

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in Kazakhstan 2023

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

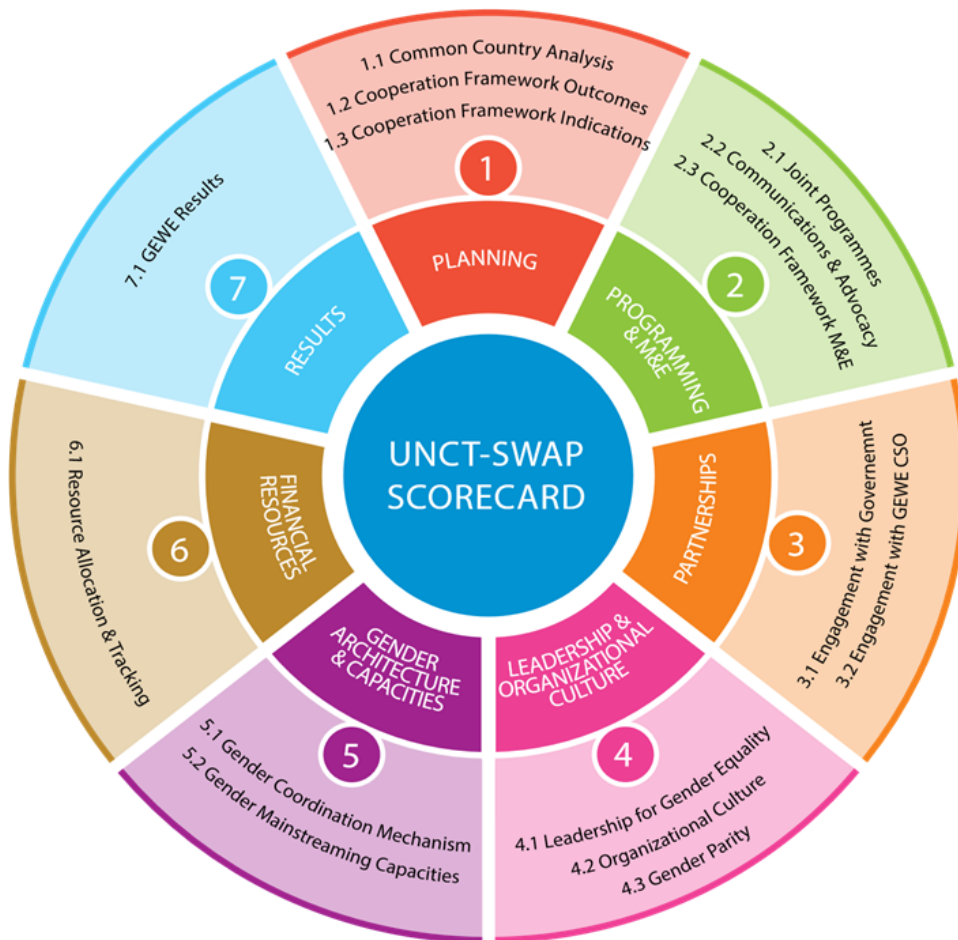
### 2.1 Performance Dimensions and Indicators

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

During the annual report development, the UN Women's Country Office Kazakhstan provided expert and technical support and coordinated and organized the work of the Internal Assessment Team (IAT). The IAT first met on October 19th, 2023 where overall information, objectives, methodology, and guidance have been provided to members of the IAT. From October 19th through November 10, 2023, the IAT reviewed and discussed the UNCT-SWAP technical guidance, worked jointly to check and gather evidence, reviewed the UNCT-SWAP previous report 2022, identified dimensions and indicators to report and assigned preliminary scores for 5 selected indicators, developed a draft UNCT-SWAP Scorecard 2023 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.

On November 1st, 2023, the UN Women's Country Office informed the SWAP Secretariat about the UNCT Kazakhstan focal points of the IAT. The representation of UN agencies in 2023 remained high, in 2023 seven UN entities in Kazakhstan participated in the work of the IAT. It allowed for ensuring a participatory and inclusive approach in the annual reporting process.

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

Members of the IAT:

Gaukhar Nursha, Gender Specialist, United Nations Development Programme Kazakhstan

Azamat Zhamanchinov, Child Protection Officer, UNICEF Kazakhstan

Raushan Ibrasheva, Child Rights Monitoring and Evaluation Specialist, UNICEF Kazakhstan

Dina Amrisheva, UN Women Kazakhstan Head of Office a.i.

Dinara Shamenova, UN Women Kazakhstan Programme Associate

Abylaikhan Dauletalin, Development Coordination Officer, Data Management & Results Monitoring/Reporting, UN RCO in Kazakhstan.

Natalja Wehmer, Social Affairs Officer, UN ESCAP

Kurmanzhan Dastanbekkyzy, One Health Catalyst, WHO Country Office in Kazakhstan

Gaziza Moldakulova, Programme Analyst on PD and Gender, UNFPA

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

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

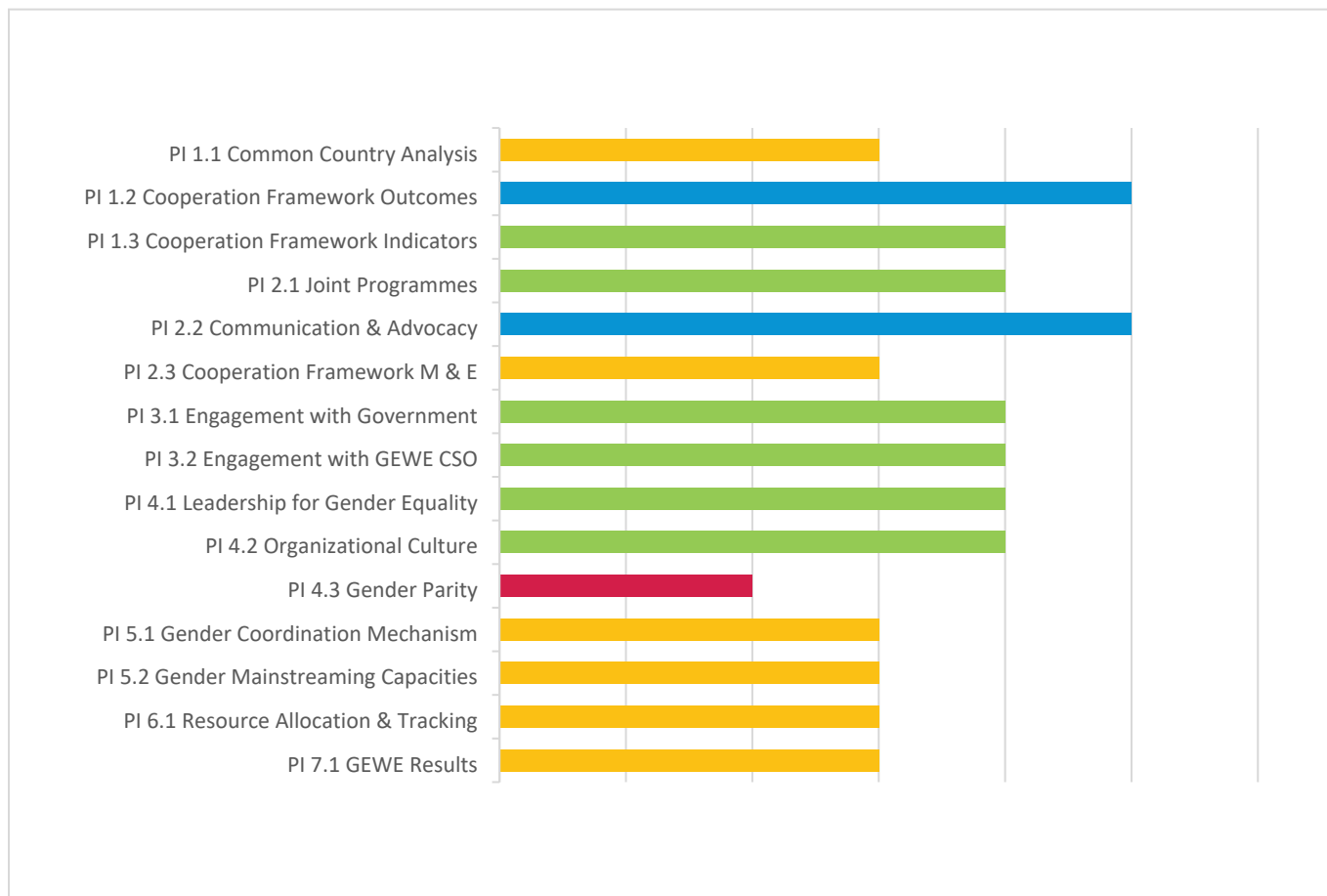
Table 1:

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	Yes
PI 2.2 Communication & Advocacy	EXCEEDS	No
PI 2.3 Cooperation Framework M & E	APPROACHING	No
PI 3.1 Engagement with Government	MEETS	Yes
PI 3.2 Engagement with GEWE CSO	MEETS	No
PI 4.1 Leadership for Gender Equality	MEETS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MISSING	Yes
PI 5.1 Gender Coordination Mechanism	APPROACHING	Yes
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	No

PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	APPROACHING	No

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 2023. It includes the ratings reassessed in 2023, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2023



- 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.**

In 2023, UNCT Kazakhstan was actively involved in executing four joint programs specifically tailored to address the needs of vulnerable women, tackle violence against women and girls, and empower women economically. Notably, the Spotlight Initiative Regional Programme for Central Asia and Afghanistan aimed to eradicate Gender-Based Violence (GBV) in the region, standing out as a significant endeavor. Additionally, the Joint United Nations Programme on HIV/AIDS (UNAIDS) demonstrated visible efforts in gender mainstreaming, particularly through a mentoring initiative that empowered women living with HIV. This program was a crucial stride toward fostering gender inclusivity and creating supportive environments for women's empowerment within society and communities. The incorporation of gender markers across the programs reflected a comprehensive approach to integrating gender considerations into their operational frameworks.

During this period, a joint EU-UNDP regional project persisted in providing educational opportunities for 50 Afghan women in Kazakhstan, Uzbekistan, and Kyrgyz Republic. These women pursued bachelor's, master's, and TVET degrees in fields like agriculture, applied statistics, and mining, challenging stereotypical career paths for women. By 2027, this project aims to extend educational opportunities to a total of 155 Afghan women in Central Asia. Additionally, UN Women organized educational sessions, such as summer and winter schools, focusing on entrepreneurship and networking for these women to enhance their post-study employment prospects.

Moreover, the UN in Kazakhstan collaborated on a regional program aimed at supporting women and children returnees from conflict zones like Syria and Iraq. The primary focus of these joint programs was women's rights, needs, and opportunities, ensuring the full integration of gender dimensions in their execution.

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

- Yes

### **If you met requirements for criterion b), list the titles of active gender equality targeted Joint Programmes:**

All four UN joint programs operated within the current UNSDCF, aligning well with Sustainable Development Goal 5 (SDG 5).

For instance, the Mentoring Programme for Women Living with HIV in Kazakhstan demonstrated a strong commitment to empowering women affected by HIV. With UNAIDS and UN Women's support, the project established self-help groups, advocacy initiatives, and mentorship training for women living with HIV. These efforts aimed to reduce discrimination, enhance independence, resilience, and social integration among the affected women. Additionally, through targeted social media campaigns and success stories, the project significantly promoted gender equality and women's empowerment. Moreover, the project facilitated meaningful meetings with local government institutions, CSOs, and crisis centers to identify challenges and devise tailored solutions for women and girls living with HIV.

In continuation, UN Women, UNFPA, and UNDP sustained the implementation of the joint Spotlight Initiative Regional Programme for Central Asia and Afghanistan in 2023. The launch of the Central Asian Alliance to end GBV, a multi-stakeholder platform, marked a pioneering effort in the region, transcending the Spotlight Initiative Regional Programme. The Regional CSOs Network emerged as a crucial entity within the Alliance, leading collaborative efforts toward legal reforms, institutional strengthening, and addressing data gaps.

Furthermore, through UN Women's flagship solidarity movement, HeForShe Central Asia, over 15 million people in the region were sensitized about the importance of flexible masculinity and the pivotal role of men and boys in combating violence against women and girls. The Joint Programme also emphasized the principle of Leaving No One Behind in Central Asia, conducting research to address data gaps on intersectionality and gender-based violence.

Additionally, during this reporting period, Civil Society Organizations partnered to enhance their capacity for qualitative data

collection, including ethical and safety protocols. This initiative resulted in conducting 111 interviews among marginalized women across the five Central Asian countries, shedding light on those at higher risk of experiencing violence. As the Regional Programme nears completion, the knowledge generated during its implementation will equip stakeholders to sustainably continue their work, supported by the Central Asian Alliance's role and the developed regional GBV virtual knowledge platform. These components serve as vital elements ensuring the institutional sustainability of the Spotlight Initiative Regional Programme.

**List Means of Verification. (E.g. Joint Programme documents, screening tool or other evidence of internal review process for JPs).**

UNAIDS HIV:

<https://www.facebook.com/answerKazakhstan/posts/pfbid0SiwuuY6tbxvVZeH83fc2nfFdaqk7gKY9DBt4kXDB8DUHXhCawo7rpcNucnkb1bgKl>

Afghan WEE: <https://eca.unwomen.org/en/stories/news/2023/02/boosting-career-opportunities-for-young-afghan-girls-in-kazakhstan-kyrgyzstan-and-uzbekistan>

Central Asian Alliance to End GBV: <https://eca.unwomen.org/en/stories/news/2023/07/uniting-for-progress-launch-of-the-central-asian-alliance-to-end-gender-based-violence>

**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

- No

#### 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

**MEETS MINIMUM REQUIREMENTS**

Partnerships

**Meets two of the following: (a) The UNCT has collaborated with AT LEAST TWO government agencies 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.**

UN Women in cooperation with UNFPA and UNESCO, in strategic partnership with the National Women's Machinery and the Ministry of Culture and Information is implementing the project "Assisting Kazakhstan in the implementation of the Concept of Family and Gender Policy in terms of ensuring gender equality and empowerment of all women and girls in Kazakhstan". In 2023 national partners strengthened capacity and skills for advancing women's entrepreneurship in the field of the creative industry. Moreover, state bodies increased awareness of introducing gender expertise for harmonising and integrating gender aspects into the system of legal analysis and ultimately into the legislation of the Republic of Kazakhstan. Also, the UN cooperated with the Ministry of Higher Education and Universities in the development of the first-ever Gender Studies academic programme that will contribute significantly to advancing Gender Equality and Women's Empowerment through the fundamental education sphere ensuring the creation of a solid pool of national gender equality experts and professionals. The National Women's Machinery is the key partner in Kazakhstan in the implementation of the Gender and Family policy in the country. The UN Kazakhstan works closely with the Secretariat and members of the machinery through strategic dialogue, joint advocacy initiatives, normative work and the implementation of programmatic activities in line with the Agenda of Sustainable Development, the Concept on Gender and Family Policy until 2030, national strategic goals and priorities. The National Women's Machinery is the key partner invited for the Cooperation Framework consultations during its development, strategic prioritisation, implementation and joint initiatives as well as Monitoring and Evaluations of Projects. For instance, in 2023 members of the National Women's Machinery participated in the final evaluation of the programme jointly implemented with the Ministry of Labour and Social Protection, UN Women, UNDP, UNFPA and UNICEF.

In 2023 Kazakhstan assumed the chairpersonship of the Central Asian Women's Dialogue, focusing on enhancing the political, economic, and social roles of women within the region. UNRCCA, UNDP and UN Women played an essential role in this endeavour by supporting the Government of Kazakhstan with the direct engagement of the Parliament, the National Women's Machinery, the Ministry of Foreign Affairs and the Ministry of Culture and Information in aligning its efforts with Kazakhstan's chairpersonship priorities within the Dialogue. As part of this collaboration, the regional dialogue convened women leaders to explore "The Role of Women in Innovation and Technology Development" and "Women, Peace and Security" agenda.

Moreover, in 2023 UN Women and UN RCO continued providing support to the Government of Kazakhstan in collaboration with the Ministry of Foreign Affairs, Ministry of Digital Development, Innovations and Aerospace Industry of the Republic of Kazakhstan and the National Women's Machinery to the coordinated actions for implementing Kazakhstan's commitments under the Generation Equality Forum's (GEF) Action Coalitions on "Gender-Based Violence", "Economic Justice and Rights", "Women, Peace and Security and HA Compact" and "Technology and Innovations for Gender Equality". Kazakhstan demonstrated notable results in localising the GEF movement and its unique experience in creating the monitoring, coordination and delivery of Kazakhstan's international GEF commitments.

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

- Yes

**List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation**

## Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)

<https://top-news.kz/mocarella-kachotta-gorgonzola-kostanajskih-predprinimatelnic-uchat-kraftovomu-syrodeliju/>

[https://www.instagram.com/p/CsP7Bikleh/?hl=es&img\\_index=1](https://www.instagram.com/p/CsP7Bikleh/?hl=es&img_index=1)

<https://www.instagram.com/reel/CrvkntqITKC/?igshid=NTc4MTIwNjQ2YQ%3D%3D>

<https://dknews.kz/ru/v-strane/305868-aida-balaeva-molodezh-prioritet-razvitiya-kazahstana>

<https://hbsc.org/network/countries/kazakhstan/>

### PI 3.2 Engagement with GEWE CSO

#### Performance Indicator 3.2:

UNCT collaborates and engages with women's/gender equality civil society organizations

Partnerships

MEETS MINIMUM REQUIREMENTS

**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

- No

## 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  
MISSING REQUIREMENTS**

**Leadership and  
organizational culture**

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

- Yes

### Findings and explanation of why rating has been given against above UNCT-SWAP criteria (a, b, c). Include relevant details and analysis

In 2023 UNCT Kazakhstan conducted its first Gender parity assessment and analysed data provided by 20 UN entities (RCO, UNAIDS, UNESCO, UNHCR, UNICEF, UNODC, UNDP, UN Women, UNDSS, WHO, IOM, UNFPA, UNEP, OHCHR, UNRCCA, UN Volunteers, ILO, DGC, UN ESCAP, FAO). Such UN entities as the ITC, ITU, UN-Habitat, UNCTAD, UNDRR, UNECE, UNIDO, and UNOPS are non-resident UN organisations that are not present in the country and were not considered for assessment. Therefore, 71% of UN entities in Kazakhstan have been assessed for gender parity in staffing.

The total number of staff across the 20 UN organizations in Kazakhstan amounts to 431 individuals, where:

National Staff -379, where women 239 women, men 140

International Staff – 52, where 26 are women, men 26.

Overall Gender Distribution:

Women in Total Staff = 61%

Men in Total Staff = 39%

The analysis demonstrates a clear dominance of female representation in the total workforce of the 20 UN organisations in Kazakhstan, with women constituting 61% of the overall staff.

Gender Distribution Among National Staff:



Women in National Staff = 63%

Men in National Staff = 27%

The data suggests a significant imbalance in gender representation among the national staff, with women comprising a majority at 63%, while men represent only 27% of the national staff.

Gender Distribution Among International Staff:

Women in International Staff = 50%

Men in International Staff = 50%

Among the international staff, gender parity is observed, with an equal representation of men and women at 50% each.

4. Gender Distribution by Grade Among National Staff (FTA contracts only):

Women in National Staff with NO Grade: 45 individuals

Men in National Staff with NO Grade: 24 individuals

Women in National Staff with GS Grade: 71 individuals

Men in National Staff with GS Grade: 31 individuals

The data highlights disparities in the distribution of men and women across different grade levels among the national staff.

There is a higher number of women both in NO grade positions and those holding the GS grade compared to their male counterparts.

The data indicates a prevailing gender imbalance in the staffing of the 20 UN organisations in Kazakhstan, with more women employed overall and within the national staff. However, efforts need to be directed towards achieving a more balanced representation of both genders and ensuring equal opportunities for career growth and development across all grades.

There was no system in place at the time of the exercise for monitoring gender parity across the system, but it is proposed that the OMT will monitor representation of women and men on a yearly basis moving forward. Consolidated data collected for this exercise may serve as a baseline for future monitoring. Most agencies monitor at individual agency level.

The BOS does not integrate any gender-focused actions.

### Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	0
G2	0	6
G3	1	5
G4	12	5
G5	14	3
G6	7	9
G7	11	3
NOA	16	4
NOB	16	10
NOC	13	5
NOD	0	3
P1	0	0
P2	4	2
P3	6	2
P4	7	10
P5	3	5
P6	1	0
D1	2	3
D2	0	1

### List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

A comprehensive data collection has been conducted

## 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

Gender architecture and capacities

#### APPROACHES MINIMUM REQUIREMENTS

**Meets two of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

The Gender Theme Group (GTG) for the UN System in Kazakhstan operates in accordance with its Terms of Reference (TOR) and a meticulously crafted annual work plan. Central to the group's mandate are several pivotal tasks:

**Enhancing Gender Analysis:** The GTG is dedicated to infusing robust gender perspectives into the annual updates of the Common Country Analysis (CCA) in October 2023, ensuring a comprehensive understanding of gender dynamics in Kazakhstan.

**Prioritizing Gender-Sensitive Indicators:** A significant emphasis is placed on embedding gender-sensitive indicators within the UNSDCF Joint Work Plan 2022-2023, aiming to capture tangible changes in gender equality and women's empowerment.

**Capacity building:** Special capacity building activity on PSEA conducted under the leadership of RCO and UNFPA in November 2023.

The GTG, under the leadership of the UN Women Kazakhstan Head of Agency, not only enriches the gender-centric initiatives of individual UN agencies but also synergizes their collective efforts, ensuring that gender equality remains at the forefront of their programs in Kazakhstan.

The co-chairs of the extended Gender Theme Group meeting are the Head of National Commission for Women, Family and Demographic Policy under the President of the Republic of Kazakhstan, the Deputy Head of Mission of the Kingdom of the Netherlands to Kazakhstan, Kyrgyzstan and Tajikistan, and the United Nations Resident Coordinator for Kazakhstan.

The GTG continues to contribute to strengthening the UN Country Team's overall performance on gender equality; creates a platform for coordination and the sharing of information among UN agencies and external member agencies on programming, normative support and experiences; creates a platform and support collaboration mechanisms among UN and external member agencies, exploring and pursuing opportunities for joint programmes and actions, such as joint communication and advocacy efforts and contributing to achieving gender targets and indicators of the nationalized SDGs

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

- Yes

#### Please select minimum requirement(s) met:

- The group has a TOR and an approved annual work plan.
- A coordination mechanism for gender equality is chaired by a HOA.
- The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

#### List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

Supporting documents are attached below.

## 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**

- No

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

**Performance Indicator 6.1:  
Adequate resources for gender mainstreaming are allocated and  
tracked  
APPROACHES MINIMUM REQUIREMENTS**

**Resources**

**(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 (activity). During the development of the joint UNSDCF work plans and at meetings of the Results Groups 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)

2022-2023 Joint Work Plan

UNSDCF Annual Results Report (2022)

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

- No

## 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	ACTIVITIES UNDERTAKEN IN YEAR 5
<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.	In 2023 CCA was updated in October 2023. GTG was involved in providing gender-sensitive inputs. In addition, on CCA updates worked the UNCT Disability Inclusion Group, UNCT Human Rights Group, and UNCT Youth Engagement Group.
1.2 Cooperation Framework Outcomes	Ensure that all next UNDAF Outcomes are gender-mainstreamed in line with SDG priorities, including SDG 5,	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.	In 2021 the UN started UNSDCF's implementation; a bi-annual UNCT Joint Work Plan 2022-2023 was developed. UNSDCF's	A standalone Pillar for Human Rights and Gender Equality remains one of the UNSDCF Outcomes. UNCT Kazakhstan

	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.				Outcomes and Outputs remained unchanged, sub-outputs were designed to ensure the achievement of planned UNSDCF's Outcomes and Outputs.	continues working on achieving results under this outcome fully integrating the gender dimension in its programming.
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	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	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	In 2023 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

	UNCT's review together with draft programme document.				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.	project; EU funded support to CA member states for rehabilitation and reintegration of returnees from conflict zones and UNBRAJ Joint Programme to support women living with HIV.
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, statements, joint UNCT, the international community video addresses, and exhibitions on the occasion of 16 days campaign, and the 30th UN anniversary in Kazakhstan.	Communication and Advocacy for GEWE have been strengthened through joint advocacy campaigns, statements, joint UNCT, the international community - UN joint initiatives aimed at raising awareness of youth about GBV, video products and exhibitions on the occasion of the 16-days campaign.
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	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.	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 2024.

		OHCHR for all UN staff with a focus on RBM in Oct 2019.				
<b>Dimension 3 - Partnerships</b>						
3.1 Government Engagement	<p>To exceed in this already well-performing area, UNCT may consider engaging (1) more of government partners 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-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>	N/A	<p>The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well as through work on legislation and development of programmes and projects in cooperation with UN system in Kazakhstan</p>	<p>The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well as through work on legislation and development of programmes and projects in cooperation with UN system in Kazakhstan</p>	<p>The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well 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>The Government of Kazakhstan is actively engaged in work on GEWE through the National Women's Machinery, as well as through work of the Government as a commitment maker under the Global Generation Equality Forum's Action Coalitions on GBV and EJR. In 2023 Kazakhstan joined the Women, Peace and Security and Humanitarian Action Compact and the Action Coalition on Technology and Innovations. The Government of Kazakhstan funded the Central Asian Alliance to End GBV and developed the Virtual Knowledge Platform on GEWE.</p>



3.2 GEWE CSO Engagement	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-economics; the 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.	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 in Oct 2019, combined with UNSDCF Strategic Partnership Retreat in Nur-Sultan.	The Spotlight Initiative a specific Pillar 6 was designed to strengthen the CSOs' engagement in EAW work	The Spotlight Initiative a specific Pillar 6 was designed to strengthen the CSOs' engagement in EAW work	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 the equivalent USD 680,000.	CSOs from five Central Asian Countries are integral parts of the established 2023 Central Asian Alliance to End GBV created under the Spotlight Initiative Regional Programme for Central Asia and Afghanistan. The Grantmaking mechanism will play a critical role in ensuring CSO financing. Civil Society cooperated with UNCT in the area of Women's Political Participation.
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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	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	RC is actively engaged in GEWE, SDGs advancing in the country. RC is fully engaged in
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		leadership. HoA are taking individual action promote GEWE.			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.	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.	RC and HOAs are engaged in GTG and extended GTG work, as well as UNCT processes pertaining to ensuring PSEA. RC and UNCT keep the UN staff and personnel informed about SG key messages, and observation of UN rules and regulations.
4.3 Gender Parity	Regularly gather gender parity data across all agencies (SWAP-Scorecard methodology template and guidance may be used). Ensure that gender parity issues are discussed at UNCT level at least once a year and additional	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 Comprehensive report in 2023.	In 2023 UNCT Kazakhstan conducted its first Gender parity assessment and analysed data provided by 20 UN entities (RCO, UNAIDS, UNESCO, UNHCR, UNICEF, UNODC, UNDP, UN Women, UNDSS, WHO, IOM, UNFPA, UNEP,

	<p>measures are considered in this regard.</p>					<p>OHCHR, UNRCCA, UN Volunteers, ILO, DGC, UN ESCAP, FAO). Such UN entities as the ITC, ITU, UN-Habitat, UNCTAD, UNDRR, UNECE, UNIDO, and UNOPS are non-resident UN organisations that are not present in the country and were not considered for assessment. Therefore, 71% of UN entities in Kazakhstan have been assessed for gender parity in staffing. The total number of staff across the 20 UN organizations in Kazakhstan amounts to 431 individuals, where: National Staff -379, where women 239 women, men 140 International Staff – 52, where 26 are women, men 26. Overall Gender Distribution: Women in Total Staff = 61% Men in Total Staff = 39% The analysis demonstrates a clear dominance of female representation in the total workforce of the 20 UN organisations in Kazakhstan, with women constituting 61%</p>
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						<p>of the overall staff. Gender Distribution Among National Staff: Women in National Staff = 63% Men in National Staff = 27% The data suggests a significant imbalance in gender representation among the national staff, with women comprising a majority at 63%, while men represent only 27% of the national staff.</p> <p>Gender Distribution Among International Staff: Women in International Staff = 50% Men in International Staff = 50% Among the international staff, gender parity is observed, with an equal representation of men and women at 50% each.</p> <p>4. Gender Distribution by Grade Among National Staff (FTA contracts only): Women in National Staff with NO Grade: 45 individuals Men in National Staff with NO Grade: 24 individuals</p>
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						<p>Women in National Staff with GS Grade: 71 individuals Men in National Staff with GS Grade: 31 individuals The data highlights disparities in the distribution of men and women across different grade levels among the national staff. There is a higher number of women both in NO grade positions and those holding the GS grade compared to their male counterparts. The data indicates a prevailing gender imbalance in the staffing of the 20 UN organisations in Kazakhstan, with more women employed overall and within the national staff. However, efforts need to be directed towards achieving a more balanced representation of both genders and ensuring equal opportunities for career growth and development across all grades.</p>
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5.1 Gender Coordination Mechanism	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) has been launched in December 2021	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.	An extended GTG group (for the international community and national partners) continued its work in 2023. The extended GTG served as a platform for discussion of the national strategic documents (for instance, the Digital Family Card, changes in the national legislation on prevention and response to Domestic Violence 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 representatives of CSOs working on gender issues, for knowledge	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.	During updating the information on the UN Info platform RCO Kazakhstan provided sessions on the Gender Markers exercise and QCPR markers for members of UNSDCF Results Groups. It strengthened capacity in the identification of the level of gender dimension integration into the programming.

	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.	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	- Since the baseline, the UNCT has been monitoring progress against the Results Groups Biennial Workplans (including results indicators) annually. -	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	Results were reflected in UNCT Annual Report 2022. It includes full UNCT support to the national counterparts in achieving GEWE and showcasing visible results on global (GEF, CSW, UNGA78),
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	facilitate UNPFD monitoring and evaluability, including on UNCT gender-related performance.	Significant GEWE results were reported in the 2019 independent evaluation of the PFD.			(CA Women's Dialogue, the Spotlight Initiative), national (SDGs achievement and localisation) levels.	regional (CA Women's Dialogue, the Spotlight Initiative), national (SDGs achievement 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="#">2023.03.15 - 3rd coordination task force meeting UNICEF 16 MARCH 2023</a>	
<b>Joint Program documents</b>	<a href="#">FWD UNDP -UNWOMEN agreement within Afghan Women project</a>	
<b>Joint Program documents</b>	<a href="#">Spotlight Initiative Central Asia RP Phase II NARRATIVE Secretariat Cleared</a>	
<b>Joint Program documents</b>	<a href="#">UN Women 2022_2023 LOA_CE Funds_SH signed</a>	
<b>Joint Program documents</b>	<a href="#">UNWOMEN 2022_2023 LoA Amendment I CE funds SIGNED</a>	



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

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

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	<a href="#">Programme 10 March 2023</a>	
Government engagement	<a href="#">UNSDCF Steering Committee Meeting 2022 Results Group 2 Good Governance</a>	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations MEETS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	<a href="#">Minutes of meeting VNR - UN</a>	
Other	<a href="#">VNR 2022 Kazakhstan Main Messages English</a>	
Other	<a href="#">VNR Roadmap for Kazakhstan</a>	
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>	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture

Category	Documents
RC communications	<a href="#">2021 UNCT Kazakshstan Performance Plan evaluation</a>
RC communications	<a href="#">UNCT meeting minutes 30 September 2021</a>

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

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Human Resource documents	<a href="#">UNCT Kaz Gender Parity</a>	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	<a href="#">extended GTG concept note draft final 06122021</a>	
GTG TOR/AWP	<a href="#">GTG revised ToR 2018</a>	
Other GTG documents	<a href="#">Internal GTG Member List-Kazakhstan 2023</a>	
GTG TOR/AWP	<a href="#">UN GTG-KAZ- WorkPlan 2023</a>	

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

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked		Financial Resources

APPROACHES MINIMUM REQUIREMENTS	
Category	Documents
<b>Financial resources</b>	<a href="#">Un-info data on SDG 5 budget allocations in 2023</a>
<b>Other</b>	<a href="#">UNSDCF Steering Committee Meeting 2022 Results Group 2 Good Governance</a>

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Results
Category	Documents	
<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>	
<b>Other</b>	<a href="#">Updated the Concept on Gender and Family Policy 2022</a>	
<b>Other</b>	<a href="#">WEF GGGR 2022</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>

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