

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Tajikistan 2022

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



Contents

2. The UNCT-SWAP Framework	4
2.1 Performance Dimensions and Indicators	4
2.2 Performance Indicator Ratings and Explanation.....	4
3. The UNCT-SWAP Methodology – Annual Progress Reporting	5
3.1 Participatory Self-Assessment.....	5
3.2 UNCT-SWAP Annual Progress Assessments.....	5
3.3 Supporting Evidence and Knowledge Hub	7
4. Quality Assurance and Global Reporting	7
5. The UNCT-SWAP Process in Tajikistan	7
6. Overview of Results by Performance Indicator.....	8
7. UNCT-SWAP Detailed Findings by Performance Indicator.....	9
Dimension Area 1: Planning	9
PI 1.1 Common Country Analysis.....	9
PI 1.2 Cooperation Framework Outcomes	9
PI 1.3 Cooperation Framework Indicators	10
Dimension Area 2: Programming and M & E	11
PI 2.1 Joint Programmes	11
PI 2.2 Communication & Advocacy.....	12
PI 2.3 Cooperation Framework M & E	12
Dimension Area 3: Partnerships.....	13
PI 3.1 Engagement with Government.....	13
PI 3.2 Engagement with GEWE CSO.....	14
Dimension Area 4: Leadership & Organizational Culture	15
PI 4.1 Leadership for Gender Equality	15
PI 4.2 Organizational Culture	16
PI 4.3 Gender Parity	16
Dimension Area 5: Gender Architecture and Capacities.....	17
PI 5.1 Gender Coordination Mechanism.....	17
PI 5.2 Gender Mainstreaming Capacities.....	18
Dimension Area 6: Financial Resources	18
PI 6.1 Resource Allocation & Tracking	18
Dimension Area 7: Results	19
PI 7.1 GEWE Results.....	19
8. UNCT in Tajikistan Action Plan	20
9. Supporting Evidence	21

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).

Cooperation Framework Guidance (2019)

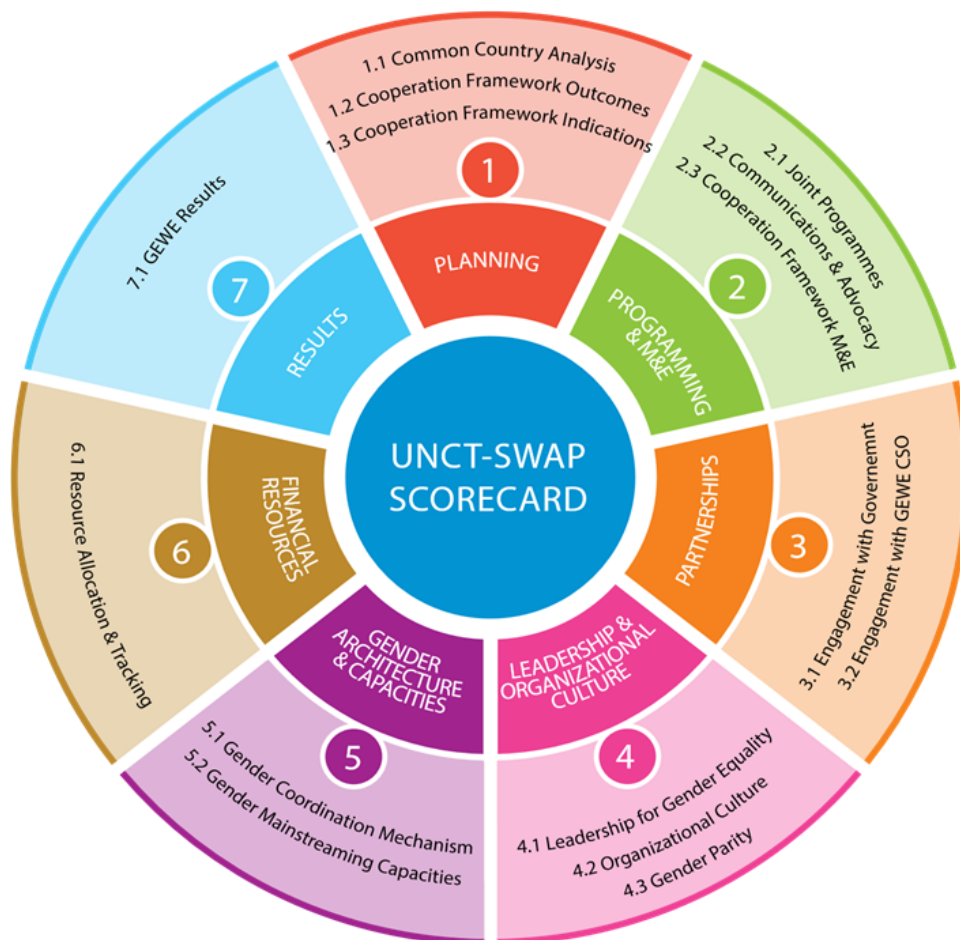
Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation 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. 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.



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). 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 Tajikistan

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

The process started from informing the UNCT and GTG about planned UNCT-SWAP annual progress reporting; updating the list of agency gender focal points and UNCT thematic groups, and sharing with them UNCT-SWAP methodology and 2021 UNCT-SWAP Comprehensive Report and Action Plan. This work was done by Aziza Hamidova, Chair of GTG (UN Women) and Nargis Djuraeva, M&E Specialist, RCO (SWAP Gender Focal Point).

Further, the meeting of the IAT was called to jointly review the AP and indicators and the progress done, and agree upon on those indicators to be assessed and reported in 2022. Based on the discussion, five indicators have been identified and Chairs of the TG were tasked to collect reports and data to assess the progress.

At the next meeting, the IAT reviewed the collected information and assessed the indicators accordingly. The draft annual progress report was then shared with the UNCT for the review and endorsement.

The RC and Head of the RCO, a.i. played an instrumental role in ensuring the collaborative nature and timeliness of the process.

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

The process has been coordinated by Aziza Hamidova, Chair of GTG (UN Women) and Nargis Djuraeva, M&E Specialist, RCO (SWAP Gender Focal Point).

Other members of the Interagency Assessment Team are:

1. Nargiza Abdumajidova, ITC – OMT
2. Umeda Nurmamadova, UNDP – OMT
3. Mumindzhon Sidikshoev, WFP – OMT
4. Nisso Mirsalimova, WHO - OMT
5. Yerbullan Akhmetov, UNESCO – Data and M&E
6. Shah Salman Khan, UNODC – Data and M&E
7. Aizhan Kydyralieva, UNESCO – Data and M&E
8. Manuchehr Rakhmonov, RCO – PMT
9. Ravshan Tohirov, UNFPA – PMT
10. Nurbek Teleshaliyev, UNESCO – PMT
11. Musallam Makhkamova, UNESCO – Coms
12. Parviz Boboev, RCO – Coms
13. Nurangez Abdulhamidova – UNODC- Coms
14. Shoiri Yusupova, WHO – GTG
15. Vohidova Mutabara, UNODC – GTG
16. Tahmina Rozikova – UNDP - GTG
17. Parviz Said - UNDP- GTG

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

The UNCT-SWAP Action Plan will be updated and relevant actions incorporated after UNCT Capacity Assessment completed and recommendations agreed and approved by UNCT (Q4 2022-Q1 2023)

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

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	No
PI 1.2 Cooperation Framework Outcomes	MEETS	Yes
PI 1.3 Cooperation Framework Indicators	MEETS	No

PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	EXCEEDS	Yes
PI 2.3 Cooperation Framework M & E	EXCEEDS	No
PI 3.1 Engagement with Government	EXCEEDS	Yes
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	EXCEEDS	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	No
PI 5.2 Gender Mainstreaming Capacities	MEETS	No
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	EXCEEDS	No

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

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



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
EXCEEDS MINIMUM REQUIREMENTS**

Planning

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

The CCA 2021, dated March 30, includes gender analysis across all sectors and within separate subheadings, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. There is also intersectional analysis of women at greatest risk of being left behind and further in the areas related to environment/climate change and DRR (including not only how women are disproportionately affected but also their representation and participation in mitigation and response bodies and the gender-responsiveness of DRR/CC strategies). There is also a paragraph on the effect that COVID-19 had on the rise of GBV cases and on de-facto women-headed households which ceased receiving remittances ('abandoned wives').

The tasks of preparing the CCA 2021 document were divided among small working teams from various UN Agencies, responsible for drafting specific thematic sections. Supported by UN Women, the consolidated draft underwent a gender analysis to ensure that, whenever needed, issues were fully analyzed from a gender approach, including in non-traditional sectors such as environment and impact of climate change for women and men.

b) The importance of sex-disaggregated data for policy development, implementation and evaluation is highlighted in the document. Wherever possible data has been disaggregated by sex. Where data is not disaggregated by sex, it has been noted that this data is not available as it is not collected in disaggregated format by authorities. Gender-sensitive data is included on a number of issues such as GBV and migration, among others. A dedicated section is included on the analysis and impact of gaps in disaggregated data for development efforts.

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
MEETS MINIMUM REQUIREMENTS**

Planning

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

The Gender Assessment to formulate the CCA and the new UNSDCF was conducted by UNCT in 2021. Following the UNDAF Evaluation Team's recommendations, the UNCT ensured mainstreaming of GEWE across all UNSDCF Outcomes. For this purpose, following definition of vulnerability provided on the page 1 of the UNSDCF document: Vulnerable groups: Some groups of women*, children from low-income and single parent households, persons with disabilities, rural communities in disadvantaged economic areas, people living in isolated rural communities, informal sector workers, seasonal migrants and their families, older persons, refugees, and asylum-seekers, and other key population groups at risk of being left behind.

*Amongst women: Older women, women in rural areas, women heads of households, women with disabilities, women in detention, women survivors of domestic and gender-based violence, women with HIV, stateless women, and refugee and asylum-seeking women. Additionally, the Outcome 4 has been largely dedicated to GEEW.

Did you reassess the Performance Indicator in this reporting year

- Yes

If you met the requirement for criterion b), please identify the gender targeted Cooperation Framework outcome statement(s) below.

Outcome 4. People-centred governance and rule of law

By 2026, governance is more inclusive, transparent and accountable, serving to protect human rights, empower women, and reduce violence and discrimination in alignment with the international commitments of Tajikistan

List the Means of Verification. (E.g. Cooperation Framework document)

UNSDCF

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.

To improve the measurability and evaluability of the UNDAF 2016-2022, and to strengthen the UN system's accountability for results, important improvements were made to the UNDAF result matrix (RRF) to strengthen the relevance to expected outcomes, measurability, and reliability. In 2019, the UNDAF RRF was revised and approved by UNCT/GoT and the quality and relevance of the indicators were increased. There was major progress in enhancing the use of gender-sensitive and sex-disaggregated indicators.

In 2020, the UN system elaborated the Integrated Socioeconomic Response Framework to COVID-19 (ISEF) for Tajikistan. Later, the ISEF action plan was merged with the UNDAF JWP and a new joint ISEF+UNDAF work plan was developed. The SWAP assessment was conducted on the basis of the UNDAF JWP 2021 + ISEF action plan, which includes a total of 159 indicators (outcome and output indicators and ISEF indicators). The indicators were classified according to 5 types: gender sensitive indicators, sex disaggregated indicators, non-sex disaggregated indicators, gender blind indicators and do not-apply indicators. Coming out of this analysis, between one-third and one-half (33-50 percent) of the UNDAF JWP+ISEF work plan indicators track progress toward gender equality results in line with SDG priorities including SDG 5. Out of 159 indicators, 56 (35,22%) track progress towards gender equality results. A particular analysis by UNDAF outcome was undertaken, revealing higher level of gender sensitivity in indicators from outcomes 5 and 3, as follows:

- For outcome 1, only 4% of indicators measure changes in gender equality.
- For outcome 2, 13% of indicators measure changes in gender equality.
- For outcome 3, 31% of indicators measure changes in gender equality.
- For outcome 4, 11% of indicators measure changes in gender equality.
- For outcome 5, 29% of indicators measure changes in gender equality.
- For outcome 6, 15% of indicators measure changes in gender equality.

It is worth to say that almost 7% of indicators, which were scored as non-sex disaggregated, could have benefited from sex-disaggregation to gain a better picture of progress towards GEWE in the country. Additionally, 16,5% of indicators, which were scored as gender blind, could have benefited from a closer revision in order to make them gender sensitive.

On the other hand, the assessment was also conducted based on the UNDAF RRF 2019 outcome indicators only, revealing that out of 63 UNDAF outcome indicators (in fact there are 61 outcome indicators but indicator 6.3 is divided into 3: 6.3.a, 6.3.b and 6.3.c), 28 (44,44%) track progress towards gender equality results, placing UNCT in the raking of meeting minimum requirements too. This means that specific attention should be paid to the formulation of the work-plan output indicators, as these are less gender-sensitive than those for outcomes.

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.

a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment. There are currently 6 joint programs under implementation by UN agencies: 2 are targeting GEWE issues, 3 have gender mainstreamed and make a significant contribution to GEWE and 1 has a gender marker of 1, as follows:

☑ JP on Empowerment of Abandoned Families for improved Migration Outcomes in Khatlon, Tajikistan, implemented by FAO, IOM, UNICEF, UN Women. Gender marker applied: score 3 (GEWE as the primary or principal objective);

☑ JP on Strengthening health system in Tajikistan to prepare and respond to COVID-19, implemented by UNICEF, UNFPA. Gender marker applied: score 2 (makes a significant contribution to GEWE);

☑ JP on Financing SDGs in Tajikistan, implemented by UNICEF, UNDP, UN Women. Gender marker applied: score 2 (makes a significant contribution to GEWE);

☑ JP on Empowering youth for a peaceful Tajikistan, implemented by UNDP, UNICEF, UN Women. Gender marker applied: score 2 (makes a significant contribution to GEWE);

☑ JP on Spotlight Initiative in Tajikistan - A Joint EU-UN Initiative to Eliminate Violence Against Women and Girls, implemented by UNDP, UNFPA, UNICEF, UN Women. Project addressing SGBV issues;

☑ JP on Health System Strengthening (HSS), implemented by WHO, UNICEF, UNDP. Gender marker applied: score 1 contributes in some way to gender equality and/or the empowerment of women and girls, but not significantly.

b) Several joint programs on promoting gender equality and the empowerment of women are operational over current UNDAF period. There are currently 2 JPs addressing specifically gender equality as primary objective: JP on Empowerment of Abandoned Families for improved Migration Outcomes in Khatlon (related to migration and women left behind) and JP on Spotlight Initiative.

c) There is no UNCT system in place to review all joint programs proposals for gender mainstreaming prior to the submission. However, the RC circulated a message with a recommendation to assess joint projects against criteria defined on the gender marker. Additionally, all UNCT interventions in the framework of UNDAF JWP 2021-2022 are assessed against the gender marker and get GEM coding in UNINFO platform.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

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

**Programming and
M&E**

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

In 2022, the UNCT collaboratively developed and implemented several joint advocacy campaigns in the frames of the Joint Gender Equality Promotion Plan developed by by GTG and UNCG and endorsed by UNCT. Additionally, the UNCG WP is gender sensitized and includes activities designed and aimed at the GEEW communications and advocacy. In 2022 UNCG/GTG

elaborated a joint annual Gender Equality Promotion Campaign that united all campaigns from March to December, 2022. The campaign also focused on promoting non-traditional gender roles.

Did you reassess the Performance Indicator in this reporting year

- Yes

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

Tajikistan Joint Gender Equality Plan (GTG and UNCG) and supporting documents

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

EXCEEDS MINIMUM REQUIREMENTS

Meets all of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

a) The UNDAF included a M&E plan for the period 2016-2020 as the new JWP was approved in April 2021. Data on each indicator have been systematically collected and analyzed. Besides that, current UNDAF was evaluated during the mid-review in July, 2018 and the recommendations for improvement of the Result Matrix were undertaken in 2019. The report dated April 12, 2019 under the title of "A strengthened Result Framework for the UNDAF Tajikistan" states that the RRF was made much stronger by setting high quality and measurable UNDAF outcome indicators, which enabled UN system to monitor and report more effectively and tell a more coherent UN contribution to development as well as made it more gender-sensitive by using more sex-disaggregated indicators.

b) The UNDAF mid-term evaluation report 2018 and the final UNDAF evaluation conducted in July 2021 have sufficiently assessed progress against gender specific results. One of the conclusions of the UNDAF final report states that the "twin-track approach under UNDAF 2016- 2022 has contributed to mainstream gender and intersectionality more effectively, as well as design and implement different actions to empower women, men, girls and boys with different vulnerability needs in Tajikistan. Coordination and cooperation among the UN Agencies through the Results Group planning and implementation of Joint Work Plans (JWP) additionally contributed to effective gender mainstreaming and achievement of results". To further improve gender mainstreaming, the joint steering committee meeting on July 28th, 2021 recommended that "UNCT should intensify its normative work as one of UN comparative advantages and further strengthen gender mainstreaming across UNDAF outcomes". Two key actions were identified to maximize performance of UNCT in this area: 4.1. Develop a costed gender strategy and action plan for UNCT Tajikistan in alignment with UNCT-SWAP scorecard and UNDAF/CF priorities and the "Women and Men in Tajikistan" statistical publication. 4.2. Intensify the work of UN GTG in UNDAF/CF planning, implementation and reporting processes.

c) In December 2017, a training on "UNDAF gender-responsive M&E and its linkages to NDS, MDTP and SDGs" was organized by the joint GTG-RCO-M&E task force for UN agencies M&E focal points and UN partner government agencies representatives with the objective to identify and bridge existing gaps in UNDAF M&E system in Tajikistan. In addition, a technical training on gender-sensitive M&E was conducted for UNCT members during the UNCT retreat, 2018. Actions in the near future in this regard should be aimed at retraining the M&E focal points, while training M&E staff who have joined the UN in recent years.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

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

1. One of the remarkable examples of collaboration with the Government of Tajikistan is the Spotlight Programme (SPT): since the start of the SPT, the engagement of the government for the programme has been visible. The commitment of the Spotlight Initiative Focal Point at the Committee for Women and Family Affairs (CoWFA) was in particular significant. The CoWFA was instrumental for the coordination of the action with other ministries and departments (Ministry of Health, Ministry of Education, Ministry of Justice, Prosecutor General's Office, State Statistics Agency, and some other). The CoWFA has built working relationships for the coordination of SGBV interventions with all state institutions and ministries both at the national and local levels. It was described as an effective coordinating body between the government, UN agencies and the private sector.

UN and CSO appreciate that there has been more engagement from state institutions for the Spotlight Initiative than for previous SGBV programmes. They also reported that the programme created new approaches for collaboration which was highlighted as a positive result. The joint work of CSOs, government institutions and UN agencies on SGBV, for example, has opened a dialogue between the different structures. This is particularly visible in the collaboration between state representatives and CSOs. It was observed that state institutions have gained more trust in the work of CSOs and that issues related to VAWG are discussed openly. This has generated a better understanding of the difficulties and realities of both sides.

2. The CoWFA has been a part of all discussions on the new UNSDCF process and has substantially contributed to its design and prioritization.

3. The Joint Financing SDGs Project has established the Gender Equality and SDG Center at the Academy of Civil Servants to institutionalize gender studies, including GRB, for the civil servants in Tajikistan. Additionally, in the frames of the SDG project, the Roadmap for SDG financing, including GRB implementation, has been developed by the joint project under the leadership of the UNICEF.

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)

Minutes of the UNSDCF Consultative meetings and consultations with the lists of participants. Annual Spotlight Programme Report. Roadmap for Financing SDGs.

PI 3.2 Engagement with GEWE CSO

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

Partnerships

Meets all 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 several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle 2016-2022, as follows:

☑ UNCT has collaborated with the NGO Coalition of the Republic of Tajikistan "From Equality de jure to Equality de facto" in a joint initiative to monitor the progress of the Republic of Tajikistan in implementation of the Beijing PoA and further promote gender equality: in addition to the formal Government report, Coalition developed an alternative Beijing +25 report to highlight the progress and existing gaps from the civil society lens. The report was submitted along with the State report, shared with the Government of Tajikistan, and presented at the Regional Review of the B+25 progress.

☑ Within the framework of GEWE related initiative namely Spotlight Initiative project, Coalition "From Equality de jure to Equality de facto" participated in the national consultations, provided substantial contribution to the design of the Programme; the National Civil Society Reference Group (CSRG) has been established at the country and the regional level, and has been instrumental in Programme oversight. Additionally, members of the Coalition have been selected as Responsible (implementing) partners for a relevant Pillars of the Programme (2020-2022).

☑ CSOs have been involved in joint communication activities such as the 16 Days Campaign against GBV (years 2019 and 2020) and UN75 campaign.

☑ GEWE CSOs were instrumental in designing and implementation of UNCT COVID-19 interventions (April-October 2020) and contributed to the dialogue with the Government: GTG has conducted CSO consultations to obtain firsthand information and learn about needs of the rural and urban population in COVID-19. Based on the CSO recommendations, gender-sensitive COVID-19 recommendations for the Government of Tajikistan were developed and presented.

b) GEWE CSOs actively participated in the UNDAF cycle 2016-2022 and contributed to country analysis, and strategic prioritization. Besides, some of them are involved in UNDAF implementation activities, mainly regarding Joint Programmes and advocacy around CEDAW, Beijing +25, and UPR reports. They were among key contributors to the final UNDAF 2016-2022 evaluation. Notably, in December 2020, SLI CSRG and GEWE CSOs strongly called on the Government of Tajikistan to strengthen measures on addressing the increasing VAWG and prompt approval the Spotlight Programme.

The CCA 2021 based mainly on credible secondary sources of evidence and analytical material, including UN thematic analysis, and global and regional reports. Notably, among those credible sources were the Alternative CEDAW Report of the Coalition of Non-Governmental Organizations of the Republic of Tajikistan "From Equality de jure to Equality de facto" (2018), Shadow Report on Implementation of CEDAW in relation to women living with HIV (NGO Women living with HIV (2018); Baseline Study on Inclusion of Reproductive and Sexual Rights of Persons with Disabilities to National Laws, Policies and Plans by League of Women with Disabilities "Ishtirok" (2020).

d) UNCT has made a contribution to strongly strengthen the participation and engagement of women's rights and CSOs in the localization and/or implementation of gender-related SDGs. In 2018, within the framework of public monitoring of the SDG implementation in Tajikistan, the CSO Coalition "From legal equality to de facto equality", with the support of UNCT, implemented a project on "Gender Review of the National Report on the Implementation of the National Development Strategy 2030 and the Medium-Term Development Program 2016-2020 in the context of the SDGs". In order to increase capacities of the civil society to participate in the process of developing a national review / report on the implementation of gender-sensitive SDGs in the Republic of Tajikistan, UNCT supported a 3-day training in 2017. Then, in 2018, a gender review of the National Reports and recommendations were prepared, presented, and discussed with the participation of government agencies and CSOs.

In spite of the results of above assessment, it should be noted that there is still room for improvement in relation to this indicator 3.2. As pointed out in UNDAF evaluation: "at the current stage of development of systems, structures and capacities of the authorities within three branches of power, it is important to consider and provide a longer-term and needs-based capacity development assistance. Especially important remains to continue work on the development of capacity for policy making and implementation in Tajikistan".

"The role of the national stakeholders in the implementation of UNDAF could not be overstated. It is recommended to enhance and ensure genuine involvement of national partners in all activities, from planning to implementation of interventions within UNDAF". "UNCT in partnership with the national stakeholders should prepare clear and practical sustainability strategy under all outcomes and perform regular analysis of risks and assumptions".

The final Evaluation Management Response of August 13, 2021, recommended 2 key actions for implementation from September 2021-June 2023, as follows:

☑ Develop a sustainability strategy for the new CF based on the analyses of risks and assumptions, stakeholder engagement

and existing governance and implementation;

☑ Engage CSOs across main functional areas to support their role in policy-making processes and delivery of public services (e.g. dialogue platforms, capacity building interventions and involvement in CF processes).

In addition, some of the recommendations highlighted in the Summary of UNDAF Evaluation findings, conclusions, and recommendations mapping are as follows:

☑ The FET recommends to develop a sound approach to measure capacity development across all priority areas and assess impact of these enhanced capacities.

The FET recommends UNCT to expand its partnership with CSOs, to strengthen their capacities across main functional areas, while engaging them in policy-making processes and delivery of public services. Also, it is recommended to strengthen the watchdog role of the CSOs for competent monitoring of development processes, policies, and strategies thus competently involve in the implementation of the SDG related priorities.

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
EXCEEDS MINIMUM REQUIREMENTS

Leadership and
organizational culture

Meets all 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.

a) Over the last 12 months, gender equality was an agenda point of substantive discussion of 4 standard UNCT meetings and one special UNCT session on gender. In 2020-2021, UNCT has taken important decisions on developing Country Gender Equality Brief, conducting a Comprehensive Gender Scorecard exercise, and received an extensive briefing on integrating GEWE in UNSDCF development process. Gender was identified as the standing topic of the COVID 19 Response Group meetings, and regular update was provided. Gender issues and COVID-19 implications were particularly emphasized in the paper prepared for RMR 2020, submitted to UN Operations and Crisis Centre. The Country Gender Equality Brief, endorsed by UNCT, has a specific reference to COVID-19 situation. Additionally, gender issues and COVID-19 implications were discussed through the prism of UNCT UPR and CEDAW submissions in 2021.

b) Over the last 12 months, the RC demonstrated strong commitment to gender equality through public championing at events and programmes. At least 10 speeches made by the RC over the past 12 months included references to GEWE and/or as to how the UNCT is promoting GEWE. However, total number of RC speeches made last year could not be traced.

c) As part of the scorecard exercise, a survey was launched for UN staff on organizational culture with a sub-set of the survey focusing on staff perceptions on gender equality in the workplace on areas such as the equal representation of women and men at all levels, UNCT commitment to gender equality, etc. This survey, completed by over 200 staff members, revealed a positive and encouraging perception by staff members that HOAs are at the fore of gender equality in the workplace.

According to the results of the survey, over 80% of staff, either strongly agree or agree with the question on the organizational culture survey: "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace".

d) In November 2020, the DCO Director and R-UNSDG Chair jointly rated the 2019 UNCT performance appraisal as Successfully meets performance expectations. They noted: UNCT has performed well under difficult circumstances including operating with an RC ai. for 14 months. The team is inclusive and engages systematically agencies without a physical presence. There is good attention to gender issues and progress on Gender SWAP action, and strong joint programming focus including the Spotlight initiative, but also on youth, prevention of violent extremism and migration. The vulnerability atlas is special achievement which is also well recognized by the Government.

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.

The survey was sent to all HOAs with instructions to distribute to all personnel. The survey results of personnel perception of the organizational culture for promotion of gender equality was completed by 209 personnel, 89% of respondents being national personnel and 11% international personnel. The job of 39.23% of respondents included personnel with supervisory functions. In total, 44.98% of respondents were women, 55% men. This finding is important, concluding that men have participated in the survey to a greater extent than women, given the fact that male staff is more than female.

The results of the survey scored an overall positive average score of 76.9%, placing UNCT in the rank of meeting minimum standards (65%) for all 10 questions out of which 2 questions related to perception of heads of agencies' leadership and commitment to gender equality and the UN system's effort to achieve an equal representation of women and men at all levels of the organization were rated the highest at 81.6%, exceeding the minimum standards, and the remaining 8 questions that deal with work-life balance, equally treatment of personnel, and protection of personal safety and security were rated above 65% fulfilling the minimum standards. The score for perception of UN personnel commitment to gender equality in the workplace and UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority was also high with 79%. Work-life balance and equally treatment of personnel were at 77%.

Nevertheless, there are significant differences between the proportion of positive responses expressed by female and male staff. The results of the male's survey show an average positive score of 80.04% (slightly above 80%) across all the 10 questions addressing issues of work- life balance, equally treatment of personnel, and protection of personal safety and security, while the average positive score for female is only 73.5%. across all the 10 questions Thus, if only positive responses from male staff were considered, the UNCT would exceed minimum standards, whereas if only female staff were considered, the UNCT would meet minimum standards.

Worth to mention that responses of male staff in almost all the questions were scored higher in compare with female staff. Out of male responses the questions on UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority, perception of heads of agencies' leadership and commitment to gender equality, perception of UN personnel commitment to gender equality in the workplace, facilitation by UN system the equal participation of both women and men at all levels of the organization, equally treatment of personnel irrespective of sex, gender identity or sexual orientation and adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority were rated above 80%. The question on adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority received the highest score of 87.74%. The question on perception of heads of agencies' support to establish an adequate relationship between work life and home life received the lowest score of 71.29% with negative response of 4.63%.

Out of female responses the questions on UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority, perception of heads of agencies' leadership and commitment to gender equality and perception of UN personnel commitment to gender equality in the workplace received the highest score of 78%. The remaining questions on perception of UN personnel on equally treatment of personnel irrespective of sex, gender identity or sexual orientation, adequate procedure by UN system to protect personal safety and security of the personnel, facilitation by UN system the equal participation of both women and men at all levels of the organization, adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority and support staff to achieve adequate work-life balance by providing package of entitlements were rated above 70%. However, the question on perception of heads of agencies' support to establish an adequate relationship between work life and home life received the lowest score of 61.7% with negative response of 6.38% not reaching the minimum standard.

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 **EXCEEDS MINIMUM REQUIREMENTS**

Leadership and
organizational culture

Meets minimum requirements AND (c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment.

The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels - done by OMT. As per UNCT Gender ScoreCard Action Plan, in 2022, GTG/UN Women handed over the Gender Parity exercise to the OMT. The OMT Chair circulated the staffing table among OMT members and requested provision of the details. Once data was collected, GTG Chair/UN Women and OMT Chair analyzed the data and produced charts and graphs to visualize the outcomes. Notably, the share of women among GS staff increased from 39 to 40% and among senior staff from 42 to 44%. Results were presented to the UNCT - positive trends are demonstrated among senior and GS staff

The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment: 1) Jointly organized trainings on common areas such as Gender, Procurement - CIPS, RBM, leadership, etc in order to build the capacity, enhance the knowledge and to help in career advancement of UN personnel. 2) Joint celebration of common UN events such as UN Cares, UN Day, 16 Days of Activism against Gender-Based Violence 3) Harmonization of PSEA efforts/activities in all recruitments and contracting, 4) Joint UN staff counselling services will ensure availability of professional psychological support provided through stress counselor and peer helpers for all UN personnel in country

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT can demonstrate positive trends towards achieving parity commitments.
- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.
- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one business operation area to foster gender equality and women's empowerment.

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	23
G3	0	4
G4	3	6
G5	14	6
G6	20	21
G7	8	8
NOA	11	12
NOB	14	21
NOC	5	7
NOD	2	0

P1	0	0
P2	1	0
P3	5	7
P4	8	8
P5	0	2
P6	0	0
D1	0	2
D2	1	1

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

UNCT BOS

sex-disaggregated staffing data

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

MEETS MINIMUM REQUIREMENTS

Meets three 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.

☑ UN Gender Theme Group (UN GTG) in Tajikistan is an interagency network on gender and development which serves as a coordination mechanism for GEWE. UN GTG is chaired by UN Women Country Programme Manager (NO-D), Dr. Aziza Hamidova, who is de-facto Head of Agency.

☑ UN GTG's activities are implemented in accordance with TOR which provides detailed information on the background, purpose, responsibilities, composition and roles of GTG members. On annual basis, UN GTG Group implements its activities in accordance with the annual approved Work Plan. The group meets on a quarterly basis.

☑ UN GTG is composed of 30 members from 17 UN Agencies. Only 8 members are at P4/NOC or higher level which is equivalent to 27%.

d) The GTG provided substantive input into the UNDAF 2016-2022 including planning, implementation and M&E related documents. Detailed information is presented below:

☑ The joint GTG-RCO-M&E task force organized a training on "Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&E approach", conducted in 2017, to build GTG-UNCT capacities as well as Government capacities in basic M&E systems design and management skills as well as to identify and bridge existing gaps in UNDAF M&E system in Tajikistan.

☑ The GTG reviewed Tajikistan UNDAF 2016-2020 from gender perspective and provided a set of recommendations. These recommendations were responding to the recommendation of the UNCT SWAP Gender Scorecard 2017 to review UNDAF outcome and output indicators framework, to ensure disaggregation of as many existing indicators as possible, related to people (by sex) and households (by head of household). The Review did not look at the UNDAF JWPs. In 2018, UN Women Regional Office reviewed the UNDAF JWPs 2016-2020 and made relevant recommendations at output level. As a result, the draft document on Gender Review of Tajikistan UNDAF 2016-2020 was produced although not reviewed by RGs and UNCT.

☑ The GTG developed joint IWD messages 2021, which were circulated among UN agencies for further use during the campaign.

☑ The GTG conducted COVID-19 consultations with local CSOs in 2020 to obtain first-hand information about the situation in the field, identify major priorities and needs, and develop specific messages and recommendations to the GoT on COVID-19 response. Further CSO recommendations were reflected in ISEF and joint MPTF programs by UN in Tajikistan.

☑ The GTG presented the concept paper on the 16 Days campaign to UNCT to better inform and facilitate joint planning for the 2020 campaign. The 2020 16 Days campaign had introduced many innovations and non-traditional interventions.

- ☑ In March 2020 the GTG conducted a joint PSEA and code of conduct session for the agency focal points. Outcomes of the campaign were reported back to the UNCT and later to the UNCT PSEA task force.
 - ☑ Four thematic sessions on specific topics (WEE, SRHR, Women and Agriculture, and Women's Political Participation) with UN, stakeholders, and experts were conducted by GTG in 2019, as shown in GTG minutes of meeting (April 2019).
 - ☑ GTG reviewed and commented the CEDAW alternative (shadow) submission by UNCT prior to its presentation to HOA, as shown in GTG minutes of meeting (February 2018).
 - ☑ GTG aligned 16 Days campaign activities with the UNCT 30 days Human Rights campaign in 2018.
 - ☑ The GTG was identified as the main body to monitor SWAP gender action plan implementation. Its Chair has regularly reported to UNCT on progress achieved, as shown in PPT on various years.
 - ☑ The GTG developed the Gender Related Projects Matrix in 2017 that served as the reference to development of joint projects.
 - ☑ The GTG jointly reviewed State CEDAW report and provided brief to UNCT, 2020.
 - ☑ Special Gender Session was conducted by GTG Chair a.i. and RCO FP at the UNCT LNOB retreat in 2018.
- GTG Chair regularly briefed UNCT on Beijing+25 process, CEDAW, Generation Equality processes.

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

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

Gender architecture and capacities

Meets two of the following three: (a) At least one substantive inter-agency 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 Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

The following substantive interagency capacity development activities have been conducted during 2020-2021:

- ☑ UNCT-SWAP gender equality scorecard training was conducted in August 2021 to inform participants on comprehensive UNCT-SWAP Scorecard implementation and familiarize agencies on the main processes of the assessment and timelines. Additional session was conducted in September 2021 to the Inter-Agency Assessment team explaining their role, as well as how to assess each indicator assigned to them as per the approved technical guidance.
 - ☑ A session on gender equality in climate change was conducted in July 2021 to UN staff. The session covered linkages between climate change and gender, some core critical points in climate change and ways to support gender action planning. The session was organized and/or held by RCO office.
 - ☑ Basics of gender-responsive communications training for UN staff conducted in March 2020, to strengthen the capacities of staff and assist them in integrating gender equality into the development of Communications. The training covered the issues of the main principles of gender-responsive communication, non-stereotypical way of presenting men and women and use of gender responsive language. The session was organized and/or held by UNCT.
 - ☑ A workshop on Integration of Gender Equality and Women's Empowerment in UNSDCF's meeting was conducted in May 2021 to discuss the issues of Gender equality and the UNDSDCF, and a session on Generation Equality forum was conducted to UNCT.
- b) A capacity needs assessment was conducted in 2017. As a result, PSEA plan was developed and implementation started. The capacity development actions were included into UN GTG annual work plans as well as UNCT annual work plan. A follow up assessment was planned in 2020, but due to COVID-19 pandemic has been postponed.
- c) There is not joint induction material on gender equality and the empowerment of women in the UNCT. Nevertheless, UNDSS provides a training/session for the newcomers (international staff) with the purpose to increase awareness of security risks that may affect female personnel on safe travel/commuting, all forms of violence against women (including sexual harassment, assault and rape), cultural awareness, operations in field locations (including road movements, radio use, women's specific field issues, basic vehicle maintenance and car safety), surviving as a female hostage, residential security and office security, stress management and self-defense techniques/tips.

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.

For the new UNSDCF planning purpose training for all M&E, Gender and PMT Focal Points was conducted by RCO M&E/GFP on the gender marker. Based on the UNCT decision to ensure that all joint programmes reach at least GEM 2 marker, UNCT has initiated the process of UNSDCF JWP formulation where reporting and contributing UN Agencies provide data UN Agency specific outputs, defining the related Gender Marker Code, associated with annual budget and indicative budget for the whole duration of UNSDCF 2023-2026. Once the JWPs are completed and endorsed, the UNCT will have reliable means to monitor and report on Gender codes with planned/allocated budgets per UN Agencies disaggregated by Donors/Output/Outcomes and track its financial target. Additionally, UNCT monitors attainment of financial targets for programme allocation for gender equality and empowerment of women through the final evaluation of the Joint Programmes. All joint programmes/projects have reached their financial allocations and delivery at the set financial targets.

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)

UNSDCF JWPs

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
EXCEEDS MINIMUM REQUIREMENTS

Results

Meets minimum requirements AND (c) At least one outcome level Cooperation Framework result has contributed to transformative change in relation to gender equality and the empowerment of women.

The UNDAF evaluation report highlights those significant results that have been achieved. These results are related to the contribution of UNCT to strengthening gender-related policies and laws, such as the State Program on Education, the National Plan for Combatting Human Trafficking for 2016-2018, drafting a comprehensive Anti-Discrimination Law, and the State instructions for the internal affairs agencies for the prevention, elimination and response to domestic violence, among others. Notably, UNCT supported the Government in conducting a legal review of five selected laws to screen their compliance with the Convention on the Rights of Persons with Disabilities, including the rights of women with disabilities. UNCT contributed to the national mechanisms and institutions, such as strengthening the national emergency obstetric care system and developing the maternal death surveillance and response system and was instrumental in development and adoption of the "Guidance on strengthening of health sector response to gender-based based violence, establishment of the intersectoral

response to gender-based violence system, including essential service packages and standard operating procedures (SOPs) for health, police and psycho-social sectors.

In addition, the final evaluation of the UNDAF highlighted the following aspects:

☑ UNDAF implementation has been flexible and responsive to the emerging priorities and challenges of the country during the period entire implementation. The principle to "leave no-one behind" has been mainstreamed, ensuring that needs of different groups in Tajikistan have been in focus throughout UNDAF implementation.

☑ UN Agencies have been steadily addressing capacity needs for delivery of quality services, particularly for socially excluded and marginalized groups, using capacity development and transfer of knowledge (through direct interaction/ involvement of the key national stakeholders) to support SDG nationalization and operationalization in Tajikistan, being at the forefront of the SDG achievement process.

☑ The rights and needs of the marginalized and people in vulnerable situations have been considered, and mainstreaming of human rights and following of no-one left behind principles have been ensured during the entire period of UNDAF implementation.

☑ UN Agencies in Tajikistan used a twin-track approach to address gender equality and empowerment of women, placing focus on targeted work for greater gender equality under all strategic pillars and outcomes.

☑ UN in Tajikistan have been effective in ensuring progress under all UNDAF outcomes; especially important have been results achieved under the ISEF, a joint UN response to the COVID-19 pandemic.

☑ Twin-track approach under UNDAF 2016- 2022 has contributed to mainstream gender more effectively, and design and implement different actions for empower of women in Tajikistan. Coordination and cooperation among the main development partners in Tajikistan through the Gender Thematic Group additionally contributed to effective gender mainstreaming and achievement of results.

☑ Following twin-track approach, UNCT in Tajikistan contributed to overall satisfactory gender mainstreaming within UNDAF 2016- 2022. Awareness of gender equality and actions to mainstream gender have been in general present under outcomes. Main recommendations of the final evaluation regarding GEWE are as follows:

The FET recommends that the UN continue and expand support to enhance mechanisms and practices to prevent domestic, gender-based violence and other forms of violence and assist with establishing the system to provide the necessary support to survivors of violence.

The COVID-19 pandemic emphasized the importance of informed decision-making based on the availability of gender-disaggregated and locally representative data. UN should work with the national partners to ensure information on the most affected populations, including age groups, gender, or socio-economic or geographical distributions.

The FET recommends that UNCT intensify its normative work as one of UN comparative advantages and further strengthen gender mainstreaming across UNDAF outcomes.

b) As far as transformative changes are concerned, thanks to the efforts of UNCT, women living with HIV (WLWH) capacities have been increased, transformative leadership skills built, and women acquired skills and knowledge to economically sustain their families. Despite widespread stigma and discrimination, WLWH were empowered to participate in the policy dialogue (review and analysis of discriminatory laws and policies and participation in the public hearings); and advocate for their rights on different levels (local and international). Remarkably, WLWH were empowered to identify their needs and speak out on behalf of their group. They have demonstrated their leadership and strong voice by developing the alternative CEDAW report and presenting it in CEDAW Committee. WLWH established their network (TNW+) and openly talk about their needs, develop, and implement business-initiatives, occupy non-traditional professions, participate at different fora's, making voices of their peers heard. Two of such transformative results are worth to be mentioned here:

1. Empowered and supported by UNCT, the Director of the TNW+ was invited to the Working Group on development the National HIV/AIDS Program for 2021-2025 and chaired the group on anti-retroviral therapy. Her participation was crucial on terms of formulation and framing needs and requests of WLWH. Technical support was provided by UNCT, so she meaningfully participated in the process. This provided an opportunity for elaboration of National HIV/AIDS Program for 2021-2025 with consideration of gender equality and needs of women living with HIV.

2. WLWH are now empowered to articulate, advocate and monitor women's human rights through international accountability mechanisms: thanks to the training and assistance provided to the TNW+ and organizations of women living with HIV, members of the national network of women living with HIV submitted an alternative report to the CEDAW Committee. As a result, the Concluding Comments of the CEDAW Committee called for the decriminalization of HIV transmission, promotion of comprehensive sexuality education and the elimination of discrimination against female sex workers accessing HIV services. Consequently, women living with HIV meaningfully participated in the discussions around the second National Action Plan on implementation of the CEDAW Concluding Comments, which prioritized issues related to ending stigma and discrimination against women living with HIV and enhancing their access to sexual and reproductive health and services.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Tajikistan 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
Dimension 1 - Planning				
1.1 Common Country Analysis	N/A	preparatory work done	produced. The paper largely benefitted from CGEB developed in 2020 as well.	The PMT suggested revision and update of the current CCA. Gender issues will be in the focus of the revision. UN Women/GTG to lead the process.
1.2 Cooperation Framework Outcomes	N/A	As per UNDAF Mid-term review recommendations, UNCT/Government initiated the review of UNDAF Results and Resource Framework (2019) to define existing data gaps, update and better align outcome level indicators with the NDS 2030, and SDGs 2030, ensuring full implementation of the Gender Score Card (UNCT SWAP) Action Plan for more explicit gender mainstreaming in UNDAF and UN programme interventions. "The process of UNDAF preparation included mainstreaming of GEWE and human-rights based approach. Protection of human rights and support to vulnerable groups remained explicitly evident and present under the Outcomes 1 and 5. Also, under all other outcomes the aim is to provide assistance to most vulnerable population (for example, Outcome 2 strives to ensure jobs for most vulnerable; Outcome 3 ensures social services while Outcome 4 food safety for most vulnerable) UNDAF	same as in 2019	The new UNSDCF has gender mainstreamed in all Outcomes and one particular Outcomes largely dedicated to the gender issues.

		recognizes that Tajikistan has made improvements in addressing the existing gender gaps and discrimination by adopting a sound policy and legal frameworks. Outcome 5 has specific gender focus, particularly on promoting the implementation of recommendations of the UN Human Rights mechanisms, (UN Special Rapporteur on Violence against Women and CEDAW), and promoting women's empowerment and social participation.		
1.3 Cooperation Framework Indicators	Review the UNDAF Outcome and Output Indicators Framework for 2018-2020, to ensure disaggregation of as many existing indicators as possible, related to people (by sex) and households (by head of household).	Due to extension of UNDAF until 2022, the UNDAF Outcome level targets have been reviewed and adjusted incorporating data disaggregation by gender, age and specifying vulnerable groups of population. As the results of the UNDAF RRF revision exercise there was a major progress in enhancing the use of gender sensitive and sex-disaggregated indicators. The revised results framework now qualifies for a rating of 'exceeds' minimum standards with 52% of the 61 indicators being gender sensitive or sex-disaggregated.	Based on the analysis of data collected and RGs progress, all indicators updated and aligned with COVID-19 framework	The RG, to the extent possible, included sex disaggregated indicators for measuring the progress and reporting.
Dimension 2 – Programming and M&E				
2.1 Joint Programs	- Develop a Joint Programme focused on addressing the key and cross-cutting gender issues for the UN System in Tajikistan, for implementation before and/or during 2020. The JP could be centred either on stereotypes conducive to GBV, or either on women's economic empowerment, based on the existing experience from different agencies such as UNDP (entrepreneurship), UN Women (GEWE), ILO (employment and sexual harassment),	A joint 2-year initiative on prevention of violent extremism was approved by the Peacebuilding Fund and will be implemented by UNDP, UNICEF and UN Women. The USD 2 mln. project will strengthen resilience of young people to violent narratives through enhancing their economic opportunities and participation in decision making. UNFPA, UN Women, UNDP and UNICEF jointly prepared proposal to the joint EU-UN Spotlight Initiative aimed at elimination of violence against women and girls. This 6 mln. EURO project will support improving the laws and policy interventions, strengthening institutions, promoting social norms change, improving quality of services to survivors of violence, improvement of data collection and dissemination, as well as strengthening CSOs and their networks to work on criminalization of	GEM applied to all new projects	

	<p>FAO (rural business), UNICEF (TVT Education), UNFPA (GBV) which could partner according to their respective experiences. - Develop an internal screening process for all new JPs, based on the experiences and know-how that some agencies already have, to ensure quality control. The screening should ensure GEWE specific Outcomes, Outputs, Activities and Indicators. Many agencies already have systems in place for effective quality control on GEWE.</p>	<p>violence against women and girls in Tajikistan. The project will be implemented in 2020-2022. Joint submission of the 3-years project, by the Ministry of Health and Social Protection, UNICEF, UNFPA and WHO on "Improving Maternal, Neonatal and Child Health (MNCH) Services in the 4 Districts of the Khatlon Region" was approved by the management of the Islamic Development Bank for the total amount of 26.87 mln. USD. Islamic Development Bank will provide 23 mln. USD, out of which 17.81 mln. USD will be a loan to Government of Tajikistan to improving mother and child health in Tajikistan. The initiative will be implemented during 2020-2022. UNICEF, UNFPA, UN Women, UNODC and WHO (UNAIDS co-sponsors) will receive 300,000 USD within Unified Budget, Results and Accountability Framework (UBRAF) Country Envelope for HIV activities in 2020-2021. Substantial part of the latter will be allocated to address needs of WLWH through targeted actions at policy, institutional, and beneficiaries levels. "In 2019, number of joint programmes that have a specific focus/interventions on GEWE were implemented by UNCT:</p> <ul style="list-style-type: none"> • Health Systems Strengthening (by WHO, UNICEF, and UNDP; cash support from GAVI alliance for strengthening the Immunization system); • Cross-border Cooperation for Sustainable Peace and Development (by UNDP, FAO, WFP, UN Women, UNICEF) • Promoting the rights of persons with disabilities (by UNICEF, UNDP, WHO); • UNDP, UNFPA, UN Women and UNICEF support in reform of the civil registration system in Tajikistan • Protecting Children Affected by Migration co-funded by the EU (UNICEF, UNHCR, IOM, UNDP, DCC WG) <p>UN prepared number of concept notes focused on various development issues in line with SDGs and with focus on GEWE: on abandoned migrant's families, impact of climate changes and resilience building; food fortification law to improve a nutrition status;</p>		
--	---	---	--	--

		national resilience to violent extremism in Tajikistan etc. "		
2.2 Communication and Advocacy	Strengthen gender mainstreaming in the 2018-2020 Communication Strategy, including at least one specific cross-cutting annual campaign (E.g. addressing gender stereotypes). Ensure specific strategies and actions are included in the production of a joint UN knowledge product on Gender Equality and Women's Empowerment. It is recommended that the new UNCG Plan includes specific resources to promote GEWE communication campaigns and activities. Ensure that the new UN Tajikistan website actively promotes changes of gender stereotypes and highlights women's and girls' empowerment processes and their transforming role in society.	UN Communication Group developed a Work Plan focusing on addressing and promoting GEWE and SGBV/VAWG and put in place communication campaign on gender-related issues, vulnerability, inclusiveness, discrimination/stigma as well as 16 Days of Activisms against SGBV. UN Communication Group participated in the activities organized by the GTG and separate UN agencies on addressing and promoting GEWE and SGBV/VAWG to ensure 16 Days of Activisms against SGBV campaign considers the issues vulnerability, inclusion, discrimination/stigma. Tajikistan UN RC Office provided communications support for the above-mentioned campaigns and proper reporting, the following was ensured for framing #16daysofactivism2019 campaign and highlighting on high level: UN in Tajikistan web-site (www.untj.org) was colored into the orange color for the duration of campaign, separate section created to report campaign news, UN in Tajikistan social media channels colored into orange and provided regular updates about the campaign. UNCT members' photo wearing orange to support the campaign was published on the web-site to send a clear message about the importance of the issue and its support on highest level. Messages related to the campaign were voiced during all important initiatives, including the celebration of the International Volunteers Day, which gathered more than 150 young people and 15 national and international agencies. At least 50,000 people were covered by the UNTJ web-site and social media channels within the campaign coverage in 2019. The UNCT marked the global campaign "16 Days of Activism against Gender-Based Violence" by several joint events, including ""Orange the office"" initiative, in close cooperation with the Committee on Women and Family Affairs under the Government of	In 2020 RCO jointly with relevant UN agencies led several important communications and advocacy interventions on Gender equality/GBV prevention. The following interventions were undertaken in 2020 with RCO engagement: - Communications portfolio of Spotlight Initiative to prevent SGBV in Tajikistan was led by RCO jointly with UN Women/UNICEF. - Spotlight Initiative Communications and Visibility strategy designed - Op-ed on Spotlight Initiative against SGBV in Tajikistan prepared and published in national media, UN web-site and Spotlight Initiative Global web-site - Capacity building on Gender-sensitive communications for Spotlight Initiative programme and communications personnel conducted - Communications and Visibility Strategy for the programme in Tajikistan was designed and approved. - 16 Days	The 2022 Gender Equality Campaign by UNCT demonstrated its effectiveness and will be continued in 2023

		<p>the Republic of Tajikistan. PO Hamsol ba Hamsol launched an awareness-raising campaign in commemoration of 16 days of activism against gender-based violence to draw attention of society, youth and other relevant actors to the problems faced by women and girls in Tajikistan and to encourage the expansion of their rights and opportunities. UN RC a.i. made an inspirational opening remark and called on joint actions to EVAWG, use of education, information technologies and innovations to empower women and girls, engagement of men and boys to EVAWG initiatives. As part of this event, a panel discussion organized with participation of gender-based violence activists and over 200 people, men and women, children and adults gathered at the event and participated in the discussions. The discussion covered different aspects of women and girls' access to education, social protection, access to justice, access to information, use of modern technologies and innovations and cyber violence, and economic empowerment. Participants reconfirmed their political will and strong commitment to ending GBV and called upon openly confronting all forms of GBV all over the world and in Tajikistan. Short social videos, dance performances, mobile theatres have been demonstrated to take actions in combating violence against women and girls. To mark the Global Campaign of 16 days of activism against gender-based violence UNCT, British Embassy Dushanbe and EU Delegation in Tajikistan and Football Federation of Tajikistan, NextView Consulting company, Republican Badminton Federation of Tajikistan and Taekwondo Federation of Tajikistan organized the "Orange ball" mini-football tournament amongst non-professional girls. The core goal of the tournament was to promote non-violence against women and girls, gender equality and women's leadership through sports.</p>	<p>of Activitsm against GBV campaign was jointly designed and coordinated with GTG. - RCO conducted several online dialogues within UN75 campaign with CSOs working on Gender Equality to feed the online report on the future we want. - Gender equality was in the center of the national #UN75 campaign in Tajikistan and highlighted in all messages, communications and final report. - RCO, UNFPA along with other UN Agencies UNDP, UNICEF, UNAIDS, UNESCO actively involved in realization of international UN joint events, including World AIDS Day; 16 days against GBV; International Day of PWD; International Youth Day; UN DAY; International Day of a girl - child and etc. - Reporting on VAWG for media and journalism universities (UNESCO, UN Women)</p>	
--	--	--	--	--

2.3 Cooperation Framework M&E	<p>Improve GEWE M&E and learning: - Ensure the annual update of gender-sensitive indicators data for UNDAF M&E framework. - Ensure GEWE related results are clearly visible and highlighted in UNDAF Annual Reports for all Outcomes, including Outcome 4 (including UNDAF report documents and public presentations). Indications for improving report and presentations to better highlight GEWE results and challenges should be included in guidance documents given to RGs and the M&EG for report preparation. Strengthen UN M&E capacities on gender. - Include in the Coordination M&E Group's ToRs the responsibility for ensuring gender sensitivity in joint M&E frameworks and providing technical support to Outcome Groups accordingly. - Include, within the new planning and monitoring instruments for 2018-2020, the necessary fields for ensuring the visibility and monitoring of sex-disaggregated data and the tracking of gender-focused activities and budgets.</p>	<p>As per UNDAF Mid-term review recommendations, UNCT/Government initiated the review of UNDAF Results and Resource Framework (2019) to define existing data gaps, update and better align outcome level indicators with the NDS 2030, and SDGs 2030, ensuring full implementation of the Gender Score Card (UNCT SWAP) Action Plan for more explicit gender mainstreaming in UNDAF and UN programme interventions.</p>	<p>Prior to UNDAF JWP formulation, the ISEF Results have been merged with UNDAF Outcomes and were properly disaggregated to enable common and unified approach in planning, monitoring and reporting on UNCT results, including gender disaggregated data and achievements. During UNDAF JWP formulation it was noted that number of UN Agencies ISEF-related activities do not match the corresponding UNDAF Outcomes and thus they were recommended to be moved to related Outcomes together with the associated funding framework. In this regard RCO has recommended UN Agencies to review all UNDAF JWPs and ensure their ISEF activities (including budget) are integrated properly and there is no duplication neither in interventions nor in budgeting.</p>	<p>Training on gender-mainstreamed M&E of the UNSDCF planned in 2023 (will be provided by UN Women RO)</p>
Dimension 3 - Partnerships				
3.1 Government Engagement	N/A	UNCT continued collaboration with the Department of constitutional	Same as in the previous years plus	Government has been extensively

		<p>guarantees of the rights of citizens of the Executive Office of the President of the Republic of Tajikistan, Commission under the Government of the Republic of Tajikistan, Ombudspersons for human rights and child rights on fulfilling international human rights obligations to ensure the new NAP to implement recommendations of the UN Human Rights Committee reflects global norms and standards. The Vice Speaker of the parliament and National Population and Development Committee joined hands with UNCT to work together towards EVAWG for further advancement of women in all spheres of public and political life in Tajikistan. After the joint meeting specific recommendations to key stakeholders has been developed and tasks assigned. The Committee for Women's and Family Affairs under the Government of Tajikistan is the main State agency responsible for government policy on women's rights, family rights and gender equality. The Committee has become the main partner for the new Spotlight Initiative aimed at EVAWG. With the support of UNCT Statistics Agency adopted an internal work plan on Programme on the Development of Gender Statistics and a special gender chapter in a new Strategy for Statistics Development in TJK. Jointly with the State Committee on Investment and State Property Management of the Republic of Tajikistan and the Taskforce on Women Entrepreneurship Support Regional Women's Business Forum on social entrepreneurship was conducted in fall 2019.</p>	<p>main Government COVID-19 Coordination body benefitted from RC/UNCT engagement on various issues, including on gender</p>	<p>consulted and participated in all UNSDCF dialogs</p>
<p>3.2 GEWE CSO Engagement</p>	<p>N/A</p>	<p>Engagement with Coalition of CSOs "From Equality de Jure to Equality de Facto" played a critical role in lobbying for real change in the law on domestic violence and presenting alternative views on the fulfillment of international CEDAW commitments. With the support of UNCT parallel CSO report on Beijing +25 progress in Tajikistan has been developed and presented at</p>	<p>The CSO engagement significantly increased due to the CSRG establishment under Spotlight Programme and regular GTG consultations with</p>	<p>CSOs have been extensively consulted and participated in all UNSDCF dialogs</p>

		national and global fora. Intensive consultations with CSOs contributed to the design of the Spotlight Initiative proposal that was later approved by EU.	CSOs on COVID-19 issues	
Dimension 4 – Leadership and Organizational Culture				
4.1 Leadership	Dedicate one UNCT meeting at the beginning of the year, facilitated by the UN GTG, to discuss and reflect on lessons learned for GEWE and take decisions accordingly. Proposed Actions 2 and 4 (above) will also contribute to the improvement this indicator.	UNCT defined gender as a strategic direction and during the UNCT annual retreat agreed to draft a joint proposal to tackle gender issues. In 2019 UNCT conducted at least two meetings with specific gender agenda; RC made demonstrated public championing and was highly visible and vocal on GEWE during the year; this included: op-ed on 8th of March, powerful statements at various events, including 8th of March celebration, 16 Days campaign, National GEWE conference, National youth conference, etc. Regular monitoring of gender parity in staffing is being conducted and reviewed by UNCT on an annual basis. UNCT includes separate indicator/success criteria on gender in annual Assessment of Results and Competencies as well as Gender normative area in Annual Coordination Framework. In 2019, RC/UNCT leadership resulted in timely preparation of Spotlight Initiative project document.	The UNCT and RC personally set a strong tone of zero tolerance organizational culture in a Town Hall meeting with all UN staff. "Under strong leadership of UNRC in 2020 UNCT has formulated and endorsed a PSEA Action Plan to implement responsibilities and obligations under the UN PSEA policy. A UNCT dedicated strategic discussion on PSEA was held to review results of the PSEA Annual Staff Survey and a dedicated Town Hall meeting on PSEA was held with all staff. In 2020, under the leadership of RC, UNCT developed Country Gender Equality Brief (CGEB) which largely contributed to the Common Country Assessment and other strategic documents by UN. Done in coordinated manner, with relevant technical contributions, CGEB serves as the most up-to-date comprehensive country gender snapshot. " - Under	UNCT agreed to develop the UNCT Gender Strategy in 2023

			<p>the leadership of UNRC, a PSEA interim group for formulation of PSEA Action Plan has been established in mid year. - PSEA Action Plan approved by UNCT has been submitted to HQ. - PSEA Coordinator and PSEA Task Force were established in October 2020 to push forward implementation of the PSEA Action Plan - UNCT reviewed and approved the ToR for consultant, draft CGEB was circulated for comments, presentation done to UNCT and endorsed by agencies. CGEB have been the main source of gender-related information and indicators for the CCA</p>	
4.2 Organizational Culture	<p>Initiate a dialogue between the OMT and GTG to discuss organisational survey findings, particularly regarding the significant gender gaps arose. They would report to UNCT HOA with suggested actions based on the survey findings. Actions should be integrated into relevant AWP's and may include: a) Information sharing across agencies on work-life balance practices and other strategies to foster a</p>	<p>dialog within UNCT and relevant groups on-going</p>	<p>same as in 2020 plus COVID-19 measures aimed at well-being of staff in the context of epidemics</p>	<p>PSEA survey analyzed; progress of the PSEA Plan implementation assessed and actions discussed. the PSEA Plan will be updated accordingly</p>

	positive organisational environment for Gender Equality. b) Amplifying activities under the UN CARES initiative, focusing on non-discrimination, Gender Equality and men's co-responsibility in family care and domestic work.			
4.3 Gender Parity	Institutionalise regular monitoring of gender parity across the UN system. This could be easily achieved, by means of an excel template to be sent annually, by all agencies, to the RCO for compilation. The data could then feed into broader reporting systems such as RCAR, ARC.	UNCT introduced regular monitoring of gender parity in staffing and conducted gender parity survey 2019. Results and recommended actions were presented and discussed at UNCT meeting in August 2019.	UNCT continued regular monitoring of gender parity in staffing and conducted gender parity survey 2020.	Will be continuously monitored and reported back to the UNCT by OMT from 2022 onwards.

Dimension 5 – Gender Coordination and Capacities

5.1 Gender Coordination Mechanism	GTG Membership and Operations: Review the role and operations of UN GTG, particularly to facilitate its first responsibility as UNCT and RG adviser on GEWE (more strategy than activity oriented). Strategic consideration of any rearrangement required of the GTG operation to ensure this mission. Evaluate the possibility of establishing a relative Chair agency. The extended GTG, as an international development platform on GEWE, could keep on functioning as an advocacy and communication	UN Gender Thematic Group was active in engaging more partners to address gender issues in Tajikistan. This year 16 days of activism against GBV campaign involved a lot of development partners, CSOs, over 300 young gender advocates and volunteers and media to advocate for ending violence against women and girls, providing equal opportunities for realization of rights, especially women living with HIV through regional launch of the #InSpiteOf campaign and participation of Vera Brezhneva, UNAIDS Goodwill Ambassador for the EECA region, and many other events with participation of thousands participants that aimed to bring into the attention of policy makers and partners, existing GBV issues and call for immediate actions to end violence. The EU-UN Spotlight initiative, which will be started in January 2020, will substantially cover violence issues to seek the ways to change the	GTG played coordination role of UNCT joint planning and implementation in GEWE, its leading role and coordination resulted in joint support of the implementation of the normative agenda on GEWE. Regular UNCT briefings, GTG meetings, timely feedback and updates on key events and partnerships and implementation of GTG AWP and UNCT Gender Scorecard AWP resulted in advancing of UNCT	Internal GTG will become more vivid for the operationalization of the UNSDCF in 2023
-----------------------------------	---	--	---	--

	<p>platform. - Representatives from UN agencies should be formally nominated with their participation forming part of their individual performance appraisals. - 2018 GTG Plan should specify responsibilities and resources (could combine monetary and non-monetary contributions).</p>	<p>environment for the benefit of women, girls and society. Following UN SWAP action plan and to improve general coordination among UN agencies new GTG ToR has been approved and each agency, member of the GTG, nominated its gender focal point.</p>	<p>work and performance on gender issues. GTG successfully led the process of developing Country Gender Equality Brief, which was highly praised by UNCT and contributed to CCA/UNSDCF process. GTG coordinated a series of PSEA events, including PSEA awareness sessions among GTG focal points (UN and non-UN members), UNCT Strategic discussion and UN Town Hall PSEA meeting Coordinating on behalf of other agencies inputs to UN INFO data base GTG Chair reported to DCC COVID-19 meetings, SPT Global Webinar on innovations, SDG forum, Inputs of CSOs through COVID-19 consultations were collected and translated to key stakeholders, including those from the GoT. Inputs of GTG to UN communication and advocacy campaigns on Gender Equality and Women's Empowerment were coordinated with United Nations Communication Group; and active UN participation in International</p>	
--	---	---	--	--

			<p>Women's Day, International Day of Girls child and 16 Days' campaign was ensured. Moreover, GTG provided substantive support to the EU Delegation, and several Embassies to prepare and coordinate their actions related to GEWE resulting in joint events and campaigns.</p>	
5.2 Gender Capacities	<p>Conduct a gender capacity assessment¹ for the UN. It could be completed by steps, focusing on key sub-groups to make the exercise easily manageable (senior staff, lower level GS staff, RG etc.) Develop and implement a gender training plan according to the specific findings and target groups. The plan should be innovative and combine each agencies' resources (brow-bags sessions, film discussions, meeting with think tank representatives, women activists, sport activities, messaging etc.).</p>	<p>To better mainstream gender issues in various programme areas, UNCT, under the leadership of relevant UN agencies organized four thematic consultations for the UN staff with participation of key local experts, state representatives, other key stakeholders. Topics of the consultations were: Women Economic Empowerment, Sexual and Reproductive Health, Women and Agriculture, and Women Political Participation/Empowerment/Men Enagement. Thus, informal platforms and mechanisms to strengthen capacities for gender mainstreaming has been established. Upon the initiative of RC, a special session on SRH and healthy lifestyle was conducted for the UN staff to highlight these topics and gender aspects of them. The matrix of all gender related projects has been prepared, to avoid overlapping and improve coordination among the agencies. To strengthen the capacities of UNCG and GTG, gender sensitive communication training was provided, and UNCT communication strategy reviewed. In terms of gender capacity building, several activities were implemented like support given by the GTG in developing the UPR National Report. Gender mainstreaming issues were discussed during the UNCT Annual retreat that defined several tasks for implementation, including preventing sexual harassment and abuse of</p>	<p>In 2020 UNCT Tajikistan arranged a number of capacity building/training events for UN staff and Gender Focal Points - PSEA session for GTG focal points followed by session in UN Agencies GTG arranged a PSEA sessions (2) for UNCT and all UN Staff - UNCT and UNGTG members trained on principles of UNCT-SWAP - UN in Tajikistan has arranged the training for UNGTG on "Application of GALS methodology in the context of Tajikistan"</p>	<p>Based on the UNCT Gender Capacity Assessment, the UNCT Gender SWAP Action Plan will be updated and recommendations implemented</p>

		authority and implementation of UN SWAP.		
Dimension 6 - Resources				
6.1 Financial Resources	The improvement of UNDAF M&E systems allows for the identification of the best methods to ensure that UN agencies identify the specific activities and resources allocated directly to promote Women's Empowerment and Gender Equality. This could be achieved by compiling gender marker data from those agencies that have a system in place and utilise data to track annual gender programming expenditures.	Several UN Agencies are systematically using the gender marker system, so the opportunities for developing new programme interventions and mobilizing resources for mainstreaming gender, promoting GEWE, advocating for human rights issues as well as prevention of VAWG are in place. Recent endorsement of EU-UN Global Initiative on elimination of SGBV and VAWG will increase the financial resources of UNCT interventions aimed at elimination of violence against women and girls	GEM introduced for new projects. Financial allocations for GEWE recorded and will be monitored.	Gender Screening Tool is being considered
Dimension 7 - Results				
7.1 GEWE Results	N/A	UNCT is committed to promotion of Human rights issues, ensuring gender equality and women empowerment in the country by addressing the needs and opportunities of vulnerable, marginalized people with particular focus on women, girls, PLWD, PLHIV, migrants wives, abundant people etc) in line with SDGs, national priorities that find their reflection in UNDAF results reports 2016-2018. Within 2016-2018: - UN supported the Government in adopting SOPs for health sector to provide gender sensitive services to victims of gender-based violence (GBV). - Vulnerable populations benefited from the adoption and implementation of a number of national programmes related to Prevention of Domestic Violence, Education, Promotion of Employment of the population. - UN supported the development of the National Plan to reduce stigma and	In 2020 UNCT developed an Integrated Socio-Economic Framework (ISEF) to respond to COVID-19 implications and thus the impact of COVID-19 on vulnerable population was thoroughly considered. Number of interventions were reprogrammed during ISEF formulation to ensure continued access of vulnerable population to legal aid services, public and health services (reproductive	Will be measured as a part of the UNSDCF M&E process Other actions include: 1. Develop a costed gender strategy and action plan for UNCT Tajikistan in alignment with UNCT SWAP scorecard and UNDAF/CF priorities and the "Women and Men in Tajikistan" statistical publication 2. Intensify the work of UN GTG in UNDAF/CF planning, implementation and reporting processes

		<p>discrimination related to HIV towards key populations, The Comprehensive recommendations on HIV prevention for young key population (YKP kit) - a High level multi-sectoral cooperation platform on GBV prevention established in line with the Law on Prevention of Domestic Violence, CEDAW and UPR Action Plan. - 7,000 local authority representatives and community members including youth, adolescents, men and women with and without disabilities were equipped with skills to promote social inclusion and sensitized on social inclusion of persons with disabilities - About 3,000 adolescents and youth from cross-border districts were equipped with skills and knowledge and empowered to be actively involved in the life of their communities, decision-making at the local government level and building peaceful intercommunal relations. - UN supported establishment of a free legal aid services to over 17,000 vulnerable people including women and people with disabilities</p>	<p>services and immunization) besides support included women in the labour market as well as strengthening protection and services for women, experiencing SGBV/VAWGs. UNCT is on track to achieve all GEWE results as planned in related UNDAF Outcomes namely: Outcome 1 on Democratic Governance, RoL and HR and Outcome 5 on Inclusion and Empowerment of vulnerable groups in line with SDG priorities and SDG 5 Spotlight Initiative Programme started in 2020 fully complies with Outcome 5 contributing to transformative change in relation to GEWE and prevention of VAWG and SGBV "1. ISEF was closely reviewed from GEWE perspectives ensuring gender mainstreaming dimensions across the different pillars. 2. UNCT Tajikistan formulated and duly submitted Inception report on the joint Spotlight Initiative Programme aimed at prevention of violence against women and girls. 3. UNCT Tajikistan</p>	
--	--	--	--	--

			<p>quarterly reports on COVID-19 global indicators providing sex-disaggregated data ensuring gender-responsive aspect throughout formulation of results. 4. UNCT conducted internal assessment of SWAP-Gender indicators and duly reported on Gender SWAP section at the online Information Management System 5. Gender equality was in the center of the national #UN75 campaign in Tajikistan and highlighted in all messages, communications and final report.</p>	
--	--	--	---	--

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis EXCEEDS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	Tajikistan_CCA_FINAL_300321	
CCA or equivalent	Tajikistan_CCA_FINAL_300321	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Tajikistan CF FINAL draft ENG branded	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	JWP Tajikistan UNDAF+ISEF FINAL 19.05.21	
Cooperation Framework results framework	JWP Tajikistan UNDAF+ISEF FINAL 19.05.21	
Cooperation Framework results framework	Tajikistan Indicator 1_3 Analysis FINAL	
Cooperation Framework results framework	Tajikistan Indicator 1_3 Analysis FINAL	
Cooperation Framework results framework	Tajikistan ISEF Socioeconomic-Response-Plan 2020	
Cooperation Framework results framework	Tajikistan ISEF Socioeconomic-Response-Plan 2020	
Cooperation Framework results framework	Tajikistan UNCT AWP 2021 v2	
Cooperation Framework results framework	Tajikistan UNCT AWP 2021 v2	
Cooperation Framework results framework	Tajikistan UNDAF 2016-2021 RRF endorsed	
Cooperation Framework results framework	Tajikistan UNDAF 2016-2021 RRF endorsed	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	TJK GEM Checklist 19 August 2020	
Joint Program documents	TJK GEM Checklist 19 August 2020	
Joint Program documents	TJK GEM Checklist 19 August 2020	
Joint Program documents	TJK Joint projects Sept 2021	
Joint Program documents	TJK Joint projects Sept 2021	
Joint Program documents	TJK Joint projects Sept 2021	
Joint Program documents	TJK UNCT JPs 2021 Sept 2021	
Joint Program documents	TJK UNCT JPs 2021 Sept 2021	
Joint Program documents	TJK UNCT JPs 2021 Sept 2021	
Joint Program documents	TJK UNDAF Outcomes budget expenditures by Agencies in 2016-2019	
Joint Program documents	TJK UNDAF Outcomes budget expenditures by Agencies in 2016-2019	
Joint Program documents	TJK UNDAF Outcomes budget expenditures by Agencies in 2016-2019	

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	Tajikistan GEP 2022 September	
Communication/Advocacy	Tajikistan GEP Concept Note 2022 PB upd 22 09 2022	
Communication/Advocacy	Tajikistan GEP Matrix of Events PB 05 08 2022	

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results EXCEEDS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Cooperation Framework reviews/monitoring data	TJK Final Training Program Government + UN M&E group 2017	
Cooperation Framework reviews/monitoring data	TJK Final Training Program Government + UN M&E group 2017	
Cooperation Framework reviews/monitoring data	TJK FINAL UNDAF TJK Evaluation Report	
Cooperation Framework reviews/monitoring data	TJK FINAL UNDAF TJK Evaluation Report	
Cooperation Framework reviews/monitoring data	TJK Gender Review OUTPUT AND OUTPUT INDICATORS FORMULATION	
Cooperation Framework reviews/monitoring data	TJK Gender Review OUTPUT AND OUTPUT INDICATORS FORMULATION	
Cooperation Framework reviews/monitoring data	TJK UNDAF 2016-2021 RRF endorsed	
Cooperation Framework reviews/monitoring data	TJK UNDAF 2016-2021 RRF endorsed	
Cooperation Framework reviews/monitoring data	TJK UNDAF TJK MTR report FINAL	
Cooperation Framework reviews/monitoring data	TJK UNDAF TJK MTR report FINAL	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	24122021 Roadmap Financing SDGs Tajikistan ENG final to share	
Government engagement	Final external report Tajikistan MTA Sep13	

Government engagement	TJK Final List of Participants UNSDCF Consultations
Government engagement	TJK Minutes of UNSDCF SP meeting
Government engagement	TJK Summary of UNSDCF consultations

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	TJK CEDAW ActionPlan_eng_last	
Other	TJK CEDAW ActionPlan_eng_last	
Other	TJK Final TOR for permanent CSRG - Spotlight TJK ENG	
Other	TJK Final TOR for permanent CSRG - Spotlight TJK ENG	
Other	TJK Gender review SDG and NDS	
Other	TJK Gender review SDG and NDS	
Other	TJK Report NGO Beijing 25 Tajikistan EN	
Other	TJK Report NGO Beijing 25 Tajikistan EN	
Other	TJK Summary mapping of UNDAF Eval. find, concl. recom	
Other	TJK Summary mapping of UNDAF Eval. find, concl. recom	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Survey Tajikistan ALL	
RC communications	Survey Tajikistan ALL	
RC communications	Tajikistan R UNDG and DCO feedback	
RC communications	Tajikistan R UNDG and DCO feedback	
RC communications	TJK COVID GTG' TASK FORCE presentationMay2020	
RC communications	TJK COVID GTG' TASK FORCE presentationMay2020	
RC communications	TJK RC Generation Equality - 8 July 21RC speech(3)	
RC communications	TJK RC Generation Equality - 8 July 21RC speech(3)	
RC communications	TJK RC, UN Reform speech, March 11,2021	
RC communications	TJK RC, UN Reform speech, March 11,2021	

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	
Organizational culture survey results	Survey Tajikistan ALL	
Organizational culture survey results	Survey Tajikistan ALL	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved EXCEEDS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
UNCT BOS	BOS Tajikistan	
Human Resource documents	gender parity 2022	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	TJK CEDAW National Report GTG	
GTG TOR/AWP	TJK CEDAW National Report GTG	
GTG TOR/AWP	TJK CSO virtual consultations on COVID-19 2020	
GTG TOR/AWP	TJK CSO virtual consultations on COVID-19 2020	
GTG TOR/AWP	TJK UN GTG 2021 Annual Work Plan	
GTG TOR/AWP	TJK UN GTG 2021 Annual Work Plan	
GTG TOR/AWP	TJK UN GTG composition September 2021	
GTG TOR/AWP	TJK UN GTG composition September 2021	
GTG TOR/AWP	UN GTG Tajikistan TOR	
GTG TOR/AWP	UN GTG Tajikistan TOR	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	TJK Aide Memoire Gender-Based Security Incidents	
Capacity development	TJK Aide Memoire Gender-Based Security Incidents	
Capacity development	TJK Sample B 2021 Tajikistan UNCT planned results	

Capacity development	TJK Sample B 2021 Tajikistan UNCT planned results
Capacity development	TJK UN GTG 2021 Annual Work Plan for comments
Capacity development	TJK UN GTG 2021 Annual Work Plan for comments
Capacity development	TJK UNCT agenda Gender Meeting28.05
Capacity development	TJK UNCT agenda Gender Meeting28.05
Capacity development	TJK UNCT AWP 2021 v2
Capacity development	TJK UNCT AWP 2021 v2

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS		Financial Resources
Category	Documents	
Financial resources	TJK UN Info Joint Work Plan TJK 21 09 22	
Financial resources	BOS Tajikistan	
Financial resources	Joint Programmes budget delivery update 2022 with GEM	
Financial resources	Tajikistan UN INFO - Inter-agency briefing & discussion	
Financial resources	Tajikistan UNSDCF JWP GENDER CODEs - Action needed	

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country EXCEEDS MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	Tajikistan CEDAW ActionPlan eng last	
Cooperation Framework reviews/monitoring data	Tajikistan CEDAW ActionPlan eng last	
Cooperation Framework reviews/monitoring data	Tajikistan CEDAW ActionPlan eng last	
Cooperation Framework reviews/monitoring data	Tajikistan CEDAW ActionPlan eng last	
Cooperation Framework reviews/monitoring data	TajikistanFINAL UNDAF TJK Evaluation Report	
Cooperation Framework reviews/monitoring data	TajikistanFINAL UNDAF TJK Evaluation Report	
Cooperation Framework reviews/monitoring data	TajikistanUN75 Online dialogues schedule.docx	
Cooperation Framework reviews/monitoring data	TajikistanUN75 Online dialogues schedule.docx	
Cooperation Framework reviews/monitoring data	TajikistanUNDAF TJK MTR report FINAL	

Cooperation Framework reviews/monitoring data	TajikistanUNDAF TJK MTR report FINAL

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

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

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

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

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG



UNITED NATIONS
SUSTAINABLE
DEVELOPMENT
GROUP

