



EVALUATION OF THE NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF THE SERBIA STRATEGY FOR GENDER EQUALITY – REPORT ON UN WOMEN CONTRIBUTION



Support to Priority Actions for
Gender Equality in Serbia



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LIST OF ABBREVIATIONS

AP	Autonomous Province
CBGE	Coordination Body for Gender Equality of the Government of Serbia
CEDAW	The Convention on the Elimination of all Forms of Discrimination Against Women
CSO	Civil Society Organizations
EC	European Commission
EIGE	European Institute for Gender Equality
EMG	Evaluation Management Group
ERG	Evaluation Reference Group
EU	European Union
ET	Evaluation team
FRA	European Union Agency for Fundamental Rights
GDP	Gross Domestic Product
MICS	Multiple Indicator Cluster Surveys
MP	A member of parliament
MoLEVSA	The Ministry of Labour, Employment, Veterans and Social Affairs
NAP	Republic of Serbia Plan of Action for the Implementation of the National Strategy for Improving and Promoting Gender Equality 2016–2020
NGO	A non-governmental organization
OECD	The Organization for Economic Co-operation and Development
OSCE	The Organization for Security and Co-operation in Europe
PSSPDGE	Provincial Secretariat for Social Policy, Demography and Gender Equality
RSPP	Republic Secretariat for Public Policies
SDGs	The Sustainable Development Goals
SILC	Statistics on Income and Living Condition
SIPRU	Social Inclusion and Poverty Reduction Unit
SORS	Statistical Office of the Republic of Serbia
ToC	Theory of Change
ToR	Terms of Reference
UFE	Utilization-Focused Evaluation
UN	United Nations
UNEG	United Nations Evaluation Group
UNICEF	United Nations Children’s Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

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1.

INTRODUCTION

INTRODUCTION

This report is a part of the Evaluation of the implementation of Republic of Serbia's National Action Plan for Gender Equality 2016-2018 (henceforth NAP for GE). The aim of the report is to assess contribution of UN Women to the implementation of NAP for GE and to provide the recommendations for further engagement of UN Women in the second phase of the implementation of the National Strategy for Gender Equality 2016-2020. The report is prepared by the evaluation team of SeConS – Development Initiative Group, the organization commissioned to conduct the evaluation.

UN Women's support to the implementation of the NAP for GE in Serbia is unlike support provided to gender mechanisms in other countries of the Balkan region. In those countries UN Women's funding for the implementation of NAP for GEs is often specifically earmarked for that purpose and UN Women supported programme documents often include the Result Based Framework with specifically allocated funds towards priorities/identified activities. In case of Bosnia and Herzegovina, UN Women contributes directly to the specific NAP funding mechanism (FIGAP), with budget allocations to specific activities, making it easier to identify direct contribution to achievement of results by following the flow of funding and by assessing the impact of that support.

This is not the type of support UN Women in Serbia offered to implementation of NAP for GE. The evaluation team has therefore had to assess contribution of UN Women's support based on the perception of that contribution by stakeholders (responses obtained during the interviews), as well as by correlating programme budget resources identified by UN Women office in Serbia and their programmatic presence in

relevant areas ((identified by UN Women office in Serbia – see Annex 1: Relevant UN Women Programme Budget Sources supporting NAP for GE implementation) and with an overall dynamic of NAP for GE implementation (the level and the quality of achieved results).

Within this context, the assessment of UN Women contribution was based on interviews performed with UN Women representatives, questionnaire filled by UN Women and reports provided by Un Women and other UN agencies operating in Serbia. Evidence on UN Women contribution was also collected through questionnaire filled by relevant ministries and other institutions responsible for the implementation of activities defined by the NAP.



2.

FINDINGS

FINDINGS

Finding 1: In areas of NAP where there is multiple programme and core funding by UN Women, the activities are implemented with greater dynamics and the results are significantly more visible

It is clearly visible, by comparing findings of the NAP evaluation (main evaluation report) with the identified programme budget sources (Annex 1), that the outcomes and specific objectives in NAP for GE which were supported by UN Women's core and programme funding achieved better results than those that were identified as not receiving direct or indirect supported by UN Women. For example, in the areas of NAP for GE directly focusing on Gender sensitive/responsive formal education (1.2), Developing knowledge and visibility of academic achievements in the field of gender studies (1.3), Equal participation of women and men in parenting and economy of care (2.1) and Improved women's health and equal access to health services (2.6) where there is no identifiable programmatic support and funding sources, the number of activities is significantly lower and the overall performance in these result areas as not as high as in other areas.

Probably the best examples of UN Women's contribution to the implementation of NAP for GE can be seen under the Strategic goal 3, where due to UN Women's support and programming presence excellent results were achieved, specifically in terms of government wide integration of GRB, development of functional gender equality mechanisms as well as significant improvement in availability of gender-sensitive statistics and records. Likewise, under the Strategic Goal 1, in specific objectives 1.1, 1.4 and 1.5, where UN Women is also supporting NAP implementation through Regional VAW, GEF and joint VAWG project, the results are evident both in terms of effectiveness but also in terms of impact.

Finding 2: UN Women's programmatic support is also ensuring that Gender Equality and Gender Mainstreaming are still high up on the policy agenda

Continuous presence and support of UN Women for gender mainstreaming and gender equality overall, and in specific policy sectors, mean that these issues have managed to stay quite high on governments' agenda. Notwithstanding the current political context which has seen the introduction of somewhat unpredictable and regressive, not entirely gender responsible, policies UN Women and its partners have managed to keep up the dynamic of NAP implementation up and very few interventions have been postponed or abandoned. Despite such political environment, UN Support has resulted in contributing to establishment of the Coordination Body for Gender Equality (henceforth CBGE), high up in the government administration. Furthermore, the role that UN Women programmes and an overall assistance had in supporting the government in negotiations for EU support for Gender Mainstreaming through IPA funds has meant that the process is perceived more so a part of a larger public service reform and not only solely add on short term projects in individual sectors.

Finding 3: Introduction of tools and instruments such as Gender Responsive Budgeting, Gender Impact Assessment and Gender Analysis have provided gender mechanisms with practical tools for gender mainstreaming

Although its too early to assess the impact and the influence of these tools on improving the overall gender policies in Serbia we can see that these are useful instruments which deepen the knowledge and understanding of the relevant

responsible institution as to the key gender issues which need to be addressed and rectified in their own sectors. More so than in the previous period, introduction of these gender tools is seen not only as a way of implementing gender but to inform the design of socially responsive government strategies, plans, policies and budgets – both at the local and national levels.

Existing strategies and plans for gender equality in Serbia are often not backed up by adequate financing and are not a regular part of government institutions' planning processes. This significantly undermines progress on gender equality. Gender responsive budgeting work promoted and supported by UN Women therefore represents a powerful tool which can also comprehensively evaluate gender gaps and identify actions to close them.

Finding 4: UN Women's promoted approach to embedding support to gender mainstreaming and gender equality and specifically embedding support for NAP for GE in the context of accession to the EU resulted in more coherent approach and enhanced accountability

As a result of embedding support with IPA funding emphasis is now placed on the accountability for implementation of NAP for GE but also on systematic and more comprehensive reporting on progress in priority areas.

Specific support of UN Women and the introduction of Gender Equality Facility has presented stakeholder with somewhat different discourse on gender mainstreaming by supporting establishing of administrative and technical conditions necessary for sound implementation of Strategy and Action Plan for Gender Equality and at the same the national framework is highly influenced by the EU accession process and NAP objectives and measures are related to the several chapters of the negotiation process: Social policy and employment (chapter 19), Enterprise and industrial policy (20), Judiciary and fundamental rights (23), Justice, freedom and security (24), Agriculture and rural development (11), Science and research (25), Education and culture (26) which ensured continuity of activities in these sectors.

Finding 5: UN Women have always promoted evidence-based policy making and influence they have had on guiding NAP design and implementation has resulted in improved production and utilisation of gender statistics in policy design

Although there is much left to be done in terms of ensuring government-wide production and utilisation of gender statistics, the government of Serbia has significantly improved in this segment. Serbia has become a first country in the region to produce Gender Equality Index and has undertaken firm steps in introducing GRB and GIA as gender mainstreaming tools in the public sector reforms (both in public finance and public administration).

Finding 6: UN Women's support has clearly been identified as having a significant influence over both the creation of the NAP for GE and strengthening of the gender mechanisms in Serbia

Continuous support over a long period of time, flexible and relevant support and provision of an oversight and technical advice on specific issues within the context of gender policies and at the later date within the EU Gender Equality Acquis across sectors ensured that there were no large gaps in implementation which could adversely affect implementation of the Strategy for Gender Equality. UN Women was one of the key international agencies focusing on supporting NAP for GE. Whilst other UN and bilateral development agencies might support small segments, and more often limited number of activities under NAP, UN Women has a comprehensive and holistic approach.

On the other hand, UN Women's support to NAP for GE through its various programmes is not always identified by all institutions, especially at the local levels, as coming from UN Women, rather it is seen as part of governments' regular programming. Whilst this is good in terms of an overall buy-in of different partners and stakeholders, future opportunities for measuring contribution of UN Women's support might become harder, especially if GRB is not integrated across all levels of government equally.

Finding 7: Support of UN Women to GBV and UNSCR 1325 related activities within the NAP is visible, however these two areas are supposed to be implemented comprehensively through their own strategies and action plans.

It is unclear how the implementation of GBV and UNSCR 1325 strategies will proceed. There is a question that needs to be addressed as soon as possible and that is if the future backing of UN Women should focus on supporting development of comprehensive programme for prevention and combating gender based violence within the future NAP for GEs, or in case of separate strategy against GBV promote that NAPs retain only objectives related to promotion of zero tolerance to violence, elimination of gender stereotypes underpinning culture of violence against women.

Finding 8: UN Women office in Serbia has been instrumental in increasing a role of gender mechanism in regional exchange and promoting learning among gender experts and structures responsible for gender mainstreaming.

Serbia has become a good example of mainstreaming gender in the public administration in the region. However, while majority of regulatory frameworks are in place to support Gender Mainstreaming and Gender Equality there is already evidence that more work must be done to create enabling institutional frameworks to truly integrate gender into government programmes, policies and budgets.

Many key stakeholders felt strongly that without UN Women's assistance and support, efforts to advance implementation of NAP (specifically through inclusion of GRB and significant work on EVAWG) would not have been possible. A more limited number of stakeholders felt that while some progress would have been possible, it would have taken a much longer period of time to achieve desired results. Support to NAP for GE through various UN Women programmes is not always identified as coming from UN Women, but rather seen as part of governments regular programming.

Whilst this is good in terms of an overall buy-in of different partners and stakeholders, future opportunities for measuring contribution of UN Women's support might become harder, especially if GRB is not integrated across all levels of government equally.

Finding 9: Although comprehensive, UN Women's support has not focused on supporting design and consequently the evaluation of the NAP for GE M&E framework.

Monitoring and evaluation skills and reporting capacities of Gender Equality Mechanisms are still limited at all level and there is no system wide approach or framework for Monitoring, Evaluation, Accountability and Learning for NAP for GE.

MEAL capacities are very weak at all levels of government. Whilst monitoring of process indicators is done on regular basis, monitoring of impact indicators is hardly ever done.

There is lack of explicit, consistent and comprehensive theory of change for the Strategy for Gender Equality and consequently for the NAP for GE. Not only does it make the overall process of monitoring and evaluation of NAP harder, but it makes the design of comprehensive programming, identification of steps, mapping of relevant actors and moreover specific identification of priorities and design of impact indicators impossible. This is in particular visible in cases where specific goals identified in the NAP are not achievable through the measures defined within them. For example, equal participation of women and men in parenting, economy of care, e.g. increase utilization of parent leave for fathers, campaigns, parenting schools, new services).

3.

CONCLUSIONS

CONCLUSIONS

Conclusion 1: There is an overall consistent work on GE in RS and improvements are visible through statistics and indicators collected since 2014 onwards.

The data overall reveals improvement in many segments of GE and across nearly all strategic priority areas. Previous evaluations support the view that an overall improvement in GE in RS is real. There are several factors that may have contributed to these results: institutionalization of gender mechanisms in general within the overall public administration; inclusion of programme and gender budgeting in public finance management systems and continuous support of several dedicated development agencies in addition to the continuous UN Women's support (Sida, EC, Swiss).

Conclusion 2: Funding modality through the EC IPA programme and other strategic programmes of UN Women is very good and it enables UN Women to contribute to synergy, value added and strengthening of its gender agent role in RS, as well as leveraging other funding sources.

It also enables UN Women to take advantage of opportunities to participate in discussions on RS overall development, which in turn provides it with potentially wider remit. Given the uniqueness of UN Women support in Serbia and lack of experience of this type of funding modality, the first years appear to have been a period of 'trial and error' however now UN Women can utilise its results within the GRB programme to advocate for more explicit reporting vis a vis available funding sources, as well as prioritization of interventions that can show potential for sustainability and/or high strategic importance.

Conclusion 3: The highest priority for future support for NAP for GE, for UN Women in RS, should be to promote gender responsive designs, analysis and reporting techniques and require that those are accessible and practiced throughout the decentralised evaluation function of all parts of gender mechanisms and that they are not solely the responsibility of the Coordination Body for Gender Equality.

The changes should be made in aligning the reporting system with EU reporting requirements. The use of impact indicators instead of process indicators for reporting, as well as emphasis on collection of gender statistics/sex disaggregated data at all levels should enhance the ability of the national stakeholders to capture impact in this sphere in much more comprehensive and meaningful way.

If data collection is not improved the evaluation and monitoring (and indeed an assessment) of the actual results of the NAP activities and overall NAP implementation will always fall short of its expectations.

4.

LESSONS LEARNED

LESSONS LEARNED

1. The holistic, multi stakeholder approach is the best way to deal with a complex set of social, economic, legal and political issues for the empowerment of women under NAP and within other development processes in the RS. Next step to the current interventions could be more involvement of different rights holders in project design (and not only rights holders, i.e. not only women's rights organisations but also unions and/or SMEs) and implementation, which further strengthen ownership and nurture sustainability.
2. Current way in which the Strategy for Gender Equality and NAP for GE are both implemented in Serbia reflects indeed a gender mainstreaming approach which is achieved by incorporating gender equality "thinking" into operational activities (by operationalising gender strategies in the field) whilst at same time having a central unit as "supervisor". The next step in ensuring that this gender central mechanisms, this Coordination Body for Gender Equality, is not easily weakened in the encounter with the other priorities and different demands on RS government and in particular different demands of the PM cabinet, is to fully integrated and institutionalised it (resource it as well).
3. NAP processes in Serbia has advanced. Unquestionably, the gender mechanisms have been established and they are functioning at all levels. Also, the legal frameworks have been established. The following steps in full implementation of NAP and in gender mainstreaming are now decisions to be made about specific adaptation actions and allocation of finance and other resources. Aside from ensuring that the gender issues are indeed integral part of those decisions, the question of who participates in decision-making processes and how their views are incorporated becomes increasingly important. Therefore, one more thing becomes important and that is the role and functions of gender focal points and NAP sectoral teams, which will need to make a concerted effort to ensure gender balance among individuals participating in these processes, as well as representation of particularly vulnerable groups.

4.

RECOMMENDATIONS FOR UN WOMEN

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The following recommendations are based on the above findings of assessments done during the interviews with stakeholders and UN Women Serbia staff as well as on evaluation findings from the main evaluation report. These recommendations focus mainly on how to strengthen UN Women's own programming around the NAP for GE.

Recommendation 1: UN Women's Future NAP for GE Implementation Programming-A multi programme support approach to funding NAP for GE implementation should be continued.

Approaching support to NAP for GE implementation in such a way offers ample opportunity for synergies, optimization of resources and the exchange of knowledge and lessons between different UN Women supported programmes. If this approach is to continue in the future the evaluation team suggests that the entire UN Women team in country participates in design the theory of change for supporting and implementing implementation of Strategy for Gender Equality and NAP for GE. This way all UN Women staff would be clear as to how different programmes complement each other and where are the potential points of convergence to enhance utilisation of both its human and financial resources.

The establishment of greater synergies and sequencing between UN Women's work would directly support the achievement of important results. In terms of sequencing, it would likewise be beneficial if as part of its support to Coordination Body for Gender Equality UN Women worked on identification and sequencing of activities, in such a way that they feed into each other and produce the best results. Currently there is no determined dynamics in the

way activities are implemented, so there could be cases whereby the successful implementation of one outcome could be undermined by lack of dynamics in implementation of other related outcome.

Recommendation 2: To strengthen the overall impact of its support to NAP and to ensure that the national counterparts are capacitated to prioritise the issues and or activities under NAP UN women should provide technical assistance to the Coordination Body for Gender Equality in designing the ToC for the Strategy for Gender Equality and for the future NAP/s.

Although there is a section within the Strategy for Gender Equality distinctly defined as ToC, this is indeed more of a logic model than ToC. Undeniably, this logic model demonstrates the underlying theory of change however the theory of change itself should typically show bigger picture, including issues that NAP cannot/does not control, different ways that might lead to change and it often describes how and why changes expected within NAP might happen.

Support to design of clear ToC for the Strategy for Gender Equality and NAP for GE would therefore provide a comprehensive framework to support coherent programming and resource mobilisation at the national/local levels, which would in turn facilitate enhanced impact. Also, it would enable greater understanding of the logic of NAPs (not only on a 5-year basis but indeed as it relates to long term GE planning) and ensure alignment of individual NAP with the overall goals of social, political and economic development in RS. Finally, design of a clear and well-defined ToC would enable critical reflection on the linkages between the expected outcomes and the outputs as well as further elaboration of

the risks and assumptions (these are currently very weak and quite generic).

Recommendation 3: Further support on capacity development should focus on operationalisation and localisation of NAP at all levels – the integration of gender into systems and processes at all levels of governance (including strategic planning processes, budgets/software and M&E). Furthermore, UN Women’s should advocate to stakeholders for need to prioritise areas in the NAP– possibly advocating for working on NAP objectives with greater accelerating potential.

Localisation of NAP for GE should ensure widening of the institutional responsibility as well as development of capacities at different levels for supporting and monitoring implementation of NAP for GE. This approach could contribute to building and widening of a pool of GE experts, both within the government institutions and outside, at the state level as well as at municipal levels that have skills and knowledge to support and advise on Strategy for Gender Equality implementation. If this does not take place, there is a risk that the impact of NAP for GE may result in limited changes to lives of women, men, girls and boys in terms of achieving gender equality.

UN Women should promote prioritisation of the fields addressed and implemented in the next NAP. UN Women could indeed prioritise and support area of women’s economic empowerment, as this is the area where UN Women have lots of regional and global knowledge and experience. Also there is need to prioritise work on gender stereotypes and work on media – issues completely missing in NAP but emphasized as a key area in the Strategy for Gender Equality.

UN Women can indeed moderate the discussion between different stakeholders as to whether future NAP should include these missing areas, focus on the fields and area where significant changes were achieved, where gender equality has been integrated in processes and where is higher possibility that the desired results and impact will be reached (like enhancing gender equality in public administration, integrating

gender into policies, mechanisms, procedures, standards for adoption, implementation and monitoring and evaluation of those policies) or indeed focus on fields which had not been the strongly implemented in the past, where the results are less visible (such as the gender mainstreaming in economy of care, economic, political and social status of women and men).

Furthermore, UN Women should also initiate the discussion around the lack of specific measures in NAP for the most vulnerable people (UN Women should advocate for concretisation and operationalisation of all measures and activities so that they are specified for individual vulnerable group). This is extremely important as UN Women has strong focus on disabled women, elderly women and women in rural areas, which is not quite as visible in NAP’s measures currently. Although contentious, UN Women should step up the pressure and advocate to government to address within the NAP for GE protection of the rights of the groups facing discrimination, including lesbian, gay, bisexual, transgender and intersex (LGBTI) persons, persons with disabilities, people with HIV/AIDS and other vulnerable groups.

Recommendation 4: UN Women should advocate for and support with technical advice creation of a comprehensive performance measurement framework which consolidates expected results, indicators, baselines, targets and data sources into one framework for the next phase of NAP for GE.

Such performance measurement framework should be developed at the start of the next phase of future NAP programming. Capturing and communicating change achieved requires expanding the scope of NAP’s existing performance management systems. UN Women’s office should therefore promote integration of and agreement on a set of key impact indicators for NAP, building on work such as the Progress of the World’s Women (2016) framework.

Unrelated to the support to the government in creation of the detailed M&E framework for the NAP for GE, UN Women should allocate necessary staff and budgetary resources to conduct some

sectoral gender impact assessments to be used as baseline assessments for the future support. This is important to do prior to the start of the next Strategy for Gender Equality design phase, in order to assess capacity levels and establish a baseline for future interventions. In order to collect and identify necessary baseline information to measure changes and results achieved through the entire duration of the Strategy for Gender Equality, it is recommended that a baseline specialist be engaged prior to the final evaluation or as part of the team undertaking the final evaluation of the Strategy for Gender Equality and NAP for GE 2018-2020 implementation.

Recommendation 5: The highest priority of UN Women in terms of ensuring the long-term impact of achieved results as well as future activities aimed at enhancing gender equality in Serbia is to advocate for permanency of the coordination mechanism.

Clearly there are visible results achieved following the establishment of the Coordination Body for Gender Equality, in particular regarding the visibility of gender equality on the policy agenda. Placing of the Coordination Body for Gender Equality under the Cabinet of the Prime Minister has meant that the national coordinating mechanism for gender equality in the Republic of Serbia was at the highest possible level of policy making, however the legal and sustainable positioning of the Coordination Body for Gender Equality in the Government remains to be defined. This issue must be resolved as soon as possible. Without proper legal and financial positioning, the Coordination Body for Gender Equality is not only lacking sustainability but also has far less of a coordinating authority role but rather it assumes the secretariat like role. UN Women has an important role in gathering all other donors and development agencies around the advocacy for permanency of this coordination mechanism. Next two years of UN Women's support to the implementation of NAP should be focused heavily on ensuring the systems sustainability, ensuring the sustainability of the Coordination Body for Gender Equality is the key step. Sustainability of other parts of gender mechanisms throughout all

level of government should be done by ensuring that roles and mandates of these are integrated in internal procedures as well as budget and MEAL frameworks.

Recommendation 6. Whilst the focus of the NAP for the past 2 years has been on establishing GE legislative and regulatory frameworks in the new NAP focus should be given to implementation of the gender transformative activities.

UN Women can indeed play an important role in promoting more gender transformative nature of NAP for GE implementation. However, this means that UN Women internally should also aim to adopt transformative approach to supporting of NAP, requiring implementation of a gender and power analysis and integrating findings into all stages of programme or policy strategy design, monitoring and evaluation. In order to do this, UN Women's programming should develop further on the following elements:

- **Utilising context-specific gender power analysis** in the initial stages of programme design. This will inform on various dimensions of identity, marginalization and gender relations with respect to leadership/transformative change.
- **Creating an overarching UN Women's theory of change** for gender equality work in Serbia that provides a clear shared understanding of what is the desired change and UN Women's programmes contribute to that change. This theory of change should not be focused on individual programmes but rather be comprehensive one addressing power, leadership, values, and principles.
- **Enhancing MEAL framework and learning/knowledge strategy** to capture and monitor shifts in various forms of power and leadership and measures specifically when and how lasting change happens.

5.

ANNEX

ANNEX 1: RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES SUPPORTING NAP FOR GE IMPLEMENTATION

	Indicators or Factors for Analysis	UN WOMEN CONTRIBUTION (all relevant UN Women programmes contributing to specific outcome)	RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES	
	Strategic Goal 1. Changed Gender Norms and Promoted Culture of Gender Equality	The percentage of citizens (women and men) who have a positive attitude towards gender equality has increased by at least 15%, and the percentage of citizens who have a negative attitude towards gender equality has decreased by at least 10%.	UN Women Advocacy Actions, Regional VAW Project, JP EVAW	Regional VAW, JP EVAW, core budget
	Specific objective 1.1: Increased capacities and knowledge of managers / managers and employees in public administration about gender equality	At least 80% of managers / executives and employees in public administration recognize the causes and forms of discrimination and consider measures for achieving gender equality	GEF, Strengthening CBGE (SDC project 2016-2017), Gender and Climate Change	GEF, SDC, core budget, Gender and Climate Change

	Indicators or Factors for Analysis	UN WOMEN CONTRIBUTION (all relevant UN Women programmes contributing to specific outcome)	RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES
Specific objective 1.2: Gender sensitive/responsive formal education	Increased number of gender sensitive teaching contents in primary and secondary education		
Specific objective 1.3: Developing knowledge and visibility of academic achievements in the field of gender studies	Increased number of students (m/f), scientific papers, master and doctoral studies in the field of gender studies		
Specific objective 1.4: Increased public awareness of the importance of gender equality	At least one media campaign aimed at eliminating gender stereotypes is publicly recognizable	UN Women Advocacy Actions, Regional VAW, GEF, Strengthening CBGE (SDC project)	Regional VAW, GEF, core budget, SDC
Specific objective 1.5: Increased security of women from gender-based violence in family and partner relationships	More effective institutional protection of women in the situation of violence through the consistent application of the Council of Europe Convention on the Prevention and Combating of Violence against Women and Domestic Violence	Regional VAW, Joint EVAW Project	Regional VAW, Joint EVAW Project
Strategic Goal 2. Increased equality of women and men by applying policies and measures of equal opportunities	Progress reflected through the improved Gender Index, especially in the Field of Work, Money, Knowledge, Time, Power and Health Increased values of the Gender Equality Index (general Index and domains compared to the 2015 Index)	Strengthening CBGE (SDC project), EU Progress Project (closed), Climate Change Project, Disability Project	SDC project, EU Progress (UNOPS), Climate Change Project, Disability Project

	Indicators or Factors for Analysis	UN WOMEN CONTRIBUTION (all relevant UN Women programmes contributing to specific outcome)	RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES
Specific objective 2.1: Equal participation of women and men in parenting and economy of care	Times spent in unpaid jobs more evenly distributed between men and women Time spent in unpaid work; Time spent on taking care of children;		
Specific objective 2.2: Equal decision-making powers of women and men in public and political life	Increased representation of women by 5% at all levels Representation of women in decision-making places	EU Progress Project, Disability project	EU Progress (UNOPS), Disability project
Specific objective 2.3: Improved economic position of women and status of women in the labour market, especially members of vulnerable groups	Progress at the level of gender equality in the field of money, labour and time. Improved indicators of the economic position of women	GEF	GEF
Specific objective 2.4: Improved role of women in the security system	Greater involvement of women in decision-making on security issues, peacekeeping, post-conflict recovery and trust building. Percentage of representation of women in the security system; Percentage of representation of women in decision-making in the security system, Percentage of participation of women in civil and military missions and multinational operations;	Capacity development (trainings/conferences participation for Ministry of Defence and CSO)	Core budget

	Indicators or Factors for Analysis	UN WOMEN CONTRIBUTION (all relevant UN Women programmes contributing to specific outcome)	RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES
Specific objective 2.5: Women and men in rural areas actively and equally contribute to development and have equal access to development results	<p>The rate of formal employment of women in the countryside;</p> <p>Improved position of women in the country in terms of formal status and resource allocation</p> <p>The indicators of the position of women in agriculture increased by 7% compared to 2012</p>	Strengthening CBGE (SDC project), UNW Advocacy Actions	SDC, core budget
Specific objective 2.6: Improved women's health and equal access to health services	<p>Reduced mortality rate from malignant diseases</p> <p>Increased life expectancy</p> <p>More favourable indicators of health status</p>		
Strategic goal 3. Systematic introduction of a gender perspective in the adoption, implementation and monitoring and evaluation of public policies	Institutions (bodies) for gender equality established and active at all levels of government in accordance with the Law on Gender Equality and the role in gender analysis of policies	GEF, Strengthening CBGE (SDC project 2016-2017), Gender and Climate Change	GEF, SDC, core budget, Gender and Climate Change
Specific objective 3.1. Established functional mechanisms for gender equality at all levels	<p>Number of mechanisms for gender equality;</p> <p>Percentage of realized activities on an annual basis</p>	GEF, Strengthening CBGE (SDC project 2016-2017)	GEF, SDC, core budget

	Indicators or Factors for Analysis	UN WOMEN CONTRIBUTION (all relevant UN Women programmes contributing to specific outcome)	RELEVANT UN WOMEN PROGRAMME BUDGET SOURCES
Specific objective 3.2. Gender analysis of policies, programs and measures	Designed and piloted procedures and methodology for carrying out gender analysis Number of strategic documents for which gender analysis has been conducted and which include a gender equality perspective	GRB, GEF, Gender and Climate Change	core budget, GEF, Gender and Climate Change
Specific objective 3.3. Available gender-sensitive statistics and records	Increased number of organs of public bodies at all levels having official records classified by gender	Core budget for Republic Secretariat for Statistics	Core budget
Specific objective 3.4 . Established international and regional cooperation and exchange of good practices	Established continuous cooperation with European and regional institutions and organizations in the field of gender equality Number of events and activities to exchange experiences	Strengthening CBGE (SDC project 2016-2017), JP EVAW, GEF, Regional EVAW	SDC, core budget, JP EVAW, GEF, Regional EVAW
Specific objective 3.5 . Gender responsive budgeting systematically applied in all public authorities, direct and indirect budget users	At least one gender-responsive budget program for the budget user during the preparation and adoption of the budget for 2018. Number of gender-sensitive budget programs (at the level of program objectives and projects)	UN Women provides continuous technical and expert support to GRB introduction on national and provincial level since 2015, through its core funds. As a result, more than 900 civil servants are trained in GRB implementation and reporting, while GRB is introduced in budgets of 47 budget users at national and provincial level.	Core budget

