'Gender Financing' was conducted for Serbia GTG by ECARO Strategic Planning and Coordination Specialist and UN System Coordination Division Programme Analyst. The training focused on setting gender targets for the UN Country Team Joint Work Plan and Annual Funding Framework using the Gender Equality Marker.

### Did you reassess the Performance Indicator in this reporting year

- No

### PI 5.2 Gender Mainstreaming Capacities

#### Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

Gender architecture and capacities

**EXCEEDS MINIMUM REQUIREMENTS**

**Meets all of the following: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an**

**inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.**

a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. MET

A training was held for GTG on the Gender Equality Screening Tool by Programme Analyst from UN Women Albania. The Tool is intended as a self-assessment instrument to help enhance gender mainstreaming across the UN Joint Programmes. The training included a presentation, Q&A, practical exercise on application of the screening tool and a discussion on its adaptation to Serbian context. Following the training the GTG developed the tool which is an adapted and enhanced version that is applicable to any programme/project, not only Joint Programmes.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. MET

An external consultant was engaged and conducted a Gender Equality Capacity and Learning Needs Assessment and created a Capacity Building Plan (2023-2025). Focus groups were held with all three RGs, MEG, CG and GTG. The Plan includes three parts:

- 1) Gender Equality Induction and Basics Refreshers with relevant available resources and mandatory and non-mandatory trainings on GEWE basics. These materials and trainings are to be completed by new staff or to serve as refreshers for staff in general. They are self-paced and free of charge.
- 2) Requested Trainings as per the GE Learning Needs Assessment; topics for these trainings were identified in focus groups and surveys as most needed by UN staff. These are: Integrating gender perspective in projects by using Gender Equality Screening Tool (which is completed), Gender Responsive Monitoring, Evaluation, and Learning (MEL), Gender and Communication/ Advocacy, and Gender Responsive Budgeting.
- 3) Specialized topics; Since there were also a number of specialized topics identified as relevant to UN Staff, an overview of already available resources and online trainings was made so that the Staff can use/complete them at their own pace.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country. MET

UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

UNCT induction material includes mandatory courses on gender equality and on prevention of sexual exploitation and abuse regardless of the type of contracts. Apart from mandatory courses, UNCT induction materials include an overview of resources on gender related developments and challenges in the country, namely publications such as Serbia Gender Equality Profile, Serbia Gender Equality Index, UN Serbia Human Rights and Gender Equality Brief (published annually), Gender Brief (bi-annual publication on UN GEWE efforts edited by UN Serbia GTG), Publication by the Republic Statistical Office Women and Men in Serbia. It also includes an overview of domestic legal framework and strategic documents related to GEWE and international commitments and reporting to CEDAW and Istanbul Convention Committee of Parties and GREVIO. Moreover, the materials include links to all UN Serbia gender-related publications under SDG 5. Finally, it includes links to useful resources on gender inclusive language. UNCT Serbia PSEA Focal Points Network is operational and updates and implements their Action Plans regularly, harmonizing practices of all engaged agencies. Several agencies have their internal PSEA Action plans. A list of reporting mechanisms for PSEA exists per agency and is distributed to all staff, including newcomers. GTG has a dedicated Teams Group and folders with induction materials and capacity development, including useful materials, links, and trainings/training recordings on gender equality and women empowerment as well as GTG and other useful knowledge products.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

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

Training on Gender Equality Screening Tool, Gender Equality Capacity and Learning Needs Assessment Report and Capacity Building Plan



## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

#### Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

**EXCEEDS MINIMUM REQUIREMENTS**

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

(At the training in May 2022, GTG set a financial target of 60% GEMs being GEM 2 and GEM 3, and that the planned allocations for GEM 2 and GEM 3 account for 60% of total annual Cooperation Framework budget invested to support gender equality and women empowerment. Following the gender equality marker allocation in September/October 2021 and quality assurance in March 2022, Serbia had 83% of GEM 0, GEM 1, or untagged, 13% of GEM 2 and 4% GEM 3 markers. Based on this result, GTG and HRLNOB group developed jointly Instructions for Successful application of GEM and HR markers. Another review of gender equality markers was conducted in September 2022 by RGs and GTG and quality assurance was conducted in November 2022 by UN Women/GTG and RCO/MEG representatives which resulted in the financial analysis of GEM markers showing 63% of Cooperation Framework funding allocated to Gender Markers 2 and 3 (significant contribution to gender equality and women empowerment) or 57,9 USD million out of 91,8 million USD total. Out of 183 CF JWP SubOutputs for 2022, 121 have GEM 2 and 3, or 66%. Out of the total number, JWPs contain 85 GEM marker 2 and 36 GEM marker 3. UNCT Serbia, hence exceeded a financial target for programme allocation for gender equality and women empowerment. In addition, the gender-specific results were featured in the 2021 UNCT Serbia Annual Report published in March 2022. The 2022 mid-year update provided in RG meetings reflected the gender results are on track.

**Did you reassess the Performance Indicator in this reporting year**

- No

## Dimension Area 7: Results

### PI 7.1 GEWE Results

#### Performance Indicator 7.1:

UN programmes make a significant contribution to gender equality in the country

Results

**EXCEEDS MINIMUM REQUIREMENTS**

**Meets minimum requirements AND (c) At least one outcome level Cooperation Framework result has contributed to transformative change in relation to gender equality and the empowerment of women.**

a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5. MET

At least three out of nine Outcomes of the SDCF (2021-2025) Results Framework are specifically oriented to gender equality and the empowerment of women results. The corresponding SDCF results framework has 52% percent of indicators dedicated to measuring gender equality results. All up to date Annual Results Reports produced in accordance with new DCO standards (2020, 2021, 2022) have noted more than 90% indicator achievement rate for the gender equality-oriented Outcomes. The SDCF (2021-2025) Annual Results report issued in March 2023 showed that out of 183 CF JWP sub outputs for, 121 have UNCT GEM 2 and 3, or 66%. Out of the total number, JWPs contain 85 GEM marker 2 and 36 GEM marker 3. In 2023 draft JWPs the percentage currently stand at 64% but with the lower number of interventions (151).

b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women. MET

The UN programmes regularly collect gender sensitive statistics on beneficiaries, while the most important gender sensitive statistics by CF outcome are regularly presented in the UNCT annual results report. The upcoming Cooperation Framework evaluation (planned for Q1-Q3 2024) will analyse in detail the gender aspects of UN interventions under each Cooperation Framework outcome area, including by category of target population (multiple discriminated, persons with disabilities, rural, national minorities, etc.). UN programming, normative and advocacy efforts undoubtedly make a significant contribution to gender equality in the country and transformative change by supporting the increase of gender capacities of state institutions, national gender machinery, local gender mechanisms, CSOs, independent bodies and other relevant GEWE stakeholders. The UN Programmes have been instrumental in supporting the government in developing and amending gender and anti-discriminatory legislation that has made and will continue to make a transformative change for women and girls across the country. One of the examples of such transformative change is the introduction of gender responsive budgeting. According to the SDG5c1 report, Serbia has been recognized as one of seven European countries that have successfully implemented GRB. Under the leadership of the Ministry of Finance and the Provincial Secretariat of Finance, GRB continues to progress, in line with the Budget System Law, while the efforts have been made to improve governance systems for planning, budgeting, and monitoring of gender equality at the national and local levels. As a result, women and men across Serbia, especially those from multi-discriminated groups, will benefit from 2023 budgets of 73 institutions, 108 programmes, 253 activities and projects, 399 budget objectives and > 750 gender responsive indicators. In terms of advocacy, the overall number of women, men, girls, and boys engaged in and reached through UNCT activities and campaigns is measured to the extent technologically possible. It is important to emphasize that the UN advocacy efforts contribute to transformative change in the long term by raising awareness on gender equality, empowering and informing women, men, boys and girls across the country on the importance of taking action against inequality, challenging and influencing harmful patriarchal norms, beliefs and behaviors, and encouraging positive masculinities. The UN programming also supports innovative/alternative and specialized services for women and girls which change and save lives daily. Joint efforts to tackle violence against women and girls have had impact primarily evident in two domains - in the changes in the work of relevant institutions – namely the Public Prosecutors’ Offices, CSWs, and the police; and in the reduction of sensationalist media reporting. Data on the implementation of the Law on the Prevention of Domestic Violence show an increase in cases reported to institutions – 26818 events reported to the Ministry of Interior in 2020 and 27 693 in 2022. An increase in the number of individual protection plans for survivors developed through multi-agency response was also recorded – 16923 in 2020 and 21690 in 2022. Furthermore, there is a greater number of survivors participating in multi-agency meetings where their long-term protection is considered – 85 in 2020 and 655 in 2022. (source: external evaluation report of the JP “Integrated response to violence against women and girls in Serbia”). Media monitoring of the group “Journalists against violence” ( [www.novinarkeprotivnasilja.org](http://www.novinarkeprotivnasilja.org) ) recorded an increase from 17% in 2019 to 23% in 2021 in educational media reporting on violence against women. Furthermore, the support given to the National Coalition to End Child Marriage has contributed to greater visibility of the issue of early marriage and encouraged initiatives to change the legislative framework to legally prevent early marriages, which can potentially have a deeper impact on early marriage prevention.

While data on gender indicators and the increase in engagement with various GEWE stakeholders is growing, the additional coordination of UNCT engagement through the GTG will be explored in the next period, to ensure appropriate use of UN team expertise and avoid fragmentation. The sum of activities and results of GTG has largely contributed to an overall strong impact on society at large, while Cooperation Framework is considered as an “added value” in most of its outcomes. The continuing trend of increased social impact and strengthening partnerships is encouraging, as it creates a positive foundation for the next CF cycle. This trend, in combination with implementing recommendations from the Action Plan for increased and adequate support for GEWE will strengthen UNCT Serbia’s ability to contribute in a significant and meaningful way in the next CF cycle for a sustainable future that is inclusive, and gender mainstreamed in its policies and practices.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

SDG 5c1 Report, 2023 Annual Results Report, Evaluation Report JP Integrated Response to Violence against Women and Girls  
III



## 8. UNCT in Serbia Action Plan

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

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3	ACTIVITIES UNDERTAKEN IN YEAR 4
<b>Dimension 1 - Planning</b>					
1.1 Common Country Analysis	1.1.1. Conduct gender analysis across all sections including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; Include consistent sex-disaggregated and gender sensitive data; Conduct targeted gender analysis of those furthest behind.	N/A	N/A	N/A	In progress. Interviews have been conducted with agencies and written inputs provided. First draft is ready for finalization of RG Co-chairs by end of the year.
1.2 Cooperation Framework Outcomes	No targeted action planed.	N/A	N/A	N/A	N/A
1.3 Cooperation Framework Indicators	No targeted action planed.	N/A	N/A	N/A	N/A
<b>Dimension 2 – Programming and M&amp;E</b>					
2.1 Joint Programs	2.1.1 Ensure gender mainstreaming of all operational Joint Programmes and review Joint Work Plans from gender perspective. 2.1.2 Develop a system/tool to ensure gender	N/A	N/A	N/A	In progress. Agency inputs are provided as part of the Interim CF Review. Quality assurance will be conducted by the end of the year, as planned. COMPLETED GTG developed a Gender Equality Screening Tool based on Albanian good

	mainstreaming in projects.				<p>practice. It is a control system to ensure that all projects and Joint Programmes systematically and adequately mainstream gender equality. The tool assesses six dimensions to identify the extent to which key GEWE considerations are addressed in the projects or joint programmes: 1. project analysis, 2. project/joint program results, 3. monitoring and evaluation, 4. partnerships, 5. capacity building, 6. knowledge production and sustainability, and 7. management, and implementation arrangements. The Gender Screening Tool should be used by during the design phase of the project/joint programme, as well as during the peer review processes conducted at the agency and/or interagency levels during the design of the project/joint programme. The tool could be taken again if the project/joint programme undergoes significant changes in scope or in the results framework.</p>
2.2 Communication and Advocacy	<p>2.2.1. Conduct joint campaigns on important days for women's rights.</p> <p>2.2.2. UN Communications Group (UNCG) joint communications and advocacy strategy or</p>	N/A	N/A	N/A	<p>PARTLY COMPLETED (IWD) UN Serbia GTG and Communications Group, spearheaded by UNDP organized a joint social media campaign on International Women's Day with a 45,000 reach. An</p>

	<p>equivalent to visibly include GEWE communication and advocacy. 2.2.3. Organise the communication or advocacy in at least one non/traditional thematic area. 2.2.4. Development of Gender Briefs and ensuring gender perspective is integrated in UN Serbia Thematic Updates.</p>				<p>overview of key milestones for GEWE in Serbia was made and a series of posts with photos and testimonies of women from different backgrounds (older women, women with disabilities, Roma women, refugees, LGBTIQ, rural women) on what gender equality means to them and what their lives would look like if there was more parity between women and men. 16 DoA ongoing A joint UN Event and campaign to mark 16 Days of Activism against Gender-Based Violence are planned on 24 November. In addition, a calendar of multiple agencies' events on the same occasion is under development.</p> <p>COMPLETED UN Communications Group (UNCG) joint communications and advocacy strategy and 2023 Action Plan visibly include GEWE communication and advocacy. COMPLETED Included in activity 3.2.1 and in GTG Action Plan activity 7. UN Serbia supported the organization 2023 Pride Week from 4-10 September which featured a variety of events, including a Human Rights Conference, HearteFact Theatre Festival, most massive Pride March which gathered over 10,000 participants and an online social media campaign. Pride Week</p>
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					<p>served as a platform to advance human rights of the LGBT community, and fully implement the anti-discrimination agenda. The requests of Pride organizers are the adoption of the Law on Same-Sex Unions; Gender Identity Act and improvement of health services for trans people; prompt and adequate reaction of state authorities and public condemnation of government representatives to hate speech and crimes motivated by hatred towards the LGBTI+ community, adoption of local action plans for the LGBTI+ community; educating young people about sexual orientation and gender identity; an apology to all citizens of Serbia who, before 1994, were persecuted in court and in other ways because of their sexual orientation and gender identity; as well as free and available pre-exposure and post-exposure prophylaxis (PrEP and PEP). UN Serbia also undertook several joint activities through the National UN Free and Equal campaign in support of the IDAHO. Moreover, activities marking the International Day Combatting Hate Speech had a focus on LGBTIQ. An event Open Doors with Civil society organizations on Women and Climate Change. The event shed a light on good practices,</p>
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					<p>obstacles, and space for improvement of women's participation and leadership as well as inclusion of gender perspective in combating climate change. Drivers for women's participation in climate justice initiatives were discussed, as well as entry points for gender mainstreaming of relevant legal-strategic documents in this field and capacities required for effective implementation of gender-responsive measures addressing climate change. The activity facilitated partnership building with activists and organizations and contributed SDG5m SDG10 and SDG 13 localization, communication and advocacy. Included in GTG Action Plan activity 10 and 14. Two gender Briefs were developed as planned. Gender Brief #17 and Gender Brief #18 .</p>
2.3 Cooperation Framework M&E	<p>2.3.1. UNSDCF Results Matrix data for gender sensitive indicators gathered as planned. 2.3.2 UNSDCF reviews/evaluations assess progress against gender-specific results.</p>	N/A	N/A	N/A	<p>In progress 2022 data fully collected and reported in Annual Results Report issued March 2023. Joint Work Plan data for 2023 initially set in April 2023 including UNCT contribution to Global SDG Indicator framework (five global SDG 5 indicators reported with further expansion in 2023). Progress against 2023 JWP gender equality</p>

					<p>targets is assessed in narrative for Interim Review (January-September) while full target achievement assessment will be conducted in February 2024. In progress Annual Results report issued in March 2023 showed 36 out of 94 Output level indicators measuring gender specific results in the overall JWPs. UNCT launched Interim Results Review for 9-month period in September 2023 in narrative form with qualitative results against planned targets to follow by the end of 2023. Initial assessment of the Interim Review shows GE specific Outputs on track for the planned results. Currently 97 out of 151 (64%) JWP 2023 sub outputs are marked with GEM 2 and 3 indicating significant or substantial contribution of UNCT interventions to GE.</p>
Dimension 3 - Partnerships					
3.1 Government Engagement	No targeted action planned	N/A	N/A	N/A	N/A
3.2 GEWE CSO Engagement	3.2.1 Organize "Open Doors" - advocacy meetings with WCSOs	N/A	N/A	N/A	<p>COMPLETED Included in GTG Action Plan activity 7. In June 2023, the UN Gender Theme Group engaged GEEW CSOs in the event "Women and Climate Change". The event shed a light on good practices, obstacles, and space for improvement of women's participation and leadership as well as inclusion of gender</p>

					perspective in combating climate change. Drivers for women's participation in climate justice initiatives were discussed, as well as entry points for gender mainstreaming of relevant legal-strategic documents in this field and capacities required for effective implementation of gender-responsive measures addressing climate change. The activity facilitated partnership building with activists and organizations and contributed SDG5m SDG10 and SDG 13 localization, communication and advocacy. GEEW CSOs are implementing partners in UN agencies' projects, especially agencies contributing to common chapter (UN Women, UNFPA, UNDP and UNICEF), including UN JP "Integrated Response to Violence against Women and Girls in Serbia".
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#### Dimension 4 – Leadership and Organizational Culture

4.1 Leadership	No targeted action planned	N/A	N/A	N/A	N/A
4.2 Organizational Culture	No targeted action planned	N/A	N/A	N/A	N/A
4.3 Gender Parity	4.3.1. An overview of UN staff disaggregated by sex produced, analyzed for trends towards achieving parity commitments and the data forwarded	N/A	N/A	N/A	COMPLETED OMT to collect data for 2023 and GTG analysed it for trends achieving parity commitments compared to 2022. Overall positive trends were noted. The findings show a slightly

	to focal points for Dashboard on Gender Parity. 4.3.2. BOS includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.				higher representation of women than men among UN Serbia team. From a total of 645 staff and personnel members, 291 (45.12%) are male and 354 (54.88%) are female. COMPLETED The BOS includes two gender-specific actions and indicators. In Common Procurement Services, namely regarding Gender Responsive Procurement Principals and joint efforts to increase number of women owned businesses participating in UN procurement. The UN ensured that GRP is mainstreamed throughout joint procurement activities. And secondly in Common Human Resources Services, regarding gender parity. OMT monitors gender parity in staffing on an annual basis. Based on the staffing data analyses from 2022, the OMT established a mechanism for developing the recommendations in partnership with GTG, while responsibility for the implementation of recommendations lies with individual UN entity representatives. The RCO monitors and tracks the progress of the implementation of the gender parity recommendations on an annual basis.
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5.1 Gender Coordination Mechanism	N/A	N/A	N/A	N/A GTG regularly updates membership to include newcomers and have representation of Cooperation Framework implementing agencies. The last GTG List update showed there are 51.72 % of senior staff members. The list comprises representatives from resident and non-resident agencies. Certain staff members are observers, alternates or on the GTG distribution list and not active members. GTG developed their Annual Work Plan in January 2022 and updated the TOR in line with the requirements set out in the 2022 GTG Standards and Procedures Guidance.	N/A
5.2 Gender Capacities	5.2.1 Organize GTG Retreat with at least one substantive inter-agency capacity development activity. 5.2.2. A Capacity Development Plan created based on gender equality capacity and learning needs assessment. 5.2.3. UNCT induction material to be updated to include	N/A	N/A	N/A	COMPLETED Included in GTG Action Plan activity 13 and 15. GTG Serbia held its Annual Retreat on 23 May in person and online with 15 GTG members present and two external participants. During the Retreat, GTG discussed the UNCT-SWAP Gender Equality Scorecard exercise and updated Guidance, agreed on key milestones and funding for the rest of the year, took stock of current

	<p>latest gender equality and the empowerment of women commitments and related development challenges of the country.</p>				<p>capacities and learning needs, and built capacities further. During the Retreat a training was held for GTG on the Gender Equality Screening Tool by Programme Analyst from UN Women Albania. The Tool is intended as a self-assessment instrument to help enhance gender mainstreaming across the UN Joint Programmes. The training included a presentation, Q&amp;A, practical exercise on application of the screening tool and a discussion on its adaptation to Serbian context. Following the training the GTG developed the tool which is an adapted and enhanced version that is applicable to any programme/project, not only Joint Programmes. COMPLETED Included in GTG Action Plan activity 12. An external consultant was engaged and conducted a Gender Equality Capacity and Learning Needs Assessment and created a Capacity Building Plan (2023-2025). Focus groups were held with all three RGs, MEG, CG and GTG. The Plan includes three parts: 1) Gender Equality Induction and Basics Refreshers with relevant available resources and mandatory and non-mandatory trainings on GEWE basics. These materials and trainings are to be completed by</p>
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					<p>new staff or to serve as refreshers for staff in general. They are self-paced and free of charge. 2) Requested Trainings as per the GE Learning Needs Assessment; topics for these trainings were identified in focus groups and surveys as most needed by UN staff. These are: Integrating gender perspective in projects by using Gender Equality Screening Tool (which is completed), Gender Responsive Monitoring, Evaluation, and Learning (MEL), Gender and Communication/ Advocacy, and Gender Responsive Budgeting. 3) Specialized topics; Since there were also a number of specialized topics identified as relevant to UN Staff, an overview of already available resources and online trainings was made so that the Staff can use/complete them at their own pace. COMPLETED Included in GTG Action Plan activity 16.</p>
Dimension 6 - Resources					
6.1 Financial Resources	6.1.1. Conduct UNCT GEM allocation for new projects and quality assurance.	N/A	N/A	N/A	<p>PARTLY COMPLETED Included in GTG Action Plan activity 2. RGs initially allocated UNCT GEMs in April 2023 which will be reviewed as part of the Interim CF Review (TBC November 2023). GTG and MEG will assure quality of sub output indicators, descriptions, and coding</p>

					and MEG will analyse % of GEMs per code by the end of the year.
Dimension 7 - Results					
7.1 GEWE Results	No targeted actions were planned.	N/A	N/A	N/A	N/A

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
CCA or equivalent	<a href="#">CCA UNCT Serbia for editing</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
Cooperation Framework	<a href="#">CF final draft with all GoS comments 25112021</a>	
Cooperation Framework	<a href="#">Checklist for Integration of GEWE in UNSDCF</a>	
Cooperation Framework	<a href="#">Checklist on Gender Mainstreaming in UNDAF Development</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
Category	Documents	
Cooperation Framework results framework	<a href="#">CF final draft with all GoS comments 25112021</a>	
Cooperation Framework results framework	<a href="#">RG2 UN INFO Nov. 2021 REVISED</a>	
Cooperation Framework results framework	<a href="#">RG3 UN INFO Nov. 2021 REVISED</a>	
Other	<a href="#">RG1 UN INFO JWP Nov. 2021 REVISED</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b>	<b>Programming and M&amp;E</b>
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EXCEEDS MINIMUM REQUIREMENTS	
Category	Documents
Joint Program documents	<a href="#">PBF WB Regional Youth Project_Final ProDoc_Public</a>
JP screening tool/process	<a href="#">UN Serbia Gender Screening Tool for Projects</a>
Joint Program documents	<a href="#">Ending Violence-Empowering Change- final draft</a>
Joint Program documents	<a href="#">UNCT Serbia Joint Programme Document_SDG Fund_04092023_signed</a>
Joint Program documents	<a href="#">Serbia_Migration MPTF draft_JP Document_resubmission_07 June 2021_signed</a>

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">Mladigovore 5</a>	
Communication/Advocacy	<a href="#">Pride Week Program 2023</a>	
Communication/Advocacy	<a href="#">GB_18 final</a>	
Communication/Advocacy	<a href="#">UN Serbia Thematic Update #5_Corruption</a>	
Communication/Advocacy	<a href="#">UNCG AWP 2023_April 2023</a>	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">un-serbia-annual-report-2022_2_0</a>	
Cooperation Framework reviews/monitoring data	<a href="#">PRESENTATION_UNCT SERBIA JWP &amp; GE TRAINING 27 MAY 2021</a>	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	<a href="#">20220422 PBF WB Regional Youth Project_Final ProDoc_Public</a>	
Government engagement	<a href="#">Agenda 1st JSC</a>	
Government engagement	<a href="#">Integrated Response to Violence against Women and Girls in Serbia III</a>	

<b>Government engagement</b>	<a href="#">Serbia JP Emergency Window Joint SDG Fund ProDoc fully signed</a>
<b>Government engagement</b>	<a href="#">the-tool-for-the-introduction-of-the-Inob-principle-sprds</a>

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
<b>Category</b>	<b>Documents</b>	
<b>Other</b>	<a href="#">un-serbia-annual-report-2022_2_0</a>	
<b>Other</b>	<a href="#">Integrated Response to VAW III - Final Report</a>	
<b>GEWE CSO engagement</b>	<a href="#">Open Doors - Women and Climate Change - Meeting Notes 27-6-2023 fin</a>	
<b>Other</b>	<a href="#">UNCCD InfoNote Workshop_CEE</a>	
<b>GEWE CSO engagement</b>	<a href="#">2023-05-30 PreneraZena_2021_2022_SR</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>RC communications</b>	<a href="#">27102021_UNW conference on VAW_RC Talking points</a>	
<b>RC communications</b>	<a href="#">UNCT Serbia Meeting Minutes 2021</a>	
<b>Other</b>	<a href="#">Gender and Organizational Culture Survey final</a>	
<b>Other</b>	<a href="#">PSEA 2020-2021 Action Plan UNCT Serbia_final 2021</a>	
<b>Other</b>	<a href="#">SRB UN RC planned results 2021</a>	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
<b>Organizational culture survey results</b>	<a href="#">Gender and Organizational Culture Survey (Edit) Microsoft Forms</a>	
<b>Organizational culture survey results</b>	<a href="#">Gender and Organizational Culture Survey final</a>	
<b>Organizational culture survey results</b>	<a href="#">Ppt Gender Brief at UNCT Meeting 9 December 2021</a>	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	<a href="#">UNCT Serbia BOS</a>	
Other	<a href="#">UNCT Serbia Gender Sensitive Statistics_2023_all_FINAL</a>	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">GTG Serbia Retreat Report 20 May 2022</a>	
GTG TOR/AWP	<a href="#">GTG TOR update_ new policy and procedures_Feb2022</a>	
Other GTG documents	<a href="#">2022 GTG Annual Work Plan - Progress</a>	
Other GTG documents	<a href="#">2022 GTG Members List</a>	
Other GTG documents	<a href="#">un-serbia-results-report-2021</a>	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming EXCEEDS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">1. Capacity Building Plan - GE Onboarding and Basics Refreshers final</a>	
Capacity development	<a href="#">2. Capacity Building Plan - Requested Trainings as per the GE Learning Needs Assessment</a>	
Capacity development	<a href="#">3. Capacity Building Plan - Specialized Topics final</a>	
Capacity development	<a href="#">GTG Retreat Serbia ALB JP Screening Tool</a>	
Capacity development	<a href="#">Induction Materials on Gender Equality and Women Empowerment</a>	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked EXCEEDS MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	<a href="#">CF RG 1 JWP 2022 review Sept 22 Overall gender proofed</a>	
Financial resources	<a href="#">CF RG 2 JWP 2022 review Sept. 22 Overall gender proofed</a>	
Financial resources	<a href="#">CF RG 3 JWP 2022 review Sept. 22 Overall gender proofed</a>	
Financial resources	<a href="#">GTG Serbia Retreat Report 20 May 2022</a>	
Financial resources	<a href="#">Instructions for successful UNCT GEM and HRM application</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Results</b>
<b>Category</b>	<b>Documents</b>	
Cooperation Framework reviews/monitoring data	<a href="#">un-serbia-annual-report-2022_2_0</a>	
Cooperation Framework reviews/monitoring data	<a href="#">SDG 5C1 Report Serbia final</a>	
Cooperation Framework reviews/monitoring data	<a href="#">Final Evaluation Report - Integrated Response to VAWG 3</a>	



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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

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