

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Georgia 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 Georgia

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

The process to develop the UNCT SWAP Annual Report 2023 kicked off in late October 2023 following a coordination meeting between UN Women Georgia and the UN Resident Coordinator's Office, where participants took stock of key actions implemented in 2023 from the UNCT SWAP Action Plan. The UNCT SWAP Scorecard indicators were selected based on the UNCT SWAP Scorecard and relevant actions that were completed or where progress has been made in 2023. Priority review was given to indicators that had 'margin of improvement' i.e. indicators that either 'approached' or 'met' minimum requirement. The whole UN Gender Theme Group was consulted and had the opportunity to share feedback and input in the draft report.

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

Tamar Sabedashvili, UN Women Deputy Country Representative and Rachele Megna, UN Women Programme Analyst, led the process from UN Women. From RC Office, Anna Platonova, Head of RC office and Nistan Khuntsaria, Data, Monitoring and Reporting officer, contributed to the exercise and were consulted throughout the development of the report. All GTG members part of the UN system had the opportunity to contribute to the report and to share their inputs.

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

N/A

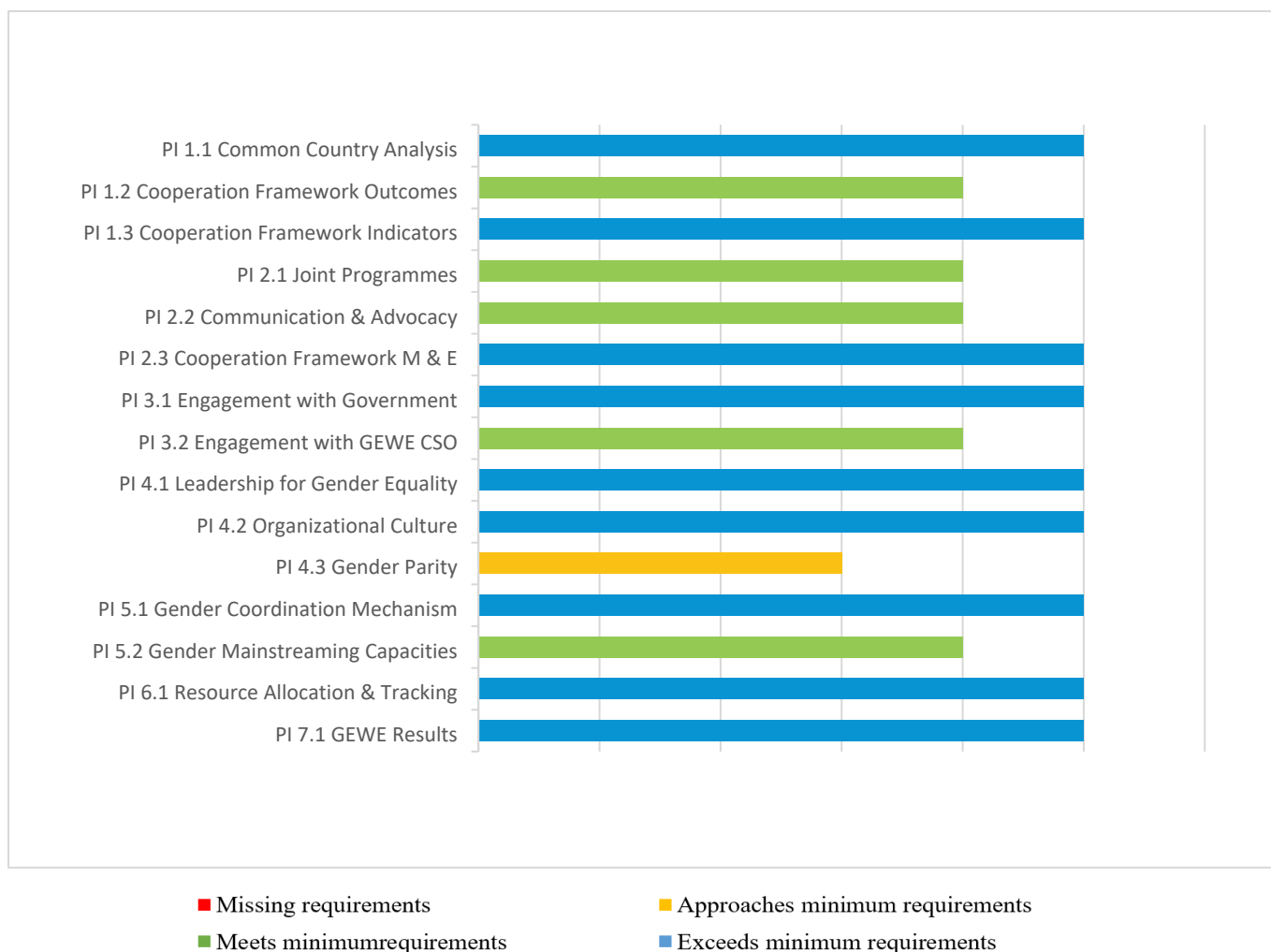
## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

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	EXCEEDS	No
PI 2.1 Joint Programmes	MEETS	Yes
PI 2.2 Communication & Advocacy	MEETS	Yes
PI 2.3 Cooperation Framework M & E	EXCEEDS	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	MEETS	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	EXCEEDS	No
PI 4.3 Gender Parity	APPROACHING	No
PI 5.1 Gender Coordination Mechanism	EXCEEDS	No
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	EXCEEDS	Yes
PI 7.1 GEWE Results	EXCEEDS	Yes

The findings presented in the below table indicate the ratings scored by the UNCT in Georgia 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 2021 includes gender analysis across the all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. There are four key sections in the Common Country Assessment 2021: 1. Country Context; 2. Country Progress towards the 2030 agenda; 3. Financing Landscape and Opportunities; 4. Multidimensional Risks – and gender analysis is considered across all of these sections, including underlying causes of gender inequality and discrimination. SDGs, including SDG 5 are the key analytical and organizing framework for the CCA.
- Sex-disaggregated and gender-sensitive data are consistency referred to in different sections of the CCA as relevant. These instances could be found in the analysis of poverty, labor market, access to education and healthcare, social inclusion and leave no one behind sections. The CCA explicitly addresses gap in the availability of data to allow for the sufficient level of

disaggregation as follows:

“There is a large gap in the availability of data to allow for the sufficient level of disaggregation. This relates to the disaggregation by disability and by population groups, such as minorities. Gender disaggregation has been improving, but there are still problems to find gender-disaggregated data in some areas, including certain key economic or health indicators. Data on PwDs is rarely analyzed and disseminated with disaggregation by sex, age, and form of disability. The policy formulation relies on figures derived from administrative sources on recipients of disability pension, which significantly underestimates the number of people experiencing various forms of disability. (...) The absence of unified data collection system gathering the information on gender-based violence cases from different entities makes it impossible to monitor trends and plan appropriately resourced response”.

c) CCA sub-section 2.3.5. SDG 5 Gender Equality provides deep analysis of gender equality and women’s empowerment situation in the country, paying attention also to intersectional discrimination on the basis of ethnicity, age and socio-economic characteristics of different groups of women.

### 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

Planning

##### MEETS MINIMUM REQUIREMENTS

**(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.**

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

☑ Outcome 1: By 2025, all people in Georgia enjoy improved good governance, more open, resilient and accountable institutions, rule of law, equal access to justice, human rights, and increased representation and participation of women in decision making;

☑ Outcome 2: By 2025, all people in Georgia have equitable and inclusive access to quality, resilient and gender-sensitive services delivered in accordance with international human rights standards;

☑ Outcome 3: By 2025, all people without discrimination benefit from a sustainable, inclusive and resilient economy in Georgia;

☑ Outcome 4: By 2025, conflict affected communities enjoy human rights, enhanced human security and resilience;

☑ Outcome 5: By 2025, all people, without discrimination, enjoy enhanced resilience through improved environmental governance, climate action and sustainable management and use of natural resources in Georgia.

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

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

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

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

- No



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

Planning

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

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

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

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

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

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

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

☑ Output 1.2. - 1 out of 3 indicators is gender-specific (30%);

☑ Output 1.3. - 3 out of 3 indicators are gender-specific (100%).

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

☑ Output 2.1. - 1 out of 5 indicators is gender-specific (20%);

☑ Output 2.2. - 2 out of 3 indicators are sex-disaggregated (66%);

☑ Output 2.3. - 3 out of 3 indicators can measure changes in gender equality. 2 indicators are gender-specific and 1 indicator is sex-disaggregated (100%).

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

☑ Output 3.1. - 2 out of 4 indicators are gender-specific indicators (50%);

☑ Output 3.2. - 2 out of 4 indicators can measure changes in gender equality (50%);

☑ Output 3.3. - 8 out of 8 indicators can measure changes in gender equality; 3 indicators are gender-specific and 5 indicators are sex-disaggregated (100%).

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

☑ Output 4.1. - 2 out of 4 indicators are sex-disaggregated (50%);

☑ Output 4.2. - 2 out of 3 indicators can be ranked as sex-disaggregated (67%);

☑ Output 4.3. - 3 out of 3 indicators are qualified as measuring gender equality. 2 indicators are sex-disaggregated and 1 is gender-specific (100%).

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

☑ Output 5.1. - 1 out of 3 indicators is gender-specific (33%);

☑ Output 5.2. - 1 out of 5 indicators are sex-disaggregated (60%);

☑ Output 5.3. - 1 out of 2 indicators is gender-specific (50%).

**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**  
**MEETS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

**(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

All existing UN Joint Programmes mainstream gender equality in UN Georgia, both 'traditional' UN Joint programmes, as well as programmes that involve a UN to UN Agreement with multiple UN agencies for project implementation:

- 1) UN Joint Programme for Gender Equality. UNDP, UN Women and UNFPA are jointly implementing this JP with the funding provided by the Government of Sweden. The programme is currently in its third phase, which will last until December 2024. The programme had three broad thematic focus areas of work in the past two phases that will be also maintained in the third phase: a) Enhancing women's economic and political empowerment (led by UNDP); b) Ending violence against women and girls (led by UN Women), and c) Promoting and supporting women's sexual and reproductive health and rights (led by UNFPA).
- 2) Ending Violence against Women and Girls in Georgia (EVAWGG). UN Women and UNFPA are jointly implementing the EU-funded action Ending Violence against Women and Girls in Georgia (EVAWGG), where UN Women is the applicant and UNFPA is a partner as per a UN2UN agreement. The three-year action, launched in November 2020, is targeting Georgia nationwide with some focused activities in the Kvemo Kartli and Guria regions and small-scale awareness raising work against violence against women in Abkhazia. The overall objective of the action is to ensure that women and girls in Georgia live a life free from violence.
- 3) Fostering economic empowerment of women farmers by supporting homemade dairy production through the Farmer Field Schools (FFS) approach. [Implementing agencies: FAO, UN Women. Duration: 15 December 2020 - 30 September 2024. Total Budget: USD 4.3 million. Funded by the Swiss Agency for Development and Cooperation (SDC).] The overall goal of the project is to enhance resilience and foster economic empowerment of women dairy producers in Abkhazia and Samegrelo. The project has two outcomes, of which FAO is responsible for Outcome 1 and UN Women is responsible for Outcome 2 (Rural women engaged in dairy production acquire and use leadership, economic and social skills to be self-employed and/or expand their income-generation activities, while promoting gender equality).
- 4) Human Rights for All. [Implementing agencies: UNDP, OHCHR. Supported by the European Union. Duration: 2020-2023. Key stakeholders: Administration of the Government, Public Defender's Office, State Inspector's Office.] Strengthening State Systems is aimed at Human Rights Protection, namely, the Administration of the Government and relevant central Ministries, PDO, and State Inspector's Office, as well as local municipalities. The objective of this JP is to increase awareness on human rights issues among wider society and women are one of the target groups.
- 5) Partnering for Resilience Program. Funded by USAID and implemented by the United Nations Development Programme (UNDP) in partnership with four UN sub-partner agencies: Food and Agriculture Organization of the United Nations (FAO), United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF) and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The full estimated duration of the programme is five years starting from March 2022 and total budget is USD 10,000,000. The project is implemented in Abkhazia, Georgia and aims to foster peacebuilding and peaceful solutions with the goal to promote an enabling environment for sustainable peace. Gender is visibly mainstreamed across the program's activities and M&E framework and the programme aims to, inter alia, public awareness about tolerance, respect of diversity, human rights, including rights of women and girls, and promoting peacebuilding and facilitating public dialogue about peace using a WPS approach.
- 6) Leave no one behind — from policy and principles to practice in disability inclusive development in Georgia UN Joint Programme, implemented by UNDP, UNFPA and OHCHR, with specific objectives and indicators related to gender equality, such as increasing capacities of the health sector strengthened to ensure access to gender and disability- sensitive services, ensure that national legislation on the right to health is revised to effectively address principle of equality and non-discrimination in line with CRPD, to ensure development of gender and disability sensitive standards of practice, and a consistent sex-disaggregation of data at the level of indicators.
- 7) Minimizing the impact of the COVID-19 outbreak in Georgia through telemedicine and digital health solutions, implemented by WHO, UNICEF, UNFPA and UNOPS. The project includes awareness raising efforts for mothers and caregivers on the issues

concerning their health and health of their children in COVID-19 era and beyond, including social mobilization and awareness raising campaign on telemedicine services for educating pregnant women and mothers on prevention of COVID-19 infection, danger signs of antenatal and postnatal periods, and childcare.

Several UN Joint Programmes focused on gender equality and the empowerment of women and girls are operational over the current CF Cycle namely: UN Joint Programme on Gender Equality; Ending Violence Against Women and Girls in Georgia; Fostering economic empowerment of women farmers by supporting homemade dairy production through the Farmer Field Schools (FFS) approach.

### 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) UN Joint Programme on Gender Equality; 2) Ending Violence Against Women and Girls in Georgia; 3) Fostering economic empowerment of women farmers by supporting homemade dairy production through the Farmer Field Schools (FFS) approach.

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

UN JP Project documents

#### PI 2.2 Communication & Advocacy

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

**Programming and  
M&E**

### (b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

Criteria b) On 11th October 2023, in occasion of the International Day of the Girl Child, UNCT Georgia issued a joint statement raising concerns regarding the continuous persistence of harmful practices in the country, including child marriage and sexual violence against women and girls. The statement was initiated by UNICEF in Georgia with inputs from UN Women and other colleagues. The joint statement followed the murder of a young girl in one of Georgia's provinces and it was produced in both English and Georgian and disseminated amongst media partners and on the UN Website see link here:

<https://georgia.un.org/en/248908-united-nations-statement-international-day-girl-child>). The statement called for increased efforts by all actors involved in the State Child Protection Referral Procedures to prevent, timely identify, and properly respond to cases of violence. The statement also highlighted the importance of a multi-sectoral response against child marriage and the improvement of State Child Protection Referral Procedures, law enforcement practices, as well as child-friendly judicial processes, including child-friendly services for child survivors of sexual violence and child-friendly reporting mechanisms.

In addition, in the occasion of the 16 Days of Activism to End Violence Against Women, the UNCT coordinated activities through a joint/shared calendar of events, which served to avoid overlapping engagements and facilitated planning amongst UN sister agencies for the campaign. On 25th November 2023 to mark International Day for the Elimination of Violence against Women, the UN System in Georgia issued a joint statement with key donors and international partners, calling on all stakeholders (political parties, media, government and CSOs) for action to end violence against women in all its forms and highlighted that violence against women continues to be a critical issue in the country. The statement put particular emphasis on addressing and eliminating violence against women in politics, which prevents women's full and meaningful participation in democracy; address economic violence, which forces the survivor to continue being economically dependent and thus, tied to the perpetrator for her livelihood; and improve child protection systems. The statement is available here.

Criteria c) In 2023, the workplan of the UN Interagency communications group includes several activities targeting gender equality such as activity 12 on "Closely work with the UN Theme Groups to demonstrate how the UN in Georgia is delivering results"; activity 14 "Support the UNCT to communicate with one strong voice by developing common statements and/or press releases on key policy positions or crises", including in GE and LGBTQI+ issues; and activity 18 "Organize social media

campaigns and/or joint public events to mark key milestone", including during international women's day and the 16 days campaign.

### 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 Statement on the International Day of the Girl Child; Workplan for the Interagency Communication Group; 16 Days joint calendar of activities.

#### PI 2.3 Cooperation Framework M & E

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

Programming and M&E

**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.**

The only remaining requirement not met under this indicator was (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. Corresponding activity in the Scorecard work-plan for 2022 has been: 2.4. Strengthen the capacity of M&E group on gender-sensitive M&E. Criteria a) and b) remain to be met in the reporting year as monitoring of UNSDCF implementation tracked progress against its gender sensitive indicators and UNSDCF progress report (for 2021) includes details of progress towards GEWE results.

To this end, Gender Sensitive M&E Training was delivered by UN Women Europe & Central Asia (ECA) Regional Office M&E specialists - Ceren Guven Gures, Programme Specialist Planning, Coordination, Monitoring and Reporting and Isabel Suarez, Regional Evaluation Specialist (IEO). The online training took place on 2nd and 3rd of November 2022. The training represented one of the action points of the SWAP Action Plan for UNCT Georgia performance improvement on GEWE. The first day of the training covered such topics as the importance of gender-sensitive monitoring, how to ensure gender sensitive monitoring, including selection and development of gender-sensitive indicators and key elements of gender-sensitive monitoring within the project cycle, including reporting of results. During the second day of the trainings trainees were able to strengthen their knowledge and skills in gender-responsive evaluation design and implementation and how to integrate gender responsive lens in the evaluation practice.

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

- No

#### Dimension Area 3: Partnerships

##### PI 3.1 Engagement with Government

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

Partnerships

## EXCEEDS MINIMUM REQUIREMENTS

**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 UNSDCF cycle.

☑ UNCT collaborated with Inter-agency Commission on Gender Equality and the Empowerment of Women (CGE) in 2021 (leading agency UN Women, with support from UNFPA and UNDP) to support the drafting of two gender specific National Action Plans (NAP) - the NAP on Women, Peace and Security (UNSCR 1325) for 2022-2024 and the National Action Plan on Ending Violence against Women and Domestic Violence for 2022-2024. With UN Women technical lead, there took place numerous consultations with the beneficiaries, CSOs, different government entities around these NAPs. The drafts are finalized in Georgian language and are now with the Government Administration for the final scrutiny and adoption.

☑ UNCT collaborated with the Gender Equality Council (GEC) of the Parliament in 2021 to finalize the drafting the Gender Equality Concept of Georgia (with UN Women, UNDP and UNFPA leading this process). Also, UNCT supports the GEC to prepare number of thematic inquiries in 2021 (on women's engagement in informal work; on ending violence against women and on the level of gender mainstreaming in government policy making). Finally, UNCT (with UNDP leadership) is supporting the GEC to prepare National Concept on Women's Economic Empowerment.

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

The National Women's Machinery in Georgia's case consists of the CGE, GEC as well as the Gender Equality Department of the Public Defender's Office. All these entities were actively consulted in the UNSDCF planning process as well as in bilateral consultations of different UNCT players, while working on their agency-specific five-year Country Plans or Strategic Notes (UNFPA, UNDP, UN Women, etc.). Moreover, the representatives of these entities (on the level of management) are taking part in the Steering Committees (decision-making bodies) of all UNCT stand-alone gender programmes / projects, making the cooperation with these key national partners even more strategic. Also, in 2022, the UNCT has invited the CGE to the first UNSDCF Steering Committee meeting.

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

UNCT has been leading the SDG localization work in Georgia since 2015. When it comes to SDG 5, UN Women has supported the National Statistics Office GEOSTAT to carry out National Study on VAW back in 2017, and thus, generated baseline data on violence for the relevant localized indicators of SDGs 5, 10 and 16 (namely indicators: 5.2.1; 5.2.2; 5.3.1.a; 10.3.1; 16.1.2; 16.2.3). Further, through UNCT supported MICS survey, led by UNICEF and with the involvement of UNFPA, in partnership with GEOSTAT Georgia, the UN was able to generate more baseline data for the indicators of SDGs 7, 5, 2, 4, 16, 1, 3, 6, 10. UN Women is currently supporting GEOSTAT to complete the time-use survey that will generate further data for localized SDG 5 (indicator 5.4.1). With UN support, GEOSTAT has launched online Gender Data Portal where nationalized SDG indicators are given special consideration.

### 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  
MEETS MINIMUM REQUIREMENTS**

**Partnerships**

**Meets two 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 GEWE CSOs and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNSDCF cycle.

UNCT has engaged CSOs this year on March 11 during the gender week (dedicated to International Women's Day - March 8) and then again on June 29 to enhance their awareness and engagement in the Generation Equality global mobilization. These events were organized jointly with the French Embassy and co-led by UN Women and UNFPA. Both events were organized prior to Generation Equality Mexico and Paris Forums respectively. The meetings engaged diverse CSOs working on gender and women's rights, ensuring inclusion of regional as well as capital-based organizations, youth groups and those working on the rights of women belonging to different minority groups (IDPs, disables, LGBTQI+). As a result of this joint mobilization around Generation Equality, further supported through bilateral advocacy meetings by the RC and the French Ambassador, the government of Georgia took commitments under the two thematic Action Coalitions - Combatting Gender Based Violence and Innovation and Technology for Gender Equality in the frameworks of Generation Equality. The President of Georgia Salome Zourabichvili took part in the Generation Equality Forum in Paris to voice these commitments herself.

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

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

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

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

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

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

- No

## **Dimension Area 4: Leadership & Organizational Culture**

### **PI 4.1 Leadership for Gender Equality**

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

**Leadership and  
organizational culture**

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



## last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

a) Gender equality and women's empowerment issues have been regularly discussed at the UNCT meetings in the last 12 months. The agenda items vary from internal UNCT coordination and strategizing points to external joint advocacy and campaigning deliberations, but after thorough review of 11 UNCT meeting notes in the period of October 2020-September 2021, the group concluded that gender equality and women's empowerment issues were addressed at nine UNCT meetings, that is 82 per cent.

b) The RC regularly demonstrates public championing of GEWE, including in the last 12 months, as shown in the following examples:

- Under the RC's leadership, UNCT issued two highly gender-sensitive statements in the past 12 months, one in support of women's rights defenders and the other to echo the tragic death of a teenage girl victim of sexual violence calling on increased prioritization and zero tolerance to sexual violence crimes' investigation.
- The RC has played an active role in promoting Generation Equality with different branches of the government, including through her participation in the CSO forum dedicated to the promotion of Generation Equality in Georgia. This support has in many ways preconditioned Georgia's taking of commitments under the two Action Coalitions of the Generation Equality - Ending Gender Based Violence and Innovation and Technology for Gender Equality.
- The RC has taken particular interest in the preparation of UNCT confidential submission to the CEDAW and herself delivered the report at the CEDAW pre-sessional working group meeting on 5 July 2021.

Nevertheless, the total number of RC speeches addressing GEWE during the last 12 months could not be traced.

c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. From the results of the survey, 91% of staff either strongly agree or agree with the second question on the organizational culture survey: "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace."

d) In the context of the ongoing UN reform, ARC is no longer applicable. Performance assessment of the RCs and UNCTs is following evolving transitional guidance that will soon be amended again. UNCT Georgia Annual Report for 2020 comprises extensive references to activities and results pertaining to promoting gender equality under the main result areas of the previous country framework. UNCT Georgia performance indicators for 2021 include indicators pertaining to UNCT joint engagement with the national counterparts to promote gender equality, GTG support to the UNCT and the completion of the current gender scorecard exercise. The analysis of the UNCT configuration for the UN-Georgia Sustainable Development Cooperation Framework 2021-2025 conducted in the second half of 2020 concluded that UNCT Georgia in its current form has the necessary technical, functional and operational expertise and capacity to deliver on the commitments made in the new UNSDCF, including those related to gender equality.

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

- No

### PI 4.2 Organizational Culture

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

**Leadership and  
organizational culture**

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

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

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

It is remarkable that the average positive response rate from women (86%) is similar to that from men (85%), showing an

equality in the staff's perception, by sex, of the organizational environment for the promotion of gender equality. The most positively rated questions were those related to gender equality, then those related to discrimination, and finally those related to work-life balance. Nevertheless, women responded more positively to the set of questions regarding gender equality, and men responded more positively to the set of questions regarding discrimination. Work-life balance questions were the lowest rated, in general, and no major differences were perceived between the responses from women and men. Two issues were noted003A

☐ The question with the lowest positive response was the following: "Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life", which reached only 68% positive responses.

☐ The question with the most negative responses (8.81%) was the one related to "the package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance". None of the questions was answered as "strongly disagree".

### 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**  
**APPROACHES MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

### (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.

UNCT through its OMT has established regular mechanism for the collection of staff gender parity data. Thus, implementing the activity 4.1 of its work-plan for 2022. The situation has not changed in comparison to 2021 with 67 per cent women and 33 per cent of men among the staff. There is slight improvement in terms of the number of women among international staff - 12 women and 9 men.

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

- No

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

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

**Gender architecture and  
capacities**

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

a) The coordination mechanism for gender equality is chaired by a HOA.

In UNCT Georgia, the Gender Theme Group (GTG) was revitalized back in 2012 with UN Women leadership. It exists in two formats: UN-wide GTG (hereinafter GTG) that unites only UNCT gender focal points and Wider-GTG that along with UN agencies unites also representatives of bilateral and multilateral donors, international organizations, INGOs and local foundations (about 50 members). The GTG is chaired by UN Women Country Representative in Georgia. It also unites UNFPA Head of Office and other senior colleagues.

b) The GTG has terms of reference and approved annual work plan. Further, under the auspices of the Wider-GTG, there are



established different thematic task forces that are operational, chaired or co-chaired by the GTG members, and that contribute to the implementation of the GTG annual work plan. At the time of the Scorecard exercise, there are four thematic task-forces operating under the GTG:

1. Task Force on Women's Political Participation (Co-chaired by UNDP and NDI);
2. Task force on Ending Violence against women and girls (Chaired by UN Women);
3. Task force on Women's Economic Empowerment (Co-chaired by UN Women and UNDP);
4. Task force on Women, Peace and Security (Co-chaired by UN Women and Kvinna til Kvinna).

c) GTG members include at least 50% senior staff (P4 and above; NOC and above).

At least 50% of UN-wide GTG members are senior staff: Heads or Deputy Heads of agencies (along with gender focal points who are NOC or higher).

d) The group has made substantive input into the UNSDCF including the country analysis, strategic prioritization, results framework and M&E.

The GTG has made substantive input to the UNSDCF drafting. The group thoroughly reviewed the draft CCA in year 2020 and also organized two specific meetings dedicated to the UNSDCF result framework wording / focus in June and July 2020.

Almost 80 per cent of GTG recommendations voiced through these dedicated workshops were taken onboard by the UNCT in the UNSDCF finalization process (hence the high score under Scorecard indicator 1.3).

### 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  
MEETS MINIMUM REQUIREMENTS**

**Gender architecture and  
capacities**

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

a) During 2023, multiple inter-agency capacity development activities were organized for UN personnel in Georgia: 1) on 16th June, UN Women carried out a training on gender and DRR, which covered issues such as the key gender-related elements of disaster-risk reduction, the relevant intergovernmental frameworks and agreements regulating the field of gender and DRR; and practical examples on how to mainstream gender in DRR projects and programmes and enhance women's resiliency to disasters. The training reached 15 UN personnel, 11 women and 4 men, across 6 UN agencies and other development partners such as donor communities and CSOs.

On 8th September 2023, UN Women delivered a 2,5-hour session on Prevention of Sexual Harassment for UNHCR personnel as part of an all-day training on Prevention of Sexual Exploitation and Abuse and Sexual Harassment. The training was attended by 25 staff members including Country Representative Ms Kemlin Furley and management. The topics covered during the session included: concept of sexual harassment; myths and realities about SH; SH related work of UN Women Georgia; definition of Sexual Harassment and case study; mechanisms within UNHCR; protection from retaliation. On 21st November, RCO and UN Women organized the training on Gender Equality Marker and updated GEM guidance and its application in the development of joint workplans. The training was conducted for the UN personnel engaged in the development of the UN joint workplans and those involved in periodic monitoring and reporting of results. Kindly refer to report under indicator 6.1 for additional details about the training.

c) In 2023, UN Women, RC Office and UNDSS worked together to add key gender equality considerations in the security briefing package for new UN Personnel joining UN Georgia. The adjusted and updated package was finalized and it will be used effective immediate.

### 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)**

Agenda and list of participants for capacity development activities; UN induction package for new employees.

## 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.**

- On 21st November 2023, RCO and UN Women organized the training on Gender Equality Marker and updated GEM guidance and its application in the development of joint workplans. The training was conducted for the UN personnel engaged in the development of the UN joint workplans and those involved in periodic monitoring and reporting of results. The training was attended by 18 people (all women) and targeted members of UNSDCF Results Groups, UN Gender Thematic Group, and other relevant UN staff and increased participants' knowledge of the updated GEM guidance, the process and benefits of applying the UNCT GEM to the Joint Workplans and how to apply the 4-point UNCT GEM coding scale to UNCT JWP sub-outputs.

In addition, the training was an opportunity to expose UN personnel in Georgia to best practices from the region on gender mainstreaming in UN Joint Programmes.

A pre- and post-training questionnaire demonstrated that Participants demonstrate an increased understanding of the GEM:

- The level of familiarity with the marker increased by 40%
- For the knowledge questions (Q2 until Q7) there was an increased performance in all questions, with an average improvement of the participants' understanding of 40%.
- There is still room for improvement in participants' understanding on how to distinguish GEM 1 and GEM 2 sub-outputs.
- Participants rated their satisfaction with the training at 4.65 out of a maximum of 5. The portions of the training that resulted most useful were the practical exercises and the definitions of each GEM code.

- Most participants (almost 90%) now feel comfortable using the GEM and applying it to JWPs.

UNCT in Georgia is abiding to the corporate UNDS requirement set in QCPR indicator 1.4.18 per QCPR Monitoring Framework 2021-2024. According to the data provided by UN INFO (<https://uninfo.org/data-explorer/downloads>), UN Georgia exceeds the financial target of 70% of resources allocated to sub-outputs marked as GEM 2 or GEM 3, which is established in the QCPR indicator 1.4.18. The total available resources in the 2023 JWP for sub-outputs scored GEM 2 and GEM 3 is 71%. The total available funds for the full duration of the CF for sub-outputs scored GEM 2 and GEM 3 is 75%.

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

- Yes

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

Agenda and list of participants for GEM training; pre- and post- training questionnaire results

## 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 **EXCEEDS MINIMUM REQUIREMENTS**

Results

#### **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.**

Based on the Annual Report on progress in the implementation of the United Nations Sustainable Development Cooperation Framework in Georgia (2021-2025), considering that this is the third year of CF implementation and following a review of output and outcome level indicators (both gender specific and gender mainstreamed), gender equality results are either achieved or on track to be achieved across all outcomes. Georgia improved its standing in the Women, Peace and Security index (moving from 46th to 39th place in 2023 see here), the country remained in the Tier I classification for the Gender Equality Index, and despite continuous challenges, there is some improvement in female labour force participation and unemployment rate. When it comes to gender mainstreamed results, Georgia remains the top scorer in the region for the Global Peace Index and mortality rates have decreased. At the output level, the vast majority of output indicators are either achieved or on track to be achieved by 2025 despite the increase in non-fatal occupational accidents in 2022, for both women and men. It is worth noting that this increase is due to a drastic increase in inspections carried out by Labour Inspectorate and awareness raising efforts, that are believed to have improved the reporting of these incidents and will give the UNCT the opportunity to better track the progress against the indicator. For fatal incidents, the incidence has steadily decreased for men, and it has remained at 0 for women.

On EVAW, the National Action Plan on Combating Violence against Women and Domestic Violence and Measures to be implemented for the Protection of Victims (Survivors) for 2022–2024 increased access to economic aid provided by the state and increased access to state run VAWG/DV shelters after the adoption of a package of legislative amendments by the Parliament of Georgia. Georgia has completed its first-ever Time Use Survey facilitated by UN Women with the National Statistics Office of Georgia (Geostat), generating internationally comparable time use data, including for SDG indicator 4.1 and 5.4.1 and providing rich material for awareness-raising, advocacy and policymaking to address the unfair distribution of care work and its implications for gender equality. More women refugees have been engaged as community facilitators, and efforts by UNCHR and other agencies have led to increasing the integration and inclusion of women refugees in the host communities.

However, more needs to be done to fully meet the ambition set by the CF, including continuing efforts to reduce and close the gender pay gap; promote women's political participation at central and local level to name a few; revise the Gender Equality Law of Georgia; promoting access to justice for all women, adopt the second National Strategy for Human Rights and ensure that the strategy places a strong emphasis on GEWE. The Committee also recommended to harmonize national legislation with international frameworks such as the Istanbul Convention and amend the Penal Code to base the definition of rape on the absence of free consent. As for possible mitigation measures that would address possible challenges in achieving the expected results, UN Women and UNCT members will continue to work (including through UN Joint Programmes) to address persisting stereotypes and harmful practices that often constitute the root causes of gender inequality and slow down progress, improve legislative frameworks and increase their alignment with international standards (policy level), and to foster engagement and increase capacities of women's CSOs working on GEWE (grassroot level). The VAW survey, which was carried out in 2022 and will be launched in December 2023, will also serve as a tool for further evidence-based advocacy and the promotion of accelerated progress to tackle all forms of violence against women in Georgia, responding to SDG 5.2. All these elements will ensure that the UNCT Georgia is well-placed to address persisting challenges when it comes to gender equality and women's empowerment and achieve its outcome-level results set in the UNSDCF by 2025.

UN Georgia also contributed to systemic and transformative results, including in supporting Georgia's EU accession process from a gender equality perspective. On 8th November 2023, the European Commission officially recommended granting Georgia the EU Candidacy Status. Recommendation 9 "Consolidate efforts to enhance gender equality and fight violence against women" was one of the three recommendations marked as "completed" by the European Commission, thus significantly contributing to the overall assessment of the European Commission on progress made by Georgia in the alignment with EU rules and regulations. The report makes specific reference to work carried out by UN Agencies in Georgia in promoting GEWE, including the adoption of legislative amendments introducing gender impact assessment for all legislative acts was underlined, references were made to Gender Impact Assessment of the Law on Public Service, adoption of State Concept for Gender Equality, the introduction of Gender-Responsive Public Financial Management (GRPFM) Assessment by the Ministry of Finances of Georgia, etc. The report also commended the extension of the validity of gender quotas until the 2032 elections; the work led by the Public Defender's Office on examining cases of alleged discrimination including on the

basis of sex/gender and sexual orientation and gender identity; the approval of the Second National Action Plan to implement UN Security Council Resolution 1325 on Women, Peace and Security; the approval by the Parliament of a package of legislative amendments to better align national legislation with the Istanbul Convention; and the significant improvements in collecting sex-disaggregated data. EU Member States will review the recommendation put forward by the Commission and take a decision on whether to grant Georgia and EU candidacy status in December 2023.

As of 2023, the TORs of all UNSDCF Result Groups (RGs) include specific gender equality and gender mainstreaming, LNOB and human rights elements. This will help ensure that promoting gender equality is clearly amongst the duties and responsibilities of members of MEL group and Results Group. These additions support accountability of all results groups to effectively mainstream gender into all aspects of the implementation of the UN Cooperation Framework. The GTG also has a stand-alone TOR.

### 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)

CF annual reports; assessment of output and outcome indicators (both gender specific and gender mainstreamed), TORs for RGs.

## 8. UNCT in Georgia 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
<b>Dimension 1 - Planning</b>			
1.1 Common Country Analysis	Strengthen gender analysis across the analysis under the SDGs related to non-traditional thematic areas, such as SDG 9 on Industry, innovation and infrastructure and SDGs 13, 14 and 15 on climate action, life below water and life on land in the next revision of the CCA	N/A	N/A
1.2 Cooperation Framework Outcomes	In addition to visibly gender equality mainstreaming across	N/A	N/A

	all outcome areas in the next UNSDCF (next programming cycle), the UNCT should consider formulating one UNSDCF outcome specifically (100%) targeting gender equality and the empowerment of women		
1.3 Cooperation Framework Indicators	No action points identified as UNCT performance under this indicator was assessed as "Exceeds Minimum Requirements"	N/A	N/A
Dimension 2 – Programming and M&E			
2.1 Joint Programs	Put in place a system to ensure gender mainstreaming in the formulation of joint programs	N/A	Discussions are underway to establish a system to ensure gender mainstreaming across all UN Joint Programmes based on best practices from the ECA region.
2.2 Communication and Advocacy	a) Visibly include GEWE communication and advocacy across the implementation Plan of the Communication and Advocacy strategy (Annex 1: Implementation Plan and Timeline). b) Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas every year	N/A	The workplan of the interagency communications group includes specific activities targeting gender equality and women's empowerment (see report for indicator 2.2). UNCT also jointly advocated through a joint statement on the need to end violence against girls in Georgia, in occasion of the International Day of the Girls Child

			(see report on indicator 2.2).
2.3 Cooperation Framework M&E	Strengthen the capacity of M&E group on gender-sensitive M&E	N/A	N/A
Dimension 3 - Partnerships			
3.1 Government Engagement	Ensure full involvement and participation of the National Women's Machinery and GEWE CSOs in UNSDCF consultations (revision of CCA, implementation and M&E)	N/A	N/A
3.2 GEWE CSO Engagement	Collaborate with GEWE CSOs to substantively strengthen their participation and engagement in gender-related SDGs localization and/or implementation	N/A	N/A
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	No action points identified as UNCT performance under this indicator was assessed as "Exceeds Minimum Requirements"	N/A	N/A
4.2 Organizational Culture	No action points identified as UNCT performance under this indicator was assessed as "Exceeds Minimum Requirements"	N/A	N/A
4.3 Gender Parity	a) Establish a mechanism for collecting gender-	N/A	While no mechanism has been put in place,

	disaggregated staffing data from the UN system and regularly monitoring gender parity in staffing b) Make concrete recommendations based on the findings from monitoring gender parity in staffing to inform UN processes and decision making at UNCT leadership level		UN Women is scheduled to chair the OMT in 2024 and will advocate for developing and implementing such mechanism in 2024.
<b>Dimension 5 – Gender Coordination and Capacities</b>			
5.1 Gender Coordination Mechanism	Make a substantive input (GTG) into the UNSDCF M&E and CCA revisions	N/A	N/A
5.2 Gender Capacities	a)Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis; b) Conduct an inter-agency capacity assessment and develop a capacity development plan based on needs; c) Circulate the UN Women Country Gender Equality Profile of Georgia among UN staff on an annual basis; d) Update UNDSS briefing package with major gender equality commitments and relevant GEWE challenges of the country and recommend to HOA to make mandatory for all staff (current as well as newly recruited) to	N/A	In 2023, two capacity building sessions were organized (one on gender and DRR and one on sexual harassment). The Country gender equality profile will be circulated as soon as it is finalized, and the UNDSS induction package was reviewed by UN Women. UN Women, RCO and UNDSS will finalize and update the package by December 2023 to reflect gender equality considerations. The assessment of gender capacities was postponed to 2024, pending further discussions with RC Office.

	familiarize themselves with CCA and UNSDCF.		
<b>Dimension 6 - Resources</b>			
6.1 Financial Resources	Organize at least one capacity building event on the gender marker targeting UN staff during the programming cycle	N/A	A GEM training is scheduled to take place on 21st November 2023.
<b>Dimension 7 - Results</b>			
7.1 GEWE Results	a) Visibly include responsibility for gender mainstreaming and the promotion of GEWE in the mandate/TOR of all UN coordination mechanisms b) Include responsibility in the TOR of consultants in charge of UNSDCF reviews and evaluation to extensively assess the achievement of the GEWE results planned in the UNSDCF outcomes, including the assessment on whether any outcome level UNSDCF result has contributed/is contributing to transformative change in relation to GEWE	N/A	All CF outcomes demonstrate some achievements on gender equality and are on track to fully implement those results before the end of the CF timeframe. In addition, UN Women has reviewed all the RGs ToRs - RCO will send a letter to RG chairs endorsing the new gender mainstreamed ToRs before the end of the year.

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Planning</b>
<b>Category</b>	<b>Documents</b>	
<b>CCA or equivalent</b>	<a href="#">Georgia CCA 2021 final</a>	



<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">Georgia UNSDCF 2021 to 2025 0</a>	
Cooperation Framework	<a href="#">Georgia UNSDCF 2021 to 2025 0</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">Georgia UNSDCF 2021 to 2025 0</a>	
Cooperation Framework results framework	<a href="#">Georgia UNSDCF 2021 to 2025 0</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Joint Program documents	<a href="#">2020 12 21 Prodoc HR4All PhaseII</a>	
Joint Program documents	<a href="#">cost-sharing-USAID UNDP Resilience signed</a>	
Joint Program documents	<a href="#">Prodoc-UNPRPD-Programme Proposal 11.11</a>	
Joint Program documents	<a href="#">Project document 018</a>	
Joint Program documents	<a href="#">UN JP Gender overview</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
Communication/Advocacy	<a href="#">UN Statement on International Day of Girl Child ENG</a>	
Communication/Advocacy	<a href="#">UN Statement on International Day of Girl Child GEO</a>	
Communication/Advocacy	<a href="#">UNCG 2023 WP</a>	
Communication/Advocacy	<a href="#">Joint statement Nov 25 ENG</a>	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">UNSDCF Annual Progress Report 2021</a>	
<b>Other</b>	<a href="#">Agenda Gender Sensitive ME (Azerbaijan-Georgia-Belarus- Armenia) 2-3 Nov 2022 FINAL</a>	
<b>Other</b>	<a href="#">Day 1 Gender-Sensitive Monitoring Training- Final 2.11.2022</a>	
<b>Other</b>	<a href="#">Gender Responsive Evaluation Training-Final</a>	
<b>Other</b>	<a href="#">Participants lists</a>	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
<b>Government engagement</b>	<a href="#">Agenda UNSDCF Steering Committee Georgia 2022</a>	
<b>Government engagement</b>	<a href="#">IDP consultation on UNSDCF Outcome 4 16 June</a>	
<b>Government engagement</b>	<a href="#">IDP consultation on UNSDCF Outcome 4 16 June</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
<b>Other</b>	<a href="#">IDP consultation on UNSDCF Outcome 4 16 June</a>	
<b>Other</b>	<a href="#">IDP consultation on UNSDCF Outcome 4 16 June</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
<b>RC communications</b>	<a href="#">UNCT mmtg notes</a>	

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

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	<a href="#">Consolidated Sex-Disaggregated Staffing Data UN Georgia 2022</a>	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">GTG 2020 AR FINAL</a>	
GTG TOR/AWP	<a href="#">GTG AWP 2021 FINAL</a>	
GTG TOR/AWP	<a href="#">GTG ToR</a>	
GTG TOR/AWP	<a href="#">Members of Gender Theme Group 2021</a>	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
Capacity development	<a href="#">Agenda Gender and DRR</a>	
Capacity development	<a href="#">Agenda PSEA - SH</a>	
Capacity development	<a href="#">Gender and DRR Registered Participants</a>	
Capacity development	<a href="#">Agenda GEM training UNCT Georgia 21Nov</a>	
Capacity development	<a href="#">UNDSS Orientation briefing for New Arrival - AMENDED FINAL</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Financial Resources
Category	Documents	
Financial resources	<a href="#">Agenda GEM training UNCT Georgia CLEAN</a>	
Financial resources	<a href="#">GEM Training PPT</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>		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	<a href="#">2022 Annual report Outcome 1</a>	
Cooperation Framework reviews/monitoring data	<a href="#">2022 Annual report Outcome 2</a>	
Cooperation Framework reviews/monitoring data	<a href="#">2022 Annual Report Outcome 3</a>	
Cooperation Framework reviews/monitoring data	<a href="#">2022 Anual Report Outcome 4</a>	
Cooperation Framework reviews/monitoring data	<a href="#">GEWE results</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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