

**GENDER EQUALITY SCORECARD
UNCT TURKMENISTAN
DECEMBER 2021**



**UNITED NATIONS
TURKMENISTAN**



UNCT-SWAP Interagency-Team
Led by UNFPA Ayna Seyitlieva, **Chair of Human Rights, Gender and Youth Theme**
Consolidated by Dawon Park, **UNFPA International UNV**

TABLE OF CONTENTS

1	EXECUTIVE SUMMARY
2	BACKGROUND
2	THE RATING SYSTEM
3	DIVISION OF LABOUR and IAT GROUP
3	DETAILED FINDINGS ON SCORECARD INDICATORS
24	ANNEX A UNCT SWAP – SCORECARD ACTION PLAN
36	ANNEX B ORGANISATION CULTURE STAFF SURVEY RESULTS
36	MALE
43	FEMALE

1. EXECUTIVE SUMMARY

The UNCT-SWAP Gender Equality Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for gender equality and women's empowerment (GEWE) at the country level, tied to support to Member States to achieve the SDGs. The Scorecard supports UNCTs in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from inter-governmental mandates, based on review and analysis of UNCT processes. The UN Country Team in Turkmenistan endorsed the exercise in October 2021 with nominated technical staff to engage in the UNCT-SWAP Inter-Agency Team (IAT). Led by UNFPA and RCO, the IAT was composed of 7 agencies including representatives of Human Rights, Gender and Youth Theme Group (HRGYTG). The IAT group observed the following:

Planning - The indicators under this dimension evaluate the gender-sensitivity of the Common Country Analysis outcomes and indicators. Based on the Scorecard assessment, a stronger gender focus and consistent gender-sensitive data collection across thematic areas are needed in the Common Country Analysis (CCA), thus receiving a "meeting minimum requirements" score.

Programming and Monitoring and Evaluation (M&E)- Under this dimension, indicators relate to joint programming, communications and advocacy, and monitoring and evaluation. Communication and Advocacy and CF and M&E met minimum requirements. The indicator on joint programmes scored "approaching minimum requirements". An assessment of UN Joint Programmes (JPs) found some evidence of mainstreaming gender equality, and several JPs that specifically promote equality and empower women. In the indicator on communications and advocacy, UN agencies conducted at least one joint campaign with GEWE. As for the M&E a system for collecting and analysing disaggregated data has been introduced taking into account of a gender-sensitive or disaggregated component. Both indicators scored "meeting minimum requirements".

Partnerships. As part of the dimension area, UNCT and Government of Turkmenistan cooperate on matters of gender equality and empowering women. The activities undertaken by UNCT Turkmenistan demonstrate that both the government and UN system implement joint initiatives on GEWE. UNCT Turkmenistan managed score "meeting minimum requirements" in all three indicators.

Leadership and Organizational Capacity- The dimension measures the performance of UN Country Teams in terms of leading GEWE, fostering organizational cultures oriented toward gender-related issues, and ensuring gender parity within the UN system. The indicator on leadership scored "approaching minimum requirements", following the organization culture that scored the highest with "meeting minimum requirements" and gender parity scoring the lowest of "missing minimum requirements".

Gender Architecture and Capacities - Gender coordination mechanisms and gender capacities across agencies are referred to in this dimension. UNCT Turkmenistan has been able to reach "meeting minimum requirements" for Gender Coordination Mechanism and "approaching minimum requirements" for capacity development.

Budgeting - The UNCT has not carried out a capacity building event on the gender marker over the current UNSDCF cycle in 2021 therefore scoring as "missing minimum requirements". To strengthen the capacity of the UN colleagues on GEEW issues and raise awareness on financial

target setting for program allocation for GEEW purposes, UNCT to conduct at least one capacity building event within the current UNSDCF period will provide a positive example.

Results. The exercise indicated that the indicator for this dimension "approaches minimum standards," indicating that UNCT is on pace to meet some of the gender goals set out in the UNSDF.

2. BACKGROUND

In response to the UN Chief Executives Board for Coordination (CEB) system-wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) the UN has developed a coordinated approach to strengthening accountability for gender, endorsed by the CEB in 2012:

1. The UN System-wide Action Plan (UN-SWAP), which from 2012-2017 focused on corporate processes and institutional arrangements at the individual entity level, and extended in 2018 to cover development and normative results tied to the SDGs.
2. The United Nations Country Teams (UNCT) Performance Indicators for Gender Equality and the Empowerment of Women (UNCT SWAP Gender Equality Scorecard, covered by this guide), introduced in August 2008 focusing initially on joint processes and institutional arrangements within the UNCT, and also extended in this document to cover results.

The UNCT SWAP Gender Equality Scorecard has been aligned with the UN-SWAP to ensure a coherent accountability framework at country, regional and HQ levels. As the two mechanisms cover different parts of the UN system, different Performance Indicators have been used where appropriate.

There are numerous UN inter-governmental mandates for gender equality and the empowerment of women (GEEW). In 2015, UN Member States adopted the 2030 Agenda for Sustainable Development with the Sustainable Development Goals (SDGs) at its core. The Agenda commits all countries and stakeholders to work together to achieve sustained and inclusive economic growth, social development, and environmental protection. Leaving no one behind and reaching the furthest behind first is at the core of the Agenda. This is underpinned by the principle of GEEW, grounded in the norms and standards the United

The Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for GEEW at the country level, tied to support to Member States to achieve the SDGs. The Scorecard supports UNCT's in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from inter-governmental mandates, and based on review and analysis of UNCT processes.

3. THE RATING SYSTEM

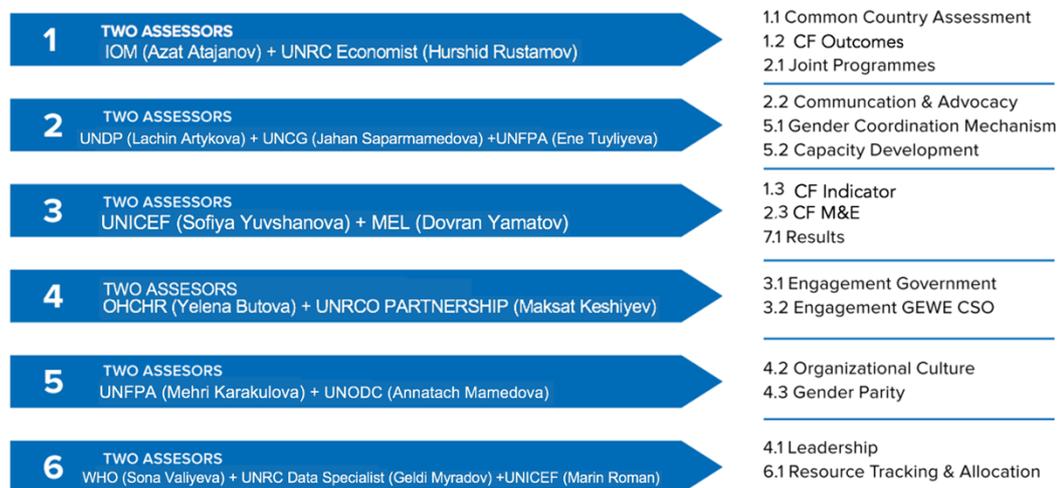
Ratings against minimum requirements allow UNCTs to self-assess and report on their standing with respect to each indicator, and aspire towards higher levels of achievement. The four levels of the scoring system are:

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

UNCTs score as ‘approaches’, ‘meets’, or ‘exceeds’ minimum requirements depending which criteria they meet for each indicator. Most indicators contain multiple criteria. Where there are two or more requirements for a criterion, if an entity approaches requirements in one of them and meets or exceeds requirements in another, UNCT performance should be rated as ‘approaches’. If UNCTs fail to meet the criteria under ‘approaches minimum requirements’, then the indicator should be scored as ‘missing minimum requirements.’

4. DIVISION OF LABOUR AND IAT GROUP

The image below displays the members of the IAT Group with accordance of division of labour.



5. DETAILED FINDING OS SCORECARD INDICATORS

The evaluation found that the United Nations system in Turkmenistan has met "meeting minimum requirements" for nine indicators. Four indicators were rated “approaching minimum requirements”, and two others were rated “missing minimum requirements”. The graph below provides a detailed picture on the score for each indicator.

INDICATOR	Missing Minimum Requirements	Approaching Minimum Requirements	Meeting Minimum Requirements	Exceeding Minimum Requirements
1. PLANNING				
1.1 COMMON COUNTRY ANALYSIS				
1.2 CF OUTCOMES				
1.3 CF INDICATOR				
2. PROGRAMMING AND M&E				
2.1 JOINT PROGRAMS				
2.2 COMMUNICATION AND ADVOCACY				
2.3 CF & M&E				
3. PARTNERSHIPS				
3.1 ENGAGEMENT GOVERNMENT				
3.2 ENGAGEMENT WITH GEWE & CSO				
4. LEADERSHIP AND ORGANIZATIONAL CULTURE				
4.1 LEADERSHIP				
4.2 ORGANIZATIONAL CULTURE				
4.3 GENDER PARITY				
5. GENDER ARCH AND CAPACITIES				
5.1 GENDER COORD MECHANISM				
5.2 CAPACITY DEVELOPMENT				
6. RESOURCES				
6.1 RESOURCES				
7. RESULTS				
7.1 RESULT				

1. PLANNING

INDICATOR 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b) Some sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b) Consistent sex-disaggregated and gender sensitive data.	CCA or equivalent meets minimum requirements and includes c) Targeted gender analysis of those furthest behind.

Indicator	Score
INDICATOR 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS	Meets minimum requirements

Findings and Explanation

The proposed score on this indicator is based on the following findings of the quick scan of the CCA through the gender lens.

a) Gender analysis is provided across all sectors including the underlying causes of gender inequality, which is provided in the specific sub-chapter under Leaving No One Behind analysis. Specifically, under the economic context, the analysis includes sections on women labour force participation, women unemployment, unpaid work and women migration. Social sector analysis specifically touches upon gender based inequalities in tertiary education and reproductive health choices. The CCA chapter on national vision for sustainable development provides detailed analysis on integration of gender equality concerns and the indicators of SDG-5 in national policies and programmes. Under SDG-16 the analysis of the situation on domestic violence against women and its causes is provided. Chapter on international obligations of Turkmenistan provides reference to the country's obligations under CEDAW. LNOB chapter of the CCA includes a dedicated sub-chapter on women, providing solid analysis of gender based inequalities across the following streams and issues: women in public service; women in labour force and unemployment; women in informal sector; women in entrepreneurship; wage difference among women and men; women in unpaid work and childcare; women in migration; domestic violence; women with disabilities and rural women. Social norms, limited tertiary education among women and early marriage are analysed as underlying causes of discrimination. Finally, the sections of the CCA on challenges to achieving the SDGs and risk analysis annex provide an analysis of underlying causes of barriers for women's empowerment and gender equality.

b) Consistent sex-disaggregated and gender sensitive data is provided in all chapters of CCA to the extent of data availability. Sex-disaggregated data is provided in all sections of CCA as mentioned under point "a" above. However, data limitations in the overall country context should be taken into account. While CCA analysis seems to have made genuine effort to provide disaggregated data on women and men, for objective reasons some sections are less data intensive with regard to gender disaggregation. Meanwhile the innovative approaches taken in the CCA to address the existing data limitations need to be highlighted such as the 'micronarrative analysis on vulnerabilities' carried out to support the LNOB analysis.

Evidence or Means of Verification

List documents and sources used to verify findings: Common Country Analysis of Turkmenistan.

INDICATOR 1.2 | GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. or b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.

Indicator	Score
INDICATOR 1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES	Meets minimum requirements
Findings and Explanation	
<p>a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. As the analysis of the UN-Turkmenistan Sustainable Development Cooperation Framework for 2021-2025 has revealed, out of 5 outcomes only one includes gender sensitive language in outcome formulation. However, all five outcomes provide specific focus on gender inequality concerns in their theories of change. For example, the outcome two targets the provision of decent jobs for women, outcome 3 targets women and children in enhancing resilience to climate change impacts and in disaster risk reduction. In its theory of change the outcome four targets all vulnerable groups including women, while outcome five also focuses women among other groups in education. Thus, although the formulation UNSDCF outcomes may not have used gender sensitive language, the review of theories of change of each outcome provides ample evidence on the orientation of outcomes to addressing gender inequality issues in respective areas.</p> <p>b) At least 50% of Outcome level indicators have gender focus or gender disaggregated data. Our analysis has shown that out of the total 29 UNSDCF 2021-2025 outcome indicators 16 are gender sensitive or envisage gender disaggregated reporting. Three out of sixteen outcome indicators (Indicators 1.5; 1.6; and 4.6) specifically focus on measuring gender inequality in respective sector. However, the issue observed in the analysis relates to the lack of baselines and targets to a number of gender sensitive indicators, which may require further work.</p>	
Evidence or Means of Verification	
List documents and sources used to verify findings: UN-Turkmenistan Sustainable Development Cooperation Framework for 2021-2025	

INDICATOR 1.3 | UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20- 33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33- 50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

Indicator	Score
INDICATOR 1.3 UNSDCF INDICATORS MEASURE CHANGES ON GENDER EQUALITY	Meets minimum requirements
Findings and Explanation	
<p>Up to 50 percent of UNSDCF outcome indicators measure changes in advancing gender equality and the empowerment of women in line with SDG targets including SDG 5. However it is worth to mention, that Output Indicators are not provided in the UNSDCF document with an assumption they will be specified under the Joint Work Plans, which are not covered under the scope of this Scorecard. With that the Output Indicators were not covered through this assessment and rating provided referring to the Outcome Indicators only. Among 29 Outcome Indicators 14 (48%) track progress towards gender equality results. The analysis found significantly higher levels of gender sensitivity in CF strategic priorities: B- Inclusive, green, and sustainable economic growth and C- Quality, inclusive, and affordable health, education, and social protection systems, with lower levels for CF strategic priority A- People centred governance and rule of law. However this could be explained by the fact, that these indicators were designed to specifically promote and ensure data availability for tracking progress towards targets supporting all vulnerable groups. These Indicators are also expected to contribute to the Indicators under the priority areas of B and C. The assumed greater level of data disaggregation is to ensure the identification of and addressing the needs of those left behind, including women and girls. Yet, it is obvious that there is a need for greater attention to consistency in and balancing of mainstreaming gender equality aspects across all CF Outcomes in future. The assessment qualified an indicator based on either a definition that includes gender disaggregation or a definition that is gender specific. In those cases where the indicator definition is not specific on gender, attention was paid to the related target, that included a gender-sensitive or disaggregated component or the means of verification, such as CEDAW Reports.</p>	
Evidence or Means of Verification	
List documents and sources used to verify findings: UNSDCF 2020-2025	

2. PROGRAMMING AND M&E

INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>b) A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>

Indicator	Score
INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES	Approaches minimum requirement
Findings and Explanation	
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment. At the time of assessment, there were two operational Joint programmes implemented by the UNCT Turkmenistan:</p> <ol style="list-style-type: none"> 1. Improving the system of social protection through the introduction of inclusive quality community-based social services. This JP works to introduce a new model of inclusive community-based services for children at risk of separation from parents, children without parental care, children with disabilities, youth at risk, women facing gender-based violence, people with disabilities and older persons in need of support with basic everyday care. As such the given Joint Programme effectively mainstreams gender issues into its design. 2. Empowering and Engaging the Youth to Mitigate the Multi-Dimensional Threats of the Health Pandemic. This JP seeks to build the capacity of both government officials at the local level to implement SERP in their localities inspired by the human security approach in ways that are people centered and comprehensive. In addition, the programme targets the youth in selected regions to build their resilience and make them agents of change in their communities. As such although gender equality is embedded into several activities of the given Joint Programme, it does not have strong gender mainstreaming in its design. <p>In light of the above, our analysis led to the conclusion that at least 50% of operational JPs visibly mainstream gender equality.</p>	
Evidence or Means of Verification	
<p>List documents and sources used to verify findings: Signed Joint Programme documents for JP on Improving the system of social protection through the introduction of inclusive quality community-based social services and for JP on Empowering and Engaging the Youth to Mitigate the Multi-Dimensional Threats of the Health Pandemic.</p>	

INDICATOR 2.2 | COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.	b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. and c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	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.

Indicator	Score
INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY	Meets Minimum Requirements
Findings and Explanation	
<p>Findings and explanation</p> <p>a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.</p> <p>b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year and Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.</p> <p>The UNFPA Office together with other Agencies and the Government organized a big Advocacy event in March 2021 with participation of the Government, UN agencies and international organizations, public organizations, academia, national mass media and young people aiming to launch the National Action Plan for Gender Equality (NAPGE) for 2021-2025 approved by the Government in December 2020, and discuss the global and national priorities in the area of gender equality and women's empowerment and promoting positive social norms and ending gender-based violence. The event was broadly featured by all UN Agencies and promoted through social media channels.</p> <p>Last year, UNFPA Office within the 16 days of activism against gender-based violence (25 November – 10 December 2020) themed "Orange the World: Fund, Respond, Prevent, Collect!" had organized #ErkeklerHem (tkm: Men too) campaign aiming to engage men to advance gender equality and end violence. The campaign was organized in response to an alarming increase of violence against women due to COVID19 pandemic leaving women and girls are at increased risk of violence due to limited movement and socio-economic impact on households, increased unpaid care or fear and stress related to COVID-19. The #ErkeklerHem campaign called on all men and boys to promote gender equality and end violence and encouraged men and boys to promote positive social norms at home and at work, embrace equal, respectful, healthy relationships and support human rights for all. The campaign engaged all UN Agencies, which helped to amplify the event through their social media channels.</p> <p>The 16 Days of Activism events aimed at tackling GBV are conducted usually jointly with other Agencies. Before the pandemic, UNCT used to invite consultants/experts that built capacity of the UN staff in gender equality and GBV issues.</p> <p>This year UNFPA office together with other Agencies plans to launch a campaign #DürliEmmaDeň on the first day of the 16 Days of Activism that promotes a rights-based engagement, gender equality and inclusiveness. The goal of the campaign is to promote a culture of tolerance and dignity as well as gender equality in the society.</p>	

Findings and Explanation

The UN Agencies agreed to join the campaign and take part in a series of online Live Talks for young Turkmen-speaking online users entitled “Empower and Engage: Let’s Talk about Rights, Equality and Inclusiveness” featuring technical experts, UN specialists and young activists to ensure that women and adolescents are aware of their rights and engage youth to promote positive social norms in the society. The campaign will also produce and feature throughout a package of social media posts on human rights, gender equality, inclusiveness and women’s empowerment, which will be produced by UNFPA office and further amplified by all UN Agencies.

On the occasion of the International day of persons with disabilities in December 2019, the UN Agencies had partnered with the British Embassy and the public association “Yenme” to provide at least 90 persons with disabilities, including women and girls with the skills of creating hand crafted works and a knowledge of professional orientation during three-day trainings in Dashoguz, Turkmenabad and Ashgabat. The project culminated with the Christmas Fair, which brought together over 600 visitors to purchase seasonal gifts for close ones.

In honour of International Women’s Day in March 2018, UNDP, UNFPA, and UNODC invited eight incredible women who are engaged in a variety of fields to talk about their lives, how they cope with daily difficulties and what advice they would give to younger women on how to achieve success.

Reflecting the principles of the UN Reform, the Regional Programme Spotlight Initiative (SI) is coordinated by the UN Resident Coordinator Office in Turkmenistan, to be implemented by UNDP and UNFPA in Turkmenistan. The SI Programme’s collective objective is elimination of all forms of violence against women and girls, while also contributing to the Generation Equality Forum Action Coalition.

The implementation of this Program is coordinated by UNCT, and in close collaboration with UNDP and UNFPA in Turkmenistan contributing to the implementation of activities on eliminating gender-based violence against woman and girls. The SI’s Annual Narrative Programme Report 2020 and Semi-Annual Progress 2021 were developed by collaborative cooperation of UNCT with UNDP and UNFPA.

The Launch of the Spotlight initiative was broadly featured by all UN Agencies involved through national and social media raising public and national partners awareness about the programme’s goals and expected outcomes and promoting further engagement in the programme realization.

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

The UN COMMUNICATIONS STRATEGY for 2021-2025 developed in support to the implementation of the new Sustainable Development Cooperation Framework for 2021-2025 outlines the importance of providing advocacy for critical persistent development challenges, including human rights and gender equality as one of its strategic objectives. The Strategy encouraged the UNGC to strengthen the Agencies’ advocacy messaging on human rights, gender-based violence, inclusiveness and other.

The Strategy also stresses the significance of strengthening relationships with the media partners, focusing on increasing their understanding of UN system efforts in country to ensure high visibility and favorable publicity in gender equality, human rights and other.

The Annual Communication Plan of UNGC includes the plans for the organization of the joint campaigns, including those that are focusing on GEEW and the development of the Crisis Communication Plan.

Given that the pandemic has had an unprecedented impact on women and girls in particular, the list of key messages related to COVID-19 have been developed for the Crisis Communication Group, which included the ones that focus on promotion of human rights and gender equality during the pandemic. It was agreed that the messages will be further amplified by all UN Agencies to general audiences and media through communication channels.

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

The UNCT has not contributed collaboratively to communication or advocacy in non-traditional thematic area during the past year.

Evidence or Means of Verification

List documents and sources used to verify findings:

Signed Joint Programme documents for JP on Improving the system of social protection through the introduction of inclusive quality community-based social services and for JP on Empowering and Engaging the Youth to Mitigate the Multi-Dimensional Threats of the Health Pandemic.

INDICATOR 2.3 | UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEEW during the past year.	Meets two of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets all of the following: a) UNDAF Results Matrix data for gender sensitive indicators gathered as planned b) UNDAF reviews/ evaluations assess progress against gender-specific results. c) The M&E Group or equivalent has received technical training on gender sensitive M&E at least once during the current UNDAF cycle.

Indicator

Score

INDICATOR 2.3 | UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Meets Minimum Requirements

Findings and Explanation

For monitoring and evaluation measures progress up to 50 percent of UNDSF outcome indicators measure changes against planned gender equality results. The results of the output can be found in UNSDCF of 2021-2025. Ministries and departments of Turkmenistan have introduced a system for collecting and analysing disaggregated data, taking into account the priorities of state policy and the SDGs for the development of state programmes. The analysis found significantly higher levels of gender sensitivity in CF strategic priorities: With that the Output Indicators were not covered through this assessment and rating provided referring to the Outcome Indicators only. Among 29 Outcome Indicators 14 (48%) track progress towards gender equality results. The analysis found significantly higher levels of gender sensitivity in CF strategic priorities: B- Inclusive, green, and sustainable economic growth and C- Quality, inclusive, and affordable health, education, and social protection systems, with lower levels for CF strategic priority A- People centred governance and rule of law. However this could be explained by the fact, that these indicators were designed to specifically promote and ensure data availability for tracking progress towards targets supporting all vulnerable groups. These Indicators are also expected to contribute to the Indicators under the priority areas of B and C. The assumed greater level of data disaggregation is to ensure the identification of and addressing the needs of those left behind, including women and girls. Yet, it is obvious that there is a need for greater attention to consistency in and balancing of mainstreaming gender equality aspects across all CF Outcomes in future. The assessment qualified an indicator based on either a definition that includes gender disaggregation or a definition that is gender specific. In those cases where the indicator definition is not specific on gender, attention was paid to the related target, that included a gender-sensitive or disaggregated component or the means of verification, such as CEDAW Reports.

Evidence or Means of Verification

List documents and sources used to verify findings:

Joint Programme on Improving the system of social protection through the introduction of inclusive quality community-based social services JP on Empowering and Engaging the Youth to Mitigate the Multi-Dimensional Threats of the Health Pandemic

3. PARTNERSHIPS

INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following: a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.	Meets all of the following: a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.
Indicator		Score
INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		Meets Minimum Requirements
Findings and Explanation		
<p>a) The UNCT collaborated with the Inter-Agency Commission on implementation of Turkmenistan’s international human rights obligations to foster gender equality through implementation of the CEDAW recommendations. With support of UNFPA the National Action Plan on Gender Equality (NAPGE) 2021-2025 was developed and adopted in December 2020. The implementation of the NAP is integrated into the UNSDCF outcomes and indicators. Within the framework of the NAP UNFPA jointly with the Government conducted the first study on Domestic Violence in the country, the results will be shared publicly by the end of 2021. On 23 April, 2021 at the Economic and Social Council’s 54th session of the Commission on Population and Development the government reinforced its commitment to advance progress towards gender equality, reproductive health and rights, demographic dividend and using population data for evidence-based decision-making, i.e. “the Nairobi Summit Commitments made in November 2019 at various levels - financial, policy, legislative, structural.”).</p> <p>b) The role of national partners in supporting achievement of UNSDCF/PFD outcomes clearly is defined in the UNSDCF. The Women’s Union of Turkmenistan is a member of both UNSDCF governing bodies, Steering Committee and Results Groups, and participates in the regular meetings. Consultations with the Government UNSDCF planning and implementation are carried out on regular basis. The CF outcomes, outputs and indicators are developed in close consultations with the national partners. The Government serves as key stakeholders in the monitoring and evaluation of UNSDCF/PFD through established UNSDCF Result Groups. Women Union supported organization of a focus groups with single mothers in preparation of the UN CCA before the UNSDCF development. Women Union in partnership with the TV Committee work together with UN Agencies on advocacy and awareness raising campaigns on reduction of gender stereotypes.</p> <p>c) UNCT supports the Government in implementation of the nationalized gender related SDGs. UNCT also supports the alignment of targets and indicators in national plans with the SDG monitoring framework. UNCT</p>		

supports the Government in establishing the national SDG Data Base, however gender disaggregation and data availability remains a challenge.

Evidence or Means of Verification

List documents and sources used to verify findings:
UNSDCF; UNCT Monthly Agency updates; Inputs from UNCT relevant focal points; UNCT Minutes of the Meetings; Press Releases; ToRs and Concept Notes; Up-dates from the HRGY Theme Group and UNCCA up-dates, chapter on Women and girls

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets two of the following: a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation. or d) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	Meets all of the following: a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and/or implementation.

Indicator

Score

INDICATOR 3.2 | UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO

Meets Minimum Requirements

Findings and Explanation

Two NGOs (Yenme and Beik Ynam) promoting gender are implementing partners of the UN SDG Joint Programme on improving the system of social protection through introduction of inclusive quality community-based social services in the country on piloting of social service to support victims of GBV and DV; Two NGOs (Yenme and Women's Union) promoting gender equality participate in the regional Spotlight Initiative programme in Advisory Board; Hotline for providing targeted counselling services with referral linkages on COVID-19 and gender-based violence started its work in 2021 with support of UNFPA;

b) Women's NGO and NGOs promoting gender issues participate fully in:

Consultations around CCA/UNSDCF/PFD planning with participation of Women's Union are held within the Results Group on regular basis. Women's Union also participates in the development of UNSDCF/PFD outcomes, outputs and indicators, Monitoring of UNSDCF/PFD results.

Evidence or Means of Verification

List documents and sources used to verify findings:
UNSDCF; UNCT Monthly Agency updates; Inputs from UNCT relevant focal points; UNCT Minutes of the Meetings; Press Releases; Up-dates form the HRGY Theme Group and UNCCA up-dates, chapter on Women and girls

4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets 3 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets all 4 of the following:</p> <p>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p>b) RC demonstrates public championing of gender equality during the last 12 months;</p> <p>c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>

Indicator

Score

INDICATOR 4.1 | UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches Minimum Requirements

Findings and Explanation

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months; (8 minutes of the UNCT meetings carried out in 2021 examined).
Highlights include (in reverse order):
- Human rights updates, including those related to gender issues are a regular feature of the UNCT meeting

Findings and Explanation

- September 2021 - preparations to the brief analysis on progress of SDG indicators related to the UNFPA transformative results including ending gender-based violence; invitation forwarded to the Government on important regional events by UNECE - expert meeting on gender (28-29 September) to ensure Turkmenistan participation; UNFPA signed a new cooperation agreement with the British Embassy in Turkmenistan to promote a human-rights based and gender-transformative approach in the police and among young people; UNFPA held workshops with the teachers of Basic Life Skills subject in 5 velayats and Ashgabat to introduce and distribute materials developed with UNFPA assistance on inclusion of gender equality and reproductive rights within the school curricula of 7-11 grades of secondary schools.
- July 2021 - UNFPA as a lead Agency of new Joint Program approved by the UN Human Security Trust Fund "Empowering and engaging youth to mitigate the multi-dimensional threats of the health pandemic" introduced its main goals, expected outcomes and approach that include empowering and engaging the youth including girls in facilitating the implementation of the Socio-Economic Response Plan to mitigate the negative impact of the global pandemic on the socio-economic situation in Turkmenistan, with particular focus on the most vulnerable groups in line with the principle of "leaving no one behind".
- June 2021 - Further to the decisions of the SG Executive Committee meeting on Central Asia held on 27 May the UNCT brainstormed on the possibility of advocating for Government's agreement to have an additional capacity of international Human Rights Adviser in the RC Office who will be among other issues promote GEEW agenda; OHCHR presented Human Rights Due Diligence Policy;
- April 2021 - Chair of the Human Rights Gender and Youth Theme Group introduced Annual Work Plan 2021 including activities related to GEEW
- February 2021 - February meeting of UNCT was specifically dedicated to human rights and gender equality issues where OHCHR was the leading agency
- January 2021 - UNFPA presented the major highlights of the recently approved National Plan of Action on Gender Equality 2021-2025 and facilitated discussions on key priorities and suggested steps and opportunities for joint activities in the framework of the National Plan implementation; UNFPA informed that it developed service specifications on new social services for 3 target groups: women facing gender-based violence, young women with early pregnancy and youth with STIs, women who have abandoned children.

b) The Resident Coordinator (RC) demonstrated leadership and public championing of gender equality and women's empowerment on behalf of UNCT. 15 out of 18 (83%) examined speeches made reference to the issues of women's empowerment, human rights, gender equality, rights of vulnerable people. For instance, in early March 2021 at the Conference devoted to the accession of Turkmenistan to UN, RC stressed that gender equality remains a priority in UN cooperation with the Government. Later in March 2021 RC discussed with the Government strategic partnership in the area of gender equality during the presentation made by the Government of Turkmenistan for the second National Action Plan on Gender equality in Turkmenistan 2021-2025 where RC noted that Gender equality and women's empowerment is critical for creating peaceful and inclusive societies and for achieving the Agenda 2030 for Sustainable Development. During opening statement at the Inter-agency Commission on implementation of Turkmenistan's obligations under human rights and humanitarian law in late March 2021, the UN RC recognised among other areas human rights and gender inequality as the most pressing issues. At the opening of Youth Forum for peace and trust in March 2021, RC noted that we will not be able to ensure gender equality if we fail to empower all young people in all their diversity.

During the Conference "International Cooperation of Independent and Permanent Neutral Turkmenistan for Peace and Trust" in April 2021, RC highlighted that pandemic continues to threaten gender equality and stressed that the SDGs are more important now than ever to achieving gender equality. In the course of the Round Table on extractive industries in May 2021, RC talked about unprecedented technological transformation and new business models that can create new jobs and empower women. At the welcoming statement of the meeting of the President of GA with UNCT in Turkmenistan in July 2021, RC noted that UN team will continue to be able to contribute to achievements in promoting human rights and gender equality. The RC has also championed having a Human Rights capacity embedded in the RC Office.

c) Unfortunately, questionnaire/survey on personnel perception of HOAs demonstration of GEEW leadership was not conducted, so it is not possible to assess this criterion.

d) The UNCT has not yet used the template for the new ARC so this criterion is not yet met.

It worth noting that Outcome 1 of the UNSDCF Joint Work Plan 2021 designed to address the rule of law, human rights, gender equality, labour rights, and quality data issues through more effective, innovative, and transparent public administration. Also, GEEW issues are meaningfully covered in the UN Annual Results Report 2020, specifically in the Outcome 4 titled "The people of Turkmenistan, especially vulnerable groups, enjoy better coverage of quality health care services focusing on women and child health, nutrition, NCDs, Multiple Drug Resistant Tuberculosis (MDRTB), early detection and early prevention of diseases".

Evidence or Means of Verification

List documents and sources used to verify findings:
 UNCT HOA Meeting minutes in 2021
 RC talking points/speeches delivered in 2021
 UN Annual Results Report 2020
 UNSDCF Joint Work Plan 2021

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Indicator

Score

INDICATOR 4.2 | ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Meets Minimum Requirements

Findings and Explanation

The message was sent by UNRC office to all UN country personnel with instructions and the link to complete the survey. During the period of 28 September - 8 October, 2021, a diverse audience consisting of 79 UN personnel submitted

their answers, from which:

- 49.37% of the responses were from women, while 50.63% were from men and 0.00% were from others;
- 87.34% of the responses were from national staff and 12.66% were from international staff;
- 45.7% of responses were received from personnel with supervisory roles and 54.43% from staff without supervisory roles;
- Highest positive score in general, male and female categories: the overall rating reflected the rating done by women Q8 "UN personnel are treated equally irrespective of sex, gender identity or sexual orientation" and Q9: "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority"; while men's responses on the strong areas were reflected in the overall rating on Q12 on "flexible work arrangements".
- Highest negative score in general, male and female categories: both men and women agreed and gave the highest negative scores in responses to Q10 "The UN system in this country has adequate procedures in place to protect my personal safety and security".
- The male staff and overall general reflected highest negative score on Q6: "UN personnel demonstrate commitment to gender equality in the workplace", Q9: "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority", and Q4: "UN system makes efforts to fulfill its mandate to achieve equal representation of women and men at all levels".

Results scored an overall rating:

The message was sent by UNRC office to all UN country personnel with instructions and the link to complete the survey. During the period of 28 September - 8 October, 2021, a diverse audience consisting of 79 UN personnel submitted

their answers, from which:

- 49.37% of the responses were from women, while 50.63% were from men and 0.00% were from others;
- 87.34% of the responses were from national staff and 12.66% were from international staff;
- 45.7% of responses were received from personnel with supervisory roles and 54.43% from staff without supervisory roles;

- Highest positive score in general, male and female categories: the overall rating reflected the rating done by women Q8 "UN personnel are treated equally irrespective of sex, gender identity or sexual orientation" and Q9: "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority"; while men's responses on the strong areas were reflected in the overall rating on Q12 on "flexible work arrangements".

- Highest negative score in general, male and female categories: both men and women agreed and gave the highest negative scores in responses to Q10 "The UN system in this country has adequate procedures in place to protect my personal safety and security".

- The male staff and overall general reflected highest negative score on Q6: "UN personnel demonstrate commitment to gender equality in the workplace", Q9: "The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority", and Q4: "UN system makes efforts to fulfill its mandate to achieve equal representation of women and men at all levels".

Results scored an overall rating:

Results scored from male responses:

Among the male staff 82.50% - national and 17.50% - international staff; 55% - staff with supervisory functions and 45% without supervisory functions.

The minimum requirement at 65% is met across all 10 questions (Q-ts 4-13): average positive response - 74.87%; neutral - 17.44% and negative at 7.69%.

The following questions received the highest positive rating:

- Q11: The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance = 79.49%.

- Q12 on flexible work arrangements received the highest score of 82.05%.

At the same time the questions that received the highest negative scores include:

- Q4: UN system makes efforts to fulfill its mandate to achieve equal representation of women and men at all levels = 10,25%;

- Q5: HoAs demonstrate leadership and commitment to gender equality in the workplace = 10.25% and

- Q6: UN personnel demonstrate commitment to gender equality in the workplace = 10.25%;

- Q9: The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority = 12.82%; and

- Q10: The UN system in this country has adequate procedures in place to protect my personal safety and security = 12.82%

Results scored from male responses:

Among the male staff 82.50% - national and 17.50% - international staff; 55% - staff with supervisory functions and 45% without supervisory functions.

The minimum requirement at 65% is met across all 10 questions (Q-ts 4-13): average positive response - 74.87%; neutral - 17.44% and negative at 7.69%.

The following questions received the highest positive rating:

- Q11: The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance = 79.49%.

- Q12 on flexible work arrangements received the highest score of 82.05%.

At the same time the questions that received the highest negative scores include:

- Q4: UN system makes efforts to fulfill its mandate to achieve equal representation of women and men at all levels = 10,25%;

- Q5: HoAs demonstrate leadership and commitment to gender equality in the workplace = 10.25% and

- Q6: UN personnel demonstrate commitment to gender equality in the workplace = 10.25%;

- Q9: The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority = 12.82%; and

- Q10: The UN system in this country has adequate procedures in place to protect my personal safety and security = 12.82%

Results scored from female responses:

Among the female staff 92.31% - national and 1.69% - international staff; 35.90% - staff with supervisory functions and 64.10% without supervisory functions.

The minimum requirement at 65% is met across all 10 questions (Q-ts 4-13): average positive response - 77.09%; neutral - 17.51% and negative at 5.54%.

Female staff rated the following questions giving the highest scores:

- Q5: HOAs demonstrate commitment to gender equality in the workplace = 81.58%;

- Q7: UN system adequately facilitates the equal participation of men and women at all levels = 84.21%;

- Q8: UN personnel are treated equally irrespective of sex, gender identity or sexual orientation = 81.58% and

- Q9: The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority = 84.21%.

At the same time the following questions received the highest negative scores:
 - Q10: The UN system in this country has adequate procedures in place to protect my personal safety and security = 10.53%

Evidence or Means of Verification

List documents and sources used to verify findings:
 Results of the Survey of staff perception of organizational environment for gender equality: total 79 responses of 124 personnel: Survey Turkmenistan ALL 2021; Survey Turkmenistan MALE 2021; Survey Turkmenistan FEMALE 2021; UN Gender and Organizational Culture Survey - Turkmenistan 2021

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.	Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.	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.

Indicator	Score
INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED	Missing Minimum Requirements

Findings and Explanation

a) The UNCT does not have a mechanism in place to monitor and track gender parity in staffing. Most agencies monitor data at individual agency level. Most UN agencies have policies for gender parity in staffing in place. The consolidated data collected for this exercise may serve as a baseline for future monitoring.

b) Based on data collected from 6 UN agencies for their staffing at SC, GS and professional levels, an analysis was conducted as per the below.

- National Staff category: The assessment found that women comprise 50% of Service Contract Staff (28 of 56), 48% of General Service Staff (15 of 31) and 44% of professional staff (12 of 27). However, it was noted that men, with a total representation of 100%, dominate the grades (G1 to G3). While the grades (G4 to G7) it has almost equal representation of women and men, with a slight female advantage (55% and 44% respectively). The overall gender parity in the national staff category is 48% women vs. 52% men, which is slightly above that the 47 threshold.
- International staff category: it was noted that the grades (P1 to P5) have not equal representation with 0% women and 100% men. While the senior international professional positions (D1, D2), are dominated by men with a representation of 100%. The overall gender parity in the international staff category is 0% women vs. 100% men, which not meets the threshold.

There is no gender parity at the international staff category. While in the local staff category, the overall gender parity is slightly above than the threshold with 48% women vs. 52% men. The overall gender parity does not meet the threshold, with 44% women’s representation.

c) The UNCT team has a BOS framework in place. The framework included few joint sub-themes covering Gender Equality and women empowerment.

Evidence or Means of Verification

List documents and sources used to verify findings:
 1) Consolidated, sex-disaggregated staffing data for UNDP, UNICEF, UNFPA, IOM, UNODC, and UNDSS.
 2) Business Operations Strategy 2018
 3) Human Resources Working Group Best Practices for Gender Parity 2020

5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following: a) The UNCT has collaborated with at least two gov- ernment agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localiza- tion and/or implementation.	Meets all of the following: a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government partici- pation and engagement in gender related SDGs localization and/or implementation.

Indicator	Score
INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW	Meets Minimum Requirements
Findings and Explanation	
<p>a) A coordination mechanism for gender equality is chaired by a HOA.</p> <p>There is a coordination mechanism for GEEW organized through the Human Rights, Gender and Youth Thematic Group (HRGYTG) in Turkmenistan chaired by the UNFPA Head of Office. The Chairperson of the HRGTG is chosen by the HRGTG members and recommended to the UNCT for approval. This process is repeated on an annual basis.</p> <p>The HRGYTG members aspiring to see an increased role of the theme groups and contributing to the work of the UN country team in the country. The HRGTTG presents progress updates to the UN country team twice a year under the co-ordination of the UN Resident Coordinator and as required. The HRGYTG also provides contribution to the RC Annual report.</p> <p>HRGYTG develops an annual work plan and monitor its implementation. Structured quarterly meetings serve as an instrument in fulfilling HRGYTG activities. Ad-hoc and thematic meetings could be arranged if required. The HRGTG maintains official minutes of the meetings with a description of issues discussed and decisions/actions taken. Minutes of the meeting taken by HRGYTG members on a rotational basis and shared with UNCT. The UN Resident Coordinator’s Office and UNCT is supporting HRGYTG activities, including capacity development of the HRGYTG’s members to ensure their further efficient functioning as a group.</p>	

Findings and Explanation

b) The group has a TOR and an approved annual work plan;

There is a TOR updated annually and Annual Work Plan of HRGYTG. Under the TOR:

The HRGYTG identifies and promotes a common strategy to promote the following areas of interest:

- To mainstream HR, gender and youth perspectives in programming, activities, joint programmes and initiatives, as well as other strategies for addressing HR, gender-based and youth inequalities and inequities.
- Identifies areas of coordination between concerned UN entities to promote HR, gender and youth related commitments and develop mechanisms to follow up on them.
- Enhances UN coordination by undertaking joint UN programmes and initiatives on HR, gender equality and youth development.
- In considering the cross-cutting aspect of HR, gender and youth issues, coordinates with other UN theme groups and CF Results Groups (CF RG 1 on rule of law and governance) to ensure a consistent approach of HR, gender and youth issues and avoid overlapping.
- Contributes HR, gender and youth information and analysis to policy advice/dialogue and support the Government, the UNCT, and development partners in developing and reviewing HR, gender and youth responsive policies and plans.
- Reviews joint programs/initiatives and joint funding proposals with regard to HR, gender and youth mainstreaming.
- Promotes networking, information sharing and knowledge management on HR, gender and youth issues with governmental institutions, other UN theme groups, CF Results Groups (CF RG 1 on rule of law and governance) and NGOs.
- Identifies opportunities for advocacy in HR, gender and youth equality and equity and promote this in the UN System and among other development partners.
- Supports joint UN advocacy and awareness activities to highlight human rights/ gender and youth dimensions of an important national issue (e.g., International Women's Day, International Children's Day, International Human Rights Day and others).
- Seeks to provide inputs to the CCA/UNSDCF exercises.
- Undertakes any other responsibilities/tasks with respect to HR, gender, and youth issues at the request of the RC/UNCT.

c) Members include at least 50% senior staff (P4 and above; NOC and above);

The requirement is not met since out of 12 members of HRGYTG only two members are NODs, and three are NOCs the rest are at lower level, thus, making only about 42% of members of group are senior staff.

d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.

Gender equality is well mainstreamed into the new United Nations Sustainable Development Cooperation Framework (UNSDCF) and all outcomes will drive the transformative change for improving the lives of women and girls in all spheres of lives, with strong focus on women and girls with disabilities, single parents, migrants, adolescents and other vulnerable groups.

The HRGYTG provides inputs to CCA annually and have contributed efficiently to UNSDCF 2021-2025 development including strategic prioritization, result framework and M&E.

Under UNSDCF 2021-2025, Outcome 1: People have access to more effective, innovative, and transparent public administration based upon the rule of law, human rights, gender equality, labour rights, and quality data, is actively promoted and implemented by HRGYTG.

While there is not a country office of UN Women in Turkmenistan, RCO and UNFPA is taking a lead on implementation of GEWE in Turkmenistan.

In September 2016, Turkmenistan nationalized the 17 SDGs and 148 targets, which balance the three dimensions of sustainable development: the economic, social and environmental. The nationalized SDGs seek to realize human rights for all and to achieve gender equality and empowerment of all women and girls, pledging that no one will be left behind.

Evidence or Means of Verification

List documents and sources used to verify findings:

- 1) UN Country Team in Turkmenistan- Human Rights, Gender and Youth Theme Group Terms of Reference (updated in August 2021);

- 2) Minutes of the Minutes of the HRGYTG Meeting (Ashgabat, Turkmenistan, 26 August 2021);
- 3) 2021 Work Plan;
- 4) Email with list of members jointly shared with the HRGYTG members and UNCT;
- 5) Government of Turkmenistan and United Nations Sustainable Development Cooperation Framework 2021-2025

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has collaborated with at least one government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.	Meets two of the following: a) The UNCT has collaborated with at least two gov- ernment agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government participation and engagement in gender related SDGs localiza- tion and/or implementation.	Meets all of the following: a) The UNCT has collaborated with at least two government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle. b) The National Women’s Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. c) The UNCT has made at least one contribution to substantively strengthen Government partici- pation and engagement in gender related SDGs localization and/or implementation.

Indicator	Score
INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING	Approaches Minimum requirements
Findings and Explanation	
<p>a) At least one substantive interagency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>Last year (June, 2020) UN Women Regional Office for the countries of CA together with the Office of the UN Resident Coordinator in Turkmenistan organized a two day e-training for the Central Asia UNCTs and Human Rights, Gender and Youth Theme Group members on System-wide Action Plan Gender Equality Scorecard. The training was delivered by UN Women HQ colleagues, together with the ECA Regional Office colleagues, with the active participation of around 10 members of the UNCT Turkmenistan providing an opportunity for sharing UNCT-SWAP experiences among countries.</p> <p>On 9 September 2021 UNCT organized a Townhall meeting for all UN staff where the Briefing on Protection from Sexual Exploitation and Abuse took place. The meeting aimed at awareness raising among UN personnel on PSEA and ensuring compliance with PSEA policies and standards. Staff was also informed on the complaints and reporting procedures.</p> <p>In addition, to support to activities on PSEA, in 2021 the UNCT jointly developed the ‘No Excuse’ cards which includes a concise and portable statement of the UN rules and prohibitions related to sexual exploitation and abuse and provides contact details for reporting allegations. The card was shared with the UN personnel as part of the implementation of UNCT Plan on PSEA.</p>	

Also, UNCT engages the UN staff to provide feedback on the country's performance with regard to implementation of its obligations under the CEDAW, that are compiled into one document and shared with the CEDAW committee. These activities increase UN staff awareness of gender equality issues.

b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.

There is no capacity development plan based on an inter-agency capacity assessment established or updated.

c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

There is no UNCT induction material. Individual Agencies have developed their Induction packages which also include mandatory courses, including 1) United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority; 2) Prevention of Sexual Exploitation and Abuse of the Local Population (PSEA); 3) The Gender Journey: Thinking outside the box.

Evidence or Means of Verification

List documents and sources used to verify findings:

1. PSEA 'No Excuse' cards;
2. RCO 2021 Workplan

6. RESOURCES

INDICATOR 6.1 | ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements and b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements and c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.

Indicator	Score
INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED	Missing Minimum Requirements
Findings and Explanation	
<p>a) The UNCT has not carried out a capacity building event on the gender marker over the current UNDAF/UNSDCF cycle started in 2021.</p> <p>b) The UNCT has not set a target for resource allocations to GEEW. However, the UNCT has in place a planning, monitoring and reporting system to track and utilize some country-level gender budgetary data. Close look at the approved Joint Work Plans 2021 under the UNSDCF 2021-2025 can give us some understanding on the significance of GEEW issues in planning of joint activities. For instance, if we look at the number of activities, we see that only 11% of all activities in JWP 2021 belong to gender-neutral Gender Marker 0, while 37% of activities are specifically dedicated to women's empowerment and narrowing gender inequalities and marked as GM 3 in the JWP. Nearly 24% of activities are coded as GM2 as making a substantial contribution to gender equality/women's empowerment, while 28% of activities have limited contribution to GEEW and marked as GM1.</p>	

Findings and Explanation

With regards to UNCT budget allocations, total amount of Joint Work Plans 2021 is over \$68 million which includes around \$50 million for procurement of health products for diagnostics and treatment of infectious diseases incl. COVID-19. In the remaining \$18 million, around 13% is financing activities with principal objective of gender equality and women's empowerment, while 20% does not contribute to GEEW and coded as Gender marker 0. If we look at the component-level budget, we see that 67% of budget allocation goes to activities coded as GM3 in Outcome 1. By 2025, people have access to more effective, innovative, and transparent public administration based upon the rule of law, human rights, gender equality, labour rights, and quality data. In the absence of annual expenditure figures which normally available in January, these planning budgetary data offers a partial picture on the significance of GEEW issues in implementation of UNSDCF in 2021.

Evidence or Means of Verification

List documents and sources used to verify findings:

- 1) Consolidated, sex-disaggregated staffing data for UNDP, UNICEF, UNFPA, IOM, UNODC, and UNDSS.
- 2) Business Operations Strategy 2018
- 3) Human Resources Working Group Best Practices for Gender Parity 2020

7. RESULTS

INDICATOR 7.1| UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets minimum requirements and b) At least one outcome level UNDAF result has contributed to transformative change in relation to gender equality and the empowerment of women.

Indicator

Score

INDICATOR 7.1| UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY

Approaches Minimum Requirements

Findings and Explanation

2021 is the first year of implementation of UNSDCF and the UNCT is on track in achieving some GEWE results as stated in UNSDCF, however gender mainstreaming practices need to be strengthened.

The UNSDCF covers three strategic areas:

- » People-centred governance and rule of law
- » Inclusive, green, and sustainable economic growth
- » Quality, inclusive and affordable health, education, and social protection

Five outcomes under the strategic priorities were identified:

- » Outcome 1: People have access to more effective, innovative, and transparent public administration based upon the rule of law, human rights, gender equality, labour rights, and quality data;

Findings and Explanation

- » Outcome 2: Conditions for sustainable and inclusive economic diversification are strengthened with competitive private and financial sectors, enhanced trade and investment promotion, and the adoption of new and digital technologies;
- » Outcome 3: There is effective design and implementation of disaster risk reduction and climate adaptation and mitigation measures, enabling a more rational use of resources, increased resilience, and a 'green' economy transition;
- » Outcome 4: The population of Turkmenistan enjoys higher quality and inclusive health and social protection services;
- » Outcome 5: The education and skilling system offers all people the skills and knowledge for employment success and enhanced social integration and resilience in a diversifying economy.

UNSDCF strategic priorities and outcomes are interlinked to reflect the integrated nature of the 2030 Agenda for Sustainable Development. Together with human rights and gender equality, they embody a nexus of change with progress under each outcome requiring and contributing to progress of other priority areas. While all five outcomes are equally important and will be pursued in tandem, frontloading investments to enhance inclusive and people-centered governance will ensure a solid and forward-looking institutional and regulatory framework. This is fundamental for long run sustainable development and particularly important in resource abundant countries.

Turkmenistan was one of the first countries to take up the 2030 Agenda for Sustainable Development and its pledge to transform lives and protect the planet with its 17 ambitious SDGs. The nationalized SDGs also seek to realize human rights for all and to achieve gender equality and empowerment of all women and girls, pledging that no one will be left behind.

Recently, there was developed and adopted a National Action Plan (NAP) on gender equality with M&E Framework and linkages to the SDG targets, what may further support gender mainstreaming in plans and programmes, as well as support with the improvement of UNCT performans on this specific Indicator of the Scorecard. To track progress on this Indicator, it is recommended to have annual reviews of the Scorecard or a semi-annual reports prepared by UNCT in relation to the joint work-plans per UNDAF Outcomes, with focus on gender aspects. It is clear that, due to the fact that progress is tracked on output (through joint work-plans) rather than UNDAF Outcomes' level it could be hard to draw definite conclusions, but this will contribute to the the improvement of overall UNSDCF M&E interventions and impact progress towards improving the Country Team's scoring under this indicator.

Evidence or Means of Verification

UNSDCF 2021-2025
CEDAW Concluding observations
UN CCA

CONCLUSION

Based on the process and result of the exercise UNCT of Turkmenistan shows areas of strength that serve as a model for good practice. The case study also reveals some weaker areas e.g., Gender Parity and Resources in the indicators that should be addressed in subsequent processes to lead to stronger outcomes.

ANNEX A

UNCT SWAP – SCORECARD ACTION PLAN

Action	Responsibility	Required Resources and Source	Timing	Explanation and Links to SWAP-Scorecard Assessment
<p>INDICATOR 1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS</p> <p>Continue the advocacy with the Government of Turkmenistan on improving data availability, particularly sex-disaggregated data across sectors.</p>	<p>All UN Agencies /MEL Group/ HRGYT G/ UNCG</p>	<p>Agenda item on data availability needs to be included as a standby item in the talking points of all UNCT members in their meetings with national authorities</p>	<p>Remainin g of 2021 and 2022</p>	<p>The action is expected to contribute to improving the general data environment in the country, which in turn should lead to better availability of sex-disaggregated data</p>
<p>INDICATOR 1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES</p> <p>Expand the use of agency-based surveys, which specifically target filling the data gaps required for comprehensiv</p>	<p>All UN Agencies</p>	<p>UN Agencies both resident and non-resident as well as the IFIs need to be engaged with funding and staff time to facilitate and support such issue-based surveys.</p>	<p>Remainin g of 2021 and 2022</p>	<p>The proposed actions will help create an evidence base for policy advice with the national Government and for better informed UN programming on concerned gender discrimination issues.</p>

<p>e gender-based analysis. For example, surveys to identify the income and expenditure patterns of female-headed households (SDG indicator 1.1.1); to obtain the evidence on the reasons for higher share of girls in NEET; time use survey in households (SDG indicator 5.4.1) to identify the burden of unpaid work on women's competitiveness in the labour market.</p>				
<p>INDICATOR 1.3 UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY</p> <p>Ensure that next UNSDCF Outcomes continue consistency in terms of</p>	<p>UNCT – overall guidance, based on UNDG Resource Book for Mainstreaming Gender in UN Commo</p>	<p>Staff time</p>	<p>Next UNSDCF design stage</p>	<p>The action will contribute to maintaining “meeting minimum requirements”.</p>

<p>gender-mainstreaming; and that 50% or more of UNSDCF Indicators measure changes in gender equality in line with SDG priorities, including SDG 5.</p>	<p>n Program ming at the Country Level.</p> <p>Human Rights, Gender and Youth Theme Group (HRGYT G) and Monitori ng and Learnin g (MEL) Groups – screenin g of all content s through gender lens.</p>			
<p>INDICATOR 2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES</p> <p>Establish a checklist that includes gender aspects (e.g., existence of gender analysis, gender- sensitive and</p>	<p>RCO – formally establis h the checklis t and filing system.</p> <p>HRGYT G and MEL – support RCO in checklis t develop ment</p>	<p>Staff time</p>	<p>Remainin g of 2021 and 2022</p>	<p>The action would render UNCT’s integrated response to complex development challenges more gender sensitive.</p>

<p>sex-disaggregated indicators) for Joint Programme (JP) proposals. The checklist shall be filled in by UN agencies planning to implement a JP and submitted for HRGYTG and MEL's review together with draft programme document. Checklist will be established if not available</p>	<p>and JP proposal screening.</p>			
<p>INDICATOR 2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY</p> <p>The Interagency Communication Group Annual Work Plan to visibly include GEEW communication and advocacy, including at least in one</p>	<p>UNRC and Chair of the UNCG ensures and follows up on the inclusion of the relevant issues into the Annual Work Plan and have a separate</p>	<p>UNRC, UN agencies budget allocations</p>	<p>2022 and on</p>	<p>Boosting the GEEW in the UNCG Annual Work Plan, including in non-traditional thematic areas (men engage/LGBTQI), and dedicating a mandatory section for the joint GEEW advocacy events will allow for "exceeding minimum requirements" for the indicator 2.2.</p>

<p>non-traditional thematic area. Encourage increasing the number of joint advocacy events by dedicating a mandatory section for the joint advocacy events. Non-traditional gender issues will be needed to be identified by UNCG.</p>	<p>section on the joint GEEW advocacy events to be planned in the beginning of the year.</p>			
<p>INDICATOR 2.3 UNCF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS</p> <p>Establish M&E frameworks that are based on Human Rights and GEWE approaches should go beyond including sex disaggregation.</p>	<p>UNRC/ OMT</p>	<p>UNRC, UN agencies budget allocations</p>	<p>2022 and on</p>	<p>Establish the M&E frameworks that are based on Human Rights and the GEEW will allow for "exceeding minimum requirements" for the indicator 2.2.</p>

<p>Combining both quantitative and qualitative indicators allow for a better reflection of the complexities of gender roles and power relations.</p>				
<p>INDICATOR 3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN Improve capacities of the government on gender analysis through support of their participation on trainings and advocacy in using gender - disaggregation in analysis</p>	<p>UN agencies</p>	<p>By utilizing existing resources/sources</p>	<p>2021-2022</p>	<p>The action will contribute to maintaining “meeting minimum requirements”</p>

and progress monitoring.				
<p>INDICATOR 3.2 UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO</p> <p>Prepare a pool of Gender experts from the Women's NGOs using existing training modules and adopt them into local language</p> <p>Conduct mapping of donors with gender equality related funding</p>	<p>1. UN RCO to collect and consolidate relevant data from development partners .</p> <p>2. UNCT members to share the information on their ongoing programmes and projects, including</p>	<p>Collective inputs by development partners and UN organizations in Turkmenistan to the Matrix of Mapping Development Assistance to Turkmenistan</p>	<p>2021-2022</p>	<p>Based on the Matrix of Mapping Development Assistance to Turkmenistan (a product of Development Partners Coordination Group, DPCG) identify donors and partners with GEEW-related programmes and projects”</p>
<p>INDICATOR 4.1 UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY</p> <p>To conduct questionnaire /survey</p>	<p>RCO, UN Agencies, UNFPA</p>	<p>1. UNCT Gender Equality Marker (GEM) Guidance Note https://unsdg.un.org/resources/unct-gender-equality-marker-</p>	<p>Jan-June 2022</p>	<p>Senior managers play a critical role within the UNCT for the promotion of GEEW, as highlighted in the CEB-endorsed United Nations Leadership Model (CEB/2006/2).</p>

<p>among UN agencies on reflection of a gender perspective in organizational , practices, policies and programmes</p>		<p>guidance-note 2. Financing for Gender Equality and Tracking Systems - Background Note https://unsdg.un.org/resources/financing-gender-equality-and-tracking-systems-background-note</p>		
<p>INDICATOR 4.2 ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN</p> <p>Share the results of the Analysis at the general Meeting</p> <p>Request staff reflections and ask for a joint discussion of possible solutions on</p>	<p>HRGYTG</p>	<p>Results of the analysis and description on the left</p>	<p>Remaining of 2021</p>	<p>Overall agreed among male and female staff Highest positive score Q8 "UN personnel are treated equally irrespective of sex, gender identity or sexual orientation" and Q9: "The UN system has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority"; Highest negative score: Q10 "The UN system in this country has adequate procedures in place to protect my personal safety and security".</p>

Cultural survey.				
INDICATOR 4.3 GENDER PARITY IN STAFFING IS ACHIEVED Include a statement on encouraging female candidates' participation in vacancy announcements include	UNCT	Results of the analysis and description on the left	Remainin g of 2021 and 2022	The overall gender parity in the <u>national staff</u> category is 48% women vs. 52% men, which is slightly above that the threshold of 47. The overall gender parity in the <u>international staff</u> category is 0% women vs. 100% men, which does not meet the threshold.
INDICATOR 5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW 5.1. UNCT discuss the issue of increasing the senior staff representation at the UN Human rights, Gender and Youth Theme Group (at least 50% - P4/NOC and above).	UNRC and Chair of the HRGYT G propose s the issue into the agenda of the UNCT and follows up	Staff time	2021-2022	Increasing the senior staff representation of this mechanism will allow for "exceeding minimum requirements" for the indicator 5.1.
INDICATOR 5.2 UNCT HAS	UNRC conduct the	Training fees, staff time; Budget	2022	Sensitizing all staff on gender equality and women empowerment is critical for

<p>ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING</p> <p>5.2. UNCT to conduct an interagency capacity needs assessment and develop a capacity building plan that follows UNSDCF cycle. All agencies should contribute with budget allocations for the plan. UNCT to develop the induction material for newcomers that includes GEEW commitments and related development challenges</p>	<p>capacity needs assessment on gender knowledge and facilitate the development and endorsement of the capacity building plan on an annual basis. UNRC initiates the development of the Induction materials to include the GEEW with inputs from HRGYT G/UNCG.</p>	<p>allocations from all agencies.</p>		<p>gender mainstreaming. Building the capacity of the UNCT and all staff on gender equality will allow for "meeting the minimum requirements" for the indicator 5.2.</p>
<p>INDICATOR 6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAM</p>	<p>UNRCO</p>	<p>1. UNCT Gender Equality Marker (GEM) Guidance Note</p>	<p>Jan-Dec 2022</p>	<p>To strengthen the capacity of the UN colleagues on GEEW issues and raise awareness on financial target setting for program allocation for GEEW</p>

<p>ING ARE ALLOCATED AND TRACKED</p> <p>UNCT to conduct at least one capacity building and awareness raising event over the current UNSDCF cycle on the gender marker and financial target setting for GEEW related programs.</p>		<p>https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note</p> <p>2. Financing for Gender Equality and Tracking Systems - Background Note</p> <p>https://unsdg.un.org/resources/financing-gender-equality-and-tracking-systems-background-note</p>		<p>purposes, UNCT to conduct at least one capacity building event within the current UNSDCF period.</p>
<p>INDICATOR 7.1 UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GENDER EQUALITY IN THE COUNTRY</p> <p>7.1 Conduct annual or semi-annual reviews of the Scorecard by UNCT in relation to the joint work-plans per CF Outcomes, with focus on</p>	<p>MEL group – reviews and draft 1 pagers or snapshots on results, in case of design and development of snapshots- involve designers or Commu</p>	<p>Staff time</p>	<p>2021 and beyond</p>	<p>Due to the fact that progress is tracked on output (through joint work-plans) rather than CF Outcomes' level it could be hard to draw definite conclusions, so such reviews will contribute to the improvement of overall UNSDCF M&E interventions and impact progress towards improving the Country Team's scoring under this indicator.</p>

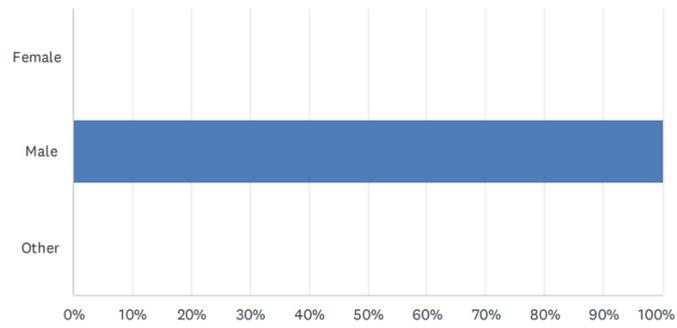
gender aspects.	nication group			
-----------------	----------------	--	--	--

ANNEX B

ORGANISATIONAL CULTURE STAFF SURVEY RESULTS MALE

Q1 Select your gender:

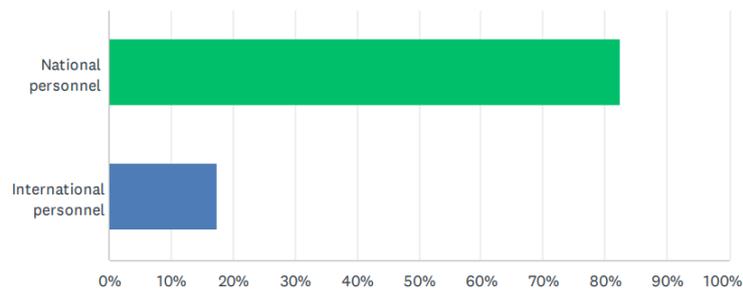
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	0.00%	0
Male	100.00%	40
Other	0.00%	0
TOTAL		40

Q2 Select below:

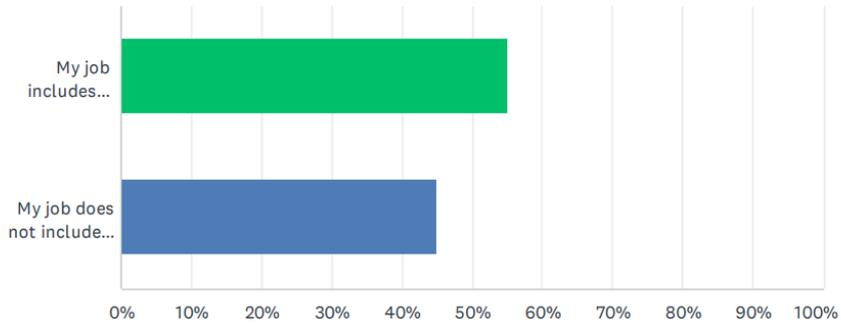
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
National personnel	82.50%	33
International personnel	17.50%	7
TOTAL		40

Q3 Select below:

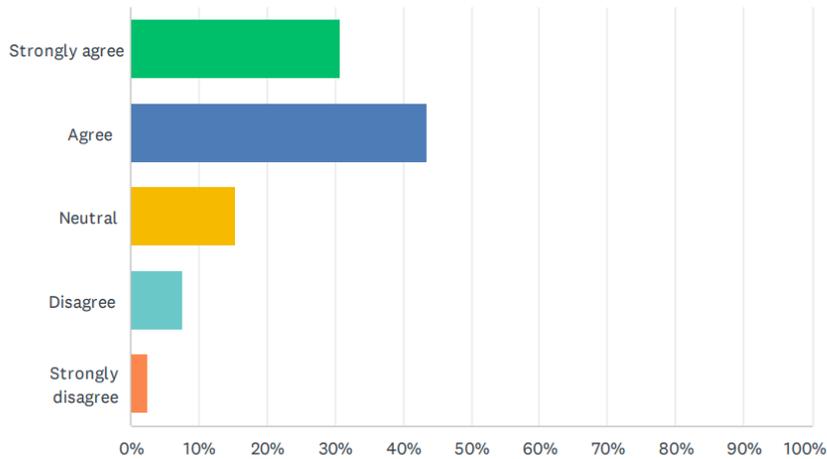
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
My job includes personnel supervisory functions	55.00% 22
My job does not include personnel supervisory functions	45.00% 18
TOTAL	40

Q4 The UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

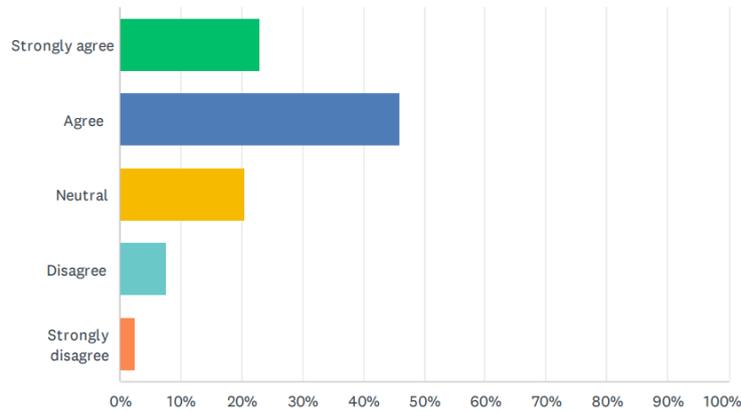
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly agree	30.77% 12
Agree	43.59% 17
Neutral	15.38% 6
Disagree	7.69% 3
Strongly disagree	2.56% 1
TOTAL	39

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

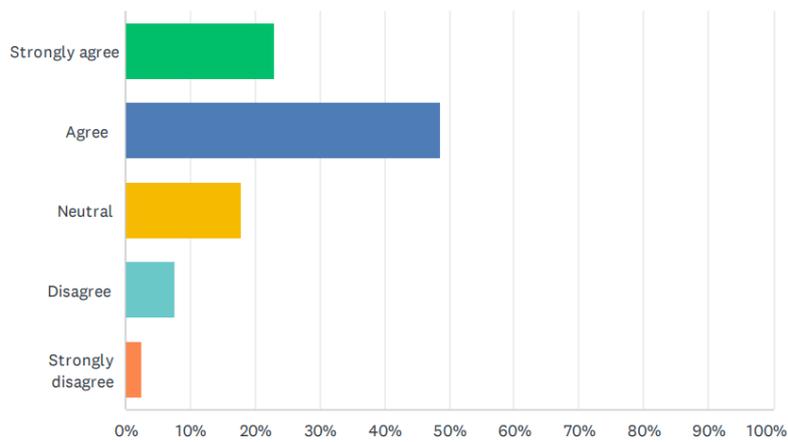
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	9
Agree	46.15%	18
Neutral	20.51%	8
Disagree	7.69%	3
Strongly disagree	2.56%	1
TOTAL		39

Q6 UN personnel in this country demonstrate commitment to gender equality in the workplace.

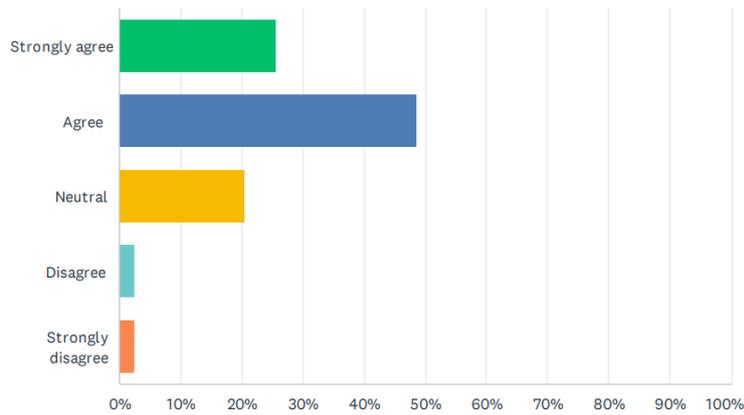
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	9
Agree	48.72%	19
Neutral	17.95%	7
Disagree	7.69%	3
Strongly disagree	2.56%	1
TOTAL		39

Q7 The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

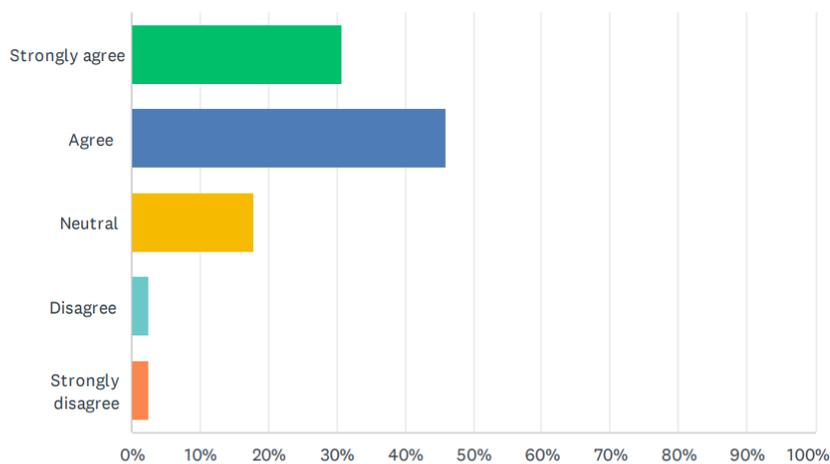
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.64%	10
Agree	48.72%	19
Neutral	20.51%	8
Disagree	2.56%	1
Strongly disagree	2.56%	1
TOTAL		39

Q8 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

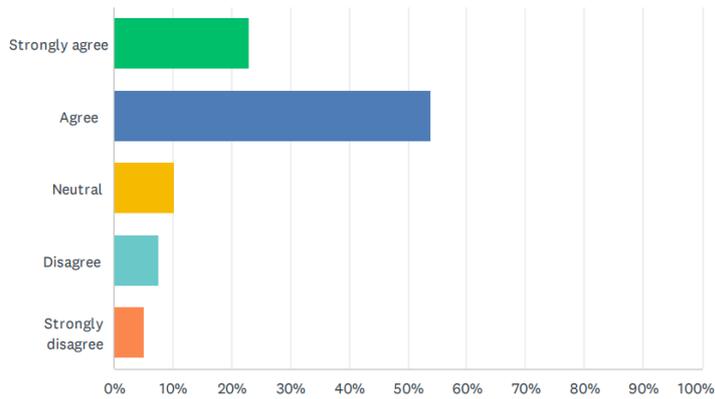
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	30.77%	12
Agree	46.15%	18
Neutral	17.95%	7
Disagree	2.56%	1
Strongly disagree	2.56%	1
TOTAL		39

Q9 The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.

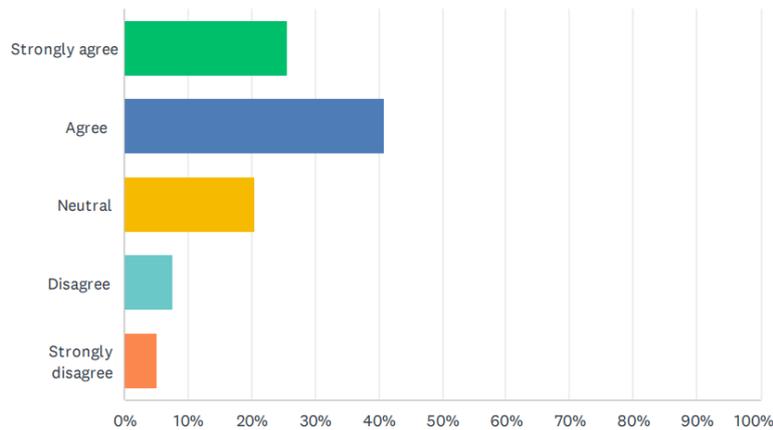
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	9
Agree	53.85%	21
Neutral	10.26%	4
Disagree	7.69%	3
Strongly disagree	5.13%	2
TOTAL		39

Q10 The UN system in this country has adequate procedures in place to protect my personal safety and security.

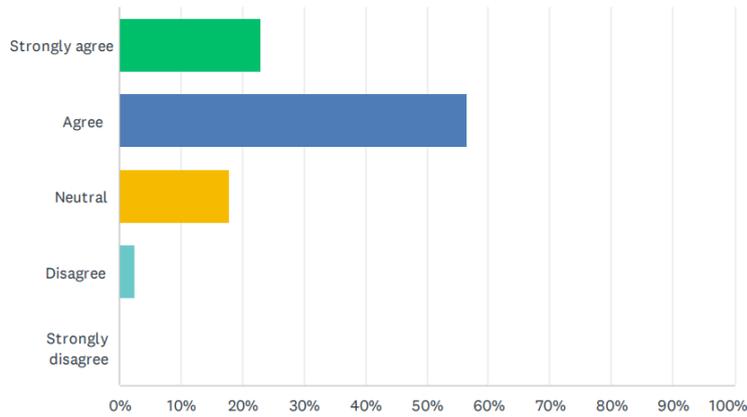
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.64%	10
Agree	41.03%	16
Neutral	20.51%	8
Disagree	7.69%	3
Strongly disagree	5.13%	2
TOTAL		39

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance.

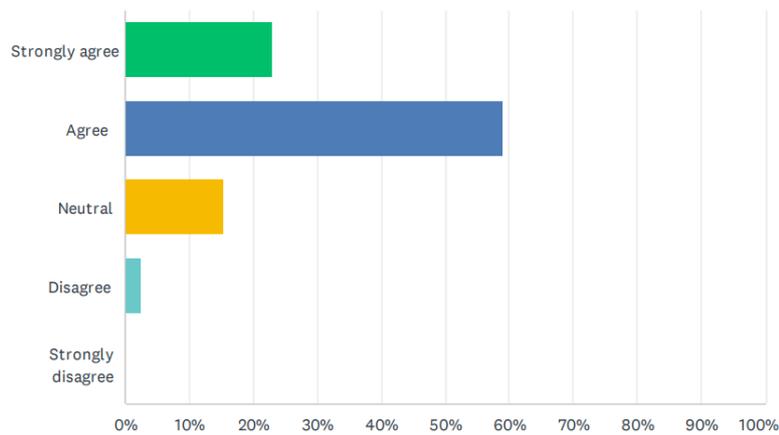
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	9
Agree	56.41%	22
Neutral	17.95%	7
Disagree	2.56%	1
Strongly disagree	0.00%	0
TOTAL		39

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.

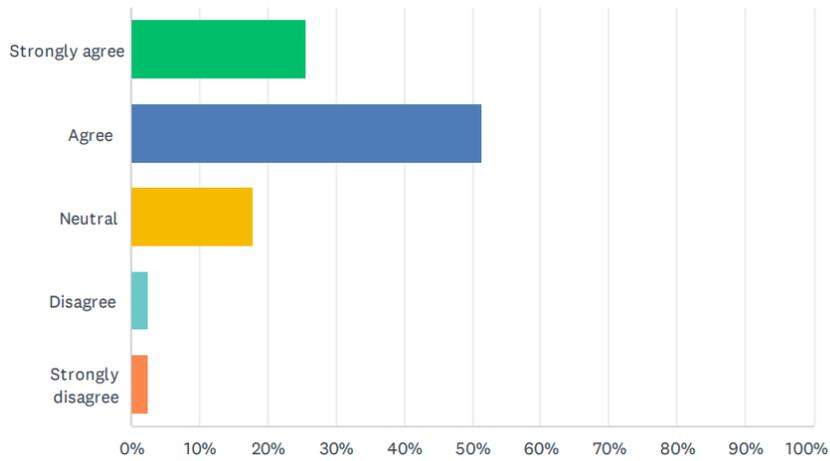
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	9
Agree	58.97%	23
Neutral	15.38%	6
Disagree	2.56%	1
Strongly disagree	0.00%	0
TOTAL		39

Q13 Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.

Answered: 39 Skipped: 1

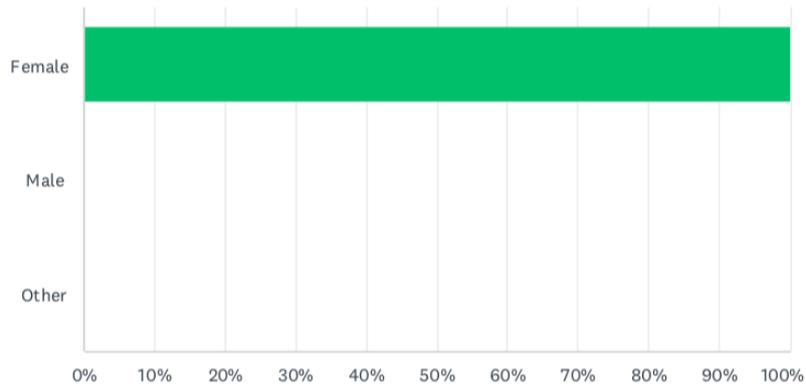


ANSWER CHOICES	RESPONSES	
Strongly agree	25.64%	10
Agree	51.28%	20
Neutral	17.95%	7
Disagree	2.56%	1
Strongly disagree	2.56%	1
TOTAL		39

ORGANISATIONAL CULTURE STAFF SURVEY RESULTS FEMALE

Q1 Select your gender:

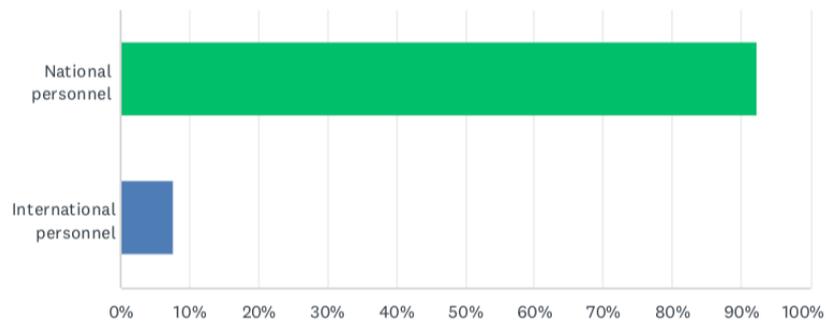
Answered: 39 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	100.00%	39
Male	0.00%	0
Other	0.00%	0
TOTAL		39

Q2 Select below:

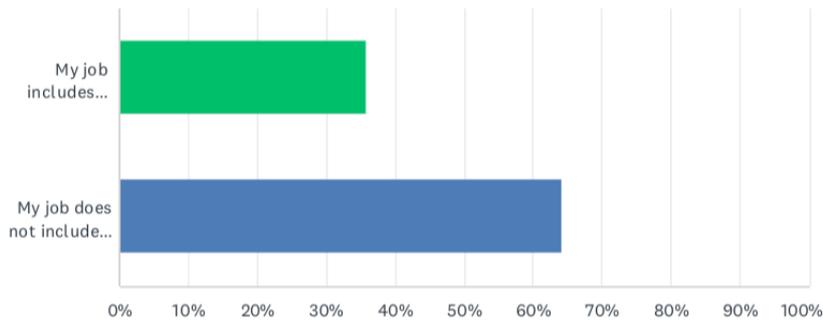
Answered: 39 Skipped: 0



ANSWER CHOICES	RESPONSES	
National personnel	92.31%	36
International personnel	7.69%	3
TOTAL		39

Q3 Select below:

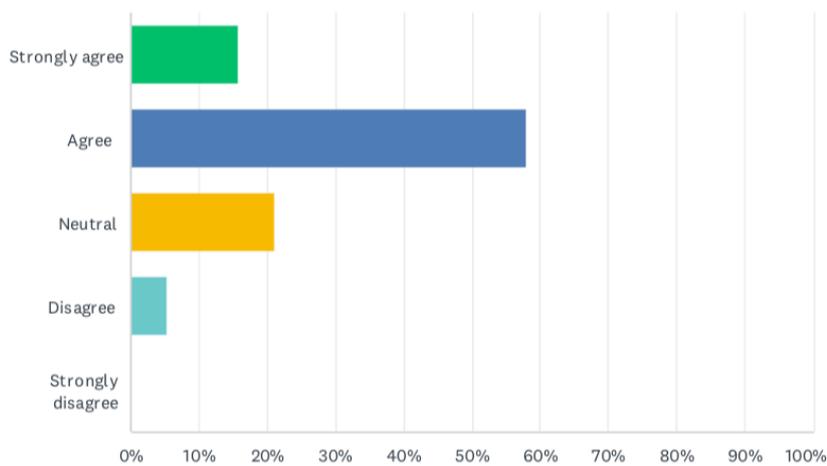
Answered: 39 Skipped: 0



ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	35.90%	14
My job does not include personnel supervisory functions	64.10%	25
TOTAL		39

Q4 The UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

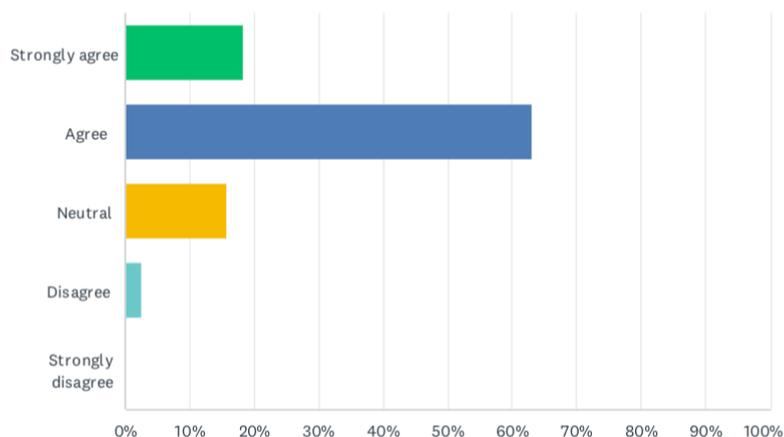
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	6
Agree	57.89%	22
Neutral	21.05%	8
Disagree	5.26%	2
Strongly disagree	0.00%	0
TOTAL		38

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

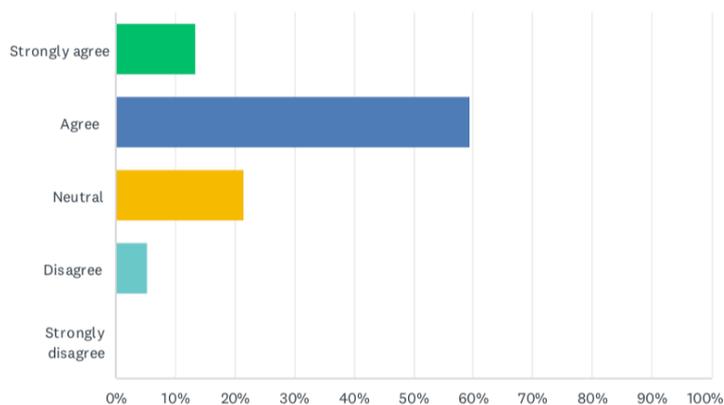
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	18.42%	7
Agree	63.16%	24
Neutral	15.79%	6
Disagree	2.63%	1
Strongly disagree	0.00%	0
TOTAL		38

Q6 UN personnel in this country demonstrate commitment to gender equality in the workplace.

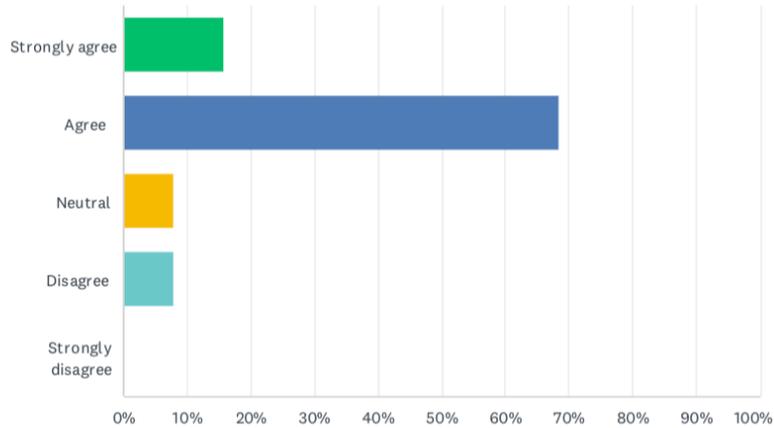
Answered: 37 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	13.51%	5
Agree	59.46%	22
Neutral	21.62%	8
Disagree	5.41%	2
Strongly disagree	0.00%	0
TOTAL		37

Q7 The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

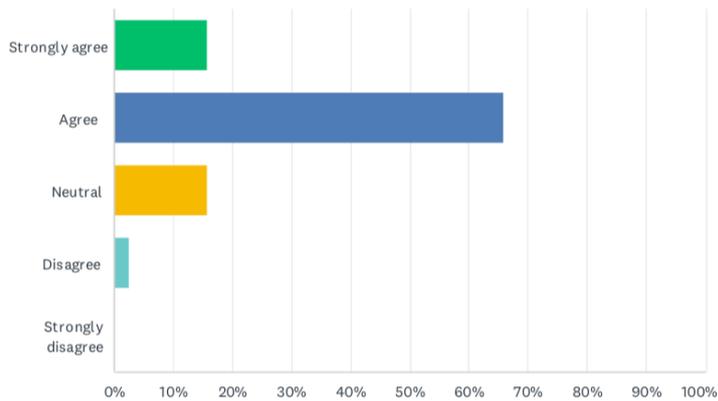
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	6
Agree	68.42%	26
Neutral	7.89%	3
Disagree	7.89%	3
Strongly disagree	0.00%	0
TOTAL		38

Q8 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

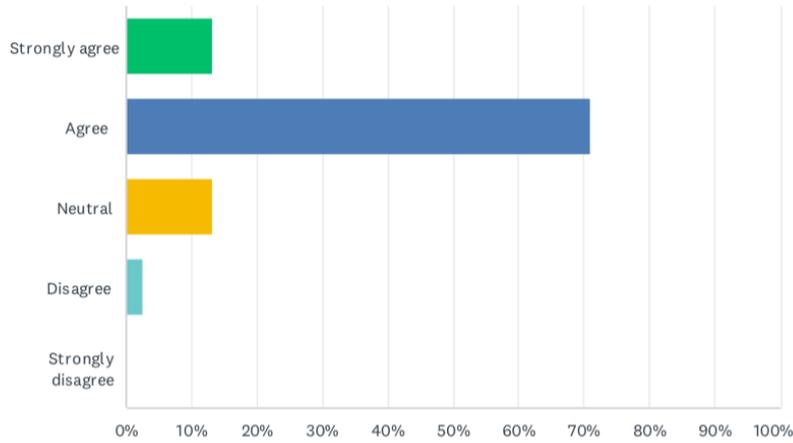
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	6
Agree	65.79%	25
Neutral	15.79%	6
Disagree	2.63%	1
Strongly disagree	0.00%	0
TOTAL		38

Q9 The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.

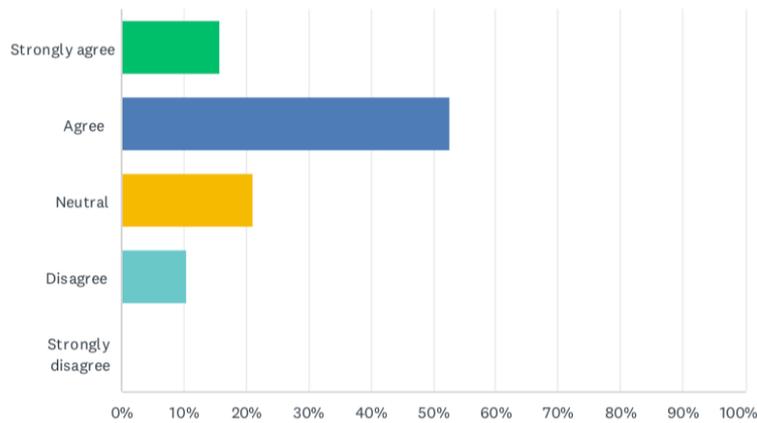
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	13.16%	5
Agree	71.05%	27
Neutral	13.16%	5
Disagree	2.63%	1
Strongly disagree	0.00%	0
TOTAL		38

Q10 The UN system in this country has adequate procedures in place to protect my personal safety and security.

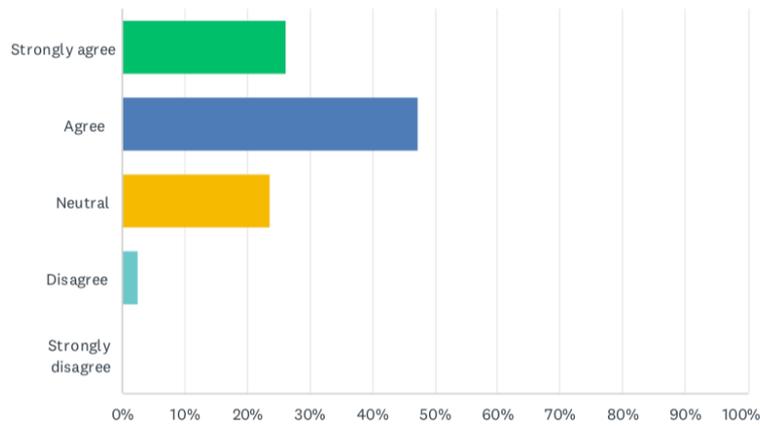
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	6
Agree	52.63%	20
Neutral	21.05%	8
Disagree	10.53%	4
Strongly disagree	0.00%	0
TOTAL		38

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance.

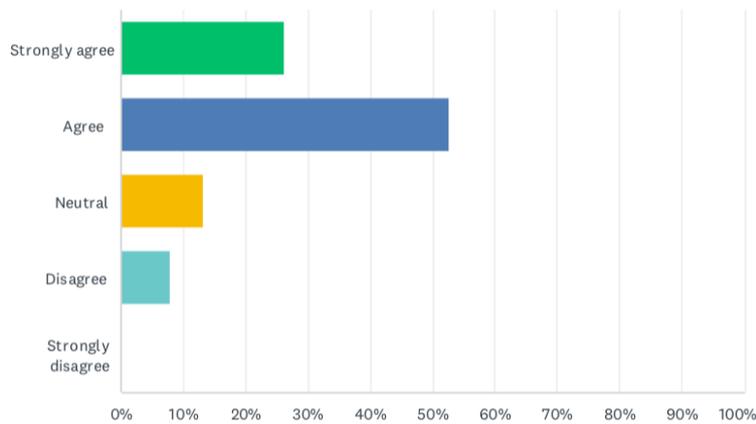
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	26.32%	10
Agree	47.37%	18
Neutral	23.68%	9
Disagree	2.63%	1
Strongly disagree	0.00%	0
TOTAL		38

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.

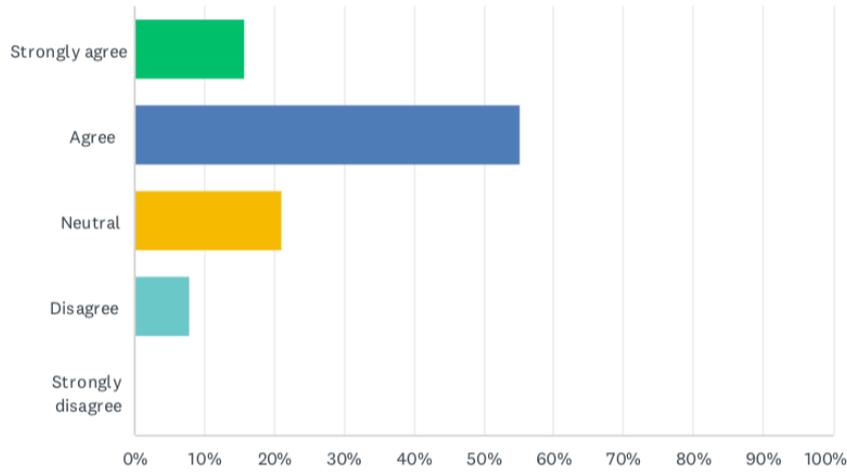
Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	26.32%	10
Agree	52.63%	20
Neutral	13.16%	5
Disagree	7.89%	3
Strongly disagree	0.00%	0
TOTAL		38

Q13 Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.

Answered: 38 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	6
Agree	55.26%	21
Neutral	21.05%	8
Disagree	7.89%	3
Strongly disagree	0.00%	0
TOTAL		38