

UNCT SWAP Gender Scorecard Annual Report – Kyrgyzstan UNCT 2023 (update of the annual progress)

Indicator	Scoring	Report
1. Planning		
1.1 Common Country Analysis integrates gender analysis	<p>Meets minimum requirement</p> <p>Previous rating 2022 - 'Meets requirement' (MR)</p>	<p>In November 2023, the 2022 Common Country Analysis (CCA) review was initiated which is currently in the process of finalization. The 2022 CCA report integrated a gender analysis across all chapters, incorporating sex-disaggregated data to assess gender equality and women's rights in the country. The analysis spans economic, political, social, environmental, and demographic contexts, as well as peace and conflict analysis, international commitments, and multi-dimensional risk assessment.</p> <p>The 2022 CCA report reaffirmed priorities from 2021, emphasizing strategic entry points involving children, youth, and women across sectors of job creation, education, healthcare, financial services, and public participation. It underscored the importance of promoting human rights and addressing women's political participation, acknowledging the value of special measures and quotas while recognizing the need to combat negative public perceptions. The 2022 analysis employs 38 indicators with 19 disaggregated by sex, reflecting a commitment to data-driven insights. Overall, the CCA provides a comprehensive examination of gender-related aspects within the country's development priorities and the 2030 Agenda.</p>
1.2 Gender equality mainstreamed in UNDAF outcomes	<p>Meets minimum requirement</p> <p>Previous rating - 'MR'</p>	<p>No changes:</p> <p>The Theory of Change outlined in the UNSDCF 2023-2027, emphasized the advancement of effective governance grounded in democratic values, gender equality, and human rights principles. Each of the four outcomes outlined in the UNSDCF for Kyrgyzstan incorporates components of gender equality principles, recognizing them as essential for realizing the anticipated transformations by prioritizing fair access and employing gender transformative strategies. The gender aspects of these outcomes are explicitly detailed in the definition of the results with corresponding outputs:</p> <p>Outcome 1. <i>By 2027, the people of the Kyrgyz Republic, particularly vulnerable groups, have enhanced resilience, strengthened capabilities, and access to decent work, resulting in full enjoyment of their rights contributing to the socio-economic and gender-transformative development of the country.</i></p>

		<ul style="list-style-type: none"> - The outputs under this outcome include the work on supporting national and local policies, plans, budgets, and financing mechanisms, which are evidence-based and aligned to respond equitably to people's needs in an inclusive, gender responsive and accountable manner. - The focus on social services for health, education, social protection, employment, and labor are made through supporting relevant institutions to provide higher quality, considering universal accessibility, gender equality, shock-responsiveness, timeliness, and include mechanisms to report and respond to grievances. Special importance is given to the most vulnerable who will be enabled to acquire the skills and knowledge to make positive changes in the social norms of society for a more inclusive, equitable and gender-sensitive environment, and are empowered to participate in all spheres of life and to assert their rights and opportunities. <p>Outcome 2. <i>By 2027, the well-being of the population of the Kyrgyz Republic will have improved through the further rollout of a green economy based on sustainable and healthy food systems natural resource management, and effective migration processes, by accelerating the use of gender transformative social and technological innovations and entrepreneurship.</i></p> <ul style="list-style-type: none"> - The achievement of this outcome will be ensured by supporting green economic growth with a special focus on increasing equitable entrepreneurship and employment opportunities, including through the sustainable use of natural resources, and by strengthening gender responsive system of managing migration processes and through the application of gender transformative social and technological innovations, including digitalization, to develop a green and creative economy. <p>Outcome 3. <i>By 2027, the Kyrgyz Republic has started the transition to low-carbon development and risk-informed climate resilience, contributing to people's fair and equitable access to ecosystem benefits and to empowerment of vulnerable communities in the governance of natural resources and disaster prevention.</i></p> <ul style="list-style-type: none"> - The focus in the outputs of this outcome is placed on design and implementation of climate policy, financing, and awareness mechanisms and actions, with the full participation of women and men at all decision-making levels. The development of policies, innovations, and seed investments will be done through inclusive access to sustainable energy solutions that encourage women's leadership.
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1.3 UNDAF indicators measure changes to gender equality	Meets minimum requirement Previous rating – ‘MR’	There are 76 outcome and output indicators for 4 outcomes and 31 of them are measuring changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. This comprises 41% of all UNSDCF indicators.
2. Programming and Monitoring and Evaluation		
2.1 Joint programmes contribute to reducing gender inequalities a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. and	Meets minimum requirement Previous rating - ‘Meets requirement’	Within 2023, the ongoing joint programs were implemented as planned: <ul style="list-style-type: none"> • The Spotlight Initiative (SI) aimed to eliminate violence against women and girls (VAWG) and implemented by RCO, UNFPA, UNDP, UN Women, UNICEF, and UNODC within the timeframe 2020-2023. Within the SI, UN agencies worked jointly in 6 interrelated pillars to address/prevent VAWG in the areas of (1) laws and policies, (2) institutions capacity development, (3) prevention of violence, (4) services provision, (5) data management, and (6) women’s movement and civil society development (6). The project was completed in September 2023 with the new concept note on the Prevention of Violence Against Women and Girls programme developed for Central Asia, in partnership with UN Women, UNFPA, and UNDP

<p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>		<ul style="list-style-type: none"> • Joint program ‘Capacitated Women Civil Society Organizations Sustaining Peace in Kyrgyzstan’ implemented by UN Women and FAO aiming to build institutional capacity of women-led peacebuilding CSOs and create a conducive environment for their participation in strategic level decision-making. The project commenced in April 2023 with a series of consultations and public dialogues at the national level, and currently, the work is ongoing at the local level of Batken province in the form of dialogues regarding the issues most urgent climate security and gender and co-creation of solutions in partnerships (GEM3). • The “Shared prosperity through cooperation in border regions of Kyrgyzstan and Uzbekistan” implemented by FAO and UNFPA aimed at enhancing cross-border environmental and socio-economic cooperation to build confidence and trust between local governments, communities and CSOs of the two countries, applying climate-smart agricultural practices in sustaining common resources and establishment of common platforms and networks to foster positive social and cultural and economic exchange, continued in 2023 with a strong gender within its design and implementation (GEM2). • In 2023, UNFPA and UN Women continued their partnership in support of the National Statistical Committee to develop a Gender Data Portal, serving as a hub and a “one-stop shop” for all gender statistics of the country in a user-friendly and interactive manner. The aim of the gender data portal is to strengthen the quality of disaggregated and regionally/globally comparable data (in line with international standards) at the National Statistical Committee of the Kyrgyz Republic and to improve access to gender data and specifically on the gender indicators of the SDGs. The portal will be launched in December 2023. • Also, UNDP and UN Women continued their partnership in 2023 in the provision of support to women leadership following the joint assessment of opportunities and challenges for women's participation in politics. It resulted in several initiatives like Women Kurultai (political gathering) uniting politicians from local and national levels, a study on violence against women in politics, and the State Programme on Women in Leadership draft programme developed that is planned to be endorsed before the end of 2023.
<p>2.2 Communication and advocacy address areas of gender inequality</p> <p>b) The UNCT has contributed collaboratively to at least one</p>	<p>Meets minimum requirement</p>	<p>The UNCT Communication Group Annual Workplan for 2023 includes Gender Equality as one of the key priorities for the year, highlighting the need for vigorous national action plans to end violence against women and girls, strong public campaigns that reject violence, better access to protection and justice for survivors of violence, and closer engagement of women in decision making at all levels with strong and vibrant women’s and girls organizations.</p>

<p>joint advocacy campaign on GEEW during the past year.</p> <p>and</p> <p>c) Interagency Communication Group Annual Work Plan or equivalent visably includes GEEW communication and advocacy</p>	<p>Previous rating - 'Meets requirement'</p>	<p>The UNCT is jointly conducting the 16 Days of Activism against Gender-Based Violence Against Women & Girls, as part of UN GTG work led by UN Women, and following the communication of the Global Concept note. It was discussed and further localized to build new partnerships and collaboration on 16 days campaign including through the extended gender thematic group (EGTG), to co-create the contextualized concept and key messages of the 2023 year, working out joint activities and campaign initiatives within the common work plan. GTG members have conducted a series of consultations with various groups including the Government, Parliament, line ministries, private sector and CSOs.</p> <p>World AIDS Day, December 1, 2022, UN marked by an advocacy event to highlight the gender dimension of the HIV epidemic, bringing attention to gender-based violence in key population groups. Many of them suffer from intersecting discrimination and stigmatization, self-stigma that exacerbates their position and self-esteem. The call to eliminate GBV and support women from key population groups in their struggle for a decent life with adequate access to health care was in the opening speech by UN RC.</p> <p>Another important area of the advocacy campaign supported by UNCT was the economic empowerment of women through support for women's entrepreneurship. This year it continued with a series of capacity development events such as master classes and a boot camp to develop skills that are required for competitive business management, culminating with Women EXPO organized from 6-10 November at one of the big exhibition areas to demonstrate businesses of the most successful participants. This advocacy campaign was led by UN Women with close collaboration with international development and financial organizations and the private sector.</p>
<p>2.3.UNDAF M&E measures progress against planned gender equality results</p> <p>Meets all of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned b) UNDAF reviews/</p>	<p>Exceeds Minimum Requirements</p>	<p>Meets all of the following:</p> <p>a) UNSDCF Results Matrix data for gender sensitive indicators gathered as planned and tracked in JWPs through Gender Marker in UNINFO</p> <p>b) UNSDCF review 2023 assesses progress against gender-specific results including UNCT Annual Results Report and CCA review with dedicated sections and separate paragraphs related to gender-specific issues and results</p>

evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle	Previous rating - 'Meets minimum requirement'	c) The M&E Group received technical training on gender-sensitive M&E during 2023 under the current UNSDCF: technical training and interventions are part of RGs technical meetings same as M&E meetings.
3. Partnerships		
3.1 UN collaborates and engages with government on gender equality and the empowerment of women 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 UNDAF cycle. b) The National Women's Machinery participates in UNDAF 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	Meets minimum requirement Previous rating - 'Meets requirement'	<p>The UNCT continues its collaboration and engagement with the Government on GEEW and different levels including the main national body that is National Council on Gender Development. At one of its last meetings taking place on the 16th of October 2023, the UNCT presented its suggestion for organizing the 16-day campaign and discussed the state draft programme on Women Leadership being supported by UNW and UNDP.</p> <p>After the presentation made by the UNCT on 16-day campaign, the Government expressed its interest in taking the leadership over the launching of the campaign with the engagement of the Chair of the CoM, Mr. A. Japarov, and tasked the Ministry of Labor and Social Development to synchronize its plan for 16 days with the one presented by the UNCT. Following the presentation of the draft programme on WL, there were several recommendations made on how to further operationalize it to ensure 30% representation of women at the decision-making level positions at province and district levels. There was also a proposal made to add another section to the programme on women in elections and election processes by the representative of the Central Election Commission.</p> <p>Under collaboration with the Kyrgyz Parliament, the UNCT had another sitting with the Council on Children and Women within the Kyrgyz Parliament, on the 20th of October 2023 dedicated to EVAWG with the participation of the family of the victim. During this meeting there were the findings of UN Spotlight Initiative were presented and issues discussed with regard to the implementation of the Gender Equality Strategy 2030, its NAP 2022-2024, and their localization at oblast and district and local levels. Among the important issue discussed was the allocation of budget for prevention of VAWG, including within the NGES and its NAPs, the current National Action Plan on prevention of abduction for forced marriage and child marriage, and expected Programme on Women Leadership. Another important issue discussed was on application of gender expertise of draft laws using thematic analytical notes by Parliament's experts, including 4 draft laws and at least 18 related laws that need further discussions and harmonization with key ministries.</p>

		<p>On 16 March, over 50 representatives from Government, Civil Society, and Development Partner organizations learned about the SDGs progress and gender data use for policy and decision-making during the launch of the publication “SDGs and Gender Equality”. This publication was released by the National Statistical Committee with technical support from UN Women and other members of the UNCT, and included 4 Gender Snapshots on the following topics: 1. Unpaid care & domestic work, 2. VAW in Kyrgyzstan, 3. Women’s participation at all levels of decision-making and 4. Women’s economic activity in Kyrgyzstan.</p>
<p>1.2 UN collaborates and engages with women’s/gender equality CSOs</p> <p>Meets two of the following: a) The UNCT has collaborated with GEEW CSO and women’s rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation</p>	<p>Previous rating - ‘Meets requirement’</p>	<p>In April 2023, the group of women entrepreneurs and a number of CSOs participated in the dialogue with members of Parliament and state officials during the National Forum on Women Leadership conducted on 25th of April 2023. In preparation for the Forum, women entrepreneurs held a series of co-creation sessions and developed a set of issues/ recommended solutions which they presented during the Forum. In particular, women raised the issues around (a) weak infrastructure for entrepreneurship, including insufficient capacity to improve entrepreneurial culture and financial literacy of women, (b) limited access to financial services, and (c) difficulties in licensing of businesses aiming to provide services in the field of education. This advocacy event was held in partnership between UN Women and FAO and is being followed within the relevant UNSDCF RG2 Action Plan 2023.</p> <p>UN Joint Team on HIV/AIDS supports the empowerment of women and girls from key population groups in their response to HIV. Thus, the "Time for Equality" campaign not only provided information about HIV but also conveyed messages about preventing violence against girls and women and promoting gender equality in rural areas where conservative norms prevail. Moreover, a support group with six women living with HIV was organized to share their personal experiences with HIV, which allowed more people to raise their awareness on stigma and discrimination through empathy approach. All activities that used elements of Positive Deviance as an innovative approach to HIV resulted in specific behavioral changes among beneficiaries and target groups, which translated into improved uptake of HIV testing, treatment, and care services by girls and women, as well as by people from key populations and people living with HIV. The effectiveness of the targeted interventions and the use of the Positive Deviance model as a behavior change tool in HIV was presented by UN Women as a best practice at the global level at UN Behavioral Science Week in June 2023</p> <p>In September 2023, aligned with Global Peace Day, UN Peacebuilding Framework and key national programmes and concepts, there was a Peace (Yntymak) Week held in Bishkek for the first time, uniting the voices of the Peacebuilding CSOs and activists. It gathered about 1000 people at more than a dozen of events to jointly reflect on what works and not in the context of Kyrgyzstan, exploring promising practices and discussing national trends. Women, peace and</p>

		<p>security agenda has been highlighted during the series of events, with the UN Country Team, Peacebuilding Fund Secretariat , UN Women, UNFPA and FAO co-leading its sessions on lessons learn from implementation of the projects on the ground.</p> <p>Extended Gender Thematic Group retreat gathered about 20 organizations working in the field of GEEW to discuss ongoing country developments including the new legislative initiative on civil society organizations raising concerns among the CSOs. Participants of the retreat discussed different approaches on how to strengthen advocacy activities being undertaken to demonstrate the contribution of civil society organizations to the development of the country and exchanged knowledge available in this field to be used for references at various policy and advocacy events.</p>
4. Leadership and Organizational Culture		
<p>4.1 UNCT Leadership is committed to championing gender equality</p> <p>Meets 3 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.</p>	<p>Previous rating - 'Meets requirement'</p>	<p>a)</p> <p>Gender equality is a regular topic of discussion in HOA meetings during the last 12 months.</p> <p>Under the leadership of the Resident Coordinator, the gender related issues have been on the agenda of the UNCT meetings recurrently for meaningful and substantive discussion. This is evidenced as follows. In the last 12 months, gender was a topic of discussion 8 times. The topic of agenda is reproduced verbatim for your records.</p> <ol style="list-style-type: none"> 1. November 2022: UNCT-SWAP GE Scorecard: annual report for 2022 status update 2. December 2022: PSEA survey results 3. February 2023: Update on Civic Space retreat 4. April 2023: Follow-up Civic Space Retreat 5. June 2023: Update on draft legislation with potential impact on women and children. 6. July 2023: Civic Space Action Plan 7. September 2023: CEDAW UNCT Report, 16-Day campaign and PSEA Survey 8. October 2023: Update on 16-Days campaign and Brief on Gender UNCT-SWAP <ul style="list-style-type: none"> • The RC also strategically led the EU funded Spotlight Initiative Programme. She led several periodic meetings with the Heads of Participating Agencies (PUNOs). She also organised a Joint Meeting with the EU Ambassador and the Heads of PUNOs on 22 March 2023 where the RC highlighted that EU's support is needed in securing funds, as well as in advocacy to leverage resources which would help to sustain the gains made by the Spotlight Programme.

		<p>Please also note that the RC organised a civic space retreat that inter alia to strengthen the collective understanding of the UN Country Team (on governance, human rights, gender and peacebuilding) on the state of civic space and the scope for UN positive impact. The retreat culminated in an action plan for effective and inclusive implementation of the Joint Work Plans for 2023-2024 under the UNSDCF.</p> <p>The agenda and Note to File of all above meetings are available in the office files.</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months.</p> <p>In the last 12 months, the Resident Coordinator continued with her visible position and continued to publicly highlight gender equality and other issues gender related issues at all possible public fora, including with the Parliament, Government authorities, civil society, development partners, etc. A glimpse of RC's public statements covering the period under question is appended below:</p> <p>RC's public statements</p> <ol style="list-style-type: none"> 1. Statement of the UN Resident Coordinator, Antje Grawe, Women Entrepreneur Expo 2022 Organized by UN-Women, 1 November 2022. [Document attached]. 2. UNRC statement on the launch of the 16 Days of Activism against Gender-Based Violence - 25 November 2022 https://kyrgyzstan.un.org/en/216481-unrc-statement-launch-16-days-activism-against-gender-based-violence 3. Statement of the UN Resident Coordinator Antje Grawe at the National Forum: Women's Leadership: Breakthrough into a New Era. A Dialogue to accelerate the development in the Kyrgyz Republic. 25 April 2023. https://kyrgyzstan.un.org/en/229252-statement-un-resident-coordinator-antje-grawe-national-forum-women%E2%80%99s-leadership-breakthrough
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4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women	Previous rating - 'Meets requirement'	<p>The survey will be conducted during 2024, following the consultations with the UNGTG and UN Women Regional Office.</p> <p>The UNCT induction material includes gender equality and empowerment of women commitments and related development changes.</p>
4.3. Gender parity in staffing is achieved Approaches minimum requirements and b) The UNCT can demonstrate	'Approaches requirement'	The UNCT demonstrates gender parity in most categories of staff, namely GS (57% women), NO (78% women), P (52% women), and D category (100% women).

positive trends towards achieving parity commitments		<p>A more in-depth analysis of the consolidated gender-disaggregated data on UNCT staffing shows that:</p> <ul style="list-style-type: none"> • With regard to international professional staff, women have a representation rate of 50% at the highest level of experience (P4 and P5). The representation rate for women in the lower grades (P2 and P3) is 43%; accordingly the rate for men is 57%. The representation rate for women at D1 and D2 levels is 100% (0% for men). • With regard to national professional staff, there are 78% of women at NO A-B levels and 78% of women at NOC-D levels, which indicates that the number of women at the highest levels of experience is more than double the number of men at these levels of experience. • With regard to general service staff, women remain concentrated at the G5, G6 and G7 levels. . These three levels are 76% female-dominated while strong disparity at the G1, G2 and G3 levels remain with only 7% of women (93% of men). This can be explained by the fact that jobs at these levels are traditionally perceived as those reserved for men (driver, clerk, courier, etc.). <p>Evidence or means of verification: Consolidated and sex-disaggregated staffing data from IOM, UNFPA, FAO, OHCHR, WHO, UN RCO, UN Women, UNHCR, UNICEF, UNODC, WFP, UNDP.</p>
5. Gender Architecture and Capacities		
<p>5.1 Gender coordination mechanism is empowered to influence the UN for GEEW</p> <p>Meets 3 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 UNDAF including the country analysis, strategic</p>	Previous rating - Meets requirement	The table was updated

prioritization, results framework and M&E.		
5.2 UN has adequate capacities developed for gender mainstreaming Meets 2 of the following 3: a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track. c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges o	Previous rating - Meets requirement	A capacity assessment of UNCT for gender mainstreaming is planned for 2024 with a follow-up capacity development plan for the 2023-2027. The UNCT induction material includes gender equality and empowerment of women commitments and related development changes:
6. Financial Resources		
6.1 Adequate resources for gender mainstreaming are allocated and tracked	Previous rating - Approaches minimum requirement	The UNCT carried out capacity building event on the gender marker over the current UNSDCF cycle within MEG and other thematic group meetings: gender marker issues are raised including meeting of Human rights & Disability group, Gender thematic group, RG1, 2 and 4. The UNSDCF Funding Framework and Resource Mobilization Strategy are scheduled for completion in Q2 2024. They will provide additional tools for identifying resource gaps and securing additional resources in the area of gender mainstreaming.
7. Results		
7.1 UN programmes make a significant contribution to gender equality in the country	Meets requirement Same	Major results achieved in 2023 with support of UN programme making a significant contribution to gender equality include: 1. Women in Leadership State programme as response to least progress according to GGGI especially for appointed positions. As the result of collective efforts in advocacy and

		<p>programme of the UNCT, the President's Administration made a commitment the programme will be adopted before the end of the year 2023;</p> <ol style="list-style-type: none"> 2. As the result of the implementation of the Joint Spotlight Initiative, the Cabinet of Ministers continued the commitment of financing shelter and state services for victims of VAW through one stop shop; 3. As the result of the series of initiatives on women's economic empowerment, the State women entrepreneurship programme is being implemented with a wider range of partners, including international development and financial organizations, providing preferential opportunities for women entrepreneurship.
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