



REPUBLIC OF SLOVENIA
**MINISTRY OF FOREIGN
AND EUROPEAN AFFAIRS**

DIRECTORATE FOR DEVELOPMENT COOPERATION
AND HUMANITARIAN AID



SLOVENIA
AID & PARTNERSHIPS

Guidelines for the Mainstreaming of Gender Equality in Development Cooperation and Humanitarian Aid of the Republic of Slovenia

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LIST OF ABBREVIATIONS

SDG – Sustainable Development Goal

EU – European Union

GAP III – EU Gender Action Plan III – An ambitious agenda for gender equality and women's empowerment in EU external action

LGBTIQ+ – Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Questioning and other non-binary persons

DCHA – Development Cooperation and Humanitarian Aid

MFEA – Ministry of Foreign and European Affairs

NGO – Non-governmental organisation

RS – Republic of Slovenia

DCHAS – Development Cooperation and Humanitarian Aid Strategy

OECD/DAC – Organization for Economic Cooperation and Development / Development Assistance Committee

UN – United Nations

ODA – Official Development Assistance ODA – Official Development Aid

DEFINITION OF TERMS

Gender equality means a state of affairs in which women and men and girls and boys enjoy equal rights and opportunities and assume equal responsibilities. Equality does not mean sameness or denial of differences between women and men; it means that the rights, responsibilities and opportunities do not depend on whether an individual is born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising 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.

Gender equality as a cross-cutting issue of development cooperation and humanitarian aid, in keeping with the Development Cooperation and Humanitarian Aid Strategy of the Republic of Slovenia until 2030 (DCHAS), is recognised as essential for achieving SDGs, and this is why gender equality must be mainstreamed in the planning, designing, implementation and evaluation of all development activities.

LGBTIQ+ includes people who identify as lesbian, gay, bisexual, transgender, intersex, queer or questioning and other non-binary persons.

Intersectional approach is an analytical tool for understanding the intersections of sex and gender with other personal characteristics and identities, and for examining how these intersections contribute to a person's experience of discrimination, access to rights and social status.

Gender-based and sexual violence is violence directed against, or disproportionately affecting, someone on the basis of their gender or sex. It may include psychological, sexual, physical, economic and/or legal violence.

Violence against women in armed conflict and humanitarian crises is violence against women and girls in conflict settings, and covers physical, sexual and psychological violence perpetrated by state and non-state actors, including murder, extrajudicial killings, torture and other cruel, inhuman or degrading treatment or punishment, abduction, dismemberment and mutilation, forced recruitment, rape, sexual slavery, sexual exploitation, enforced disappearance, arbitrary detention, forced marriage, forced prostitution, forced abortion, forced pregnancy and forced sterilisation.

Rights-holders are individuals who are entitled to rights. Under the Universal Declaration of Human Rights, all people are rights-holders.

Duty-bearers are states, authorities and others who have a duty to respect, protect, promote and fulfil the human and other rights of rights-holders.

Gender analysis is aimed at assessing the situation and different needs of women and men in all their diversity, and anticipating the impact of the project on gender equality – whether or not it contributes to gender equality and the empowerment of women and girls and to reducing discrimination or inequality.

Full, equal and meaningful participation of women means direct, substantive and formal inclusion of diverse women in positions of power as well as respect for and integration of their opinions so that they can influence the outcome of negotiations and other processes as well as their implementation.

Human rights based approach (HRBA) means integrating human rights standards and principles in all project implementation phases to achieve two major goals: improving the human rights situation and ensuring sustainable development. This approach fosters activities that strengthen the capabilities of rights-holders and empower them to know, to claim and to enjoy their human rights, and the capabilities of duty-bearers (most often states or governments) to fulfil their responsibilities towards rights-holders in accordance with their national and international legal obligations.

Sex and gender – 1) **Sex**: biological and physiological characteristics that define humans as female or male; 2) **Gender**: social attributes, opportunities and norms associated with being female and male, which are socially constructed and are learned through socialisation processes.

Gender identity is the personal sense or definition of one's own gender. It may differ from the formally assigned or acknowledged identity.

Gender-transformative approach aims to shift gender-power relations for a positive change of the paradigm(s) that produce discriminations and inequalities. It involves examining, questioning and changing rigid gender norms, roles, stereotypes and imbalances of power, which disadvantage women and girls in socio-economic, legal and political terms and generate discrimination and inequalities in societies. In practice, such an approach does not place the burden of development and equality solely on women and girls, but also actively involves men and boys in the activities aimed at transforming society and social/cultural patterns. Its aim is to eliminate all discrimination and inequalities in relations between men, women and other persons.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. In the context of sector-specific policies, it is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Women (men, girls and boys) in all their diversity means understanding women (men, girls and boys) not only on the basis of their gender, but also on the basis of their race, ethnicity, religion or belief, socio-economic status, status at birth, gender identity, geographic location, disability, health, level of education, age, refugee and migrant status, and other relevant intersectional identities and characteristics.

1 Introduction

Gender equality is a fundamental human right and a core value of the European Union (hereinafter: the EU). It means more than equality before the law – it means accepting the differences between women and men and valuing people equally in all their diversity. Gender equality benefits everyone – women and men in all their diversity, including the LGBTIQ+ community. It also means that women and men must have equal visibility, not only by law but also in practice, equal social power, equal participation in all areas of public and private life, and equal benefit from the results of social progress. To speak of equality, it is necessary to understand and – on this basis – adequately address the political, economic, legal and social constraints that directly or indirectly allow discrimination on the grounds of gender, ethnicity, race, religion, socio-economic status, gender identity and sexual orientation, disability and age. A society where gender equality is a fundamental value is a society of sustainable development contributing to poverty eradication, inclusive growth, overall social prosperity and sustainable peace and security.

In the Guidelines for the Mainstreaming of Gender Equality in Development Cooperation and Humanitarian Aid of the Republic of Slovenia (hereinafter: the Guidelines) the Ministry of Foreign and European Affairs of the Republic of Slovenia (hereinafter: MFEA) undertakes that by 2030, at least 85% of development projects will include activities in support of gender equality and the empowerment of women and girls as a principal or significant objective, according to the methodology of the Development Assistance Committee of the Organisation for Economic Co-operation and Development (hereinafter: OECD DAC). The Guidelines also contribute to a better understanding of the meaning of gender, intersectional discrimination, equality and capacity-building of all stakeholders, implementers and institutions working in the field of development cooperation and humanitarian aid and managing funds that are considered as development aid according to the OECD DAC statistical methodology. With the Guidelines, Slovenia will contribute to the fulfilment of international pledges and commitments related to gender equality, which is to strive as a state and as a society for equality and justice at home and around the world.

1.1. International and national legal framework

The commitments of the Republic of Slovenia related to gender equality and the empowerment of women and girls stem from international and national documents. Within the United Nations (hereinafter: the UN) and the EU, Slovenia is committed to the implementation of ratified legal instruments and treaties, including the two UN human rights covenants and a number of UN human rights conventions, which recognise human rights as universal, inalienable and indivisible. In the area of gender equality and the empowerment of women and girls, Slovenia is party to the UN Convention on the Elimination of All Forms of Discrimination against Women (1981) and the UN Declaration on the Elimination of Violence against Women (1993), and has further committed itself to the implementation of the Beijing Declaration and Platform for Action (both 1995), the UN Security Council Resolutions on Women, Peace and Security and the 2030 Agenda for Sustainable Development. Within the EU, Slovenia is implementing the European Pillar of Social Rights (2017), the European Consensus on Development (2017), the Charter of Fundamental Rights of the European Union (2000), the European Union's Gender Action Plan III (GAP III) – An Agenda for

Gender Equality and Women's Empowerment in EU External Action (2020), and the EU LGBTIQ Equality Strategy 2020-2025, which should be considered together with GAP III.

At the national level, the principle of equality before the law is enshrined in the Constitution of the Republic of Slovenia (RS), and gender equality legislation includes, *inter alia*, the Equal Opportunities for Women and Men Act (amended in 2019), the Domestic Violence Prevention Act (2008), the Protection against Discrimination Act (2016) and the Act Ratifying the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (2015).

The two strategic documents in the field of development cooperation – Resolution on Development Cooperation and Humanitarian Assistance of the RS (2017) and Development Cooperation and Humanitarian Aid Strategy of the RS¹ (2018; hereinafter: DCHAS) identify gender equality as crucial for the achievement of the general objectives of development cooperation and as a cross-cutting issue.

The OECD DAC, which sets standards for development finance and provides statistics and guidelines for donor reporting on official development assistance (hereinafter: ODA), has developed the **Gender Equality Policy Marker** to assess the impact of particular projects and activities on gender equality. The cross-cutting issues are conditional on gender impact analysis/assessment, the so-called gender analysis, gender-disaggregated data collection, the equal involvement of women and men in the activities, and ensuring that both women and men benefit equally from the projects. The markers are described in more detail in the Annex at the end of the Guidelines.

2 The purpose, principles and implementation of the Guidelines and measures

2.1 Purpose

The purpose of the Guidelines is to mainstream gender equality and the empowerment of women and girls in the planning, implementation, reporting and evaluation of Slovenian development cooperation and humanitarian aid activities.

In order to address the root causes of gender inequality and promote the empowerment of women and girls and sustainable development in a more targeted and effective manner, it is necessary to conceptualise, design, implement and evaluate development cooperation projects on the basis of

¹DCHAS is the implementing act of the Resolution on development cooperation and humanitarian assistance of the RS, which is the framework strategic document for Slovenian development cooperation and includes priority areas and orientations for the planning and implementation of development cooperation, among them gender equality and the empowerment of women and girls.

three approaches – **human rights based approach (HRBA)**,² **gender-transformative approach**,³ and **intersectional approach**⁴ – , thereby strengthening the understanding, value system, mission and accountability of all development and humanitarian actors. The aim is to ensure that the gender perspective, **in all its diversity**, is mainstreamed into the actions and decision-making processes of development funders, into the efforts of development project implementers, and into the effective promotion of gender equality in bilateral and multilateral settings. The three approaches will be presented in more detail in the Guide to the three approaches for mainstreaming gender equality in the DCHA.

2.2 Orientations

The Guidelines stem from the three above-mentioned approaches and are based on the following **principles**:

- Gender equality is a priority aspect of **all** Slovenian development cooperation and humanitarian aid policies;
- Special measures are necessary to implement gender equality in development cooperation. These special measures are introduced and implemented in areas where the representation of men and women lacks balance or their situation is unequal. The Guidelines focus in particular on the economic, political and social aspects of empowering the disadvantaged gender in a given context;⁵

² **Human rights based approach** means integrating human rights standards and principles in all project implementation phases to achieve two major goals: improving the human rights situation and ensuring sustainable development. This approach fosters activities that strengthen the capabilities of rights-holders and empower them to know, to claim and to enjoy their human rights, and the capabilities of duty-bearers (most often states or governments) to fulfil their responsibilities towards rights-holders in accordance with their national and international legal obligations.

³ According to the EU Gender Action Plan (GAP) III, an approach is **gender-transformative** when it aims to shift gender-power relations for a positive change of the paradigm(s) that produce discrimination and inequalities. It involves examining, questioning, and changing rigid gender norms and imbalances of power, which disadvantage women and girls in socio-economic, legal and political terms and generate discrimination in societies. In practice, such an approach does not place the burden of development and equality solely on women and girls, but also actively involves men and boys in the activities aimed at transforming society and social/cultural patterns. Its aim is to eliminate all discrimination and inequalities in relations between men, women and other persons.

⁴ To better understand gender differences and to better design development policies and activities, gender equality needs to be approached intersectionally, which means examining and taking into account the impact of the intersection of identities and personal characteristics on an individual's position in society and on their access to otherwise formally guaranteed human and other rights – including their ethnicity, religion, socio-economic class, disability, refugee or migration status, gender identity and sexual orientation, age, etc. Such an approach provides a more nuanced insight into the social, economic, political, and legal status of an individual than considering gender alone. All existing intersectional identities of a person are equally important. A gender perspective based on the intersectional approach should be integrated into the needs analysis, design, planning, decision-making, implementation, statistical analysis and evaluation of all development cooperation policy orientations.

⁵ **Aspects** of women's and girls' empowerment: 1) economic: e.g. ability to access economic and other opportunities and resources; 2) social: e.g. power and control over one's own life both within and outside the family/community; 3) political: e.g. ability to influence the direction of social change to create more equitable and sustainable social, political and economic systems at national and international levels. Two more aspects can be added: 4) psychological: e.g. increased self-confidence and self-image; and 5) knowledge or

- In dialogue with a **partner country as the duty-bearer for gender equality**, gender mainstreaming activities should be aligned with its specific needs and priorities. Development project implementers establish partnerships with local civil society, in particular with local organisations, women's movements and movements for women's and/or human rights as important supporters of gender equality and the empowerment of women, and other minority and marginalised persons or groups facing intersecting discriminations, such as women belonging to racial/religious/ethnic minorities, migrant women, economically disadvantaged women, women with disabilities, LGBTIQ+ persons and others.
- Development cooperation must **empower duty-bearers** to respect, implement and enable access to universal, inalienable and indivisible human and women's rights; at the same time, **the responsibility for the implementation of and access to rights must not be delegated solely to rights-holders and to women's and other organisations.**
- The local context in which the project is implemented should not be used as a reason for (un)intentionally discriminating⁶ against or not carrying out activities with certain persons. It is one of the fundamental principles of the human rights-based approach that projects and activities must not result in (un)intentional violations of universal human rights or adversely affect existing rights. However, the local context must be taken into account when implementing a project or programme, as this is the only approach that will lead to a reduction in gender inequalities.

2.3 Measures

Slovenia is achieving gender equality in development cooperation and humanitarian aid:

- by gender mainstreaming in development cooperation, by promoting gender equality at national and international levels⁷ and by contributing to international organisations and funds that work towards gender equality and the advancement of women's rights;
- through the implementation of development cooperation activities, programmes, and projects that are targeted or indirectly⁸ aimed at achieving gender equality in partner countries and are implemented in areas where one gender is in an unequal position or the representation of one gender lacks balance;
- by stressing the importance of understanding and integrating the three approaches mentioned in the Orientations into all development cooperation projects;
- through political dialogue with partner countries;

awareness: e.g. identifying areas in the public and private spheres where women are oppressed. To empower women, it is important that they not only become aware of the multiple layers of discrimination and inequality and know their rights, but also become active agents of change in society.

⁶ Unintentional discrimination can occur when the implementer does not have sufficient knowledge of the local context, values, legal and other systems to ensure that discrimination and violations of universal human rights do not occur in the implementation of project activities.

⁷ *Inter alia*, through meetings of working groups and bodies within the European Union, the UN, the OECD, other international and regional organisations, and in the framework of various initiatives and groups of friends.

⁸ Where projects are neither directly nor indirectly related to gender equality, they follow the principle of not generating (further) inequality or harm.

- through regular dialogue with development implementers.

As the national coordinator for development cooperation and humanitarian aid, the MFEA is the author and one of the implementers of the Guidelines. The Guidelines are implemented by all development stakeholders: line ministries and government departments that can be (co-)funders or implementers of activities, NGOs, institutions, businesses, the public sector and other entities involved in development cooperation activities.

A special role in promoting gender equality is played by NGOs and institutions which, in cooperation with local and field partners and target populations, address gender equality challenges in **all phases of activities and projects**: from planning, design and implementation to evaluation. Working together with partners, they identify local needs and ways to optimise the implementation of activities or to build on them in order for development activities to address gender equality in part or in full. Many implementers, in particular NGOs, as well as local partners often have the expertise and knowledge to address gender equality in a more thorough way than (co-)funders are able to do.

Slovenia will implement **measures at both national and international levels and in partner countries** to mainstream a gender perspective in development cooperation:

Measures at the national level:

- ➔ Training on mainstreaming gender equality and women's and girls' empowerment in development cooperation will be made available to implementers and funders of development cooperation programmes.
- ➔ Slovenian development cooperation and humanitarian aid actors will mainstream a gender perspective (OECD DAC, markers Score 1 or 2) in their development activities, including needs analysis, planning, implementation, and evaluation of projects and programmes.
- ➔ Development cooperation funders will mainstream gender equality in projects through issuing calls for proposals for project (co-)funding.
- ➔ Inclusion of gender equality, together with analyses of needs in the partner country and the needs of women and girls, is a mandatory component of the application and appraisal of proposals for development cooperation and humanitarian aid projects and programmes by all implementers. This requires a statistical analysis, which is to include data disaggregated by gender and other cross-cutting identities, where possible.
- ➔ As the national coordinator, the MFEA will promote the exchange of good practices between implementers and raise awareness of the importance of mainstreaming gender equality in all development and humanitarian activities.
- ➔ Within the framework of diplomatic missions and consular posts in partner countries, the MFEA will work to upgrade its human resource capacities (by appointing development attachés, for example) and knowledge on gender equality and the empowerment of women and girls in development cooperation.
- ➔ The MFEA will implement regular training on gender equality in development cooperation for its employees posted to diplomatic missions and consular posts, international organisations and various international missions.

- The MFEA will work closely with line ministries in the formulation of policies, design of interventions and preparation of materials to ensure policy coherence for sustainable development. The implementation of the Guidelines requires coherence at several levels, namely: (i) regular coordination within the MFEA, between the National Coordinator for Development Cooperation, Coordinator for Equal Opportunities at the MFEA and the ministry responsible for equal opportunities at the national level as well as between all line ministries the policies and measures of which affect partner countries; (ii) between the National Coordinator and all implementers of Slovenian development cooperation; (iii) between Slovenia's bilateral and multilateral activities related to development cooperation; and (iv) between the national and foreign policies of the Republic of Slovenia.
- As the National Coordinator, the MFEA will encourage funders and donors to ensure the necessary resources for the implementation of the Guidelines, both for projects and staff training.
- In planning humanitarian responses to natural and other disasters, the MFEA will strive to integrate gender mainstreaming in the analysis of humanitarian needs. In addition, the MFEA will encourage other actors involved in humanitarian response at the national and international levels to do the same.
- The MFEA will promote political dialogue on gender equality in development cooperation with partner countries in the framework of bilateral relations.
- As the National Coordinator, the MFEA will work towards a grant awarding system that encourages students and researchers to apply for study programmes in the Republic of Slovenia.
- As the National Coordinator, the MFEA will include in the annual reporting on Slovenia's projects and activities in development cooperation and humanitarian aid a report on the integration of gender mainstreaming in the activities it carries out in partner countries.
- The Guidelines will be taken into account in the drafting of Slovenia's framework programmes of development cooperation. The implementation of the Guidelines in the past period provides one of the bases for the preparation of the next framework programme of development cooperation and humanitarian aid.
- The MFEA will carry out periodic detailed evaluations of projects, which include gender equality.

Measures at the international level:

- At the regional and global levels, Slovenia will support initiatives in international forums that promote equal opportunities, effective gender equality and the balanced representation of women, men, and other marginalised persons or communities in public and political life.
- As a matter of priority, Slovenia will consider the possibility of voluntary contributions to international organisations and funds whose activities are in line with its priorities concerning gender equality in development cooperation.
- Slovenia will advocate the involvement of Slovenian experts in international activities in the field of gender equality in development cooperation and humanitarian aid.
- Slovenia will encourage international actors to integrate a gender perspective in needs analyses in partner countries, including the needs of women and girls in all their diversity and of other marginalised groups.

- ➔ In addition to advocacy for and the promotion and raising public awareness of international humanitarian law, Slovenia will devote particular attention to women humanitarian workers and advocate for their protection.
- ➔ Slovenia will remain an active advocate for gender equality and the empowerment of women and girls in EU development policy-making as well as a promoter of the integration of gender equality and the three above-mentioned approaches in the policies of relevant sectors and in dialogue with partner countries.

3 Mainstreaming of gender equality in development cooperation and humanitarian aid activities

In keeping with its commitments, Slovenia is implementing the 17 sustainable development goals (hereinafter: SDGs) of the 2030 Agenda for Sustainable Development (hereinafter: 2030 Agenda). All SDGs are interlinked and indivisible, and integrate all dimensions of sustainable development on an equal footing. One of them, **SDG 5, explicitly addresses gender equality and the empowerment of women and girls, while the other SDGs cannot be achieved without ensuring gender equality or equal opportunities for all.**



5. Achieve gender equality and empower all women and girls

As part of the implementation of SDG 5, support is given to activities related to ending all forms of discrimination against women and girls; activities that contribute to eliminating all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; activities related to eliminating all harmful practices, such as child, early and forced marriage, female genital mutilation and honour killings; reforms to give women equal rights to economic resources as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws; and other targets related to gender equality and the empowerment of women and girls in all their diversity. Achieving gender equality, or SDG 5, is important for the implementation of all other SDGs, all the more so when external circumstances may exacerbate existing inequalities or jeopardise progress already made, which may be the result of exceptional events or circumstances. During the Covid-19 pandemic, domestic violence, sexual violence, forced marriages and girls' school drop-outs increased as a result of containment, quarantine and isolation measures, and in some places hampered safe and timely access to emergency services, medical supplies, and medications as well as other products and information for ensuring sexual and reproductive health. Furthermore, during the pandemic the economic situation and mental health of women worsened.

In compliance with the recommendations and commitments under GAP III, Slovenia will strive to allocate at least 85% of its ODA to partner countries by 2030 for activities and programmes that integrate gender equality and the empowerment of women and girls. In order to achieve this target, gender needs to be mainstreamed into the thematic priorities of development cooperation as outlined in the Resolution on Development Cooperation and Humanitarian Assistance of the

Republic of Slovenia (2017) and further elaborated in the DCHAS (2018). Slovenian development cooperation actors will mainstream gender equality and the empowerment of women and girls as a priority theme or a cross-cutting issue in their development activities, including the planning, implementation and evaluation of projects and programmes, regardless of their source of funding.

In keeping with the 2030 Agenda, the DCHAS identifies **four SDGs as thematic priorities of Slovenian development cooperation and humanitarian aid: 8, 12, 13 and 16.**

3.1 Gender equality as a cross-cutting issue

Projects that incorporate gender equality as a cross-cutting issue must include activities that link SDG 5 to other goals, in particular to one of the targets of the four priority SDGs, i.e. SDGs 8, 12, 13 or 16.

Examples of activities involving gender equality related to the thematic priorities of the DCHAS:



8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

– *Related to SDG 8:* achieve decent work for all women and men and equal pay for work of equal value; ensure equal access to economic resources and opportunities; ensure equitable distribution of unpaid work; improve access to employment opportunities; implement activities to ensure safety from sexual harassment and violence in the workplace; protect the labour rights of women, especially migrant women and women in precarious or informal employment; eliminate harmful child labour; change stereotypes of women's and men's established roles in society and the family, including with regard to care and domestic work; promote development-oriented policies that support economic independence, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises led by women.



12 Ensure sustainable consumption and production patterns

– *Related to SDG 12:* promote reforms that support women's increased access to natural resources and land ownership; support activities to increase access to information on the impacts of improved water and waste management; promote the inclusion of women in the circular economy and local value chains that prevent migration to urban environments; promote the engagement of local women in strategy-making; involve women researchers in research teams.



13 Take urgent action to combat climate change and its impacts

– *Related to SDG 13:* support activities related to mainstreaming gender equality in policies to combat climate change and its impacts; promote activities related to women's adaptation

strategies in agriculture, forestry and sustainable management of water resources; promote activities related to integrating women farmers' knowledge and experience in the formulation of strategies; support activities related to the prevention of sexual and gender-based violence in climate change-related crises (droughts, floods, extreme weather events); promote the strategic involvement of women in all their diversity in the reflection on, formulation, implementation, monitoring and evaluation of development and humanitarian policies, projects and events related to the adaptation and mitigation of climate change at all levels.

At the multilateral level, Slovenia will continue to support international organisations and processes in support of the fight against climate change, with a particular focus on the inclusion of women, also those from politically, economically and socially underprivileged backgrounds and social classes.



16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

– *Related to SDG 16:* support activities to increase the inclusion of women in all their diversity in peace processes and governance systems at all levels; support local women's organisations and women's rights organisations; support activities to promote reforms in legislation and law related to women's rights and gender-based violence; support activities to reduce exposure to violence in all contexts; promote activities related to psychosocial support for women and other victims of violence of any gender (including forced marriage, female genital mutilation, honour killings) in conflict, post-conflict and all other contexts; support activities related to improving standards for data collection on all types of gender-based violence.

3.2 Gender equality as an objective of the development cooperation and humanitarian aid programme

In the context of projects with gender equality as a central objective, development and humanitarian activities in partner countries are encouraged to focus on: **human, economic and social rights, including the right and access to quality education and improved conditions that provide women with decent work; the inclusion of women in all their diversity in decision-making processes as part of comprehensive good governance; the full, equal and meaningful participation of women in all their diversity in peace and security processes at all levels; and the care for sexual and reproductive health and rights and the prevention of gender-based and sexual violence.**

3.2.1 Human rights with a focus on economic and social rights

Slovenia will contribute to equal opportunities, especially employment opportunities, for women and young people, to greater economic independence of women, increased employment opportunities, access to decent and equally paid work, access to financial services and other resources that promote inclusion in economic activities, and will call on duty-bearers to fulfil their

national and international commitments related to gender equality and non-discrimination. In addition, it will raise awareness of the importance of reconciling family and working life and involving everyone, including men and boys.

It will promote women's and girls' access to education, which must be continuous, of good quality and based on functional and information literacy, and to training that will strengthen their skills and knowledge for decent jobs. It will also support specific projects and programmes aimed at the development of entrepreneurship, including social entrepreneurship, and the creation of decent and green jobs, especially for young people and women, in order to empower them economically. As many women in developing countries still work in the informal sector, where they face exploitation, gender-based and sexual violence, Slovenia will advocate for reform or better implementation of labour law and other rights that legally exist in particular countries, but do not cover employment relationships in the informal sector. Particular attention will be devoted to activities to reduce inequalities in the technological field, with the aim of preventing the exclusion of women and girls as well as other vulnerable groups in society. The increase in the use of information and communication technologies and e-services in partner countries often reveals an asymmetry in accessibility or a wide gender gap due to education, socio-economic class, geography, income, knowledge of the official language, disability, etc. Slovenia will therefore support efforts to prevent digital inequalities and to take advantage of the opportunities that digitalisation can present for strengthening gender equality.

Slovenia will advocate for the active inclusion of women and other minority and marginalised groups in natural resource management processes. It will also strive for balanced employment of women and men in sustainable jobs and promote the transfer of know-how in sustainable management, water supply and wastewater management to both women and men, as well as to duty bearers.

Goals

In relation to the implementation of MDGs 8, 12 and 13, Slovenia will contribute to women's increased economic independence, better employment opportunities, access to decent and equally paid work; access to financial services and other resources that promote participation in economic activities; improved living conditions, including access to quality education and the strengthening of women's and girls' knowledge and skills, including in post-crisis areas. Slovenia will integrate a gender perspective in sustainable management of natural resources with an emphasis on sustainable management of water resources, and in climate change adaptation projects that provide a more integrated response to climate challenges and promote sustainable mobility, devoting particular attention to the rights of women and girls.

Examples of activities:

- ➔ Literacy and education for women and girls, aimed at empowering women and girls to actively exercise their rights and options and seize opportunities;
- ➔ Learning practical skills and knowledge that give women a better chance of finding a job and access to decent work with equal pay;

- Training for female educators and workers in partner countries on gender equality and the importance of women's inclusion in the labour market;
- Raising awareness of and educating men and boys on equality between women and men and on social stereotypes regarding the social roles of women and men, the role of family in the integration of girls in education, women in the labour market and the role of men in care and domestic work;
- Strengthening the social discourse to create more opportunities in support of women's equal integration into the labour market and into quality and non-discriminatory education;
- Working with women's and other organisations striving for the inclusion of women in the formal economy and against precarious or informal work or employment, and helping the authorities, as duty-bearers, to support measures to protect both women and men in the informal economy and to support the transition from the informal to the formal economy;
- Informing and raising the awareness of those responsible for implementing policies that may enable or deny access to rights-holders;
- Efforts to raise awareness of women's economic rights and to analyse their situation among all stakeholders in development cooperation, including employers, local authorities and governments.

3.2.2 Inclusion of women in decision-making processes as part of comprehensive transformative management

The participation of women in all their diversity in decision-making processes is key to democratic governance. There can be no democratic and inclusive institutions without a balanced representation of women and men in decision-making positions. By strengthening institutional mechanisms for women's participation in decision-making processes, Slovenia will promote a balanced representation of women and men in public, political and economic life at all levels, including in areas related to sustainable peace and security.

Slovenia will mainstream gender equality in sustainable natural resource management projects and programmes by specifically analysing the needs and opportunities of women and girls at the project planning stage. Access to and rights over natural resources, their distribution and scarcity, especially water and arable land, are often the root causes of conflicts in which women and girls bear a greater share of the burden, but at the same time have no influence on the distribution of these resources or have no decision-making role in their management. This is why Slovenia will promote a balanced representation of women and men in decision-making and management processes in this area and will ensure that both women and men benefit equally from sustainable natural resource management projects.

Women and girls face greater risks and burdens in coping with climate change. The unbalanced representation of women and men in decision-making processes creates further inequalities and often prevents women from being fully involved in the planning, design and implementation of climate policies. In addressing the challenges of climate change, Slovenia will focus on the needs of women and girls by prioritising support to activities or projects that provide comprehensive solutions for women and girls. It will also promote sustainable mobility projects, with a particular

focus on finding solutions for women and girls, and advocate for a balanced employment of women and men in green jobs.

Goals

In relation to the implementation of MDG 16, Slovenia will contribute to ensuring equal opportunities for women and men, gender equality, awareness-raising among decision-making structures in partner countries, and balanced representation of women and men in public, political and economic life at all levels, including in decision-making processes at local level, also on matters of peace and security. It will strengthen the work of women's organisations, including in post-crisis areas.

Examples of activities:

- ➔ Support the participation of women's and other interest groups, NGOs and movements to promote their work related to the inclusion of women in all their diversity in decision-making processes as equal stakeholders in political and legislative processes at all levels;
- ➔ Raising awareness among women, men and young people of the importance of women's full, equal and meaningful participation in decision-making processes with a view to changing patterns of behaviour, gender stereotypes and social norms;
- ➔ Raising awareness and educating the public on non-discriminatory and non-stereotypical portrayal and advertising of women and men, as well as on promoting non-stereotypical roles in the sustainable management of natural resources;
- ➔ Capacity building of local communities to work towards equal opportunities and greater inclusion of women in all their diversity in decision-making processes at local level;
- ➔ Support for strengthening institutional mechanisms for women's inclusion in decision-making, e.g. training women for leadership positions or introducing gender/female quotas in national parliaments, local authorities, etc. or, where quotas already exist, evaluating existing quotas and optimising them;
- ➔ Supporting social discourse to raise awareness of the importance of the equal participation of women in all their diversity in decision-making processes.

3.2.3. Guaranteeing sexual and reproductive health and rights and preventing sexual and gender-based violence

In the area of health, Slovenia will promote public healthcare as well as fair and non-discriminatory access to health services and information. It will also contribute to better understanding of the importance of sexual and reproductive health and rights through education and awareness-raising, and will encourage women to exercise autonomous decision-making and control over issues related to sexual and reproductive health and rights, and actively involve men in these programmes and activities. The sexual and reproductive health and rights perspective will be mainstreamed into the Republic of Slovenia's humanitarian aid, especially in conflict situations and post-conflict areas, and into development cooperation programmes and projects.

In this context, Slovenia will focus on gender-based and sexual violence in peacetime as well as in crisis and post-crisis areas. It will raise awareness about zero tolerance to violence and strengthen the work and cooperation of local organisations working to combat gender-based and sexual

violence. It will promote political dialogue with partner countries in support of gender equality legislation and thus strengthen the capacity of local organisations and institutions in partner countries.

Goals

In relation to the implementation of SDG 16, Slovenia will strive to improve understanding of the importance of sexual and reproductive health and rights for all, regardless of gender and gender identity, and support women's autonomous decision-making and control over issues related to sexual and reproductive health and rights. Slovenia will strengthen the work and cooperation of women's and other (non-)governmental organisations focusing on sexual and reproductive health and rights, including the promotion of public services (education, information, counselling, prevention, unhindered access to health professionals and access to menstrual hygiene products) to ensure sexual and reproductive health and rights. It will integrate a sexual and reproductive health and rights perspective into humanitarian aid.

In relation to the implementation of SDG 16, Slovenia will raise awareness of zero tolerance of gender-based and sexual violence in society, strengthen the work and cooperation of organisations working to combat such violence, including gender-based violence in digital environments, and promote the reduction of violence in the public and private spheres, including in times of crisis and in post-conflict areas.

Examples of activities:

- Urging and supporting partner countries to build sustainable, public and quality health systems accessible to all, without discrimination;
- Training and age-appropriate education for young people on the importance of sexual and reproductive health and rights;
- Support to stakeholders working to ensure and improve access to sexual and reproductive health and rights;
- Support for the provision of water, sanitation and menstrual hygiene services in and outside schools to prevent girls from missing out on educational processes during menstruation;
- Training and education of medical staff in partner countries on reproductive rights and health before, during and after childbirth and support for their work;
- Support to women's organisations in awareness raising, training and advocacy activities on sexual and reproductive health and rights;
- Support for mechanisms that contribute to the enjoyment and implementation of sexual and reproductive health and rights in international forums;
- Support to organisations working in the field of gender-based and sexual violence prevention in humanitarian crises, with a focus on the prevention of violence related to sexual and reproductive health and rights;
- Support for humanitarian programmes that integrate a gender equality and sexual and reproductive health and rights perspective in their work;
- Raising awareness and educating girls and boys and women and men about how gender affects the unequal distribution of social roles and social, political, legal and economic power at all

levels of society and the consequences thereof, and about the link between violence and women's sexual and reproductive health and rights;

- Educating women and girls on early recognition of violence and mechanisms to protect themselves from violence;
- Educating men and boys on early recognition of gender-based and sexual violence and on how to be involved in its elimination;
- Training of those providing protection from violence to women in the framework of protection mechanisms;
- Capacity building of local organisations working on gender-based and sexual violence prevention and response;
- Improving infrastructure to support victims of gender-based violence (e.g. safe houses, social work centres, legal aid, shelters, helplines for counselling and support);
- Building, establishing and improving existing public infrastructure for reporting gender-based violence, including training and sensitisation of public support services (police, courts, social work centres, shelters, helplines for counselling and support);
- Assistance in setting up funds to provide financial assistance to victims of gender-based violence;
- Involving social media in awareness-raising programmes for young people on gender-based and sexual violence;
- Raising awareness of, informing and educating women, men and young people, as well as the general and professional public, on gender-based and sexual violence issues in an effort to change patterns of action, stereotypes and social norms, including in post-crisis areas, and working with perpetrators of violence;
- Training on gender equality and gender-based and sexual violence for staff to be deployed in international operations and missions.

ANNEX

Gender analysis

Gender analysis is aimed at **assessing the situation and different needs of women and men in all their diversity, and anticipating the impact of the project on gender equality** – whether or not it contributes to gender equality and the empowerment of women and girls and to reducing discrimination or inequality. When preparing a project or programme, the implementer assesses the gender impact of the project activities, thus justifying the chosen score (see under Markers). **Gender analysis must be conducted for all projects and other forms of development and humanitarian activities**, with the exception of international rescue operations in the event of sudden humanitarian emergencies that require a rapid response.

The mandatory elements of gender analysis: a gender-based situation assessment in the area covered by the project and a definition of the expected gender impact of the project or programme. The situation assessment includes an assessment of the roles and responsibilities of men and women, their day-to-day activities, an assessment of the differences between women/men, girls/boys in the distribution of resources, opportunities, constraints and power in a given context, including relevant statistics at national or local level,⁹ an assessment of the know-how and capacities of the local community and of the stakeholders to achieve gender equality, and an assessment of the capacity and willingness of duty-bearers to fulfil their human and women's rights obligations arising from their national and international commitments. The gender analysis must make reference to gender-related SDGs and targets, and identify the project's contribution to their implementation.

For proposals for projects and programmes with a specific gender equality objective, the proposer conducts a gender analysis containing all the elements referred to in the previous paragraph. **For proposals of projects and programmes where gender equality is not a deliberate objective, gender analysis must nevertheless be conducted, but may be simplified to include only some of the above-mentioned elements.**¹⁰ Mandatory gender analysis is also important to ensure that project activities do not cause harm or reinforce gender inequalities.

Implementers must include gender analysis in the project planning/design phase in order to ensure that its activities: do not cause harm to women/girls or men/boys; do not increase gender inequality (minimum requirement); overcome barriers to women's full participation in the project; involve women and men equally in the activities; ensure that the project benefits women and men equally;

⁹ If possible, an intersectional approach should be included in the statistics to show data disaggregated not only by gender, but also by ethnicity, religion, education level, socio-economic class (or family income), gender identity, etc. Such disaggregated data provide a more detailed insight into gender issues in a given country.

¹⁰ Nevertheless, project implementers are encouraged to integrate aspects of gender equality in every project, e.g. by consciously and deliberately involving women from the local communities where the project is being carried out in the implementation of the project.

and contribute to the promotion of gender equality after the completion of the activities. Implementers will also collect data disaggregated by gender and other cross-cutting indicators relevant to the project, and include indicators that measure progress and results in gender equality and the empowerment of women and girls.

To help integrate the findings of the gender analysis into all project phases, implementers are given questions that focus on the responsibilities of all stakeholders, with the aim of mainstreaming gender equality as a central or cross-cutting issue in Slovenian development cooperation at all levels in the most effective and coordinated way possible:

Planning: Gender analysis

- *Does the project documentation indicate possibilities for encouraging women to take up management positions and for women in management positions?*
- *Are opportunities offered to promote women's participation/leadership in the planning, implementation and evaluation phases?*
- *Is there any mention of specific gender inequalities and different gender needs?*
- *Does the documentation indicate or explain the possible causes of these inequalities by referencing sources?*
- *Have any unintended negative consequences, including gender-based or sexual violence, that may arise as a result of the project (activities) been identified?*
- *Are relevant differences in gender roles referred to in specific project contexts?*
- *Does the documentation indicate gender relations in all their diversity, dynamics and inequalities in a political, legal, geographical, economic or social context?*
- *Does the documentation indicate gender relations in all their diversity, dynamics and inequalities in a political, legal, geographical, economic or social context? Is it specified how identities other than gender (e.g. race, ethnicity, religion, sexual orientation, gender identity, education, socio-economic class, disability, age) interact with each other to affect individuals' access to rights?*
- *Does the documentation identify different gender-related challenges in accessing rights, services, goods, training, etc.?*
- *Does any survey/analysis collect relevant, results-oriented data by gender, age and other indicators relevant to the project?*

Design and implementation: integrating gender analysis in project planning

- *Does the project documentation show how the project will address gender inequalities?*
- *Does the project documentation use gender-sensitive language?*
- *Does the project address gender challenges and constraints, including lack of time due to unpaid family/household responsibilities, access to financial resources, education, or other constraints and challenges identified in the gender analysis?*
- *Is it defined how the project will address different needs of different genders?*

- *Will the project address challenges related to unintended negative consequences, including gender-based and sexual violence, that may arise during the implementation of the project (activities)?*
- *Do the project participants, including partners, have experience in gender mainstreaming or expertise/technical knowledge in the field of gender equality?*
- *Does the project address how it will ensure that women in all their diversity are in leadership roles and empowered?*
- *Does the documentation show how gender roles will be taken into account in the design and implementation of the project?*
- *Will the implementation follow an intersectional approach, i.e. will it address the interactions between the different identities and needs of minority populations, including sexual minority communities?*
- *Does the documentation mention the possibility for vulnerable and marginalised groups, including women, who will be affected by the project to participate in the planning, design, implementation and evaluation phases of the project?*
- *Does the documentation indicate that the target group of the project will include women?*
- *Does the documentation include activities to support or strengthen the capacities of the duty-bearers to enable them to fulfil their duties under their national and international obligations?*

Monitoring, evaluation and reporting

- *Is there any plan to monitor possible unintended consequences, including gender-based and sexual violence, and address their subsequent remediation?*
- *Are there indicators or other reporting mechanisms in place to show the extent to which gender inequalities have been reduced?*
- *Has data been collected on participation by gender, race, ethnicity, religion, level of education, socio-economic class (or family income), age, and, where possible or meaningful, gender identity and sexual orientation?*
- *Were the views of women, both implementers and stakeholders, sought during the project evaluation?*
- *Is there any plan to share the report or evaluation with the vulnerable groups/communities addressed, including women and women's rights organisations?*

Monitoring of gender mainstreaming in activities

OECD DAC gender equality markers

The Development Assistance Committee of the Organisation for Economic Co-operation and Development (OECD DAC) sets standards for development finance and provides statistics and guidance for donor reporting on ODA. OECD DAC has developed the **Gender Equality Policy Marker** to assess the impact of particular projects and activities on gender equality. The cross-cutting issues are conditional on gender impact analysis/assessment, the so-called gender analysis, gender-disaggregated data collection, the equal involvement of women and men in the activities, and ensuring that both women and men benefit equally from the projects.

When preparing a project/activity, the implementer assesses the gender impact of the project activities, thus justifying the chosen score of 0, 1 or 2. In parallel, the implementer conducts a gender analysis and gathers gender-disaggregated data on the activity. The implementer commits to monitoring and reporting on gender equality results, including in the evaluation phase.

Measures:

- ➔ A gender analysis must be carried out for all Slovenian development cooperation and humanitarian aid activities exceeding the value of EUR 10,000;
- ➔ The results of the gender analysis must be integrated into project planning to ensure that the activity or project does not cause harm and does not exacerbate gender inequalities;
- ➔ Inclusion of gender equality will be positively assessed in the selection of development projects;
- ➔ Using the OECD DAC markers defined in this document to monitor the gender equality results in annual reports (see also 2.3 Measures).

Markers (three-point scoring system):

Principal (score 2): Gender equality is the main objective of the project. It is used for projects aimed at directly achieving the objective of particular policies, in this case gender equality. The project's specific objective is strengthening gender equality.

The implementer assigns Score 1 if the specific objective of the project is to strengthen gender equality and if this is the basis for expected outcomes. The project is designed with the principal intention of advancing gender equality and/or the empowerment of women and girls, reducing gender discrimination or inequalities, or meeting gender-specific needs. The project would not have been undertaken without this gender equality objective.

For marking a project as “principal” (score 2), the following criteria must be met in full:

- A gender analysis of the project has been conducted;
- Findings from the gender analysis have informed the design of the project and the intervention adopts a ‘do no harm’ approach;
- The top-level ambition of the project is to advance gender equality or reduce gender inequality;

- The results framework measures progress towards the project's gender equality objectives through gender-specific indicators to track outcomes/impact;
- Data and indicators are disaggregated by sex where applicable;
- Commitment to monitor and report on the gender equality results achieved by the project in the evaluation phase.

Examples of projects that can be marked as "principal" (score 2)

- A project that focuses specifically on girls' access to and performance in education, with the main objective of reducing inequalities between boys and girls;
- A project designed principally to prevent and/or respond to gender-based and sexual violence;
- A social protection project set up with the primary purpose of empowering women and girls recognised as a particularly disadvantaged group in society; A project that focuses specifically on girls' access to and performance in education and/or vocational training, with the main objective of empowering women and girls and reducing inequalities between boys and girls;
- A project designed principally to prevent and/or respond to gender-based and sexual violence in conflict or humanitarian crises;
- A project to educate and mobilise men and boys to become advocates against gender-based and sexual violence in their community;
- A social protection project set up with the primary purpose of empowering women and girls in particularly disadvantaged segments of society;
- A project to strengthen women's voice and participation in government at local, regional and/or national level.

Significant (score 1): Gender equality as a policy objective is an important objective of the project. It is used for projects where specific policy objectives are important, but not the principal reason for undertaking the project.

The implementer assigns Score 1 if gender equality is an important and deliberate objective, but not the principal reason for undertaking the project. This means that gender equality must be explicit in the project documentation. The project, in addition to other objectives, is designed to have a positive impact on advancing gender equality and/or the empowerment of women and girls, reducing gender discrimination or inequalities, or meeting gender-specific needs.

For marking a project as "significant" (score 1), the following criteria must be met in full:

- A gender analysis of the project has been conducted;
- Findings from the gender analysis have informed the design of the project and the intervention adopts a 'do no harm' approach;
- Presence of at least one explicit gender equality objective backed by at least one gender-specific indicator;
- Data and indicators are disaggregated by sex where applicable;
- Commitment to monitor and report on the gender equality results achieved by the project in the evaluation phase.

Examples of projects that can be marked as “significant” (score 1)

- A basic education and literacy project designed to benefit boys and girls, but with a specific objective and activities that address the gender-specific barriers to girls’ education, for example through the provision of financial incentives to encourage disadvantaged families to allow girls to attend school;
- A project designed to respond to adolescent sexual and reproductive health needs and reproductive rights by setting up a clinic where they can access information, HIV testing and prevention services, family planning advice, and which includes differential services for girls and boys;
- An infrastructure project which seeks to improve the utilisation of the transport system by women by taking into account their safety needs;
- A project focusing on decentralisation and local governance processes aimed at building the capacity of local governments for improved planning and financial management, but which also defines specific objectives to strengthen women’s participation in decision-making at municipal level and ensure gender-responsive services, for example through gender-budgeting initiatives;
- A project aimed at providing drinking water to a district or community, which has specific objectives and activities to ensure that women and girls have safe and easy access to drinking water sources.

Not targeted (score 0): The project has no impact on gender equality. Projects marked as “non targeted” are not designed to promote gender equality and neither is this their secondary purpose, but at the same time they do not generate further inequalities.

Following a gender analysis, the implementer assigns Score 0 if project activities do not target gender equality, but at the same time do not generate further inequalities as established on the basis of the gender analysis conducted.

Examples of projects that can be marked as “not targeted” (score 0)

- A basic education and literacy project designed to benefit boys and girls but with no specific objectives or activities that aim specifically to address gender-specific barriers to education;
- A project to construct a sports facility that includes building separate toilets for boys and girls, but does not include specific measures to ensure women's and girls’ involvement in sports activities;
- A project aimed at supporting local farmers’ access to micro-credit to purchase agricultural products such as pesticides or fertilisers. However, the project does not address gender biases in access to and control over productive inputs and/or include specific measures to target women farmers;
- A railway project for which a gender analysis has been conducted, but where gender equality is not a deliberate objective and which does not include specific activities designed to reduce gender-based inequalities (e.g. in access to services and opportunities) or empower women through gender quotas in hiring.

List of indicators

The Guidelines define the following **indicators** to monitoring the implementation of Slovenian development cooperation and humanitarian aid in terms of gender equality and women's empowerment:

1. The share of ODA programming that includes a gender perspective (gender perspective is integrated in project planning, implementation and monitoring; activities aimed at women's or girls' empowerment are implemented as the principal or as significant objectives of the project), with a target of 85% by 2030.
2. Number of development and humanitarian projects by NGOs and other development stakeholders aimed at gender equality and the empowerment of women and girls, especially in the areas of economic and social rights, education and support of women's (self-)employment, inclusion in decision-making processes, and ensuring reproductive rights and the prevention of violence against women and girls in the context of protection mechanisms, especially in times of crises, armed conflict or post-crisis areas, and an analysis of their impact (Action Plan 1325).
3. Number and proportion of development and humanitarian projects that take into account the principle of gender balance in their planned activities, invest in (upgrading) gender equality knowledge and skills, and have mechanisms in place to address gender equality challenges (Action Plan 1325).
4. Proportion of implementers and funders with expertise in gender equality and empowerment of women and girls in development.
5. Share of development grants awarded to women from partner countries.
6. Number of postgraduate studies completed in Slovenia (men/women) as a result of development scholarships awarded.
7. Number of jobs or self-employments created (men/women) in the partner country/countries.
8. Number of people with access to affordable sustainable supply of safe drinking water (men/women) in the partner country/countries.
9. Number of training days/participants in good governance training on gender equality and empowerment of women and girls.
10. Number of people receiving awareness-raising on the different dimensions of gender equality and empowerment of women and girls in the partner country/countries.
11. Proportion of women in leadership positions in public and economic life after completion of the activity in the partner country/countries.
12. Number of cases where the project management/contact points have been informed of a possible violation of rights in the field of gender equality and empowerment of women and girls: presence/absence of response by the competent authorities, number of measures taken, effectiveness of conflict resolution.

Annual review, multiannual assessment and evaluation

The implementation of the Guidelines is reviewed annually in Slovenia's Development Cooperation and Humanitarian Aid Report, both with regard to gender equality as a cross-cutting issue and as a principal objective of projects. The annual report contains, as a minimum,

information on the situation and an assessment of the trend in the proportion of ODA programming that includes a gender perspective and the empowerment of women and girls.

A more detailed assessment of gender mainstreaming based on the above indicators is carried out at the end of Slovenia's **four-year Framework Programme of Development Cooperation and Humanitarian Aid**. The assessment forms one of the bases for the drafting of the next four-year programme.

In order to improve future development cooperation and humanitarian aid policies, programmes and projects, mainstreaming of **gender equality is also examined in the framework of evaluations**, in line with Slovenia's evaluation policy for development cooperation.¹¹ The Evaluation Guidelines of Slovenian Official Development Cooperation¹² therefore provide examples of how gender equality can be included in evaluation questions as a cross-cutting objective. Mainstreaming of gender equality will be the subject of periodic evaluations, as well as evaluations of the implementation of the DCHAS of the RS in 2023, 2027 and 2031.

¹¹ Decision of the Government of the Republic of Slovenia No. 51100-32/2014/4 of 24 December 2014.

¹² Adopted by the Minister of Foreign Affairs on 16 October 2015.