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# SDGs and Gender Equality: UN Interagency Guidance Note for the Europe and Central Asia Region

United Nations Europe and Central Asia Issue-Based  
Coalition on Gender

Cover photo: Women need more leading roles in technology and innovation. (UN Albania/Eduard Pagria)

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## List of acronyms

<b>ADB</b>	Asian Development Bank	<b>UN</b>	United Nations
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women	<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women
<b>CSO</b>	Civil Society Organization	<b>UNCT</b>	United Nations Country Team
<b>ECA</b>	Europe and Central Asia	<b>UNDAF</b>	United Nations Development Assistance Framework
<b>EU</b>	European Union	<b>UNDP</b>	United Nations Development Programme
<b>FAO</b>	Food and Agriculture Organization of the United Nations	<b>UNECE</b>	United Nations Economic Commission for Europe
<b>GBV</b>	Gender Based Violence	<b>UNEP</b>	United Nations Environment Programme
<b>IBC-Gender</b>	Issue-Based Coalition on Gender	<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
<b>ILO</b>	International Labour Organization	<b>UNFPA</b>	United Nations Population Fund
<b>M&amp;E</b>	Monitoring and Evaluation	<b>UNICEF</b>	United Nations Children`s Fund
<b>MAPS</b>	Mainstreaming, Acceleration and Policy Support	<b>WFP</b>	World Food Programme
<b>MDG</b>	Millennium Development Goal	<b>WHO</b>	World Health Organization
<b>NSS</b>	National Statistics Systems		
<b>SDG</b>	Sustainable Development Goal		

## Acknowledgements

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We wish to thank Dr. Aysel Vazirova, researcher and consultant writer, for her role as lead author of the guidance note.





## Objectives, methodology and structure

This Guidance Note aims to provide user-friendly guidance on integrating **gender equality** and the empowerment of all women and girls in the **nationalization** and **localization** of the Sustainable Development Goals (SDGs) in the Europe and Central Asia region. The document is intended for United Nations Country Teams (UNCTs) and can be shared with regional partners (e.g. European Union, World Bank, Asian Development Bank, Council of Europe, civil society organizations and others) to promote policy and programmatic synergies. The note draws upon the twin-track approach to gender equality of the SDGs. It highlights the interrelated nature of the SDGs and the importance of the “leave no one behind” principle as the basis for applying a gender lens to all policies and activities to advance the goals at national and local levels.

The Guidance Note presents the outcomes of analysis drawing on two key sources of regional and country-based data:

- A survey of UNCTs in the region: seventeen Country Teams responded to the survey (August–September, 2016) with information on the status of the SDG nationalization/localization process in each country, challenges in mainstreaming gender equality, and good practices. The information was updated in March, 2017.
- A desk review of reports, assessments and databases: this yielded regional trends in gender equality and the national and regional landscape of policies and practices conducive for progress toward gender equality.

In analysing the data, special attention was paid to the formulation of practical recommendations to address challenges specific to the region. The Guidance Note also includes lessons learned and promising practices that reflect the experiences of UNCT member agencies.

The *SDGs and Gender Equality: UN Interagency Guidance Note for the Europe and Central Asia region* consists of three sections, five addenda and a glossary. The [first section](#) highlights the role of gender equality and the empowerment of women and girls in the 2030 Sustainable Development Agenda. The [second section](#) places the SDGs in the context of the key regional trends in gender equality. It refers readers to the analysis of nine trends in gender equality in Eastern Europe and Central Asia (presented in [Addendum II, Regional advocacy brief on gender equality, women’s rights and women’s empowerment](#)). The [third section](#) identifies four essential steps in the gender-responsive implementation of the SDGs, with guidance, recommendations and examples illustrating successful practices.

[Addendum I](#) contains a list of resources and [Addendum III](#) a set of exercises designed to assist UNCTs in achieving gender equality in implementing the SDGs. [Addendum IV](#) features tips, promising practices and lessons learned from Eastern Europe and Central Asia. [Addendum V](#) presents flow charts, illustrating the consecutive steps undertaken by UNCTs to ensure gender-responsive SDG implementation.

The note is accompanied by a [glossary](#) of commonly used terms. Please note that even when not specified, references to “gender equality” in this document also encompass “the empowerment of all women and girls.”



Masha, a 10-year-old girl from Ukraine, wants to be a producer when she grows up.

## Section 1

# Gender equality in the 2030 Agenda for Sustainable Development

The 2030 Agenda for Sustainable Development embraces gender equality and the empowerment of all women and girls with a broader scope and new quality in its vision for global development. Compared to the Millennium Development Goals (MDGs), Agenda 2030 covers gender equality and the empowerment of all women and girls more comprehensively and stresses their role as accelerators for various aspects of sustainable development. It addresses gender equality on three levels:

**1.** Gender equality is the focus of a stand-alone goal (SDG 5: Achieve gender equality and empower all women and girls) and its nine targets. The targets cover themes that highlight systematically reproduced outcomes of structural gender inequality:

→ Discrimination and violence against women and harmful traditional practices (Targets 5.1, 5.2, 5.3);

→ Unequal access to economic resources and low value assigned to women's unpaid care and domestic work (Target 5.4 and 5.a);

→ Unequal access to decision-making (Target 5.5) and sexual and reproductive health and reproductive rights (Target 5.6).

SDG 5 also presents three targets outlining the means of implementation (economic reforms, use of enabling technologies and strengthening of the legislative and policy environment) necessary to facilitate progress towards gender equality.

**2.** Many SDGs (14 out of the 17) include specific targets addressing economic, social, political and cultural conditions that reproduce gender inequality. From poverty reduction (SDG 1) to the promotion of justice (SDG 16), gender equality is mainstreamed into Agenda 2030 through a number of **gender-related targets**. Agenda 2030 thus emphasizes deep connections between gender-based discrimination and economic and social inequality, a central concern of its global vision for sustainable development. The two levels, mentioned above, come together to reflect a **twin-track approach** to gender equality and the empowerment of all women and girls, one of the core principles of the SDG framework.

**3.** Agenda 2030 envisions equity as a foundation of its core principle: **"No one left behind."** It focuses on extending the benefits of sustainable development to groups of the population that are routinely and structurally excluded. The approach overlaps with the key concerns of achieving gender equality and empowering women and girls because, within unequal gendered power relations, gender often acts as the factor triggering social, political, cultural and economic exclusion.

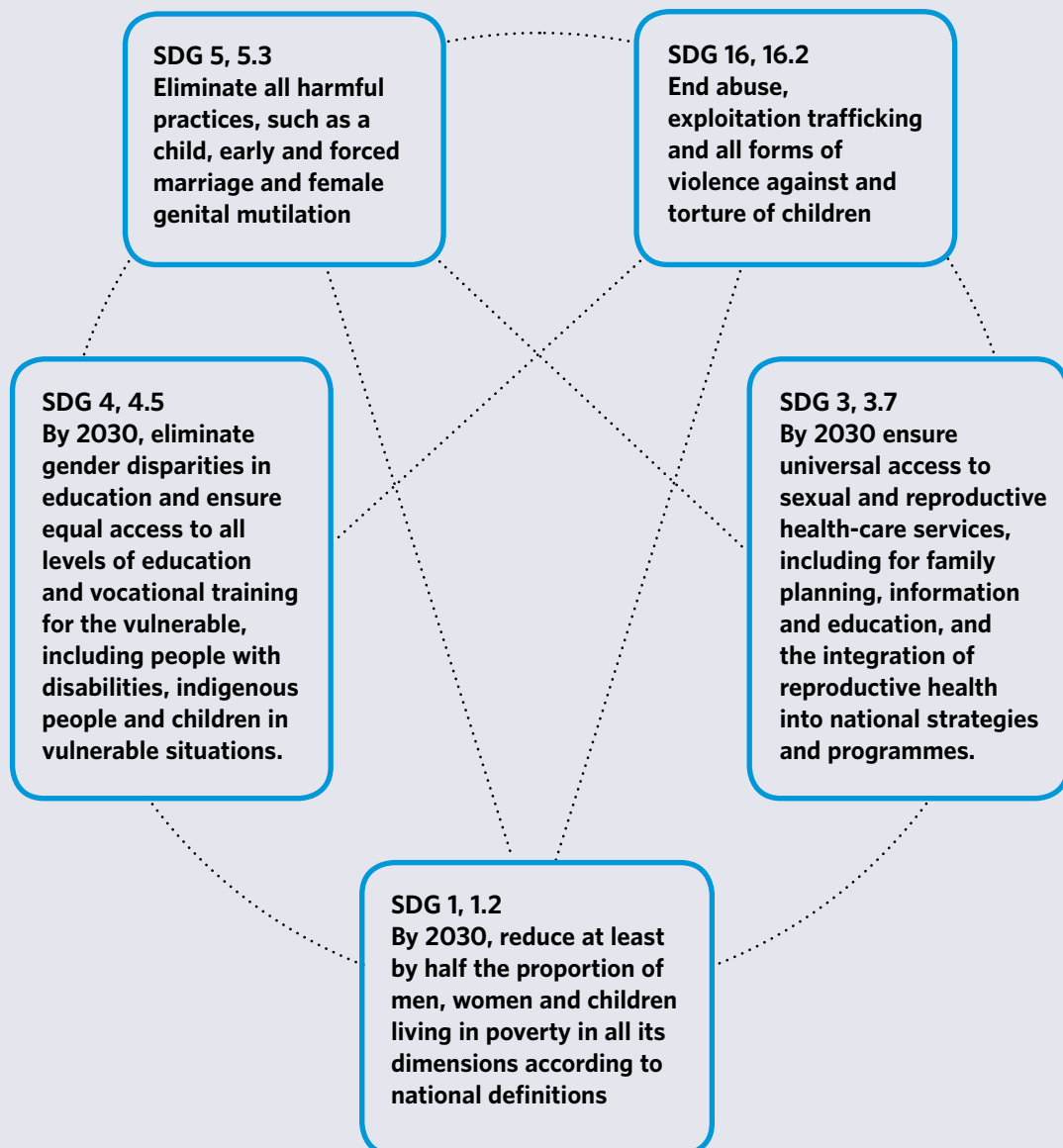
With its 17 goals and 169 targets, the SDGs form a complex integrated policy framework. Each goal is connected to several others through specific targets. The connections reflect the intention of the Agenda 2030 to break down development "silos" and reveal the nature of sustainable development as a holistic process, with various SDGs reinforcing each other. For example, the elimination of harmful practices, such as early marriage (SDG 5, Target 5.3), is likely to be positively affected by economic empowerment (SDG 1, Target 1.4) and increased access to education and vocational training (SDG 4, Targets 4.3 and 4.5), while in turn boosting opportunities for women and girls to exercise control over their sexual and reproductive health (SDG 3, Target 3.7).

Imagining SDGs as a network can help capture the integrated nature of the Agenda 2030 framework and understand connections among the various SDGs and targets. The example below illustrates how the network of SDGs and targets can address one of the key regional trends that inform the gender equality situation.

## **Chart 1**     **Addressing a key regional trend through SDG implementation**

**Key trend:** harmful traditional practices (such as a child, early and forced marriage) continue across the region.

**Action required:** reverse the trend by eliminating socio-economic, political and cultural conditions responsible for the perpetuation of harmful traditional practices.



Reversing the trend requires a comprehensive set of policies that fall within **the twin-track approach** used by SDG framework. While **SDG 5, Target 5.3** directly sets out to eliminate harmful practices (such as early, child and forced marriage), the targets under SDGs 1, 3, 4, 16 present key policy goals, essential for changing the environment that breeds harmful practices. For example, efforts to reduce the proportion of those living in poverty (as **stated in Target 1.2**) have to address economic struggles faced by women and girls, and tackle economic factors that compel families to resort to early, child or forced marriage.

Along with access to economic opportunities, education plays a key role in eliminating harmful traditional practices. Ensuring equal access to all levels of education and vocational training for vulnerable groups and eliminating gender disparities in education (**Target 4.5**) increases women and girls' chances to make independent decisions and enables families and communities to reject harmful traditional practices. At the same time, education in sexual and reproductive rights is very important for raising public awareness of the dangerous physical and psychological consequences of such practices. Women and girls who suffer from such practices need access to sexual and reproductive health-care services, including family planning, information and education (Target 3.7). Harmful traditional practices shroud violence against women and girls under the cover of cultural acceptance. Providing equal access to justice for all and building effective, accountable and inclusive institutions (Target 16.2) constitute key elements in building societies free from the lasting damage caused by harmful traditional practices.

Addressing harmful traditional practices through a stand-alone SDG (5, Target 5.3), while at the same time mainstreaming the relevant responses through several SDGs and targets, ensures a comprehensive multi-sectoral approach to the problem. The visual representation above illustrates how a strong cluster of policies under several SDGs can address this negative regional trend in a comprehensive and coordinated manner.



Shkurta, a 6-year-old Roma girl in Kosovo<sup>1</sup>, obtains new skills through a home-based programme aimed at promoting social inclusion.

## Section 2

# Regional trends impacting gender equality and empowerment of all women and girls

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<sup>1</sup> References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999).

## Contextualizing the SDGs and targets

The Europe and Central Asia region is characterized by a high level of diversity among the countries. However, several common socio-economic and demographic trends important for gender equality prevail in the region. Contextualizing the SDGs in country-based or regional trends means determining how the SDG framework can most effectively help the countries address the negative trends and accelerate the positive ones.

Since 2013, there has been uneven progress in advancing gender equality in the region. Within the Millennium Development Goals (MDG) framework, Goal 3 (“Promoting gender equality and empowering women”) was only partly achieved in Europe and Central Asia.

Please refer to the [Regional advocacy brief on gender equality, women’s rights and women’s empowerment](#) (Addendum II), which details the nine regional trends that influence the state of gender equality in Europe and Central Asia: persistent limitations in economic opportunities for women and girls, gaps in social protection and access to services, dangerous effects of unregulated migration, rising wave of conservatism, shrinking space for women’s civic activism, gendered impact of the demographic dividend and population aging, high prevalence of gender-based violence (GBV), failure to address the gendered dimension of environmental disasters and continuing lack of accessible *gender statistics* and sex-disaggregated data. It also contains recommendations on how to address the trends by implementing the SDGs.



Photo: UNDP/Sasko Golov

Women in the former Yugoslav Republic of Macedonia are setting up their own businesses in a wide range of fields.

## Section 3

# Implementing the SDGs in a gender-responsive way



The United Nations Development Group has prepared an overall strategy for the UN system's support to governments in implementing the SDGs. The MAPS (Mainstreaming, Acceleration and Policy Support) strategy consists of three main elements. "Mainstreaming" refers to integrating the new post-2015 agenda into national, subnational, and local plans for development. "Acceleration" involves using national (and UN) resources to target priority areas identified in the mainstreaming process. "Policy Support" includes the assistance (skills and expertise) provided by the UN development system to national partners in implementing the SDGs. The four steps of gender-responsive SDG implementation presented below embrace all three elements of the MAPS strategy.<sup>2</sup>

The steps describe the stages of implementation and actions that UNCTs and national partners can undertake to integrate gender equality and the empowerment of all women and girls in the SDG implementation process.<sup>3</sup> It is important to note that the term "national partners" covers a wide spectrum of stakeholders at national and sub-national levels, including civil society organizations (CSOs), informal groups and community-based structures, individual experts, private sector companies and government bodies.

### Step 1. Nationalization and localization of gender-related SDGs and targets



**Purpose:** The mainstreaming of gender equality into national plans for SDG implementation should be made a priority from the earliest stages of the nationalization and localization processes. Countries often start with **developing a vision of nationalized SDGs**. Given the complexity of Agenda 2030, awareness raising, advocacy for the inclusion of a strong gender lens in SDG nationalization and the development of a national vision will often go hand in hand. Integrating gender equality in the general vision for nationalized SDGs provides a foundation for all future mainstreaming efforts. Securing the national ownership<sup>4</sup> of gender-related SDGs and targets at the earliest stages will strengthen negotiation for the fullest possible integration of gender equality and the empowerment of all women and girls into national strategies of SDG implementation.



**Where to start:** in many countries, UNCTs start preparing awareness-raising and advocacy materials that can be used during national consultations on SDGs, in cooperation with national partners.



**Tip:** Create a group of supporters/experts (civil society organizations, government representatives, private sector actors and academics) prior to the start of national consultations. The group's key role is to further support the process of engendering SDGs nationalized targets (Turkmenistan).

National consultations are open or closed discussions about the SDG framework and its relevance for national development. Whether it is an inclusive nation-wide discussion, closed government session or a meeting of experts, UNCTs and their national partners should be prepared to:

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- <sup>2</sup> A list of MAPS tools currently under preparation is included in the "Resources."
  - <sup>3</sup> The UNCTs across the region operate in a variety of political and economic contexts and experience different challenge and the civil society actors operate under severe restrictions in certain parts of the region. Thus, the section presents suggestions (rather than universal or uniform prescriptions), which, hopefully, contain feasible and applicable solutions for country teams working under a very diverse set of conditions.
  - <sup>4</sup> The involvement of large number of stakeholders such as national experts, academics, CSOs members, government, local institutions and provide sectors representatives is of paramount importance to ensure national ownership.

**a. Raise awareness of the centrality of gender equality for the SDG framework.** Explain the twin-track approach and special focus areas covered by stand-alone SDG 5 and its targets. Visual representations of SDG networks help highlight the connections between SDGs through gender-related targets.

**b. Demonstrate how SDG implementation will help national progress towards gender equality.** Show connections between gender-related SDGs and national landscape of policies and programs concerning gender equality. Explain how progress towards specific SDGs and targets will help to address challenges faced by women and girls (or men and boys).

**c. Explain why ignoring and marginalizing gender equality will dramatically impede the achievement of nationalized/localized SDGs** (alternatively, how gender equality and the empowerment of all women and girls act as accelerators in achieving many SDGs). The messages can be conveyed through specific examples. For instance, partners can show how ignoring gender gaps in access to agricultural equipment, loans and knowledge prevents women from participating in agricultural production and, if not addressed, can impede the government's efforts to increase the output of the agricultural sector.

Country example

### Montenegro

In Montenegro, the efficient use of social media and online applications helped widen the scope of national consultations on SDG nationalization and analyse the feedback. An SDG web platform was created, and social media was widely used for consultations to promote a multiple-stakeholder approach. Consultations used crowd sourcing, discussion platforms, online questionnaires and surveys, social media like Facebook, Twitter and other platforms). All collected data was sex-disaggregated. Analysis of the consultations and survey data revealed the major themes prioritized by the stakeholders. The UNCT teamed up with grass roots organization to plan outreach events around these themes, also paying attention to the gender balance in the events. The UNCT and its national partners ensured a continuous feedback mechanism, from the digital engagement to the field outreach activities, to take into account all issues that emerged in the course of national consultations.



**Reach out to diverse stakeholders:** The dissemination of messages should strive to cover a diverse set of stakeholders, including line ministries, the national statistical system, parliament, local government, the private sector, civil society organizations, the expert community and the media. UNCTs and national partners should be conscious of working with different constituencies and adjust their mode of engagement accordingly. For example, an awareness raising campaign with a heavy presence in social networks (targeting young, Internet-savvy citizens) should run in parallel with a campaign targeting groups in remote rural areas, senior citizens and language minorities. National consultations provide an efficient way to empower groups of the population subjected to different forms of exclusion and discrimination (including gender-based discrimination). If conducted in inclusive and participatory fashion, national consultations should result in incorporating diverse interests and concerns (“leaving no one behind”).



**Partnership building:** The consultations also offer a great opportunity to start building coalitions across sectors and geographical locations. Obviously, the national machinery and long-time partners in specific ministries and civil society organizations will be actively involved and serve as a driving force in engendering SDGs. However, do not hesitate to seek allies in unusual places (for example, government agencies not normally engaged in assisting women and girls) and continuously work to sensitize and build

capacity within the national government. Parts of the government traditionally viewed as dealing with supposedly “gender-neutral” fields (for example, the ministry of energy/natural resources) can play an important role in SDG implementation and should be sensitized to the centrality of gender equality to achieve the SDGs. Securing private sector involvement in consultations can be instrumental in sensitizing private sector employers and bringing in additional funding. Connections established through gender mainstreaming across SDGs provide ample opportunities for issue-based coalitions.

For example, helping women farmers gain equal access to community-based sources of renewable energy (sun energy related grants distributed by local government) connects SDG 5 to SDG 7.1 (“By 2030, ensure universal access to affordable, reliable and modern energy services”) and SDG 2.3 (“By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women...”). Such a coalition can bring together local government, ministries of energy and agriculture, environmental groups, rural community development structures, large and small companies involved in food production, farmers associations and women’s non-governmental organizations.



**Finding the right language for communication:** All messages and suggestions regarding gender equality should be culturally sensitive and highlight not only the challenges in national progress towards gender equality, but also the achievements. The messages should be crafted to speak to specific audiences. For example, if the country has already widely used the concept of “sustainability” in its development strategies (as in the case of Turkey), messages targeting government officials and experts should highlight the links between sustainable development and gender equality in Agenda 2030. If the concept of “social and economic exclusion” gained traction in national policy discussions, it is important to emphasize the role of gender-based discrimination as a common generator of social and economic exclusion. Private sector actors may respond well to messages that combine human rights-related language with a business case approach. For general audiences, it is best to avoid technical terms and provide clear, memorable and culturally recognizable references.



**Getting prepared for national consultations:** Several exercises can assist UNCTs and their national partners in the development of an inclusive, coherent vision that places gender-related SDGs and targets squarely within the nationalized SDG framework. The exercises will assist in:

- a. Mapping the policy and program landscape; mapping national commitments relevant for national progress towards gender equality (including obligations under international treaties).
- b. Taking stock of relevant policy resources.
- c. Revealing and analysing connections between key country/regional trends in gender equality and SDGs.
- d. Envisioning consecutive stages of progress towards gender equality through SDGs. Please see the addendum “Exercises” for descriptions.

Note that national governments often envision SDG implementation as **building on already existing policy frameworks and updating or adapting existing strategies of national development.**<sup>5</sup> Subsequently, UNCTs can provide a platform and expertise to analyse the policy environment and development strategies and identify relevant entry points for mainstreaming gender-related SDGs and targets.

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<sup>5</sup> Results of the survey of UNCTs in the region, conducted in September-October 2016



**Joining discussions with concrete inputs:** When joining national consultations, UNCTs and national partners should be prepared to offer specific suggestions about gender-related goals and targets across Agenda 2030, which they believe are crucially important for national progress towards gender equality and the empowerment of all women and girls. Specifically:

- a. Have the **list of SDGs and targets** that carry the utmost priority for national progress towards gender equality. It will be useful to highlight the links between national commitments (for example, under CEDAW or the Universal Periodic Review, or according to national plans for gender equality, if applicable) and SDG nationalization priorities.
- b. Have a **list of adjustments to gender-related targets** that reflects the national context and have a preliminary list of indicators for each target.
- c. Have a **list of entry points** for mainstreaming gender-related SDGs and targets into national strategies. For example, outline specific targets/objectives in the national sustainability strategy (or other overarching programs and plans for national development), which can be expanded, adjusted or built upon to embrace gender-related SDGs and targets.
- d. Have **one-pager(s)** a) explaining the importance of gender-related SDGs and targets for overall national progress towards the Sustainable Development Agenda, b) demonstrating the linkages between existing national commitments towards gender equality and the empowerment of all women and girls and the prioritized SDGs and targets and c) offering relevant national data to highlight gender equality challenges.



**Tip:** Capitalize on the past experience of engagement with the national government gained from different national consultation processes (Turkmenistan).



**What to watch for:** Countries have limited resources for implementing SDGs: some tough decisions will have to be made to avoid stretching financial and administrative resources too thin. UNCTs and national actors should develop an action plan for gender mainstreaming that includes courses of action for various scenarios, such as possible trade-offs (gender-related targets substituted for more general ones), the marginalization of gender equality in the discussions and the weakness of the national machinery, both in terms of power and resources.



**What to watch for:** Commitments not supported by relevant budget allocations run a high risk of failure. Gender-responsive budgeting tools help to analyse how much money governments assign for the SDGs and what share of these allocations is likely to benefit women and girls. The tools can also estimate how addressing the needs of women and girls can increase the efficiency of budget allocations under specific objectives.

## **Step 2: Institutional mechanisms for SDG implementation established and functional**

National governments often either set up a specific institutional mechanism to coordinate and supervise SDG implementation (for example, an inter-ministerial council) or assign the task to an already existing government body (for example a Ministry of Economic Development). UNCTs and national actors should use advocacy to ensure strong representation of stakeholders supportive of gender equality in the national coordinating mechanism for SDG implementation.

It is important to have a national machinery for gender equality participating in the coordinating body. However, it is not enough. UNCTs should work with all line ministries and committees to raise awareness and gain support for gender equality. For example, advocacy briefings can be conducted with key decision-makers in respective ministries. UNCTs and partners should also continuously build the government's capacity to use a gender lens in the development of their SDG implementation strategy or when adjusting existing policies and programs.

The UNCT expertise and platform are indispensable for ensuring that a coordination mechanism continuously upholds gender-related SDGs and targets in the nationalized SD Agenda.



**Tip:** Create a connection between the coordination mechanism and United Nations Development Assistance Framework (UNDAF) Results Groups. Uzbekistan's Country Team created an institutional connection in the form of core resource persons, experts who mediate between the SDG implementation mechanism (Theme Groups) and the UNDAF system (UNDAF Result Groups).



**What to watch for:** Given the complexity of SDG implementation, national coordination mechanisms are likely to start branching out: working groups (theme groups, sector-based task forces or units) will be tasked with carrying out SDG implementation in their respective sectors or ministries. As these working units become more sector specific, the discussions are likely to turn more "technical" and there is a risk that gender-related issues will be marginalized. To address the risk, UNCTs and national partners should:

- a. Conduct advocacy briefings and capacity building with members of "technical" units;
- b. Use gender focal points based in government structures (where available);
- c. Ensure that the gender lens is applied to all suggested changes to already established SDG policies and targets (include the requirement in Terms of Reference (TORs) for all units tasked with SDG implementation);
- d. Disseminate user-friendly tools to help non-specialists view implementation steps through a gender sensitive lens.



**Tip:** It is essential to harmonize the technical inputs provided by UN Agencies (and possibly by other development partners in the frameworks of the Gender Theme Group) internally prior to sharing with the government to ensure that inputs related to the localization of the SDG Targets, including the selection of relevant global SDG indicators and their customization to the national context (Georgia), are coherent and of the highest quality.



**What to watch for:** The localization of SDGs will be done through the active involvement of the local government and, in some countries, community-based structures. It is important to keep in mind that informal (and sometimes formal) authority in local communities may be embedded in patriarchal structures. In such environments, women

and girls may have a hard time voicing their disagreement or talking about their concerns. The UNCT and its partners should make every effort to ensure the real involvement of women and girls in decisions regarding the prioritization of SDGs or the adjustment of targets to reflect local needs.

### Step 3. Setting up monitoring and reporting frameworks and ensuring accountability



**Purpose:** Setting up a comprehensive and reliable monitoring framework with *gender-sensitive indicators* is key for tracking national progress towards SDGs (including gender-related ones) and holding national governments (the main duty bearers in SDG implementation) accountable. Thus, this step is very important for civil society organizations, experts and local and national government institutions interested in monitoring the progress achieved under the implementation plans. The gender-sensitive monitoring framework generates data, which can then be used to report on progress, in line with national governments' commitments to Agenda 2030. Both governmental and civil society sectors involved in this task can greatly benefit from the expertise provided by UN agencies.



**Where to start:** It is best to start by reviewing and mapping already existing monitoring frameworks, relevant for gender equality (for example, a National Action Plan for Gender Equality or CEDAW monitoring and reporting framework). Questions that may inform such exercises include:

- Which gender-sensitive indicators already exist?
- How much do these indicators match the gender-related SDGs and targets?
- Which indicators need to be expanded by adding a requirement to disaggregate data by sex (and other characteristics)? Which necessary indicators are not available?

The mapping of existing indicators should also determine **a)** baselines for available indicators, **b)** comparability of national indicators to global ones, and **c)** regularity and consistency of monitoring frameworks. Identifying gaps is an equally important part of that activity. Gaps in monitoring frameworks (the absence or weakness of indicators) are important: gaps reflect the areas that do not receive necessary attention and areas with low institutional capacity to collect data.

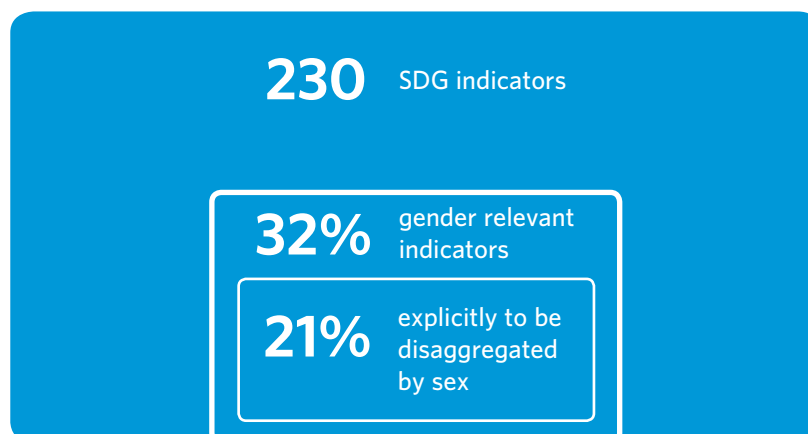
Gaps can also show that a relevant indicator is present but lacks disaggregation by sex/age/residence and other factors. After the mapping is completed, UNCTs and national partners (including the National Statistical System) can proceed to building a monitoring framework for national SDGs.



**Adjusting and disaggregating national indicators:** It is estimated that roughly 1/4 of all SDG targets implicitly or explicitly address gender equality and about 32% of indicators are gender-relevant. (see Chart 2. Indicators)

Countries can use global SDG indicators, supplement global indicators with national ones created from scratch, adjust existing global indicators or modify those. In line with the approach of “no one left behind,” the Sustainable Development Agenda requires that indicators be disaggregated by sex (and other factors such as age/residency/wealth quintile/marital status, etc.). Disaggregation by sex will help monitor the gendered aspect of progress on all targets. The correlations between sex and other socio-economic and demographic characteristics assist in identifying population groups left behind or rendered “invisible” by national averages.

## Chart 2 Indicators<sup>5</sup>



Disaggregation by sex is specifically important for mainstreaming a gender perspective into SDG implementation: by introducing sex disaggregation into the monitoring framework, national partners can ensure that gender-based differences in progress towards specific targets will not go unnoticed.

To adequately reflect the **twin-track approach**, monitoring frameworks should include indicators that measure the prevalence of a specific condition or practice among women and girls as well as sex/age disaggregated indicators that register the share of women, girls, men and boys among the population impacted by SDG implementation. For example:

**Indicator measures the prevalence of a specific condition or practice among women and girls.**



**Proportion of young women aged 15-24 who are in the NEET category (not employed, not in school and not looking for work)<sup>6</sup>.**

**Indicator measures a share of women, girls, men and boys among population impacted by SDG implementation**



**Proportion of employed who are own-account (self-employed) workers by sex of worker <sup>6</sup>.**

<sup>6</sup> M. Bamberger, M. Segone, F. Tateossian, (2016), Evaluating the Sustainable Development Goals With a “No one left behind” lens through equity-focused and gender-responsive evaluations, p.16 <http://www.evalpartners.org/sites/default/files/documents/evalgender/Eval-SDGs-WEB.pdf>

<sup>7</sup> The examples are taken from Data2x0 (2014), Ready to Measure: Sixteen Indicators for Monitoring SDG Gender Targets, available from: [http://data2x.org/wp-content/uploads/2014/08/Ready\\_to\\_Measure.pdf](http://data2x.org/wp-content/uploads/2014/08/Ready_to_Measure.pdf)

There are several lists of gender-relevant indicators, including those compiled by UN Women, United Nations Economic and Social Council, Statistical Commission, Bureau of the United Nations Statistical Commission and “Ready to Measure: Sixteen Indicators for Monitoring SDG Gender Targets” by Data2x0 (for links, please see Addendum I, Resources). Please also refer to “An overview of targets and indicators from a gender perspective” prepared by UNDP Istanbul Regional Hub (in the Addenda).



**Tiers of indicators:** After a list of suggested indicators is compiled, with respective baselines and sources, it may be helpful to use a three-tier classification to sort through existing and suggested indicators. The three-tier classification of SDG indicators was developed by the Expert Group on SDG Indicators. The indicators were classified into three tiers based on their level of methodological development and data availability.

**Tier 1: Indicator conceptually clear, established methodology and standards available and data regularly produced by countries.**

**Tier 2: Indicator conceptually clear, established methodology and standards available but data are not regularly produced by countries.**

**Tier 3: Indicator for which there are no established methodology and standards or methodology/standards are being developed/tested.**

It is important to take into consideration that the three tiers present three different situations with regard to data quality and availability. Only the first tier indicators are based on a consistent and rigorous methodology and have data regularly produced at country level. With the second tier, we are entering a territory where indicators were developed based on a clear methodology and concepts, however, for a variety of reasons, data were not collected or released regularly. The third tier indicators present further challenges, since they are not based on well-tested methodology, involve unclear concepts or are possibly still a subject of discussion among experts. In such circumstances, reliable data are highly unlikely to be available for Tier 3.

Given that the collection of *gender-specific* and *gender-disaggregated data* is still weak in the region, dealing with the second tier indicators is likely to be a challenge common to UNCTs and national partners. To turn the challenge into an opportunity, actors may use the lack of data as a reason to insist on incorporating regular data collection as a necessary requirement to increase the efficiency of proposed implementation plans.

Also, the absence (or insufficiency) of quantitative data should not be an obstacle for focusing the implementation efforts on specific gender-relevant targets. UNCTs and national partners can rely on qualitative research outcomes (specifically, interviews with local experts) to formulate arguments stressing the importance of the incorporation of specific targets into the nationalized SDGs. References to comparable international examples can also help.

Assessing indicators will help determine the reliability and methodological rigour of the proposed monitoring framework. Gender-sensitive indicators classified according to the three tiers can be found in UN Women’s *Monitoring Gender Equality and the Empowerment of Women and Girls in the 2030 Agenda for Sustainable development: opportunities and challenges* (please, see Addendum “Resources” for the link).



### Georgia's experience in adjusting national targets and adding indicators

With the technical assistance of the UN Agencies, gender has been mainstreamed into the indicators measuring the majority of Georgia's national targets. UNCT and national partners recognized that in order to address the root causes of women's weak economic and political position in Georgia (such as gender stereotypes and traditional division of work between men and women), joint efforts and political attention needed to focus on SDG 5. Subsequently, UNCT and national partners proposed additional nationalized targets under SDG 5 and suggested indicators for inclusion in Georgia's 2030 Agenda.

*Please see the "Tips and promising practices from the region" Addendum to further explore how the UNCT and national partners in Georgia adjusted indicators to SDG 5.5 to measure the change in "women's participation in and equal opportunities for leadership at all levels of decision making in political, economic and public life."*

To understand how the global indicators for SDG targets were compiled and get familiar with the monitoring framework proposed for Agenda 2030, please refer to the metadata online resource. The resource is very informative and highly recommended (see the link in Addendum I, Resources).

UNCTs and national partners should work in close collaboration with national statistics systems (NSS) to ensure that indicators are realistic and match the capacity of data collecting bodies. The NSS, line ministries, local government bodies and civil society organizations should be trained in monitoring progress on the SDGs and in using a gender lens when reporting on data generated through monitoring. The NSS and other government structures can also benefit from learning how to make gender-specific and gender-disaggregated data accessible and available for the general public. Creating a capacity development strategy to enable the collection of gender-related SDG indicators may be a good way to organize continuous training and ensure a steady flow of reliable data.



**What to watch for:** there may be indicators that operate with the "household" as a unit, without disaggregation by sex. The gap should be addressed immediately; otherwise, monitoring will fail to register the gendered impact of SDG implementation and governments will not introduce necessary corrections in their implementation plans.



**What to watch for:** certain changes (for example, change in cultural and social norms restricting women's access to resources and mobility in public spaces) are hard to measure with quantitative indicators and are likely to be missed if countries only use quantitative methods of data collection. The monitoring of progress towards SDGs should also pay attention to social changes (attitudes, stereotypes and norms). These changes can be measured with the use of qualitative indicators.

**Reporting:** Agenda 2030 views reporting as a voluntary action, performed by states. Reporting summarizes the changes reflected by indicators and creates a narrative based on these changes. To ensure that reporting on SDGs is realistic and comprehensive, reporting templates should have a clear requirement to mainstream gender-related data (gender-specific indicators and indicators disaggregated by sex). It might also be helpful to ensure representation from the national machinery in the government unit responsible for periodic review and reporting.

Many national governments in the region have suggested building on existing frameworks (national development strategy or CEDAW), rather than setting up a completely separate monitoring and reporting operation for SDGs. The purpose is to save resources and avoid double reporting cycles. Merging reporting on SDGs with reporting on the National Development Strategy offers several advantages for a gender-responsive monitoring framework: it secures the government's commitment, regularity of data collection and makes resource allocations more stable. However, the actors involved should be persistent in ensuring that gender-relevant indicators specific to SDGs are not subsumed by the old reporting frameworks.

It is important to ensure that reporting reflects the twin-track approach to gender equality and the empowerment of all women and girls in the national and local process of SDG implementation. The capacity building activities of government and non-government actors responsible for reporting should include a detailed explanation of how periodic reports can reflect the progress under SDG 5 in its connection to the gendered dimension of advancement across all SDGs. Depending on the specific nature of the programmes implemented, a report can show, for example, connections between expanded access to educational and vocational opportunities for women and the gendered dimension of poverty reduction programmes.



**What to watch for:** Gender equity at times gets lost in discussions surrounding gender equality and the concept is often misunderstood by non-specialists. Targets and indicators directly addressing gender equity (like the following indicator related to Target 1.b.1 *Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups*) are relatively scarce in the Agenda. However, the “no one left behind” approach is very equity focused. The approach requires national governments to deliver SDG progress to vulnerable and disenfranchised groups of the population. Subsequently, it is essential to sensitize national actors to the role of gender equity and develop capacity to monitor the effects of SDG implementation on gender equity.



Photo: UNDP/Miloš Vujović

Captain Sanja Pejović, the highest ranking woman officer in the Montenegro Armed Forces.

#### Step 4. Gender-responsive evaluation of progress towards SDGs



**Purpose:** Gender-responsive evaluation enables an analysis of the gendered impact of SDG implementation (or specific interventions), highlights the gendered aspects of exclusion, measures the pace of progress towards gender-related SDGs and targets, reveals the bottlenecks and draws lessons from challenges, failures and achievements. The gender-responsive evaluation of the SDG implementation will not be a repetition of monitoring reports, but it will explain why the dynamics and outcomes of implementation are the way they are.

Designing an evaluation framework for SDG implementation is a challenging process. SDG implementation is a very complex multi-level operation (three thematic areas, cross-sectoral, several levels of government, different geographical locations, a very vast and diverse pool of beneficiaries), which requires evaluation techniques capable of processing complexity.



**Where to start.** UNCTs and national partners should strive to include the commitment to regularly conduct gender-responsive evaluations in the national strategy. The weakness of national Monitoring and Evaluation capacities was indicated by most UNCTs in the region as one of the primary challenges in SDG implementation.<sup>8</sup> UNCT's expertise and support will be indispensable in building the capacity of national M&E systems to conduct gender-responsive evaluations. It is also crucial to raise awareness of national governments and civil society organizations about the importance of gender-responsive evaluations for achieving sustainability.

Any evaluation starts with formulating evaluation questions. UNCT and national partners should dedicate time to determine what they would like to know and understand as a result of gender-responsive evaluations. Questions can focus on overall progress towards

<sup>8</sup> Results of the survey of UNCTs in the region, conducted in September-October 2016

SDGs or specific interventions. For example, “How did SDG implementation deliver on a specific set of gender-related SDGs and targets?,” “Does the progress towards nationalized SDGs and targets reflect the **twin-track approach** to gender equality?” or “Have specific interventions had the intended impact of increasing economic opportunities for women?” or “Which setbacks and bottlenecks slowed/reversed the progress towards SDG 5 at local level (among specific groups)?”

A good example of a gender-sensitive *equity-focused evaluation* framework for SDG implementation can be found in *Evaluating the Sustainable Development Goals with a “No one left behind” lens through equity-focused and gender-responsive evaluations* (see the link in the Addendum “Resources”). This informative resource will assist in:

- Developing a *gender-responsive evaluation* framework for SDG implementation;
- Designing data collection and analysis tools for equity-focused and gender-responsive evaluations;
- Engaging qualitative and participatory evaluation methods to explore sensitive topics (such as domestic violence) and examine behavioural change;
- Disseminating evaluation results and building advocacy based on evaluation findings.



**Tip:** Qualitative evaluation methods enable the evaluation to trace changes in gender-based stereotypes and attitudes, which will not be captured by numerical indicators.



**Tip:** Ensure that the twin-track approach is included in the evaluation questions and reflected in the key elements of the evaluation framework. For example, while determining the performance standards to evaluate SDG implementation, it is important to ensure that the “successful performance” of specific programmes include benchmarks of progress in the status of women and girls.



**Tip:** Gender-responsive evaluation is not just about direct outcomes. Evaluation can act as a participatory and empowering process. Try to use empowering techniques, such as Appreciative Inquiry, to engage beneficiaries in the evaluation process and generate conditions to empower those whose voices are routinely silenced.



**What to watch for:** Gender-responsive evaluation should not be cast as a sole responsibility of the national machinery on gender equality. This will isolate and marginalize evaluation outcomes and undermine efforts to mainstream gender equality into the fabric of national SDG implementation. UNCTs and national partners should advocate for gender-responsive evaluations to become a regular feature jointly commissioned by multiple actors (including key government ministries, local governments and civil society).



**What to watch for:** Numerical indicators that lack sex, age, residency, disability, wealth quintile disaggregation are likely to conceal processes affecting disadvantaged and vulnerable groups. To avoid this situation, specific evaluation questions and corresponding targets, baselines, sources and indicators should be dedicated to reflecting the changes experienced by these groups (as a result of or in association with SDG implementation).



**What to watch for:** Any responsibly conducted evaluation, apart from intended results, also examines the unintended outcomes of programs and projects. Given the large scale and complexity of SDG implementation, UNCTs and national partners have to be prepared for a considerable load of unintended outcomes (some affecting women and men in different ways).

It is crucially important to equip evaluation frameworks with tools capable of measuring the gendered dimension of an unintended impact. The task is challenging politically, since unintended negative impacts on gender equality and women's rights may result from certain large-scale national priority programmes. The UNCT should support national partners to be a) prepared to conduct gender-responsive evaluations of such outcomes; and b) use evaluation findings in advocacy efforts to demand the reversal or adjustment of programmes that have detrimental effects on gender equality.



Photo: UNFPA

Responding to the needs of pregnant women in Turkmenistan.





© UNICEF/Zmey

Diana, 14, helps her 6-year-old sister, Sasha, to complete her homework in Ukraine. They have been living with their grandmother since the beginning of the conflict in 2014.

## Addendum

- Addendum I** Resources
- Addendum II** Regional advocacy brief on gender equality, women's rights and women's empowerment
- Addendum III** Exercises
- Addendum IV** Tips, promising practices and lessons learned from UN Country Teams
- Addendum V** How countries are implementing SDGs



Photo: UN Women/Rena Effendi

31-year-old Ayday Cherikbayeva has Down syndrome. She is an award-winning Kyrgyz folk dancer, touring both in Kyrgyzstan and internationally.

# Addendum I

## Resources



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Photo: UNEPA

Girls and boys at a joint football match in Tajikistan.

## Addendum II

# Regional advocacy brief on gender equality, women's rights and women's empowerment

Gender equality is an engine for progress on all the SDGs. A series of UN advocacy papers that take a multi-dimensional approach to gender equality and propose strategies for the region is available at: <https://undg.org/wp-content/uploads/2017/01/2017-Regional-Advocacy-Paper-FINAL-19-June-2017.pdf> and [http://www.un-rcm-europecentralasia.org/fileadmin/DAM/RCM\\_Website/Publications/ECA\\_Regional\\_Advocacy\\_Paper\\_2017.pdf](http://www.un-rcm-europecentralasia.org/fileadmin/DAM/RCM_Website/Publications/ECA_Regional_Advocacy_Paper_2017.pdf). They cover the following issues: population dynamics, movements of refugees, migration and resilience, decent jobs, social protection, health and education, energy, production and consumption, agriculture and rural development, ecosystems, sustainable development, governance and partnerships.

Appended here is the advocacy paper on Gender Equality, Women's Rights and Women's Empowerment, which focuses on SDG 5.

## What is at stake?

Gender equality, women's rights and women's empowerment are key to accelerating sustainable development. Gender equality and empower women – signalled global recognition that this is both an important development goal in itself, and a key to the success of all the other goals. The 2030 Agenda for Sustainable Development contains a specific stand-alone goal to tackle the gender inequalities that remain widespread and persistent across the world and which leave women disproportionately represented amongst the poorest and most marginalised people.<sup>10</sup> Gender equality is also prioritised across other goals through concrete, gender-specific targets and indicators, including in the areas of poverty, education, health, jobs and livelihoods, food security, environmental and energy sustainability, and stable and peaceful societies. None of these development goals will be achieved without addressing gender inequality, women's rights and women's empowerment. Thus, Agenda 2030 opens new opportunities for addressing regional challenges in reaching gender equality and empowerment for all women and girls.

## Story of the region

Since 2013, the situation regarding gender equality, women's rights and the empowerment of women and girls in the region has been characterized by uneven progress, with MDG 3 being only partially achieved. Given gender inequality challenges in the region, and pockets of severe poverty and inequality within individual countries, leaving no one behind entails addressing a wide spectrum of challenges and reaching out to the most vulnerable communities.

Countries in the region have undertaken efforts to increase women's labour force participation, reduce occupational segregation and the gender pay gap, facilitate the reconciliation of employment and family responsibilities, support women's entrepreneurship or enhance female participation in top-level economic decision-making. Nevertheless, significant gender gaps remain and discriminative gender attitudes and patriarchal values continue having a strong negative impact on the progress towards gender equality. Most policy innovation and progress in the area of women's economic empowerment in the region has been achieved in the EU.<sup>11</sup>

Progress in women's political participation and representation has been slow. Numerous models of quotas and other measures to promote women in elected bodies have been developed, but have rarely achieved a major change in the unequal distribution of power between women and men. With very few exceptions, female political representation across all levels remains far below the 40 per cent recommended by the Council of Europe as indicating balanced representation. Assessing progress in women's political power beyond elected positions is difficult and, because of weak data, particularly so in the Europe and Central Asia region. Women are largely underrepresented in governance bodies and are rarely leading core ministries, top judiciary ranks and major political parties.

Civil society, historically a strong channel for women's social and political mobilization, is currently under severe pressure in some parts of the region (limitations on mobility, activities and foreign funding).<sup>12</sup> With civil society organizations shut down or isolated from the political process in some countries, civic space for women's participation and

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<sup>10</sup> Sustainable Development Goal 5: Achieve Gender Equality and Empower all Women and Girls

<sup>11</sup> Beijing +20 Review Meeting, United Nations Economic and Social Council, Economic commission for Europe, 2014, (available from: <http://www.unece.org/fileadmin/DAM/Gender/documents/Beijing%2B15/ECE.AC.28.2014.3.E.pdf>)

<sup>12</sup> UN Human Rights Council: *Civic Space Restrictions in Central Asia and Eastern Europe must be addressed*, Article 19, 22 June 2015 (available from: <https://www.article19.org/resources.php/resource/38010/en/un-hrc:-civic-space-restrictions-in-central-asia-and-eastern-europe-must-be-addressed>)

influence is shrinking. National machineries for the promotion of gender equality and the empowerment of women are weak, lacking in funding and a strong mandate. A sound legislative base and policy commitments to gender equality and the empowerment of women and girls are not consistently followed by the introduction of strong and consistent implementation mechanisms.<sup>13</sup>

Gender-based discrimination systematically obstructs women's economic opportunities and serves to reproduce social exclusion and poverty. In many parts of the region, women's labour force participation rate (LFPR) is fairly high (although still lower than male LFPR in all countries) and women outperform men in educational achievements. However, this advantage fails to translate into women's economic empowerment. Even in countries with educational gender parity, or a higher level of education of women, educational success does not translate into proportionate economic success and political decision-making power for women. The mismatch is clearly documented in the EU, as well as Switzerland.<sup>14</sup>

The gender wage gap constitutes a major setback for women's economic opportunities: women's gross hourly earnings in 2015 were, on average, 21.8 per cent less in Central and Eastern Europe and Central Asia,<sup>15</sup> and 16 per cent less in the countries of the European Union.<sup>16</sup> A large portion of the wage gap stems from gender-based discrimination. All across the region, occupational segregation persists with women concentrated in low-paying sectors of the economy and is perpetuated through educational choices, based on gendered stereotypes about types of work "suitable" for men and women. Despite impressive educational achievements of women in tertiary education, men still have higher chances of being promoted up the career ladder. Women account for a minor share among top managerial and business leaders in the region. The gendered employment gap persists: women are 30 per cent less likely to be employed than men.

Throughout the region, women work longer hours than men when unpaid work is factored in. A disproportionate load of unpaid care and domestic work provided by women and girls remain largely unrecognized and undervalued. On average, in the region women perform two and a half times more unpaid care and domestic work than men,<sup>17</sup> the difference increasing to 8 times in parts of the region.<sup>18</sup> Because of the responsibilities associated with both unpaid care work and productive employment, women often resort

<sup>13</sup> Europe and Central Asia, Social Institutions & Gender Index, SIGI Regional Report, OECD, 2015, p.9 (available from <http://www.oecd.org/dev/development-gender/SIGI-BrochureECA-2015-web.pdf>)

<sup>14</sup> Beijing +20 Review Meeting, United Nations Economic and Social Council, Economic commission for Europe, 2014, (available from: <http://www.unece.org/fileadmin/DAM/Gender/documents/Beijing%2B15/ECE.AC.28.2014.3.E.pdf>)

<sup>15</sup> Eurostat, 2015 and *Progress of the World's Women 2015-2016, Transforming Economies, Realizing Rights*, UN WOMEN (available from: <http://www.unwomen.org/en/digital-library/publications/2015/4/progress-of-the-worlds-women-2015>).

<sup>16</sup> [http://ec.europa.eu/justice/newsroom/gender-equality/infographs/equal-pay-day-2015/equal-pay-day/index\\_en.html](http://ec.europa.eu/justice/newsroom/gender-equality/infographs/equal-pay-day-2015/equal-pay-day/index_en.html). *Progress of the World's Women 2015-2016, Transforming Economies, Realizing Rights*, Trends & Statistics, p.87, UN WOMEN (available from: <http://www.unwomen.org/en/digital-library/publications/2015/4/progress-of-the-worlds-women-2015>).

<sup>17</sup> *Progress at Risk: Inequalities and Human Development in Eastern Europe, Turkey and Central Asia*, Regional Human Development Report, United Nations Development Programme, 2016 (available from: <http://hdr.undp.org/en/content/regional-human-development-report-2016-eastern-europe-turkey-and-central-asia>)

<sup>18</sup> United Nations Economic commission for Europe, Statistical Database (available from: <http://w3.unece.org/PXWeb/en/>)



to part-time employment.<sup>19</sup> Women are also more likely to be employed in insecure jobs (contributing family worker and informal domestic worker), labouring without contract, regular pay or rights' protection.

Government introduction of austerity measures (including subsidy reduction, wage cuts in public sector, pension and health reform and safety net transformation)<sup>20</sup> in some countries of the region has multiple gendered implications. For example, reductions in wages and jobs in public health, public education and social services mainly affect women, who are overrepresented among the employees in these sectors. Reductions in pensions and healthcare spending further impede the access of women and girls (even more so, women and girls with disabilities, those in rural areas, or poverty stricken areas) to crucial services for reproductive and sexual health. While the adolescent fertility rate is 18 in the region, it can go up to 59 births per 1,000 women ages 15-19.<sup>21</sup>

Decreased public investment in childcare, elderly and disabled care (for example, day-care facilities, personnel and training) makes families and states rely heavily on unpaid care provided by women and girls. The high dependency of families on women's unpaid labour keeps all women, including those educated and highly skilled, away from formal employment and good career opportunities, and undermines their ability to accumulate lifetime savings. This also has the potential of deprioritizing girls' education and preventing women and girls from realizing their full economic, social and political potential.

Implementation of laws and policies remains weak, particularly in Eastern Europe and Central Asia. Here, barriers in the access to services and limited access to justice remain key concerns for women, and for specific groups of women also in other countries, such as rural women, ethnic/national minorities, women with disabilities and migrants

A wave of conservative, nationalist and xenophobic sentiment and politics is on the rise in some countries in the region.<sup>22</sup> In some cases, the rhetoric used by political and social actors, casts women as repositories of national values. Re-traditionalization often supported by influential religious institutions, ties women's primary value to their reproductive function, maternal care and the private sphere of home. In parts of the region, women's reproductive rights are targeted and limited through specific pro-natal policies. Harmful traditional practices are persistent in areas across the region, with evidence of female genital mutilation/cutting in at least one country. Child marriage, albeit hard to document, is estimated to affect girls<sup>23</sup> in Eastern Europe and Central Asia, with estimates for individual countries ranging from 27.2 per cent to 2.2 per cent.<sup>24</sup> Child marriage is

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<sup>19</sup> *Progress of the World's Women 2015-2016, Transforming Economies, Realizing Rights, Trends & Statistics*, p.105, UN WOMEN (available from: <http://www.unwomen.org/en/digital-library/publications/2015/4/progress-of-the-worlds-women-2015>).

<sup>20</sup> *The Decade of Adjustment: A Review of Austerity Trends 2010-2020 in 187 Countries*, Isabel Ortiz, Matthew Cummins, Jeronim Capaldo, Kalaivani Karunanethy; International Labour Office. Geneva: ILO, 2015 (Extension of Social Security Series No. 53) (available from: [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2685853](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2685853))

<sup>21</sup> The World Bank: Databank (available from: <http://data.worldbank.org/indicator/SP.ADO.TFRT>)

<sup>22</sup> *Civil society organizations from Europe and Central Asia call for action and accountability at Beijing+20 review*, UN Women (available from <http://www.unwomen.org/en/news/stories/2014/11/europe-cacso-beijing-review#sthash.oAY7UP7N.dpuf>)

<sup>23</sup> The practice of child marriage impacts boys as well, but on a lesser scale than girls.

<sup>24</sup> *Child Marriage in Eastern Europe and Central Asia*, Issue Brief, UNFPA, 2015 (available from: <http://eeca.unfpa.org/sites/default/files/pub-pdf/SWOP2016%20Regional%20Supplement%20EECA.pdf>)

reported to be even more prevalent among certain population groups.<sup>25</sup> Child marriage is associated with early school dropout and early childbirth, perpetuating poverty, making women more vulnerable to domestic violence and social exclusion in an intergenerational cycle of violence against children.<sup>26</sup>

The digital divide commonly disadvantages women and girls. For example, in Central Asia women have 30 per cent less access to Internet compared to men,<sup>27</sup> and undermines their chances to obtain skills necessary for labour market transformation caused by the Fourth Industrial Revolution.

Gender-biased sex selection persists in some parts of the region.<sup>28</sup> The practice, based on tradition of son preference, generated a skewed ratio between male and female births and has already resulted in an estimated 171,000 “missing” girls.<sup>29</sup> The practice inflicts a lasting damage on women’s health, reinforces a culture of low value placed on girls and in two decades it will translate into a demographic imbalance affecting men’s marriage prospects, the potential to increase human trafficking, gender-based violence, and political unrest.

The benefits of a demographic dividend can be seriously limited if women and girls are not equipped with highly relevant education and skills. The gender gap in access to decent jobs, characteristic for many countries across the region, can also undermine the positive effect of demographic dividend.<sup>30</sup> Population ageing affecting some countries in the region has a key gender dimension: women will constitute a majority within the aging population. Their burden of unpaid care work will increase, and elderly women will be exposed to several risks: old age poverty (due to pension gap), increased health and mental health risks in the situation of inadequate healthcare services, increased economic dependency and vulnerability to gender-based violence.<sup>31</sup>

Twenty six per cent of women in Eastern Europe, 23 per cent in Central Asia and 19 per cent in Western Europe have experienced either physical and/or sexual violence by an

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**25** According to the research data, 30 per cent of Roma girls in ten countries are married before the age of 18, compared to 4.5 per cent of girls in overall population (Asenjo, A., Bancalari, A., Castillo, C., D’Arcy, M. and Raigada, T. *Mind the Gap. Gender Disparities in Adolescent Wellbeing Outcomes in Central and Eastern Europe and Central Asia*, LSE Capstone Report, UNICEF, March 2016, p. 79)

**26** *Focus on children from ethnic and linguistic minorities in Central and Eastern Europe and Central Asia*, Issue Brief, UNICEF, 2016, (available from: [https://www.unicef.org/ceecis/2016\\_Children\\_from\\_minorities.pdf](https://www.unicef.org/ceecis/2016_Children_from_minorities.pdf))

**27** *Women and the Web, Bridging the Internet gap and creating new global opportunities in low and middle-income countries*, Report by Intel, 2013, p. 10 (available from: <http://www.intel.com/content/dam/www/public/us/en/documents/pdf/women-and-the-web.pdf>) Skewed sex ratios registered in Azerbaijan (second only to China), Armenia, Georgia, Albania, Montenegro, the former Yugoslav Republic of Macedonia, Kosovo, and Turkey.

**28** Skewed sex ratios registered in Azerbaijan (second only to China), Armenia, Georgia, Albania, Montenegro, the former Yugoslav Republic of Macedonia, Kosovo, and Turkey.

**29** *Preventing gender-biased sex selection in Eastern Europe and Central Asia*, Issue Brief 4, UNFPA, 2015 (available from: [https://www.unfpa.org/sites/default/files/resource-pdf/GBSS%20Brief\\_WEB.pdf](https://www.unfpa.org/sites/default/files/resource-pdf/GBSS%20Brief_WEB.pdf)).

**30** *Investing in Young People in Eastern Europe and Central Asia*, Issue Brief, UNFPA, updated in January 2015 (available from: <http://eeca.unfpa.org/en/publications/investing-young-people-eastern-europe-and-central-asia>).

**31** Maurizio Bussolo, Johannes Koettl and Emily Sinnott. 2015. *Golden Aging. Prospects for Healthy, Active and Prosperous Aging in Europe and Central Asia*. Washington DC: World Bank (available from: <http://documents.worldbank.org/curated/en/647461467997250805/pdf/97714-PUB-PUBLIC-Box391451B-9781464803536.pdf>)

intimate partner or sexual violence by a non-partner.<sup>32</sup> Crisis-affected areas have higher rates of gender-based violence (GBV) in emergencies (for example, women IDPs in Ukraine experience three times more violence than host community residents).<sup>33</sup> Most countries have legislation addressing GBV/violence against women (VAW). But laws focus on domestic violence and rarely mention sexual harassment and conflict-related sexual violence. GBV laws in many countries still lack strong implementation and monitoring mechanisms.

In recent years, the eastern Europe and Central Asia region has become more prone to natural disasters as a result of climate change. Women and girls are disproportionately affected by disasters and climate change due to multiple forms of discrimination that they face. This is due to poor access to resources, information and decision-making processes. There is good evidence that women are more vulnerable to climate change than men: in poor areas women are often the poorest. In addition, some studies show that the mortality rate of women in natural disasters is often much higher than that of men.<sup>34</sup>

To better understand complex regional trends and develop relevant interventions, comprehensive measurement, based on reliable and comparable data, is necessary. Despite some good developments, there are many gaps in the availability, accessibility, analysis and use of gender statistics and sex-disaggregated data (for example, on the prevalence of VAW). The use of gender statistics in setting national development priorities and policy formation remains quite limited.

### What needs to happen?

Key trends in the region illustrate that elimination of gender inequality and a push towards the empowerment of all women and girls represent both a *driver/accelerator* of progress towards all SDGs and a central part of the *solution* for the sustainable development of the whole region. For example, the efforts to reduce growing inequality in the region will have to acknowledge the impact of weakened social protection on limited economic opportunities of women and girls. Promoting peaceful and inclusive societies in the region, building sustainable cities and communities, ensuring sustained, inclusive and sustainable economic growth is impossible without tackling women's exclusion from political and social leadership, pervasive impact of GBV and harmful practices, exploitation of female migrants and abuse of women's rights. Issues of climate change and building resilience to disasters can only be addressed through increasing women's access to resources and information and their participation in decision-making processes.

- **Expand women's economic opportunities and support the economic empowerment of all women and girls.** This includes designing and implementing macroeconomic policies that enhance women's economic opportunities and ensure access to decent work and synergy between macroeconomic and social protection policies; ensure that women's right to own and control land and other forms of property is legislatively secured and supplemented by policies and programmes that enhance women's access to technologies and financial services, including microfinance; evaluating and rewarding

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<sup>32</sup> *Combatting Violence against Women and Girls in Eastern Europe and Central Asia*, Issue Brief N 6, UNFPA (available from: [http://eeca.unfpa.org/sites/default/files/pub-pdf/21770%20Brief\\_web.pdf](http://eeca.unfpa.org/sites/default/files/pub-pdf/21770%20Brief_web.pdf)).

<sup>33</sup> *Gender-based violence in the Conflict-Affected Regions of Ukraine*, Ukrainian Center for Social Reforms, UNFPA, 2015, p. 29 (available from: [http://reliefweb.int/sites/reliefweb.int/files/resources/gbv\\_study\\_2015\\_final\\_eng.pdf](http://reliefweb.int/sites/reliefweb.int/files/resources/gbv_study_2015_final_eng.pdf))

<sup>34</sup> *Gender, Environment and Climate Change*, UN Women and UNDP, 2015 (available from: <http://eeca.unwomen.org/en/digital-library/publications/2013/01/gender-environment-and-climate-change>)

unpaid care and domestic work, through appropriate measurement and analysis of country-specific patterns and custom-made social protection interventions; and raising awareness and introducing financial incentives to encourage women and girls to enter male dominated fields of education. The introduction of programmes, such as mentorship and foreign exchange, to support girls in STEM (Science Technology Engineering and Math) can help close the gendered digital divide.

- **Enhance and transform current social protection by the states.** This includes investment in expanding and maintaining free social services and supporting infrastructure (such as child-care services, free day-care centres, senior care centres and rehabilitation centres for children with disabilities) and free and secure public transport; promoting social protection to increase girls' school enrolment and attendance; introducing nationally appropriate social protection systems and measures for all (including, social protection floors<sup>35</sup>) and ensuring that relevant policies address the challenges faced by women; providing incentives for both parents' active participation in child-care, through equalizing conditions for paid maternity, paternity and parental leave; supporting mechanisms to prevent separation of children from their families, including through community-based alternatives to institutional care; ensuring that single-parent families are not rendered "invisible" within the system of social protection; encouraging public and private sector employers to introduce family-friendly working conditions to support women's career prospects and family male involvement (flexible work schedule, teleworking); and introducing the gender dimension into pension reforms to recognize and reward years of unpaid care provided by women. Gender-transformative models of care guaranteeing sustainable models of care that do not increase the burden on women and increase women's participation are also required.<sup>36</sup>

- **Build on opportunities and address challenges presented by demographic shifts.** Governments should respect women's rights to make their own reproductive choices and should select gender-sensitive family policies that build on the principle of gender equality and support women's participation in social, educational, political and economic fields. Such policies include: subsidized maternity, paternity and parental leave, free child-care, quality public reproductive healthcare, family oriented working conditions for parents, tax credits, and social transfers. Investment in adolescent girls should be made, with enhanced opportunities and access to health, education and social services.

- **Promote human rights in light of re-traditionalization, radicalization and harmful traditional practices.** This includes ensuring access to justice for all, through building capacity of law enforcement and judiciary to ensure gender justice, access to rule of law for women and girls, and end gender-based discrimination, harmful traditional practices and violence against women; strengthening the legislative base to protect women's reproductive choices and raise public awareness about the importance of sexual and reproductive rights of women and girls; addressing the problem of gender-biased sex selection without compromising women's and girl's access to health services; and developing interventions to ensure access to primary, secondary and tertiary education for girls, particularly those from marginalized groups, through scholarships and education related tax credits.

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<sup>35</sup> As stated in SDG 1, Target 1.3

<sup>36</sup> *Women's health and well-being in the WHO European Region*, WHO 2016, (available from: <http://www.euro.who.int/en/health-topics/health-determinants/gender/publications/2016/womens-health-and-well-being-in-europe-beyond-the-mortality-advantage-2016>)

- **Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life and expand women's ability to influence governance through civil society.** This includes lifting pressures from civil society and supporting the mobilization and advocacy for women's rights; introducing temporary special measures to break male-dominated hierarchies in political parties and raising awareness and introducing women-friendly work policies and career development programmes to increase women's representation within the high ranks in all branches of government.

- **Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation including in emergency settings.** This includes introducing the concept of multi-sectoral coordinated response to GBV and ensure strong and consistent implementation mechanisms for existing legislation on GBV, including working with boys and men to prevent GBV/ violence against women (VAW); and integrating the minimum standards of GBV prevention, mitigation and response in humanitarian work with refugees, IDPs and host communities, in areas affected by armed conflicts and natural disasters.



Photo: UN Women/Diana Savina

Traditionally, Roma girls in Moldova tend to cut their education short to start a family. Stela attends the eighth grade and her dream is to become a world boxing champion.

## Addendum III

### Exercises

**Mapping the existing policy and programme landscape:** Several countries of the region already use the screening and mapping of national policies, strategies and programmes in order to identify connections with gender-related SDGs and targets. Such policies may include (but are by no means limited to) national development strategies, national action plans, poverty reduction programmes, social inclusion programmes, employment strategies and policies related to youth and gender equality. Please, see below an example of mapping exercise conducted in Turkey. The example presents a matrix linking specific SDGs to on-going national policies.

**TURKEY: rapid screening of policy landscape conducive to efficient SDG implementation**

After the adoption of SDGs, Government of Turkey performed a rapid screening of the country’s National Development Plan (NDP) to determine consistency between the NDP and SDGs. Preliminary analysis confirmed a high degree of consistency between the two. The table below presents an example of analysis of NDP policies organized around SDG 5.<sup>37</sup>

**Consistency between SDGs and the National Development Plan of the Republic of Turkey**

**Goal 5.** Achieve gender equality and empower all women and girls.

In terms of gender equality, the main objectives of the plan are to empower women in all aspects of social, economic and cultural life, improve the status of the family and strengthen social integration. Further involvement of women in decision-making processes, increasing their employment, education and skills level will be ensured in the plan period. In order to eliminate discrimination and violence against women, the aim is to increase the level of social consciousness with formal and informal education, particularly starting from the early childhood.

**Creating an e-inventory (stocktaking):** The teams can also create an e-inventory of policies and programmes with linkages to specific SDGs. Online electronic inventories can be made available to a diverse pool of stakeholders and updated as new policies and programmes emerge.

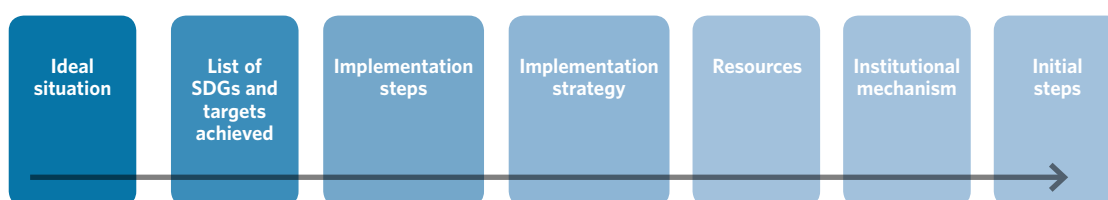
**Building connections with country-based trends:** The exercise helps to analyse connections between gender-related SDGs and the targets and key trends linked to the situation of gender equality in the country. The exercise should start with the participants identifying key trends (please use the Advocacy Brief with the description of nine regional trends as an example). Participants then discuss how negative trends can be reversed and positive trends accelerated through the implementation of specific SDGs

<sup>37</sup> Report on Turkey’s Initial Steps towards the Implementation of the 2030 Agenda for Sustainable Development, p.18

and targets. The exercise should result in a matrix displaying the key trends in gender equality and respective SDGs. Below is an example featuring one of the key regional trends and relevant SDGs. Please take into consideration that the connections between specific trends and relevant SDGs and targets should be based on the decisions made in the course of the exercise.

Regional Trend	SDGs	
Economic Opportunities and Women's Economic Empowerment remain limited	<b>SDG 1</b>	Targets 1.1, 5.2, 1.3, 1.4, 1.b
	<b>SDG 2</b>	Target 2.3
	<b>SDG 4</b>	Targets 4.2, 4.3
	<b>SDG 5</b>	Targets 5.1, 5.2, 5.4, 5.5, 5.a, 5.b, 5.c
	<b>SDG 8</b>	Targets 8.3, 8.5, 8.7, 8.8
	<b>SDG 10</b>	Targets 10.2, 10.3
	<b>SDG 11</b>	Targets 11.2, 11.7
	<b>SDG 16</b>	Targets 16.1, 16.2, 16.3, 16.7, 16.b

**Backtracking:** This exercise provides a good opportunity to envision the process of progressing towards gender equality and the empowerment of all women and girls through SDGs. Participants should start by imagining and describing an ideal situation related to gender equality (for example, the complete elimination of early marriage). The next step is to determine which SDGs and targets have to be achieved in order to eliminate early marriage (for instance, SDG5, SDG 3.7, SDG 1b and SDG 4.3). Then participants can then backtrack through the process of implementing SDGs, listing the consecutive steps that must have been taken. See [an example](#) of a backtracking flowchart below.



**Mapping states' international commitments** in the area of gender equality and human rights and highlighting linkages to gender-relevant SDGs and targets. The participants will identify international conventions and agreements that support the focus on gender equality in the nationalized SDG framework. For example, the commitment to eliminate all forms of discrimination against women undertaken in line with CEDAW requires that governments pursue most of the targets under SDG 5. For monitoring and reporting on SDGs, please note which monitoring and reporting frameworks exist under relevant international commitments.



Each country will have its own list of such agreements but, among international commitment documents, UNCT and national partners could review:

- CEDAW-related country reports and observations/recommendations by the CEDAW Committee.
- Country Reports on the Implementation of the Beijing Platform for Action.
- Country Reports on Progress towards MDGs.
- Universal Periodic Review.
- Country reports by the UN Special Procedures (for example, by the Special Rapporteur on violence against women, its causes and consequences).
- Association Agreements or Stabilization and Association Agreements (for countries that signed agreements 'outlining their relations with EU).

**Mapping gender indicators:** The exercise helps identify gaps in current frameworks and design a more robust monitoring framework. Please see an example in the following resource: Data2x0 (2014), Buvinic, M., Furst-Nichols, F., Koolwal, G., *Mapping Gender Data Gaps*, [http://data2x.org/wp-content/uploads/2014/11/Data2X\\_MappingGenderDataGaps\\_FullReport.pdf](http://data2x.org/wp-content/uploads/2014/11/Data2X_MappingGenderDataGaps_FullReport.pdf)



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A mother from Luhansk feeding her baby while taking part in the workshop  
“Breastfeeding and infant feeding of children in emergencies”.

## Addendum IV

# Tips, promising practices and lessons learned from UNCTs

## On building a dialogue with national partners


**Promising practice (Georgia):** “The UNCT took the lead in the dialogue with the government regarding nationalized SDGs’ gender targets and indicators.”

-  **Tip (Georgia):** “It was essential that the technical input provided by the UN Agencies was harmonized internally prior to sharing with the government to ensure the coherence and the highest quality of inputs related to localizing the SDG targets, including selection of relevant global SDG indicators and customizing them to the national context. The Gender Theme Group could provide a useful platform for the similar process with a broader set of development partners at the next stage.”
-  **Tip (Azerbaijan):** Use the CEDAW Committee’s concluding observations as the basis for the consultations on customizing the SDGs while engaging with the government and non-state actors.
-  **Tip (Moldova):** For discussions on the prioritization of SDGs, support the participation of national partners with a ready set of gender-disaggregated data for evidence-based selection.
-  **Tip (Georgia):** “Coordination within the UNCT is very important. Joint advocacy work and speaking with one voice is critical.”


## On spreading information about gender and SDGs and engaging multiple stakeholders in national consultations

**Promising practice (Montenegro):** In Montenegro, the efficient use of social media and online applications helped widen the scope of national consultations on SDG nationalization and analyse the feedback. An SDG web platform was created, and social media was widely used for consultations to promote a multiple-stakeholder approach. Consultations used crowd sourcing, discussion platforms, online questionnaires and surveys, social media like Facebook, Twitter and other platforms). All collected data was sex-disaggregated. Analysis of the consultations and survey data revealed the major themes prioritized by the stakeholders. The UNCT teamed up with grass roots organization to plan outreach events around these themes, also paying attention to the gender balance in the events. UNCT and its national partners ensured a continuous feedback mechanism from the digital engagement to the field outreach activities, to take into account further issues or themes that emerged in the course of national consultations.

**Promising practice (Kazakhstan):** Disseminating/offering information about gender-related SDGs and targets at every opportunity as a way to raise awareness.


-  **Tip (Uzbekistan):** “Make sure that all national partners at all levels understand the interactive nature and complexity of SDGs and the role of gender equality and women’s empowerment in this complex network. SDGs are new and complex concepts for national partners. Conduct continuous consultations, awareness raising and capacity building.”


## On mainstreaming gender-related SDGs into national Strategies and Action Plans

 **Tip (Montenegro):** Integrating SDGs and targets into the National Action Plan for Gender Equality will help strengthen the implementation process and secure financial resources.


**Promising practice (Turkmenistan):** Building close cooperation with national government to develop a Road Map for effective and timely implementation of the National Action Plan on Gender equality (2015 - 2020), which embraces many SDGs. The UNCTs Human Rights, Gender and Youth Thematic Group have been actively involved in national consultations on SDGs and ensured that mainstreaming and addressing gender equality were included in the discussions and the nationalization of SDG targets and indicators.


**Promising practice (the former Yugoslav Republic of Macedonia):** At the stage of consultations, the UNCT emphasized the link between SDGs and targets and the National Strategy for Sustainable Development (NSSD). The integration process resulted in the revision of the National Strategy for Sustainable Development and the integration of SDGs, including those important for gender equality, in the revised version of the strategy. UNCT members assisted national partners in the selection of realistic national performance indicators and the design of a proper means of monitoring SDG implementation.

 **Tip (Kosovo):** Creating connections between the National Development Strategy, EU projects /gender objectives and the SDGs will help in the nationalization of SDGs.

 **Tip (Belarus):** Organize joint gender mainstreaming seminars for UN agencies and national partners in the UN Development Assistance Framework Result Groups. They will assist in ensuring gender mainstreaming during the SDG nationalization process.

## On incorporating gender indicators into SDG monitoring frameworks

 **Tip (Serbia):** Efficient monitoring builds on existing resources. If SDG gender indicators and sex-disaggregated indicators are included in the monitoring frameworks of state strategies, policies and programmes, they will strengthen capacities to monitor progress towards respective SDGs. This will ensure the regularity of data collection and will help save resources that would otherwise be spent on collecting SDG-related data separately.

 **Tip (Georgia):** It is important to sustain an open discussion among UNCTs and all national partners regarding the choice of particular indicators. Open discussion is crucial for sharing concerns and jointly seeking solutions. For example, governments may be reluctant to adopt certain indicators of women's economic advancement due to a fear of undue interference with the private sector. To address the issue, UNCTs can facilitate a discussion involving private sector actors, government and civil society organizations and jointly develop suitable solutions.

## On working with coordinating mechanisms and other government bodies in the course of SDG implementation

**Promising practice (Uzbekistan):** “If you have an SDG implementation mechanism split between several units (for example, Theme Groups that bring together line ministries) ensure that a) civil society organizations and representatives of the national machinery for gender equality are included in all groups to advocate and promote gender mainstreaming; b) create a connection between Theme Groups and UNDAF Results Groups. Uzbekistan’s Country Team created an institutional connection in the form of core resource persons, experts who mediate between the SDG implementation mechanism (Theme Groups) and UNDAF system (UNDAF Results Groups).



**Tip (Georgia):** To increase awareness of line ministries about gender equality and the empowerment of all women and girls, consider advising a gender audit (a self-assessment exercise), which would identify capacity gaps and needs at particular ministries and national partners’ institutions and link those with nationalized SDG targets and indicators on gender to formulate follow-up actions.

### Lessons Learned (Georgia): Adjusting targets and indicators to mainstream gender equality and the empowerment of all women and girls

Georgia’s experience presents a good example of global targets and indicators adjusted to capture gendered power dynamics at key junctions of national decision-making and governance.

The SDGs have not yet been formally nationalized in Georgia. However, the country has made significant progress in advancing them at national and local levels. Georgia presented its first Voluntary Report on progress towards achieving localized SDGs during the High Level Political Forum held in July 2016 in New York. With the technical assistance of UN Agencies, gender has been mainstreamed into the indicators measuring the majority of Georgia’s national targets.<sup>38</sup> The UNCT and national partners recognized that in order to address the *root causes* of women’s weak economic and political position in Georgia,<sup>39</sup> such as gender stereotypes and the traditional division of work between men and women, joint efforts and political attention needed to focus on SDG 5. Subsequently, UNCT and national partners proposed additional nationalized targets under SDG5 and suggested indicators for their inclusion in Georgia’s 2030 Agenda.

The draft table below covers SDG 5, adjusted target and several indicators proposed to monitor progress towards the target. For each indicator, the **baseline** is determined, as well as the **numerical target** and the **source of data**. Please note how Georgia has adjusted the list of national indicators to measure the “pulse” of change in women’s participation in essential locations of power within the governance system. Apart from in-depth understanding of gender gaps in equal participation in decision-making, this kind of adjustment requires a thorough knowledge of the architecture of governance in the national context.

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<sup>38</sup> The Georgia UNCT has submitted the final set of recommended indicators to the Administration of the Government of Georgia through a consultation process completed in summer 2016.

<sup>39</sup> Please see part “Justification/background.”

Compare to follow the adjustments proposed within SDG nationalization:

	Global	Georgia
<b>Goal</b>	<b>SDG 5</b>	<b>SDG 5</b>
<b>Target</b>	<b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	<b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
<b>Indicator</b>	<p><b>5.5.1</b> Proportion of seats held by women in national parliaments and local governments</p> <p><b>5.5.2</b> Proportion of women in managerial positions.</p> <p><b>Note:</b> The indicator measures the proportion of women in leadership positions across a number of areas, including: legislative, executive and judiciary branches of government and share of managers in public and private sector enterprises that are women.</p>	<p><b>5.5.1</b> Proportion of seats held by women in local government.</p> <p><b>5.5.2</b> Proportion of seats held by women in national parliament.</p> <p><b>5.5.3</b> Proportion of directly elected female mayors</p> <p><b>5.5.4.</b> Proportion of directly elected female governors</p> <p><b>5.5.5.</b> Proportion of women in decision-making positions in public service</p> <p><b>5.5.6.</b> Proportion of women in decision-making positions in the judiciary (chairs of regional/city courts, appellate courts and supreme court).</p> <p><b>5.5.7.</b> Proportion of women in managerial positions in private sector.</p> <p><b>5.5.8.</b> Proportion of women in principal ownership of companies.</p> <p><b>5.5.9.</b> Gender wage gap.</p>

## Georgia: Adjustment of Target 5.5

	Global	Localized	
<b>Target</b>	<b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	<b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	
	Indicator	Baseline	Target
<b>5.5.1</b>	Proportion of seats held by women in local government. - Source: Central Election Commission	11.6% (2016)	30%
<b>5.5.2</b>	Proportion of women in national parliaments - Source: Central Election Commission	12% (2016)	30%
<b>5.5.3</b>	Proportion of directly elected female mayors - Source: Central Election Commission	0% (2016)	30%
<b>5.5.4</b>	Proportion of directly elected female governors - Source: Central Election Commission	0.6%	30%
<b>5.5.5</b>	Proportion of women in decision-making positions in public service. - Source: Public Service Bureau	To be established in 2017	30%
<b>5.5.6</b>	Proportion of women in decision-making positions in the judiciary (chairs of regional/city courts, appellate courts and supreme court. - Source: High Council of Justice	6.9 % (2015)	20%
<b>5.5.7</b>	Proportion of women in managerial positions in private sector. Source: World Bank Enterprise surveys	32 % (2013)	45%
<b>5.5.8</b>	Proportion of women in principal ownership of companies. Source: World Bank Enterprise surveys; National Agency of Public Registry (NAPR)	34 % (2013)	45%
<b>5.5.9</b>	Gender wage gap. Source: GEOSTAT	37 % (2014)	20%



Photo: UN Women/Rena Effendi

Yelena Nikolic is a firefighter who graduated from the police academy in Serbia.

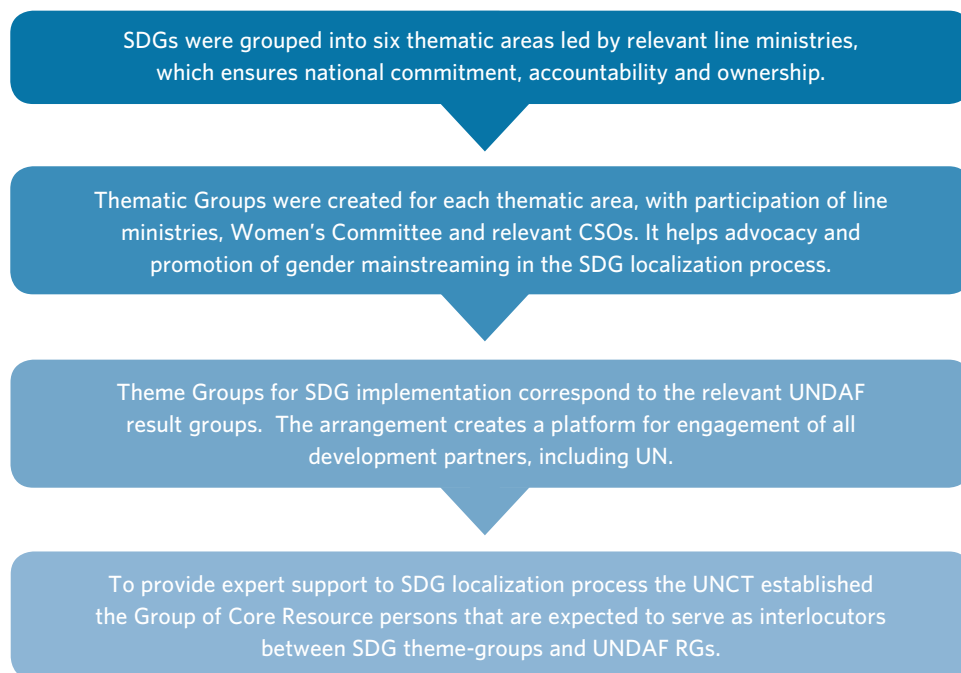
## Addendum V

# How countries are implementing SDGs



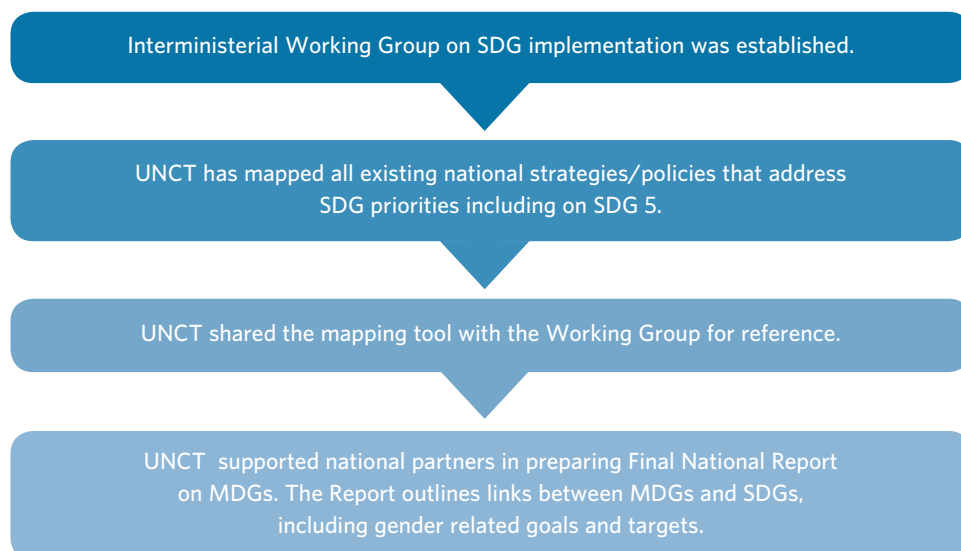
## UZBEKISTAN

### Flow chart: SDG implementation



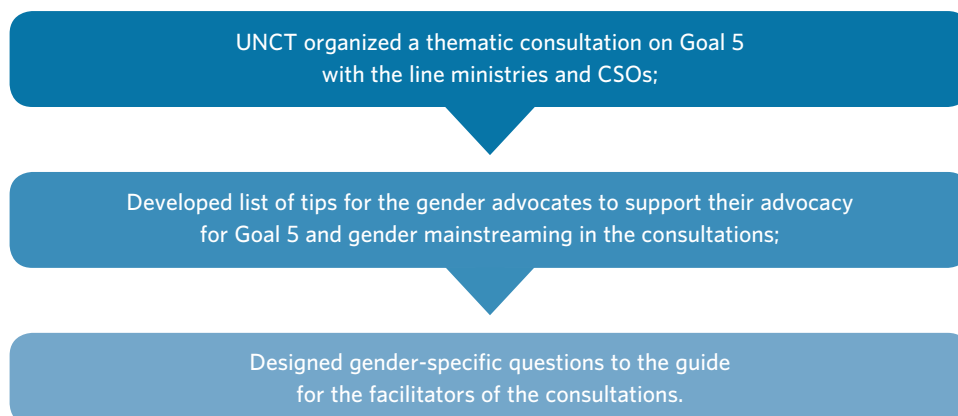
## SERBIA

### Flow chart: SDG implementation



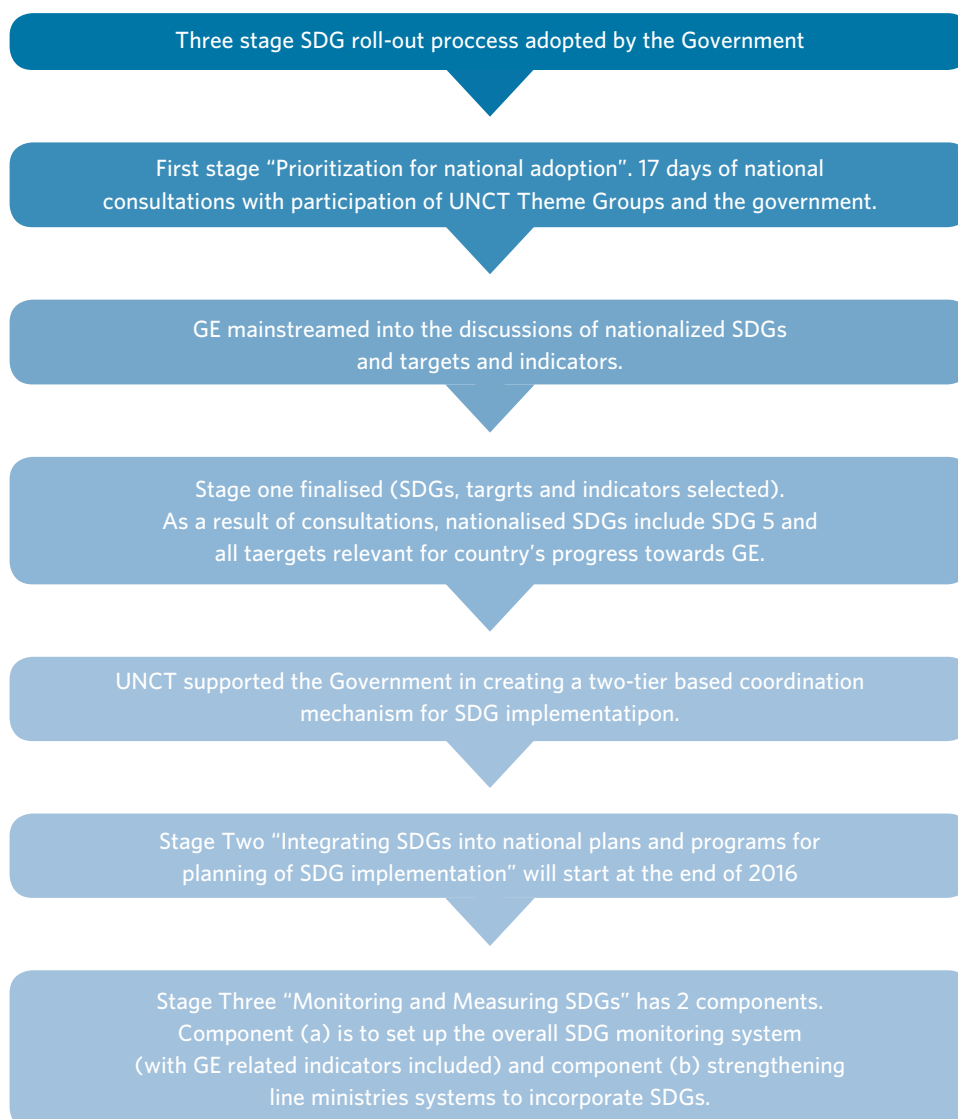
## UKRAINE

Flow chart: SDG implementation



## TURKMENISTAN

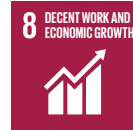
Flow chart: SDG implementation



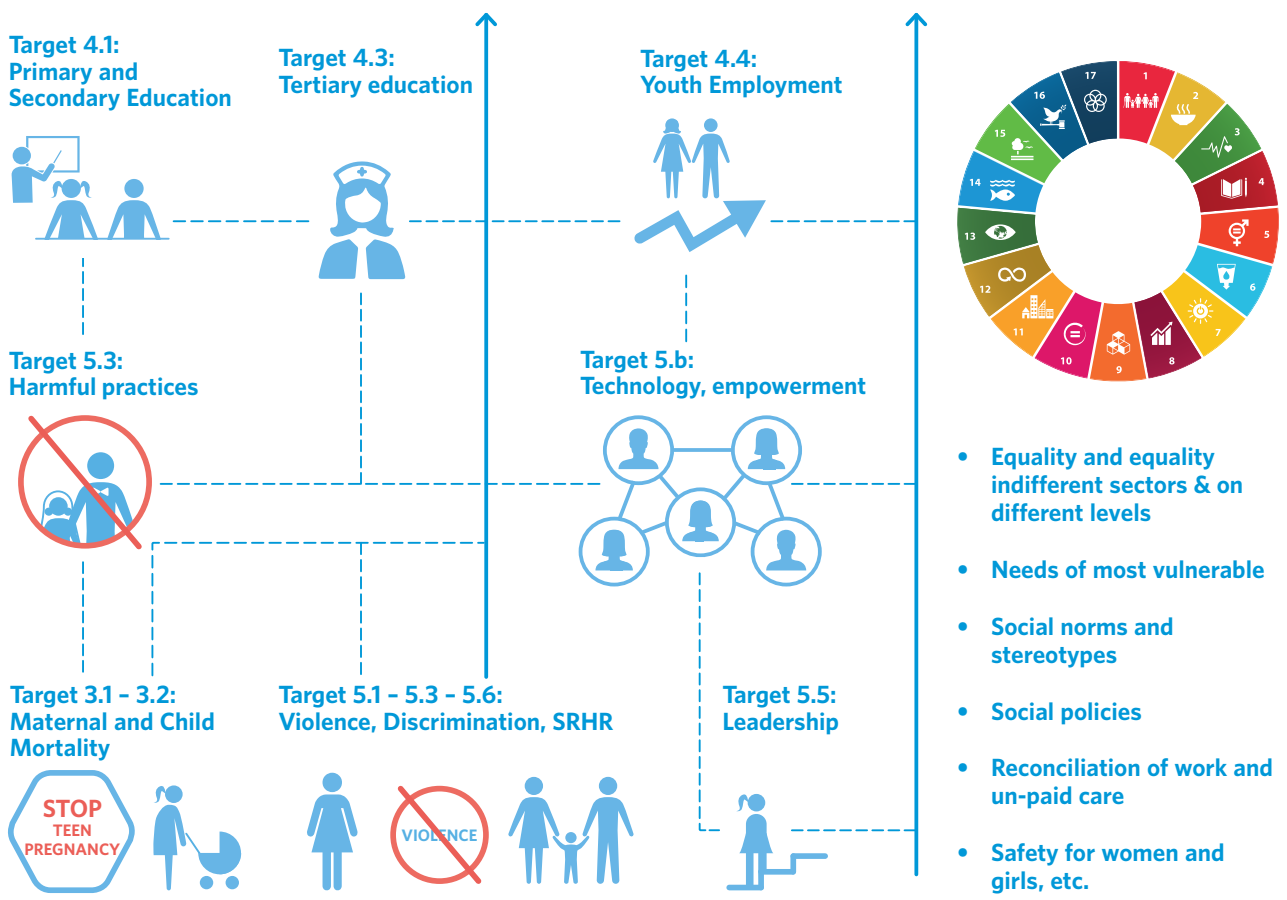
# Example of how gender equality works as an accelerator throughout the SDGs framework



Women invest **90%** of income back to families, creating a **"multiplier effect"** that boosts social and economic outcomes for their communities



Women and girls have the most potential to produce economic growth. Closing the gender gap range from **5% to over 30% of GDP**



## Glossary

**Gender equality.** Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. (Source: <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>)

**Gender equity.** The CEDAW Committee, in its General Recommendation 28, states that *gender equity* is the concept "used in some jurisdictions to refer to fair treatment of women and men, according to their respective needs. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities." Please, note that CEDAW Committee calls upon the states to use the term "gender equality" and to avoid using the term "gender equity" in implementing the obligations under the CEDAW Convention. ("States parties are called upon to use exclusively the concepts of equality of women and men or gender equality and not to use the concept of gender **equity** in implementing their obligations under the Convention.")

**Gender-disaggregated data is data collected and tabulated separately for men and women. Gender-disaggregated data allows to identify,** measure and analyse differences between women and men in economic, social, demographic, cultural and political dimensions.

**Gender-related** is any concern or problem that is determined, in its broadest sense, by differences between men and women based on gender and/or sex. (Source: <http://genderstats.org/>)

**Gender-responsive evaluation** assesses the degree to which gender and power relationships—including structural and other causes that give rise to inequalities, discrimination and unfair power relations, change as a result of an intervention using a process that is inclusive, participatory and respectful of all stakeholders (right holders and duty bearers). Gender-responsive evaluation promotes accountability to gender equality, human rights and women's empowerment commitments by providing information on the way in which development programmes are affecting women and men differently and contributing towards the achievement of these commitments. It is applicable to all types of development programming, not just gender-specific work." (Source: UN Women (2015) "How to manage gender-responsive evaluation: Evaluation handbook." Independent Evaluation Office. New York, NY: UN Women.)

**Equity-focused evaluation** is "an assessment made of the relevance, effectiveness, efficiency, impact and sustainability of interventions on equitable development results." Equity-focused evaluations look at structural bottlenecks and power relationships, and use an empowerment process. (Source: Bamberger, M. and Segone, M., UNICEF (2011) *How to design and manage equity-focused evaluations.*)

**Gender-sensitive indicators** are indicators that should be disaggregated by sex in order to reveal the difference in impact, experience or progress in relation to women, girls, boys or men.

**Gender-specific indicators** are indicators that reveal circumstances specific for women, girls, boys or men.

**Gender statistics** is the scientific notation and interpretation of statistics that in an adequate and complete way are reflecting the living conditions and situations of women and men with respect to all policy fields and areas. Gender Statistics allow for, and enable, systematic research and study of differentials and issues regarding gender. Source: <http://genderstats.org/>

**SDG localization** is a process of adapting SDGs to local contexts on a sub-national level (for example, a province, a city or a community), setting local targets and mainstreaming SDGs into the local development without compromising the integrity of Agenda 2030.

**SDG nationalization** is a process of adapting SDGs to national contexts, setting national targets and mainstreaming SDGs into national planning processes, policies and strategies without compromising the integrity of Agenda 2030. The 2030 Agenda for Sustainable Development states: "The SDGs and targets are integrated and indivisible, global in nature and universally applicable, taking into account different national realities, capacities and levels of development and respecting national policies and priorities. Targets are defined as aspirational and global, with each government setting its own national targets guided by the global level of ambition but taking into account national circumstances. Each government will also decide how these aspirational and global targets should be incorporated in national planning processes, policies and strategies. It is important to recognize the link between sustainable development and other relevant on-going processes in the economic, social and environmental fields."

**Sustainable development** is "development that meets the needs of the present without compromising the ability of future generations to meet their own needs." Source: Our Common Future. Report of the World Commission on Environment and Development, 1987 (also often referred to as the "Brundtland Report").



Krusha Cooperative for production of vegetable preserves employs 46 women, while providing household income to 180 families in Kosovo.





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