

UNCT SWAP-Scorecard

United Nations Country Team Tajikistan

Final Report

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List of Acronyms

CEDAW	Convention on Elimination of Discrimination Against Women
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisation
DaO	Delivering as One
DRR	Disaster Risk Reduction
FAO	Food and Agriculture Organisation of the United Nations
GBV	Gender-Based Violence
GEWE	Gender Equality and Women's Empowerment
GoT	Government of Tajikistan
GTG	Gender Thematic Group
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HOAs	Heads of Agency's
HR	Human Resources
HRBA	Human Rights-Based Approach
ILO	International Labour Organisation
IOM	International Organisation for Migration
M&E	Monitoring and Evaluation
MFA	Ministry of Foreign Affairs
MLSP	Ministry of Labour and Social Protection
MoE	Ministry of Education
MoHSP	Ministry of Health and Social Protection
MoI	Ministry of Interior
MSM	Men who have Sex with Men
MTR	Mid-Term Review
NDRMS	National Disaster Risk Management Strategy
NDS	National Development Strategy
NGO	Non-Governmental Organisation
NHS	National Health Strategy
NUNDG	United Nations Development Group
OHCHR	Office of the High Commissioner on Human Rights
PWD	Persons with Disabilities
RCO	Resident Coordinator's Office
RC	Resident Coordinator
RT	Republic of Tajikistan
SOPs	Standard Operational Procedures
SRH	Sexual and Reproductive Health
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations, Educational, Scientific and Cultural Organisation
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees

UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNOPS	United Nations Office for Project Services
UNV	UN Volunteers
UPR	Universal Periodic Review
WFP	World Food Programme
WHO	World Health Organisation
UN Women	UN Entity for Gender Equality and the Empowerment of Women

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I. Background

This report regards the results of the implementation of the UNCT Gender SWAP Scorecard in Tajikistan. The UNCT SWAP-Scorecard is a corporate, standardised, rapid assessment of UN agencies' gender mainstreaming practices and performance at country level. It has been designed to foster adherence to the minimum standards for gender mainstreaming set by the UNDG. The SWAP-Scorecard focuses on the performance of the UN system as a whole, highlighting the growing importance of interagency collaboration and coordination to achieve GEWE results at country level.

As a starting point, the 'Gender Scorecard' was endorsed by the UNDG in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2). This initial tool was designed to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. In 2012 the UNDG launched the System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) as another part of the broader UN accountability framework that focuses on the implementation of the policy at the entity level. In 2016 the Gender Scorecard was revised in tandem with the UN-SWAP to ensure greater alignment between the tools and to reflect new guidance on common country processes. This updated tool has taken the name of UNCT SWAP-Scorecard. This new version is also aligned with the Sustainable Development Goals (SDGs), recognising the importance of gender equality and women's empowerment to human rights attainment and SDG achievement.

This UNCT SWAP-Scorecard assessment was conducted in Tajikistan during November and December 2017, at the end of the second year of UNDAF 2016-2020 implementation.

The report presented here starts with some introductory chapters including the UNCT Tajikistan context, the scope and the limit of the assessment and the methodology undertaken. The results and the assessment for each of the dimensions, regarding the respective indicators, are presented afterwards. The report includes five annex that include further detail of the analysis performed and the justification for the scoring given for each indicator; the results of the online staff self-survey; the data tables used regarding UN staff composition; the list of field activities performed during the assessment and the Action Plan proposed for the next two years.

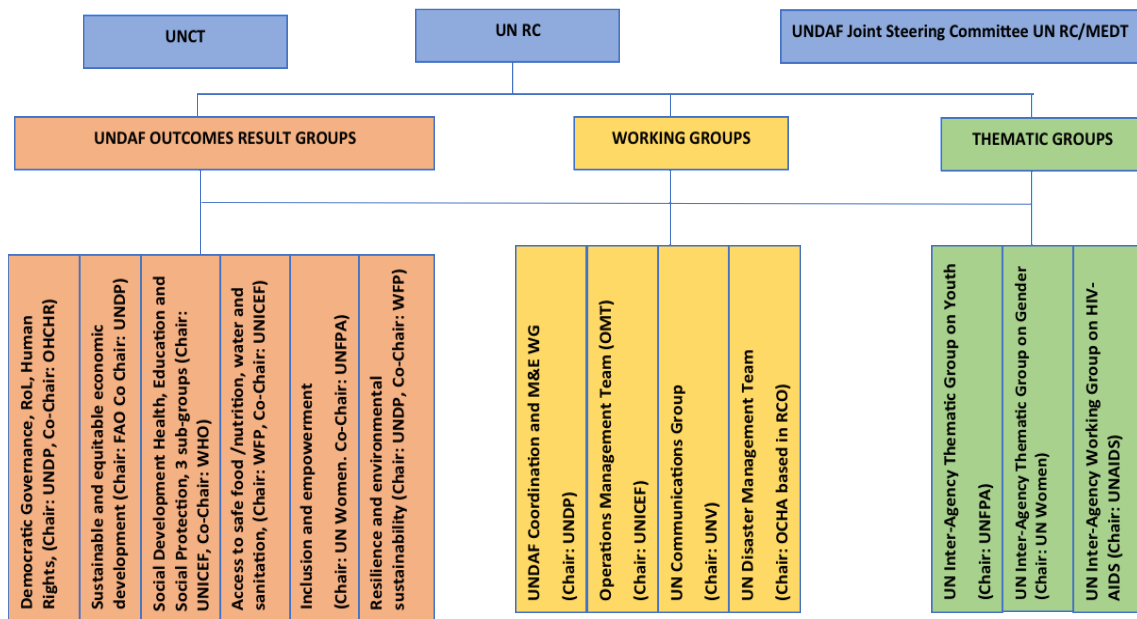
II. Tajikistan UNCT Context

The UNCT in Tajikistan comprises 19 agencies: FAO, ILO, OHCHR, UNWOMEN, UNAIDS, UNDP, UNHCR, UNICEF, UNODC, UNRCCA, WFP, WHO, UNFPA, UNESCO (non-resident agency), UNOPS (non-resident agency), IOM, OCHA, UNV and UNDSS. From these, the first fifteen are directly involved in the UNDAF implementation. The size of each agency and scope of work varies significantly, with some having a large staff and financial resources and others having a more limited presence.

UN coordination and structure is organised to support the UNDAF implementation and operations as well as to ensure the implementation of DaO SOPs and effectiveness of the UN system. According to UNDAF 2016-2020, six Result Groups were formed with chairing and Co-Chairing

functions from representatives of the UN and the Government of Tajikistan. The coordination structure also includes four Working Groups (Coordination M&E, Communication, Operations and Management and Disaster Management) and three Thematic Groups (Gender, Youth and HIV/AIDs) organised to support the Result Groups in delivering UNDAF results and the UNCT in the formulation of a joint position and advocacy.

Figure 1. UNCT Tajikistan Structure



Source: Office of the Resident Coordinator

Current UN Development Assistance Framework -UNDAF 2016-2020 guides UN agencies’ work at the country level. It has six outcomes:

1. Democratic Governance, Rule of Law and Human Rights.
2. Sustainable and Equitable Economic Development.
3. Social Development (Health, Education and Social Protection).
4. Nutrition and Food Security.
5. Inclusion and Empowerment of Vulnerable Groups.
6. Resilience and Environmental Sustainability.

UNDAF is aligned with the SDGs, the Tajikistan National Development Strategy 2016-2030 and the priorities established by the Government in the Mid-term Development Programme 2016-2020 and contributes towards their implementation.

III. Methodology

a) The UNCT SWAP-Scorecard Methodology

The UNCT SWAP-Scorecard measures gender mainstreaming in UN System coordinated work. The framework focuses on assessing processes, assuming that the UN System is solely responsible for its processes, while the results depend upon a collective and much wider effort of numerous and diverse actors and on external variables that are beyond the UN System control.

It assesses gender mainstreaming across seven dimensions, measured by 18 indicators, to present a comprehensive and holistic overview. The seven dimensions are: 1) Planning and Programming, 2) Monitoring and Evaluation, 3) Partnerships, 4) Leadership and Organisational Culture, 5) Gender Architecture and Capacities, 6) Resources and 7) Results. The methodology relies on cross-sectorial consultation and collective analysis to rate the country team for each indicator against Minimum Standards.

Table 1. UNCT SWAP-Scorecard Dimensions and Indicators

Dimension	Indicator
1. Planning and Programming	1.1 Common Country Assessment
	1.2 UNDAF Outcomes
	1.3 UNDAF Indicators
	1.4 Joint Programs
	1.5 Communication and Knowledge Generation
2. Monitoring and Evaluation	2.1 UNDAF Monitoring
	2.2 UN System M&E Group
3. Partnerships	3.1 Engagement with Women's Machinery
	3.2 Engagement with Government
	3.3 Engagement with Women/Gender CSO
4. Leadership and Organisational Culture	4.1 Leadership
	4.2 Organisational Culture
	4.3 Gender Parity
5. Gender Architecture and Capacities	5.1 GTG Membership
	5.2 GTG Operations
	5.3 Capacity Development
6. Resources	6.1 Resource Tracking and Allocation
7. Results	7.1 Country Level Results

b) The UNCT SWAP-Scorecard Process in Tajikistan

As the UNCT SWAP-Scorecard methodology is an internal self-assessment, UNCT Tajikistan established a specific interagency team (the SWAP-Scorecard Assessment Team or SSAT). The SSAT was staffed by members of seven agencies (UNICEF, UNDP, UN Women, FAO, WHO, WFP and UNHCR), and the RCO, and was chaired by UN Women and the RCO. An international

gender specialist consultant worked with the SSAT to guide the process, providing support, as needed, through interviews and discussion meetings. As required by the chairs of the SSAT, and given the timing as the end of the year was approaching, the consultant took a leading role in organising the process and identifying and pre-analysing the means of verification required to facilitate the work of the SSAT members.

The SSAT was actively involved in the process, collecting the necessary means of verification, providing the rationale and supporting evidence for each indicator. An initial kick-off meeting (27 December) was held to establish the organisation of the assessment process. Each member of the team took responsibility for one or two indicators, analysed the corresponding means of verification and discussed, with the external consultant, the scoring to be assigned. A final debriefing meeting was held with the SSAT team to collectively discuss the preliminary results. Individual and team discussions and consensus building over the assessment process helped to minimise subjectivity and to ensure the reliability of the findings.

The assessment process included four stages:

1. Background Preparation: The agencies nominated their representatives in the SSAT. The external consultant guided the preliminary collection of documents according to the seven dimensions and 18 indicators and proposed the fieldwork schedule.
2. Planning: The SSAT, with the support of the consultant, collected the required information for each indicator. The online self-perception survey was prepared and circulated to all UN staff. A table for the compilation of sex-disaggregated data regarding UN staff was sent to the SSAT team for them to require the data from their respective HR offices.
3. In-country Assessment: The SSAT distributed the indicators among its members, and the consultant indicated the means of verification to be analysed in each case. SSAT members, together with the consultant, analysed the evidence, and the UNCT performance against each dimension and indicator were collectively assessed. The consultant also performed several individual interviews with the Heads of Agencies to explain the Scorecard and to identify any further information to be gathered and analysed.

The consolidated preliminary findings were discussed collectively among the SSAT. The SSAT Chair presented the preliminary findings to the UNCT Heads of Agencies on the 7th December during UNCT meeting for further feedback and discussion.

4. Reporting: From the previous work done, together with the findings and feedback from the SSAT, the consultant finalised and presented here the UNCT SWAP-Scorecard Report and Action Plan.

IV. Findings

The indicator rating system is structured according to the following four levels:

- ⇒ Exceeds Minimum Standards
- ⇒ Meets Minimum Standards
- ⇒ Approaches Minimum Standards

⇒ Missing (does not approach minimum standards)

UNCTs achieve a score of “Exceeds Minimum Standards”, “Meets Minimum Standards” or “Approaches Minimum Standards” depending upon which criteria they meet, as established by the UNCT SWAP-Scorecard Indicators and Pilot Guidance.

The UNCTs should aim to achieve “Meets Minimum Standards” in all indicators, in line with UNDG guidance. However, this should be considered a starting point, from which the UNCT may work to deepen their efforts for gender mainstreaming and towards achieving better results and exceeding minimum standards.

If the UNCT fails to meet the criteria under “Approaches Minimum Standards”, the indicator is scored as “Missing”. An indicator may score as “Missing” if it does not reach the minimum criteria established for a given indicator, even in cases where additional criteria are fulfilled within the same indicator.

The findings presented here indicate the scoring obtained by the UNCT Tajikistan for each indicator across the seven dimensions of analysis.

Table 1. Tajikistan UNCT SWAP-Scorecard Results – 2017

AREA/Indicator	Missing	Approches Minimun Standard	Meets Minimun Standard	Exceeds Minimun Standard
Dimension 1- Planning and Programing				
1.1 Country Common Assessment CCA				
1.2 UNDAF Outcomes				
1.3 UNDAF Indicators				
1.4 Joint Programmes				
1.5 Communication and Knowledge Generation				
Dimension 2. Monitoring and Evaluation				
2.1 UNDAF Monitoring				
2.2 UN System M&E Expertise				+
Dimension 3. Partnership				
3.1 Engagement Women’s Machinery				+
3.2 Engagement with the Government				+
3.3 Engagement with Women/Gender CSO				+
Dimension 4. Leadership and Organizational Culture				
4.1 Leadership				
4.2 Organizational Culture				
4.3 Gender Parity				
Dimension 5. Gender Arquitecture and Capacities				
5.1 GTG Membership				
5.2 GTG Operations				
5.3 Capacity Development				
Dimension 6. Resoruces Allocation and tracking				
6.1 Resource Tracking and Allocation				
Dimension 7. Results				
7.1 Country Level Results				
TOTAL INDICATORS PER SCORING LEVEL	5	6	3	4
PERCENTAGE OF INDICATORS FOR SCORING LEVEL	27,8	33,3	16,7	22,2

UNCT Tajikistan has met or exceeded Minimum Standards for a total of seven indicators (39%). Six indicators (33%) approached Minimum Standards, and five (30%) were Missing, as they did not achieve the minimum criteria.

A summary of the main findings for each dimension and indicator is presented here, and an extended explanation is presented in Annex 1.

Dimension 1. Planning and Programming.

Space for improvement was identified in this dimension, as one of five indicators met Minimum Standards, two approached Minimum Standards and two were Missing.

The 2015 Common Country Analysis indicated space for improvement in terms of gender sensitivity, as the information presented was not systematically sex disaggregated or gender sensitive. The 2016-2020 UNDAF Outcomes approach Minimum Standards as there is articulation of gender targeting across five of six Outcomes (missing from Outcome 4 on Nutrition and Food Security). There is one outcome which, even though not exclusively gender-focused, has a relevant focus on women's empowerment (Outcome 5 on Inclusion and Empowerment of Vulnerable Groups). The results framework has a good level of tracking gender-related changes, both at the outcome and output levels, with a total of 31% of indicators that are either gender sensitive or sex disaggregated, approaching Minimum Standards. Wide opportunities for improvement were identified, as there are several indicators (both at the outcome and the output level) that could be sex disaggregated, although today it is not provided to be so. Currently, the Coordination and M&E Group is promoting their review, so a swift improvement is expected in this area.

The UNCT Tajikistan achieved Minimum Standards for Joint Programmes due to a clear and evident effort to mainstream gender in all four Joint Programmes in implementation during 2016-2017. Some of these programmes include specific gender focused outcomes, and all of them include specific gender sensitive indicators for monitoring.

The indicator 1.5, regarding Communication and Knowledge Generation, scored Missing. Even though the Joint UN Communications and Advocacy Strategy - Tajikistan 2017-2020 includes, as part of its key principles and ground rules, the mention of Gender Equality and Domestic Violence as issues to be addressed, the UNCG Work Plan 2017 does not indicate any special activities focused on doing so. Neither is included, as part of its terms of reference, ensuring gender mainstreaming in its activities and promoting GEWE. Nevertheless, for both 2016 and 2017, the UN put in place communication campaigns regarding gender issues, particularly connected to the UN Secretary Campaign 16 Days of Activism Against Gender Violence and SDGs. There is to note that the UNCG has agreed to ensure better gender sensitivity in the up-coming communication plan for 2018-2020 and across the new UN Tajikistan web page.

Dimension 2. Monitoring and Evaluation.

The UN system in Tajikistan approached Minimum Standard for one indicator and exceeded the standard for another one. Regarding UNDAF monitoring, the Annual UNDAF Results Report 2016 clearly assesses progress against gender specific results according to UNDAF outcomes and outputs. However, the data for UNDAF gender sensitive indicators has not been gathered and updated. Looking at UN System M&E expertise, though the interagency Coordination and M&E Working Group does not include in its ToRs the responsibility to ensure gender sensitive M&E,

there is a clear and proven commitment within the group to improve gender sensitivity. At the time of this assessment, the Coordination and M&EWG was conducting a two-day gender sensitive M&E seminar for members of UNDAF RG, reviewing the reporting process for 2017 and updating the UNDAF planning and monitoring mechanisms to ensure, among others, better gender sensitivity.

Dimension 3. Partnerships.

This emerged as the strongest area for the UN System in Tajikistan, as all three indicators exceed Minimum Standard. The partnerships dimension measures the UN system's engagement with the national women's machinery, women's/gender CSO and the broader government system. For the first two, a strong point relies on the fact that UN agencies and governmental institutions form the Result Groups jointly. Several governmental institutions, including the national women's machinery (the Committee on Women's and Family Affairs), are part of the UNDAF Joint Steering Committee, which oversees UNDAF implementation. The fact that the UNDAF has a partly gender-equality focused outcome (Outcome 5) and that gender issues are considered within all outcomes but Outcome 4, helps the involvement of governmental partners in addressing gender issues.

The Committee on Women and Family Affairs has actively participated in UNDAF development, implementation and monitoring as is part of the UNDAF Steering Committee (and reflected in the JSC's ToRs) and also of Result Groups Outcomes 2 and 5. The Committee is a strategic partner to the GTG and participates in its extended meetings, for example to prepare the next Tajikistan official report to CEDAW, and has participated in the implementation of some JPs. In terms of gender capacity building, several activities were implemented, such as the support given by the GTG in developing the UPR National Report in 2017.

UNCT Tajikistan has also exceeded Minimum Standards for government engagement on GEWE as a result of collaborative agency work with the Ministry of Foreign Affairs, the Ministry of Health and Social Protection and the Ministry of Economic Development and Trade, particularly regarding the implementation of JPs. Several activities have improved government partnerships to foster GEWE, particularly regarding education, sexual and reproductive health and monitoring and evaluation.

On engagement with GEWE CSOs, the UN System also performed very well. National GEWE CSOs actively participated in the consultation process for the development of the CCA and the UNDAF. Besides, some of them are involved in UNDAF implementation activities, mainly regarding Joint Programmes and advocacy around UPR and CEDAW reports. There is also evidence of their participation in extended GTG meetings and in joint communication activities such as the 16 Days Campaign. The UN has supported CSOs capacity building both in terms of training and also regarding their advocacy capacities.

Dimension 4. Leadership and Organisational Culture.

The UNCT Tajikistan had varied results in this dimension, with one indicator meeting Minimum Standard, one approaching and one Missing.

The best results were obtained when analysing organisational culture regarding to staff perceptions of gender equality in the working environment across three topics: UN support for gender equality,

UN commitment for non-discrimination, and work-life balance. The online self-survey results scored an overall positive rating of 65% across the ten questions. The most positive responses were related to the perception of equal treatment for women's and men's participation at all levels of the system. However, a significant gender gap was identified in a greater level of satisfaction among men (75% positive responses) than women (57% positive responses). The biggest gender gap was identified with regard to equal treatment for all, irrespective of sex, gender identity and sexual orientation and the measures in place to ensure work-life balance. This gender gap should bring some reflection within the UNCT to address the underlying causes. Annex 2 includes more detailed information on responses by question.

UNCT Tajikistan approached Minimum Standard for Indicator 4.1 on Leadership, as there was evidence of engagement on GEWE within the UNCT HOA meetings. Nine out of 18 (50%) of the HOAs meetings held in 2016 and 2017, including Annual Retreats, discussed/mentioned gender equality in any way, and four in a more substantive way. The need for improvement on meaningful UNCT gender engagement and decision follow-up was identified, as the two most relevant decisions approved already in 2016 (implementation of the Gender Scorecard and the implementation of gender training) have only recently and partially been materialised (no gender training was put in place so far); regarding the decision of developing a Joint Initiative on GEWE that UNCT took in February 2017, there seems not to be yet substantial advances. There is also the need to reinforce gender equality messaging in RC official speeches and communications.

According to the information provided, Indicator 4.3 related to Gender Parity scored Missing as there is no system in place to track sex disaggregated participation within the UN System. There is a sub-representation of women both in general terms and for General Services where women account for 32% of total UN staff¹. Among senior staff (P4/NOC/SB5 and above) women's participation increases to 39%, which approaches, though not completely fulfils, gender parity standard².

Dimension 5. Gender Architecture and Capacities.

This dimension requires future improvement, as two indicators are Missing and only one approaches Minimum Standard. Regarding GTG Membership, the Gender Theme Group approached Minimum Standard. In Tajikistan is chaired by UN Women's Program Specialist who is de-facto Head of Agency and has the participation of the majority and biggest UN agencies in the country³. However, these appointments are not always formal and participation in the GTG is not necessarily included in each members' individual performance reviews. It is also very relevant to note that GTG is not strictly a UN Group, as it does integrate on a permanent basis a wide representation of international development partners.

GTG Operations scored Missing. Though the GTG has ToRs and produces an annual work plan that is approved by the UNCT, it does not cover the basic criteria for the indicator, as it does mention nor resources neither responsibility designation. The evidence indicates that the GTG is taking part in UNDAF implementation through the activities it implements (16 Days Activism, CEDAW

¹ According to the information provided by 13 agencies (OIM, UNDP, UNICEF, WFP, UNHCR, ONCHR, UNDSS, UNRCCA, UNODC, UNFPA, FAO, WHO and UN Women) and amounting for a total of 427 people. See Annex 2, for further details.

² Gender parity was defined as between 45-55% for each sex. See Annex 2, for further details.

³ Currently the 12 agencies participating in the GTG are: UNHCR, IOM, WFP, UNICEF, UNV, FAO, UNODC, UN Women, UNDP, WHO, UNOHCR, UNFPA.

official and shadow reporting, among others), but there is no evidence, so far, of GTG inputs to UNDAF development and monitoring, work that seems to be done by UN Women as a specialized agency. In positive terms it is worth mention that the GTG meets regularly (four times during 2017) and has coordinated several initiatives targeting gender equality in the country, such as the annual implementation of the 16 Days Campaign on Activism against GBV, and has supported both the government and the CSOs to produce their respective reports under the CEDAW Convention.

The UN in Tajikistan did not Approach Minimum Standards for the indicator that measures capacity development. This was due to the non-existence of a gender capacity assessment and a capacity development plan for UN staff over the period 2016-2017. No evidence was found of UN staff gender training activities though, the subject was mention several times in UNCT meetings.

Dimension 6. Financial Resources.

The UN System approached Minimum Standard for the Resources Tracking and Allocation Indicator. UNCT monitoring and reporting processes for the period 2016-2017 tracked financial resources by outcome under the Common Budgetary Framework. This offers partial tracking of gender budgeting and expenditures per outcome and implementing agency, so some resources can be identified both under UN Women and Outcome 5 as a whole (as mentioned previously this outcome is not specifically gender focused but has a strong emphasis on women's empowerment). Tracked data does not reveal the total extent to which resources were dedicated to GEWE within this outcome, nor is there a specific mechanism to assess resources allocated to gender-focused activities across outcomes. Some gender specific country-level budgetary data is also specified within the UNCT Tajikistan Annual Coordination Framework. Several UN agencies are systematically using the gender marker system, so the opportunity to build from the individual experience is there, as the UN is currently reviewing its UNDAF planning and monitoring procedures for the second part of the UNDAF 2018-2020.

Dimension 7. Results.

To meet Minimum Standards, the indicator requires evidence that the UN system has contributed to gender equality in the country by addressing the differential needs of women/men and girls/boys and redressing inequalities in the distribution of benefits, resources, status and/or rights in programming; and the results are in line with SDG priorities including SDG5 as planned in the UNDAF.

The UNDAF Annual Report 2016 highlights four areas of result in terms of GEWE: Girls' Education and Sexual and Reproductive Health (Outcome 3), Women's Economic Empowerment (Outcome 2) and Prevention and Attention of Gender-Based Violence (Outcomes 5 and 6). In all four areas, there is evidence of Meeting Minimum Standards.

Regarding the gender gap affecting girls' access to secondary (non-compulsory) education, the support given to girls' transition resulted in 96% of girls transitioning from Grade 9 to 10, and a 10% increase in girl's transition rate in the participating schools.

According to Outcome 2's reported results, 90,000 women benefited from improved livelihoods and another 1,300 accessed jobs through support for agricultural value chains and the provision of micro-credits. In this regard, the final project evaluation of the JP "Empowering Communities with Better Livelihoods and Social Protection" demonstrated the significant progress achieved in

strengthening the skills and enterprise development abilities of women and empowering rural women in local development.

National responses to Gender-Based Violence (GBV) were also enhanced with better support to GBV victims by means of better qualified professionals, both at the Ministry of Health and the Ministry of Interior, the implementation of a referral mechanism that connects prevention, protection and response activities under one framework and the establishment of 8 “victim support rooms”. The foundation for future efforts to address gender-based violence, via a multi-sectorial coordinated approach, were established in cooperation with the Ministry of Health, Ministry of Interior, Police, Justice and the Committee on Women and Family Affairs to ensure that essential services for GBV survivors are in line with the national and international standards.

V. Action Plan

During the field phase of the assessment, the SSAT members, together with the consultant, discussed some initial ideas for potential actions to be included in the 2 years Action Plan. However, due to time limitation, limited time was available for SSAT discussions and, therefore, the final recommendations included in the Plan have been primarily produced by the consultant. They are focused on helping the UNCT to improve the areas of opportunity focused in the Scorecard, and consequently strengthening the gender mainstreaming efforts in the collaborative work of the UN System in Tajikistan.

The Action Plan takes into consideration the Tajikistan country context and UN System priorities, considering that the UNCT has the responsibility to coordinate efforts to collectively deliver, and strengthen the system efforts to better ensure gender equality and women’s empowerment. The plan includes details on responsibility, resources, timing and linkages to the SWAP-Scorecard assessment for improving track indicators. The Action Plan is presented in Annex 3.

Annex 1. UNCT SWAP-Scorecard Findings.

Tajikistan-December 2017.

Annex 1 includes the specific scoring criteria for each of the 18 indicators according to the Scorecard Guidance, the data and evidence gathered, the main findings and the explanation of the scoring.

Indicator 1.1 Country Common Analysis -CCA-

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
CCA or equivalent includes: a) Systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5.	CCA or equivalent includes: a) systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; c) analysis of UNCT comparative advantage to address gender inequality.	CCA or equivalent includes: a) systematic use of sex-disaggregated and gender sensitive data; b) gender analysis across sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; c) analysis of UNCT comparative advantage to address gender inequality; d) targeted analysis of excluded or marginalized gender-specific groups

⇒ Scoring Indicator 1.1: Missing.

- Data and Evidence: Country Analysis Tajikistan –CCA-, and UNDAF 2016-2020; *Report on the first mission to Tajikistan Assessment of the statistical capacity of Tajikistan to compile the SDG global indicators.*
- Findings: The CCA includes only partially the use of sex-disaggregated and gender sensitive data across its areas of analysis, and gender analysis is limited across sectors.
- Explanation:

A) The CCA is primarily a qualitative document with little quantitative data. Where the data is used, it is not systematically sex disaggregated. In terms of qualitative information, there is gender sensitive information in 15 out of 18 subsections (Chapter 4 CCA). The SSA team identified some sections in which the gender analysis could be further highlighted (E.g. data on poverty, and on female headed households). Generally, gender sensitive data is missing in a number of relevant areas such as health, the impact of migration on women, the role of women in agriculture, etc. The section where there is more sex- disaggregated data is education. It is relevant to mention that the recent *Report on the first mission to Tajikistan Assessment of the statistical capacity of Tajikistan to compile the SDG global indicators* concluded that Tajikistan current statistical capacity is relatively high, among others, for: Goal 5: Achieve gender equality and empower all women and girls.

B) Only two sections out of five and three of the 18 subsections (Chapter 4) make some references to the underlying causes of gender inequality. In some sections, gender analysis could be further highlighted. Information is available that could have been gathered but is not evidenced, such as the specific policies and laws that the UN has promoted to address the existing gender gaps and discrimination. In some sections, such as Education, where there is more gender disaggregated data compared to other sections, still more data and analysis could have been added regarding bottlenecks and barriers faced by girls in accessing upper secondary or tertiary education. The same applies to domestic violence, where gender data would have been available from the Demographic and Health Survey 2012. In other sections, such as Human Rights, there is little reference to women's rights or, as for example, the number of women prisoners. There could have been also be more information about gendered professions and working conditions (E.g.: Numbers of female teachers vs. male teachers).

C) The CCA names, as one of UNCT’s comparative advantages, the capacity of the system to promote gender equality. Even so, the UNDAF synthesises the comparative advantages and eliminates the reference to gender equality. The CCA includes one reference to UN Women in regard to building national capacities for gender-sensitive budgeting, but there is limited or no reference to other UN agencies and their relative comparative advantages in relation to gender equality.

D) There is partial gender targeted analysis when addressing persons with disabilities, but not regarding marginalized groups or people on the move.

Indicator 1.2 UNDAF Outcomes

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNDAF outcomes include some articulation of how gender equality will be promoted in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5.	One UNDAF outcome clearly articulates how gender equality will be promoted in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG 5. or Gender is visibly mainstreamed across outcome areas in line	One UNDAF outcome clearly articulates how gender equality will be promoted in line with (ToC) UNDAF Theory of Change and SDG priorities including SDG 5. and Gender is visibly mainstreamed across outcome areas in line

with ToC and SDG priorities including SDG 5.

with ToC and SDG priorities including SDG 5.

⇒ **Scoring Indicator 1.2: Approaches Minimum Standard**

- **Data and Evidence:** Tajikistan UNDAF 2016-2020.
- **Findings:** 5 out of 6 UNDAF outcomes visible articulate how gender equality will be promoted in line with UNDAF; though Outcome 5 has a specific gender focus, the SSAT considered it was not a specific GEWE Output, as it addresses the situation of women from the vulnerability perspective, together with the situation of other vulnerable groups, such as persons with disabilities, youth and minorities.
- **Explanation:**

Current UN Development Assistance Framework -UNDAF 2016-2020- guides UN agencies' work at the country level. The UNDAF is built on national and SDG priorities in Tajikistan and the CCA.

The UNDAF was developed before the new UNDAF guidance that makes Theory of Change (ToC) mandatory was put forth. Therefore, this criterion is excluded for the assessment.

The UNDAF recognizes that Tajikistan has made improvements in addressing the existing gender gaps and discrimination by adopting a sound policy and legal framework, but its also reckons that actual implementation is still weak, highlighting the existing gender gaps for higher education and economic and political empowerment.

Four focus areas and six outcomes were selected for UNDAF 2016-2020: A) Democratic Governance, Rule of Law and Human Rights with Outcome 1: *People in Tajikistan have their rights protected and benefit from improved access to justice and quality services delivered by accountable, transparent, and gender responsive legislative, executive and judicial institutions at all levels*; B) Sustainable and Equitable Economic Development with Outcome 2: *People in Tajikistan benefit from equitable and sustainable economic growth through decent and productive employment; stable energy supply; improved access to specialised knowledge and innovation and a more favourable business environment, especially for entrepreneurs and farmers*; C) Social Development, Inclusion and Empowerment, that includes three outcomes. Outcome 3: *People in Tajikistan benefit from quality, equitable and inclusive health, education and social protection systems*; Outcome 4: *The nutritional status of the people in Tajikistan is improved through stable access to sufficient, appropriate and safe food; improved child feeding practices; better water and sanitation and improved access to quality health care*; and Outcome 5: *Women, youth, children, people with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society*. D) The four focus area named Resilience and Environmental Sustainability is spread in Outcome 6: *People in Tajikistan are more resilient to natural and man-made disasters and benefit for improved policy and operational frameworks for environmental protection and management of natural resources*.

Outcome 5 has a specific gender focus, particularly on promoting the implementation of recommendations of the UN Human Rights mechanisms, (UN Special Rapporteur on Violence against Women and CEDAW), and promoting women's empowerment and social participation.

However the SSAT did not consider it was a specific GEWE Output, as it addresses the situation of women from the vulnerability perspective, together with the situation of other vulnerable groups such as persons with disabilities, youth and minorities.

All UNDAF outcomes include some articulation of how gender equality will be promoted, except for Output 4, which is gender blind in terms of the underlying problem analysis and the strategies and actions to be implemented and, as it is shown in the next indicator, again in terms of outcome and output indicators.

Examples of UNDAF references to gender equality and the empowerment of women include:

Outcome 1: Mentions that the priority for UNCT will be to support local development and the strengthening of rights-holders centred, human rights compliant and gender sensitive public services.

Outcome 2: UN in Tajikistan will work on the development of pre-employment training programmes focused on the most deprived in the labour market, such as women, and will explore and address structural barriers that they face... by addressing the root causes of their limited participation in the labour market, and facilitate the increase of their access to productive resources (e.g. tools, credits, land, etc.).

Outcome 3: The UNCT will work towards equal attendance of all levels of education for girls; the reduction of child and maternal mortality; advocating more vocally for responsive parenting and involvement of fathers in parenting/child care; and promoting safe sexual practices and family planning. Regarding the Social Protection Strategy for Tajikistan, the UNCT commits to promote an integrated, comprehensive system of complementary gender balanced benefits and service.

Outcome 5: The UNCT will commit to promote holistic implementation of relevant recommendations of the UN human rights mechanisms (UN Special Rapporteur on Violence against Women; CEDAW...), and support coordinated efforts of the key partners to monitor the quality and effectiveness of advocacy and service delivery for prevention of violence and discrimination against vulnerable groups, with particular focus on gender based violence and discrimination. It will also actively support the empowerment and increased participation of women, and public awareness initiatives that will address social norms that undermine the realisation of the rights of women, among other groups.

Indicator 1.3 UNDAF Indicators

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Between one-fifth (20 per cent) and one-third (33 per cent) of UNDAF outcome and output indicators track progress toward gender equality results in line with SDG priorities including SDG 5.	Between one-third and one-half (33-50 per cent) of UNDAF outcome and output indicators track progress toward gender equality results in line with SDG priorities including SDG 5.	More than one-half of UNDAF outcome and output indicators track progress toward gender equality results in line with SDG priorities including SDG 5.

⇒ **Scoring Indicator 1.3: Approaches Minimum Standard.**

- **Data and Evidence:** UNDAF ME Framework consolidated Outcome 1, 2,3,4,5,6; Joint Biannual Working Plans 2016-2017 Outcome 1,2,3,4,5,6.
- **Findings:** 31% of outcome and output indicators are gender sensitive or provide for sex disaggregation, and therefore allow for tracking progress toward gender equality results in line with SDG priorities.
- **Explanation:**

All UNDAF outcome and output indicators were gathered and analysed. There are a total of 160 indicators, (67 at Outcome level and 93 at Output level). The indicators were classified according to types: gender sensitive indicators, sex disaggregated indicators, non-sex disaggregated indicators, gender blind indicators and do not-apply indicators.

Coming out of this analysis, 31% of indicators are gender sensitive or sex disaggregated, and therefore allow for tracking progress toward gender equality results in line with SDG priorities. Their presence is similarly distributed when looking at Outcome (29%) and Output level (31%). A wide space for improvement was identified, as other indicators at Outcome (37%) and at Output (28%) level, refer to people or households, and therefore at least some of them could probably be easily sex-disaggregated (at least some of them).

The analysis evidences clear differences between Outcomes, specifically Outcomes 5, 1 and 2 as the ones that performed better. Outcome 5 Exceeds Minimum Standard for both Outcome (75%) and Output (69%) indicators, while Outcome 1 Meets Minimum Standard at Output level and almost achieves this at outcome level. Paradoxically, Outcome 2 performs badly in terms of outcome indicators (11%) but exceeds Minimum Standards at outcome level (50%).

On the other hand, Outcome 3 meets Minimum Standard at the Outcome level (35%), but only approaches Minimum Standard at the Output level (27%). Outcome 6 and particularly Outcome 4, as already mentioned, need to be reviewed and improved. In the first case, there are no gender-sensitive indicators at outcome level and only approaches Minimum Standards for the output indicators (30%). Outcome 4, in line with its gender blindness (in terms of problem analysis, strategies and activities), is the most gender-blind of all, even though it deals with highly sensitive gender issues, such as nutrition and food security (12% gender sensitive outcome indicators and inexistent at output level).

Gender Analysis. Outcome Indicators. UNDAF 2016-2020 Tajikistan.

UNDAF Outcomes	Outcome indicators	GENDER SENSITIVE INDICATORS			NON GENDER SENSITIVE INDICATORS		
		GENDER SENSITIVE	SEX DISS.	%/Total	NO SEX DISS.*	GENDER BLIND	NOT APPLY
1	13	2	2	30,8	2	3	4
2	9	0	1	11,1	2	0	6
3a	20	3	4	35,0	11	0	2
3b	11	5	0	45,5	5	0	1
3c	3	0	0	0,0	1	0	2
	34	8	4	35,3			
4	8	1	0	12,5	6	0	1
5	8	6	0	75,0	2	0	0
6	9	0	0	0,0	1	0	8
TOTAL	81	17	7		30	3	24
%/TOTAL	100,0	21,0	8,6	29,6	37,0	3,7	29,6

Gender Analysis. Output Indicators. UNDAF 2016-2020 Tajikistan.

UNDAF Outcomes	Output indicators	GENDER SENSITIVE INDICATORS			NON GENDER SENSITIVE INDICATORS		
		GENDER SENSITIVE	SEX DISS.	%/Total	NO SEX DISS.*	GENDER BLIND	NOT APPLY
1	24	8	1	37,5	0	14	1
2	8	2	2	50,0	0	4	0
3b	13	1	0	7,7	4	3	5
3b	26	9	1	38,5	8	1	7
3c	9	0	2	22,2	4	3	
	48	10	3	27,1			
4	22	0	0	0,0	9	10	3
5	16	9	2	68,8	2	2	1
6	10	0	3	30,0	1	0	6
TOTAL	128	29	11		28	37	23
%/TOTAL	100,0	29,0	11,0	40,0	28,0	37,0	23,0

Indicator 1.4 Joint Programmes

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
A Joint Program on promoting GEWE is being developed in line with SDG priorities including SDG 5.	A Joint Program on promoting GEWE is operational in line with SDG priorities including SDG 5. or Gender is systematically mainstreamed into other JPs.	A Joint Program on promoting GEWE is operational in line with SDG priorities including SDG 5. and Gender is systematically mainstreamed into other JPs.

⇒ Scoring Indicator 1.4: Meets Minimum Standard

- Data and Evidence: PBF IRF cross-border (project document); UNJAP HIV (Project Document, Annual Report 2016, post releases 1/3/2016, 29/5/2017, 7/11/2017, 28/11/2017,

WPD 2017); TJK - UNPRPD R2 disabilities; UNTFHS (Project Completion Report); UNCT meeting minutes 2016-2017.

- Findings: All four Joint Programmes implemented during this UNDAF cycle include gender specific activities, targets and indicators. There is currently no JP on promoting GEWE in line with SDG priorities, though the UNCT has already agreed to develop a joint gender initiative for 2018.
- Explanation:

Four Joint Programmes have been in operation during the period 2016-2017: *JP Cross-border Cooperation for Sustainable Peace and Development* (2016-2017); *UN Joint Advocacy Project on HIV -UN JAP-* (2014-2017), *JP UNPRPD on People with Disabilities*; and *JP Empowering Communities with Better Livelihoods and Social Protection* (2013-2016). Though none of them is focused strictly on promoting GEWE, there is a clear effort in all JPs on mainstreaming gender and promoting women's rights and gender equality.

The *JP Cross-border Cooperation for Sustainable Peace and Development* has a specific output focused on promoting women's active participation in conflict solving among communities through cross-border initiatives and includes gender-focused activities in all other three outputs.

The *UN Joint Advocacy Project on HIV* was focused on strengthening UN and national capacities for strategic planning, resource mobilisation and management of the gender-sensitive and human rights-responsive National HIV AIDS programme. Accordingly, activities were developed to ensure gender-responsive measures in the revised Strategic Plan and NFM concept note, LHIV women networks were supported for capacity building and diverse gender relevant IEC materials were produced to reflect issues on stigma and discrimination, violence against women and the promotion of human rights of LPHIV.

The *JP UNPRPD on People with Disabilities* focused its activities on women and children with disabilities. In particular, it promoted their access to legal and health services, supporting a gender-sensitive review of related national laws and regulations and knowledge generation relating to knowledge, attitudes and practices regarding the inclusion of people with disabilities, with a focus on women and children with disabilities.

The *JP Empowering Communities with Better Livelihoods and Social Protection* had, as a central strategy, the empowerment of rural women and vulnerable children (especially girls) with a specific outcome focused on promoting the empowerment of rural women and girls through information and access to support structures, civil registration, post-primary education and health services. In this case, the evaluation proved that gender-specific education, health, social protection and economic empowerment priorities have been addressed and allowed to respond directly to specific gender-related needs and priorities and promote gender-responsive service delivery by partners (E.g. local public service providers, UN agencies, NGOs, etc.).

The UNCT recently agreed (Oct 2017) to put in place a joint initiative focused on GEWE. Although, so far, it has not been defined, the intention appears to be to develop a joint advocacy campaign to challenge gender stereotypes across all UN interventions.

Indicator 1.5 Communication and Knowledge Generation

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNCT communication plan visibly includes GEWE advocacy and knowledge products.	UNCT communication plan visibly includes GEWE advocacy and knowledge products. and The UN system has contributed collaboratively to at least one joint advocacy campaign on GEWE in the past year or The UN system has collaboratively produced at least one knowledge product promoting GEWE in the past year.	UNCT communication plan visibly includes GEWE advocacy and knowledge products and The UN system has contributed collaboratively to at least one joint advocacy campaign on GEWE in the past year and The UN system has collaboratively produced at least one knowledge product promoting GEWE in the past year.

⇒ **Scoring Indicator 1.5: Missing.**

- **Data and evidence:** UNCG Terms of Reference 2016: UNCG Work Plan 2017; SDG Awareness Month Report Oct 2017; TJK Communications and Advocacy strategy 2017-2020; UN SDG Campaigning month Oct 2017 23.10; UNCG Meeting Minutes 2016: 25/3, 26/8, 28/; UNCG Meeting Minutes 2017 25/3, 19/4, 23/5; UNCG TJK SDG Creative Workshop Agenda; 16 Days Campaign GBV Action Plan.

- **Findings:** This indicator is Missing because it does not fulfil the ground criteria regarding the UNCT communication plan, though, as it is explained below, several communication activities have been developed to communicate and sensitise gender issues. The UNCT Communication and Advocacy Strategy 2017-2020 does not visibly include GEWE advocacy and knowledge products. The assessment has found that the UN system has contributed collaboratively to more than one joint advocacy campaign on GEWE in the past year. No UN system collaboratively knowledge products have been produced collectively in the past year.

- **Explanation:**

The Joint UN Communications and Advocacy Strategy includes, as part of its key principles and ground rules, the mention of Gender Equality and Domestic Violence as issues to be addressed. Even though, the UNCG Work Plan 2017 does not indicate any special activities or products focused on doing so, neither does the UNCG have this, as part of its terms of reference, ensuring gender mainstreaming in its activities and promoting GEWE. Nevertheless, there is a good opportunity for improvement, as the UNCT has already agreed prior to this assessment, to review the Communication and Advocacy Strategy for better alignment with SDGs and GEWE, and the proposal for the renewed untj.org webpage, that will be online in the coming months, to ensure better gender sensitivity regarding contents and visuals.

In positive terms, it is relevant to mention that the UN system has contributed, in a collaborative way, to several advocacy and communication campaigns on GEWE. One relevant example is the coordinated work to support the UN Secretary-General's Campaign on the 16 Days of Activism Against Gender-Based Violence. Several agencies such as UNWOMEN, UNDP, UNFPA, UNV and UNHCR, together with other international development agencies and the civil society (NGOs and private sector), worked together to develop several activities (debates, sports events, etc.) to

advocate for the eradication of violence against women and girls. It is also worth noting the diverse gender sensitising and communication activities implemented during the SDGs advocacy campaign (October 2017) and the advocacy activities developed within the UN Joint Advocacy Project on HIV/AIDS. UNESCO, UNPAID, UNDP, UNFPA and UNICEF developed various activities including a talent exhibition dedicated to the World AIDS Day, to sensitise gender inequalities and promote Human Rights for all people living with HIV AIDS.

Indicator 2.1 UNDAF Monitoring

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Data for gender sensitive <u>indicators</u> in the UNDAF Results Matrix is gathered as planned including sex-disaggregated data or UNDAF reviews/evaluations (annual, mid-term and/or final) assess progress against gender-specific results as per outcomes and outputs.	Data for gender sensitive <u>indicators</u> in the UNDAF Results Matrix is gathered as planned including sex-disaggregated data and UNDAF reviews/evaluations (annual, mid-term and/or final) assess progress against gender-specific results as per outcomes and outputs.	Meets minimum standard and Data from UNDAF monitoring and reviews/evaluations has been used during the UNDAF cycle to strengthen and/or adjust programming in line with findings to more effectively enhance gender equality results.

⇒ Scoring Indicator 2.1: **Approaches Minimum Standard**

- **Data and Evidence:** UNDAF ME Framework consolidated Outcome 1,2,3,4,5,6; ME Calendars Outcome 1,2,3,4,5,6; UNDAF Annual Report English Version 2016; Coordination and M&E Group Meeting minutes 2017: 24/1, 6/4, 28/4,30/8, 7/11.
- **Findings:** UNCT Tajikistan is approaching Minimum Standard on this indicator, as the UNDAF 2016 Annual Report assesses progress against gender-specific results as per outcomes and outputs. So far the data for gender sensitive indicators in the UNDAF Results Matrix (including sex-disaggregated data) is not yet gathered as planned.
- **Explanation:**

As mentioned, the UNDAF 2016 Annual Report clearly assesses the progress against gender specific outcome and output results included in UNDAF and in the RG biannual plans. These include specific women focused activities, sex-disaggregated participation in the activities and services delivered, and activities for institutional capacity building. The main results highlighted, as will be explained in Indicator 7.1, regard UN contribution to raise legal awareness among vulnerable population –particularly women-; women’s access to economic initiatives en jobs

generated; girl’s access to secondary education; UN support given for improvement of health services, regarding to, among others, SRH and maternal health; UN support for gender mainstreaming into NDS and other national, sectorial and local strategies and plans, and to the MoHSP and the Ministry of Interior for them to strengthen their response to Gender Based Violence (GBV).

Significant to note is that, in line with what has already been evidenced in Indicators 1.2 and 1.3, Outcome 4 on Food Security and Nutrition does not report any gender focused activities, neither does it mention the specific participation of women in its activities and, therefore, is clearly gender blind. The 2016 UNDAF Report reflects, among the lessons learned, “that monitoring results of gender mainstreaming are challenging and requires better tools including but not limited to gender disaggregated data”.

It is relevant to highlight that 4 out of 5 individual cases portrayed in 2016 report regard rural women and girls, whose lives have been positively impacted by the different UN interventions. This focus is relevant in terms of showing not only UN work on promoting women’s rights and empowerment, but to show and bring light to third parties and the general public about the relevant role women and girls play in society, and breaking discriminative stereotypes.

The findings and reflections coming from the UNDAF Annual Report 2016 lead the UNCT to discuss on what would be common key Human Rights issues to engage the system as a whole; breaking and addressing gender stereotypes across areas of intervention was identified as a key issue. Consequently, the UNCT has agreed on developing a specific joint intervention on this area, probably by means of a Joint UN advocacy campaign for 2018. Several agencies (WFP, UNICEF, UNDP and UNWOMEN) have also agreed to develop a Tajikistan Vulnerability Mapping project, at district level, to better understand the expressions and characteristics of the phenomenon, to inform UN activities in the country. This will also be a very good opportunity to identify vulnerabilities related to gender inequality and review current UN activities accordingly.

The assessment identified a great opportunity for the improvement of this indicator that could Exceed Minimum Standard once the data tracking of the related UNDAF indicators is put in place.

Indicator 2.2 UN System M&E Expertise

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
The M&E Group or equivalent includes in its TOR responsibility for ensuring gender sensitivity in joint M&E frameworks, and provides technical support accordingly	The M&E Group or equivalent includes in its TOR responsibility for ensuring gender sensitivity in joint M&E frameworks, and provides technical support accordingly and The M&E Group or equivalent has had technical training on gender sensitive M&E at least once during the current UNDAF cycle.	Meets minimum standard and The M&E Group or equivalent has supported the work of other inter-agency groups (e.g. UNCG, GTG, outcome groups) at least once over the UNDAF cycle to address gender-specific issues in M&E systems.

⇒ Scoring Indicator 2.2: Exceeds Minimum Standard

- Data and Evidence: UNDAF Coordination and Monitoring Group ToR 22 Feb 2016; Terms of reference M&E capacity building to support United Nations Development Assistance Framework (UNDAF) 2016-2020 implementation: UNCT 2017 Annual Coordination Framework updated; CM&EG meeting minutes 2017; minutes of RG Joint Meetings.
- Findings: The Coordination and M&E Group ToRs are very synthetic, and does not include as its responsibility for ensuring gender sensitivity in joint M&E frameworks. Even though it was considered that the findings for two additional criteria were strong enough to sustain the score given, and more relevant that the formal requirement for ToRs. The M&E Group is currently developing training on gender sensitive M&E, with participation not only from M&E Group but also from RG UN and government partners, during which gender-specific issues in the M&E system were addressed. The group has also agreed to review UNDAF planning and M&E mechanisms to ensure stronger gender sensitivity.
- Explanation:

To facilitate planning, reporting, evaluating, M&E approach and data collection, an Inter-Agency UNDAF Coordination and M&E Working Group was established to support the UNDAF Joint Steering Committee in ensuring timely preparation of UNDAF Joint Biannual Work Plans and an M&E matrix to track implementation progress. So far, the Coordination and M&E Group does not include in its ToRs responsibility ensuring gender sensitivity in joint M&E frameworks. Even though, as said, there are several and relevant activities in place that merit consideration. Currently the CM&EG is leading the review of planning and M&E common templates for the next UNDAF cycle of three years 2016-2018. During the last group meeting, the issues of improving the templates to allow better programming and M&E of gender specific activities and results, and GEWE as a crosscutting issue, were raised and discussed. It was agreed that the templates would be reviewed to better track sex-disaggregated indicators, GEWE specific activities and budgets.

The group is also currently supporting the RG with a gender sensitive capacity building process, by means of an external consultant, to address the challenges identified during the first year of UNDAF regarding M&E capacities, both on UN and Government sides. The main challenges identified look to the lack of a systematic approach to the collection and analysis of data at the country level and disaggregated data by gender and other social characteristics. Recently the M&E Group has developed in 2017 a training on “Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&E approach” and a 2 days Workshop on “UNDAF gender-responsive M&E and its linkages to NDS, MDTP and SDGs”, with participation not only from M&E Group but also from RG government partners. During both activities, gender sensitive M&E issues such as improving planning and M&E instruments to allow for better tracking sex disaggregated data, gender focused activities and budget were discussed.

The consultancy will also provide the RG with practical tools (a short guide on gender-responsive M&E for UN and Government and a final report with recommendations to strengthen UNDAF M&E system including gender-responsive M&E) which are expected to strengthen gender sensitive UN and national M&E capacities.

Indicator 3.1 Engagement with Women's Machinery

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Women's machinery participates in UNDAF consultations: country analysis, strategic planning, M&E.	Meets the following criteria: a) Women's machinery participates in UNDAF consultations: country analysis, strategic planning, M&E. b) Women's machinery is a partner for a joint initiative over the UNDAF period that addresses gender inequality. c) Women's machinery participates in GTG meetings at least once per year.	Meets minimum standard and The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of the women's machinery

⇒ Scoring Indicator 3.1: Exceeds Minimum Standard

- Data and Evidence: GTG meeting minutes; GTG ToRs; RG meeting minutes; JSC ToRs; JSC meeting minutes; PBF IRF cross-border (project document); UNJAP HIV (Project Document, Annual Report 2016, post releases 1/3/2016, 29/5/2017, 7/11/2017, 28/11/2017, WPD 2017); TJK - UNPRPD R2 disabilities; UNTFHS (Project Completion Report); UNCT meeting minutes 2016-2017.
- Findings: The Committee on Women and Family Affairs under the President's Office has actively participated on UNDAF development, implementation and monitoring. The Committee is part of RG 2 and 5 and also of the UNDAF Joint Steering Committee. It has been a partner in several joint initiatives under the JPs, and periodically participates in GTG extended meetings. The UN System has supported the strengthening of the Committee's capacities, particularly in terms of advancing gender mainstreaming at law and policy level, reporting for international humans rights and women's rights conventions and gender sensitive M&E.
- Explanation:
 - a) The national women's machinery in Tajikistan is represented by the Committee on Women and Family Affairs under the President's Office. The Committee is part of the UNDAF Joint Steering Committee and integrates Outcome two and five RGs. Through this mechanism, the Committee has participated in the development of UNDAF, its implementation and monitoring.
 - b) The Committee on Women and Family Affairs has been one of the non-UN key implementing partners of the Joint Project *Empowering Communities with Better Livelihoods and Social Protection*, where it contributed to conducting joint events focused on women's economic empowerment, the protection of women's rights and their social participation. Under this Project, a

multi-sectorial coordinated approach was established in cooperation with health, police and justice representatives, and the Committee, to ensure that essential services for GBV survivors are in place and are in line with the national and international standard.

c) According to the GTG’s ToRs and minutes of GTG’s meetings, the Committee has participated in some extended GTG meetings regarding, for example, the discussion of the draft 6th National Report of the Republic of Tajikistan (RT) on the implementation of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), in response to the concluding observations adopted by the CEDAW Committee upon review of the 4th and 5th periodic reports on CEDAW implementation. In this extended meeting, the government received comments and recommendations from GTG members and CSOs.

d) The Committee has also participated recently in the gender sensitive M&E seminar that was held for UNDAF RG members.

Indicator 3.2 Engagement with Government on GEWE

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
<p>The UN System has collaborated with at least one government agency (excluding the Women’s Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality.</p> <p>or</p> <p>The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.</p>	<p>The UN System has collaborated with at least one government agency (excluding the Women’s Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality.</p> <p>and</p> <p>The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.</p>	<p>The UN System has collaborated with <u>more than one</u> government agency (excluding the Women’s Machinery) within the current UNDAF cycle for a joint initiative (e.g. joint program, advocacy campaign, knowledge generation) that addresses gender inequality.</p> <p>and</p> <p>The UN System has made <u>more than one</u> collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE.</p>

- **Scoring Indicator 3.2: Exceeds Minimum Standard**
- **Data and evidence:** GTG meeting minutes; GTG ToRs; RG meeting minutes; JSC meeting minutes; PBF IRF cross-border (project document); UNJAP HIV (Project Document, Annual Report 2016, post releases 1/3/2016, 29/5/2017, 7/11/2017, 28/11/2017, WPD 2017); TJK - UNPRPD R2 disabilities; UNTFHS (Project Completion Report); UNCT meeting minutes 2016-2017.
- **Findings:** The UN System has exceeded Minimum Standard for this indicator. The system has collaborated with the Ministry of Health and Social Protection, the Ministry of Economic Development and Trade, the Ministry of Interior and the Ministry of Foreign Affairs in various

joint activities that address gender inequality and specific women’s and girl’s needs. It has also provided more than one collective contribution within the current UNDAF cycle to strengthen the capacities of the Government to foster GEWE, through mainstreaming gender equality issues within the capacity building processes concerning SRH, HIV, M&E, entrepreneurship development, among others. Most of this coordinated work has been done under the joint programmes.

- Explanation:

The Ministry of Health and Social Security is a key partner for the UN System in several gender sensitive activities. In the framework of the Joint Project *Empowering Communities with Better Livelihoods and Social Protection*, the UN supported the capacity building of health workers from the Ministry of Health and Social Security at regional, district and Primary Health Care (PHC) level on maternal and neonatal care. The project supported the MoH training of health workers and the rollout of the Maternal and Child Health (MCH) Handbook, which objectives were, among others, to stimulate dialogues between health workers and parents and between father and mother, changing parenting behaviours at the household level. Under the *JP UNJAP*, the UN System enhanced the capacities of the Ministry of Health and Social Protection in sex-disaggregated data collection regarding access to services targeting the most vulnerable and other at-risk groups.

The Ministry of Economic Development and Trade (MEDT) and the Ministry of Foreign Affairs are key partners in the *JP Cross-border Cooperation for Sustainable Peace Development*, where they were engaged in promoting women’s active participation in cross-border initiatives, at the community level. Through this programme, the UN has also supported the MEDT in the development and implementation of the District Development Programmes (DDPs), by means of a DDPs Manual, where one of the important principles outlined is mainstreaming crosscutting issues into the DDPs, such as gender equality.

The Ministry of Interior was supported in the development of guidelines for its personnel on responding to domestic violence. It was also assisted to develop a referral mechanism that connects prevention, protection and response activities under one framework.

Representatives of these three government bodies have also participated in the gender-sensitive M&E seminar that was held for UNDAF RG members.

Indicator 3.3 Engagement with Women’s/Gender Equality CSO

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
GEWE CSO and national gender experts participate in UNDAF consultations: country analysis, strategic planning, M&E.	Meets the following criteria: a) GEWE CSO and national gender experts participate in UNDAF consultations: country analysis, strategic planning, M&E. b) GEWE CSO and national gender experts are partners for a joint	Meets minimum standard and The UN System has made at least one collective contribution within the current UNDAF cycle to strengthen the capacities of national GEWE CSO.

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- initiative (e.g. joint program, advocacy campaign, knowledge product) that addresses gender inequality.
 - c) GEWE CSO and national gender experts participate in GTG meetings at least once per year.
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⇒ **Scoring Indicator 3.3: Exceeds Minimum Standard**

- **Data and evidence:** GTG meeting minutes; GTG ToRs; RG meeting minutes; JSC meeting minutes; PBF IRF cross-border (project document); UNJAP HIV (Project Document, Annual Report 2016, post releases 1/3/2016, 29/5/2017, 7/11/2017, 28/11/2017, WPD 2017); TJK - UNPRPD R2 disabilities; UNTFHS (Project Completion Report); UNCT meeting minutes 2016-2017.
- **Findings:** National GEWE CSOs actively participated in the consultation process for the development of the CCA and the UNDAF. Besides, some of them are involved in UNDAF implementation activities, mainly regarding Joint Programmes and advocacy around UPR and CEDAW reports. There is also evidence of their participation in extended GTG meetings and in joint communication activities such as the 16 Days Campaign. The UN has supported CSOs capacity building both in terms of training and also regarding their advocacy capacities.
- **Explanation:**

As mentioned, national GEWE CSOs actively participated in the consultation process for the development of the CCA and the UNDAF. There are also several pieces of evidence of GEWE CSOs partnering with UN System: Under the UN JAP, the *Association of Social Workers Faroshturuk* conducted information sessions around the country with different stake-holders on strengthening the national capacity for promoting human rights and gender equality, CSOs to overcome the barriers of stigma and protecting human rights of PLHIV, and improving the quality of life of people living with HIV and AIDS. The *Tajik Family Planning Alliance*, in coordination with UN agencies, organised and conducted Public Health Fairs promoting gender equality. Other relevant activities included discussions of the draft 6th National Report of the Republic of Tajikistan (RT) on the implementation of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW). The NGOs Coalition *From De Jure Equality to De Facto Equality* presented several recommendations for further improvement of the national report, particularly in regard to enhancing the report's gender-disaggregated analytical data, and also advocated for the establishment of the Coordination Council on Gender Equality under the Government of RT. Under the Project *Empowering Communities with Better Livelihoods and Social Protection* the NGO *Zilola*, with the support of local authorities conducted training for school youth on tolerance, conflict prevention and vulnerability of women and girls in conflicts and disasters. Under this same project, the NGO *Najibullo* was hired to ensure project implementation of the social mobilisation

and capacity building of self-help groups (SHGs), mapping of microfinance institutions and supporting joint economic initiatives by SHGs.

There have also been several activities to strengthen the capacities of national GEWE CSOs. One relevant to mention is the support given by UN Women, UNDP and UNFPA to the Coalition *From De Jure Equality to De Facto* for the preparation of the Alternative Report to CEDAW convention, which is currently under development and will involve consultation at both national and regional levels. Also, under the Project *Empowering Communities with Better Livelihoods and Social Protection*, activists and staff of NGO *Najibullo* benefited from training on monitoring of Women’s Human Insecurities and Human Rights violations.

Another positive trait is the participation of GEWE CSOs and national gender experts in extended GTG meetings, which have occurred more than once per year. According to evidence, their participation has been mainly focused on information sharing and the development of joint advocacy and awareness-raising activities, particularly related to the international dates on Women’s Rights, the campaign of 16 Days of Activism Against GBV, and the preparation of national and alternative reports to UPR and CEDAW, already mentioned.

Indicator 4.1 Leadership

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Gender equality is a standing agenda item, and is meaningfully addressed in UNCT HOA meetings	Gender equality is a standing agenda item, and is meaningfully addressed for UNCT HOA meetings and a) Resident Coordinator annual reporting covers the main gender-related results b) Resident Coordinator demonstrates leadership and public championing of gender equality on behalf of the UNCT	Meets minimum standard and Gender Equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs

⇒ Scoring Indicator 4.1: Approaches Minimum Standard

- Data and Evidence:
UNCT Goals Success Criteria RC Indicators; ARC 2017 members and Goals, UNCT Tajikistan; UNCT 2017 Annual Coordination Framework Updated; UN Tajikistan Coordination Structure and WGs; UNCT Brief October 2017.docx; List of UNDAF RGs from the Government.docx; Strategic Summary of Coordination Results 2017; UNCT Code of Conduct 2016

RC Speeches: PM Speech for 26 Oct SDG Talks.doc; Dangara Forum; DESA Disability Workshop Nov2017; Football UNRC Opening Ceremony; Generic TP for MAPS Mission; Talking Points Contingency Planning Workshop; Opening Remarks Intl Day of PW; RC Interview for TV 1.docx; RC Opening Speech UNHSTF SC January 2017; RC Opening Speech VNRs 1st Consultations; RC Remarks SDG Conference 08062017; RR RC Speech on IYD Aug 14; Statement of UN Resident Coordinator; Talking point for the meeting with President; UNRC Statement-65YRS IOM; Welcome Speech MAPS Reception.

UNCT Annual Retreat Minutes 2016 and 2017

UNCT Meeting Minutes 2016: March, April, May, July 13, August 18, September 15, October 6, December 8.

UNCT Meeting Minutes 2017: Feb 16, March 17, April 13, April 21, May 2, July 4, August 3, October 5.

- Findings: UNCT Tajikistan approached Minimum Standard for Indicator 4.1 on Leadership due to evidence of engagement on GEWE within the UNCT HOA meetings, though the analysis also shows the need for improved and timely follow-up of decisions.
- Explanation:

In nine out of 18 (50%) of UNCT meetings held in 2016 and 2017, including Annual Retreats, the HOAs discussed/mentioned gender equality in any way.

The most relevant discussions and decisions made on this regard during 2016 were the presentation and approval of the GTG Plan 2016, which highlighted the implementation of the gender score card assessment (April); the development of a half-day seminar on gender mainstreaming and human rights based approach, (May and October); and the need to take into consideration gender sensitivity issues of the UN female staff staying in low standard hotels (December).

The topics dealt with during 2017 meetings were: the identification of women's empowerment as a priority topic for joint initiatives, which preparation would be led by UN Women, UNDP and UNFPA (UNCT Annual Retreat February); the presentation of OMT Work plan for 2017, which included as an Activity Result 2 to support to advocating joint initiatives, among which, gender mainstreaming (February); the decision to include gender related information and indicators in the ARC 2017 (April); the decision that UNWOMEN would present a concept note on UN Joint Initiative on women's empowerment, based on consultation within the Results Group (August); the UNCT decided to move ahead with the idea of putting in place a Joint UN Gender Advocacy Agenda for UNCT as an entry point, centred on overcoming Gender stereotypes across the sectors of intervention. At that time it was also considered that "more preparatory initiatives are needed before initiating a joint programme on GEWE". The UNCT also decided to build on the capacities that WFP staff is acquiring through masculinity training, and to evaluate the opportunity of developing other UN advocacy and awareness campaigns such as He for She or UNiTE to End Violence Against Women and Girls.

Though the analysis shows UNCT commitment to enhance joint UN system coordination to better promote GEWE, however it also shows the need for improved and timely follow-up of decisions. For example, the two most relevant decisions approved already in 2016 (implementation of the Gender Score Card and UN gender training) have only partially been materialised (no UN staff

specific gender training has been identified), and there is so far not yet a formal proposal for the UN Joint Initiative on Gender though it was decided a priority on February 2017.

Looking at the criteria of the “RC demonstrates leadership and public championing of gender equality on behalf of the UNCT”, the RC speeches reviewed show that gender equality as a generic issue is frequently mentioned, but there seems to be the need to reinforce the messaging in terms of highlighting its underlying causes (social norms/discrimination/violence), and the secondary social position and marginal power that women have still today in Tajikistan.

The UNCT Annual Coordination Framework under the RCO includes one specific Output focused on enhancing UNCT accountability and ownership to promote gender mainstreaming. This output includes the implementation of the Gender Scorecard, its Action Plan and support to the UNCT, the Result Groups and M&E Group to ensure gender-responsive UNDAF implementation, monitoring and reporting, including the annual review process.

In 2016, the Resident Coordinator’s annual reporting, called Strategic Summary of Coordination Results by RC, covered some gender issues regarding health and particularly SRH and HIV, DRG and adolescent girls, but did not mention other significant gender results on girls’ education and women's economic empowerment. Likewise, GEWE was not mentioned when analysing the Human Rights situation in the country. The report identified opportunities to address gender-related issues on vulnerability, advocacy activities and partnerships within the private sector. It also expressed the RC commitment to cooperate with the Government of the Republic of Tajikistan on mainstreaming Human Rights and gender issues into policies and plans and on the development of the Gender Scorecard exercise and the implementation of the related Action Plan.

UNCTs Assessment of Results and Competencies (ARC) includes, as success criteria under its Development Outcome, the establishment of joint initiatives and advocacy on Gender Equality and women’s empowerment, among other issues. The Human Rights Outcome also includes the completion of the Gender Scorecard exercise and the promotion of gender mainstreaming and Gender Equality across UNDAF Result Groups. Results were identified, in terms of implementation of this Gender Scorecard, and the initial UNCT agreement on developing a joint advocacy activity for addressing gender stereotypes. However, there is no evidence of the UNCT promoting gender mainstreaming and Gender Equality across UNDAF RGs.

Indicator 4.2 Organizational Culture

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
Survey results of staff perception of organizational environment for gender equality scored a positive rating of 50-65 per cent.	Survey results of staff perception of organizational environment for gender equality scored a positive rating of 65-80 per cent.	Survey results of staff perception of organizational environment for gender equality scored a positive rating over 80 per cent.

- Scoring Indicator 4.2: Meets Minimum Standard
- Data and evidence: Online self survey (Survey Monkey Platform)

- **Findings:** UN Taj online survey results of staff perception of organizational environment for gender equality scored a positive rating of 65%.
- **Explanation:**

UN Tajikistan meets the Minimum Standard for Organisational Culture, in terms of staff perceptions of gender equality in the working environment, across three topics: support for Gender Equality, discrimination and work-life balance. The online self-survey results scored an overall positive rating of 65% across the ten questions, 31% were neutral responses and only 4% indicated negative perceptions across the three topics. The most positive responses were related to the UN support for non-discrimination (68%), followed by support on work-life balance and Gender Equality at the same level (64%).

However, a significant gender gap was identified, showing a greater level of satisfaction among men (75% positive responses) than among women (57% positive responses). The biggest gender gap was identified regarding responses on support for non-discrimination and work-life balance, with women indicating 21% less positive responses than men. Neutral responses (perception of not strong UN support) are also much more evident from women than men (38% vs. 24% of total answers). In terms of individual questions, the biggest gender gap is identified regarding perceptions of the measures in place to ensure UN staff's work-life balance (28% less positive responses) and UN personnel being treated equally, irrespective of sex, gender identity and sexual orientation (25% less positive responses among women). This gender gap should bring some reflection within the UNCT to address the underlying causes. Annex 2 includes more detailed information on responses by question.

Under this topic it is relevant to mention that the RC and the UNCT, in partnership with UN Cares held a five day training sessions in November 2017 for UN staff under the title “UN for All: Dignity and Inclusion in the UN Workplace” at the UN building in Dushanbe. The training, where more than 100 UN staff participated, aimed of building a more inclusive UN-system to ensure the dignity and well being for personnel and family members, and was focused on the issues of human rights, sexual orientation and gender identity, disability, mental health and substance abuse. Around 100 UN staff members participated and had the chance to learn about human realities related to sexual orientation and gender identity, HIV/AIDS issues, mental health issues and workplace ethics.

Indicator 4.3 Gender Parity

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
The country team has in place a process for monitoring representation of women and men for General Service staff and NOC/P4 and above.	The country team has reached equal representation of women and men for General Service staff and NOC/P4 and above.	The country team has reached equal representation of women and men for General Service staff and NOC/P4 and above. and A plan is in place to ensure retention of gender parity.

⇒ **Scoring Indicator 4.3: Missing.**

- **Data and evidence:** Staff data provided by UN agencies.
- **Findings:** Indicator 4.3 related to Gender Parity scored Missing, as there is no system in place to track sex disaggregated participation within the UN System.
- **Explanation:**

According to the information provided, Indicator 4.3 related to Gender Parity scored Missing, as there is no system in place to track sex disaggregated participation within the UN System. The consolidated data provided by 13 UN agencies (OIM, UNDP, UNICEF, WFP, UNHCR, ONCHR, UNDSS, UNRCCA, UNODC, UNFPA, WHO, FAO and UNWOMEN) amounted to a total of 441 people. In overall terms⁴, there is a clear under-representation of women both in general terms and for General Services where, in both cases, women account for 32% of total UN staff. Among senior staff (P4/NOC/SB5 and above) the situation improves, as women’s participation increases to 39%, which approaches, though not completely fulfils, gender parity standard (defined as between 45-55% for each sex).

It is also important to note that in UN Tajikistan, there are a predominant proportion of non-fixed contracts, which imply reduced working benefits and stability than fix-term ones. As an example, service contracts reported were up to 43% of the total positions reported. In this case, men take the lead, as they account for three quarters (76%) of total contracts within this category.

Indicator 5.1 GTG Membership

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
<p>GTG is chaired by a HOA and Meets 1-2 of the following criteria:</p> <ul style="list-style-type: none"> a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross- 	<p>GTG is chaired by a HOA and Meets 3-4 of the following criteria:</p> <ul style="list-style-type: none"> a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross- 	<p>GTG is chaired by a HOA and Meets all 5 of the following criteria:</p> <ul style="list-style-type: none"> a) All GTG members have their contributions to the group reflected in their performance reviews; b) GTG includes participation from all resident UN agencies; c) GTG members include at least 50% senior staff (P4 or equivalent and above); d) GTG members include at least one representative from each of the other cross-

⁴ See Annex 3, for further details.

cutting groups (e.g. outcome results groups, UNCG, M&E group);	cutting groups (e.g. outcome results groups, UNCG, M&E group);	cutting groups (e.g. outcome results groups, UNCG, M&E group);
e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors,).	e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors,).	e) GTG involves external stakeholders as strategic partners (e.g. women's machinery, civil society, donors,).

⇒ **Scoring Indicator 5.1: Approaches Minimum Standard**

- **Data and evidence:** GTG minute meetings 2017 (22/2, 19/6, 18/9, 18/10); GTG 2017 Annual Work Plan; GTG Tajikistan Annual Work Plan 2016; GTG Tajikistan TOR; 2017 Gender related projects Matrix; EVAW CN UNCT; Tajikistan List of GTG members.xlsx; 2009 Gender Scorecard Tajikistan Narrative report final draft; information provided by GTG members; 16 Days of Activism Campaign Programme 2017.
- **Findings:** The Gender Theme Group in Tajikistan chaired by UN Women's representative and integrates the participation of the majority of UN agencies. Its permanent membership includes, not only UN agencies, but also international development agencies, embassies and one private sector company.
- **Explanation:**

As an interagency group, the Gender Theme Group is chaired by UNWOMEN's Country Representative. UNWOMEN also provides secretariat support to the GTG, in terms of preparing meetings, recording minutes and following up on decisions made at the meetings. Among the other criteria established for the indicator, the only one covered is the participation of non-UN strategic partners. In fact, GTG membership includes 15 non-UN organisations. Among them are 10 International development agencies (USAID, Swiss Cooperation Office, PDV, OSCE, MoFa Japan, KfW, JICA, EU, DFID, ADB), two embassies (USA and British Embassy), two international NGOs (OXFAM and International Alert) and one private sector company (Tcell). When the GTG considers it necessary, it calls for an Extended GTG. From GTG meeting minutes it can be seen that some NGOs have participated in some of the sessions, including the Civil Society Advisory Group (SCAG) and the Network of NGOs "Vash Vybor" and the Coalition *From de Jure to de Facto*.

Regarding the participation of UN agencies, GTG ToRs do not ask for the participation of all resident agencies. In fact, it indicates that it would be integrated by "nominated Gender Focal Points (GFP) from interested agencies, Donors, and NGOs... The GTG Tajikistan is open for any interested agencies to join". Even though the participation is not compulsory, the GTG includes the participation of the largest and the majority resident agencies' signatories of UNDAF such as FAO, IOM, UN Women, UNDP, UNHCR, UNICEF, UNODC, UNOHCR, UNV, WFP, WHO and UNFPA.

Again, according to the GTG ToRs, the role of members of the GTG should be included in their individual Terms of Reference and subsequently assessed in their performance appraisals. The findings indicate that this is not so for some of UN GTG members. The GTG membership neither

includes at least 50% senior staff (P4 or equivalent and above), or representatives from any of the other UN crosscutting groups.

Indicator 5.2 GTG Operations

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
<p>GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation <u>and</u></p> <p>Meets one of the following criteria:</p> <ul style="list-style-type: none"> a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5. 	<p>GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation <u>and</u></p> <p>Meets two of the following criteria:</p> <ul style="list-style-type: none"> a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5. 	<p>GTG has a terms of reference and an approved annual work plan that includes resource and responsibility designation <u>and</u></p> <p>Meets three of the following criteria:</p> <ul style="list-style-type: none"> a) GTG meets regularly (at least four times in the last calendar year). b) GTG has made substantive input into the key steps of the UNDAF. c) GTG has coordinated at least one initiative in the past year that targets gender inequality in the country in line with SDG priorities including SDG 5.

⇒ Scoring Indicator 5.2: Missing.

- Data and evidence: GTG minute meetings 2016 (20/01, 28/4, 22/9); GTG minute meetings 2017 (22/2, 19/6, 18/9, 18/10); GTG 2017 Annual Work Plan; GTG Tajikistan Annual Work Plan 2016; GTG Tajikistan TOR; 2017 Gender related projects Matrix; EVAW CN UNCT; Tajikistan List of GTG members.xlsx; 2009 Gender Scorecard Tajikistan Narrative report_final draft; 16 Days of Activism Campaign Programme 2017.
- Findings: GTG has terms of reference, and an approved annual work plan, though it does not establish specific agencies' or members' responsibilities nor the specific resources to be invested, reason that makes the indicator score as Missing, even though other criteria was positively covered.
- Explanation:

GTG has Terms of Reference and an Approved Annual Work Plan. Operationally, the activities are implemented through joint support and resources from the agencies involved, though these

contributions are not included or mentioned in the plan, reason that makes the indicator score Missing.

GTG meetings have been taking place periodically, with four meetings identified for 2017. One of these meetings, focused on discussing and commenting on the National CEDAW Report, was an extended meeting that involved not only Permanent Members but also women's rights NGO networks and government institutions.

As already explained in the previous indicator, in Tajikistan the GTG is not an internal UN interagency group. Its permanent membership includes external development agencies, embassies, international NGOs and private sector bodies. The group acts mainly as an international development platform to exchange information, promote knowledge dissemination and build up advocacy on GEWE. Its main activities have been concentrated on organising communication and advocacy campaigns, gathering and sharing relevant information regarding women's and gender equality issues and coordinating efforts on identifying the Gender Equality interventions in place, to avoid duplication. Undoubtedly all these activities are very relevant and pertinent to advocate and support GEWE issues in Tajikistan in the public eye and to better ensure coordination and promote synergies. One of its main annual activities has been the implementation of the 16 Days of Activism, where the GTG members annually developed numerous and diverse activities in the capital to advocate against GBV.

According to its ToRs, the GTG has three main responsibilities: 1) To contribute to strengthening the UNCT's overall performance on Gender Equality and providing support for gender mainstreaming into the national development priorities, key policy documents on gender equality and women empowerment and the UN development assistance framework; 2) To create a venue for coordination and the regular sharing of information and experiences on actions, programming and normative support in pursuit of Gender Equality; and 3) To create a venue for collaboration and exploring and pursuing possible joint actions and programmes, including joint communications and advocacy aimed at achieving Gender Equality. It seems therefore that its work is mainly concentrated in the second and third responsibilities, while the first responsibility seems to be covered more by UNWOMEN as a specialised agency and not by the GTG itself.

On the other hand, the mixed UN / Non-UN GTG composition seems not to add to guaranteeing GTG'S responsibility, in terms of promoting gender mainstreaming within the UN System, advising the UNCT on Gender Equality issues, particularly within UNDAF implementations, monitoring and evaluation processes. GTG's ToRs provide for the collaboration of GTG with other UN groups to engage in joint advocacy and communications efforts and considering the crosscutting aspects of working on Gender Equality. However, the GTG has not developed specific links or advising mechanisms with RG or other crosscutting UN groups, and there was no evidence found of input into the key steps of the UNDAF. The only evidence found regarding GTG's advisory role to the UNCT was related to the amendment to the Family Code in 2016 on mandatory medical testing for brides and grooms, where the GTG agreed to provide the UNCT with evidence-based information and arguments to substantiate a joint UN position (GTG meeting 20/1), though no follow-up evidence was found.

Indicator 5.3 Capacity Development

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
A capacity assessment of UN staff to analyse and address gender inequality is undertaken at least once per UNDAF cycle.	A capacity assessment of UN staff to analyse and address gender inequality is undertaken at least once per UNDAF cycle. and a) A capacity development plan based on the capacity assessment is established or updated at least once per UNDAF cycle. b) Targets of gender capacity development plan are on track.	Meets minimum standard and UN induction package includes gender-sensitive orientation to key issues in the country and UN strategies to address

⇒ Scoring Indicator 5.3: Missing.

- Data and Evidence: UNCT Goals Success Criteria RC Indicators; ARC 2017 members and Goals, UNCT Tajikistan; UNCT 2017 Annual Coordination Framework updated; UN Tajikistan Coordination structure and WGs; UNCT Brief October 2017.docx; List of UNDAF RGs from the Government.docx; Strategic summary of coordination results 2017; UNCT Code of Conduct 2016.
- Findings: This indicator scored Missing, as during the past 2 years of initial UNDAF implementation there has not been a capacity assessment of UN staff regarding GEWE capacities, nor a capacity training plan or specific gender capacity building activities have been developed.
- Explanation:

This indicator is scored as Missing, as during the past 2 years of initial UNDAF implementation there has not been a Capacity Assessment of UN staff regarding GEWE capacities, nor a Capacity Training Plan nor specific gender capacity building activities developed. The GTG Action Plan 2016 included a two-day gender training event for GTG members, regarding SDGs, gender-sensitive DRR and collection of sex-aggregated data. However, during 2016 one GTG member took part in a regional “Gender-responsive monitoring and evaluation of UNDAF” training for trainers, organised by UN Women in Istanbul, but the sessions were not finally replicated among GTG members or UN staff. Even though the need to implement a gender training session for UNCT members was highlighted repeatedly during some UNCT meetings in 2016 and 2017, the training has not taken place so far.

During this Score Card Assessment, one question was included in the online self-survey to assess to what extent UN staff in Tajikistan had undertaken any gender-related training in the last 2 years.

The results showed that 61% of the staff that responded (54% of men and 67% of women) had not performed any gender-specific training during that period. Even though this finding does not speak to UN Staff’s capacity for working on and promoting gender equality issues within their specific activities, it seems to show that systematic and updated capacity building in this area is not a UN priority and undoubtedly shows a great space for improvement.

UN Tajikistan has not yet developed a common induction package for newcomers, as each individual agency has its own internal procedures.

Indicator 6.1 Resource Tracking and Allocation

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
UNCT has in place a system to track and utilize <u>some</u> country-level budgetary data to ensure adequate allocation of resources for GEWE	UNCT has in place a system to track and utilize <u>comprehensive</u> country-level budgetary data to ensure adequate allocation of resources for GEWE	UNCT has in place a system to track and utilize <u>comprehensive</u> country-level budgetary data to ensure adequate allocation of resources for GEWE and UNCT has established a target for program expenditures to be allocated for GEWE, and has met the target.

- **Scoring Indicator 6.1: Approaches Minimum Standard.**
- **Data and Evidence:** UNDAF Common budgetary framework; Outcome Spending by Agency; UNCT 2017 Annual Coordination Framework updated.
- **Findings:** The UN System approached Minimum Standard as the systems in place allow the UNCT to track some country-level budgetary focused on promoting GEWE.
- **Explanation:**

The UN System approached Minimum Standard for the Resources Tracking and Allocation Indicator. UNCT monitoring and reporting processes for the period 2016-2017 tracked financial resources by outcome under the Common Budgetary Framework. This offers partial tracking of gender budgeting and expenditures per outcome and implementing agency. Total expenditure for 2016 amounted a total of \$US 45.586.128. If we look at Outcome 5, which though not being exclusively gender focused, has a strong emphasis on it, the total amount delivered adds up to \$545.664, which corresponds to 1,2% of the total budget delivered. When looking at the amount delivered by UNWOMEN, assuming that all its investments are gender focused, a similar figure of \$588.365 comes up, corresponding to 1,3% of the delivered budget. When considering both the total amount invested by UNWOMEN, plus the amount spent in Outcome 5, the sum arrives to \$US 1.041.380, corresponding to 2,3% of the total amount delivered in 2016. Evidently, this data does not reveal the total extent to which resources were dedicated to GEWE as there are not specific mechanisms to assess resources allocated to gender-focused activities across outcomes.

Some gender specific country-level budgetary data is also specified within the UNCT Tajikistan Annual Coordination Framework. Several UN agencies are systematically using the gender marker system, so the opportunity to build from the individual experience is there as the UN is currently reviewing its UNDAF planning and monitoring procedures for the second part of the UNDAF 2018-2020.

Again, there seems to be quick and substantial opportunity for improvement as the Coordination and M&E Group is working to improve the UNDAF planning and monitoring processes and instruments for 2018-2020, and the need to better track resources allocated to promote GEWE is in the process of being analysed and eventually addressed.

Indicator 7.1 Country Level Results

Approaches Minimum Standard	Meets Minimum Standard	Exceeds Minimum Standard
<p><u>Option A</u> The UN system has contributed to gender equality in the country by benefiting women and girls (men and boys) as a targeted group (gender targeted results) in programming. Results are in line with SDG priorities including SDG 5 as planned in the UNDAF.</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Extra efforts are required to ensure achievement of planned results at the end of the UNDAF cycle.</p>	<p><u>Option A</u> The UN System has contributed to gender equality in the country by addressing the differential needs of women/men, girls/boys and redressing inequalities in distribution of benefits, resources, status, and/or rights (gender sensitive results) in programming. Results are in line with SDG priorities including SDG 5 as planned in the UNDAF.</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Achievement of planned results is on track by the end of UNDAF cycle.</p>	<p><u>Option A</u> Meets minimum standards and The UN System has contributed to gender equality in the country by contributing to at least one widespread change in norms, values, power structures or other roots of gender inequality and discrimination (gender transformative results).</p> <p><u>Option B</u> The UN System has contributed to achieving country-level gender results in line with SDG priorities including SDG 5 as planned in the UNDAF. Planned results have been achieved or exceeded before the end of the UNDAF cycle.</p>

- Scoring Indicator 7.1: Meets Minimum Standard.
- Data and Evidence: UNDAF Annual Report 2016.
- Findings: There is evidence that the UN system has contributed to gender equality in the country by addressing the differential needs of women/men and girls/boys and redressing inequalities in the distribution of benefits, resources, status and/or rights in programming; and the results are in line with SDG priorities including SDG5 as planned in the UNDAF.

- Explanation:

The UNDAF Annual Report 2016 highlights four result areas: Girls' Education and Sexual and Reproductive Health (Outcome 3), Women's Economic Empowerment (Outcome 2) and Prevention and Attention of Gender-Based Violence (Outcomes 5 and 6). In all four areas, there is evidence of Meeting Minimum Standard.

The UN further supported the establishment of a free legal aid system and contributed to raising the legal awareness of vulnerable and marginalized groups, especially women and children. About 7,500 vulnerable people, mostly women received free legal aid and 14,000 people (75% of which were women) were trained to claim.

The UN developed extensive initiatives to strengthen their capacity the capacity of participants, particularly vulnerable women and female-headed households, to engage in business activities and generate income. 90,000 women benefited from improved livelihoods and 1,300 women acceded to newly created full-time jobs in the agricultural value chains. 3,500 rural women achieved incomes through active participation in productive activities.

In regards to health issues, the UN supported various policies and programmes, and service delivery improvement on SR and maternal health, HIV and medical services to adolescents and youth.

Regarding education, the Girls Education Project, the UN and NGO Youth Initiative of Tajikistan have supported the establishment of girls' clubs in 26 schools of Tajikistan, where more than 2,372 girls are enrolled. Through this programme, 16 target schools saw 96% of girls transitioning from Grade 9 to 10, with an increase of 10% in girls' transition rate to non-compulsory upper secondary education.

The UN helped mainstream the gender perspective into the NDS and other national, sectorial and local strategies and plans. Regarding GBV, the MoHSP was supported in establishing eight "victim support rooms" within health facilities. The capacity of health professionals was also strengthened for the provision of gender-sensitive services to victims of violence. The Ministry of Interior was supported with the development of institutional guidelines to better respond to domestic violence and the implementation of a more effective referral mechanism. Several NGOs were also supported with raising public awareness of women's Human Rights and the prevention of domestic violence through better access to public services, including civil registration. Particular attention, in these initiatives, was paid to adolescent girls, especially those at risk of early marriage. The foundation for future efforts to address gender-based violence, via a multi-sectorial coordinated approach, were established in cooperation with the Ministry of Health, Ministry of Interior, Police, Justice and the Committee on Women and Family Affairs to ensure that essential services for GBV survivors are in line with the national and international standards.

Regarding Disaster Risk Management, technical and financial assistance was provided to MoHSP to enhance the capacities of health specialists in rendering Sexual and Reproductive Health and GBV services in emergency situations and to victims of violence; as well as promoting multi-sectorial cooperation for addressing GBV and discrimination.

Annex 2 – Organizational Culture Staff Survey Results

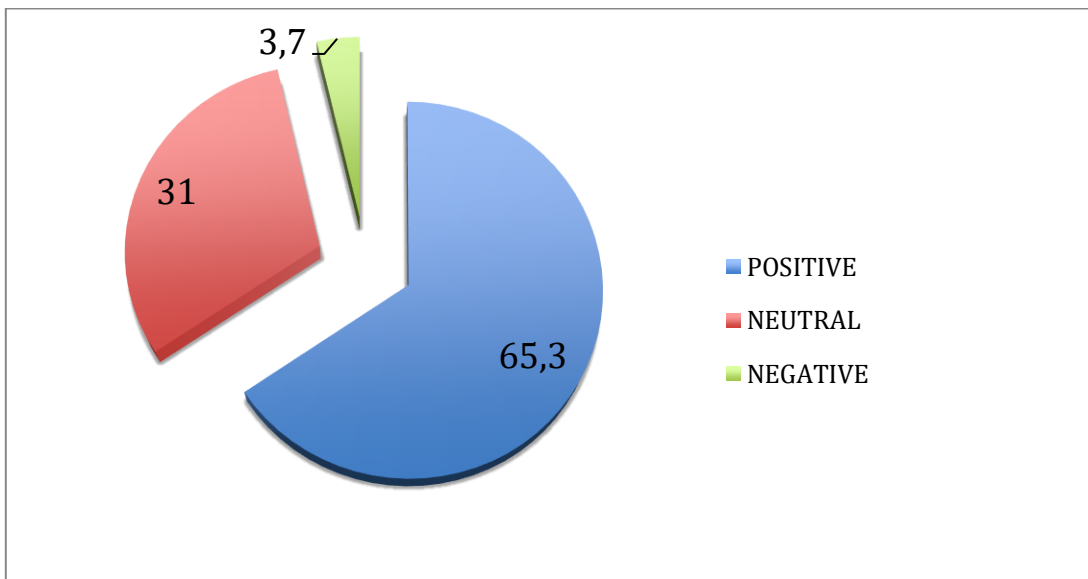
Tajikistan

Survey opened 20 November- 7 December 2017

All responses were obtained online, by means of a survey-monkey survey.

Total responses: 150, 74 women, 73 men, 3 other.

**Figure 1.1 Breakdown of online self-survey responses.
Percentages of opinions.**



**Figure 1.2. Sex disaggregated breakdown of online self-survey responses.
Percentages of opinions.**

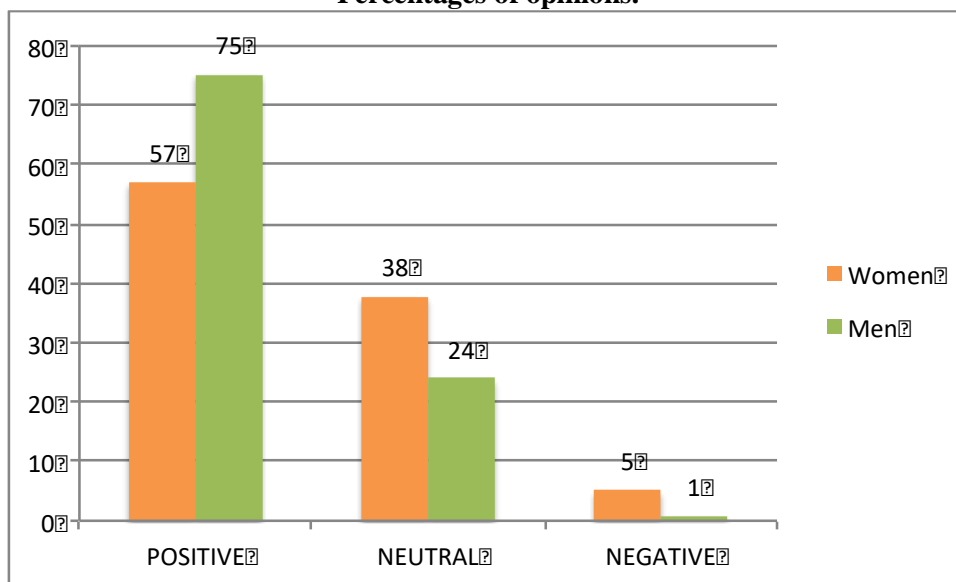


Figure 2.1 Perceptions on Support for Gender Equality. Percentages of responses.

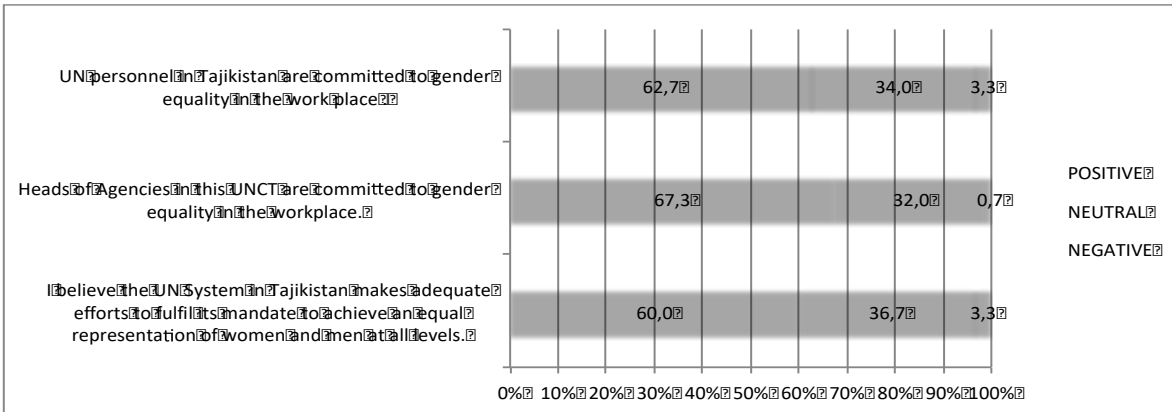


Figure 2.2 Sex disaggregated positive perceptions on Gender Equality. Percentages of responses.

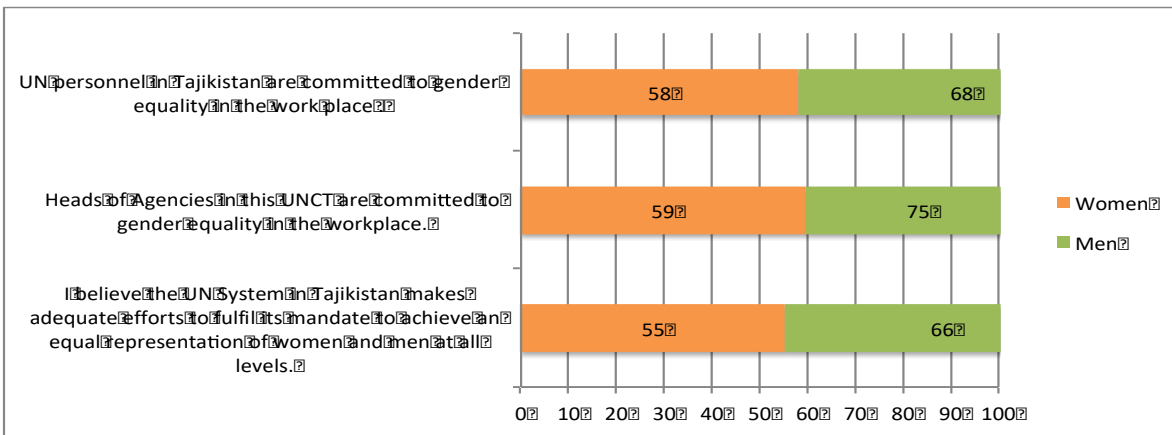


Figure 3.1 Discrimination. Percentages of responses

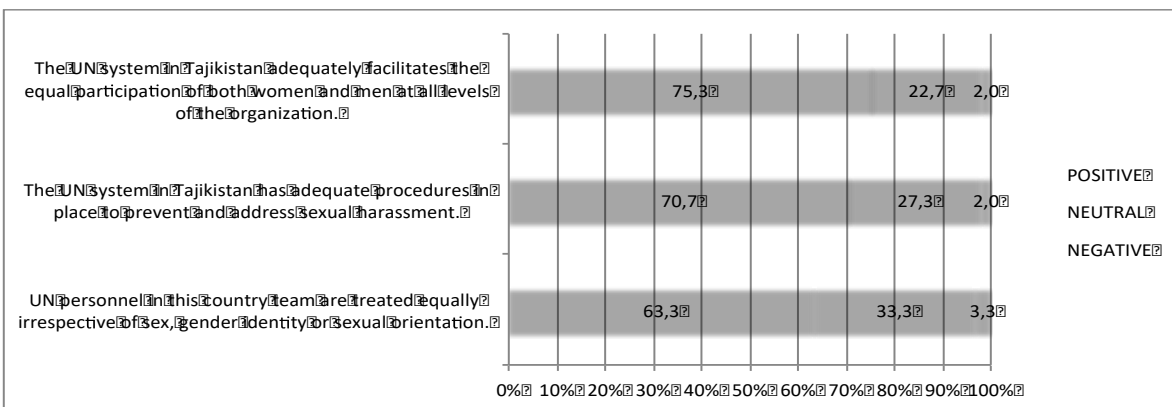


Figure 3.2 Sex disaggregated positive perceptions on Discrimination. Percentage of responses.

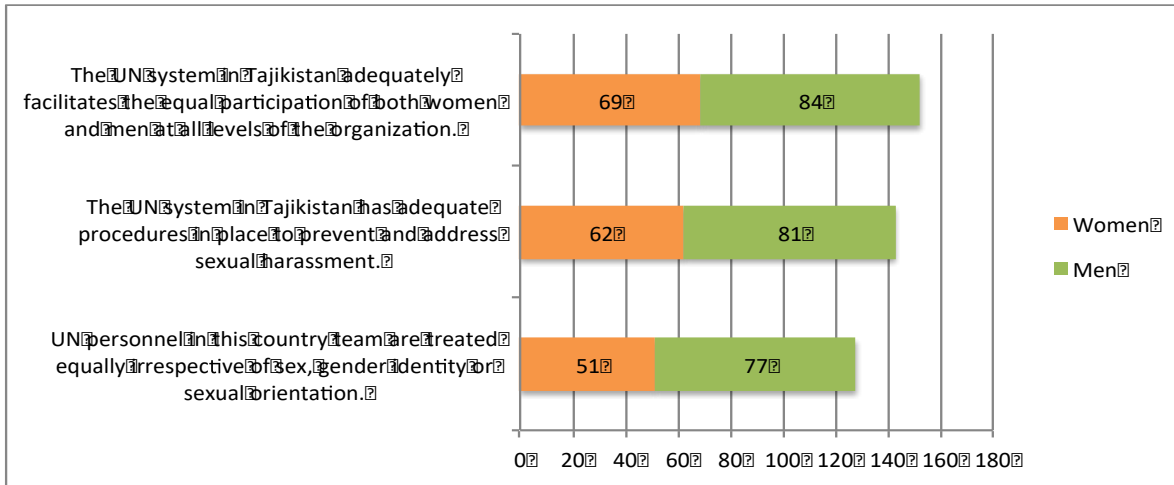


Figure 4.1 Work Life Balance

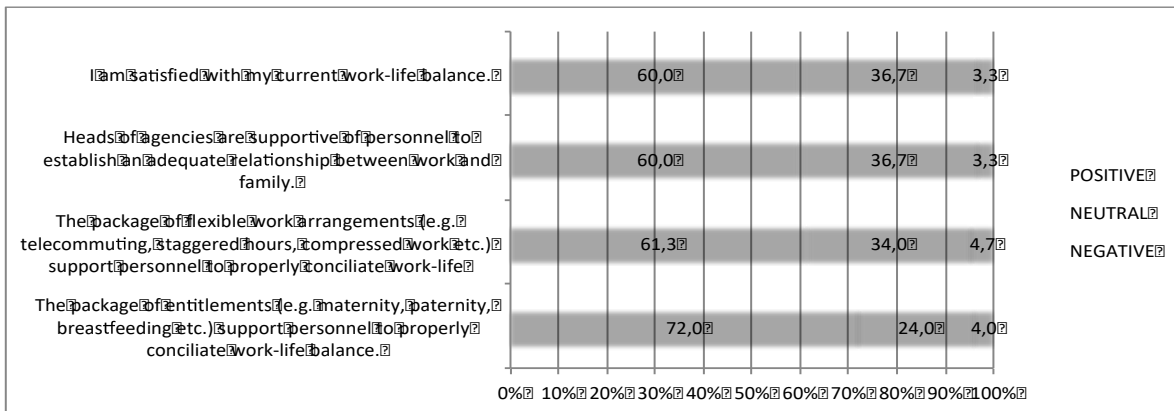
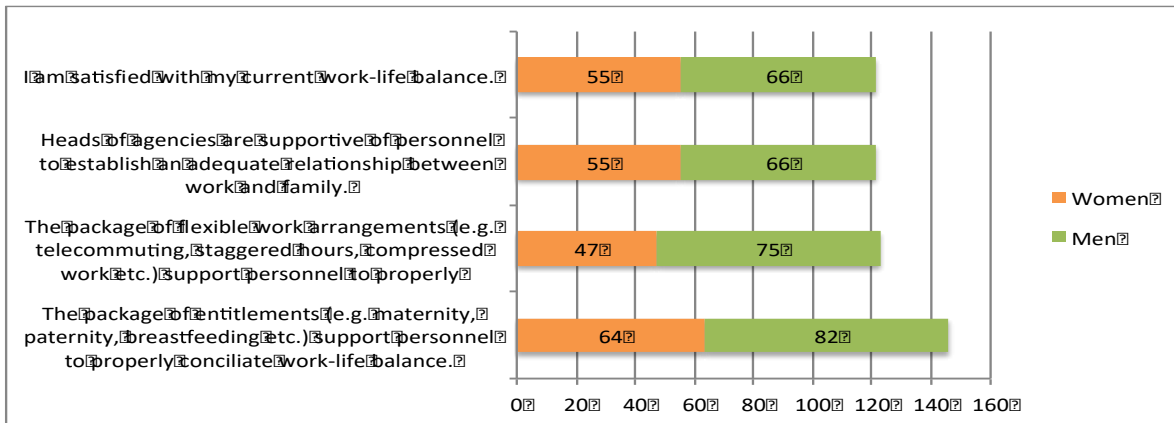


Figure 4.2 Sex disaggregated positive perceptions on Work Life Balance. Percentage of responses.



Annex 3 – UN Staff composition

Tajikistan

This data summarizes staff numbers at 27 December 2017 of 12 agencies which account for most of the UN Staff in Tajikistan: OIM, UNDP, UNICEF, WFP, UNHCR, ONCHR, UNDSS, UNRCCA, UNODC, UNFPA, FAO and UN Women.

HR persons within each agency provided the data.

The data gathered amounts for a total of 427 staff, both fixed term and service contracts (SB), given that in Tajikistan there is a high presence of the latest. As it is seen in the table below there is a wide diversity of contracts.

Figure 5.1 Sex Disaggregated Data by Contract Type

LEVEL	TOTAL			
	W	M	T	%W/M
D1	0	1	1	0,0
D2	1	1	2	50,0
GS1	0	2	2	0,0
GS2	1	42	43	2,3
GS3	1	3	4	25,0
GS4	6	6	12	50,0
GS5	16	17	33	48,5
GS6	13	14	27	48,1
GS7	5	3	8	62,5
NOA	7	7	14	50,0
NOB	14	16	30	46,7
NOC	2	4	6	33,3
NOD	0	0	0	0,0
NPO	0	1	1	0,0
P1	1	0	1	100,0
P2	1	3	4	25,0
P3	1	7	8	12,5
P4	8	3	11	72,7
P5	1	2	3	33,3
UG	5	11	16	31,3
SB1	5	55	60	8,3
SB2	0	6	6	0,0
SB3	21	46	67	31,3
SB4	17	25	42	40,5
SB5	2	11	13	15,4
INTERNAT UNV	2	0	2	100,0
LICA 6	1	0	1	100,0
LICA 5	0	1	1	0,0
NPP	6	7	13	46,2
PSA	5	5	10	50,0
TOTAL	142	299	441	
%	32,2	67,8	100,0	

Figure 5. 2. Sex Distribution Among General Service Staff

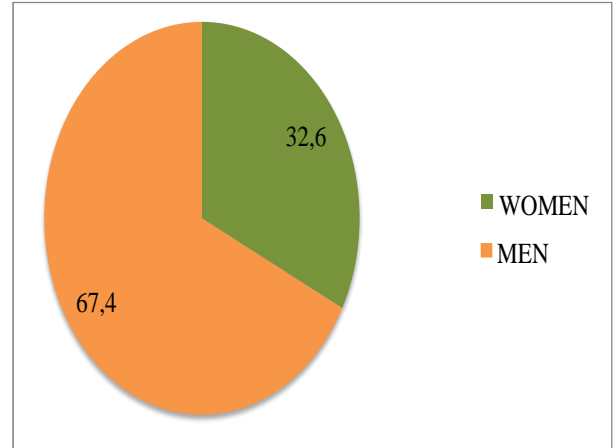
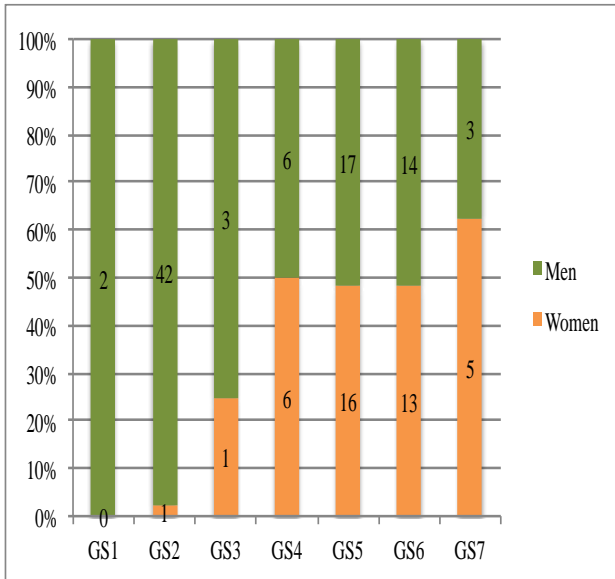


Figure 3. Sex distribution among Senior Positions (NOC/P4/SB5 and above)

