

**Performance Indicators for
Gender Equality and Women's Empowerment**

**Gender Scorecard of UNCT in Turkmenistan
Narrative Report**

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Abbreviations

CEDAW - Convention on the Elimination of All Forms of Discrimination against Women

DaO - Delivering as One

GBV - Gender-Based Violence

GFP - Gender Focal Point

HRGYTG- Human Rights and Gender Thematic Group

NGO - Non- Government Organization

MFDR - Management for Development Results

PFD - Partnership Framework for Development

SDGs - Sustainable Development Goals

UNCT - United Nations Country Team

1. Introduction

1.1. Gender Scorecard of the UNCT in Turkmenistan

The UN Country Team (UNCT) in Turkmenistan delivers technical support in the country by implementing the new Partnership Framework for Development (PFD) for the period of 2016-2020, SDGs, joint programming and other initiatives. UNCT is working on establishing an appropriate mechanism towards the adoption coherent approach in the gender equality and women empowerment.

In January 2015, the Human Rights, and Gender Theme Group (HRGTG) composed of resident UN agencies, including UNDP, UNFPA, UNICEF, WHO, UNODC, IOM, WB, UN Women and UNRCCA, was created to mainstream in their activities human rights and gender equality. In 2016, activity of the Group was extended and youth component was added (HRGYTG). This group aimed to provide leadership for more consistent and coherent actions among UN Agencies to address human rights and gender equality in the context of the UN's assistance.

UNCT prepared a new Partnership Framework for Development (PFD) for 2016-2020, signed by the Government of Turkmenistan and the United Nations in Turkmenistan in April 2016. According to normative principles and recommendations of international treaties in which gender equality is one of the key crosscutting issues, it is important to take stocks of experiences and good practices on promoting gender equality and mainstreaming gender into different areas. In 2016, the UNCT decided to conduct a Gender Scorecard exercise with the following purposes:

- To assist PFD Results Groups (5 groups) in gender mainstreaming in their activities;
- To assist UNCT in identifying areas in which they are meeting or not meeting minimum standards on mainstreaming gender within their programs and projects;
- To stimulate a constructive dialogue within the UNCT about the current status of support for gender equality and women's empowerment and how it can be improved specifically in relation to the human rights based approach; to identify where technical assistance can support the achievement of minimum standards;
- To support sharing of good practices in gender mainstreaming and the promoting of gender equality and women's empowerment within the UN joint programming and advocacy.

1.2. Methodology

The Gender Scorecard's goal is to assess the effectiveness of the UNCT gender mainstreaming strategy in support of gender equality and women's empowerment in eight dimensions:

- Planning
- Programming
- Partnerships
- Policies and capacities
- Decision-making
- Budgeting
- Monitoring and evaluation
- Quality control and accountability

The score ranges from 0 to 5, with 0 as “not applicable”, 1 as “missing”, 2 as “inadequate”, 3 as “needs improvement”, 4 as “meets minimum standards” and 5 as “exceeds minimum standards.”¹

Independent international consultant, Dinara Alimdjanova, was recruited to carry out this exercise between 1st October and 4th November 2016. In the first step, the consultant reviewed background documents², and then conducted interviews with key stakeholders. During these interviews, the consultant used a generic questionnaire provided by the UNCT Performance Indicators for Gender Equality Users’ Guide and adapted to Turkmenistan context. The Consultant conducted **27** interviews. Due to tight timeframe and schedule of the interviewees, around 5-6 interviews were conducted on certain days, **33 key** informants participated in this exercise.

The Consultant initiated Workshop on UNCT gender mainstreaming activities, promotion of gender equality and women’s empowerment and review of the drafted Gender Scorecard Exercise Rating Table. UNCT participated in discussion on gaps in gender mainstreaming within UNCT activities, identification of the status of support for gender equality and women’s empowerment, their access to services and key resources and promoting of gender equality within UN joint programming and advocacy.

The Lesson learned indicated that participation on the Workshop provide an opportunity for UNCT to identify themselves gaps and to assess the level of their activities towards gender equality and women’s empowerment. UNCT discussed and evaluated work per dimension and themselves defined an average score per each dimension.

Outputs of this exercise are (i) a gender scorecard, which presents detailed rating of each dimension, and (ii) a narrative report, in which key findings and follow-up activities discussed.

Key Findings

Strengths

The UNCT in Turkmenistan has made achievements in the following areas:

- Established partnership with national counterparts at the Government level, provide effective support in strengthening the national policy framework on implementing CEDAW, participated in development and promotion (UNFPA involved) of the National Gender Action Plan for Gender Equality (NAPGE).
- Critical capacity gaps identified (UNFPA/UNICEF) in two critical areas such as Gender Based Violence (GBV) and statistics - availability of sex-disaggregated data.
- Drafted Framework for formulation of NAPGE Monitoring Indicators and planned to establish National Mechanism for NAPGE monitoring.
- The promotion of gender equality plays a certain role (Outcome 6, Indicator 6.3 gender sensitive) in a new Partnership Framework for Development (PFD) for 2016-2020 , key document, signed by the government of Turkmenistan and the United Nations in Turkmenistan. The development of this document was on lessons learned from the UNDAF for the period of 2010-2015, which was gender neutral.

¹ UNCT Performance Indicators for Gender Equality. User’s Guide. February 2008.UNDP.

² Reviewed documents listed in Appendix A

- UNCT have assisted the National Institute for Democracy and Human Rights under the President of Turkmenistan, as the responsible national agency for the human rights and gender equality. UNCT provided support to strengthen the capacity of the Institute staff to conduct gender expertise of the Constitution of Turkmenistan and to make relevant changes: ex. updated Articles 27 and 40 of the Constitution which proclaim equal civil rights for men and women, and equal rights for men and women in family relations. Besides, the updated version of the Constitution includes Article 29 in which equal rights and opportunities for men and women in Turkmenistan proclaimed.
- UNCT initiated creation of a favorable environment for joint efforts in promoting gender equality and women's empowerment. In January 2015, the Human Rights and Gender Theme Group (HRGTG) composed of resident UN agencies was created to mainstream in their activities human rights and gender equality. In 2016, activities of the Group extended and youth component was added (HRGYTG).
- The first Joint Programme on promoting women's human rights and elimination of violence against women was developed.
- Each agency nominated Gender Focal Point from their staff to work pluralistically.
- UNCT initiated Gender Scorecard Exercise.
- Prepare UNCTs joint submission CEDAW confidential report to the Treaty Body
- Two UNCT members participated in 5 day TOT on gender mainstreaming

2.1. Weaknesses

Following weaknesses identified in promoting gender equality within the UN in Turkmenistan:

- The PFD 2016-2020 needs to be more gender sensitized. Gender implications are missing in some important areas of possible interventions, and not mentioned in outcomes description, and this will reflect in missing gender implication in outputs formulation and rationale.
- There is only Outcome 4 that specifically only refer to women and children. Other Outcomes are gender neutral.
- There are 39 indicators at outcome level with 4 indicators that are women specific which is 10%, only 5 indicators are sex-disaggregated which is 12,8%, and 3 indicators are gender sensitive which is 7,6%.
- Gender sensitivity needs to be incorporated in PFD formulations and avoid the usage of gender blind terms. For example, the PFD 2016-2020 adopts the terms "quality and inclusive", "aligned with international standards" (Outcome 1, Outcome 2, indicator 2.2 ; Outcome 3, Outcome 7 use this term), The use of this gender neutral and broad term risks the Outputs and indicators being less specific and relevant. Results targeting women and girls and measured by quantitative indicators do not necessarily promote gender equality.
- There are terminological inaccuracies: term 'gender-disaggregation' of data needs replacement by 'sex-disaggregation' in all documents.
- Main documents developed using 'women' focused approach and gender equality mentioned on residual secondary principle. Ex. Output 5 in UNFPA CPAP 2016 formulated as follows: "Strengthen national policies through increased use of **gender disaggregated** data and integration of evidence-based analysis on population dynamics, reproductive health and reproductive rights, adolescents and youth and **gender equality**" Within the developing outcome indicators issues relevant to gender equality missed. Suggested

changed formulation is:” Strengthen national policies through increased use of sex-dis-aggregated data and integration of evidence-based **gender analysis** on population dynamics, reproductive health and reproductive rights, adolescents and youth.” For ex. Due to this change UNFPA CP Output 5 **Indicator 1** will be more clear from gender perspectives: “Number of government institutions with up-to-date expertise in population data **gender analysis** and dissemination.”

- In PFD Implementation Matrix Outcome 2 mostly focused on key sexual and reproductive health education, however, establishment of gender friendly environment at schools and gender expertise of school curricula and textbooks will be helpful in promoting high quality and inclusive education in line with international standards.
- Similar problem with UN Women drafted CP: in the para III Declaration of Cooperation two strategic areas were identified for cooperation: i) Women’s Economic Empowerment; ii) National Planning and Budgeting”. Gender equality, which is mandatory for UN is missing, and this negatively will be reflected in Gender responsive policy formulation, planning and budgeting.
- Since Gender mainstreaming is mandatory for UN Agencies, UNCT activities should include main elements of gender mainstreaming institutionalization, such as gender analysis, sector-specific gender surveys, gender-sensitive studies, gender-impact analysis methodologies, the creation of accountability mechanism for gender mainstreaming and etc. Even UNCT’s Gender Mainstreaming Strategy is not available.
- Capacity gaps nationally and in UN agencies need to be clearly identified, and training program on methodologies of socio-economic and gender analysis applicable for Turkmenistan context should be developed;
- There is a general need to develop sectoral gender mainstreaming methodological tool/guide with the focus on program objectives to ensure that these are used by the full range of staff.
- Gender awareness trainings needed to be made more relevant by being linked to the needs of the sectors.
- Short refresher trainings for staff at different levels and partners are necessary to keep gender issues alive.
- Gender mainstreaming in HRGYTG is limited for two main reasons. Firstly, the work on gender mainstreaming needs to be better structured. It is a challenge for GFPs to support these HRGYTG in gender mainstreaming. Secondly, even GFPs have a clear role to mainstream gender within the programmes and projects, they lack of adequate capacity to carry out their work; their TOR for gender mainstreaming needs to be revised based on the concept and methods for mainstreaming gender equality.³
- GFPs in all areas and levels (including responsible partners from the line ministries) should understand that the work of such gender sensitive professionals do not require additional time allocation for ‘gender related’ activities; GFPs should be equipped with specific methodological tools on promoting gender mainstreaming within the work in their sectors, including clear steps on ‘how to’.

³ Toolkit on Mainstreaming Gender equality in Development Cooperation. <http://www.ec.europa.eu/europeaid/sp/gender-toolkit/en/pdf/>

- Lack of capacity limits advocacy for gender mainstreaming at national level. Suggestion is to engage senior gender adviser to ensure that PFD and Joint Programmes are gender responsive and to monitor this work; senior gender adviser responsibilities to include involvement in needs assessment, program concept development, ensure actions take towards gender equality with adequate budget allocations, targets and indicators, and an engendered M&E framework and reporting process; coordinate capacity building with the focus on gender analysis in UNCT and in all national counterparts, including ministries;
- Some Heads of Agencies admit that understanding of gender mainstreaming is weak, and it is still a tendency to equate programming that addresses specific women's issues. While there has been improvement in capacity development for UN staff and each staff member has to complete mandatory online UN Gender awareness training, there are some UNCT members who informed that gender training they attended are still at the introductory level.
- Due to the lack of capacities, Gender-sensitive budgeting remains a challenge to the UNCT and national partners in Turkmenistan. According to the UN Women plan, there should be some groundwork done in 2016 so that the concept will be familiar for state agencies.
- Lack of capacities of Joint team reflected in a weak gender analysis in main UN documents and low demand for available sex-disaggregated data for proper gender analysis at different levels.

2.2. Average score per dimension

No.	Dimension	Average score
1	Planning	3.5
2	Programming	3.4
3	Partnerships	3.0
4	Policies and capacities	2.3
5	Decision-making	3.0
6	Budgeting	2,5
7	Monitoring and evaluation	2.0
8	Quality control and accountability	3.0

2.3. Good practices in gender mainstreaming

Throughout the Gender Scorecard exercise, the following good practices have been identified:

- The coordinated efforts from HRGYTG have contributed to gender mainstreaming in key national policy documents, including National Gender Action Plan for Gender Equality (NAPGE).
- Established partnership with national counterparts at the Government level, provide effective support in strengthening the national policy framework on implementing CEDAW,.
- Critical capacity gaps identified in two critical areas such as Gender Based Violence (GBV) and statistics- availability of sex-disaggregated data and activities to address these gaps identified in NAPGE.
- UNCT have assisted the National Institute for Democracy and Human Rights under the President of Turkmenistan, as the responsible national agency for the human rights and gender equality. UN provided support to strengthen the capacity of the Institute staff to conduct gender expertise of the Constitution of Turkmenistan and to make relevant changes: ex. updated Articles 27 and 40 of the Constitution proclaim equal civil rights for men and women, and equal rights for men and women in family relations. Besides, the updated version of the Constitution includes Article 29 in which equal rights and opportunities for men and women in Turkmenistan proclaimed.

2. Follow-up

Dimension	Average numerical rating	Main follow-up issues	Steps to be taken, including technical assistance needed, time-frame, allocation of responsibility, and resources required
1. Planning	4.0 (Meets minimum standards)	<ul style="list-style-type: none"> Gender, being a cross-cutting theme needs to be mainstreamed within PFD and formulated across all focus areas. Strengthen the capacity of UNCT for gender work and promoting gender at the decision making level Strengthen the capacity to mainstream gender at planning level of line ministries and key agencies 	<ul style="list-style-type: none"> Revise PFD 2016-2020 and within the development of outputs insert gender implications in all areas of possible interventions. Within the development of outputs identify gender sensitive intermediate results. Ensure gender-specific actions and outputs, baselines and indicators in Strategic Areas 1, 2, 4, 5, (outcomes 1, 2, 3, 4, 7, and 8). Identify gender-specific budget allocation within the gender-specific actions in PFD 2016 - 2020 Improve evidence-based gender analysis in programming and planning, extend and deepen areas for further intervention: family, households, time use, crime, labor market, social protection, politics, decision-making, and gender aspects of entrepreneurship. Extend areas of gender analysis by sectors, including agriculture, energy, transport, trade, environment, water resource management, and etc. Strengthen data collection and deepen the analysis of sex-disaggregated data in demography, health, education, employment and other sectors. Conduct series of trainings on GM tools for UNCT/GFPs and National counterparts (GFPs or responsible persons) in line ministries on methodologies of gender analysis; Develop methodological tools on sex-disaggregate data collection at different levels – macro, meso, micro and gender analysis with the focus on sectoral issues

			<ul style="list-style-type: none"> • Support General Statistics office on establishing mechanism on sex-disaggregated data collection and analysis at all levels, which should include development and systematic usage of gender statistics and indicators; guide for relevant agencies, including government, on how to use these statistics in reporting and monitoring all relevant activities; non-numerical indicators to monitor gender mainstreaming; electronic networks for information exchange and publishing gender-sensitive information and materials in all thematic areas with easy access for users at different levels, including government, NGOs, researchers, universities, students and other users. • Engage HRGYTG/GFPs to ensure that PFD 2016-20120 outcomes and outputs and Joint Programmes are gender responsive and to monitor this work: HRGYTG/GFPs responsibilities to include involvement in needs assessment, programme concept development, ensure actions taken towards gender equality with adequate budget allocations, targets and indicators, and an engendered M&E framework and reporting process; coordinate capacity building with the focus on gender analysis in all national counterparts, including ministries; • Identify capacity gaps nationally and in UN agencies, and develop training program on methodologies of socio-economic and gender analysis applicable for Turkmenistan context; • HRGYTG work plans need to be not so general and include clear indicative activities, resources and accountability mechanism for gender mainstreaming. <p>Time frame : immediate</p> <p>Budget: depends on planned actions and trainers used</p>
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			Responsibility: RC, UNCT, Heads of Agencies,
2. Programming	3.0 (needs improvement)	<ul style="list-style-type: none"> Strengthen the mechanism on GFPs involvement in programming; Strengthen the capacity of the government counterparts to carry out gender –sensitive budgeting; 	<ul style="list-style-type: none"> Develop UNCT Gender Mainstreaming Strategy (2016-2020) towards achieving gender equality with the focus on both: men and women to avoid women’s focused approach; Improve mechanism on ministerial level GFPs or responsible persons involvement in policy coordination and mainstreaming gender within their agencies; Develop methodological tools on providing in-depth gender analysis with the focus on different sectors; Establish gender sensitive mechanism on using Management For Development Results approach based on SWAps in programming with the focus on national ownership, national capacity development and inclusiveness; Revise JP from gender perspectives, including ToR for the JPCT. JP should be more structured, clear and actions focused <p>Time frame: immediate for PFDs outputs formulating period</p> <p>Budget</p> <p>Responsibility: UNCT, Heads of UN Agencies, GFPs,</p>
3. Partnerships	3.3 (Needs improvement)	<ul style="list-style-type: none"> Government and Civil Society involvement – ensure involvement of sub-national level women’s machinery, NGO leaders, researchers in PFD 20-16-2020 planning and other relevant 	<ul style="list-style-type: none"> Improve usage of participatory methodology in planning, programming, M&E processes; Strengthen information sharing mechanism not only within UN agencies, but with all stakeholders at Macro, Meso and Micro levels; Improve coordination of gender mainstreaming activities of International Donor Community, including OSCE, EBRD,

		<p>documents consultations process, including M&E;</p> <ul style="list-style-type: none"> • Establish appropriate information sharing mechanism; 	<p>ADB, Foreign Embassies and etc. to avoid duplication and to improve effectiveness of gender mainstreaming within the country.</p> <ul style="list-style-type: none"> • Strengthen sustainable feedback mechanism (including M&E) to identify gender mainstreaming impact at different levels; <p>Time frame: immediate for PFD 2016-2020 implementation planning period</p> <p>Budget: n/a</p> <p>Responsibility: UNCT, Heads of Agencies, UN Women</p>
4. Policies and capacities	2.0 (Inadequate)	<ul style="list-style-type: none"> • Ensure systematic review of training needs for UNCT; • Increase efficiency of HRGYTG/GFPs gender work 	<ul style="list-style-type: none"> • Training plan for UNCT needs to be reviewed and include various levels of gender training; • RCC/ should be responsible and resourced for implementing a training programme on gender issues with application to sector programmes and their indicators that is mandatory for Gender Thematic Group <ul style="list-style-type: none"> • HRGYTG/GFPs TORs need revision and need to be clearly focused on gender mainstreaming based on the concept and methods for mainstreaming gender equality⁴ • Conduct sectoral trainings on gender analysis methodologies for HRGYTG/GFPs at different levels and agencies, including government; • Invite International expert with a good knowledge of socio-economic and gender analysis methodologies using sector wide approaches (SWAs) to conduct TOT and train UNCT.

⁴ Toolkit on Mainstreaming Gender equality in Development Cooperation. <http://www.ec.europa.eu/europeaid/sp/gender-toolkit/en/pdf/s.> [Gender Mainstreaming in Development Programming. Guidance note. UN Women. 2014.](#)

			<ul style="list-style-type: none"> • Update national gender experts roster: include gender sensitive persons from local NGOs, line Ministries, Universities, Research institutions, Mass media, and improve their capacities on gender analysis through support of their participation on trainings worldwide and in Turkmenistan • Build relationship (links) between rosters of gender expertise held in-country, regionally and globally; <p>Time frame: immediate</p> <p>Budget: n/a</p> <p>Responsibility: RC, UNCT, UN Women</p>
5. Decision-making	3.0 (Needs improvement)	<ul style="list-style-type: none"> • Adopt gender approach in promoting gender equality at the decision-making level. • Encourage Heads of Agencies to broaden gender mainstreaming activities within their sectors 	<ul style="list-style-type: none"> • Improve gender approach in planning and programming: • Revise PFD 2016-2020 based on gender equality concept • Increase frequency of including of gender equality programming and support issues into Heads of Agencies meetings <p>Time frame: immediate</p> <p>Budget: n/a</p> <p>Responsibility: RC, UNCT, UN Women</p>

6. Budgeting	3.0 (Needs improvement)	<ul style="list-style-type: none"> • Establish a Gender Responsive Budgeting (GRB) system to track UNCT expenditures for gender equality programming; • Promote the system of Gender Responsive budgeting at the national level; 	<ul style="list-style-type: none"> • Establish mechanism on promoting gender-responsive budgeting and ensure that gender sensitive budgeting system is instituted for Joint Programmes; • Ensure gender-specific actions, outcomes and outputs, base-lines and indicators in PFD 2016-2020; • Ensure budget allocations for identified activities; • Strengthen the capacity of national agencies in terms of GRB and encourage them to budget for gender capacity development, gender equality projects, support for women's NGOs and machinery, research on gender equality and women's empowerment <p>Time frame: immediate for PFD 2016-2020 planning period</p> <p>Budget: responsibility of Heads of Agencies</p>
7. Monitoring and evaluation	2.0 (Inadequate)	<ul style="list-style-type: none"> • Improve drafted &E Framework to measure gender-related outcome and output expected results in PFD 2016-2020. • Ensure development of gender responsive PFD 2016-2020 M&E Framework including gender-sensitive indicators in the Results Matrix. • Integrate following M&E instruments: <ul style="list-style-type: none"> -Mid-term gender equality evaluations -Gender audits 	<ul style="list-style-type: none"> • Conduct training on M&E tools with the focus on linking inputs to outputs, impacts, outcomes and program goals and clear definition of gender-sensitive indicators. • Establish M&E mechanism based on approach towards changes in the development conditions of people, rather than on internal results and performance of agencies: • Ensure PFD 2016-2020 Results Matrix contains gender sensitive indicators; • Ensure PFD 2016-2020 Results Matrix M&E Framework has gender-related targets and outputs • Ensure all M&E data is sex-disaggregated • Develop PFD 2016-2020 Annual Review reports on the main gender-related expected results • Ensure gaps against planned results are rectified at early stage

		<p>-Annual reviews report on main gender-related expected results and progress on gender mainstreaming developed</p> <p>-The RC Annual Report reports on the main gender –related expected results</p>	<p>Timing: immediate in current PFD 2016-202 follow up documents development process</p> <p>Budget: n/a</p> <p>Responsibilities: RC, UNCT, Heads of Agencies, UN Women</p>
8. Quality control and accountability	3.0 (Needs improvement)	<ul style="list-style-type: none"> • Ensure that PFD 2016-2020 comprehensively mainstream gender 	<ul style="list-style-type: none"> • Develop user-friendly programming tools that harmonize different cross-cutting issues • Establish better link and transparency between Regional office and Country Office on quality control and accountability on gender mainstreaming <p>Timing: immediate in current PFD 2016-2020 follow up development process</p> <p>Budget: n/a</p> <p>Responsibilities: RC and Regional Director</p>

Appendix A: Documents Reviewed

No.	Documents
1	HRGYTG Annual Work Plan of the UNCT Gender Theme Group for 2016
2	HRGYTG Draft framework for formulation of the NAPGE Monitoring Indicators
3	HRGYTG Draft Outline for Monitoring Mechanism_JP_revised
4	HRGYTG Draft Outline JP Coordination team
5	HRGYTG Minutes of the HRGTG Meeting 15.07.2015
6	HRGYTG Minutes 4 May 2015
7	HRGYTG Minutes 5 February 2016
8	HRGYTG Minutes 28 October 2015
9	HRGYTG HIDHI NAP Addressed Recommendations
10	HRGYTG Progress report January-August 2016
11	HRGYTG Revised Draft Results Framework March 2016
12	HRGYTG Roadmap for NAP from agencies
13	HRGYTG ToR
14	HRGYTG template for Capturing Good Practices in Right-Based SDG Implementation
15	RG Agenda for the Results Group Meetings
16	RG Results Groups Monitoring and Evaluation Plan
17	Recommendations from the SDG consultations
18	UNCT Workplan 7 January 2016
19	UNCT CCA Turkmenistan July 2014
20	UNCT Final Results and Use of Funds 2014
21	UNCT Final UNRC letter to UNSG 25 January
22	UNCT Final UNRC letter UNSG 25 January for UNCT
23	UNCT Final PFD M&E Strategy for the Government of Turkmenistan
24	UNCT Implementation Matrix
25	UNCT Gender Performance Indicators Users Guide
26	UNDP Action Plan for Gender Marker Rating in CO Turkmenistan
27	UNDP CEDAW Concluding observations of the CEDAW Committee (2012)
28	UNDP CEDAW Turkmenistan response on Concluding observations on the combined third and fourth periodic reports of Turkmenistan 13 February 2015
29	UNDP Country Programme Action Plan (CPAP) 2016-2020
30	UNDP Resource Book for mainstreaming Gender in UN Common Programing
31	UNDP Turkmenistan Beijing report 14.10.2014
32	UNDP Turkmenistan Law on Equal Rights and Equal Opportunities for Men and Women August 2015
33	UNFPA CPAP 2016-2020
34	UNFPA Results Resource Framework 22 March
35	UNICEF Workplan for 2016-2017
36	UNICEF Workplan on Enhanced policy and Monitoring for Child Rights Realization 2016-2017
37	UNICEF 2016-2017 Workplan on System Strengthening to Deliver Support to Vulnerable Children in Communities
38	UN Women Results Framework for Country Programme
39	UN Women Country Programme for Cooperation 2017-2020 (draft)

Appendix B: List of Key Informants

No.	Name	Title
1.	Ms. Jacinta Barrins	UN RC/UN DO/UNDP RR/UNFPA Representative
2.	Mr. Vitalie Vremis	UNDP DRR
3.	Mr. Chary Nurmukhamedov	UN Coordination Specialist
4.	Ms. Irina Dedova	Programme Specialist, UN Women
5.	Ms. Sachly Duman	GFP, UNICEF Health officer
6.	Ms. Bahtigul Karriyeva	GFP, Head of WHO
7.	Ms. Sofiya Yuvshanova	M&E Specialist
8.	Mr. Jerome Bouyjou	Political Affairs and Human Rights Officer , UNRCCA
9.	Ms. Mahym Orazmuhamedova	GFP, IOM Officer in Charge
10.	Ms. Bayramgul Garabaeva	GFP, Assistant Representative, UNFPA
11.	Ms. Annatch Mamedova	GFP, National Project Officer, UNODC
12.	Ms. Shareen Nilofer	Representative, UNICEF
13.	Mr. Dovran Yamatov	GFP, National Programme Associate , UNFPA
14.	Ms. Sulgum Yazoeva	GFP, Programme Associate, UNDP
15.	Mr. Batir Orazov	Deputy Director, the National Institute for Democracy and Human Rights under the President of Turkmenistan
16.	Ms. Shemshat Atadjanova	Head of Human Rights Department of the National Institute for Democracy and Human Rights under the President of Turkmenistan
17.	Ms. Djorigul Kholbaeva	Head of the Social Policy Department of the Oliy Majlis of Turkmenistan
18.	Ms. Moral Poltaeva	Senior Specialist of the Social Policy Department of the Oliy Majlis of Turkmenistan
19.	Ms. Raisa Geramova	Deputy Chief of the Social Statistics Body of the State Department of Statistics of Turkmenistan
20.	Ms. Biogul Annamukhamedova	Deputy Chief of Demography Body of the State Department of Statistics of Turkmenistan
21.	Ms. Annaguzel Musheva	Head of Methodological Body of the State Department of Statistics of Turkmenistan
22.	Ms. Sheker Djumaklulieva	Senior Specialist of the State Department of Statistics of Turkmenistan
23.	Mr. Ruslan Viataev	Deputy Chair of the International Cooperation Department of the Ministry of Labour of Turkmenistan
24.	Ms. Selvi Siroeva	Deputy Chair of the Methodology Department of the Ministry of labour of Turkmenistan
25.	Ms. Moral Yailieva	Head of the Methodology Department of the Ministry of Labour of Turkmenistan
26.	Ms. Bakhar Agaeva	Head of the Statistics and Information Department of the Ministry of Health and Medical Industry of Turkmenistan
27.	Mr. Seytlu Djaparov	Deputy Chief of the Social Policy Department of the Strategic Planning and Economic Development Institute of Turkmenistan

28.	Mr. Arslan Amanov	Head of the Social Policy Department of the Strategic Planning and Economic Development Institute of Turkmenistan
29.	Ms. Shagul Nipesova	Senior Specialist of the Foreign Affairs Department of the Strategic Planning and Economic Development Institute of Turkmenistan
30.	Ms. Gulnara Tadjibaeva	Head of the Combined Economic Analysis and Forecasting Department of the Strategic Planning and Economic Development Institute of Turkmenistan.
31.	Mr. Devlet Yaskuliev	Senior Specialist of the International Cooperation Department of the Ministry of Education of Turkmenistan
32.	Ms. Larisa Oganessova	Specialist of the Finance and economic Analysis Department of the Ministry of Education of Turkmenistan.
33.	Ogulkurban Kurtturdieva	Head of Pre-school Education and Nurture Department of the Ministry of Education of Turkmenistan

Appendix C.

MEETINGS WITH INTERVIEWS WITH RESIDENT COORDINATOR *GENDER SCORECARD EXERCISE*

I am Gender expert, working on UNCT Gender Scorecard Exercise aimed:

- to capture the progress made within the completion of UNDAF (2010- 2015);
- to ensure that gender dimensions are fully integrated in UNCT's programming and performance.

Your participation in discussions will help us to establish accountability framework for assessing the effectiveness of the UN Country Team gender mainstreaming strategy in support of gender equality and women's empowerment.

If you have any questions, you may ask now?

We would most appreciate it if you could answer following questions:

4.UNCT capacities

4.a Multi-stakeholder Gender Theme Group is effective

-Is the Gender Theme Group adequately resourced, and resourced equally to other Theme Groups? How is allocation of resources determined?

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- Who are members of the Gender Theme Group? Do all key stakeholders participate (e.g. national partners, regional banks, civil society, the private sector, donors, and international NGOs).

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-Are Gender Theme Group recommendations taken into account in preparation of CCA/UN-DAF? Are there any examples?-

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-Does the Gender Theme Group have a clear terms of reference?

4.b - Capacity development of UNCTs in gender equality and women's empowerment programming

- Does the Resident Coordinator systematically promote, monitor and report on capacity development activities related to gender equality and women's empowerment? How does this take place? What kinds of reports are produced?

- Is there a regular review of capacity of the UNCT to undertake gender mainstreaming? How often does this take place?

- Is the impact of the gender component of training programmes regularly reviewed? Is so, what changes are made based on the review?

- What training do UNCT staff take on gender mainstreaming? How often does this training take place? How effective is the training, and how is this measured?

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- Do gender specialists and gender focal points receive specific training? How often does this training take place? How effective is the training, and how is this measured?

4.c - Gender expert roster with national, regional and international expertise used by UNCT members – the roster can be maintained at national or regional levels

- Is there a gender expert roster? Is this regularly updated? Does it include national, regional and international experts?

- To what extent do gender experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality)? What is the outcome of this participation? Please provide examples?

- How often do UN agencies use the Roster? Is this tracked on a regular basis?

5: Decision-making

5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency group

- Is the Gender Theme Group coordinator part of the UNCT Heads of Agency group?

5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues

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- How often is gender equality programming and support issues almost included during Heads of Agency meetings?

- How are decisions related to gender equality programming and support issues followed through? Who has responsibility for this? What happens if decisions are not followed through?

6: Budgeting

6.a - UNCT Gender sensitive budgeting system instituted

- What budgeting system does the UNCT have in place? Does this system track UNCT expenditures for gender equality programming? What are the levels of resource allocation for promoting gender equality?

6.b - Specific budgets allocated to stimulate stronger programming on gender equality

Are there specific budgets allocated for the following:

-Capacity development and training.	
-Gender equality pilot projects.	
-Support to national women's machinery.	
-Support to women's NGOs and networks.	

-Maintenance of experts' roster.	
-Promotion of gender mainstreaming in CCA/ UN-DAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.).	
-Research on gender equality and the empowerment of women.	

- What is the level of these budgets, both in absolute terms and as a percentage of overall UNCT expenditure?

7. Monitoring and Evaluation

Interviews with Resident Coordinator, Monitoring and Evaluation Theme Group.

7.a - Monitoring and evaluation includes adequate attention to gender mainstreaming and the promotion of gender equality

- How often during the UNDAF period is a gender equality evaluation carried out?

- How often during the UNDAF period is a gender audit undertaken?

- Does the UNDAF Monitoring and Evaluation Framework adequately measure gender-related outcome and output expected results?

-Is data related to gender-sensitive indicators in the UNDAF Results Matrix being gathered as planned?

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Is all monitoring and evaluation data sex-disaggregated (or a specific reason is noted for not disaggregating by sex)?

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- If results are not being achieved as planned, what remedial action is taken? How effective is this?

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8. Quality control and accountability

8.a - CCA/UNDAF quality control – to be completed once during the CCA/UNDAF process

-To what extent are gender experts involved in CCA/UNDAF preparation?

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-Do Readers' Group comments refer specifically to gender equality? What changes have been made to the CCA/UNDAF based on Readers' Group comments concerning gender equality?

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- Was relevant assessment on gender equality from the CCA quality review template taken into account in revising the CCA?

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- Was relevant assessment on gender equality from the UNDAF quality review template taken into account in revising the UNDAF?

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Appendix D.
**MEETINGS WITH TURKMENISTAN COUNTERPARTS, INCLUDING LINE MINIS-
TRIES**
GENDER SCORECARD EXERCISE

I am Gender expert, working on UNCT Gender Scorecard Exercise aimed:

- to capture the progress made within the completion of UNDAF (2010- 2015);
- to ensure that gender dimensions are fully integrated in UNCT's programming and performance.

Your participation in discussions will help us to establish accountability framework for assessing the effectiveness of the UN Country Team gender mainstreaming strategy in support of gender equality and women's empowerment.

If you have any questions, you may ask now?

We would most appreciate it if you could answer following questions:

2. Programming

2a – Gender perspectives are adequately reflected in programming

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Does UNCT programmig directly address gender-related opportunities and challenges highlighted in key planning documents (CPAP, SDGs nationalisation documents, etc)? Please, provide examples? Are these programmes adequaltely funded?

--

Are there joint initiatives in support of gender equality and women's empowerment in place?

--

What do you think on the quality of these joint initiatives? Either these initiatives were successfull in meeting objectives?

--

2b. – Joint programmes

Is a Joint Programme on gender equality in place? To what extent does this Joint Programme address key national gender equality priorities? Please give examples.

To what extent are other Joint Programmes gender mainstreamed?

What mechanisms are in place (e.g. screening or peer review) to determine if UNCT Joint Programmes are adequately gender mainstreamed?

How successful has the Joint Programme on gender been? Has it met its objectives?

Have the objectives in other Joint Programmes related to promoting gender equality been successful?

2.c - UNCT support for national priorities related to gender equality and/or women's empowerment

To what extent does the UN's budgetary allocation support the following:

- The National Policy Framework on Gender Equality and/or Women's Empowerment/Domestic Violence.**
- implementation of CEDAW, and follow-up to CEDAW Committee concluding comments.**
- collection and analysis of sex-disaggregated data at the national level.**
- gender mainstreaming in ministries other than the women's machinery.**

What level of resources are being allocated to these priorities? Is this a constant figure or has it changed over time? How successful has this support been in terms of meeting objectives? What are the measures of success?

How does UNCT advocate for Gender Mainstreaming through UN communication activities

2.d - UNCT support to gender mainstreaming in programme based approaches

To what extent has the UNCT been involved in the

-Capacity development for relevant government ministries for mainstreaming gender in National Development Plans.

-Capacity development for relevant government ministries for mainstreaming gender in General Budget Support programming.

-Capacity development for relevant government ministries for mainstreaming gender in Sector Wide Approaches or National Development Plans.

How successful has this capacity development been? Has it met its objectives? What have the measures of success been?

2.e - UNCT support to gender mainstreaming in aid effectiveness processes

To what extent have the following been achieved:

-Promotion of gender-sensitive budgeting in the key line ministries.

-UNCT takes lead role in improving the Government's ability to coordinate donor support to promoting gender equality.

-UNCT supports monitoring and evaluation of gender mainstreaming in UNDAF for the period 2010 -2015 and in PFD for 2016-2021 Strategic Papers, General Budget Support programming, and Sector Wide Approaches.

How successful has this support been? Has it met its objectives? What have the measures of success been?

3. Partnerships

3.a - Involvement of National Machineries (if any) for Women / Gender Equality and women's departments at the sub-national level – to be completed once during the CCA/UNDAF period

To what extent has the women's machinery/department participated in:

-Consultations about CCA/UNDAF planning (e.g. the prioritization retreat).

-Development of UNDAF outcomes, inputs and indicators.

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-Monitoring and evaluation of UNDAF results.

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Has there been full participation? How is this being tracked? Full participation means that the women's machinery/department is present at meetings, is involved in decision-making, and that recommendations made are followed-up and there is involvement at the implementation level.

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What is the role of the women's machinery in supporting achievement of UNDAF outcomes? Is this role clearly defined?

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3.b - Involvement of women's NGOs and networks – to be completed once during the CCA/UNDAF period

To what extent have women's NGOs and networks participated in:

-Consultations about CCA/UNDAF planning (e.g. the prioritization retreat).

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-Development of UNDAF outcomes, inputs and indicators.

-Monitoring and evaluation of UNDAF results.

Has there been full participation? How is this being tracked? Full participation means that women's NGOs and networks are present at meetings, involved in decision-making, and that recommendations made are followed-up and there is involvement at the implementation level.

What is the role of women's NGOs and networks in supporting achievement of UNDAF outcomes? Is this role clearly defined?

3.c - Women from marginalized groups included as programme partners and beneficiaries in key UNCT initiatives

To what extent are the capacities and livelihood strategies of women from all marginalized groups clearly identified in UNCT country level analysis?

To what extent does the UNCT proactively involve women from all marginalized groups in planning, implementation, decision-making, and monitoring and evaluation?

To what extent are women from all marginalized groups participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs? How is this tracked, and what are the measures of success?

Appendix E

**MEETINGS WITH GENDER THEME GROUP, HEADS OF AGENCIES AND STAFF.
*GENDER SCORECARD EXERCISE***

I am Gender expert, working on UNCT Gender Scorecard Exercise aimed:

- to capture the progress made within the completion of UNDAF (2010- 2015);
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Your participation in discussions will help us to establish accountability framework for assessing the effectiveness of the UN Country Team gender mainstreaming strategy in support of gender equality and women's empowerment.

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Does UNCT programmig directly address gender-related opportunities and challenges highlighted in key planning documents (CPAP, SDGs nationalization documents, etc)? Please, provide examples? Are these programmes adequately funded?

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To what extent does the UN's budgetary allocation support the following:

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- **gender mainstreaming in ministries other than the women's machinery.**

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What level of resources are being allocated to these priorities? Is this a constant figure or has it changed over time? How successful has this support been in terms of meeting objectives? What are the measures of success?

--

How does UNCT advocate for Gender Mainstreaming through UN communication activities

--

2.d - UNCT support to gender mainstreaming in programme based approaches

To what extent has the UNCT been involved in the

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To what extent have women’s NGOs and networks participated in:

-Consultations about CCA/UNDAF planning (e.g. the prioritization retreat).

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-Development of UNDAF outcomes, inputs and indicators.

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-Monitoring and evaluation of UNDAF results.

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To what extent does the UNCT proactively involve women from all marginalized groups in planning, implementation, decision-making, and monitoring and evaluation?

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To what extent are women from all marginalized groups participants and beneficiaries in key UNCT initiatives, e.g. in UNDAF outcomes and outputs? How is this tracked, and what are the measures of success?

4.UNCT capacities

4.a Multi-stakeholder Gender Theme Group is effective

-Is the Gender Theme Group adequately resourced, and resourced equally to other Theme Groups? How is allocation of resources determined?

- Who are members of the Gender Theme Group? Do all key stakeholders participate (e.g. national partners, regional banks, civil society, the private sector, donors, and international NGOs).

-Are Gender Theme Group recommendations taken into account in preparation of CCA/UN-DAF? Are there any examples?-

-Does the Gender Theme Group have a clear terms of reference?

4.b - Capacity development of UNCTs in gender equality and women’s empowerment programming

- Does the Resident Coordinator systematically promote, monitor and report on capacity development activities related to gender equality and women’s empowerment? How does this take place? What kinds of reports are produced?

- Is there a regular review of capacity of the UNCT to undertake gender mainstreaming? How often does this take place?

- Is the impact of the gender component of training programmes regularly reviewed? Is so, what changes are made based on the review?

- What training do UNCT staff take on gender mainstreaming? How often does this training take place? How effective is the training, and how is this measured?

- Do gender specialists and gender focal points receive specific training? How often does this training take place? How effective is the training, and how is this measured?

4.c - Gender expert roster with national, regional and international expertise used by UNCT members – the roster can be maintained at national or regional levels

- Is there a gender expert roster? Is this regularly updated? Does it include national, regional and international experts?

- To what extent do gender experts participate in key UNCT activities (e.g. UNDAF planning, development of Joint Programmes on gender equality)? What is the outcome of this participation? Please provide examples?

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