



# **UNCT-SWAP GENDER EQUALITY SCORECARD**

**United Nations Country Team  
KYRGYZSTAN**



**October-November 2021**

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## List of acronyms and abbreviations

ARC	Assessment of Results and Competencies
BOS	Business Operations Strategy
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organizations
FAO	Food and Agriculture Organization of the United Nations
GBV	Gender-based Violence
GEM	Gender Equality Marker
GEWE	Gender Equality and the Empowerment of Women
GTG	Gender Theme Group
HOA	Heads of Agencies
IAT	Inter-Agency Team
ILO	International Labor Office
IOM	International Organization for Migration
JP	Joint Programme
M&E	Monitoring and Evaluation
OHCHR	Office of the High Commissioner for Human Rights
OMT	Operations Management Team
RC	Resident Coordinator
RCO	Resident Coordinator Office
SDG	Sustainable Development Goals
TOR	Terms of Reference
UN	United Nations
UNCT	United Nations Country Team
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDAF	United Nations Development Assistance Framework
UNDSS	United Nations Department of Safety and Security
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	The UN Refugee Agency
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDG	United Nations Sustainable Development Group
UN-SWAP	UN System-Wide Action Plan for Gender Equality and Women's Empowerment
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WFP	World Food Program
WHO	World Health Organization

## 1. BACKGROUND

The United Nations Country Team (UNCT) performance indicators for gender equality and the empowerment of women (UNCT-SWAP gender equality scorecard) is a globally standardized assessment of the effectiveness of United Nations (UN) country level gender mainstreaming processes. This coordinated approach establishes the UNCT performance indicators for gender equality and the empowerment of women and lays down the minimum standards for gender equality that UNCTs should achieve for a proper gender mainstreaming performance.

The development of the gender scorecard was proposed by the United Nations Sustainable Development Group (UNSDG) in July 2006 and endorsed by the UNDG Principals in April 2008. The framework was further developed by the UN in response to the UN Chief Executives Board for Coordination (CEB) System-Wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and was endorsed by the CEB in 2012.

The scorecard methodology was revised in 2016-17 in tandem with the UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP, launched in 2012, is a UN system-wide accountability framework designed to measure, monitor and drive progress towards a common set of standards, applying to all entities, departments and offices of the UN system. This methodological revision has ensured closer alignment with the UN-SWAP and with the Sustainable Development Goals (SDG), recognizing the importance of gender equality and the empowerment of women to SDGs achievement.

The UNCT Kyrgyzstan implemented by the first time the new SWAP scorecard in December 2017, being a pilot country for testing the methodology that was being revised at that time.

The country team implemented for the second time the SWAP gender equality scorecard in October-November 2021.

## 2. COUNTRY CONTEXT

The Government of the Kyrgyz Republic and the United Nations are committed to working together to achieve the country's national vision and priorities. The United Nations Development Assistance Framework (UNDAF) for the period 2018-2022 is an accountability framework of cooperation results and strategies that contributes to the achievement of country strategic priorities, aligned with the SDGs. This framework continues the *Delivering-as-One* approach and describes how the Government of the Kyrgyz Republic and UN system agencies are working, drawing on their full range of expertise and resources, in strong partnership to achieve development results.

Four major outcomes were identified jointly by the Government, the UN, civil society and other development partners in this UNDAF:

- 1) By 2022, inclusive and sustainable industrial, agricultural and rural development contribute to economic growth, decent work, improved livelihoods, food security and nutrition, especially among women and vulnerable groups;
- 2) By 2022, institutions at all levels are more accountable and inclusive ensuring justice, human rights, gender equality and sustainable peace for all;
- 3) By 2022, communities are more resilient to climate and disaster risks and are engaged in sustainable and inclusive natural resource management and risk-informed development;
- 4) By 2022, social protection, health and education systems are more effective and inclusive, and provide quality services.

A SWAP gender equality scorecard was conducted in Kyrgyzstan in October 2017, at the end of the previous UNDAF 2012-2017. This assessment contributed in Kyrgyzstan to a more effective gender mainstreaming across the planning, programming, implementation and Monitoring and Evaluation (M&E) of the current UNDAF.

The UNCT Kyrgyzstan, led by the Resident Coordination Office (RCO), embarked in 2021 on the process of preparation and formulation of a new UN Sustainable Development Cooperation Framework (UNSDCF), for the period 2023-2026, with the Government, to achieve sustainable development in the country. The process began with the development of the Common Country Assessment (CCA) 2021, a collective analysis of the situation of Kyrgyzstan by the UN system, which will serve as basis for the subsequent development of the upcoming UNSDCF.

In order to support the gender-responsive planning and development of the upcoming UNSDCF 2023-2026, in line with UN corporate policy in this area and UN minimum standards on gender equality, the UNCT Kyrgyzstan conducted a SWAP scorecard in October-November 2021 under the leadership of UN Women, on behalf of the UN Gender Theme Group (GTG). The objective of the exercise was to ensure greater accountability and performance by UNCT towards gender equality and the empowerment of women (GEWE), assessing status and identifying gaps and corrective actions.

An international specialist was hired by UN Women to support UNCT in the implementation of the SWAP scorecard exercise.

### 3. METHODOLOGY

The UNCT-SWAP gender equality scorecard is a comprehensive accountability framework for the assessment of the effectiveness of gender mainstreaming by UNCTs. The scorecard establishes minimum standards at UNCT level, measuring the performance on gender mainstreaming of joint UN dimensions, such as policies, processes, practices and programs. It does not measure individual agency performance.

The performance of UNCT is assessed on seven dimensions areas through 15 indicators, as follows:

1. Planning;
2. Programming and monitoring and evaluation;
3. Partnerships;
4. Leadership and organizational culture;
5. Gender architecture and capacities;
6. Resources;
7. Results.

An Inter-Agency assessment Team (IAT) was formed at the beginning of the exercise for the implementation of the SWAP scorecard. This team enabled interagency stakeholders to work collaboratively to measure UNCT's performance against minimum requirements on gender equality. The assessment team was composed of 17 members and included representation from the UN RCO, the UN Gender Theme Group (GTG), the UN inter-agency communications group, the OMT/human resources and the UN M&E group. The exercise was carried out in a highly participatory manner, promoting internal dialogue and a common understanding of results.

In September 2021, UN Women in Kyrgyzstan recruited the services of an international consultant to support the implementation of the SWAP scorecard, providing support and assistance to the assessment team (IAT) and facilitating the working sessions.

The overall scorecard process was coordinated by UN Women. Due to the current COVID-19 pandemic, the scorecard methodology was adapted to online modalities.

Prior to the self-assessment driven by the IAT, which was conducted in October and November, the following processes were implemented:

- ✚ An online survey of personnel perception of organizational environment for the promotion of gender equality was conducted in October. The survey was open for 2 weeks. In total, the survey reached 123 respondents (86 women and 37 men), meeting the minimum number of responses required to ensure the validity of results<sup>1</sup>. The results of the survey were used for the evaluation of indicator 4.2 “Organizational culture fully supports promotion of gender equality and the empowerment of women”. A breakdown of survey responses can be found in annex A.
- ✚ A gender parity table template was distributed to the human resources departments of UN agencies. The table requested quantitative data on the number of women and men in all UN professional categories in Kyrgyzstan, both national and expatriate. All agencies completed and filled out the table template. An excel sheet was then created for the consolidation of all sex-disaggregated UN staffing data. These data were used for the evaluation of indicator 4.3 “Gender parity in staffing is achieved”.
- ✚ All documentation, evidence and means of verification against indicators were uploaded on a google drive for quick and easy access to information by members involved in the assessment.

The process conducted by the international consultant was as follows:

#### **Background document review:**

The consultant reviewed the following documents: UNCT UN-SWAP technical guidance and framework; UNCT gender scorecard reports for the countries in the regions and from other countries, including Kyrgyzstan SWAP scorecard report 2017; Kyrgyzstan CCA 2021 and UNDAF 2018-2022; new UNSDG UNSDCF guidance; UNCT planning, budgets & programming documents; UNDAF review and evaluation reports; UN GTG’s TOR, report and work-plan; UN Communication Group work-plan, and UNCT joint work-plan.

#### **Briefing meeting:**

A briefing session with the assessment team as a whole was held via Zoom. During the meeting, the working schedule was agreed upon, the expectations on the group clarified, the basis for IAT work coordination provided and IAT members were assigned to indicators. Six evaluation groups were formed. They were demanded to get familiar with the scorecard guidebook and in particular with the guidance about the indicators of their responsibility. They were also demanded to gather data and means of verification against the indicators of their responsibility and provide preliminary assessments. A timeframe was given. Some members were assigned to different evaluation groups.

#### **In-country self-assessment:**

Evaluation groups worked to agree on evidence, revise data and means of verification, get a common understanding on the findings against the indicators of their responsibility, elaborate rationale and explanations and reach consensus on tentative scoring against indicators. Online thematic meetings were held between the evaluation groups and the consultant to revise

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<sup>1</sup> For UNCT Kyrgyzstan, this minimum number was 125, given that UN staff number was 464 at the time of the assessment.

evidence data, discuss findings, note any gaps, update rationale and explanation, identify concerns and improve the assessment against indicators.

#### **Action planning workshop:**

A virtual session was held to present findings, results and final scores against indicators to the whole assessment team, and to agree on the action plan. A proposal for an action plan was presented by the consultant, elaborated based on findings. This was followed by a discussion, dimension area by dimension area, about the actions included in the plan where new measures to improve UNCT performance on gender mainstreaming were proposed and other measures were updated and improved. A final action plan for UNCT performance improvement on GEWE was eventually developed and agreed upon by email. The results of the assessment and the scores against the indicators were also presented to UN GTG members, allowing space for feedback and consensus building.

#### **UNCT debriefing session:**

A debriefing session with the Heads of Agencies (HOA) was held to present the main findings of the assessment, the scorings against indicators, and the main recommendations for UNCT performance improvement on gender mainstreaming, where further feedback was collected by the consultant.

This report has been produced by the international consultant based on findings and feedback.

## **4. FINDINGS**

The scorecard methodology does not provide for quantitative scores. The UNCT SWAP-scorecard includes 3 level of ratings and a missing option:

- Exceeds minimum requirements;
- Meets minimum requirements;
- Approaches minimum requirements;
- Missing minimum requirements.

The criteria to exceeds, meets or approaches minimum requirements is provided by UNSDG for each indicator. If UNCT fails to approach minimum requirements, the indicator is then scored as missing. If UNCT arrives to approach minimum requirements, greater efforts should be done in the short-term so that UNCT can meet minimum requirements in the next reporting.

The UNCT should aim at meeting minimum requirements as an adequate performance on gender mainstreaming and GEWE promotion. However, meeting minimum standards should be contemplated as a starting point from which UNCT can strengthen current work and reinforce existing country efforts to address GEWE. The objective should be to exceed minimum requirements, so that best practices can be shared with other UNCTs.

### **4.1 Findings overview**

A summary of the scorings against all indicators across the 7-dimension areas is outlined in the following table.



## UNCT-SWAP Gender Equality Scorecard - Scorings

Country: **Kyrgyzstan**

Assessment year: **2021** (October-November)

Coordinator: Ms. Ainura Sulaimanova (UN Women)

Agencies participating in inter-agency team: FAO, RCO, UNDP, UNESCO, UNFPA, UNICEF, UNODC and UN Women

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
<b>1. Planning</b>				
1.1. Common Country Analysis integrates Gender Analysis				
1.2. Gender Equality mainstreamed in UNDAF outcomes				
1.3. UNDAF indicators measure changes on Gender Equality				
<b>2. Programming and M&amp;E</b>				
2.1. Joint Programs contribute to reducing Gender Inequalities				
2.2. Communication and Advocacy address areas of Gender Inequality				
2.3. UNDAF Monitoring and Evaluation measures Progress against planned Gender Equality Results				
<b>3. Partnerships</b>				
3.1. UNCT collaborates and engages with Government on Gender Equality and the Empowerment of Women				
3.2. UNCT collaborates and engages with Women's/Gender Equality CSO				
<b>4. Leadership</b>				
4.1. UNCT Leadership is committed to championing Gender Equality				
4.2. Organizational Culture fully supports promotion of Gender Equality and the Empowerment of Women				
4.3. Gender Parity in staffing is achieved				
<b>5. Gender Architecture and Capacities</b>				
5.1 Gender Coordination Mechanism is empowered to influence the UNCT for Gender Equality and the Empowerment of Women				
5.2 UNCT has adequate Capacities developed for Gender Mainstreaming				
<b>6. Resources</b>				
6.1. Adequate resources for Gender Mainstreaming are allocated and tracked				
<b>7. Results</b>				
7.1. UN Programmes make a significant contribution to Gender Equality in the Country				

The completed scorecard findings by indicator can be found in annex B. A summary of key findings by dimension area is provided hereunder.

## 4.2 Findings overview by dimension area

### 4.2.1 Planning

UNCT Kyrgyzstan is adequately performing in this dimension area meeting minimum requirements for 2 indicators, concerning the UNDAF 2018-2022, but is not meeting minimum standards for 1 indicator, concerning the CCA, suggesting that current work should be strengthened in relation to the mainstreaming of gender equality across the CCA document.

**Indicator 1.1.** UNCT just approaches minimum requirements for the CCA 2021 as gender analyses are not integrated across all sections. Underlying causes of discrimination are not addressed in depth under non-traditional thematic areas, such as environment and climate change. The criteria to meet the minimum standards for this indicator require that gender analysis and consistent data disaggregated by sex are included across all sectors in the CCA,



addressing root causes of gender inequality and discrimination. Nevertheless, a targeted gender analysis of those furthest behind is included in the CCA report.

**Indicator 1.2.** UNCT meets minimum requirements for the mainstreaming of gender equality in UNDAF outcome areas because all outcomes of the UNDAF results framework visibly mainstream GEWE through the formulation of gender-responsive statements and/or the formulation of gender-specific outputs. The performance of UNCT in this area is then satisfactory. Nevertheless, there is not a particular outcome in the UNDAF specifically (100%) targeting gender equality (though there is a strong gender component in outcome 2), and this in itself results in UNCT not exceeding minimum requirements.

**Indicator 1.3.** UNCT meets minimum requirements for UNDAF outcome indicators due to the fact that out of 38 outcome-level indicators, 15 (39%) track progress on gender equality. It was noted higher level of gender sensitivity in indicators from outcome 2 (related to good governance, rule of law, human rights and gender equality) and lower level in indicators from outcome 3 (related to environment, climate change, and disaster risk management). According to UNDAF final evaluation, UNCT should strengthen the gender aspects of the results framework by improving the disaggregation of indicators and targets.

#### 4.2.2 Programming and M&E

This is one of the dimension areas best performed by UNCT, meeting the minimum requirements for 2 indicators concerning joint programmes and M&E, and exceeding them for 1 indicator concerning communication & advocacy.

**Indicator 2.1.** In relation to joint programming, gender equality is visibly mainstreamed into all (2) JPs operational at the time of the assessment. In addition, 1 JP on promoting GEWE is operational and 5 JPs on promoting GEWE have been operational over the current UNDAF cycle. Nevertheless, a system to ensure gender mainstreaming into all JPs still need to be in place, and this screening system is an action that has yet to be implemented since the last 2017 scorecard.

**Indicator 2.2.** In relation to communication and advocacy, UNCT is performing excellently, exceeding minimum requirements, because the country team contributed collaboratively to communication and advocacy campaigns on GEWE over last 12 months, including communication and advocacy in non-traditional thematic areas, such as the 20-minutes documentary “Women on the frontline with COVID-19”. In addition, GEWE communication and advocacy is properly integrated in the UN Communications group annual work-plan.

**Indicator 2.3.** In relation to M&E, the UNCT is performing satisfactorily because UNDAF reviews have assessed progress against gender-specific results and UNDAF results matrix data for gender-sensitive indicators are being gathered as planned. However, according to UNDAF final evaluation, in addition to improving the disaggregation by sex of indicators, the UNCT should also introduce standards for gender-sensitive M&E under UNDAF. In addition, the UN M&E group has not received technical training in gender-sensitive M&E during the current UNDAF cycle.

#### 4.2.3 Partnerships

This is the other dimension area best performed by UNCT, exceeding the minimum requirements for 1 indicator and meeting them for the other indicator. Gender partnerships have been a strong area of focus for the UNCT in Kyrgyzstan. The UN GTG has coordinated all the efforts of UN agencies related to gender equality and empowerment of women.

**Indicator 3.1.** Concerning engagement with Government, the UNCT performs excellently. The country team has collaborated with a number of government agencies on joint initiatives to promote gender equality within the current UNDAF cycle. The UNCT has even contributed to strengthen Government participation and engagement in gender-related SDGs implementation. In addition, the National Women's Machinery participated in UNDAF 2018-2022 consultations (CCA, strategic prioritization, implementation, and M&E).

**Indicator 3.2.** Concerning engagement with civil society organizations (CSO), the UNCT performs satisfactorily. The UN system has collaborated with gender equality CSOs and women's rights advocates on joint initiatives fostering gender equality. In addition, CSOs and gender advocates widely participated in 2018-2022 UNDAF consultations for strategic prioritization, are involved in UNDAF implementation and have participated in draft CCA 2021 consultations. However, the UNCT has not yet made any contribution to substantively strengthen GEWE CSOs participation and engagement in gender-related SDGs localization and/or implementation.

#### 4.2.4 Leadership and organizational culture

The performance of UNCT in this dimension area is satisfactory for the indicators related to HOAs leadership and organizational culture, but is not adequate for the indicator related to gender parity in staffing.

**Indicator 4.1.** Concerning UNCT commitment to championing gender equality, at least 60% of HOAs meetings should address GEWE, and there should be evidence of decision-making and follow through, rather than general information sharing. In this regard, minutes of 6 out of 11 UNCT meetings held last year (54.52%) reflect meaningful discussion on gender-related issues. Another criterion under this indicator concerns the RC, who must demonstrate leadership and public championing on gender equality. At least one third of RC speeches over the last 12 months should include references to GEWE and/or as to how the UNCT is promoting GEWE. The assessment showed that the RC publicly defended gender equality in 7 out of 9 speeches that were traced. In addition, according to the results of the survey, 74.33% of staff agree that HOAs are committed to gender equality in the workplace. Finally, gender equality is visibly reflected in the 2019 UNCT performance appraisal.

**Indicator 4.2.** The results of the survey of staff perception of organizational environment for gender equality promotion revealed a positive rating of 74%. The survey dealt with perceptions of gender equality in the UN system, equal treatment in the workplace and work-life balance. However, the results in the male population showed an average positive score of 86%, while the average positive score for women was 69%. Thus, if only positive responses from male staff were considered, the UNCT would exceed minimum requirements. The questions related to work-life balance were the lowest rated. In particular, the question on the perception of HOAs support to establish an adequate relationship between work and home life among staff received the lowest score of 57% (50% score from women and 73% from men).

**Indicator 4.3.** Concerning gender parity in staffing, the performance of UNCT is very low. This is mainly due to the fact that UNCT has not in place a mechanism for monitoring gender parity in staffing. The establishment of this mechanism is an action that has yet to be implemented since the last 2017 scorecard. An analysis of the consolidated sex-disaggregated data on UNCT staffing showed that women account for 68% of the UN workforce. Concerning international staff, women have a representation rate of 54% at the highest level of experience. Regarding national staff, the number of women at the highest level of experience is more than double the number of men. In relation to general service staff, there is a strong disparity at the G1, G2 and G3 levels, with 0% women (masculinized professions).

#### 4.2.5 Gender architecture and capacities

The UNCT is satisfactorily performing in this dimension area, meeting the minimum requirements for both indicators.

**Indicator 5.1.** The UN GTG is adequately empowered to influence UNCT for gender equality and the empowerment of women. The UN GTG is chaired by HOAs, as required in the indicator criteria. The group has a TOR and an approved annual work plan, and it meets regularly. In addition, the UN GTG made substantive input into the development of the UNDAF 2018-2022. Nevertheless, members of the group do not include at least 50% senior staff (P4/NOC and above), as required in the indicator criteria.

**Indicator 5.2.** UNCT has adequate gender mainstreaming capacities. Substantive inter-agency gender capacity development activities for UN personnel were carried out during the past year. A capacity gender mainstreaming needs assessment was conducted in 2021 during the UN GTG retreat. As a result, a capacity development plan is established. Nevertheless, UNCT induction material does not include GEWE commitments and related development challenges of the country. UNDSS conducts in Kyrgyzstan offline induction on security to newcomers, which does not include any local country challenges related to GEWE.

#### 4.2.6 Resources

This dimension area is underperformed by UNCT, since this scorecard assessed resource tracking indicator as approaching minimum requirements.

**Indicator 6.1.** Capacity building events on the gender marker have been carried out over the current UNDAF cycle. Inception sessions on GEM were done in 2020 during UN GTG meetings, and UN M&E group Retreat. Nevertheless, the UNCT has not established any financial target for program allocation for Gender Equality during the current programming cycle. According to UNDAF final evaluation, although some attempts have been made by the agencies to introduce methodologies for the tracking of UNDAF expenditure on the basis of gender, this is an area that requires improvement in the next programme cycle. UNCT should mainstream gender across programmes through targeted interventions and resource allocations in the upcoming cooperation framework.

#### 4.2.7 Results

The UNCT is on track to achieve all gender equality and the empowerment of women results in line with SDG priorities including SDG 5, as shown in UNDAF final evaluation report 2021.

**Indicator 7.1.** Progress on gender results under all outcomes are reported in UNDAF progress reports. In addition, UNDAF final evaluation report extensively assessed the achievement of gender results. Progress is evident specially in the area of Good Governance, rule of law, human rights and gender equality (outcome 2). At the strategic level, the UN has supported the development of the new Gender Equality Strategy (GES) for the period of 2021-2030 and its Action Plan. A permanent Council on Women's Rights and the Prevention of Gender-Based Violence was established within the Parliament. Other achievements include the endorsement of legislation addressing gender inequality, the 30% mandatory quota for women in local councils, the Law "On Protection and Safeguarding from Domestic Violence", and the Law "On Early Marriages".

## 5. CONCLUSION

The results of this scorecard assessment are satisfactory, in general, although improvements are needed. The exercise revealed exceptional performance for 2 indicators:

- Communication and advocacy address areas of gender inequality (indicator 2.2);
- UNCT collaborates and engages with Government on gender equality and the empowerment of women (indicator 3.1).

The assessment revealed adequate performance for 10 indicators where UNCT is meeting minimum standards:

- Gender equality mainstreamed in UNDAF outcomes (indicator 1.2);
- UNDAF indicators measure changes on gender equality (indicator 1.3);
- Joint programs contribute to reducing gender inequalities (indicator 2.1);
- UNDAF monitoring and evaluation measures progress against planned gender equality results (indicator 2.3);
- UNCT collaborates and engages with women's/gender equality CSOs (indicator 3.2);
- UNCT leadership is committed to championing gender equality (indicator 4.1);
- Organizational culture fully supports promotion of gender equality and the empowerment of women (indicator 4.2);
- The gender coordination mechanism is empowered to influence the UNCT for gender equality and the empowerment of women (indicator 5.1);
- UNCT has adequate capacities developed for gender mainstreaming (indicator 5.2);
- UN programmes make a significant contribution to gender equality in the country (indicator 7.1).

It further found 2 indicators approaching minimum requirements, where UNCT must concentrate efforts to upgrade the scorings in the short-term:

- Common country assessment integrates gender analysis (indicator 1.1);
- Adequate resources for gender mainstreaming are allocated and tracked (indicator 6.1).

The exercise found 1 indicator to be missing minimum requirements, where UNCT should urgently enhance performance:

- Gender parity in staffing is achieved (indicator 4.3).

**As a result of the assessment, strengths and weaknesses of UNCT Kyrgyzstan as far as GEWE is concerned, are as follows:**

- 1) Strengths: (i) UNDAF outcomes and indicators; (ii) programming and M&E; (iii) communication and advocacy, (iv) partnerships; (v) leadership and organizational culture, (vi) gender architecture and capacities for gender mainstreaming, and (vii) results.**
- 2) Areas requiring improvement are: (i) CCA, and (ii) resources.**
- 3) The weakness/area requiring major improvement is: (i) gender parity in staffing.**

## 6. ACTION PLAN

The findings of the assessment have fed into a structured SWAP scorecard action plan designed for UNCT performance improvement on GEWE, which can be found in annex C. The actions included in the plan are aligned with the recommendations of the final 2021 UNDAF evaluation.

This action plan underlines the gaps between UN minimum requirements and UNCT current practices, procedures and processes identified during the assessment. It includes steps to be taken, time-frame, allocation of responsibility, and resources required. It also points out the linkages to the SWAP scorecard indicators for tracking purposes.

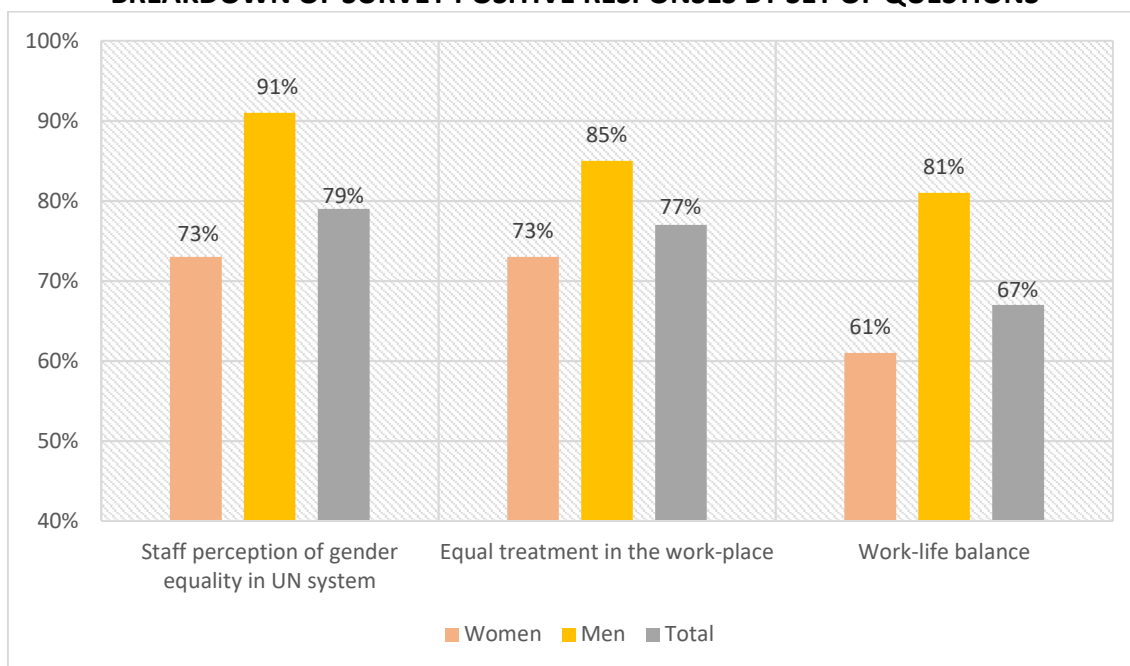
With the aim to ensure a comprehensive response to many of the issues highlighted in the action plan, a good understanding and appropriation of the recommendations by UNCT is needed. **The action plan must be on the agenda of UNCT HOA meetings to ensure follow up, at least every six months until all actions are completed.**

The action plan must further be part of the meetings' agenda of inter-agency groups that are assigned responsibilities in the plan, such as the PMT, UN GTG, UN Communication Group, UN M&E group, OMT, and UN RCO. The responsibility for implementation needs to be shared among UN agencies and sectors to encourage decentralization of responsibility and accountability for gender equality and the empowerment of women.

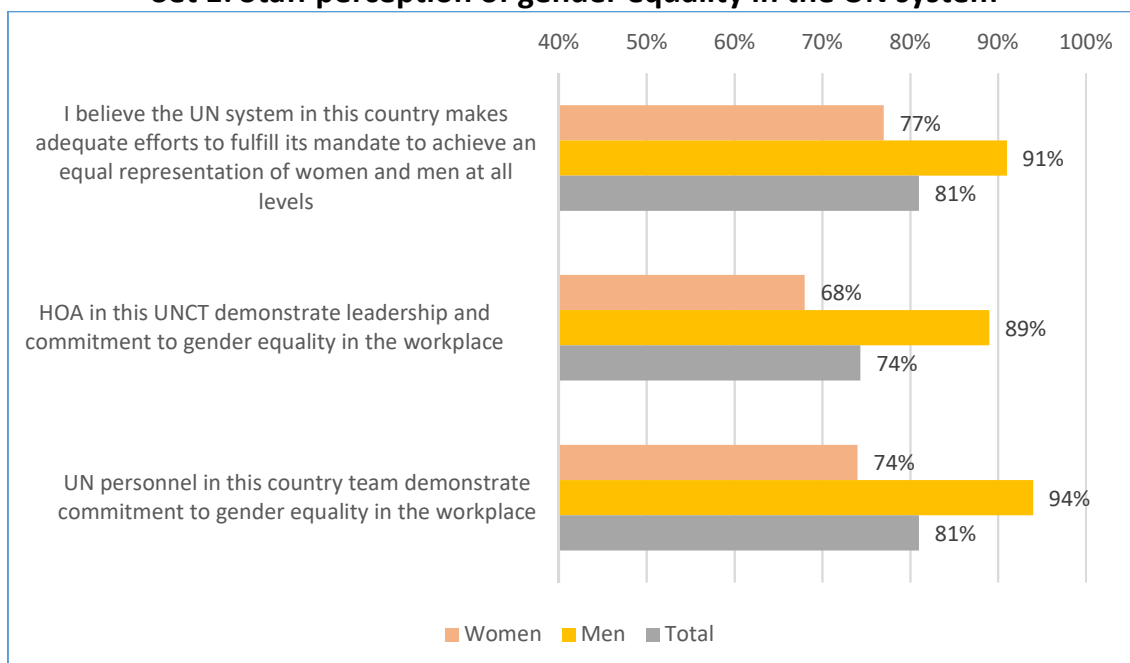
## 7. ANNEXES

### Annex A: Organizational culture staff survey results in Kyrgyzstan

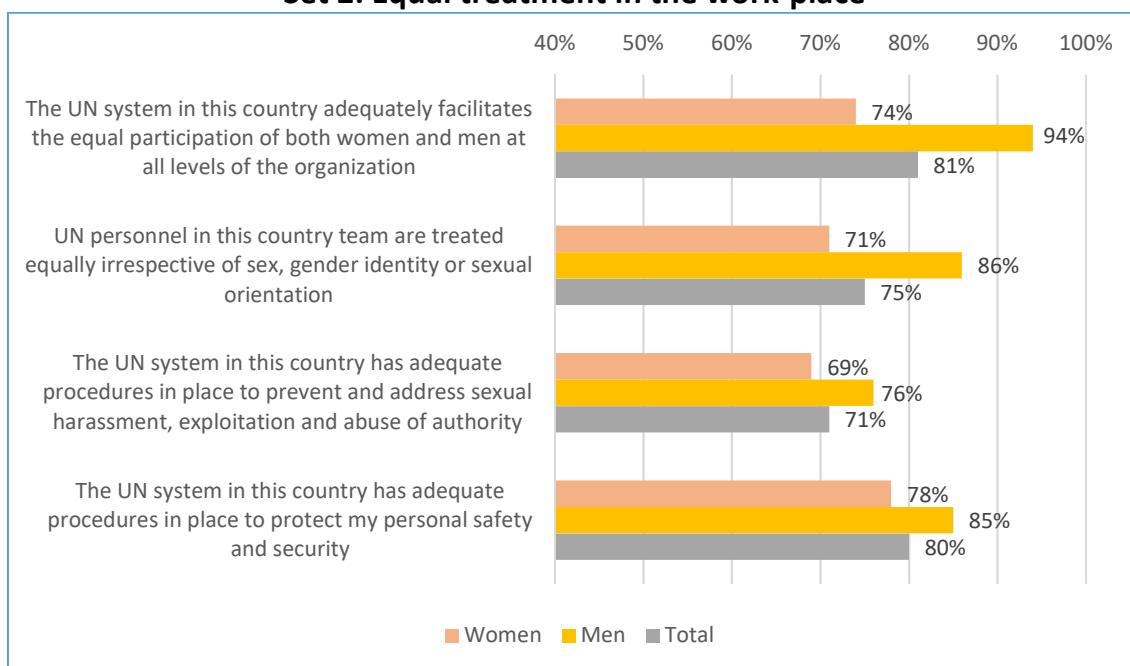
**BREAKDOWN OF SURVEY POSITIVE RESPONSES BY SET OF QUESTIONS**



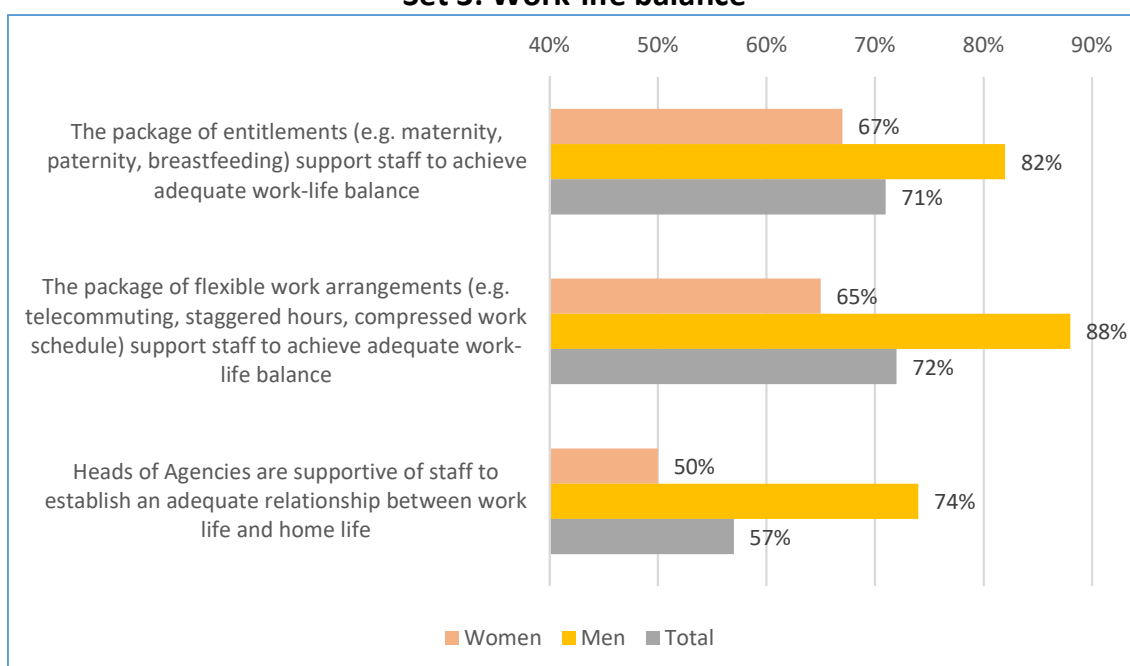
**Set 1: Staff perception of gender equality in the UN system**



## Set 2: Equal treatment in the work-place



## Set 3: Work-life balance



The charts display the positive responses (strongly agree and agree).

Survey opened October 2021.

123 responses (86 from women and 37 from men).

Confidence interval of 7.5.



## Annex B: UNCT Kyrgyzstan - SWAP scorecard findings by indicator

### 1. PLANNING

INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: <b>a)</b> Gender analysis across the <b>majority</b> of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Some sex-disaggregated and gender-sensitive data.	CCA or equivalent includes: <b>a)</b> Gender analysis across <b>all</b> sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Consistent sex-disaggregated and gender-sensitive data.	CCA or equivalent meets minimum requirements <b>and</b> includes: <b>c)</b> Targeted gender analysis of those furthest behind.
<b>Score: Approaches Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Gender analysis is integrated across the majority of sectors in the current CCA, dated 2021 in line with SDG priorities including SDG 5. In the CCA report, gender equality is extensively discussed across economic, and political contexts, governance, and institutions, and social context, and is briefly mentioned within environmental context. In total, gender analysis is integrated across 80% of the sectors/areas covered by the CCA, including key findings, gaps and opportunities, lessons learned, conclusions and recommendations. More specifically, CCA report covers gender analysis within matters such as reproductive health, education, employment (unpaid care work), population dynamics and fertility. Peace and conflict analysis draw attention to the women and girls in context of religion and religious policies, violent extremism, and disputes over natural resources in border areas. Under international norms and standards commitments, the CCA report covers CEDAW, and gender-based discrimination, including sexual harassment. Gender analysis under environmental context should be strengthened.</p> <p>b) Consistent sex-disaggregated and gender-sensitive data is present in the CCA Report. Report presents disaggregated data on violence against women and girls, employment, migration, participation of women in public and political life, girls' education, women's labor force participation rate in various sectors of the country, and reproductive health. This report also provides conclusions and recommendations in support of gender equality within legal framework, political and economic context, education, and peacebuilding. For example, CCA report provides statistics and reasons of the sexual and gender-based violence, i.e. in context of COVID-19, 32 percent of respondents heard about an increase in domestic violence or experienced it themselves. Typical portrait of a victim is a young woman aged 31-40 years (32.9 percent) and 21-30 years old (31.8 percent). Main contributing factors to violence are economic dependence on their husbands/partners, lack of resources to pay for an apartment and food, fear of social pressure and condemnation, and prevalent social norms that place women in a subservient role in the family. Within economic context, role of rural women and poor female headed households is addressed through the prism of Leave no one behind principle. In 2019, 308,770 people were covered by such benefits, among which 52 percent were women coming mainly from female-headed households. Particularly disadvantaged within this group are rural women with intersecting forms of discrimination.</p> <p>c) A targeted gender analysis of those furthest behind is included in the CCA for the majority of the groups left behind, such as poor rural households with high dependency ratio; rural women and poor female headed households; children and adolescents; unemployed youth, youth working informally and young households; returned and internal migrants, migrant workers, and households dependent on remittances. Targeted gender analysis is not included for urban and peri-urban poor households.</p> <p>A key message of the report is that the growing numbers of poor and vulnerable affected by the pandemic have the potential of becoming a "lost generation" who fall further behind, particularly children, youth, and women who have been left out of available economic opportunities and existing social services and safety-nets.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- Common Country Analysis Report 2021, UNCT, December 2021.</p>		

INDICATOR 1.2: GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across <b>some</b> outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>or</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>and</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNDAF-2018-2022 was developed under several pillars; one of the major pillars of engagement being gender equality and the empowerment of women. The UNDAF-2018-2022 problem analysis considers the intersection of gender equality with economic inequality and violence and in turn, prescribes promoting gender equality as central to addressing development and humanitarian challenges.</p> <p>All four result areas under the UNSDPF refer to gender equality, including safeguarding the civil and socio-economic well-being of women, girls, boys, and men, as being central to the development process, as follows:</p> <ul style="list-style-type: none"> <li>- <b>UNDAF Result Area 1 (Sustainable and inclusive economic growth, industrial, rural, and agricultural development, food security and nutrition):</b> GEWE is visibly mainstreamed across outcome 1 (By 2022, inclusive and sustainable industrial, agricultural and rural development contribute to economic growth, decent work, improved livelihoods, food security and nutrition, especially among women and vulnerable groups) in the outcome statement and across output 1.2. The narrative describes the barriers and main features of low women's participation in the labor force and there is substantive elaboration of how challenges affecting women will be addressed.</li> <li>- <b>UNDAF Result Area 2 (Good Governance, rule of law, human rights, and gender equality):</b> GEWE is visibly mainstreamed across outcome 2 (By 2022, institutions at all levels are more accountable and inclusive ensuring justice, human rights, gender equality and sustainable peace for all) in the outcome statement and across outputs. One of the purposes of this outcome is to strengthen gender-responsive policies, improving equal access to justice and legal services, applying gender-sensitive mechanisms and approaches in protection of human rights, anti-discrimination and anti-trafficking policies and actions.</li> <li>- <b>UNDAF Result Area 3 (Environment, climate change, and disaster risk management):</b> GEWE is visibly mainstreamed across outcome 3 (By 2022, communities are more resilient to climate and disaster risks and are engaged in sustainable and inclusive natural resource management and risk-informed development) through a gender-responsive output 3.1 under this outcome. This outcome contributes to SDG 5 and the rational and strategies under this Result Area refers to differential impacts on the lives of women and girls of environmental degradation, climate change, and associated disaster. It also refers to the need of adequately address gender inequalities in environmental and disaster risk management and recovery actions.</li> <li>- <b>UNDAF Result Area 4 (Social Protection, Health and Education):</b> GEWE is visibly mainstreamed across outcome 4 (By 2022, social protection, health and education systems are more effective and inclusive, and provide quality services) through the approach and strategy. The outcome focuses significant attention to improvement of gender-responsive delivery of social services and rehabilitation to poor families, "vulnerable groups" of children, including girls and victims of trafficking. Although there is no any gender-focused output under this outcome, outputs seem gender-responsive and most outcome-level indicators are gender-sensitive or gender-disaggregated.</li> </ul> <p>b) No UNDAF outcome is specifically targeting gender equality and the empowerment of women.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- The United Nations Development Assistance Framework (UNDAF) for the Kyrgyz Republic 2018-2022;</li> <li>- Consolidated UNCT Joint Work Plan 2021-22.</li> </ul>		

INDICATOR 1.3: UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>Between one-third and one-half of indicators in the Consolidated UNCT Joint Work Plan 2021-222 can measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p> <p>Out of 38 outcome-level indicators, 15 (<b>39%</b>) track progress on gender equality.</p> <p>However, when adding output-level indicators to the calculation, the percentage decreases. Out of 95 outcome and output-level indicators, 34 (<b>36%</b>) track progress on gender equality. A detailed analysis of the outcome and output-level indicators for each outcome shows different levels of gender sensitivity, with higher level in the outcome related to good governance, rule of law, human rights and gender equality and lower level in the outcome related to environment, climate change, and disaster risk management, as follows:</p> <ul style="list-style-type: none"> <li>▪ For outcome 1 (Sustainable and inclusive economic growth, industrial, rural and agricultural development, food security and nutrition), 9 out of 30 indicators (30%) can measure changes in gender equality;</li> <li>▪ For outcome 2 (Good Governance, rule of law, human rights and gender equality), 11 out of 16 indicators (69%) can measure changes in gender equality;</li> <li>▪ For outcome 3 (Environment, climate change, and disaster risk management), 4 out of 18 indicators (22%) can measure changes in gender equality.</li> <li>▪ For outcome 4 (Social Protection, Health and Education), 10 out of 31 (32%) can measure changes in gender equality.</li> </ul>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- The United Nations Development Assistance Framework (UNDAF) for the Kyrgyz Republic 2018-2022;</li> <li>- Consolidated UNCT Joint Work Plan 2021-22.</li> </ul>		

## 2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into <b>all</b> JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements <b>and</b></p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>
Score: Meets Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) There are two (2) joint programs (JPs) operational at the time of assessment. The analysis of how they contribute to reducing gender inequalities is presented below:</p> <ul style="list-style-type: none"> <li>▪ <b>Enhanced financing opportunities and alignment with national sustainable development goal through an Integrated National Financing Framework for Kyrgyzstan (UNDP, UNICEF).</b> Timeframe: June 2020-June 2022. This JP aims at creating a holistic, comprehensive and integrated financing strategy, or Integrated National Financing Framework, with the ambition to improve the efficiency, effectiveness and transparency in the use of public funds and governance of private finance to support the implementation of Kyrgyzstan's National Development Strategy and the SDGs. The creation of a holistic financing strategy will mainstream and align the SDGs across planning, budgeting and financing processes in Kyrgyzstan. The GEM score assigned to this JP is 2 (meets minimum standards: 2) although the budget is very gender-sensitive at almost 61% of the total budget.</li> <li>▪ <b>Spotlight Initiative to eliminate violence against women and girls (RCO, UNFPA, UN WOMEN, UNODC, UNICEF, UNDP).</b> Timeframe: 2020-2022. Contributing to reducing gender inequalities is the aim of the Spotlight Initiative (SI) program. This is a complex program aimed at eliminating violence towards women and girls, empowering women and girls as well as promoting gender equality. The JP contains activities from different aspects of addressing the issues related to GBV and GEWE (policy/legislation, work of institutions, social norms, services to GBV survivors, data on GBV and women movements and CSOs).</li> </ul> <p>From the analysis above, gender is visibly mainstreamed in currently operational projects in the country.</p> <p>b) One (1) JP is operational at the time of the assessment to foster GEWE (Spotlight Initiative to eliminate violence against women and girls). In addition, five (5) joint programs on promoting gender equality and the empowerment of women have been operational over current UNDAF period, in line with SDG priorities including SDG 5. They are the following programs:</p> <ul style="list-style-type: none"> <li>▪ <b>Women and girls as drivers for peace and prevention of radicalization (UNFPA, UNICEF, UNDP, UNODC).</b> Timeframe: 2017-2019. The program aimed at prevention of radicalization through building dialogue, empowering women religious leaders and improving services at the local level. The program was considered as a PVE (prevention of violent extremism) program and at the same time it had a component of working with women religious leaders to empower them and engage them in community dialogue and community development. Measures to address causes of early marriages as well to promote the rights of girls were developed and implemented by women religious leaders in collaboration with local authorities. The program also contained a component on legal aid to women and girls as well as a component on improving the sensitivity of duty bearers in provision of services to women and girls.</li> <li>▪ <b>Empowering women and girls affected by migration for inclusive community development and peacebuilding (IOM, ILO, and UN Women).</b> Timeframe: December 2019-May 2021. It aimed at making a tangible contribution to peacebuilding by empowering women and girls affected by migration to participate in inclusive community development, as well as to strengthen national policies in the framework of implementation UN SCR 1325 on the role of women in ensuring peace and security. Partners from government: Ministry of Labor and Social Development, State Migration Service and State Agency for Local Self-Government and Inter-Ethnic relations. This joint project provided a comprehensive approach to promote an enabling community and policy environment conducive to women and girls' empowerment and their active engagement in peacebuilding and inclusive community development in communities</li> </ul>		

affected by migration and prone to conflict in the Kyrgyz Republic, and particularly in Jalal-Abad, Osh and Batken regions of Kyrgyzstan.

- **Addressing Social Disparity and Gender Inequality to prevent Conflicts in New Settlements (UNFPA, UNICEF, UNODC).** Timeframe: January 2018-July 2019. The aim of the project was to address social disparity and gender inequality as root causes of emerging conflicts in new settlements around the capital city of the Kyrgyz Republic. The project aimed to prevent social unrest associated with exclusion and marginalization. The project specifically promoted the empowerment of women and adolescent girls and their active participation in grassroots initiatives in the new settlements. The total project budget was allocated to activities in pursuit of gender equality and women's and adolescent girls' empowerment thus making them more effectively engaged in decision making and serve as agents of change for local improvements that give citizens a stake in a positive future within their communities.
- **Accelerating Progress towards Economic Empowerment of Rural Women (UN Women, WFP, FAO and IFAD).** Timeframe: 2018-2021. The goal of this JP was to promote rural women's economic empowerment in the Kyrgyz Republic to secure rural women's livelihoods and rights in the context of the Sustainable Development Goals. The project targeted the vulnerable rural women identified through participatory poverty pyramid methodology, living beyond the national poverty line. A special focus was given to female-headed households, young rural women, women who have disabled children, and other women facing multiple forms of discrimination. The JP is in line with national priorities defined in the National Strategy on Sustainable Development of the Kyrgyz Republic 2018-2040, and the National Strategy on Gender Equality 2012-2020, with a special focus on improving the status of rural women, poverty reduction and sustainable agricultural development.
- **Inclusive Governance and Justice system for Preventing Violent Extremism (UNDP, UNICEF, OHCHR, and UN Women).** Duration of the project: 3 years from December 2017 through December 2020, in partnership with the Government of the Kyrgyz Republic and civil society organizations. It was funded by the UN Peacebuilding Fund (PBF). This project fit within the approved Peace Priority Plan and enhanced justice and security sector institutions, national and local authorities' capacity and ability to apply socially inclusive approaches, participatory decision-making and guarantee increased civic space to address the root causes of and strengthen resilience against violent extremism. The project was also informed on the rationale of Sustainable Development Goal number 16 aiming to improve the government's ability to establish a more inclusive relation with its citizens thus reducing grievances relating to effective or perceived exclusion or marginalization or inequality.

c) A consultant was hired to develop GEM methodology. Since 2020, a system on gender mainstreaming in JPs and GEM coding is in process of being institutionalized. The system has been already tested and approved by UNCT but has not yet been implemented. It was presented at UN GTG, M&E group and RGs. Process is challenging and there is need to integrate it in the structure.

#### **Evidence or means of verification:**

- ProDoc on Enhanced financing opportunities and alignment with national sustainable development goal through an Integrated National Financing Framework for Kyrgyzstan;
- ProDoc on Spotlight Initiative to eliminate violence against women and girls;
- ProDoc on Women and girls as drivers for peace and prevention of radicalization;
- ProDoc on Empowering women and girls affected by migration for inclusive community development and peacebuilding;
- ProDoc in Addressing Social Disparity and Gender Inequality to prevent Conflicts in New Settlements;
- ProDoc on Accelerating Progress towards Economic Empowerment of Rural Women;
- ProDoc on Inclusive Governance and Justice system for Preventing Violent Extremism;
- Agenda on practical exercise GEM application and tracking financing, November 2020;
- GEWE checklist for GEM exercise;
- Methodology on Tracking Chapter 6 Financing on GEWE, 2021;
- Practical exercise UNCT Kyrgyzstan, November 2020;
- Reflection tracking financing GEWE GPI, June 2020;
- Summary table with the results of GEM application and tracking GPI project;
- UNCT GEM guidance note, June 2019;
- Work-plan GEM coding and tracking on GEWE, September 2020.

INDICATOR 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.	a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. <b>and</b> b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.	Meets minimum requirements <b>and</b> c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
<b>Score: Exceeds Minimum Requirements</b>		
<b>Findings and explanation:</b> a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year. <ul style="list-style-type: none"> <li>In collaboration with Bishkek Feminist Initiative and biggest Kyrgyz-language media outlet Super Info, Spotlight Initiative (UNFPA, UN WOMEN, UNODC, UNICEF, UNDP) has launched talk-show “Erkekche” in September 2021. The main objectives of the show are to break down and impact current social norms and stereotypes, to promote new norms and to initiate discussions around “hot” gender related topics. Talk-show was broadcasted through Super Info official online channels (YouTube and Instagram) and on Super TV. Every episode has reached around 500K viewers.</li> <li>Support of Spring in Bishkek interactive game in June 2020. The game was developed by the Open Line Public Fund within Spotlight Initiative to help young people learn how to deal with the widespread practice of kidnapping for forced marriage - Ala-Kachuu, which means "to take and run away". It involves a potential groom forcibly taking a young woman or girl back to his home before pressuring her to agree to marriage.</li> <li>Spotlight Initiative supported a launch of a series of theater play “Everything in my world works like this” in November 2021 to support young feminist actresses to raise their voices on gender issues in Kyrgyzstan through the art.</li> <li>As part of 16 days of activism against GBV in 2020, the UNCT members made a joint video in social media calling for putting an end to GBV; encouraged the Bishkek Mayor’s Office to light up its building in orange; covered the Bishkek outdoor advertisement spaces with anti-GBV messages, and kicked off a challenge #WeAreEqual among influencers including famous sportswomen and men.</li> <li>UNICEF jointly with partners and supported by UNDP celebrated International Day of a Girl (IDG) in Naryn, in October 2021. Event was organized as career fest with motivational talks of successful women leaders, professionals and celebrities. This year according to the UNICEF global agenda IDG celebration was around empowering girls in obtaining digital skills and innovative, non-stereotypical professions. Commissioner for children's rights of Kyrgyz Republic, local authorities and UNICEF representatives also participated one-day event in Naryn. Around 120 high-school girl-students from Naryn oblast were able to participate in interactive sessions with psychologist to identify their capacities and career path, GALS trainings to formulate and be vocal about their dreams, and different digital-oriented, capacity building and general personal development games and sessions.</li> <li>UNDP and UN Women ran communication campaign from September 2019 to May 2021 covering all provinces of the Kyrgyz Republic with messages that reflected the diversity of women’s leadership, going beyond political participation and covering a wide range of areas where women make valuable contributions such as: health, education, the caring economy, women’s coping efforts to address family/household economic hardships, and their roles in supporting communities and local governments to resolve urgent local challenges. In June 2021 UNDP and UN Women organized an event to honor newly elected women deputies of local councils. More than 50 women shared their stories about the challenges they encountered on their way to becoming deputies of local councils, as well as their plans for the development of local communities and promotion of the participation of women in the political life of the country.</li> </ul> b) Interagency Communication Group Annual Work Plan visibly includes GEWE communication and advocacy. GEWE communication and advocacy activities feature significantly in the UNGC’s Work Plan 2021, with International Women’s Day, International Day of the Girl Child, International Day of Rural Women, and the 16 Days Campaign constituting the main activities.		

c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year. In 2021, to highlight women's role, their contribution and leadership during the COVID-19 lockdown in Kyrgyzstan, the Spotlight Initiative in Kyrgyzstan developed documentary portraying women leaders' stories: 20-minutes documentary "Women on the frontline with COVID-19" in Russian, Kyrgyz, English. Documentary was presented to celebrate International Women's Day for broad public on national TV channels KTRK and ELTR, and on UN social media platforms.

**Evidence or means of verification:**

- PPT 8<sup>th</sup> March Communications;
- UN Brief Kyrgyz Republic: special measures to ensure that gender quotas bring more women into local politics, 2 June 2021;
- Eurasianet: Conservative Kyrgyz tabloid addresses women's rights:  
<https://eurasianet.org/conservative-kyrgyz-tabloid-addresses-womens-rights>
- Press Release: Number of women in Kyrgyz local councils is increasing:  
<https://kyrgyzstan.un.org/en/128814-number-women-kyrgyz-local-councils-increasing>
- 16 Days Campaign Video Address by UNCT in 2020;  
<https://www.youtube.com/watch?v=zuTwWuSj7uw>
- UN STATEMENT ON VIOLENCE AGAINST WOMEN: Death of Aizada Renews the Call for Society to End Kidnapping of Women for Forced Marriage:  
<https://kyrgyzstan.un.org/en/124292-death-aizada-renews-call-society-end-kidnapping-women-forced-marriage>
- Press Release Women's Leadership – Breakthrough into a New Era:  
<https://kyrgyzstan.un.org/en/115795-womens-leadership-breakthrough-new-era>
- UN Statement on the occasion of 8 March 2021:  
<https://kyrgyzstan.un.org/en/115386-international-womens-day-2021>
- Press Release: 16-Days Campaign Against Gender-Based Violence Launches in Kyrgyzstan:  
<https://kyrgyzstan.un.org/en/102343-16-days-campaign-against-gender-based-violence-launches-kyrgyzstan>
- UNCG Annual Work plan 2021.



INDICATOR 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets <b>one</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets <b>two</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.	Meets <b>all</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.
<b>Score: Meets Minimum Requirements</b>		
<b>Findings and explanation:</b>  a) UNDAF Results Matrix data for gender-sensitive indicators are being gathered as planned through UNINFO system. In the UNDAF Results Framework each result area shows outcome statement and group, concerned agencies, indicators, target in 2022, baseline, concerned national plan and responsible UN Agency. The analysis of UNDAF indicators revealed that most of the indicators could have sex disaggregation in the social protection and environment results areas but currently are not disaggregated by sex. These are areas where the M&E group should also focus on to ensure that data are properly disaggregated.  b) UNDAF reviews/ evaluation assess progress against gender-specific results. UNDAF annual progress and final 2021 evaluation reports have sufficiently assessed progress on GEWE. Progress is extensively reported under result areas 1 (Sustainable and inclusive economic growth) and 2 (Good Governance, rule of law, human rights, and gender equality) but not as extensively in areas 3 (Environment, climate change, and disaster risk management) and 4 (Social Protection, Health and Education).  c) There is a UN M&E group in the UNCT. The UN M&E group is chaired by a Head of Agency and UNCT member. The group reports directly to the UNCT and is responsible for planning, information sharing and monitoring/evaluation of results. To date, the UN M&E group has not received technical training on gender-sensitive M&E; therefore, this criterion is not met. However, UN Women conducted a 1-hour Gender Equality Marker session on November 2020 during the UN M&E group Retreat, with the participation of 10-15 people online and 15 people off-line, but this action has not been considered by the assessment team as a technical training.		
<b>Evidence or means of verification:</b>  - The United Nations Development Assistance Framework (UNDAF) for the Kyrgyz Republic 2018-2022; - Consolidated Joint Work-Plan 2021-22; - UNDAF Results Matrix; - UNDAF Annual Progress Report 2018; - UNDAF Annual Progress Report 2019; - UN KR Country Annual Results Report, 2020; - Final Evaluation of the UNDAF for the Kyrgyz Republic 2018-2022; - PPT on GEM and Tracking Financing on GEWE in UN Programming for the UN M&E group, September 2020.		

### 3. PARTNERSHIPS

INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with <b>at least one</b> government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets <b>all</b> of the following:</p> <p>a) The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>
Score: Exceeds Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has collaborated with the following government agencies on joint initiatives that foster gender equality within the current UNDAF cycle:</p> <ul style="list-style-type: none"> <li>UNWOMEN, UNDP and UNICEF, through the UN GTG, collaborated with the Mayor of the City for specific sensitization and advocacy activities for the 2020 16 Days of Activism against Gender-Based Violence.</li> <li>On May 21-22, 2021, UNDP, UNICEF, OHCHR and UN Women held a workshop on the Development of a National Action plan to the implementation of UN SCR 1325 Women, Peace and Security. Attended by the Inter-Ministerial Working Group on UNSCR 1325, the workshop aimed at introducing and looking at innovative approaches to development and implementation of national action plan on UNSCR 1325 as well as deepening the understanding of the members of the working group on the UNSCR 1325 and its implementation in the wider development context. The workshop was conducted under a joint project funded by Peace Building Fund: "Inclusive Governance and Justice System for Preventing Violent Extremism", jointly led by UNDP, UNICEF, OHCHR and UN Women.</li> <li>The Permanent Council on Women's Rights and Prevention of Gender-Based Violence under the Vice-Speaker of Parliament of the Kyrgyz Republic was established and became functional with the Decree signed by the Speaker of the Parliament on 28 June 2020. The establishment of the Council is a joint effort of UN Women, UNDP and UN RCO, where UN Women played the key role in high level advocacy and lobbying for the established of such a Council using silent diplomacy and networking at the strategic level. The Council aims to strengthen the role of the Parliament in promoting the national agenda on women's rights through national legislative and policy efforts on prevention and response to sexual and gender-based violence. The Council comprises MPs, representatives from state institutions, and CSOs and is chaired by the Vice-Speaker, including nine representatives from the Association of Crisis Centers, NGOs working, children's rights and women with disabilities, and the national CSOs Council.</li> <li>The National Action Plan for the Migration Policy of the Kyrgyz Republic for 2021-2030 was gender sensitized and mainstreamed in 2020. The Inter-Ministerial Working Group on the Migration Policy benefitted from gender expertise of gender specialists supported by UN Women, IOM and UNDP, who reviewed the action plan and indicators' matrix to advise on gender mainstreaming and measurement indicators in implementation. Following the finalization of the National Action Plan on Migration, the consultant conducted B2B meetings with the working group members in order to integrate the preliminary findings into the action plan. A meeting with the rightsholder Agency, Department of External Migration under the MFA, was held to explore the possibility to have a follow-up session on the GEWE in the NAP implementation.</li> </ul> <p>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E. It is hosted within the Ministry of Labor and Social Development. The Gender Policy Department of the Ministry of Labor and Social Development oversees the implementation of the National Gender Equality Strategy</p>		

and participated in UNDAF consultations. In addition, the Ministry of Labor and Social Development of the Kyrgyz Republic participated in the evaluation of current UNDAF 2018-2022 through taking part in the data collection process (interviews, focus groups, surveys) in August and September and panel discussions and provision of recommendations during the Final Stakeholder Workshop in the frame of the UNDAF Evaluation in October 2021. Following state agencies and ministries have participated in UNDAF implementation in 2018-2021:

- The **Permanent Council on Women's Rights and Prevention of Gender-Based Violence under the Vice Speaker of Parliament of the Kyrgyz Republic**.
- Support to Survivor Centred Multi-sectoral response on SGBV: Unified Instructions (algorithm) for multi-sectoral response mechanisms to SGBV cases were elaborated by the Interagency working group under the **Ministry of Labour and Social Development in 2020** (UNFPA, UN Women and UNFPA).
- Gender-sensitive teaching was institutionalized by the support to the **Ministry of Education and Science/MoES** to introduce two online learning modules for education sector employees: (i) non-discrimination, gender expertise and mainstreaming and (ii) civic competency teaching methodology.
- Inter-ministerial Working group, led by the **Ministry of Labour and Social Development**, applies Oxford Scenario Planning Approach (OSPA) in the process of elaborating the National Gender Equality Strategy for 2021-2030. The process of Strategy elaboration is still ongoing, to be finalised by September 2021.

c) The UNCT has made contributions to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation:

- UNCT, under leadership of UNICEF, conducted an inventory of SDG targets and indicators in 2018 to adapt the global indicators of the SDGs in the Kyrgyz Republic. During this work, of the 232 global indicators, national indicators were developed with targets for 140 indicators and 157 additional national indicators were developed with targets; this should enable monitoring of achievement of the SDGs. The statistical capacity assessment revealed that Kyrgyzstan is ready to report immediately on 102 indicators, or 50% of all applicable global SDG indicators. Of the 102 available and easily accessible indicators, 71 indicators (70%) are produced by the National Statistical Committee (NSC), 28 (27%) by ministries and agencies, and 3 indicators (3%) are produced by the National Statistical Committee jointly with ministries and agencies.
- In 2020, UN Women CO jointly with UNFPA, UN RCO and UN GTG ensured gender-responsive communication about VNR, including through the video prepared for the HLF. As evidence and data were crucial for Voluntary National Review (VNR), UN Women facilitated proper engagement of NSC on the provision of sex-disaggregated data to ensure gender data and analysis are well incorporated within the overall VNR process.
- As post-VNR, UN Women with UNCT team continuously supported the government in 2020 in strengthening the policy environment to enable gender-responsible national adaptation and effective monitoring of the SDGs through the technical support in, inter alia, developing advocacy materials on progress towards gender SDGs targets.

UN Women Kyrgyzstan CO in collaboration with PARIS 21 supported the NSC with the first ever full assessment of the national statistics system through gender lenses. This has resulted in the production of Assessment of Gender Statistics in the Kyrgyz Republic being released in September 2020. The assessment highlighted multiple data and capacity gaps in the Kyrgyz national statistical system. As one of the strategic outcomes of this assessment was an agreement by the Statistics Committee to integrate gender statistics in the National Strategy for Development Statistics 2021-2025, including by developing a supplemental gender-specific strategy, that is being operationalized in 2021.

#### **Evidence or means of verification:**

- <https://eca.unwomen.org/en/news/stories/2021/01/kyrgyzstan-marks-global-16-days-campaign-against-gender-based-violence>
- NV to MFA on UNDAF Evaluation Validation workshop FINAL;
- SESSION\_2\_1\_Preliminary Findings and Recommendations;
- Agender UNDAF Evaluation validation workshop 12 October;
- Detailed Recommendations UNDAF Evaluation;
- Q19 Desk review of recommendations included and not included in VNR;
- VNR Report KYR 2020 ENG;
- Gender recommendations to VNR;
- Monitoring of the Sustainable Development Goal Indicators in the Kyrgyz Republic 2014-2018 dated 2020;
- <http://www.stat.kg/en/news/opublikovan-statisticheskij-sbornik-monitoring-pokazatelej-celej-ustojchivogo-razvitiya-v-kyrgyzskoj-respublike-na-anglijskom-yazyke/>
- LOP 12 October 2021 UNDAF Stakeholders Workshop;
- <https://kyrgyzstan.un.org/index.php/en/152914-un-discuss-undaf-evaluation-report-stakeholders>

INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has collaborated with <b>GEWE CSO</b> and women's rights advocates on <b>at least one</b> joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:</p> <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.</p>	<p>Meets <b>all</b> of the following:</p> <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization and/or implementation.</p>
Score: Meets Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle:</p> <ul style="list-style-type: none"> <li>▪ In August 2021, UN GTG members assisted activists of the UNITE National Movement to End Violence against Women and Girls to prepare an Appeal on the 30% gender quota to the President of Kyrgyz Republic. This appeal included two main aspects: a) proposal to increase the quota for the distribution of mandates in a single electoral district according to the proportional system, and b) proposal to legislate the impossibility of transferring the vacant mandate of a deputy according to the list of candidates of the opposite sex. This is a significant measure to foster gender equality and empowerment of women on the side of the CSOs because UNiTE brings together more than 180 organizations and experts working in the field of promoting gender equality, reducing violence against women and girls, and providing practical assistance to women survivors of violence. It has participated in the improvement of national legislation for more than 30 years and made a huge contribution to the adoption of a 30 percent gender quota. Thanks to this special measure, Kyrgyzstan, for the first time in the history of its independence, was included in the international map of achievements in promoting women's rights following the results of the last elections to local councils, according to which the number of women deputies of local councils increased from 11% (2017) to 38% (2021).</li> <li>▪ UNDP, on behalf of the UN GTG, supported a number of NGOs concept note for 16 days informational campaign 2018: PF "Equal Rights and Opportunities", PF "Women Support Centre - Ariet", PF "Podruga", Public Association "Kyrgyz Indigo", "Zhenskii Bank Mira" and NGO "Novyi Ritm". Through these local NGOs LGBTQI community, sex workers, rural men and young boys and provincial and rural women were reached out. UNDP provided expert support to integrate GBV prevention and awareness into activities such as youth camp on gender on Osh city; early marriages, kidnapping and GBV art exhibition in Bishkek city; gender equality, GBV and women's empowerment training sessions to men in Jalalabad, and informational outreach visits to sex workers on GBV awareness and recommendations. All events were widely posted in social media.</li> <li>▪ UNCT, through UN GTG, collaborated with UNiTE (represented by 38 NGOs in all regions of Kyrgyzstan) by using 16 Days of Activism against Gender-Based Violence under the campaign "Making the World Orange: Funding, Responding, Preventing, Collecting!" to raise awareness of gender equality and ending GBV from November 25th till December 10th in 2020. UNiTE rolled out an online digital crowdfunding campaign, #Give25forUNTF25 and held Hold virtual seminars, radio programmes, and explore creative and innovative approaches, such as through the medium of documentary films, exhibitions, digital and print media.</li> </ul> <p>b) Gender advocates from GEWE CSOs widely participated in 2018-22 UNDAF consultations for strategic prioritization. In addition, GEWE CSOs are involved in UNDAF implementation and have participated in draft CCA 2021 consultations. UN Women conducted a consultation in August 2021 with gender advocates within representatives of non-governmental organizations of the national movement "UNiTE Against Violence against Women and Girls" on the priority areas within the implementation of the GEWE commitments and to seek ideas on the key highlights of different aspects of the development situation in Kyrgyzstan. CCA gender specialist presented gender mainstreaming in the draft of the CCA report,</p>		

followed by a panel discussion with gender advocates who highlighted very strategically key suggestions on incorporating vulnerable groups within gender mainstreaming in the CCA report. GEWE CSOs were also involved in UNDAF evaluation. They participated in the evaluation of current UNDAF 2018-2022 through taking part in the data collection process (interviews, focus groups, surveys) in August and September and panel discussions and provision of recommendations during the Final Stakeholder Workshop in the frame of the UNDAF Evaluation in October 2021.

c) There were no joint activities to contribute to the strengthening GEWE CSO participation and engagement in gender related SDGs localization and/or implementation. However, UN Women within the Make Every Women and Girl Count regional programme involved CSOs in the following activities:

- On May 1, 2020, as a result of the official e-meeting with civil society to present and discuss the respective chapters and annexes of VNR on gender mainstreaming, 11 representatives of NGOs discussed current progress of making amendments to SDGs and proposed changes to improve gender legislation and institutional mechanisms. Given meeting was conducted in cooperation with Ministry of Labor and Social Development.
- In April 2021, the non-profit institution for applied social research “Central Asian Barometer” finalized the following three Women Profiles such as Women in Decision-Making, Victims of Violence, Women in peace and Security. The overall objective of Development of Women Profiles is to provide national stakeholders with brief but clear analysis, through gender lens and other disaggregation dimensions (such as age, employment and/or marital status, education level, urban/rural place of residence, etc.)

On June 5, 2021, in the frame of co-facilitating trainings on gender statistics users to develop their capacity to use data to inform research, advocacy, policy and programmes and promote accountability and contribute to the development of a training package for media on statistical literacy on gender-related SDG indicators, “School of Data” NGO in the context of developing training curriculum on gender data and statistics for media, completed six modules on gender data communication for media.

#### **Evidence or means of verification:**

- Agenda for consultation on priority areas for the implementation of the commitment on GEWE under the UN CCA, August 2020;
- Descriptive report of the 16 days of activism 2020;
- Information Campaign Report UNDP, 2018;
- Information session and training on the prevention of early marriage, November 2018;
- Minutes of CCA consultation with Gender Advocates, August 2021;
- Press release Art Exhibition on Gender Violence 16 days Kyrgyz Indigo, 2020;
- Report 16 Days of activism PF Produga Osh City, 2020;
- UNiTE Appeal to the KR President 30% gender quota, August 2021;
- <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/take-action/16-days-of-activism>
- Women profiles: Women in decision-making, Women profile Victims of Violence and Women in peace and security;
- Agenda UNDAF evaluation validation workshop, 12 October 2021;
- Detailed recommendations UNDAF Evaluation;
- Session 2\_1 Preliminary Findings and Recommendations UNDAF;
- Minutes of the meetings VNR 1.05.2020;
- Module 1 materials 12.04.2021;
- Module 7 materials 12.04.2021.

#### 4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC)</p>
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Eight HOA meetings were held from October 2020 to October 2021 (excluding ad hoc meetings). Gender equality topics were raised in 5 of these HOA planned meetings (62.5%). In addition, there were three ad hoc meetings, with gender issues raised during one meeting. There were in total planned and ad hoc 11 meetings over past 12 months; gender-based matters were raised in 6 meetings (54.52%) of all the HOA meetings: Therefore, this criterion is not met, because the percentage of meetings addressing GEWE in substance does not reach 60%.</p> <p>b) The RC publicly defended gender equality in 7 out of 9 speeches that were traced, made during public events over the past 12 months, namely in relation to the 16 days of activism against GBV, International Women's Day, etc. As a result, 78% of RC speeches made last year included references to GEWE and/or as to how the UNCT is promoting GEWE. In addition, UN RC directly engaged in dialogue with the Committee on CEDAW and presented Confidential Report on behalf of UNCT on November, 1 2021.</p> <p>c) In the staff survey on the perception of organizational environment with regard to the promotion of gender equality, 74.33% of staff positively judged the action of heads of agency to promote gender equality in the workplace. In fact, 74.33% of people answered "agree" (46.90%) or "strongly agree" (27.43%) to the question: the heads of agencies of the United Nations System in the country show leadership and determination to promote gender equality in the workplace.</p> <p>d) Gender equality is visibly reflected in the 2019 UNCT performance appraisal, highlighting that UNCT has strongly positioned themselves as a strong advocate for gender equality and human rights which is important where a backsliding of human rights is noted.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- The minutes of all (11) regular and ad hoc UNCT meetings held between October 2020 and October 2021;</li> <li>- The public speeches made by the RC over the last 12 months;</li> <li>- Survey of UN staff on the perception of the organizational environment with regard to the promotion of gender equality (October 2021);</li> <li>- 2019 UNCT Performance Appraisal;</li> <li>- UNCT Annual Results Report, dated 2020.</li> </ul>		



INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>The survey of personnel perception of the organizational culture for promotion of gender equality was sent by the UN KG Resident Coordinator to all UNCT staff with instructions to complete the survey within around 2 weeks. The survey was completed by 113 staff members, 85% of respondents being national personnel and 15% international personnel. The job of 46% of respondents included personnel supervisory functions. In total, 69% of respondents were women and 31% men, concluding that women and men equally participated in the survey, given the fact that 68% of UNCT KG staff are female.</p> <p>The results of the staff survey show a positive average score of <b>74%</b> (19% neutral and 6% negative), placing UNCT in the rank of meeting minimum requirements. The minimum requirements (65%) are met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 9/10 questions with only one result on work-life balance falling just below the 65% threshold: the perception of heads of agencies support to establish an adequate relationship between work life and home life among staff received the lowest score of 57% irrespective of sex and supervisory functions of the respondents.</p> <p>The following 3 questions received the highest rates (81%): the UN system's efforts to an equal representation and participation of women and men; commitment of UN personnel to gender equality in the workplace, and the UN system's adequate procedures to protect personal safety and security. The set of questions related to the work-life balance is the one that received on average fewer positive responses than those observed for the other dimensions (gender equality, discrimination) irrespective of sex and supervisory functions of the respondents, which means that UNCT's efforts need to be reinforced in this regard. In particular, 57% of respondents (73% of men and only 50% of women) think that Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.</p> <p>The results show that the perceptions vary depending on sex and supervisory functions. There are significant differences between the proportion of positive responses expressed by women and men. The results of the men's survey show an average positive score of <b>86%</b>, while the average positive score for women is <b>69%</b>. A positive average score across 10 questions is 15% higher among men compared to women. Thus, if only positive responses from male staff were considered, the UNCT KG would exceed minimum standards. The only two questions related to discrimination dimension were evaluated equally by male and female counterparts: availability of adequate procedures to prevent and address sexual harassment, exploitation and abuse, and protection of personal safety and security. The other questions are equally higher among men, including all questions related to gender equality and work-life balance: the package of entitlements (e.g. maternity, paternity, breastfeeding) and the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule).</p> <p>When considering the results in breakdown by supervisory functions, a positive average score is also slightly higher among staff with supervisory functions (79%) compared to staff with no supervisory functions (70%). Heads of Agencies and UN personnel's commitment to gender equality and equal treatment in the workplace are around 14% lower among staff with no supervisory functions compared to staff members who fulfill supervisory functions. The other questions of all three dimensions (gender equality, discrimination, work-life balance) among staff with supervisory functions received just slightly higher scores.</p> <p>Refer to annexed charts for more detailed information.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- Survey results of personnel perception of organizational environment for the promotion of gender equality. 123 responses (86 female, 37 male) out of a total 464 staff members; confidence interval of 7.5).</p>		



INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.	Approaches minimum requirements <b>and</b> b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirements <b>and</b> c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.
Score: Missing Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has not established a joint mechanism for monitoring gender parity in staffing. In any case, the consolidated data collected through this exercise can serve as a baseline for future monitoring.</p> <p>b) The UNCT can demonstrate gender parity in most categories of staff, namely GS (62% women), NO (76% women), P (63% women), and D category (100% women).</p> <p>A more in-depth analysis of the consolidated gender-disaggregated data on UNCT staffing shows that:</p> <ul style="list-style-type: none"> <li>With regard to <b>international professional staff</b>, women have a representation rate of 54% at the highest level of experience (P4 and P5) while the rate for men is 46%. Similarly, the representation rate for women in the lower grades (P2 and P3) is 75%, while the rate for men is 25%. The representation rate for women at D1 and D2 levels is 100% (0% for men).</li> <li>With regard to <b>national professional staff</b>, there are 76.36% of women at NO A-B levels and 73.68% of women at NOC-D levels, which indicates that the number of women at the highest levels of experience is more than double the number of men at these levels of experience.</li> <li>With regard to general <b>service staff</b>, it is observed that women are concentrated at the G5, G6 and G7 levels. These three levels are 81% female and 29% male. Moreover, there is a strong disparity at the G1, G2 and G3 levels, with 0% of women (100% of men). This can be explained by the fact that jobs at these levels are traditionally perceived as reserved for men (driver, clerk, courier, etc.).</li> </ul> <p>c) The BOS is under development.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- Consolidated and sex-disaggregated staffing data from FAO, ILO, OHCHR, IOM, UNAIDS, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNODOC, UN Women, WFP, and WHO.</p>		

## 5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEWE		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> A coordination mechanism for gender equality is chaired by a HOA;</p> <p><b>b)</b> The group has a TOR and an approved annual work plan;</p> <p><b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p><b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&amp;E.</p>
Score: Meets Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The gender coordination mechanism for the country team is the UN Gender Theme Group (GTG), which in 2020 was chaired by UN Women HOA and Head of Programs and co-chaired on rotation basis by other UN Agencies. In 2020 the group met once a month. In total, the UN GTG held 11 meetings during the past year. It has met five times since February-October 2021 within planned and ad-hoc meetings. In addition, a UN GTG retreat was held on February 24-25, 2021.</p> <p>b) The UN GTG has a TOR and an approved work plan for 2021, both endorsed by UNCT. The 2021 work-plan was prepared in the retreat held in February 2021 and endorsed by UNCT. There is also the extended GTG group. Members of extended GTG discuss ongoing and planned activities within 8th of March, 16Days, International Day of Girl, Gender Equality Strategy of Kyrgyzstan, and other gender related matters to make sure that gender mainstreaming agencies are under one umbrella.</p> <p>c) Only 7% of members are senior national staff at the NOC level and above.</p> <p>d) The UN GTG has made substantive input into the UNDAF 2018-2022, through supporting the CCA 2021 process, UNDAF implementation and M&amp;E.</p> <p>The CCA 2021 development process was presented to the UN GTG members during the UN GTG Retreat last February. On May 20, UN GTG members a) reviewed TOR of the Gender Specialist to support the gender mainstreaming process, and b) nominated the focal points chapter leads to support drafting of the CCA report. On July 2, the UN GTG members took part in the e-Workshop for Kyrgyzstan CCA Chapter Leads &amp; Focal Points for Integrating Gender Equality and Women's Empowerment in CCA and UNSDCF, that helped them to significantly contribute during the second and third quarters to the gender analysis across all SDGs and sectors in the ongoing CCA process.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- Final TOR of UN GTG; Approved list of UN GTG members, 2021; UN GTG Annual Work Plans 2018-2021;</li> <li>- Report of the UN GTG Retreat and Agenda, 24-25 February 2021;</li> <li>- UN GTG meeting minutes, May 20, 2021;</li> <li>- List of CCA chapter leads;</li> <li>- SI TOR capacity development for gender transformative programming, May 2020;</li> <li>- PPT on Gender Mainstreaming in CCA process;</li> <li>- Agenda extended GTG meeting and meeting minutes, February 2021;</li> <li>- Minutes of the joint UN GTG and extended GTG meeting, March 23.</li> </ul>		

**INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING**

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.	Meets <b>2</b> of the following 3: a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.	Meets <b>all</b> of the following: a) At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year. b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

**Score: Meets Minimum Requirements**
**Findings and explanation:**

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

- UN Women held Gender Equality Marker training for UN GTG members in July 2020, for UNCT in September 2020 and UN Monitoring and Evaluation Group in November 2020.
- Two days online workshop on UNCT SWAP was conducted by UN GTG members in June 2020. As a result, UN Agencies: a) learned and refreshed on SWAP mechanism, and b) reviewed UNCT SWAP action plan.
- In April 2021, Spotlight Secretariat representative conducted Oxford Scenario Planning Approach in strategy design in gender mainstreaming for UN GTG and extended UN GTG members and UN RC.
- As a support to CCA process, UN Women organized e-Workshop for Kyrgyzstan CCA Chapter Leads & Focal Points in July 2021: Integrating Gender Equality and Women's Empowerment in CCA and UNSDCF Development. Given e-Workshop was conducted by Ms. Jo-Anne Bishop, the Regional Planning and Coordination Specialist, UN Women RO for Europe, and Central Asia. As a result, CCA Focal Points and Chapter Leads learnt a) importance and integration of gender into CCA and UNSDCF, b) how to exceed the requirements of the UNCT SWAP on Gender Equality, and c) best practice examples from UN Women Country Offices in Tajikistan and Kazakhstan. Within UN Women support, CCA GM consultant received training package on the UNCT GEM intended to support UNCT orientations on the GEM and took part in TOT on GEM Training for UN Women GEM Focal Points: Orientating UNCT members on applying the UNCT Gender Equality Marker (GEM).
- On August 19, 2021 within the Spotlight Initiative, UN Women conducted first online PSEA workshop for UN GTG members and IPs/RPs led by Ms. Nighina Azizov, Programme Analyst, Moldova CO. Given session served as an open dialogue between UN Women, UN GTG members, and CSO where participants provided very important feedback, suggestions and raised many hot-button issues in SEA and SH. This is a great impact on the implementation of the PSEA Action Plan for 2021-2022.
- Spotlight hired gender consultant on design thinking and knowledge management. Techayim NGO, contracted within the Spotlight Initiative, conducted 2-day design thinking training in GBV in August 24-25, 2021 for UN Agencies, UN GTG, Ministry of Interior Affairs, crisis centers. As a result, participants exchange ideas on GBV measure on online platform (Telegram).

b) A capacity development plan within UNCT SWAP Scorecard Plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. A capacity needs assessment was conducted during the UN GTG retreat in 2021. It was a UN GTG gender equality capacity assessment carried out through a brainstorming and open panel discussion. As a result, a capacity development plan was included as part of the UN GTG work-plan 2021. This plan includes actions such as gender training for UN GTG and gender focal points based on training needs assessment, communication and addressing cases of violence through design thinking tools. Outline of the Guide on response to two cases of violence prepared by UNDP and UNFPA was circulated among UN GTG members in April. UNDP, UNFPA and UNICEF had a series of meetings with representatives of media. In April, there was a bilateral working meeting with UNFPA to discuss division of labor and it was agreed to start drafting the narrative part of the Guide. The draft of the Guide is to be shared by the beginning of November 2021. From April-September 2021, UN GTG worked on

Capacity development for gender-transformative programming, where SI/GTG capacity building process to be piloted with the needs' assessment of the UN Agencies within SI. SI team is in the process of: a) assessing what kind of capacity building was done before, and conduct interviews/sessions with each UN Agency, b) reconceptualizing SI/GTG capacity building TOR but keeping focus on the gender-transformative change within capacity building itself, and c) adapting capacity building to the UN GTG needs, and UN GTG members will receive two sessions on conceptual framework.

c) UN Women organized Women's Awareness Security Training, March 2019 for UNCT. International women security expert- trainers conducted training addressing gender issues on protection and VAWG.

On the other hand, UNDSS provides a training package to national and international newcomers that includes security female issues such as protection and VAWG, which is mandatory. Global BSAFE is mandatory for all UN personnel, including staff, interns and consultants; it is an online resource and in e-learning modality. At the same time, local UNDSS conducts offline UNDSS induction on security to newcomers which does not include any local country challenges related to GEWE. Therefore, this criterion is not met.

**Evidence or means of verification:**

- Agenda workshop on integrating Gender in CCA and UNSDCF development, 2 July 2021;
- Presentation on PSEA by Ms. Nighina Azizov, August 2021;
- UN GTG retreat session on UN joint response to SGBV cases;
- PPT on UNCT GEM and Tracking Financing on GEWE in UN programming, September 2020;
- GEWE checklist for GEM exercise;
- Working Paper: Methodology for Tracking Financing for GEWE, 2020;
- PPT on GEM and Tracking Financing on GEWE introduction session to UN M&E group, September 2020;
- Agenda and PPT on UNCT GEM and Tracking Financing in Support of GEWE, November 2020;
- PPT for the practical exercise on methodology for UN GTG;
- Action Plan UN GTG retreat held on February 2021, updated in April, 2021;
- Draft on the UNCT SWAP Action Plan 2021 as of June 2021 with priorities and UN GTG comments;
- Gender equality organizational PSEA scorecards Dashboard;
- SI TOR capacity development for gender transformative programming, May 2020;
- UNCT Women's Awareness Security Training, March 2019;
- UNDSS Training package, 2021: <https://training.dss.un.org/thematicarea/category?id=6>

## 6. RESOURCES

INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements <b>and</b> b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements <b>and</b> c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.
<b>Score: Approaches Minimum Requirements</b>		
<b>Findings and explanation:</b>  a) UN Women CO continuously promoted the Methodology on Financing for GEWE (GEM), developed by UN Women Kyrgyzstan CO. The methodology was practically applied in the process of finalization of UNDAF Joint Work plans in Q1 of 2021, integrated with Socio-Economic Response Framework (SERF) priorities in 2021. Inception sessions on GEM were done in 2020 during UN GTG meetings (May-September), and UN M&E group Retreat (September 2020).  Practical testing of the methodology on UNCT GEM was done by the team of ILO/IOM/UN Women within the GPI programme, led by UN Women. The testing resulted in allocation of GEM codes in the set of GPI outcomes/outputs, leading to the possibility of defining the share of budget allocations by using GEM coding percentages. Team members participating in testing exercise noted that the joint discussion on GEM coding and specifically on gender dimensions of each output and activity have improved their skills on gender analysis of planned actions, and it was a real practical capacity building on GEWE.  b) and c) The UNCT has not established and met a financial target for program allocation for gender equality and the empowerment of women during the current programming cycle (2018-2022).		
<b>Evidence or means of verification:</b>  <ul style="list-style-type: none"> <li>- Agenda on practical exercise GEM application and tracking financing, November 2020;</li> <li>- PPT on GEM and tracking financing in support of GEWE – practical exercise for UN GTG members, November 2020;</li> <li>- PPT on UNCT GEM and Tracking Financing on GEWE in UN programming for UNCT meeting, September 2020;</li> <li>- GEWE checklist for GEM exercise;</li> <li>- Methodology on Tracking Chapter 6 Financing on GEWE, 2021;</li> <li>- PPT on GEM and Tracking Financing on GEWE introduction session to UN M&amp;E group, September 2020;</li> <li>- Practical exercise UNCT Kyrgyzstan, November 2020;</li> <li>- Reflection tracking financing GEWE GPI, June 2020;</li> <li>- Summary table with the results of GEM application and tracking GPI project;</li> <li>- UNCT GEM guidance note, June 2019;</li> <li>- UNINFO gender equality marker;</li> <li>- Work-plan GEM coding and tracking on GEWE, September 2020.</li> </ul>		

## 7. RESULTS

INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has achieved or is on track to achieve <b>some</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve <b>all</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets Minimum Requirements <b>and</b> b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>UNDAF progress reports and final evaluation show that UNCT is on track of achieving the gender equality and the empowerment of women results planned in the UNDAF 2018-2022:</p> <ul style="list-style-type: none"> <li>- <b>Sustainable and inclusive economic growth, industrial, rural, and agricultural development, food security and nutrition.</b> More than 49,527 representatives (government, business people, farmers, women and youth) from different sectors have obtained better opportunities for food security and nutrition management; agribusiness employment. UN agencies, under the Joint Program “Accelerating Progress towards the Economic Empowerment of Rural Women”, assisted more than 700 women-led households with business planning, financial literacy, value chain development, income-generating skills, and nutrition awareness. Women Self-Help Groups and Producers' Organizations in three provinces, mostly affected by pandemic COVID-19, were supported. The process of gender-sensitive planning for local crisis preparedness was also supported, led by women activists in collaboration with local governments in two target ayil okmotys in Naryn province. 320 women activists, members of self-help groups, have benefitted from branding of their products, making them to be more visible in local and national markets.</li> <li>- <b>Good Governance, rule of law, human rights, and gender equality.</b> The UN supported the Parliament to better exercise its oversight functions and establish mechanisms for engagement of civil society to ensure inclusive, transparent and gender-sensitive decision making. Massive free legal aid campaign helped more than 6600 people to address the issues of human rights violation, access to social services, prevention of offenses, gender-based violence. 26 Free Legal Aid centers are operating countrywide to provide legal consultations to the people. Referral mechanisms which provide for a coordinated response to prevent gender-based violence and protect victims were introduced in 26 municipalities. Establishment of the referral mechanisms is stipulated in the National Action Plan on Gender Equality in the Kyrgyz Republic for 2018-2020. As a result, victims of gender-based and domestic violence receive comprehensive support, including legal advice, social and psychological support via specially created local committees on prevention of gender-based and domestic violence in each municipality. Ten women committees were established and capacitated to work in new settlement's communities around Bishkek on crime and GBV prevention and six local crime prevention centers opened in new settlements. Leadership and mentorship programmes in the Police Service were promoted and over 200 police women enhanced their professional and leadership skills. Legal consultations were provided to 84,086 women and 4,083 men, and 132 women - the direct victims of human trafficking supported. The UN system supported development of the National Action Plan on Gender Equality 2018-2020. The UN advocated for introducing the 30% gender quota at local level that was endorsed by the President. UNCT supported informal CEDAW Coalition of 17 non-governmental organizations in drafting of a CEDAW Shadow Report with a special focus on women facing discrimination. The UN built the capacities of media outlets and media professionals in quality reporting. The Gender Journalism Education curriculum was developed in partnership with 12 Universities in the Kyrgyz Republic, and sustainability of 25 community media in the Kyrgyz Republic were strengthened. Twenty-five community media outlets created interactive platforms between representatives of local authorities and villagers and raised awareness of 141,000 mostly rural populations on progress to SDG 5. Women's Profile series elaborated finalized in 2021 with the focus on women from left behind groups, including women living with HIV, migrant women, women survivors of violence, etc. as part of ongoing collaboration with the National Statistics Committee of Kyrgyz Republic in line with the findings of Beijing+25 review report.</li> <li>- <b>Environment, climate change, and disaster risk management.</b> The National disaster preparedness training targeting communities most vulnerable to natural hazards conducted reached more than 3606 participants, of which 56 percent of participants were women and girls. Institutional capacity of health organizations was improved in organizing and</li> </ul>		

coordinating the activities on sexual and reproductive health of adolescents in emergencies by strengthening capacity of national stakeholders to ensure that basic health needs are met and supported in organizing a simulation exercise on Minimum Initial Service Package (MISP) for Reproductive health, which was aimed at increasing knowledge and skills for government and civil society to practice and provide health services for girls and women in real-time simulation.

- **Social Protection, Health and Education.** At the request of the Ministry of Education and Science, four UN agencies jointly supported development of the methodology of gender and anti-discrimination expertise of teaching and learning materials. The methodology was tested on 40 textbooks, and the Ministry endorsed institutionalization of the mandatory gender and anti-discrimination expertise of all draft teaching and learning materials for schools. 1,717 HIV positive women were covered with community care and support programs; 1964 women who inject drugs were covered with the HIV prevention programs in the civil and penitentiary sectors. The Government of the Kyrgyz Republic, with support of four UN agencies, developed and adopted the Food Security and Nutrition Programme for 2019-2023, where this comprehensive multi-sectoral strategy sets ambitious targets to reduce the number of children under five who are stunted by 30 per cent, and anemia in women of reproductive age. Maternal and child health services were substantially improved in 24 of 68 district hospitals. Implementation of the review mechanism and clinical audits of maternal deaths by the Ministry of Health is contributing to safer pregnancies.

b) At this stage of UNDAF 2018-2022 implementation, no transformative change on gender equality is recorded at the outcome level.

**Evidence or means of verification:**

- UNDAF Annual Progress Report 2018;
- UNDAF Annual Progress Report 2019;
- UN KR Country Annual Results Report, 2020;
- Final Evaluation of the UNDAF for the Kyrgyz Republic 2018-2022.



## Annex C: Action plan for UNCT Kyrgyzstan performance improvement on GEWE

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
<b>1. Planning</b>				
1.1. Include gender analysis across all sectors, especially under those related to non-traditional thematic areas <sup>2</sup> , such as environment and climate change, in the upcoming revisions of the CCA, referring to underlying causes of gender inequality and discrimination	CCA reference group with the support of UN GTG, and UN RCO	No financial resources are required	By December 2022	Gender analysis must be included across <b>all</b> sectors of the CCA, including underlying causes of gender inequality and discrimination. In addition, consistent sex-disaggregated and gender-sensitive data must also be included in the CCA wherever available and, where data is not present, the lack of available data should be noted in the particular section.  This action will move <b>indicator 1.1</b> from approaching to exceeding minimum requirements, given that targeted analysis of those furthest behind is included in the CCA.
1.2. Formulate at least 50% of indicators that can measure changes in GEWE in the results framework of the upcoming UNSDCF	PMT, and UN M&E group with the support of UN GTG, and UN RCO	No financial resources are required	By December 2022	Out of 38 outcome-level indicators in the UNDAF 2018-2022, 15 ( <b>39%</b> ) track progress towards gender equality, so the UNCT is currently meeting minimum requirements for indicator 1.3.  This action will move <b>indicator 1.3</b> from meeting to exceeding minimum standards.
<b>2. Programming and Monitoring and Evaluation</b>				
2.1. Put in place a system to ensure gender mainstreaming in the formulation of joint programs (e.g. peer review, JP SOPs, inter-agency committee checklist, GTG screening)	PMT with the support of UN GTG, and UN RCO and supervision of HOAs	No financial resources are required	By December 2022	This measure would ensure the contribution of joint programmes to the reduction of gender inequalities in the country, in line with SDG 5.  This action will move <b>indicator 2.1</b> from meeting to exceeding minimum standards.

<sup>2</sup> Non-traditional thematic areas are those areas in which women are under-represented, such as environment, climate change, industry, transport, technological innovation, infrastructure, etc.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
2.2. Organize at least one joint communication and/or advocacy activity in any non-traditional thematic area every year	UNCG with the support of UN GTG	Financial resources provided by UN RCO and agencies	Annually	The roles and responsibilities of the inter-agency communication group include the identification of joint result areas and common themes such as gender equality, including in non-traditional thematic areas. On the other hand, UNDAF final evaluation highlighted that cooperation between the UN GTG and the UNCG should be strengthened. These actions will keep <b>indicator 2.2</b> exceeding minimum requirements.
2.3. Strengthen the coordination between the UN GTG and the UNCG through 1 meeting per year	UNCG with the support of UN GTG	No financial resources are required	Annually	
2.4. Organize technical training on gender-sensitive M&E addressed at UN M&E group	UN RCO with the support of UN GTG, and UN M&E Group	Financial resources provided by UN RCO and agencies	By December 2022	Gender-sensitive M&E is an essential means by which the UN system ensures that it meets its commitment to leave no one behind. The criteria to exceed minimum requirements for indicator 2.3 needs that UN inter-agency M&E group receives technical training on gender-sensitive M&E at least once during the current UNSDCF cycle. On the other hand, according to UNDAF final evaluation, in addition to improving the disaggregation by sex of indicators, the UNCT should also introduce standards for gender-sensitive monitoring and evaluation under UNDAF. These actions will move <b>indicator 2.3</b> from meeting to exceeding minimum requirements.
2.5. Introduce standards for gender-sensitive M&E under UNDAF	PMT, and UN M&E group with the support of UN GTG, and UN RCO	No financial resources are required	By December 2022	
3. Partnerships				
3.1. Ensure full involvement and participation of the National Women’s Machinery and GEWE CSOs in the upcoming UNSDCF consultations (revision of CCA, strategic prioritization, implementation, M&E)	UN RCO, and PMT under support of UN GTG	No financial resources required in case on-line consultations	Throughout programming cycle	The UN has played an important role historically supporting the creation and development of women’s machineries, and their national knowledge and expertise should inform UNSDCF processes. This action will keep <b>indicator 3.1</b> exceeding minimum requirements.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
3.2. Collaborate with GEWE CSOs to substantively strengthen their participation and engagement in gender-related SDGs localization and/or implementation	UN GTG, and PMT with the support of UN RCO	Financial resources provided by UN RCO and agencies	Throughout programming cycle	Partnerships with non-governmental actors are essential to an efficient and effective UN response, based on the principles of equality, transparency, results-oriented approach, responsibility and complementarity. GEWE CSOs include local non-governmental and civil society actors focused on GEWE.  This action will move <b>indicator 3.2</b> from meeting to exceeding minimum requirements.
<b>4. Leadership</b>				
4.1. Include the follow-up of the scorecard action plan as a substantive agenda item for discussion at least every 6 months at HOA meetings and propose 1 or 2 themes on gender equality for discussion at HOA meetings every 12 months.	UN RC, UNCT, and UN RCO	No financial resources are required	By December 2022	Senior managers play a critical role in UNCT for the promotion of gender equality, as outlined in the UN Leadership Model approved by the Chief Executives Board. At least 60% of HOA meetings should focus on gender equality, and there should be evidence of decision-making and follow-up, rather than general information sharing.  This action will move indicator 4.1 from meeting to exceeding minimum standards.
4.2. Establish a mechanism for collecting gender-disaggregated staffing data from the UN system and regularly monitoring gender parity in staffing	OMT, and PMT with the support of UN RCO	No financial resources are required	By June 2022	The UNCT does not have a joint mechanism for monitoring gender parity in staffing. Establishing this mechanism is essential to inform UNCT decision-making level. Once the mechanism for monitoring gender parity in staffing is established, guidelines will be needed in order UNCT to demonstrate positive trends towards achieving parity commitments.
4.3. Make concrete recommendations based on the findings from monitoring gender parity in staffing to inform UN processes and decision making at UNCT leadership level	OMT, and PMT with the support of UN RCO	No financial resources are required	By December 2022	
4.4. Conduct a study to find out the reasons for the overrepresentation of women in the UN staff in Kyrgyzstan as the unemployment rate of women	OMT, and PMT with the support of UN RCO, and	Financial resources provided by UN RCO and agencies	By June 2023	

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
is higher than that of men in most regions of the country.	UNCG			(8.3 percent) in Kyrgyzstan. The unemployment rate among Kyrgyz women is higher than among the male population in all regions of Kyrgyzstan, with the exception of Issyk-Kul region, where its level among men (24.5 percent) is twice as high as among women (12.2 percent). However, the representation rate of women in UN staffing is 68%, more than double the rate for men.  Action 4.2 will move <b>indicator 4.3</b> from missing to approaching minimum standards. Actions 4.3 and 4.4 will move the indicator to meeting minimum standards. Action 4.5 will move it to exceeding. Action 4.6 will have a positive impact on the indicator.
4.5. Include gender-specific actions and indicators across the Business Operations Strategy (BOS) in at least one Business Operation Area	OMT, and PMT with the support of HOAs, and UN RCO	No additional financial resources	By December 2022	
4.6. Build the capacities of UN GTG, PMT, and OMT members in gender equality in the access to employment and gender parity in the recruitment of personnel	UN RCO, HOAs, and UN GTG with the support of OMT, and PMT	Financial resources provided by UN RCO and agencies	By December 2022	
5. Gender architecture and capacities				
5.1. Make a substantive input (UN GTG) into the upcoming UNSDCF (CCA revisions, strategic prioritization, results framework and M&E) in the next cooperation cycle	UN GTG, and Agencies with the support of UN RCO, and HOAs	No financial resources are required	Throughout programming cycle	The UN GTG is a key mechanism for joint UN action and coordination at the country level. Capacity building and empowerment of the UN GTG is therefore essential to enable it to influence UNCT for GEWE. The criteria to exceed the standards require to have at least 50% senior staff members.  Action 5.1 will keep <b>indicator 5.1</b> meeting minimum requirements while action 5.2 will move the indicator to exceeding minimum requirements.
5.2. Nominate senior staff for participation in the UN GTG to include at least 50% senior staff (P4/NOC and above) in UN GTG membership. HOAs should consider taking part in UN GTG meetings as proof of commitment	RC, HOAs, and RCO	No financial resources are required	By December 2022	
5.3. Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis	UN RCO, and HOAs under support of UN GTG	Based on the contribution of agencies	Annually	Lack of capacity for GEWE was identified as one of the main obstacles to improving UNCT GEWE performance. UN

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
5.4. Elaborate a UN gender equality briefing kit that includes GEWE commitments and related development challenges of the country.	UN RCO, and PMT under support of UN GTG	No financial resources are required	By December 2023	system’s staff must have the capacity to fulfill the UN mandate on gender equality.  Action 5.3 will keep <b>indicator 5.2</b> meeting minimum requirements. Action 5.4 will move the indicator to exceeding. Finally, actions 5.5 and 5.6 will have a positive impact on the majority of SWAP scorecard indicators.
5.5. Strengthen UN GTG capacities on a regular basis through refresher trainings and updates to empower members to influence UNCT for GEWE	UN GTG, PMT, and HOAs with the support of UN RCO	Financial resources provided by UN RCO and agencies	Throughout programming cycle	
5.6. Present the results of the SWAP scorecard assessment and the main actions to improve UNCT performance on GEWE to UN staff, together with the results of other scorecards implemented (disability, youth, HR and PSEA)	PMT with the support of UN RCO, and UN GTG	No financial resources are required	By February 2022	
6. Resources				
6.1. Organize capacity building events on the gender marker targeting UN staff during the next programming cycle	PMT, and UN RCO with the support of UN GTG	Financial resources provided by UN RCO and agencies	By December 2023	Gender-sensitive targeting and financial tracking is an important means of monitoring UN investments against commitments to gender equality. To fulfill the criteria, UNCT must set and meet a financial target for allocations dedicated to GEWE, for both gender-targeted and gender-mainstreamed initiatives. This target should apply at the level of budget for implementation of UNSDCF key activities.  Action 6.1 will keep <b>indicator 6.1</b> approaching minimum requirements while action 6.2 will move it to exceeding.
6.2. Establish a financial target for program allocation for Gender Equality and the Empowerment of Women.	HOAs, PMT, and RCO	No financial resources are required	By December 2023	
7. Results				
7.1. Visibly include responsibility for gender mainstreaming and the promotion of GEWE in the mandate/TOR of all UN coordination mechanisms	PMT, and UN RCO	No financial resources are required	By December 2023	The UNCT must be able to provide evidence to demonstrate progress on GEWE by assessing the extent to which the UNCT has contributed to gender equality in the country, with some

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
7.2. Include responsibility in the TOR of consultants in charge of UNSDCF reviews and evaluations to extensively assess the achievement of the GEWE results planned in the UNSDCF outcomes, including the assessment on whether any outcome level UNSDCF result has contributed/is contributing to transformative change in relation to GEWE	HOAs, UN RCO, PMT, and UN M&E group	No financial resources are required	By December 2026	<p>form of measurable change.</p> <p>To meet the requirements of this SWAP scorecard dimension, the UNCT should demonstrate that it has achieved (or is on track to achieve) all gender equality results as set out in the UNSDCF. To exceed the requirements, the UNCT should demonstrate that at least one outcome level UNSDCF result has contributed to <u>transformative change</u> in relation to GEWE.</p> <p>These actions will have a positive impact on <b>indicator 7.1</b>.</p>