



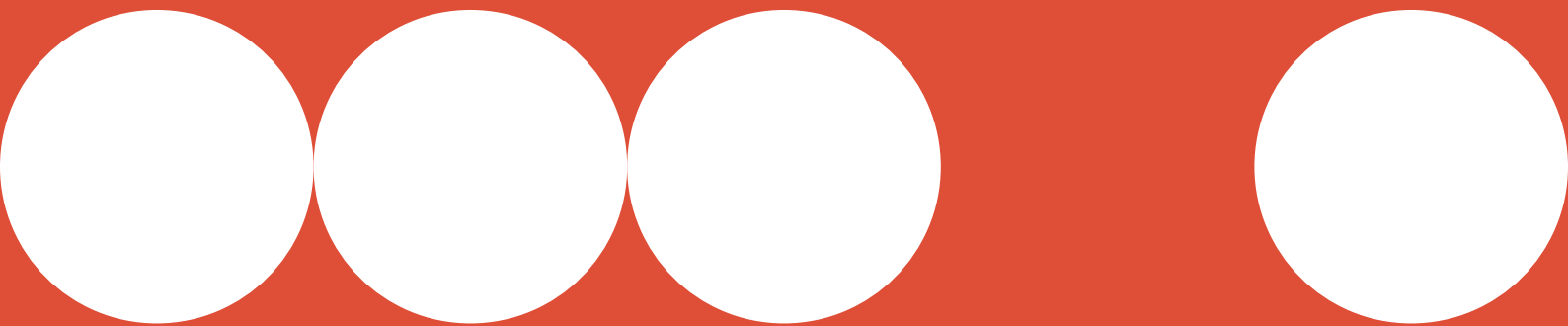
UNITED NATIONS
KOSOVO TEAM



Gender Score Card Equality Report 2018

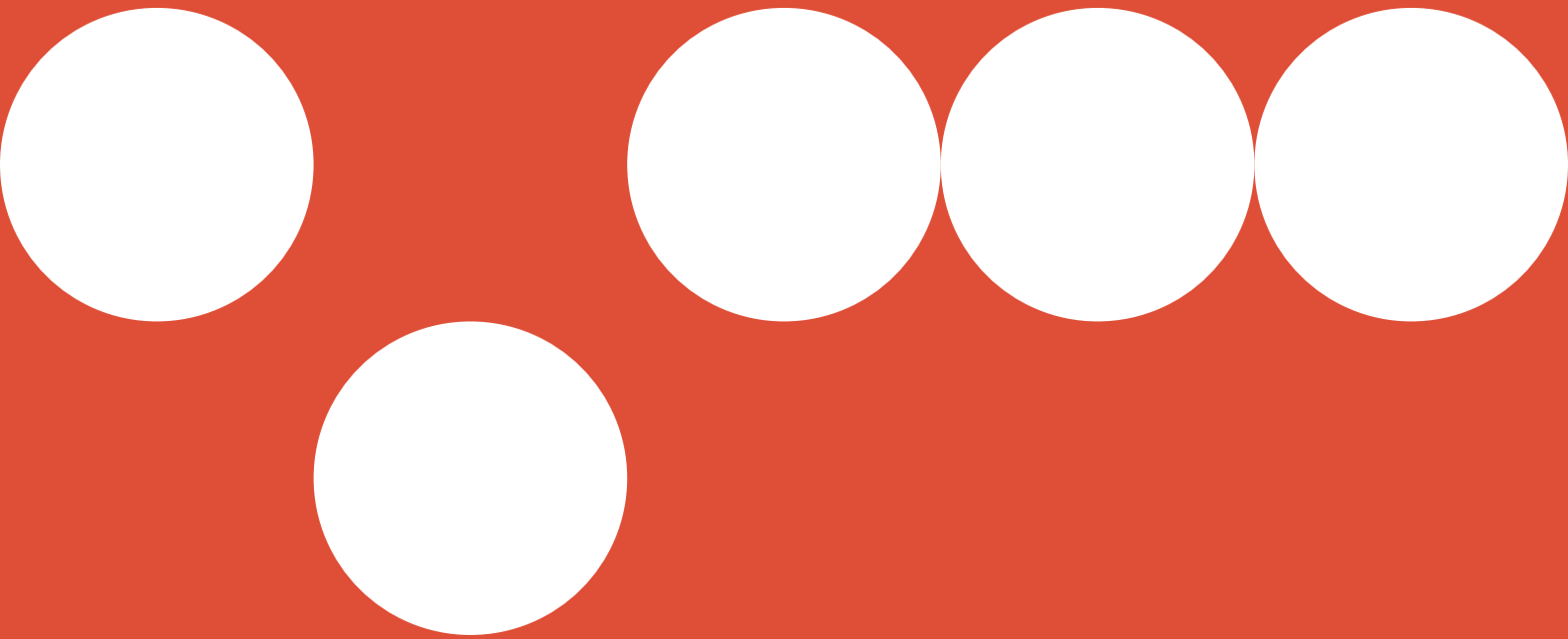


ABBREVIATIONS AND ACRONYMS



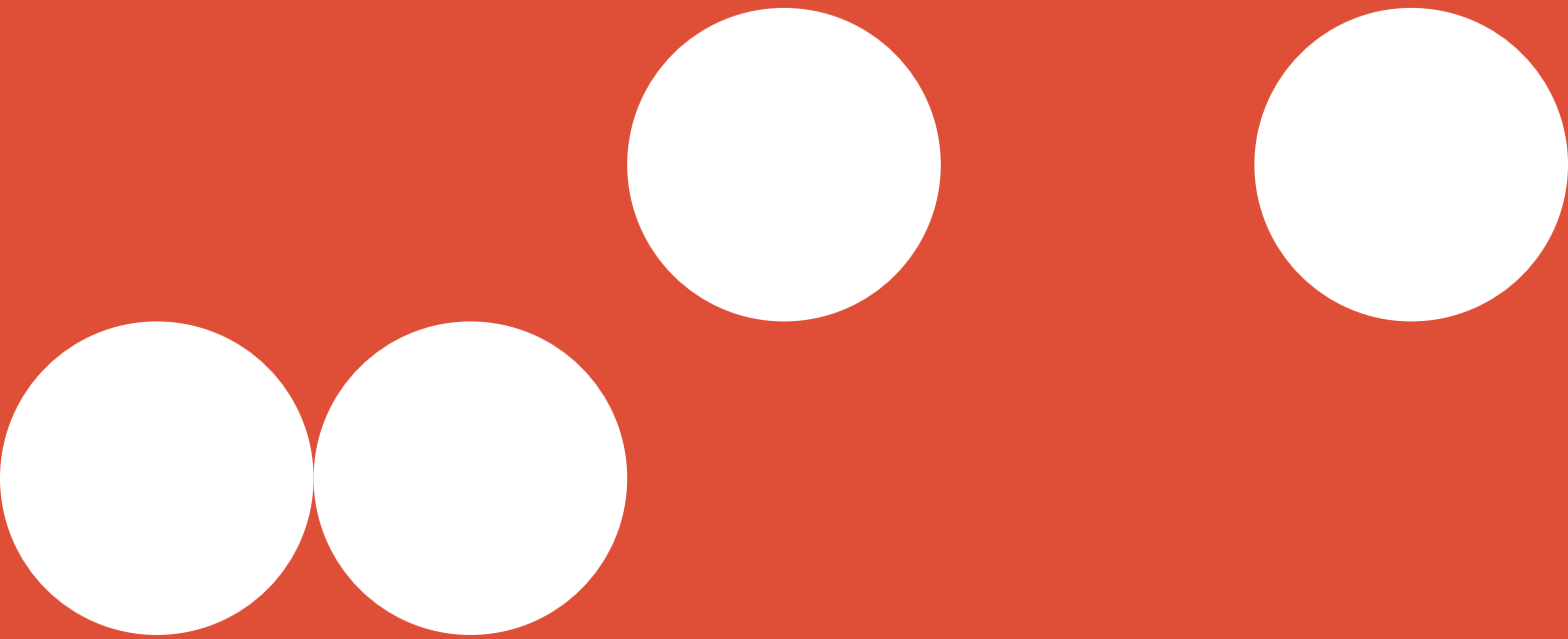
BOS	Business Operations Strategy
CCA	Common Country Analysis
CSO	Civil Society Organization
GEEW	Gender Equality Empowerment of Women
GTG	Gender Theme Group
HOA	Head of Agency
JP	Joint Programme
M&E	Monitoring and Evaluation
DC	Development Coordinator
SDG	Sustainable Development Goals
SGG	Security and Gender Group
SWAP	System Wide Action Plan
UNCT	United Nations Country Team
UNKT	United Nations Kosovo Team
UNDAF	United Nations Development Assistance Framework
UNCDP	United Nations Common Development Plan

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BACKGROUND AND APPROACH



In 2014, the United Nations Kosovo¹ Team (hereafter, UNKT) conducted the gender scorecard exercise. This coincided with the end of the previous Common Development Plan cycle 2011-2015 (CDP).

Since the previous scorecard was implemented, the UNCT - SWAP Gender Equality Scorecard methodology has been revised in tandem with the United Nations System-wide Action Plan for Gender Equality and the Empowerment of Women to ensure greater alignment with the UN-SWAP and the SDGs.²

The scorecard exercise is designed to support the UNKT to self-assess and report on their status of performance indicators drawn from inter-governmental mandates through a review of UNCT documents. The scorecard is organized around seven dimensions that address key gender equality and empowerment of women: planning; programming and monitoring and evaluation; partnerships; communications and advocacy; leadership and organizational culture; gender architecture and capacities; resources; and results (see figure 1). Each dimension includes performance indicators which UNCTs need to meet or exceed.

The scorecard methodology is participatory, with leadership and direction coming from Heads of Agency (HOA) and the Gender Theme Group (GTG). The Kosovo scorecard exercise has been led by an international gender consultant in partnership with the UNKT HOAs and GTG.

Preparatory discussions and the implementation of the gender and organizational culture survey were conducted by the UNKT and findings were shared with the consultant during the inception of the mission to Kosovo. The international consultant performed the following tasks:

- Reviewed all key documents;
- Conducted Skype and face to face interviews with key staff and partners;
- Conducted two round table discussions with HOA and GTG; and
- Analysed the data and prepared the scores and report.

This report is organized around a discussion of the findings, good practices and recommended actions for the UNKT during the next CDP cycle.

1— References to Kosovo shall be understood in the context of UN Security Council Resolution 1244 (1999)

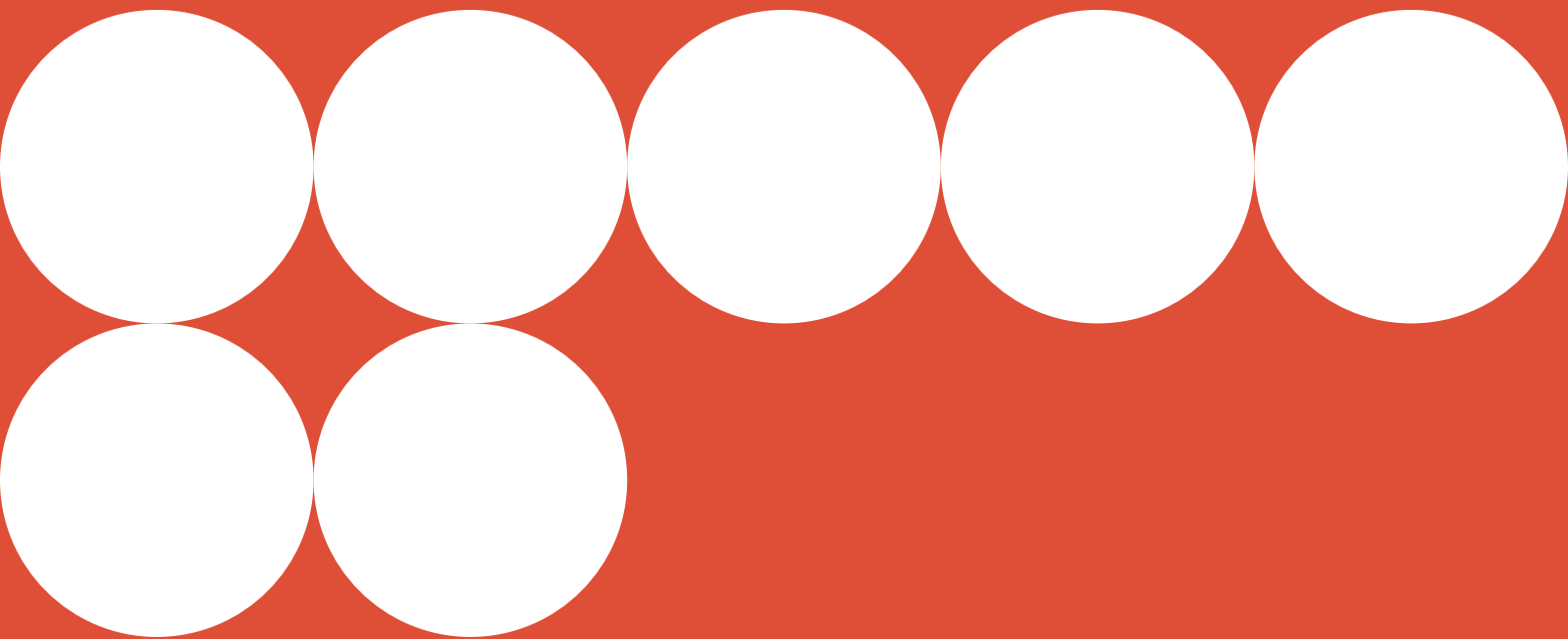
2— UNDG 2018 UNCT - SWAP Gender Equality Scorecard 2018 framework and technical guidance <https://undg.org/document/unct-swap-gender-equality-scorecard/>

UNCT-SWAP SCORECARD

Planning 1.1 Common country assessment 1.2 Undaf outcomes 1.3 Undaf indications	Programming & M&E 2.1 Joint programs contribute to reducing gender inequalities 2.2 Communication and advocacy address areas of gender equality 2.3 Undaf monitoring and evaluation measures progress against planned gender equality results	Partnerships 3.1 Unct collaborates and engages with government on gender equality and the empowerment of women 3.3 Unct collaborates and engages with women's gender equality csos	Leadership & Organizational Culture 4.1 Unct leadership is committed to championing gender equality 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women 4.3 Gender parity in staffing is achieved
Gender Architecture & Capacities 5.1 Gender coordination mechanism is empowered to influence the unct for geew 5.2 Unct has adequate capacities developed for gender mainstreaming	Financial Resources 6.1 Adequate resources for gender mainstreaming are allocated and tracked	Results 7.1 Result	

INDICATOR	Missing minimum requirements	Approaching minimum requirements	Meets minimum requirements	Exceeds minimum requirements
1. PLANNING				
1.1 CCA				●
1.2 UNDAF outcomes				●
1.3 UNDAF indicators				●
2. PROGRAMMING				
2.1 Joint Programs			●	
2.2 Communication and advocacy				●
2.3 UNDAF and M&E			●	
3. PARTNERSHIPS				
3.1 Engagement with government				●
3.2 Engagement with CSOs				●
4. LEADERSHIP AND ORGANIZATIONAL CULTURE				
4.1 Leadership				●
4.2 Organizational culture				●
4.3 Gender parity				●
5. GENDER ARCHITECTURE AND CAPACITIES				
5.1 Gender coordination mechanisms				●
5.2 Gender capacities			●	
6. FINANCIAL RESOURCES				
6.1 Resources (gender marker)	●			
7. RESULTS				
7.1 Gender results			●	

DETAILED RESULTS



**COMMON
COUNTRY ANALYSIS
INTEGRATES
GENDER ANALYSIS**

**APPROACHES MINIMUM
REQUIREMENTS**

- CCA or equivalent includes:
- a) Gender analysis across majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5;
 - b) Some sex-disaggregated and gender sensitive data.

**MEETS MINIMUM
REQUIREMENTS**

- CCA or equivalent includes:
- a) Gender analysis across all of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5;
 - b) Consistent sex-disaggregated and gender sensitive data.

**EXCEEDS MINIMUM
REQUIREMENT**

- CCA meets minimum requirements and includes:
- c) Targeted gender analysis of those furthest behind.

**Score: EXCEEDS
MINIMUM
REQUIREMENTS**

Findings and explanation:

- a) Kosovo is not required to complete a full CCA, however, the UNKT Common Development Plan (CDP) (2016-2020) does include an excellent situation and causal country analysis developed in line with the Sustainable Development Goals (SDGs), particularly SDG5. A gender analysis is included on key issues such as education, health, employment, law, literacy, disasters, violence and decision making and leadership.
- b) Sex disaggregated statistics are consistently integrated into the analysis.
- c) In addition, there is a targeted gender analysis of groups left behind such as, youth, poorest, Roma, aged, Egyptians, disabled and unemployed.

In March 2019, UNKT will begin the process for the next CDP. Based on the outstanding effort put into the current CDP process and the UNKTs support to the government National Development Strategy, it is anticipated that the 2021-2026 CDP will continue to advance GEWE.

Means of Verification: CDP (2016-2020) and supporting documents.

**GENDER EQUALITY
MAINSTREAMED IN
UNDAF OUTCOMES**
**APPROACHES MINIMUM
REQUIREMENTS**

- a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG5.

**MEETS MINIMUM
REQUIREMENTS**

- a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG5.
- or
- b) One UNDAF outcome specifically targets gender equality in line with UNDAF theory of change and SDG priorities including SDG5.

**EXCEEDS MINIMUM
REQUIREMENT**

- a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG5.
- and
- b) One UNDAF outcome specifically targets gender equality in line with UNDAF theory of change and SDG priorities including SDG5.

**Score: EXCEEDS
MINIMUM
REQUIREMENTS**

Findings and explanation:

- a) The CDP (2016-2020) includes three strategic development priority areas: 1. Governance and Rule of law – will focus on budgeting and planning, accountability and regular monitoring, to ensure a stronger normative base for good governance, a sound judiciary and effective police; 2. Social inclusion – will aim to empower women, youth and other vulnerable groups to demand and enjoy better access to, and higher quality of, services for fuller economic and social well-being; 3. Environment and health- will be treated as two interconnected areas with programs that seek to make a more immediate impact on Kosovo’s most dire living conditions. All priority areas and outcomes are aligned with SDGs including SDG 5 on gender.
- b) Gender equality is integral to outcomes under all areas. For example, the first area governance includes a focus on international standards, rights holders and socially excluded groups. All Outcomes in this area have disaggregated indicators (women/men; girls/boys) wherever relevant. The second area includes three outcomes that explicitly focus on gender equality and women’s empowerment. For example, Outcome 2. 1: Education & employment policies and programs enable greater access to decent employment opportunities for youth and women; and Outcome 2.2: Women in Kosovo increasingly enjoy their economic rights have clear linkages to SDG 5 and gender equality targets. The third area addresses both desegregated indicators wherever relevant, but also has Outcome-level focus on women’s issues, for example Outcome Indicator 3.2.3: Proportion of women aged 15-49 years with a live birth in the last 2 years who had their blood pressure measured and gave urine and blood samples during the last pregnancy that led to a live birth.

The UNKT was able to integrate gender equality considerations at the outcome and output level of the CDP (2016-2020) and consistently includes sex disaggregated data and targets for most indicators. The GTG conducts annual reviews of the CDP (2016-2020), as well as plans activities that benefit the whole UNTK and external stakeholders on gender mainstreaming and integration.

MEANS OF VERIFICATION: CDP (2016-2020)

UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

APPROACHES MINIMUM REQUIREMENTS

Between one-fifth and one-third (20-33%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5

MEETS MINIMUM REQUIREMENTS

Between one-third and one-half (33-50%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5.

EXCEEDS MINIMUM REQUIREMENT

More than one-half (50%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5.cluding SDG5.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

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

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

MEANS OF VERIFICATION: CDP (2016-2020) RESULTS FRAMEWORK.

**JOINT PROGRAMS
CONTRIBUTE TO
REDUCING GENDER
INEQUALITIES**
**APPROACHES MINIMUM
REQUIREMENTS**

- a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.
- or
- b) A joint program on promoting gender equality and the empowerment of women is operational over current UN-DAF period in line with SDG priorities including SDG5.

**MEETS MINIMUM
REQUIREMENTS**

- a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.
- and
- b) A joint program on promoting gender equality and the empowerment of women is operational over current UN-DAF period in line with SDG priorities including SDG5.

**EXCEEDS MINIMUM
REQUIREMENT**

- Meets minimum requirements and
- c) A system is in place to ensure gender mainstreaming in JPs.

**Score: MEETS
MINIMUM
REQUIREMENTS**
Findings and explanation:

- a) The UNKT has two joint programs: Healthier Kosovo 2017-2019 and the Police, Justice and Corrections Support Program 2017 – 2020. Both of these JPs relate to gender equality, however, the Healthier Kosovo joint program document does not include a gender analysis, measures for targeting women or strategies for working towards the promotion of gender equality. Despite the absence of gender in the program document, the project scores a 2 in the UNDP gender marker which guarantees that sex disaggregated data will be collected and analysed to measure the differential impact that the program will have on men and women. A new JP on youth, gender and peace building will begin in 2019. Gender equality is integral to this program and UN Women played a key role in its design.
- b) The Police, justice and corrections Support Program 2017 – 2020 integrates gender equality considerations into the problem analysis, theory of change and outcomes. Results are closely tied to SDG5. During Phase 1 the program worked closely with Ministry of Justice and the police to establish the association of women police. During Phase 2 key partners include the association of women judges and prosecutors, department for corrections and GBV shelters. The JP also worked with forensic police to develop standard operating procedures for police attending to GBV cases.
- c) Although there is no formalized screening process for GEEW coming from the UNKT, all JPs are screened by the participating agencies. Note that this was also highlighted in the 2014 gender scorecard exercise and has been followed up, making it an urgent matter. Nevertheless, in JPs involving UNDP, the LPAC (Local Project Appraisal Committee) reviews the proposals and a gender marker is assigned. This process is often conducted virtually given the fast turnaround required to submit proposals.

A higher rating would be achieved if the UNKT had in place a formal JP appraisal process which ensures that, where relevant, JPs include a gender analysis, sex disaggregated data and GEEW outcomes or outputs.

Means of Verification: Joint Program documents; interviews with Gender Focal Points

COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER EQUALITY

APPROACHES MINIMUM REQUIREMENTS

- a) UNCT has contributed collaboratively to at least one joint communications activity over the last year.

MEETS MINIMUM REQUIREMENTS

- a) UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the last year.
- and
- b) Interagency communications group annual workplan or equivalent visibly includes GEEW communication and advocacy.

EXCEEDS MINIMUM REQUIREMENT

- Meets minimum requirements
- and
- c) UNCT has contributed to communication or advocacy in at least one non-traditional thematic area during the last year.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

- a) UNKT has demonstrated concerted effort in the area of advocacy and communications towards GEEW. In particular, the UNKT has used innovative and often experimental approaches to promote GEEW messages, such as film, sporting events and dance. In 2017, UNKT in partnership with Kosovo Women's Network, Care International, the Women's Centre for Human Rights, the Assembly of Kosovo, OSCE, UNMIK, KFOR and EULEX supported the Kosovo Theatre Ballet to perform, One Day, a deeply personal story and a message of hope based on the experiences of a Kosovar survivor of domestic violence.
- b) Each year the UNKT conducts the Secretary General's 16 days of Activism Campaign to end violence against women. This year UNKT supported 115 activities (a 50% increase from 2017). Some activities included:
- Right2thecity which focused on making public spaces safer for women and girls. In Pristina, the local park was illuminated, and a trail run took place during the evening around unsafe zones in the city;
 - A regional conference in partnership with the Department of Justice;
 - A partnership with the UEFA (Football Federation of Kosovo) to raise awareness of violence against women where football players wore a red lipstick stripe on their cheeks during a game. Details of activities can be found in the report cited in the references.
 - An art exhibition Colours of our Soul highlights the plight of survivors of GBV.
- c) Advocacy activities are mentioned in the GTG Work Plan with clear linkages to the Communications Workplan. In 2018, the UNKT supported eight screenings of the film Not Your Property developed by UNMIK. This film raises awareness of property rights of women in Kosovo. UNKT is supporting Flutura (Uta) Ibrahim - female mountaineer in her endeavor to climb the 14 highest peaks in the Himalayas. Flutura is breaking stereotypes of girls and women in sport, and in following their dreams and overcoming obstacles. She is also playing a role in challenging stigma around menstruation and in raising awareness of environmental issues. UNKT is working jointly with the UN members to appoint Uta as the SDG Champion in Kosovo. Girls Belong Here launched in 2018 is an experimental initiative which assisted 10 female university graduates to shadow 10 Kosovar professional women in an effort to break stereotypes and promote the role of women in leadership and decision-making. The UNKT also conducted events during the 16 days of activism campaign raising awareness on the unique issues facing disabled women and girls.
- d) In the past years, UNKT also prepared, published and utilised stories of successful women in entrepreneurship and leadership, women in men's professions, and also promoted women's property rights, and sexual reproductive rights.

Means of Verification: Communications plan; GTG workplan; knowledge products; media coverage; interview with Communications officer; Report on the Secretary General's 16 days of Activism Campaign.

UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

APPROACHES MINIMUM REQUIREMENTS

- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
- b) UNDAF reviews and evaluations assess progress against gender specific results.

MEETS MINIMUM REQUIREMENTS

Meets 2 of the following:

- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
- b) UNDAF reviews and evaluations assess progress against gender specific results.
- c) The M&E group or equivalent received technical training on gender sensitive M&E at least once during the UNDAF cycle.

EXCEEDS MINIMUM REQUIREMENT

Meets all of the following:

- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
- b) UNDAF reviews and evaluations assess progress against gender specific results.
- c) The M&E group or equivalent received technical training on gender sensitive M&E at least once during the UNDAF cycle.

Score: MEETS MINIMUM STANDARDS

Findings and explanation:

- a) The CDP results are gathered by the lead agencies and used to populate the results matrix.
- b) A leaflet highlighting progress against results is produced each year along with more comprehensive reporting. At present there is no plan to conduct a mid-term review.
- c) The M&E Group receives advice annually from a M&E consultant, however this cannot be deemed technical training. Some members of the M&E group receive training and support from their home agency at regional / headquarters level. Training on results-based management and gender equality was funded by UN Women and provided to UN GTG members, many of whom are also part of the M&E group.

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

Means of Verification: CDP reviews (annual); results matrix monitoring data; interview with M&E consultant.

UNCT COLLABORATES AND ENGAGES WITH WOMEN'S GENDER EQUALITY CSOs

APPROACHES MINIMUM REQUIREMENTS

- a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle

MEETS MINIMUM REQUIREMENTS

Meets 2 of the following:

- a) The UNCT has collaborated with at least two government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.
- b) The national women's machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation and 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.

EXCEEDS MINIMUM REQUIREMENT

Meets all of the following:

- a) The UNCT has collaborated with at least two government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.
- b) The national women's machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation and 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.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

- a) In the current CDP the UNKT partners closely with the Ministry of Justice on outcome Outcome 1.1: Rule of law system and institutions are accessible to all and perform in a more efficient and effective way to ensure stronger the Legal Aid Offices and streamlining case-management of survivors of GBV. The UNKT works closely with National Coordinator against Domestic Violence (Deputy Minister for Justice). The Deputy Minister for Justice describes UNKT partners as technically strong and trusted partners who can support the implementation of the national plan. Most recently, the UNKT supported the Ministry of Justice to host a regional conference on domestic violence with over 300 participants as part of the 16 days of activism in 2018. The Deputy Minister also relies on the Security and Gender Group (SGG) as a forum to collaborate with the UNKT, CSOs, government agencies and the international community working on domestic violence and gender based violence

The UNKT has also worked closely with local planning municipalities and mayors on spatial mapping and identifying spaces which are unsafe for women and girls.

- b) The National Agency on Gender Equality participates in forums and discussions on CDP, SDGs and donor coordination meetings. The UNKT partnered with the UNKT by way of the SGG to produce the first National Action Plan UN Security Council resolution (UNSCR) 1325 on Women, Peace and Security. It should be noted here that the National Agency on Gender Equality perceives this product as a UN Women effort and not a owned by the UNKT. The National Agency for gender equality is preparing its National Program for Gender Equality (2019-2023). The National Program for Gender Equality includes three pillars: human development; livelihood, media and sport; and justice. The UNKT is part of the working group under the justice pillar. In addition, UNKT also collaborated with the National Agency for Gender Equality during the 16 days of action campaign and regional conference and provided support to the drafting of the National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan 2016-2020.

-
- c) Ministry of Justice through the SGG, supported by the UNKT was able to provide comments which lead to the change of the criminal code recognizing the support for survivors of violence during the war. The UNKT has supported government to review and integrate gender equality considerations and SDGs into national strategies, including the National Development strategy 2016-2021, in which UNKT aligned SDG indicator to the strategy. This alignment showed existing gap in terms of missing of “soft” social Indicators which are planned to be included in the mid-term revision of the NDS in 2019. The UNKT is also working on developing monitoring tools for the national domestic violence strategy and supporting the National Agency on Gender Equality to access MICs database from UNICEF to obtain data needed on gender equality indicators.

The National Program for Gender Equality provides an opportunity for the UNKT to align the gender outcomes in the subsequent CDP closer with those of government. The National Agency on Gender Equality mentioned a lack of support from the UNKT in terms of programming and budget support. This points to a need for more advocacy to be done with the National Agency on Gender Equality to clarify the role of the UNKT as an advocate and coordinating body for UN agencies and donors on policy issues. It also reinforces the need (also raised in the 2014 UNKT Gender Scorecard assessment) for the UNKT to work with the National Agency for Gender Equality to clearly define their role in contributing to planning, monitoring and evaluation processes. One way to achieve this may be to identify a role for the National Agency on Gender Equality to participate in the gender theme group meetings related to the implementation of CDP gender outcomes.

Means of Verification: Documentation materials of CDP process including analysis contributors, M&E reviews, JP project document; advocacy materials that include contributors’ names and/or evidence from planning meetings such as minutes; interviews with National Agency on Gender Equality and Ministry of Justice; gender knowledge products.

UNCT COLLABORATES AND ENGAGES WITH WOMEN'S GENDER EQUALITY CSOs

APPROACHES MINIMUM REQUIREMENTS

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.

MEETS MINIMUM REQUIREMENTS

Meets 2 of the following:

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that fosters gender equality within the current UNDAF cycle.
- b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- 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.

EXCEEDS MINIMUM REQUIREMENT

Meets all of the following:

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that fosters gender equality within the current UNDAF cycle.
- b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- 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.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

- a) The UNKT, particularly through the SGG works closely with CSOs on providing input to laws and policies and the Secretary General's 16 days of activism against violence against women campaign.
- b) A total of nine consultations were conducted during the development of UNKT CDP (2016-2019) many women's CSOs participated in these consultations. CSOs were also consulted during the development of JPs.
- c) The UNCT has convened consultations with the CSOs on SDGs since Post 2015 consultation process. More than 12000 participants from around Kosovo, (80% youth, 52% women/48% men) gave their opinions through focus groups, part of lectures in universities, and round tables.¹ Also, UNKT worked with CSOs to set up coordination of shelters and services on domestic violence around Kosovo. Women's groups and associations have been supported to develop action plans and partnerships with police and communities. One unexpected outcome of the partnership was fostering inter-ethnic dialogue in some areas to the north.

There is a call from the Kosovo Women's Network to play a more consistent and meaningful role in the planning and organization of events, and the implementation and monitoring of activities. This should be held in mind during the next CDP cycle where it should be possible for CSOs (particularly peak bodies) can be systematically involved in the development of the plan and carve out a role for themselves throughout the CDP cycle. In the gender theme group meetings related to the implementation of CDP gender outcomes.

Means of Verification: Documentation materials of CDP processes including analysis contributors, participants at planning retreat; interviews with CSOs.

1— <http://unkt.org/2013/05/31/kosovo-post-2015-debate/>

UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY**APPROACHES MINIMUM REQUIREMENTS**

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

MEETS MINIMUM REQUIREMENTS

Meets three of the following:

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

EXCEEDS MINIMUM REQUIREMENT

Meets all of the following:

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

Score: MEETS MINIMUM REQUIREMENTS

Findings and explanation:

- a) A review of the HOA meeting minutes for the past 12 months reveals that gender equality was a topic of discussion in more than half of all meetings (5/8).
- b) The RC is perceived by UN agencies, government and CSOs as being a strong gender advocate placing gender equality front and center of presentations and speeches. The RC has been particularly visible advocating to end violence against women.
- c) Results of the staff survey on organizational culture and gender equality demonstrate that 88.23% of personnel see the HOAs as committed to gender equality in the workplace.
- d) ARC report states positive gender results including: the RC Supported the UNKT teams to develop at least two new concepts on GBV and Women's empowerment, to prepare the GTG plan and the Gender Scorecard implemented, lead and participated in advocacy initiatives: 16 days, 8 march, media brunches, and ensured technical expertise and participation of the relevant team members for reporting on SDG 5 and SDG 16 capturing government efforts to integrate priorities of the vulnerable groups into government actions.

Means of Verification: Means of Verification: UNCT HOA meeting minutes for past 12 months; ARC; RC speeches or communications that champion GE, results from organizational culture and gender equality survey.

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

APPROACHES MINIMUM REQUIREMENTS

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64%.

MEETS MINIMUM REQUIREMENTS

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80%.

EXCEEDS MINIMUM REQUIREMENT

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of more than 80%.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

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

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

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

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

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

Means of Verification: survey results

**GENDER PARITY
IN STAFFING IS
ACHIEVED**
**APPROACHES MINIMUM
REQUIREMENTS**

Meets 2 of the following:

- 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.

**MEETS MINIMUM
REQUIREMENTS**

Approaches minimum requirements

And

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

**EXCEEDS MINIMUM
REQUIREMENT**

Meets minimum requirements

And

- c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operations Area to foster gender equality and women's empowerment.
-

**Score: MEETS
MINIMUM
REQUIREMENTS**

Findings and explanation:

- a) UNKT has access to statistics and information from all agencies and maintains an analysis of these.
- b) UNKT is comprised of 49 percent women / 51 percent men. Women make up 50 percent of staff P4 or above.
- c) The Business Operations Strategy for UNKT is currently in draft form. UN GTG staff are familiar with the gender specific requirements of the BOS and are working towards mainstreaming gender considerations into the final draft.

Means of Verification: consolidated sex-disaggregated staffing data; human resource plan; Business Operations Strategy.

GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW
APPROACHES MINIMUM REQUIREMENTS

Meets 2 of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

MEETS MINIMUM REQUIREMENTS

Meets 3 of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

EXCEEDS MINIMUM REQUIREMENT

Meets all of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

Score: EXCEEDS MINIMUM REQUIREMENTS

Findings and explanation:

a) The Gender Theme Group (GTG) was established in 2016 to strengthen the performance of the UNKT on gender equality. It is one of three Functional Support Groups to assist in meeting results outlined in the CDP. The group was chaired by the Head of UNWOMEN, co-chaired by the Head of the UNDC team. Due to recent change in leadership, both leads moved on, the UN Women Finance and Operations officer who is the Acting in Charge. In parallel to the UN GTG, UN Women also chairs the Security Gender Group (SGG). The SGG members include UN agencies, government offices (National Agency on Gender Equality, police, Ministry of Justice), media, CSOs, donors and other international and national organizations. This groups meets every two months, and more frequently as required. The SGG has earned a reputation as an action-oriented coordination group. The SGG has provided collaborative comments on policies and laws, mobilized around plans for campaigns and advocacy and instigated new programs and activities on GEEW. Donors, government ministries, CSOs and international organizations and embassies also utilize the SGG as a forum to share opportunities, such as funding and conferences, and to track emerging issues on GEEW.

b) The TOR of the GTG highlights the roles as: providing policy advice, coordination on programming issues within the UN CDP, and technical support as required. In addition, promoting dialogue and collaboration with key stakeholders, such as national and international partners, CSOs, and the private sector. GTG are required to prepare an Annual Report; results from this Report will be included into the UNKT Annual Report. The GTG workplan includes links to joint programs, CDP, partnerships with civil society and government and communications strategies. The plan is clearly focused and achievable.

c) The group comprises 22 members half of which are HOA or senior officers.* The group also include representatives from the Development Coordinator's Office and the Monitoring and Evaluation functional support group. Members represent the following agencies: OHCHR, UNDP, UNICEF, UNFPA, UN Habitat; UNHCR; UNOPS; IOM; WHO, UNV, UN Women, UNDCO, UNMIK. The group is supposed to meet quarterly, however, in 2018 it only met twice since the GTG plans were integrated into the SGG activities for increased impact.

d) The UN GTG has played a key role working on GEEW in Kosovo, particularly through their participation in the SGG. Some achievements of the group include:

- development of the CDP;
- Integration of gender equality indicators and results into the CDP;
- development of Police, justice and corrections Support Program 2017 – 2020 joint program outcomes on gender;
- 16 days of activism efforts 2017 and 2018;
- Training for GTG members on results-based management, UN SWAP gender scorecard and at least two sessions on gender and planning

*Note that the rank of P4 has not been used for this indicator as UNKT does not have many international staff. Instead the measure of senior staff has been used.

Means of Verification: survey results

UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

APPROACHES MINIMUM REQUIREMENTS

Approaches minimum requirements:

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

MEETS MINIMUM REQUIREMENTS

Meets 2 of the following:

- a) At least one substantive inter-agency gender 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 UNDAF cycle and targets are on track.
- c) UNCT induction materials include GEEW commitments and related development challenges of the country.

EXCEEDS MINIMUM REQUIREMENT

Meets the following:

- a) At least one substantive inter-agency gender 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 UNDAF cycle and targets are on track.
- c) UNCT induction materials include GEEW commitments and related development challenges of the country.

Score: MEETS MINIMUM REQUIREMENTS

Findings and explanation:

- a) The GTG has conducted several capacity building initiatives including, training on Results Based Management and gender indicators and two knowledge transfer workshops on gender programming, however, these events were for the UN GTG audience and not offered to all UNKT staff. The UNKT has also developed several analytical gender reports which have been shared and discussed within agencies and other Functional Support Groups, particularly the SDG group. In addition, a wealth of communication and advocacy initiatives on gender issues, which seek to educate and raise awareness on GEEW are ongoing and have reached all members of the UNKT, and beyond.
- b) Despite these efforts, there has not been a capacity development assessment on gender equality or a capacity development plan conducted during the current CDP cycle. Note that the 2014 gender scorecard exercise also flagged the absence of a UNKT capacity assessment in the last CDP cycle which suggests that this should be conducted urgently. A capacity assessment can be conducted efficiently via an online survey and would make it possible to capture gender related capacity building initiatives that are ongoing in different agencies, for example, mandatory online gender training and demand for additional targeted capacity development. Based on the results of the capacity development assessment, a plan can be developed.
- c) The UNKT provides new staff an induction package which includes materials on GEEW.

Given the wealth of online training materials available in individual agencies, UNKT can explore the possibility of extending agency specific online training resources to all UNKT members via an online platform. In addition, a better score could be achieved in this area if the UNKT incorporated gender capacity building sessions during events such as retreats or all staff meetings.

Means of Verification: interviews with GTG and HOAs; induction package materials

ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

APPROACHES MINIMUM REQUIREMENTS

- a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.

MEETS MINIMUM REQUIREMENTS

Approaches minimum requirements

And

- b) The UNCT has established and met a financial target for program allocation for gender equality and the empowerment of women.

EXCEEDS MINIMUM REQUIREMENT

Meets minimum requirement

And

- c) The UNCT has established and exceeded a financial target for program allocation for GEEW.

Score: MISSING MINIMUM REQUIREMENTS

Findings and explanation:

a) Although the gender marker has been used by UNDP in joint programs, it has not been introduced to the UNKT as a whole. Many agencies are unfamiliar with it, and other agencies lack guidelines on how to use it. There is a definite willingness to know more about the gender marker and to apply it to the Kosovo context.

b) There has not been any concerted effort to set financial targets for gender equality. It is possible to identify a spending based on the gender related outcomes in the current CDP, however, this is more difficult for those outcomes which mainstream gender considerations (or include the collection and analysis of sex disaggregated data) as opposed to directing change in the area of GEEW.

Means of Verification: M&E framework, interviews with M&E consultant, GTG and HOAs.

RESULTS

APPROACHES MINIMUM REQUIREMENTS

- a) The UNCT has achieved or is on track to achieve some GEEW results as planned in the UNDAF outcomes in line with SDG priorities and SDG5.

MEETS MINIMUM REQUIREMENTS

- a) The UNCT has achieved or is on track to achieve all GEEW results as planned in the UNDAF outcomes in line with SDG priorities and SDG5.

EXCEEDS MINIMUM REQUIREMENT

- meets minimum requirements
- And
- b) At least one outcome level UNDAF result has contributed to transformative change in relation to GEEW.

**Score: MISSING
MINIMUM
STANDARDS**

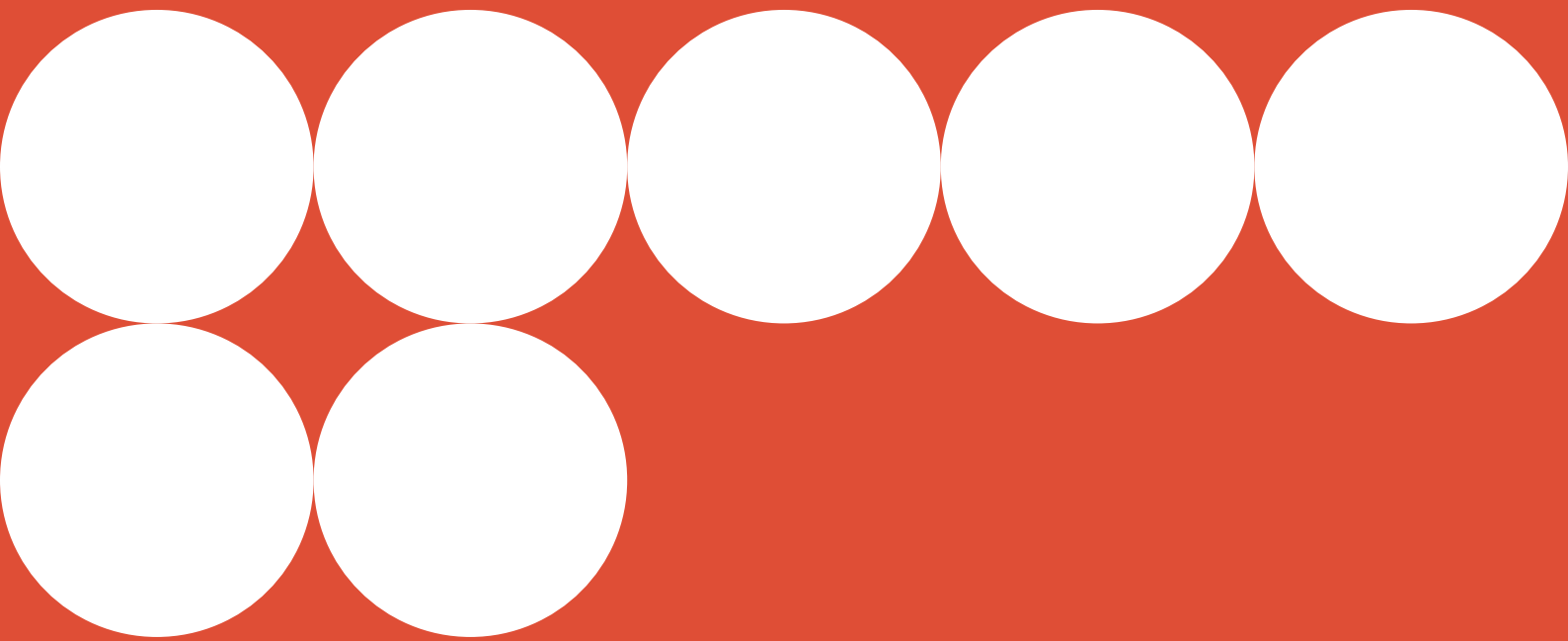
Findings and explanation:

a) According to the 2017 results, UNKT is on track to achieve some gender equality outcomes. In particular, under priority area 1, the CDP has contributed to achieving SDG 5.2 end violence against women and girls through the provision of economic and psychosocial assistance for women and the identification and treatment of 9 new cases of GBV. Under priority area 2, social inclusion, the UNKT has been unable to secure funding for outcomes related to women's economic empowerment in the CDP. However, it is hoped that before the end of the current CDP cycle the UNKT will be able to report results in this area. In priority area 3, environment and health, the UNKT has been working towards SDG 5.6 on universal access to reproductive health and rights and SDG 3.7 on universal access to sexual and reproductive care, family planning and education. In particular, UNKT has provided cervical screening for 1322 women and conducted 11000 home visits to mothers and children.

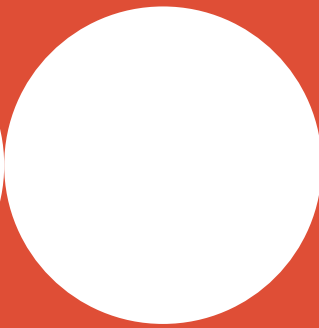
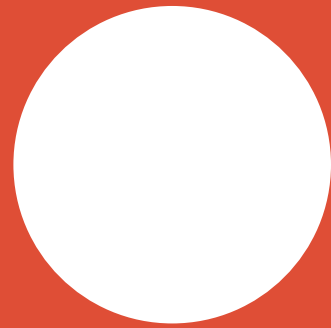
b) Transformative change is understood as the elimination of legal, social and economic barriers to GEEW. A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met. In this context, the UNKT is working towards transformative change through its work on domestic violence with the Ministry of Justice. According to the Deputy Minister perceptions of domestic violence have changed along with the law and conduct of police, courts and protection services. The UNKT has also been instrumental in the recognition of the rights of victims of violence perpetrated during war and continues to work with the Ministry of Justice to provide compensation to victims. It is also anticipated that forthcoming initiatives such as the peace building fund and activities related to the spatial mapping will further contribute to GEEW in the country.

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

Means of Verification: CDP annual reviews, SDG monitoring, interviews



GOOD PRACTICES



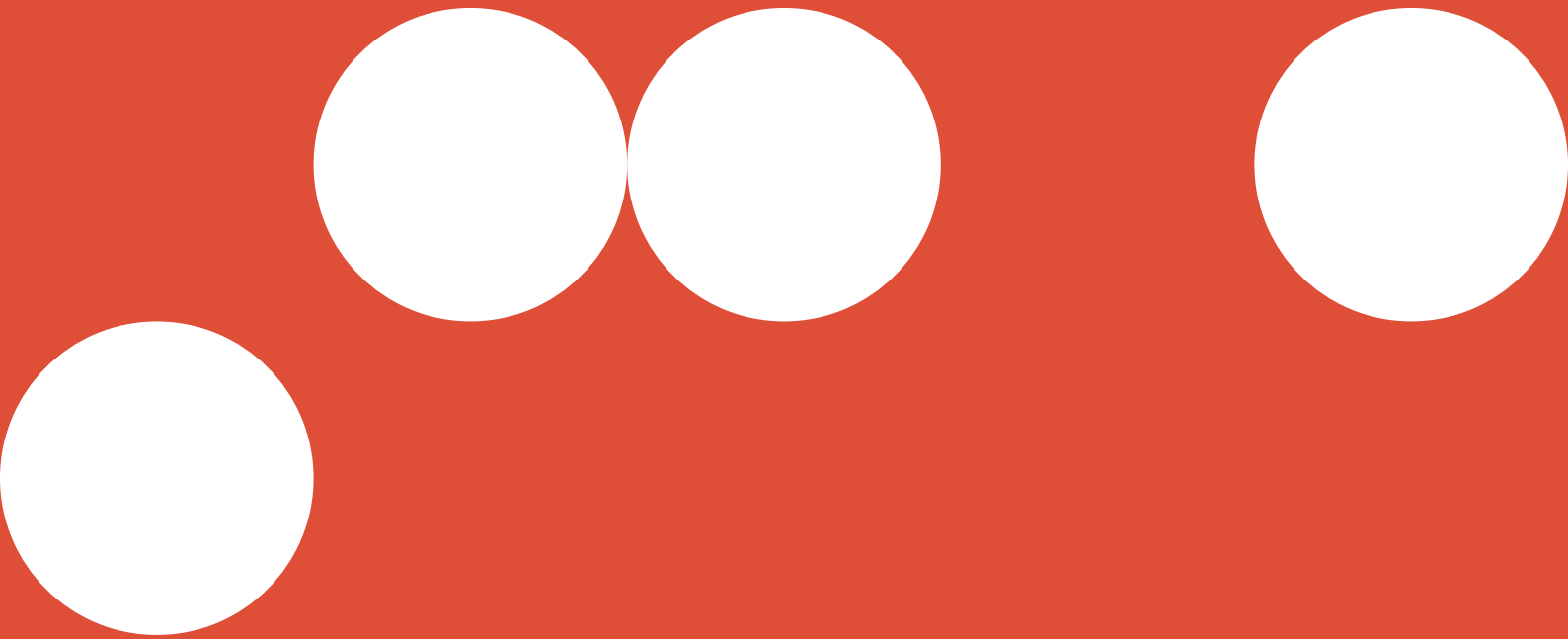
The SGG is also used by the UNKT communications and advocacy group to ensure coordinated campaigns and events, such as the 16 days of activism to stop violence against women.

The standout practice of the UNKT is the Security Gender Group (SGG). This group chaired by UN Women, attracts members from government, civil society and the international community. The group meets every two months but is able to convene around key issues such as a high-profile violence against women case, changes to laws that may impact GEEW or an event, such as the 16 days of activism to stop violence against women. In practice, the SGG seamlessly facilitates local organizations working alongside high level representatives from embassies and UN agencies. The SGG has also become a conduit used by government and donors to share priorities and opportunities.

The SGG is also used by the UNKT communications and advocacy group to ensure coordinated campaigns and events, such as the 16 days of activism to stop violence against women. The UNKTs communication and advocacy efforts are highly visible in the media (and on social media) and around Kosovo. The recent 16 days of activism to stop violence against women demonstrated the strength of the UNKT working together alongside of government, international and civil society partners. Some UNKT program activities, such as spatial planning has been showcased as part of the 16 days campaign demonstrating a clear link between the UN GTG working together with the communications team. The capacity of the communications team to constantly identify and support innovative activities is commendable, especially in an environment where news becomes old very fast.

Other strong results achieved in this scorecard are in part due to the SGG coordinating mechanism. For example, the SGG makes it possible for the UNKT to for strong partnerships with government and CSO partners during consultations around the CDP, CCA, activity implementation and monitoring. At the same time, joint programs and CDP outcomes have also been identified and developed through the SGG network. The SGG is also attended by the Development Coordinator and a number of HOAs demonstrating strong leadership on gender equality, within the UNKT but also to the broader GEEW network.

AREAS FOR IMPROVEMENT



The gender marker has generated a lot of discussion among the UNKT. The marker is already being used by UNDP, UN Habitat and UNICEF.

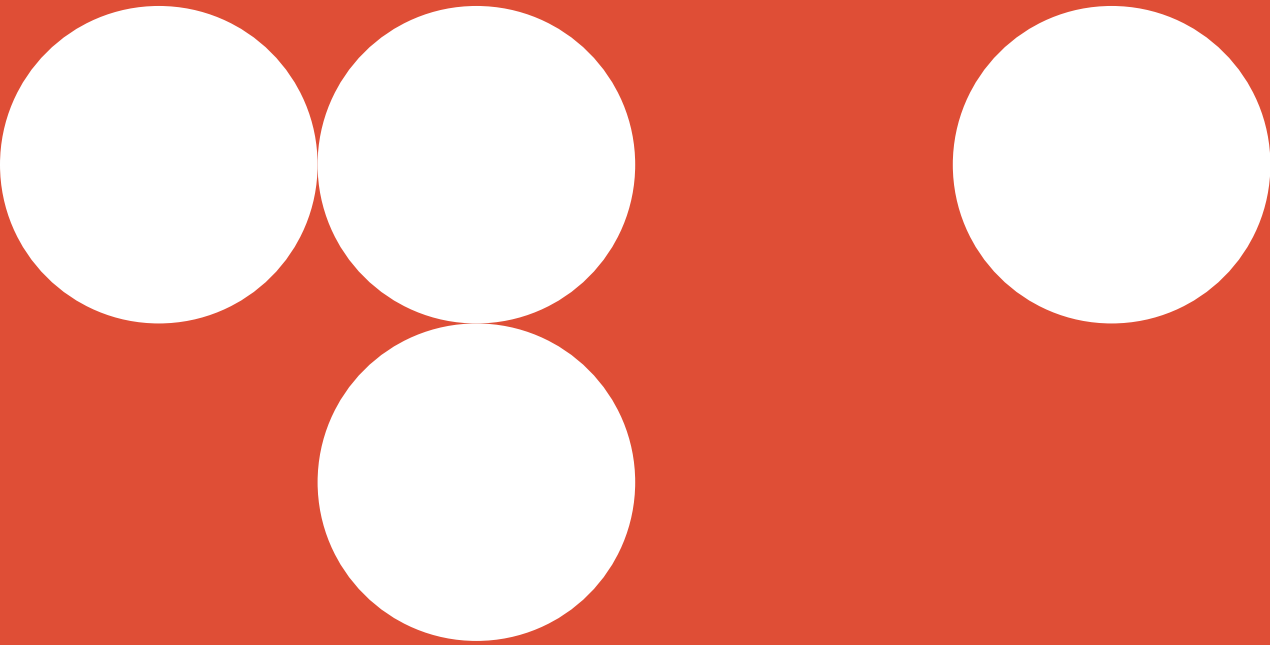
During the 2014 gender scorecard exercise identified several recommendations which have not been addressed by the UNKT and remain relevant today. In particular, improvements can be made in the area of joint programs, capacity development and resources.

Four years on this has not occurred and although the two current joint programs do include gender equality considerations to varying degrees, one of the program documents fails to include a gender analysis, sex disaggregated data and gender results or targets at outcomes / output levels. To ensure that all JP documents and programs integrated gender equality considerations, a simple (online) screening process, located with the Development Coordinator should be developed.

At present it is difficult to determine the UNKT gender capacity due to the absence of a capacity assessment and capacity development plan. It appears that the gender capacities are concentrated in the UN GTG. While there is a degree of overlap in membership of the three functional support groups, and some UN GTG members may be made in 2019, and beyond, to work with all UNKT staff on assessing gender capacity. Once the capacity of the UNKT is determined, targeted capacity development can be provided where necessary.

The gender marker has generated a lot of discussion among the UNKT. The marker is already being used by UNDP, UN Habitat and UNICEF. Other agencies are interested in learning more and applying it during the next CDP. Although reference materials are available and colleagues from individual agencies can provide training on how to use the gender marker, piloting it in the next CDP will require careful planning and monitoring. UNDP currently have the capacity to change markers – increase scores once projects commences and results filter in. This approach will be very useful to the UNKT and should be considered.

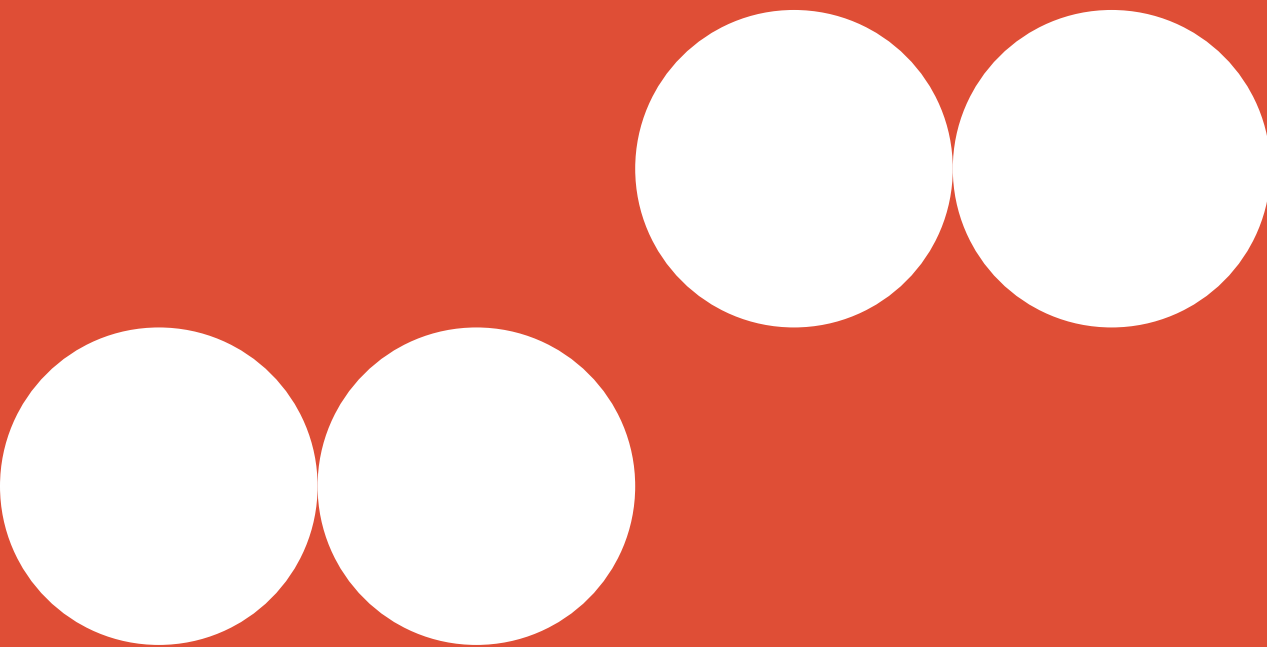
ACTION PLAN



ACTION REQUIRED	Responsibility	Required resources	Timeline	Link to scorecard
1. Formalize an internal JP screening process which incorporates GEEW considerations.	Office of Dev. Coordinator UN GTG	Staff time	1st half 2019	Programming and M&E
2. Conduct training on results-based management and gender M&E for the UNKT (or M&E Group).	Office of Dev. Coordinator / UN Women	Funds / venue	2nd half 2019	
3. Identify and agree on a role for government partners on gender and CSOs in the CDP development process and program cycle.	Office of Dev. Coordinator / HOAs	To be determined	1st half 2019	Planning / Partnerships
4. Integrate gender equality considerations into Business Operations Strategy.	UN GTG / HOAs	Staff time	Early 2019	Leadership and organizational culture
5. Repeat organizational culture survey once during next CDP cycle.	HOAs	Staff time	2020	
6. Include updates from the UN GTG (and SGG) as part of all HOA meeting agendas.	Office of Dev. Coordinator	Staff time	Monthly	
7. Conduct and update a mapping of UNKT (and UN agency) work on GEEW.	UN GTG	Consultancy fees*	1st half 2019	Gender architecture and capacities
8. Conduct a gender capacity assessment and capacity development plan for all UNKT.	UN GTG	Consultancy fees*		
9. Incorporate and conduct at least one gender capacity development initiative for all UNKT into the UN GTG workplan for 2019 (topic to be determined by the capacity assessment results).	UN GTG	To be determined	Early 2019	
10. Review and update GEEW analysis and commitments in the staff induction materials once during the CDP cycle.	Office of Dev. Coordinator	Printing / publication costs	2020	
11. Conduct training on gender marker for UNKT during the CDP planning and development phase.	Office of Dev. Coordinator/ UN Women lead	Consultancy fees*	1st half 2019	Resources
12. CDP to track and report on a financial target for GEEW in next CDP.	Office of Dev. Coordinator	Staff time	1st half 2020 annually	
13. Fundraising for program budget on outcomes related to women's economic empowerment in current CDP.	Office of Dev. Coordinator and UN Women	Staff time	Throughout 2019	Results

*If determined that these activities cannot be conducted in-house by UNKT staff, they could be implemented by a consultant (approx. 12 day consultancy).

ANNEX 1. INTERVIEW GUIDE



SCORECARD INDICATOR/S	Title and position of interviewee	Question/s?
PLANNING		
1.1 CCA integrates gender analysis	HOAs GTG	<ol style="list-style-type: none"> 1. Was a gender analysis conducted as part of the CCA? 2. What sectors include a gender analysis? 3. Is all data sex disaggregated? Was data also disaggregated in other ways? 4. Does the CCA include a gender analysis of more vulnerable groups (most left behind)?
1.2 Gender equality mainstreamed in the CDP outcomes.	HOAs GTG M&E	<ol style="list-style-type: none"> 1. How visible is gender in the CDP? 2. Which indicators include gender equality and empowerment of women? 3. Does the theory of change reference the SDG priorities (SDG5) related to gender?
1.3 CDP indicators measure changes on gender equality.	M&E GTG	<ol style="list-style-type: none"> 1. How many indicators refer to gender equality? 2. Are the indicators aligned with SDG targets? Target 5?
PROGRAMMING AND M&E		
2.1 Joint programs contribute to reducing gender inequalities.	GTG Joint program screening group	<ol style="list-style-type: none"> 1. How many joint programs mainstreaming gender equality considerations? 2. Do you have any joint programs that specifically tackle gender issues? 3. Do you have a process for screening joint programs to ensure they integrate gender?
2.2 Communications and advocacy address gender equality	Communications GTG	<ol style="list-style-type: none"> 1. What were the joint communications activities on gender in the last year? 2. Have you conducted an advocacy campaign on gender equality? 3. Does the communications plan include gender equality considerations? 4. Have you been able to work on a non-traditional thematic area related to gender or communications in the last year?
2.3 CDP M&E measures progress against gender equality results	M&E	<ol style="list-style-type: none"> 1. Does CDP reporting include an analysis of gender results? 2. Has the m&e team received gender technical training in the last year? 3. Did this training include specific information on the development and monitoring of gender sensitive indicators?

PARTNERSHIPS

3.1 UNKT collaborates with government on gender equality	Government partners National machinery for women GTG	<ol style="list-style-type: none"> 1. Who are the main government partners? 2. What initiatives have you collaborated on in the last year? 3. Do government partners and national machinery participate in CDP consultations? Country analysis consultations? Implementation? M&E?
3.2 UNKT collaborates with CSOs working on gender.	CSOs GTG	<ol style="list-style-type: none"> 1. Who are the main CSO partners? 2. What initiatives have you collaborated on in the last year? 3. Do CSO partners and national machinery participate in CDP consultations? Country analysis consultations? Implementation? M&E?

LEADERSHIP AND ORGANIZATIONAL CULTURE

4.1 UNKT leadership is committed to championing gender	HOAs GTG Communications CSOs Government partners	<ol style="list-style-type: none"> 1. What events has the HOA championed gender in last 12 months? 2. Are the RC and HOAs perceived as gender champions? Why?
4.2 Organizational culture supports promotion of gender equality and the empowerment of women.	GTG HOA	<ol style="list-style-type: none"> 3. Follow up on survey results
4.3 Gender parity in staff is achieved	HOA	<ol style="list-style-type: none"> 1. What obstacles do you face in achieving gender parity? 2. Does the Business operations Strategy include gender equality targets / actions?

GENDER ARCHITECTURE AND CAPACITIES

5.1 Gender coordination mechanism is empowered to influence UNKT	GTG HOA	<ol style="list-style-type: none"> 1. Does the GTG have a TOR and workplan? 2. Who leads the group? 3. What are the greatest challenges faced by the group? 4. What contribution has the GTG made to the CDP? Joint programs? Country analysis?
5.2 UNKT has adequate capacities for gender mainstreaming	GTG HOA	<ol style="list-style-type: none"> 1. Has the UNKT been trained on the gender marker? 2. Has the UNKT established a financial target for gender equality in programming? What this target achieved? Exceeded?

RESOURCES

6.1 Adequate resources for gender are allocated and tracked	HOA GTG	<ol style="list-style-type: none">1. Has the UNKT been trained on the gender marker?2. Has the UNKT established a financial target for gender equality in programming? What this target achieved? Exceeded?
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RESULTS

7.1 Programs make a significant contribution to gender equality in Kosovo	HOA GTG Government partners National machinery CSOs	<ol style="list-style-type: none">1. What contribution has the UNKT made on gender issues in the country?2. What outcomes of the CDP contribute to transformative change in Kosovo?3. What results in the CDP are likely to be met?
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ANNEX 2. LIST OF PARTICIPANTS



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1. Ulrika Richardson, UN Development Coordinator
 2. UN Heads of Agency (for all resident UN agencies)
 3. Vlora Nushi, Head of UN Women
 4. Nora Sahatciu, UN Coordination Specialist, Office of the UN Development Coordinator
 5. Yllka Pllana, Assistant Development Coordination Officer, Data/Knowledge Management, Results Reporting and Monitoring, Office of the UN Development Coordinator
 6. Shpend Qamili, Outreach and Advocacy Officer, Office of the UN Development Coordinator
 7. Brikena Hinterberger, UNDP Gender Focal Point
 8. Levent Koro, M&E expert, UNKT consultant
 9. Linda Sanaja, Technical Project Analyst, UN Women
 10. Edi Gusia, National Agency on Gender Equality
 11. Naim Qelaj, Deputy Minister of Justice/National Coordinator Against Domestic Violence
 12. Ariana Qosaj Mustafa, Kosovo Women's Network

UN GTG representatives

UN Habitat
UNHCR
UNICEF
UNDP
UN Women
Office of the UN Development Coordinator

ANNEX 3. WORKPLAN



ACTIVITY	Due date
Develop workplan and interview guide	20 November 2018
Desk review of key documents	20 November 2018
Conduct Skype interviews	10 – 19 December 2018
Mission to Pristina	10 December – 15 December 2018
Discussion on draft report	13 December 2018
Debrief and discussion of scorecard	14 December 2018
Final document submitted	20 December 2018

ANNEX 4. DOCUMENTS REVIEWED AS PART OF THE UN SWAP



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1. CDP results group Workplans and budgets
 2. CDP gender analysis background document
 3. UNKT HOA meeting agendas for last 12 months
 4. UNKT meeting reports last 12 months
 5. Joint program documents
 6. Background evidence of joint planning or funding (e.g. evidence of joint funding commitments in meeting minutes or accounting files)
 7. Agenda for any gender training that has occurred in last 12 months.
 8. Consolidated sex disaggregated staff data for all agencies
 9. Gender theme group TOR and GAP
 10. List of Gender theme group (GTG) members (sex disaggregated)
 11. Minutes of GTG meetings over last 12 months
 12. UNCT Annual workplan gender section
 13. Partnership for Sustainable Development (2016-2020)
 14. Common development Plan and M&E plan 2016-2020
 15. Common development Plan
 16. Common development Plan Annual reports / reviews
 17. SDGs for Kosovo
 18. SDG report/s including consultation reports
 19. RC speeches that champion gender equality for last 12 months
 20. Results from gender and organizational culture survey
 21. CDP working groups meeting minutes that are relevant to gender equality
 22. Induction package materials for new staff on gender equality
 23. Draft Business Operations Strategy
 24. Gender Equality Law
 25. 2017 Report on 16 Days of Activism to end Gender Based Violence in Kosovo
 26. 2017 List of Activities for 16 days of activism
 27. Data on the 16 days of activism media coverage
 28. SGG TOR and Minutes for last 12 months
 29. Kosovo Program for Gender Equality 2008-2018 (available under: [https://abgj.rks-gov.net/Portals/0/ABGJ%20Programi%20i%20Kosoves%20per%20Barazi%20Gjinore%20\(2\).pdf](https://abgj.rks-gov.net/Portals/0/ABGJ%20Programi%20i%20Kosoves%20per%20Barazi%20Gjinore%20(2).pdf))
 30. Evaluation of the Kosovo Program for Gender Equality 2008-2013 (available under: <https://abgj.rks-gov.net/Portals/0/Raporti%20ANG.pdf>)
 31. National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan 2016-2020 (available under: <https://abgj.rks-gov.net/Portals/0/Strategjia%20Komb%C3%ABtare%20e%20RK%20p%C3%ABr%20mbrojtje%20nga%20dhuna%20ne%20familje%202016-2020.pdf>)

Press Release:

Local women need voice for regional and international peace to hold

Date: Thursday, February 1, 2018

First applications in for long-awaited compensation for conflict-related sexual violence survivors in Kosovo

Date: Tuesday, February 20, 2018

In the words of Kadire Tahiraj: “Sexual violence during the war remains an unpunished crime in Kosovo”

Date: Thursday, March 1, 2018

Global Open Day in Kosovo focuses on changing laws and patriarchal attitudes to boost women’s political participation

Date: Tuesday, March 13, 2018

Criminal justice collaboration a must for effective sexual violence investigations

Date: Wednesday, March 14, 2018

Press Release: The first Transitional Justice Resource Centre of Kosovo launches today at the University of Pristina

Date: Friday, May 11, 2018

#WikiGap Edit-A-Thon in Kosovo boosts content on Wikipedia about women’s role in peace and security

Date: Wednesday, May 30, 2018

Press Release: Women should have a greater role in peacebuilding and European integration

Date: Wednesday, June 27, 2018

Domestic violence units of Kosovo police train in effective response to violence against women

Date: Monday, July 2, 2018

DOKUTECH Conference shines light on women’s empowerment through technology

Date: Wednesday, July 4, 2018

Providing justice for war-time sexual violence survivors remains a challenge in Kosovo

Date: Monday, July 9, 2018

Take Five: “Academia’s potential to promote human rights and peace needs to be utilized”

Date: Friday, July 20, 2018

Young men help to fight early marriages in Kosovo’s minority communities

Date: Wednesday, July 25, 2018

Conflict-related sexual violence and ending stigma spotlighted at Dokufest in Kosovo

Date: Monday, August 20, 2018

Kosovo’s biggest film festival shines a spotlight on women

Date: Thursday, August 30, 2018

Koha For the Survivors

Date: Monday, September 10, 2018
<http://eca.unwomen.org/en/news/stories/2018/07/young-men-help-to-fight-early-marriages>

Date: Wednesday, July 25, 2018

<http://eca.unwomen.org/en/news/stories/2018/06/dokutech-conference-in-kosovo>

Date: Tuesday, June 12, 2018

<http://eca.unwomen.org/en/news/stories/2018/06/press-release-women-should-have-a-greater-role-in-peacebuilding-and-european-integration>
Press Release: Women should have a greater role in

peacebuilding and European integration

Date: Wednesday, June 27, 2018

<http://eca.unwomen.org/en/news/stories/2018/05/wikigap-edit-a-thon-in-kosovo-about-role-of-women-in-peace-and-security>
On the occasion of “International Day of United Nations Peacekeepers”, a “Wiki-Edit-A-Thon” event is organized in Pristina by UN Women, in partnership with the Swedish Embassy and Kosovalive news agency, to boost the voices of women and girls online and increase content on Wikipedia about women’s inclusion and contribution to peace and security.

Date: Wednesday, May 30, 2018

<http://eca.unwomen.org/en/news/stories/2018/03/news-global-open-day-in-kosovo-focuses-on-changing-laws-and-patriarchal-attitudes>

Global Open Day in Kosovo focuses on changing laws and patriarchal attitudes to boost women’s political participation

The 2018 Global Open Day on Women, Peace and Security in Kosovo focused on women’s political participation, and the key factors that inhibit their full engagement in the public sphere.

Date: Tuesday, March 13, 2018

<http://eca.unwomen.org/en/news/stories/2018/02/press-release-local-women-need-voice-for-regional-and-international-peace-to-hold>

Press Release: Local women need voice for regional and international peace to hold Women's Lobby calls for more women to get involved in local politics and implementing peace agreements.

Date: Thursday, February 1, 2018

<https://peacekeeping.un.org/en/security-and-gender-group-raises-concerns-current-amendments-to-criminal-code-appropriate-definition>
The Security and Gender Group raises concerns on the current amendments to the Criminal Code: Appropriate definition of Domestic Violence as a criminal offense is required

Date: Friday, March 16, 2018

<http://eca.unwomen.org/en/news/stories/2018/07/take-five-dr-remzie-istrefi-transitional-justice-in-kosovo>

Take Five: "Academia's potential to promote human rights and peace needs to be utilized"

Date: Friday, July 20, 2018

<http://eca.unwomen.org/en/news/stories/2018/07/providing-justice-for-wartime-sexual-violence-survivors-remains-a-challenge-in-kosovo>
Providing justice for war-time sexual violence survivors remains a challenge in Kosovo

Date: Thursday, July 5, 2018

<http://eca.unwomen.org/en/news/stories/2018/03/news-criminal-justice-collaboration-a-must-for-effective-sexual-violence-investigations>
Criminal justice collaboration a must for effective sexual violence investigations
A UN Women and European Union Rule of Law Mission in

Kosovo (EULEX) supported working group meeting of experts in Kosovo looks at ways to enhance the investigation and prosecution of sexual and gender-based violence cases.

Date: Wednesday, March 14, 2018

<http://eca.unwomen.org/en/news/stories/2018/05/press-release-the-first-transitional-justice-resource-centre-of-kosovo>

Press Release: The first Transitional Justice Resource Centre of Kosovo launches today at the University of Pristina
The first Transitional Justice Resource Centre in Kosovo is launched in Pristina today by the University of Pristina, UN Women and UNDP with financial support from the European Union. The Centre will aim to enhance the role of education in transitional justice processes, peace-building, human rights and establish conditions for reconciliation.

Date: Friday, May 11, 2018

<http://eca.unwomen.org/en/news/stories/2018/03/in-the-words-of-kadire-tahiraj>
In the words of Kadire Tahiraj: "Sexual violence during the war remains an unpunished crime in Kosovo"

Date: Thursday, March 1, 2018

<http://eca.unwomen.org/en/news/stories/2018/02/first-applications-in-for-compensation-for-conflict-related-sexual-violence-survivors-in-kosovo>

First applications in for long-awaited compensation for conflict-related sexual violence survivors in Kosovo
Comprehensive efforts to recognize and compensate victims of sexual violence during the Kosovo conflict almost 20 years ago took a leap forward with the start of

an application process for the survivors.

Date: Tuesday, February 20, 2018

<http://eca.unwomen.org/en/digital-library/publications/2018/08/koha-for-survivors>

Koha For the Survivors

Date: Monday, September 10, 2018



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