

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Kazakhstan 2022

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF  
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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## 1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

## 2. The UNCT-SWAP Framework

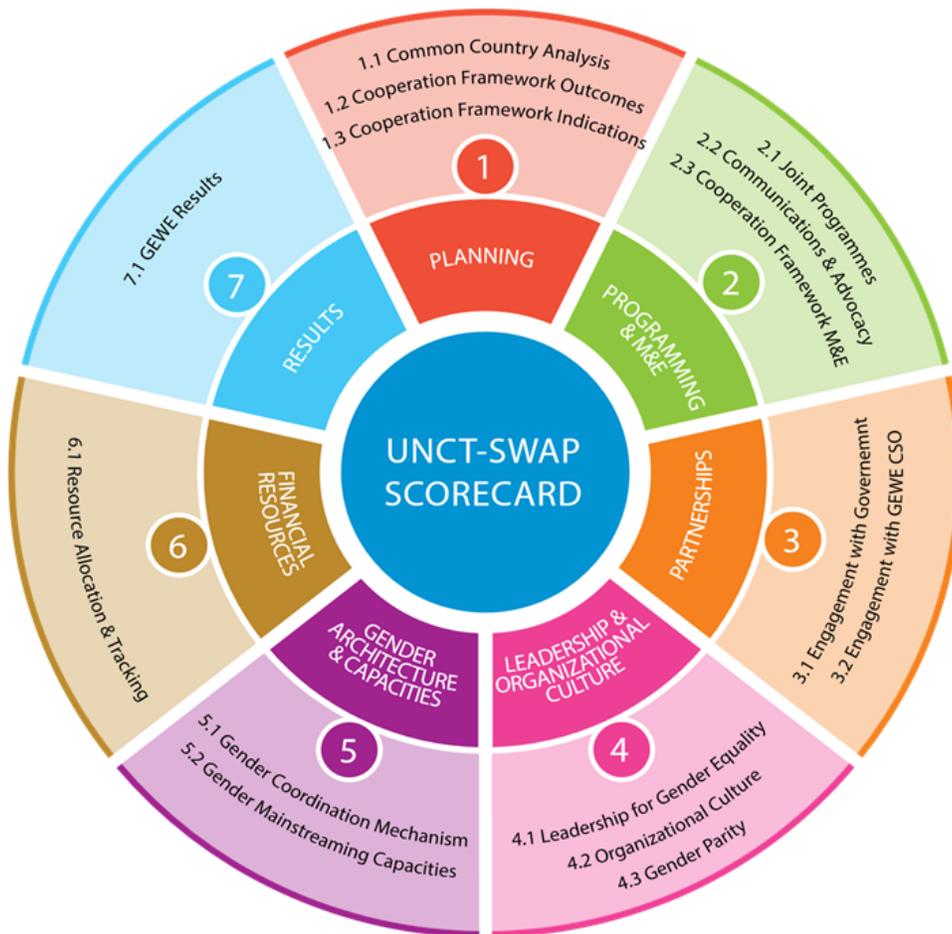
### 2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

### Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

**Missing requirements** > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

### 3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

### 3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

## 5. The UNCT-SWAP Process in Kazakhstan

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

In November 2022, the UN Women Country Office informed the SWAP Secretariat about UNCT Kazakhstan focal points-members of the Internal Assessment Team (IAT). UN Women provided expert and technical support, coordinated and organised the work of the IAT. The Team first met on November 4th, 2022 where overall information, objectives, methodology and guidance have been provided by UN Women. From November 7 through November 18, 2022, the IAT reviewed and discussed the UNCT-SWAP technical guidance, worked jointly to check and gather evidence, reviewed the UNCT-SWAP report 2021, identified dimensions and indicators to report and assigned preliminary scores for 5 selected indicators; developed a draft UNCT-SWAP Scorecard 2022 annual report and updated the action plan; reconvened together to reach consensus on results for each indicator and ensure availability of evidence and means of verification.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting

In 2022 seven UN entities in Kazakhstan participated in the work of the Inter-Agency Assessment Team. It was the most diverse UN entities' representation in the SWAP exercise since 2019 which allowed ensuring the participatory and inclusive approach in the annual reporting process.

Members of the IAT:

1. Gaukhar Nursha, Gender Specialist, United Nations Development Programme Kazakhstan
2. Azamat Zhamandinov, Child Protection Officer, UNICEF Kazakhstan
3. Kamidola Aizhan, National Gender Expert FAO Partnership and Liaison Office in the Republic of Kazakhstan
4. Dinara Yerniyazova, National Programme Officer, UNODC in Kazakhstan, Astana office
5. Dina Amrisheva, UN Women Kazakhstan Programme Manager
6. Dinara Shamenova, UN Women Kazakhstan Programme Associate
7. Abylaikhan Dauletalin, Development Coordination Officer, Data Management & Results Monitoring/Reporting, UN RCO in Kazakhstan.
8. Nina Henke, UNAIDS Kazakhstan Programme Analyst.

Enter any additional comments, including on country context in the field below:

NA

## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

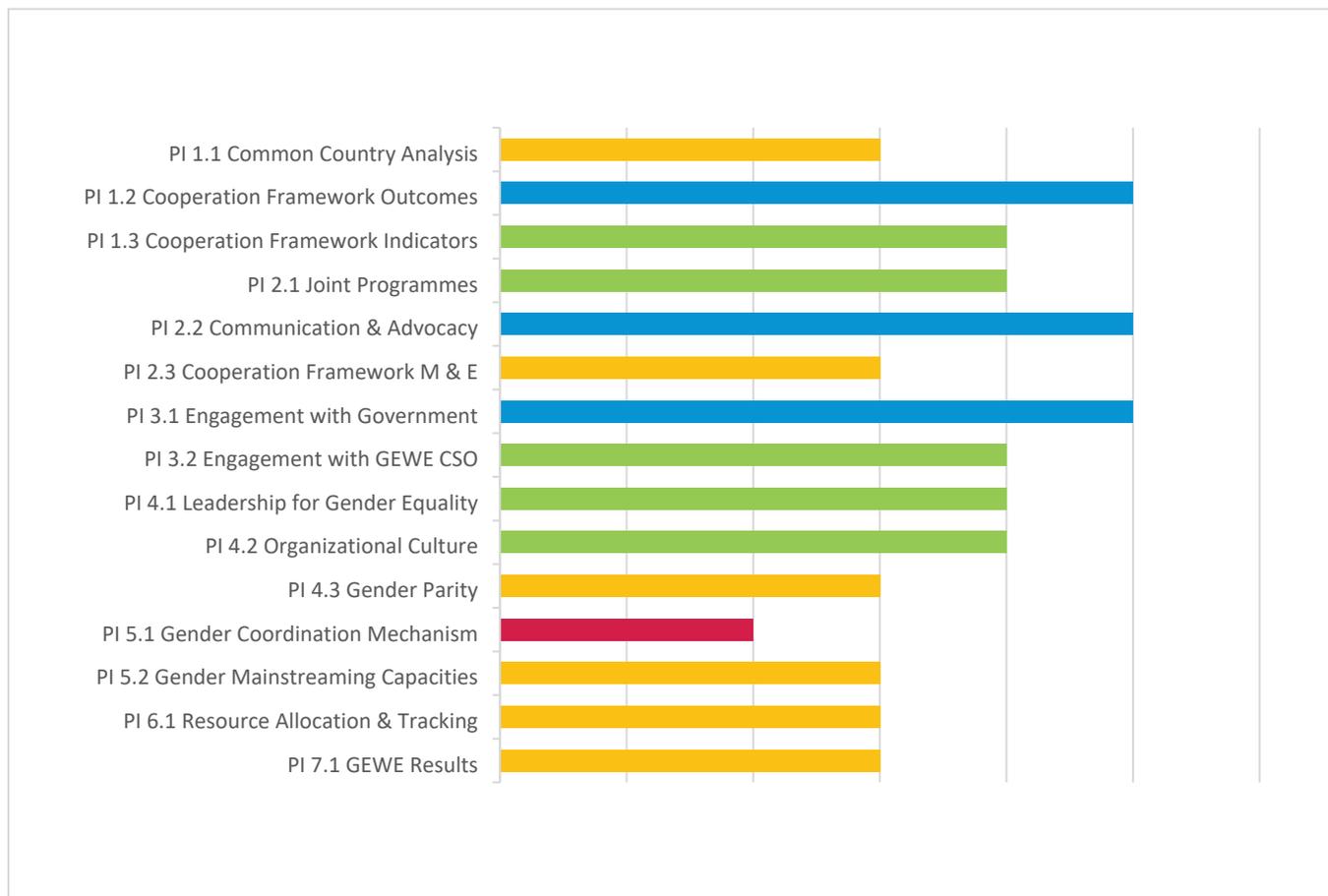
Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	APPROACHING	No
PI 1.2 Cooperation Framework Outcomes	EXCEEDS	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	APPROACHING	No
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	MEETS	Yes
PI 4.1 Leadership for Gender Equality	MEETS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	APPROACHING	No
PI 5.1 Gender Coordination Mechanism	MISSING	No
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	Yes

PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	APPROACHING	Yes

The findings presented in the below table indicate the ratings scored by the UNCT in Kazakhstan for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



- Missing requirements
- Meets minimum requirements
- Approaches minimum requirements
- Exceeds minimum requirements

## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:  
Common Country Analysis integrates gender analysis  
APPROACHES MINIMUM REQUIREMENTS**

Planning

**CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.**

Findings and Explanation

a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.

CCA includes a gender analysis and sex-disaggregated and gender-sensitive data across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. Gender analysis is not presented at the 1.5 Environmental Challenges and 8.2 Financing areas.

Gender analysis is visibly present in 8 out of 17 sectors –human rights, economic outlook, social dimension, LNOB, human rights and other international commitments, south-south ODA cooperation and gaps in data. development and SDGs, labour and employment, poverty, marginalization and vulnerability.

Gender analysis is present but needs to be more elaborated in 7 out of 17 sectors such as Interlinkages among the Three Dimensions of Sustainable Development, National Vision for Sustainable Development, Country Progress Towards the 2030 Agenda, Cross-boundary, Regional and Subregional Perspectives, National Participation in Subregional, Regional and Global Mechanisms and Capacity Analysis.

The CCA includes reference to international conventions, including CEDAW, Beijing Declaration and Platform for Action and UPR. It also provides the data on Global Gender Gap, Gender Inequality and GINI Indexes. As a result of a joint discussion of the UNCT-SWAP by the Interagency Assessment Team, it was recommended to strengthen gender aspects in the next annual updates of CCA to reflect gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5 supported by the consistent sex-disaggregated and gender sensitive data (UNCT-SWAP minimum requirements).

b) Some sex-disaggregated and gender sensitive data.

Met. Some use of sex-disaggregated data where data was deemed to be available. Strong disaggregated data was provided in Political Situation and Governance, Economic outlook, Social dimension and LNOB. However, no disaggregation for sectors like environment challenges, financing, capacity analysis.

**Did you reassess the Performance Indicator in this reporting year**

- No

**PI 1.2 Cooperation Framework Outcomes**

**Performance Indicator 1.2:**

**Gender equality mainstreamed in Cooperation Framework outcomes**

**Planning**

**EXCEEDS MINIMUM REQUIREMENTS**

**(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; AND (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.**

a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.

The 2021-2025 UNSDCF has 6 outcomes under three areas of strategic intent. Gender is visibly mainstreamed across all outcome areas in line with the Theory of Change (ToC) and SDG priorities, including SDG 5. The UNSDCF outcome statements contain gender sensitive language, the content in most of the outcomes include substantive references to gender equality. Mainstreaming of gender equality and women’s empowerment programming principles is ensured by including SDG 5 targets into all outcomes. Gender-specific theories of changes have been developed to support effective monitoring and reporting of the results (see ToC box for gender equality and women’s empowerment on p.13)

b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.

A stand-alone strategic thematic area “Effective Institutions, Human Rights and Gender Equality” clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5.

Human rights and gender equality, resilience, equity and effective institutions are cross-cutting issues in the Cooperation Framework and are relevant to the achievement of results across all thematic areas. By organizing targeted interventions in these areas under the separate thematic area will be able to strengthen the capacity of the State in implementation of its international human rights obligations and, address existing gaps and challenges more effectively and multiply the positive effects in other priority areas.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 1.3 Cooperation Framework Indicators

##### Performance Indicator 1.3:

Cooperation Framework indicators measure changes on gender equality

Planning

**MEETS MINIMUM REQUIREMENTS**

**Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

#### Findings and Explanation

Between on-third and one-half (33-50 percent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

The Results Matrix integrates indicators that reflect relevant capacities necessary for achievement of results under the outcomes, including building an enabling environment, such as legislation and policy frameworks, institutional and human capacity development.

Mainstreaming of gender equality and women’s empowerment programming principles is ensured by including SDG 5 targets into all outcomes. Gender-specific theories of changes have been developed to support effective monitoring and reporting of the results (see Theory of Change box for gender equality and women’s empowerment on p.13), (UNSDCF page 19).

Of the 78 Outcome indicators, 38 (49%) track progress towards gender equality results. The analysis found significantly higher levels of gender sensitivity in Strategic Thematic Areas I and II (Human Development and Equal Participation “People” and Effective Institutions, Human Rights and Gender Equality “Peace”), with lower levels for Strategic Thematic Area III (Inclusive Economic Growth and Environmental Sustainability “Prosperity and Planet”), suggesting a need for greater attention to consistency in mainstreaming in the future.

For Strategic Thematic Area I Human Development and Equal Participation “People”, 94% (15 of 16) of the indicators qualify; for Strategic Thematic Area II Effective Institutions, Human Rights and Gender Equality “Peace”, 52% (15 of 29) of the indicators qualify; for Strategic Thematic Rea III Inclusive Economic Growth and Environmental Sustainability “Prosperity and Planet” 24% (8 of 33) of the indicators qualify.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific, taking into account Means of Verification that were specific to gender (such as CEDAW reports).

The Interagency Assessment Team recommended continue gender mainstreaming through inclusion of gender sensitive indicators in UNSDCF Joint Work Plans (2021-2025) During the development of the new UNSDCF 2026-2030 ensure that more than one-half of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 2: Programming and M & E

### PI 2.1 Joint Programmes

**Performance Indicator 2.1:  
Joint programmes contribute to reducing gender inequalities  
MEETS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

**(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

Findings and Explanation:

a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.

UNCT Kazakhstan implemented two joint programmes during the reporting period, “The Spotlight Initiative Regional Programme for Central Asia and Afghanistan” and the Unified Budget, Results and Accountability Framework (UBRAF) HIV. The Spotlight Initiative is a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls by 2030. Launched with a seed funding commitment of €500 million from the European Union, it represents an unprecedented global effort to invest in gender equality as a precondition and driver for achieving the Sustainable Development Goals. Thus, gender equality is fully integrated and visibly mainstreamed into the programme.

Furthermore, the UBRAF HIV UN in Kazakhstan is strong in sustaining political leadership and space for the HIV response as an essential part of the integrated SDG agenda by engaging in the National Health Committee, National Coordination Council and civil society and community organizations, which allows to closely working with the government on most stringent issues and influence the political agenda. UN Kazakhstan (UNAIDS, UNDP, UNFPA, UNESCO, UNODC, UNICEF, UN Women) is strongly positioned to support leadership capacity within NGO communities for effective advocacy, demand creation and service delivery; and engage movements working for social justice and inclusion and scientific innovation. UN Kazakhstan continues to develop innovations and share best practices for a sustainable human rights response by sharing UNAIDS co-sponsor tools designed for NGOs for Prevention in Key Populations (IDUIT, SWIT) MSMIT and TRANSIT) at the national level. Also, the expanded UN JT on HIV/AIDS increases coordination with the Global Fund and PEPFAR as major donors in Kazakhstan to ascertain and increase the alignment and coherence of vision, policy priorities and funding allocation criteria for maximizing engagement with political leadership at all levels towards tangible and sustainable country results. The Joint Programme remains a partnership platform for convening civil society and communities with governments, donors, and decision-makers and supporting leadership by communities of people living with HIV, key populations, and others left behind.

(b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over the current Cooperation Framework period in line with SDG priorities, including SDG 5.

Under the overall supervision of the UN Resident Coordinator Office in Kazakhstan, three UN entities (UN Women, UNFPA and UNDP) started implementing a Joint EU Funded Programme “Spotlight Initiative Regional Programme for Central Asia and Afghanistan” 2020-2022. The Programme aims to eliminate violence against women and girls and address harmful practices in Central Asia and Afghanistan. The ultimate goal of the Spotlight Initiative Regional Programme is that through Central Asia innovations around understanding, preventing and responding to sexual and gender-based violence (SGBV) and harmful practices, the national stakeholders and over 35 million women and girls in the five countries, as well as national stakeholders in Afghanistan, will benefit by creating an environment where there is zero-tolerance for SGBV and harmful practice. The Programme is being implemented to achieve outcomes under five pillars: Legislative Reform, Institutional Capacity Strengthening, Tackling Social Norms, Attitudes and Behaviours, Closing the Data Gap and Strengthening Civil Society Organisations’ Capacities and Regional Women’s Movement. The Programme is fully aligned with SDGs priorities, including SDG 5, with a strong focus on Leaving No One Behind principle. In addition, the Programme has the Gender marker three score: gender equality as a principal objective of the Programme.

In addition, UNCT represented by UN Women, UNFPA, UNICEF and UNDP are implementing 2019-2022 joint with the Ministry of Labour and Social Protection of the Population project “Assistance in strengthening national capacities, coordination and creation of effective measures for inter-agency cooperation in the implementation of family and gender policies; Increasing women’s contribution to national production and its growth with the goal of effective implementation of Sustainable Development Goals 1, 5, 8 and 10; and Integration of a multisectoral approach for ending domestic violence in the Republic of Kazakhstan”. The overall goal of the project is to contribute to achieving gender equality and empowering women and girls in Kazakhstan, including the most

marginalized, to enjoy their human rights through 1) Effective implementation of Gender and Family Policy in Kazakhstan, 2) Economic integration of socially vulnerable women and creation of social protection policies and laws which provide decent work opportunities for the vulnerable women, eliminate gender-based discrimination related to women's unpaid care work and 3) A full-fledged support in the integration of multisectoral, comprehensive governmental approach in the elimination of domestic and gender-based violence in Kazakhstan.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 2.2 Communication & Advocacy

**Performance Indicator 2.2:  
Communication and advocacy address areas of gender inequality  
EXCEEDS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

### Meets minimum requirements AND (d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.

In the framework of the Joint Spotlight Initiative Regional Programme for Central Asia and Afghanistan, generously funded by the European Union and implemented by the UN, a number of successful joint initiatives, including advocacy interventions, training and workshops were conducted in 2022. This included the Spotlight Digital Challenge "IT against Violence" for university students and young graduates (835 registrations and 260 participants), held in April 2022. The Spotlight Digital Challenge was aimed at advocating for the promotion of IT in addressing gender-based violence (GBV) and educating young people in the region on the critical importance of gender equality for attaining sustainable development goals, as well as raising awareness about the economic impact of violence against women on the individual, societal and national levels and existing gaps in the data on gender-based violence. The participants increased their awareness on the basis of real cases demonstrating that digital technology can help to reveal, prevent and respond to GBV, and inform about the new threats and forms of violence in the digital world.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.

UNCG Kazakhstan's annual work plan emphasises Gender Equality and Women's Empowerment as a priority of UNCT's communications strategy in 2021-2025, including fighting inequality and standing for inclusion. Starting on November 25, 2022, the UN Kazakhstan together with national partners and the international community will launch the campaign "16 Days of Activism Against Gender-Based Violence Campaign" under the theme "Unite! Activism to end violence against women & girls" it will be supported with a UN Joint Statement with integrated inputs from partners, as well as a joint advocacy video address, and a joint-digital campaign on cyberbullying.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

In June 2022, the photo exhibition "KAZAKHSTAN WOMEN - Champions of a Prosperous and Sustainable World" was prepared in the framework of a Joint SDG Fund project. The exhibition was held during the Second SDG Summit in Almaty. The exhibition highlighted the contribution of Kazakhstan women to achieving SDGs and developing local communities, implementing national policies, and building careers in male-dominated sectors, as we can achieve sustainable development for all only by ensuring the rights and empowerment of women and girls in all areas of life. Another UNCT activity in a non-traditional thematic area included the regional event on the International Day of the Girl Child dedicated to Women in STEM. The campaign celebrated role models across the region and provided a platform for an inspiring discussion about what it takes to break into – and excel in – the world of STEM. Participants across the region from Ukraine, Moldova, Kosovo, and Albania to Kazakhstan, Tajikistan, Uzbekistan, and Kyrgyzstan, shared their encouraging stories and valuable recommendations.

### Did you reassess the Performance Indicator in this reporting year

- Yes

## List Means of Verification. (E.g. Inter-Agency Communication Group Strategy and/or Annual Work Plan, evidence of joint communication activities and/or advocacy campaigns).

- 1) UNCG Annual Work Plan 2022;
- 2) Spotlight Digital Challenge "IT against Violence" (<https://spotlightdigital.org/>) and Video Recordings ([https://www.facebook.com/watch/live/?ref=watch\\_permalink&v=347686227375730](https://www.facebook.com/watch/live/?ref=watch_permalink&v=347686227375730)) of the Bootcamp;
- 3) Project on the Innovative Family Score Card Digital Platform in cooperation with national partners (<https://spotlightdigital.org/>);
- 4) Financial and Advisory support to Women Entrepreneurship Development Centres (<https://news.un.org/ru/story/2022/08/1429882>);
- 5) PSEA Kazakhstan Group meeting minutes, SOPs and PSEA Policy Project instructions (uploaded here: <https://drive.google.com/drive/folders/1ypuldBHKZxyiZOL4hgQj1KA6Eo-svupO>);
- 6) Programme on the International scientific conference "Sustainable family-demographic and gender policy of Kazakhstan in the New Kazakhstan era";
- 7) Joint digital campaign on kundelik.kz platform for young people on cyberbullying (meeting minutes, presentations);
- 8) Photo Exhibition "KAZAKHSTAN WOMEN - Champions of a Prosperous and Sustainable World" (<https://jointsdgd.org/article/kazakhstan-women-champions-prosperous-and-sustainable-world>), also available on Instagram (<https://www.instagram.com/p/CevfCjQKeOv/?igshid=YmMyMTA2M2Y%3D>);
- 9) Platform of the extended GTG meeting (meeting minutes);
- 10) Meetings, events and training on topics of GEEW, such as the joint strategy for preventing gender-based violence (<https://eca.unwomen.org/en/stories/news/2022/11/civil-society-organizations-from-afghanistan-and-central-asia-converge-to-discuss-joint-strategy-for-preventing-gender-based-violence>), the Spotlight Initiative, Response to violence against women and interagency response (<https://paperlab.kz/seminar-arhitektury-reagirovaniya-nasilie-v-otnoshenii-zhenshchin-v-ca>; <https://www.undp.org/ru/kazakhstan/press-releases/seminar-regionalnoy-programmy-iniciativy-luch-sveta-dlya-centralnoy-azii-i-afganistana>), Women in STEM (<https://stem4alleurasia.org/connect/events/meet-stem-mentors-in-europe-and-central-asia>), 16 Days Campaign (Abstract from Agenda of GTG Meeting on 27 October 2022), Workshop among 50 Astana-based university students dedicated to the prevention of discrimination and harassment (program overview available).

### PI 2.3 Cooperation Framework M & E

#### Performance Indicator 2.3:

Cooperation Framework monitoring and evaluation measures  
progress against planned gender equality results

Programming and M&E

#### APPROACHES MINIMUM REQUIREMENTS

**Meets one of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperative Framework reviews/evaluations assess progress against gender-specific results.**

#### Findings and Explanation

a) UNSDCF Results Matrix data for gender sensitive indicators gathered as planned.

In 2020, the UNCT has developed and signed the UNSDCF 2021-2025 for Kazakhstan with 6 outcomes grouped into 3 "Strategic Thematic Areas" - Human Development and Equal Participation, Effective Institutions, Human Rights and Gender Equality and Inclusive Economic Growth and Environmental Sustainability. These are managed jointly by UN agencies through 3 Results Groups (People, Peace and Prosperity & Planet) which set up annual workplans – including, outputs, indicators, sub-outputs and resources - for each results area. Data has been prepared through the work of Results groups 1, 2 and 3 as planned in early 2021, including against gender sensitive indicators. The Cooperation Framework Results Matrix will serve as the main tool against which progress will be measured. Selection of indicators was informed by considerations of their prioritization at the national level (SDG targets) and their mainstreaming into official statistics. Based on lessons learned from implementation of the previous framework (PFD 2016-2020), the UN system will further promote a multi-sectoral approach, which proves to bring more sustainable solutions to a variety of developmental challenges, such as gender-based violence and adolescent and youth mortality and will advocate for its institutionalization.

b) UNSDCF reviews/ evaluations assess progress against gender-specific results.

In 2020, for effective assessment and evaluation of UNSDCF's results the UNSDCF Results groups Terms of References have been developed by UNCT jointly. Annual assessments of the 3 Results Groups will be coordinated by the UNRCO through the Chairs of each Group. As stated above, Of the 78 Outcome indicators, 38 (49%) track progress towards gender equality

results. The analysis found significantly higher levels of gender sensitivity in Strategic Thematic Areas I and II (Human Development and Equal Participation “People” and Effective Institutions, Human Rights and Gender Equality “Peace”), with lower levels for Strategic Thematic Area III (Inclusive Economic Growth and Environmental Sustainability “Prosperity and Planet”), suggesting a need for greater attention to consistency in mainstreaming in the future.

In 2020, in order to monitor and evaluate measures in COVID-19 context UNCT Kazakhstan rolled out the Socio-Economic Impact Assessment phase I and II which considered gender aspects and specific target groups, including vulnerable groups. In addition, UN Women and UNFPA Kazakhstan conducted a Rapid Gender Assessment for COVID-19 situation in Kazakhstan (during lockdowns). Finally, UNCT developed and submitted confidential UNCT report to the Committee on CRPD.

The Interagency Assessment Team recommended to conduct assessment of progress against gender sensitive results during an independent UNSDCF evaluation in 2024; review annually and evaluate progress against gender-specific results; organize a technical training for the M&E Group or equivalent on gender sensitive M&E at least once during the current UNSDCF cycle. Evidence or Means of Verification UNSDCF 2021-2025 for Kazakhstan, UNSDCF Results Matrix, UNCT minutes, ToR of UNSDCF Results Group.

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

#### Performance Indicator 3.1:

UNCT collaborates and engages with government on gender equality and empowerment of women

**EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

**Meets all of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women’s Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.**

Findings and Explanation

a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle.

During the reporting period, UNCT Kazakhstan collaborated with the following government agencies for the implementation of joint initiatives to advance gender equality: the Ministry of Labour and Social Protection of the Population and the National Commission on women affairs and family-demographic policy under the President of the Republic of Kazakhstan through the implementation of a comprehensive programme in GEEW, WEE, EVAW areas (UNCT represented by UN Women, UNFPA, UNDP, UNICEF).

In addition, UNCT actively cooperates with the Ombudsperson for Human Rights in Kazakhstan in GEEW, Human Rights, trafficking in persons, migration etc. For example, the regional consultation "Participation of National Human Rights Institutions in Protecting Women's Rights and Promoting Gender Equality" was organized in December 2021. The purpose of the consultations was to identify key ideas and recommendations for further informing national and international decision-making mechanisms and strengthening regional cooperation in the field of human rights protection, including women and girls in Central Asia.

Furthermore, UNCT collaborated with the National Bureau of Statistics for strengthening national gender statistics and

conducting national studies, for instance, the 2022 National Study on Prevalence of Violence Against Women and Girls Kazakhstan - the preparation to the survey was supported by UN Women and UNFPA through the technical assistance to the Bureau of national statistics in the development of the methodology of 2022 VAWG survey through the training facilitated by international and national experts, and 12 weekly discussions of the context of the survey questionnaire and experts interviews' formats (quantitative and qualitative studies). The survey questionnaire was developed, revised in line with the results of the cognitive testing conducted and translated into Kazakh (UN Women, UNFPA).

b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.

The National Commission for Women and Family Affairs and Demographic Policy under the President of Kazakhstan is the key governmental partner responsible for implementing Gender and Family policy in Kazakhstan. UNCT actively cooperates with the National Commission and ensures its participation in all strategic planning, common country analysis, UNSDCF implementation and monitoring processes. During the development of UNDAF (UNSDCF 2021-2025) the National Women's Machinery actively participated in all stages of UNSDCF development.

Moreover, the National Commission and Human Rights mechanisms actively engage UNCT in the development of national strategic documents, for example, the National Concept on Gender and Family Policy until 2030, the Action Plan for the implementation UNSCR1325, the National Plan of priority measures in the area of Human Rights in Kazakhstan, development of the Voluntary National Reviews on the progress of SDGs implementation in Kazakhstan (2019 and 2022).

c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.

In 2021, UNCT Kazakhstan rolled out the Socio-Economic Impact Assessment (phase II) of the COVID-19 impact on the population and vulnerable groups (people with disabilities, older persons, unemployed, self-employed, low-income, single-parent and large families). The SEIA also aimed at assessing the needs of different categories of the population and emerging opportunities for recovery and strengthening the resilience of vulnerable groups. Moreover, SEIA evaluated the impact of the COVID-19 pandemic in the context of the implementation of the Sustainable Development Goals. As a result, SEIA I and II considered gender aspects and focused on developing effective systemic recommendations to the Government of Kazakhstan that could serve as a basis for short-, medium- and long-term recovery and development.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:  
UNCT collaborates and engages with women's/gender equality  
civil society organizations  
MEETS MINIMUM REQUIREMENTS**

**Partnerships**

**Meets two of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.**

(a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that foster gender equality and empowerment of women within the current Cooperation Framework cycle.

GEWE CSOs, grassroots organisations, women's movements, activists and national gender experts are the UN partners for more than one joint initiative that advance GEWE in Kazakhstan and Central Asia. In a framework of the UN Joint Spotlight

Initiative Regional Programme for Central Asia and Afghanistan generously funded by the European Union aimed at eliminating SGBV and implemented by UN Women, UNDP, UNFPA and RCO, there is a specific pillar for strengthening and ensuring full CSOs' engagement in addressing SGBV and Harmful practices across the Central Asia region. For instance, the UN collaborated with CSOs on three joint initiatives: building the organisational capacity of CSOs in the region through the Small grants programme and establishing official partnerships with CSOs for building the capacity of stakeholders (36 partner agreements with CSOs have been signed, over USD 678,000 support has been provided); creation of the Regional CSOs network working in the SGBV area to meaningfully engage in decision-making processes and to be able to be connected with national and regional movements (CSOs were engaged in 25 consultations, involving 529 participants from all five Central Asian countries); and establishing the Grantmaking mechanism for CSOs for strengthening regional women's movements, establishing partnerships with international donors to reach better and fund grassroots organizations in the region. This support will further enable CSOs in the region to sustain their operations and address SGBV and HP at the national and regional levels.

(c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization and/or implementation.

Moreover, in 2022 Kazakhstan presented its second Voluntary National Review (VNR) at the High-Level Political Forum on SDGs implementation which identified key directions to accelerate the country's progress toward achieving the SDGs. These included fully integrating nationalised SDG indicators into state planning system documents; continuing to improve the effectiveness of local and regional institutional mechanisms that promote and facilitate SDG implementation; continuing dialogue among the state, civil society, business, international organizations, and other stakeholders to ensure their qualitative participation with the goal of maximizing SDG outcomes; and maintaining effective regional cooperation with Central Asian countries and other international partners. A wide range of the population, including CSOs, was involved in the process of VNR preparation by holding field workshops in all 17 regions of the country. More than 2,500 citizens of the country, from among representatives of civil society, local executive bodies, independent experts, persons with disabilities, retired, representatives of the academic community, youth, representatives of the private sector and other stakeholders participated in the discussion of the VNR. SDG5 and gender dimensions across all 17 SDGs were discussed with the participants. The joint efforts of the Government of Kazakhstan, the UN and the expert community were presented to highlight gender issues of different categories of the population; as part of VNR, experts of the Institute for Economic Research presented the results of the gender analysis in the areas of education, health and social protection in the context of regions.

### Did you reassess the Performance Indicator in this reporting year

- Yes

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

- 1) Spotlight Initiative Regional Programme for Central Asia and Afghanistan Programme Document and 2021 Annual report
- 2) National CSOs Meetings Report on Outcomes (5 CA countries)
- 3) Voluntary National Review on implementation of SDGs, High-Level Political Forum: <https://hlpf.un.org/countries/kazakhstan/voluntary-national-review-2022>
- 4) Minutes of meeting\_VNR
- 5) VNR Roadmap for Kazakhstan

## Dimension Area 4: Leadership & Organizational Culture

### PI 4.1 Leadership for Gender Equality

**Performance Indicator 4.1:**  
**UNCT leadership is committed to championing gender equality**  
**MEETS MINIMUM REQUIREMENTS**

**Leadership and organizational culture**

**Meets three of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.**

Findings and Explanation

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;

UNCT Kazakhstan convenes monthly to discuss priority issues, joint initiatives, safety, security and programming. Since 2016, the Gender Equality update is a mandatory agenda item during all UNCT meetings that provides UNCT with the latest developments in Gender Equality and Women's Empowerment at the global, sub-regional, regional and national levels. The regular Gender Equality updates allow the UN Senior Management to make informed decisions and build further cooperation with national partners to integrate gender aspects. UNCT also strengthens gender mainstreaming in developing new projects and programmes, advocacy work, and advancing SDGs implementation, focusing on the LNOB principle.

b) RC demonstrates public championing of gender equality during the last 12 months;

Michaela Friberg- Storey, the United Nations Resident Coordinator for Kazakhstan, is a role model and a gender champion paying substantive and specific attention to Gender Equality and Women's Empowerment. She personally participates in interventions, events and processes related to advancing GEWE. For instance, she is intensively involved in the Spotlight Initiative Regional Programme. Also, she actively advocates for GEWE as a key driver in achieving Sustainable Development Goals in Kazakhstan during the meetings with the Government of Kazakhstan, state authorities, national and international partners. In addition, RC personally participates in UNCT joint initiatives such as the global campaign "16 days of active action against gender-based violence". For instance, RC participated in the press conference in Almaty dedicated to Gender Equality and Women's Empowerment and the opening of the interactive exhibition. At these events, RC noted that "The 16 Days of Activism call on us to raise public awareness of gender-based violence and its devastating impact, change the mentality towards violence, and step up our efforts to combat violence against women and girls. To achieve all this, we need effective cooperation and successful partnerships". Moreover, RC is an active member of the internal and extended Gender Theme Group, a platform created to exchange experience and practices, organize joint initiatives and advocate for GEWE.

c) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

In the 2021 RC & UNCT Performance Plan Evaluation, there is a separate section titled "Improve the UNCT joint performance on the promotion of gender equality and women and girls' rights in Kazakhstan" with 6 indicators related to expert support provided to the partners to support the implementation of Kazakhstan's commitments under CEDAW, Beijing Declaration, Generation Equality Forum's Action Coalitions "Gender-Based Violence" and "Economic Justice and Rights; to increase the capacity of targeted women audiences to participate in decision making at all levels of public and private institutions, as well as to strengthen women's economic empowerment; to support the Government with the implementation of the Concept on Family and Gender Policy; to strengthen UN Gender Theme Group for gender-sensitive programming and normative support to national partners; to undertake SWAP Gender Score Card exercise, and execute the Action Plan on Prevention of Sexual Exploitation and Abuse (PSEA). The attached 2021 RC & UNCT Performance Plan Evaluation reflects the gender dimension, monitoring and evaluation of indicators.

**Did you reassess the Performance Indicator in this reporting year**

- No

#### PI 4.2 Organizational Culture

**Performance Indicator 4.2:  
Organizational culture fully supports promotion of gender  
equality and empowerment of women  
MEETS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

## Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

a) The survey was sent to all HOAs with instructions to distribute to all personnel. 178 staff responded, of at least 255 expected. Survey results of personnel perception of organizational environment for promotion of gender equality scored an overall positive rating of 73% (i.e. the % of people responding “strongly agree” or “agree” to 10 questions. This is a slight improvement on 2017 of one percentage point. 7% were negative and 20% neutral (also an improvement on 2017).

(2019 data)

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 4.3 Gender Parity

**Performance Indicator 4.3:  
Gender parity in staffing is achieved  
APPROACHES MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

### (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.

(a) The UNCT does not have a mechanism to monitor gender parity, as this is under the control of individual agencies; (b) Of the 12 agencies able to provide staffing data within the deadline, women comprise of 55% of the workforce (national and international) and men 45%. This is an improvement on the baseline (59% women) and closer to the gender parity ratio (Gender parity is defined as 47-53%). However this year we have added Service Contract staff and some disparities exist at some levels. (c) The BOS 2018-2020. does not have gender-specific actions.

### Did you reassess the Performance Indicator in this reporting year

- No

#### Dimension Area 5: Gender Architecture and Capacities

##### PI 5.1 Gender Coordination Mechanism

**Performance Indicator 5.1:  
Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women  
MISSING REQUIREMENTS**

**Gender architecture and  
capacities**

### Did you reassess the Performance Indicator in this reporting year

- No

##### PI 5.2 Gender Mainstreaming Capacities

**Performance Indicator 5.2:  
UNCT has adequate capacities developed for gender mainstreaming  
APPROACHES MINIMUM REQUIREMENTS**

**Gender architecture and  
capacities**

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

In June 2022 the UNCT organized a two-day comprehensive training called Women Security Awareness Training (WSAT) that raised awareness of the security risks that may affect the UN female personnel. The course provided practical tools to mitigate those risks while being aware of various security threats. The in-person training was attended by 49 female personnel of various UN Agencies and members of GTG Group, giving the space for female employees to learn collaboratively and extend their knowledge on security issues.

In addition, in 2022 UNCT launched a series of Brown Bag sessions with accomplished Kazakhstani women. For instance, in October 2022 a meeting with Ainur Absemetova was organised to learn about her over 20 years career in the international development sphere. The convening served for discussing insights on career building, thoughts on the current status in their respective fields of expertise and advice for women, who would like to break the glass ceiling and progress higher in their professional careers.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)**

Evidence or Means of Verification:

WSAT Kazakhstan schedule June 2022

Brown Bag Lunch Agenda October 2022

**Dimension Area 6: Financial Resources**

**PI 6.1 Resource Allocation & Tracking**

**Performance Indicator 6.1:**

**Adequate resources for gender mainstreaming are allocated and tracked**

**Resources**

**APPROACHES MINIMUM REQUIREMENTS**

**(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.**

As part of the 2021-2025 UN Sustainable Development Cooperation Framework (UNSDCF) the UNCT Kazakhstan developed 2021, and the current 2022-2023 Joint Work Plans. The gender marker has been integrated as a mandatory element for each sub-output (programmatic activity). During the development of the joint UNSDCF work plans the Resident Coordinator's Office (RCO) carried out sessions on the gender marker and its integration into joint work plans and provided relevant resources for the correct application of gender marker methodology. In addition, detailed information on the application of the Human Rights Code, OECD DAC and QCPR function has been provided by RCO for members of UNSDCF Results groups responsible for the development and monitoring of the joint work plans.

Even though the meta-financial target for program allocation for Gender Equality and the Empowerment of Women was not specifically established, the gender mainstreaming was ensured through visible integration of gender dimension across all UNSDCF outcomes and a stand-alone outcome dedicated to Effective institutions, Human rights and Gender Equality (Pillar 2). At least 26% of funds are available for program allocation for Gender Equality and the Empowerment of Women. The UNCT has in place a system to track and utilize some country-level gender budgetary data through regular updates of the UNSDCF Financial framework and joint work plans.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

## List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

2021-2025 UN Sustainable Development Cooperation Framework (UNSDCF)

2021 Joint Work Plan

2022-2023 Joint Work Plan

UNSDCF Annual Results Report (2021)

UN-INFO Kazakhstan Dashboard

### Dimension Area 7: Results

#### PI 7.1 GEWE Results

##### Performance Indicator 7.1:

UN programmes make a significant contribution to gender equality in the country

Results

##### APPROACHES MINIMUM REQUIREMENTS

#### (a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

a) Kazakhstan is a leader in progress in gender equality among Central Asian countries.

Making gender equality a reality, in close cooperation with the Government of Kazakhstan and all national partners is one of the main commitments of UN agencies in Kazakhstan. In 2022 Kazakhstan improved its overall ranking in the World Economic Forum's Global Gender Gap Index and went up 15 points reaching 65th position in 2022 out of 146 countries (80th position in 2021) demonstrating the highest ranking in Central Asia. On Economic Participation and Opportunity Kazakhstan jumped from 47th to 29th place, placing Kazakhstan in the top 30 out of the overall ranking.

UNCT's strategic objectives are focused on supporting government institutions to implement a new generation of policies aimed at reducing negative gender norms through six "signature solutions" relating to poverty and inequality, governance, sustainability, environment, energy and gender equality. In 2022 UNCT provided support in the development of Kazakhstan's Social Code which is aimed at solving a wide range of societal issues in the field of social protection of the population, including social guarantees, pensions, social assistance and insurance, as well as minimum social standards and social risk management system.

Moreover, the UN provided full-fledged support to Kazakhstan for its engagement in the Generation Equality Forum. As a result of joint UN - Government of Kazakhstan efforts Kazakhstan became a commitment maker under two GEF Action Coalitions to address Gender-Based Violence and advance Economic Justice and Rights. In 2022 Kazakhstan continued the implementation of initial commitments announced by the Head of State during GEF in Paris and developed an extended package of new commitments until 2025.

Also, the UN provided support to the development of the second Voluntary National Review on the implementation of SDGs in Kazakhstan. It included the UN support in the development of the methodology for gender analysis of planning and budgeting systems of institutions at local and national levels and the mechanism for budgeting with a focus on children's needs, which will be used in the analysis of the Child Well-Being Index.

b) The Family and Gender Policy Concept has been updated and strengthened

UN agencies have assisted in the development of the updated Concept of Family and Gender Policy until 2030. Through joint efforts with key ministries, it has been possible to update the long-term national-level goals, the implementation of which is the responsibility of the Government. As indicated in the Concept, the state gender policy is guided by the UN Sustainable Development Agenda goals, including Sustainable Development Goal 5: Ensure Gender Equality and Empowerment of All Women and Girls. The objectives of state gender policy are to achieve parity of rights, benefits, obligations and opportunities for men and women in all spheres of society and to overcome all forms and manifestations of gender discrimination. The key objectives for the Government in the Concept are as follows: 1) Awareness of reproductive health among the population is increased. 2) The rate of men's involvement in raising their children is increased. 3) The efficiency of identifying and providing assistance to families in difficult situations is improved. 4) The number of repeat cases of domestic violence is reduced. 5) The financial literacy of women in entrepreneurship is increased. 6) Proportion of women involved in decision-making processes in the executive, representative and judicial branches of government, government, quasi-government and corporate sectors is increased. 7) Outreach on family strengthening and gender equality is improved.

## Did you reassess the Performance Indicator in this reporting year

- Yes

## List Means of Verification. (E.g. Cooperation Framework annual and mid-term reviews, annual Cooperation Framework Results Group reports, results framework monitoring data)

- WEF\_GGGR\_2022.pdf (weforum.org)
- President's decree on the approval of the updated Concept on Gender and Family Policy in Kazakhstan until 2030  
<https://adilet.zan.kz/rus/docs/U2200000853>
- <https://www.akorda.kz/en/kazakhstan-president-delivered-a-video-statement-at-the-generation-equality-forum-16648>
- 2021-2025 UN Sustainable Development Cooperation Framework (UNSDCF)
- 2022-2023 Joint Work Plan

## 8. UNCT in Kazakhstan Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2	ACTIVITIES UNDERTAKEN IN YEAR 3	ACTIVITIES UNDERTAKEN IN YEAR 4
<b>Dimension 1 - Planning</b>					
1.1 Common Country Analysis	Ensure that all CCA sectors (1) contain gender analysis, (2) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (3) an analysis of UN comparative advantage to foster gender equality. There should be consistent sex-disaggregated and gender sensitive data across all sectors.	N/A (New CCA is being drafted for the UNSDCF 2020+ but not ready to be assessed).	UNSDCF was finalized and agreed with the Government of Kazakhstan in Q3 2020.	CCA has been updated in October 2021	In 2022 CCA has been updated in March and October 2022. GTG was involved in providing gender-sensitive inputs.
1.2 Cooperation Framework Outcomes	Ensure that all next UNDAF Outcomes are gender-mainstreamed in	N/A (New UNSDCF 2020+ is being drafted but not	UNSDCF was finalized and agreed with the Government of	UNSDCF was finalized and agreed with the Government of	In 2021 the UN started UNSDCF's implementation; a bi-annual UNCT Joint

	line with SDG priorities, including SDG 5, or that UNDAF contains one outcome specifically targeting gender equality in line with UNDAF Theory of Change and SDG priorities, including SDG 5; and that between one-third and one-half of all UNDAF indicators are either sex-disaggregated or gender-sensitive.	ready to be assessed).	kazakhstan in Q3 2020.	kazakhstan in Q3 2020.	Work Plan 2022-2023 was developed. UNSDCF's Outcomes and Outputs remained unchanged, sub-outputs were designed to ensure the achievement of planned UNSDCF's Outcomes and Outputs.
1.3 Cooperation Framework Indicators	N/A	N/A (New UNSDCF 2020+ is being drafted but not ready to be assessed).	UNSDCF was finalized and agreed with the Government of kazakhstan in Q3 2020.	UNSDCF was finalized and agreed with the Government of kazakhstan in Q3 2020.	UNSDCF Outcomes long-run indicators remained unchanged. Outputs were updated during the development of the UNSDCF bi-annual work plan 2022-2023
<b>Dimension 2 – Programming and M&amp;E</b>					
2.1 Joint Programs	Develop a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for JP proposals. The checklist shall be filled in by UN agencies planning to implement a JP and submitted for GTG's and/or UNCT's review together with draft programme document.	The Gender Theme Group has been strengthened as the mechanism to review JPs with GTG members part of UNPFD Results Groups.	In 2020 the EU funded Spotlight Initiative Programme for Central Asia has been launched with participation of RCO and UN Women, UNFPA and UNDP.	In 2020 the EU funded Spotlight Initiative Programme for Central Asia has been launched with participation of RCO and UN Women, UNFPA and UNDP.	In 2022 the following joint programmes were in implementation; The EU funded the Spotlight Initiative Regional Programme for Central Asia and Afghanistan; the EU funded Afghanistan Women's Economic Empowerment through education project; MPTF COVID-19 funded Digital Social Card project; EU funded support to CA member states for rehabilitation and

					reintegration of returnees from conflict zones and other.
2.2 Communication and Advocacy	Ensure that UNCG strategy and AWP or equivalent visibly includes GEWE priorities and actions, performed by various UN agencies, including those working in non-traditional sectors.	Action recommended at the baseline, on ensuring the Comms Group AWP includes specific GEWE actions, has not yet happened.	Communication and Advocacy for GEWE have been strengthened through joint advocacy campaigns and statements	Communication and Advocacy for GEWE have been strengthened through joint advocacy campaigns and statements	Communication and Advocacy for GEWE have been strengthened through joint advocacy campaigns <sup>6</sup> statements, joint UNCT, the international community video addresses, and exhibitions on the occasion of 16 days campaign, and the 30th UN anniversary in Kazakhstan.
2.3 Cooperation Framework M&E	Gather data for gender sensitive UNDAF indicators across Results Groups as planned and ensure that UNDAF reviews/evaluations assess progress against gender-specific results. Organize gender training for Results Groups.	- The 2019 independent evaluation of the UNPFD paid significant attention to gender mainstreaming and gender results. - Workshop on “Human Rights and Gender Based Approach to Programming” was co-organized by UN Women and OHCHR for all UN staff with a focus on RBM in Oct 2019.	UNSDCF M&E section provided a detailed description of M&E actions to be undertaken during UNSDCF 2021-2025	UNSDCF aM&E section provided a detailed description of M&E actions to be undertaken during UNSDCF 2021-2025	UNSDCF's M&E section provided a detailed description of M&E actions to be undertaken during UNSDCF 2021-2025. The mid-term review preliminary is scheduled for 2023.
<b>Dimension 3 - Partnerships</b>					
3.1 Government Engagement	To exceed in this already well-performing area, UNCT may consider engaging (1) more of government partners focusing	N/A	The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well	The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well	The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well

	<p>their work on the most disadvantaged, such as rural women/girls, women/girls with disabilities, female heads of households, people identifying as LGBTI, male school dropouts, and male sex workers; and (2) those working in non-traditional sectors, such as trade and macro-economics; climate change adaptation and disaster risk reduction, gender identities and sexual orientation. The engagement should begin at CCA stage and continue through the whole UNDAF cycle till evaluation.</p>		<p>as through work on legislation and development of programmes and projects in cooperation with UN system in Kazakhstan</p>	<p>as through work on legislation and development of programmes and projects in cooperation with UN system in Kazakhstan</p>	<p>as through work of the GOovernment as a commitment maker under the Global Generation Equality Forum's Action Coalitions on GBV and EJR. Also, Kazakhstan contributed financially to the Spotlight Initiative Regional Programme.</p>
<p>3.2 GEWE CSO Engagement</p>	<p>To exceed in this already well-performing area, UNCT may consider engaging (1) more of CSOs focusing their work on the most disadvantaged, such as rural women/girls, women/girls with disabilities, female heads of households, people identifying as LGBTI, male school dropouts, and male sex workers; and (2) those working in non-traditional sectors, such as trade and macro-</p>	<p>UN Women selected a new and expanded membership for their Civil Society Action Group (CSAG) which ensured the participation of marginalized group's including LGBTQ, women living with HIV and AIDS, women with disabilities, women from rural areas, and a male representative. The first meeting of the group was conducted on Oct 2019, combined with</p>	<p>The Spotlight Initiative a specific Pillar 6 was designed to strengthen the CSOs' engagement in EAW work</p>	<p>The Spotlight Initiative a specific Pillar 6 was designed to strengthen the CSOs' engagement in EAW work</p>	<p>The Spotlight Initiative a specific Pillar 6 was designed to strengthen the CSOs' engagement in EAW work. 35 partner agreements were signed with CSOs in the region, the regional CSOs Forum became a platform for building a CSOs network, the regional Grantmaking mechanism is being established, and the Small Grants Programme provided financial support for CSOs building capacity in</p>

	economics; climate change adaptation and disaster risk reduction, gender identities and sexual orientation. The engagement should begin at CCA stage and continue through the whole UNDAF cycle till evaluation.	UNSDCF Strategic Partnership Retreat in Nur-Sultan.			the equivalent USD 680,000.
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**Dimension 4 – Leadership and Organizational Culture**

4.1 Leadership	N/A	GEWE remains a standing item at the UNCT HoA meetings and the RC demonstrating leadership. HoA are taking individual action promote GEWE.	NA	RC is actively engaged in GEWE, SDGs advancing in the country	RC is actively engaged in GEWE, SDGs advancing in the country. RC is fully engaged in the implementation of the Spotlight Initiative Regional Programme, co-chairs the Extended Gender Theme Group, participates in 16 days campaign and leads the dialogue with national partners (Government, CSOs, international community and others) for advancing GEWE in the country.
4.2 Organizational Culture	N/A	No specific action has been taken since the baseline on this indicator.	NA	RC and HOAs are engaged in GTG and extended GTG work	RC and HOAs are engaged in GTG and extended GTG work, as well as UNCT processes pertaining to ensuring PSEA.
4.3 Gender Parity	Regularly gather gender parity data across all agencies (SWAP-Scorecard methodology template and guidance may be used). Ensure that	No action has been taken since the baseline by the UNCT.	NA	NA	It is planned to conduct a survey for defining the UN Kazakhstan gender parity during the SWAP GSC

	gender parity issues are discussed at UNCT level at least once a year and additional measures are considered in this regard.				Comprehensive report in 2023.
<b>Dimension 5 – Gender Coordination and Capacities</b>					
5.1 Coordination Mechanism	Gender	Consider a possibility of revising GTG ToR, by extending GTG core membership to HOAs and Operation Managers. HOAs to attend as many GTGs as possible; as an alternative, at least two of UNCT meeting per year can take form of “senior-level GTG meeting” chaired by the RC. Ensure that GTG is involved into all UNDAF stages.	- HoA are encouraged to attend at least one GTG meeting per year: in 2019 this was only achieved by the RC and UNFPA - GTG members have made substantive input into the UNPFD results groups and now the start of the UNSCDF process.	- HoA are encouraged to attend GTG : - GTG members have made substantive input to the development of the new UNCT GTG guidance	An extended GTG group (for the international community and national partners) continued its work in 2022. The extended GTG served as a platform for discussion of the national strategic documents (for instance, the Social Code of Kazakhstan, changes in the national legislation on prevention and response to Domestic Violence, the Youth Concept, the Concept of Gender and Family Policy, as well as joint advocacy initiatives.
5.2 Gender Capacities		Organize an inter-agency capacity assessment on gender-related knowledge and develop a learning and action plan with a staged approach, and prioritizing the groups that have to be trained in a priority order (i.e. GTG, UNPFD Results Groups). Invite	Aside from a number of training events related to GEWE in 2019, the UNCT has not taken action on a capacity development action plan or induction materials.	UNCT SWAP Gender Scorecard two-day training was conducted for UNCT.	GEE training for UNCT and UN personnel in Kazakhstan is planned in 2022
					Gender Marker for UNCT and UN personnel in Kazakhstan is planned for 2023.

	representatives of CSOs working on gender issues, for knowledge sharing with a wider UN audience. Develop a UN system-wide induction package for newly recruited staff that contains information on UNCT commitment and activities on GEWE, and country's gender context.				
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### Dimension 6 - Resources

6.1 Financial Resources	This assessment revealed that 16 percent of 2016 UNPFD resources were spent on gender-targeted activities. UNCT to consider making this percentage an annual target or increasing it and to state its commitment in UNPFD Work Plan.	Since the baseline, the UNCT has not established a financial target for programme allocations for GEWE since the baseline. The PFD Results Matrix (one per the 5 Results Groups) includes financial allocations per output and in some cases indicators.	Will be identified in 2021 during the development of UNSDCF Joint Work Plans	Planned resources are budgeted in the UNCT Joint Annual Work plan of three UNSDCF working groups	Planned resources are budgeted in the UNCT bi-annual Joint Annual Work plan 2022-2023 of three UNSDCF working groups and updated in the UNSDCF Financial framework. At least 26% of overall funds are dedicated to GEWE.
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### Dimension 7 - Results

7.1 GEWE Results	UNPFD Results Groups, in cooperation with GTG, to consolidate gender-related data in accordance with UNPFD Results and Resources Framework on regular basis, to facilitate UNPFD monitoring and evaluability, including on UNCT	- Since the baseline, the UNCT has been monitoring progress against the Results Groups Biennial Workplans (including results indicators) annually. - Significant GEWE results were reported in the 2019 independent	Will be identified in 2021 during the development of UNSDCF Joint Work Plans	Results are reflected in UNSDCF Annual Workplan 2021 and Frameworks	Results are reflected in UNCT Annual Report 2021. It includes full UNCT support to the national counterparts in achieving GEWE and showcasing visible results on global (GEF, CSW, VNR), regional (CA Women's Dialogue, the Spotlight Initiative), national (SDGs achievement
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	gender-related performance.	evaluation of the PFD.			and localisation) levels.
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## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b>		<b>Planning</b>
<b>APPROACHES MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b>		<b>Planning</b>
<b>EXCEEDS MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b>		<b>Planning</b>
<b>MEETS MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b>		<b>Programming and M&amp;E</b>
<b>MEETS MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
<b>Joint Program documents</b>	<a href="#">1. ProDoc - Umbrella Programme - 17-06-19 - Consolidated</a>	
<b>Joint Program documents</b>	<a href="#">Central Asia Regional Programme Document FINAL_ENG</a>	
<b>Joint Program documents</b>	<a href="#">UBRAF_2020-2021_final</a>	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b>		<b>Programming and M&amp;E</b>
<b>EXCEEDS MINIMUM REQUIREMENTS</b>		
<b>Category</b>	<b>Documents</b>	
<b>Communication/Advocacy</b>	<a href="#">Evidence or Means of Verification for the INDICATOR 22. (Hyperlynks to the resources)</a>	
<b>Communication/Advocacy</b>	<a href="#">UNCT Kaz Joint Comms Plan 2022</a>	
<b>Communication/Advocacy</b>	<a href="#">Central Asia Regional Programme Document FINAL_ENG</a>	

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<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		<b>Programming and M&amp;E</b>
Category	Documents	
	No documents uploaded	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
Category	Documents	
Government engagement	<a href="#">Actualization of the Concept on Gender and Family Policy</a>	
Government engagement	<a href="#">Concept note 09.12</a>	
Government engagement	<a href="#">EN SEIA II Exec Sum 04.07.2021</a>	
Government engagement	<a href="#">NAP UNSCR1325</a>	
Government engagement	<a href="#">ToR for the pilot EAW prevalence study- Bureau of Stat</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Partnerships</b>
Category	Documents	
GEWE CSO engagement	<a href="#">Central Asia Regional Programme Document FINAL ENG</a>	
GEWE CSO engagement	<a href="#">National CSO Meetings Report on Outcomes 30.06.2022 Spotlight</a>	
Other	<a href="#">Minutes of meeting VNR - UN</a>	
Other	<a href="#">VNR Roadmap for Kazakhstan</a>	
Other	<a href="#">VNR 2022 Kazakhstan Main Messages English</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		<b>Leadership and Organizational Culture</b>
Category	Documents	
RC communications	<a href="#">2021 UNCT Kazakshstan Performance Plan evaluation</a>	
RC communications	<a href="#">UNCT meeting minutes 30 September 2021</a>	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> MEETS MINIMUM REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> APPROACHES MINIMUM REQUIREMENTS		<b>Leadership and Organizational Culture</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> MISSING REQUIREMENTS		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> APPROACHES MINIMUM REQUIREMENTS		<b>Gender Architecture and Capacities</b>
<b>Category</b>	<b>Documents</b>	
<b>Capacity development</b>	<a href="#">WSAT Kazakhstan schedule June 2022</a>	
<b>Capacity development</b>	<a href="#">Brown Bag Event Agenda &amp; LoP BL 20 Oct</a>	
<b>Capacity development</b>	<a href="#">BBL Women in Charge (Flyer)</a>	
<b>Other</b>	<a href="#">IMG 3927</a>	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> APPROACHES MINIMUM REQUIREMENTS		<b>Financial Resources</b>
<b>Category</b>	<b>Documents</b>	
<b>Other</b>	<a href="#">UN Kazakhstan 2021 Annual Report EN 0</a>	
<b>Financial resources</b>	<a href="#">UNSDCF Financial framework</a>	
<b>Other</b>	<a href="#">UNSDCF Kazakhstan 2021-2025 ENG</a>	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> APPROACHES MINIMUM REQUIREMENTS		<b>Results</b>
<b>Category</b>	<b>Documents</b>	

<b>Other</b>	<a href="#">Updated the Concept on Gender and Family Policy 2022</a>
<b>Other</b>	<a href="#">WEF GGGR 2022</a>
<b>Cooperation Framework reviews/monitoring data</b>	<a href="#">UNSDCF Kazakhstan 2021-2025 ENG</a>
<b>Other</b>	<a href="#">UN Info UNCT Kaz JWP - export file</a>

UNCT-SWAP GENDER EQUALITY SCORECARD  
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE  
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD  
PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

[GENDERSCORECARD.HELPDESK@UNWOMEN.ORG](mailto:GENDERSCORECARD.HELPDESK@UNWOMEN.ORG)



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