



UNITED NATIONS  
DEVELOPMENT GROUP  
EUROPE AND  
CENTRAL ASIA

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# Desk Review of 18 UNDAFs in Europe and Central Asia

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Application of Twin-Track Approach to Gender in UNDAFs and  
CCAs to Promote Gender Equality and Empowerment of Women

*United Nations Issue-Based Coalition on Gender Equality for  
Europe and Central Asia*

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## ABBREVIATIONS

CCA	Common Country Analysis
ECA	Europe and Central Asia
DRR	Disaster Risk Reduction
GTG	Gender Theme Group
IBC-Gender	Issue-Based Coalition on Gender Equality
LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer
MAPS	Mainstreaming, Acceleration and Policy Support
SDGs	Sustainable Development Goals
PSG	Peer Support Group
RBM	Results-Based Management
RC	Regional Coordinator
RD	Regional Director
UNCDP	United Nations Common Development Plan
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNKT	United Nations Kosovo Team
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

## Section I: Introduction

In the Europe and Central Asia (ECA) region, 17 countries (Albania, Armenia, the Republic of Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyzstan, Montenegro, the Republic of Moldova, Serbia, Tajikistan, the former Yugoslav Republic of Macedonia, Turkey, Turkmenistan, Uzbekistan and Ukraine) and 1 territory (Kosovo)<sup>1</sup> developed new UN Development Assistance Frameworks (UNDAFs)<sup>2</sup> between 2013 and 2017. These 18 UNDAFs belong to four generations: the 2013 roll-out (Bosnia and Herzegovina), 2014 roll-outs (Armenia, Azerbaijan, Belarus, the former Yugoslav Republic of Macedonia, Georgia, Kazakhstan, Serbia, Tajikistan, Turkey, Turkmenistan, Uzbekistan, and Kosovo), 2015 roll-outs (Albania and Montenegro) and 2016 roll-outs (Kyrgyzstan, the Republic of Moldova and Ukraine). UNDAFs in some of the countries and territories are medium-term strategic planning documents that determine the plan and response of the UN system while building on national development priorities, the 2030 Agenda and related Sustainable Development Goals (SDGs).

This document provides a set of key findings and recommendations generated from a desk review of 18 UNDAFs. The first desk review was conducted in February 2016 and comprised of 12 UNDAFs from 2014 roll-out countries and territories, followed by the second desk review in February 2017 to add the analysis of three UNDAFs from the 2013 and 2015 roll-out countries. By adding the analysis of 2016 roll-out countries, three new UNDAFs 2018-2022 from Kyrgyzstan, Moldova and Ukraine, this updated analysis encompasses all four generations of UNDAFs in ECA region (2013, 2014, 2015 and 2016) - a total of **18 UNDAFs**. Preliminary conclusions outlined in this document were drawn based on the analysis of the Results and Resources Frameworks (RRFs) from 17 full UNDAF documents and one RRF.<sup>3</sup> This analysis builds on the previous desk review conducted in February 2017 with the 15 UNDAFs from 2013-2015 roll-out countries, which were not repeatedly reviewed<sup>4</sup>.

As a part of the UNDAF formulation process, each United Nations Country Team (UNCT) conducts a Common Country Analysis (CCA)<sup>5</sup> to identify the main development issues, causes, challenges, needs, and priorities of the country. As of 2017 in line with newly developed UNDAF Guidance<sup>6</sup>, the CCA is now a mandatory minimum requirement in the UNDAF formulation process. In addition to the UNDAF documents, sixteen CCA documents were analyzed. Three of the CCAs analyzed – those from Kyrgyzstan, Moldova and Ukraine – were developed for the period 2018-2022 under the new UNDAF Guidance (2016 roll-out). Ten CCAs analyzed were from the countries and territories which developed UNDAFs for the period of 2016-2020 (2014 roll-out) – with the exception of Armenia and the former Yugoslav Republic of Macedonia, whose CCAs were not available.<sup>7</sup> Two CCAs were analyzed from 2015 UNDAF roll-out countries (Albania and Montenegro) and one CCA from 2013 roll-out country (Bosnia and Herzegovina).

This document was prepared by the United Nations Europe and Central Asia (ECA) Issue-Based Coalition on Gender Equality (IBC-Gender)<sup>8</sup> with the aim to analyze the UNDAF and CCA documents from a gender perspective in order to

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1 References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999).

2 Although some countries and territories used different titles than UNDAF, such as Partnership Frameworks, the term UNDAF is used throughout the document for the purpose of analysis across all the countries and territories. In the case of Kosovo, the final document is the UN Common Development Plan. Full list of the titles of the development frameworks can be found in the References.

3 The UNDAFs of all countries and territories besides the former Yugoslav Republic of Macedonia were reviewed. Analysis of the former Yugoslav Republic of Macedonia included only the Results and Resource Framework (as of late 2015). Additionally, this version has not yet been reviewed by the Peer Support Group (PSG).

4 Out of 2014 roll-outs, seven UNDAFs (Armenia, Azerbaijan, Belarus, Kazakhstan, Serbia, Turkmenistan and Uzbekistan) were finalized and co-signed by the UN and respective national governments at the time of the analysis conducted in February 2016. Also from the 2014 roll-out, the United Nations Common Development Plan was signed by the UN and respective institutions in Kosovo, at the time of the analysis conducted in February 2016. Other documents were at different stages of finalization, but all included agreed and approved UNDAF outcomes. Additional UNDAFs from Bosnia and Herzegovina, Montenegro and Albania were finalized and signed at the time of this analysis conducted in early 2017. 2016 roll-outs Kyrgyzstan, Moldova and Ukraine UNDAFs were finalized in 2017.

5 UN Kosovo Team undertook the assessment for Kosovo

6 United Nations Development Assistance Framework Guidance, 2017

7 The assessment of Kosovo was in the form of eight PowerPoint presentations

<sup>8</sup> The Issue-Based Coalition on Gender Equality is one of the six Issue-Based Coalitions under the framework of Regional United Nations Development Group (Regional UNDG) and Regional Coordination Mechanism (RCM). IBC-Gender is comprised of representatives from 13 UN agencies and entities coordinating work to advance gender equality and empowerment of women and girls in the region: FAO, ILO, OHCHR, UNDP, UNECE, UN Environment, UNESCO, UNFPA, UNICEF, UNISDR, UN Women, WFP and WHO. The IBC-Gender is currently co-chaired by UNFPA and UN Women. The other five IBCs are: Adolescent and Youth; Social Protection Floors; Health and Well-Being for all at all ages; Large Movement of People, Displacement and Resilience; and SDG monitoring.

assess the gender-responsiveness of UN common country programming at the country level in the ECA region. Throughout this report, **gender mainstreaming** refers to the strategy for making gender concerns an integral dimension across all objectives, while **the twin-track approach of gender** refers to the strategy to include **both gender-specific/focus and gender-mainstreaming efforts** to ensure that gender equality is integrated across the entire UNDAF/CCA frameworks with some specific focuses on gender in certain areas. For this analysis, **gender-responsive** refers to the demonstrated strategy and prioritization of gender to promote gender equality and women's and girls' empowerment through the application of the twin-track approach of gender (gender mainstreaming and gender focus) throughout the UNDAFs and CCAs<sup>9</sup>. In addition, new UNDAF Guidance introduces 'Leave No One Behind' as the overarching, core programming principle for UNDAFs in all country contexts. Leaving no one behind requires that the UN system prioritize its programmatic interventions to address the situation of those most marginalized, discriminated against, and excluded, and empower them as active agents of development. 'Leave No One Behind' incorporates three integrated programming principles: eliminating inequalities and discrimination, human rights, and gender equality and women's and girls' empowerment. In addition to analysis of UNDAF and CCA documents from a gender perspective, this updated analysis is also concerned with the integration of Leave No One Behind principle within the 2016 UNDAF roll-out.

This report will be distributed to Regional Directors, Resident Coordinators (RCs), UNCTs, Results Groups and Gender Theme Groups (GTGs) in the ECA region. This UNDAF/CCA analysis has the following three main objectives:

- To better understand the current practice of twin-track approach of gender in the ECA region with the development of UNDAFs and CCAs, including its strengths, weaknesses and challenges;
- To better understand the integration of core programming principle 'Leave No One Behind' including its strengths, weaknesses and challenges; and
- To generate key findings and recommendations for UNCTs and GTGs that will be conducting CCAs and developing UNDAFs in the near future, including the provision of specific examples on how to apply twin-track approach of gender and how to avoid gender-blindness.

As countries and territories undertake the Mid-term Review and new CCA exercises, the recommendations in this report can guide strengthened gender equality and women's and girls' empowerment programming.

## Section II: Methodology and Limitations

The primary method used for this analysis was a desk review of Results and Resource Frameworks of 18 UNDAF and accompanying CCA documents. Additionally, the "Mapping of SDGs and Targets Against UNDAF Priorities in Europe and Central Asia" study conducted by the ECA Regional UNDG Secretariat was referred to in the original version of the analysis in February 2016, especially in linking UNDAF outcomes to thematic areas. Further explanation of the specific methodology for the UNDAF and CCA analysis can be found in sections 3.1 and 4.1, respectively.

The objective of this report is not to assess the overall quality of the UNDAFs, CCAs, nor UNCT's work, but merely to provide an understanding of how well the twin-track approach to gender has been applied to these planning documents. In addition, based on the new UNDAF guidance, the three new UNDAFs from 2016 roll-out countries were also reviewed specifically to analyze the integration of 'Leave No One Behind' principle. Therefore, this analysis did not cover the following areas:

- Analysis at the output, activity, and budget levels;
- Availability and accessibility of data;
- The UNDAF development process and participation of stakeholders;
- Key findings and recommendations from recent Mainstreaming, Acceleration and Policy Support (MAPS) Missions in certain countries;<sup>10</sup> and
- Key findings and recommendations from Gender Scorecard exercises in certain countries and territories.<sup>11</sup>

While this analysis is intended to provide a holistic view of the gender-responsiveness of the UNDAFs and CCAs, the following limitations are recognized:

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<sup>9</sup> See Annex I Glossary for a list of key definitions.

<sup>10</sup> To ensure consistent comparative analysis across four generations of UNDAF roll-outs findings and recommendations from MAPS Missions have not been introduced into this document alongside the inclusion of 2016 UNDAF roll-out.

<sup>11</sup> To ensure consistent comparative analysis across four generations of UNDAF roll-outs findings and recommendations generated from Gender Scorecard Exercises have not been included in this updated document, alongside the inclusion of 2016 UNDAF roll-out.

- At the time of the exercise in late 2015 to early 2016, many of the 2014 roll-out UNDAFs were in their pre-final draft form, and the analysis was based on the available data at the time.
- This report only used the planning documents in its analysis, which does not reflect the actual implementation.
- Some of the outcome statements and indicators revealed weak Results-Based Management (RBM) standards. When this was the case, it was not always possible to categorize the outcome statement appropriately.
- In order to maintain a consistent analysis, rules were defined to categorize each outcome and indicator as gender-specific, sensitive, neutral, or blind. While intended to be an unbiased and uniform analysis, due to varying formats, outcomes and indicators did not always fit perfectly into each category.
- The formats and lengths of the CCAs varied greatly, ranging from 48 pages to over 160 pages long. Due to the different formats and what was included in the CCAs, an accurate comparison between the gender-responsiveness of the CCAs and UNDAFs was not always possible in a systematic and consistent manner.

## Section III: Analysis of UNDAFs and Key Findings

### 3.1 Methodology of UNDAF Analysis

This study considered the extent to which the twin-track approach of gender had been applied in the development of the UNDAF Results Framework, as well as the extent to which the core programming principle ‘Leave No One Behind’ has been applied to the 2016 UNDAF roll-out. In order to better understand if an outcome statement sufficiently considered gender, the outcomes and indicators were grouped into four categories: 1) gender-specific, 2) gender-sensitive, 3) gender-neutral, and 4) gender-blind. Additionally, for the purposes of this analysis, the term ‘**gender-responsive**’ refers to an outcome or indicator that is **either gender-specific or gender-sensitive**; as long as the outcome or indicator considers gender in some way, it is labeled gender-responsive. The following definitions and color-coding were used to categorize the outcome statements:

**Table 1.** *Outcome categorization definitions*<sup>12</sup>

Gender-specific	Women, girls and/or gender-related issues/needs are the focus of the outcome statement to promote gender equality and women’s empowerment. (Gender Responsive)
Gender-sensitive	Women, girls, and/or gender issues/needs are not the main focus of the outcome statement, but are mentioned in the outcome statement, footnotes, or explanation in the narrative to contribute to gender equality and women’s empowerment. An outcome with a focus on human rights can also be considered gender-sensitive. (Gender Responsive)
Gender-neutral	An outcome statement that neutralizes any reference to gender, and thus cannot discriminate on the basis of gender.
Gender-blind	An outcome statement that fails to recognize that gender is an essential determinant of social outcomes and does not consider women, girls and/or gender as influential factors.

Outcome statements were categorized by looking at the outcome only (and relevant footnotes or references in the narrative) without the indicators. However, an outcome statement that is not explicitly gender-specific or sensitive may have indicators that do measure gender; the analysis of these outcome indicators is done separately. When outcome statements targeted “vulnerable groups” or “rights-holders” in their outcome statement without defining the group, the footnotes and the narrative were checked for an explanation of who was included in this group. In many cases, countries and territories specified in a footnote or the narrative that “vulnerable groups” included women or other groups affected by gender-related issues (i.e. victims of domestic violence or trafficking).

All three generations of UNDAFs referred to the same gender-sensitive “vulnerable” groups. However, in the 2015 roll-out, **Albania** introduced a number of additional other “vulnerable” groups that were not included in 2013 or 2014 roll-out UNDAFs. In addition, all 2016 roll-out countries **Kyrgyzstan**, **Moldova** and especially **Ukraine** introduced further

<sup>12</sup> **Annex II** lists all of the gender-specific and gender-sensitive outcome statements from the UNDAF RRFs that were reviewed. Where relevant, definitions of “vulnerable groups” were included in the annex. Additionally, examples of gender-sensitive, neutral and blind outcome statements can be seen in **Table 4** and **Table 5**.

gender-sensitive “vulnerable” groups and other “vulnerable” groups. The introduction of additional “vulnerable” groups in the 2016 roll-out was an expression of efforts to target those most at risk of being left behind, in compliance with core programming principle ‘Leave No One Behind’ in the new UNDAF Guidance. **Table 2** lists all of the “vulnerable groups,”<sup>13</sup> extracted directly from the 18 UNDAFs analyzed.

**Table 2.** *Vulnerable/Disadvantaged Groups extracted from the 18 UNDAFs<sup>14</sup>*

Gender-sensitive "vulnerable" groups	Other "vulnerable"/ disadvantaged groups
Women and young children	The elderly
Victims of trafficking	Populations living with, affected by or at higher risk of HIV/AIDs
Children and women survivors and witness of violence	Those who inject drugs
Women of reproductive age	Poor and extremely poor families
Women and children in difficult socio-economic situations (i.e. low-income families, single mothers)	Migrants and their families
Victims of gender-based violence	Asylum seekers, refugees and displaced populations
At-risk adolescents	People with disabilities
Juveniles in contact with the law	Children deprived of prenatal care
Women living below the poverty line***	People living in conflict-affected areas
Elderly women***	Rural population**
Women with disabilities***	Victims of environmental degradation**
Roma women***	Unemployed people**
Men with have sex with men (MSM)**	City dwellers**
Lesbian, Gay, Bisexual and Transgender (LGBT)	Youth affected by drug use**
Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ)	Those suffering from non-communicable diseases***
	Ex-combatants***
	Ethnic minorities***
	Children left behind by migrant parents***
	Religious minorities***
	Linguistic minorities***
	Human rights defenders***
	Persons with albinism***
**Vulnerable groups extracted from 2015 roll-out UNDAFs	
***Vulnerable groups extracted from 2016 roll-out UNDAFs	

Additionally, an outcome statement was considered *gender-specific* if it centered on issues pertaining specifically to only women/girls or both “women and children,” as opposed to a longer list of vulnerable/disadvantaged groups in which women were included but not the main focus. If an outcome statement was aimed “for all” or mentioned “equality” without specifying women, girls or gender equality, this was deemed gender-blind. Thus, it was possible that a broad outcome statement directed at “all people,” even if followed by gender-sensitive or specific indicators, was marked as gender-blind if it was worded in a way that did not explicitly mention gender. Likewise, gender-specific or sensitive outcome statements were not always followed by supportive indicators to measure gender dimensions of the outcome.

After conducting an initial analysis of the outcome statements, the indicators were then defined using the same four categories: 1) gender-specific, 2) gender-sensitive, 3) gender-neutral, and 4) gender-blind. The following definitions and color-coding were used to categorize the outcome statement

<sup>13</sup> “Vulnerable groups” was the terminology used in the UNDAFs. For the purpose of this analysis, “vulnerable/disadvantaged” will be used so as to reflect the wording from the UNDAFs while recognizing the term ‘disadvantaged’ more appropriately implies that inequalities are caused externally rather than are an inherent inability.

<sup>14</sup> The groups listed in **Table 2** are limited to the groups mentioned in the UNDAF and are by no means a complete list of vulnerable/disadvantaged groups.

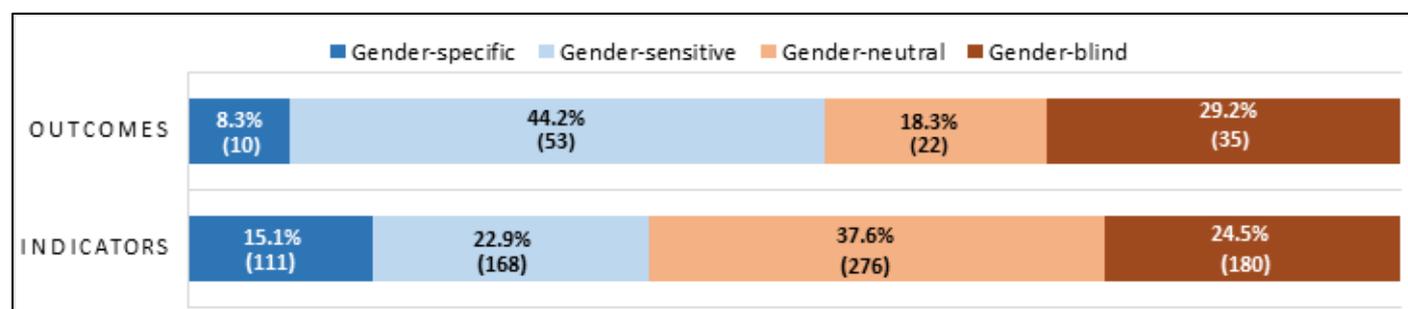
**Table 3. Outcome Indicator categorization definitions**

Gender-specific	Women, girls and/or gender-related issues/needs are being measured or considered as the primary focus to specifically measure gender dimension(s) of the outcome statement.
Gender-sensitive	Women, girls, and/or gender issues are not the main focus of the outcome indicator, but are being measured or considered. Indicators can also be gender-sensitive if they are: <ul style="list-style-type: none"> <li>• Disaggregated by sex when possible (for individuals, households, and schools)</li> <li>• Disaggregated by other gender-related groups (age, region, sex-workers, victims of trafficking, etc.)</li> <li>• Measuring and considering human-rights mechanisms</li> <li>• Laws, policies, strategies and systematic mechanisms that include gender-responsiveness (but are not the focus)</li> </ul>
Gender-neutral	An outcome indicator that neutralizes any reference to gender, and thus cannot discriminate on the basis of gender.
Gender-blind	An outcome indicator that fails to recognize that gender is an essential determinant of social outcomes and does not consider women, girls and/or gender influential factors. A gender-blind indicator includes (but is not limited to) those that could have disaggregated data by sex but did not.

### 3.2 Comparative Analysis between Outcomes Statements and Indicators

Overall, the 17 countries and 1 territory were more proficient at mainstreaming gender throughout the outcome statements in their UNDAFs than outcome indicators. As seen in **Figure A** below, while **63 outcome statements out of 120 (53%)** were gender-responsive (8.3% gender-specific and 44.2% gender-sensitive), only **38% of outcome indicators** were gender-responsive (15.1% gender-specific and 22.9% gender-sensitive). Without properly measuring or considering gender in the outcome indicators, some gender-responsive outcome statements fail to reach their potential to measure real change.

**Figure A. Regional overview: outcome statements and outcome indicator gender categorization of ECA region**



A closer analysis of the outcome indicators compared to their outcome statements revealed inconsistencies between the two. Gender-responsive outcome statements were not always followed through with gender-responsive indicators, and in other cases, gender-responsive indicators existed when their outcome statements were categorized as gender-neutral or blind. For example, though **Kyrgyzstan** made an effort to consider gender in 58% of its indicators, 75% of its outcome statements were gender-blind. In contrast, **Kazakhstan** had 66.7% gender-sensitive outcome statements, but less than 17% of their indicators considered gender, and none were sex-disaggregated. **Albania** is no longer the only country with 100% gender-sensitive outcomes; in the 2016 roll-out, both **Ukraine** and **Moldova** have 100% gender-sensitive outcomes. However, all three of these countries continue to have gender-blind indicators even though the outcome statement is gender-sensitive. Ukraine, for example, considered gender in all of its outcome statements, but had a relatively high percentage of gender-blind indicators (39%).

While most countries and territories did have at least one gender-specific or gender-sensitive indicator for each gender-responsive outcome, there was still a high percentage of gender-blind indicators that failed to consider gender as an essential determinant. **Table 4** is an example of a gender-specific outcome that had only one gender-sensitive indicator. Considering the focus of the outcome is on “women and children,” there should be more than one gender-

responsive indicator. At the least, indicator 3.1 should have disaggregated the number of children by sex, which it failed to do.

**Table 4. Uzbekistan Outcome 3 – Example of gender-specific outcome lacking gender-responsive indicators**

<b>Outcome 3</b>	By 2020, children and women in need of protection are covered with comprehensive support in line with human rights standards. (Gender-specific)
<b>Indicator 3.1</b>	Number of children in residential care (Gender-blind - not disaggregated by age and gender)
<b>Indicator 3.2</b>	Availability of functional child protection gatekeeping system (Gender-neutral)
<b>Indicator 3.3</b>	Status of normative framework to provide comprehensive care and support to women and children in difficult life conditions (Gender-sensitive)

As recommended by the ECA Regional UNDG, UNDAF documents should remain at the strategic level and have only a limited number of outcome statements. In order to meet these guidelines, many countries and territories kept their outcome statements very broad with multiple indicators in an effort to cover numerous issues with only a few outcome statements. As a result, thirteen out of eighteen countries and territories had at least one outcome statement that was not explicitly gender-specific or gender-sensitive, while its indicators did in fact measure gender. In other words, the outcome statement may have been misleading because it did not explicitly mention women, girls, or gender-related results in any way. While it is encouraging that many countries and territories are making an effort to mainstream gender, it is possible for outcome statements to be formulated in a way that remains broad enough to include various results, yet reflects gender-sensitivity in a footnote or further definition.

Two countries and one territory (Kazakhstan, Turkey and Kosovo) were flagged for having a gender-sensitive outcome statement that was not followed through with *any* indicators that measured or considered gender. As seen in **Table 5**, Kosovo Outcome 2.3 explicitly mentions “victims of domestic violence” in a footnote, yet all three of the indicators fail to measure or consider this vulnerable/disadvantaged group. For example, Indicators 2.3.1 and 2.3.2 failed to disaggregate by sex or by vulnerable/disadvantaged group, and thus were considered gender-blind.

**Table 5. Kosovo Outcome 2.3 – Example of gender-sensitive outcome lacking gender-responsive indicators**

<b>Outcome 2.3</b>	Social protection policies and schemes enable greater benefits and access to social services to the most vulnerable groups* <i>*Social assistance beneficiaries, persons with disability, <b>victims of domestic violence</b> and children without parental care.</i> (Gender-sensitive)
<b>Indicator 2.3.1</b>	% of poor who receive social assistance benefits (Gender-blind)
<b>Indicator 2.3.2</b>	Amount (in €) of monthly cash benefit for social assistance scheme to one-member households (Gender-blind)
<b>Indicator 2.3.3</b>	# of minimum social services provided by Centers for Social Work in selected municipalities (Gender-neutral)

### 3.3 Overall UNDAF Analysis

Overall, most UNDAFs considered gender in some regard through outcome statements, gender-responsive outcome indicators, and use of sex-disaggregated data. **Table 6** below shows the overall gender-responsiveness of the UNDAF documents when considering their use of gender-responsive outcome statements and indicators, as well as their use of sex-disaggregated data. **The former Yugoslav Republic of Macedonia, Montenegro and Turkey** had the highest gender-responsive rating of the UNDAFs; Belarus, Bosnia-Herzegovina and Tajikistan were rated the lowest across all categories.

**Table 6** was developed by analyzing the outcome statements, outcome indicators, and overall results matrices of the UNDAFs. The following two sections, Analysis of Outcome Statements and Analysis of Outcome Indicators, will explain the findings in more detail.

**Table 6. Overall gender-responsiveness of UNDAFs<sup>15</sup>**

	Gender-responsive outcome statements	Gender-responsive outcome indicators	Sex-disaggregated data
Albania**	▲▲▲	▲	▲▲
Armenia	▲▲▲	▲	▲
Azerbaijan	▲▲▲	▲▲	▲▲
Belarus	▲	▲	▲
Bosnia and Herzegovina*	▲	▲	▲
Georgia	▲▲	▲▲▲	▲▲
Kazakhstan	▲▲▲	▲	▲
Kosovo	▲▲	▲▲	▲▲
Kyrgyzstan***	▲	▲▲▲	▲▲▲
Moldova***	▲▲▲	▲▲	▲
The former Yugoslav Republic of Macedonia	▲▲▲	▲▲	▲▲▲
Montenegro**	▲▲▲	▲▲	▲▲▲
Serbia	▲▲	▲	▲▲
Tajikistan	▲	▲	▲
Turkey	▲▲▲	▲▲▲	▲▲▲
Turkmenistan	▲	▲▲	▲▲
Ukraine***	▲▲▲	▲	▲
Uzbekistan	▲▲	▲	▲▲

▲▲▲ High    ▲▲ Medium    ▲ Low  
 \*2013 Roll-out UNDAF; 2014 Roll-out UNDAFs  
 \*\*2015 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAFs

### 3.4 Analysis of Outcome Statements

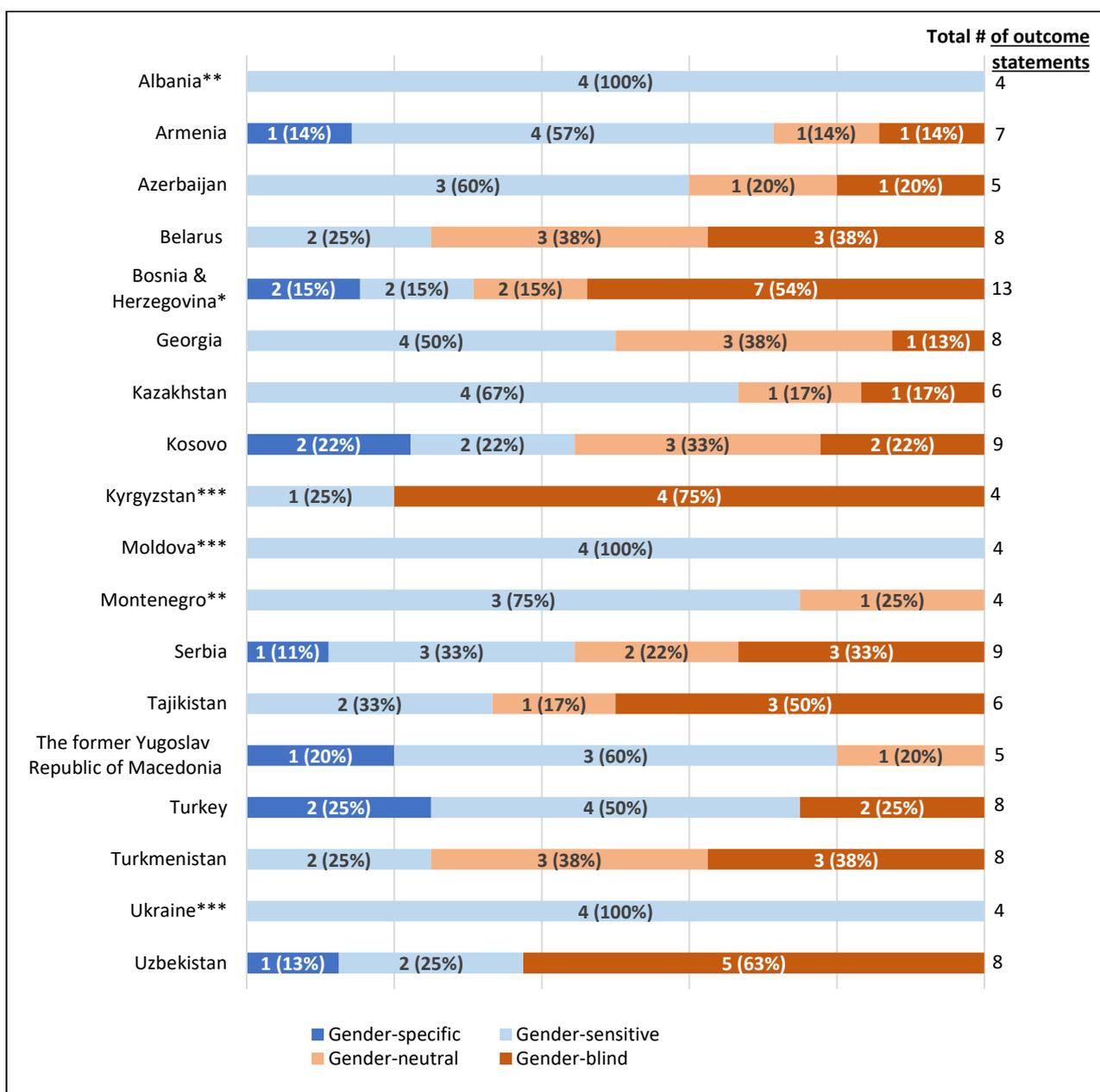
An analysis of the outcome statements revealed that **52.5%** of outcome statements were gender-responsive (gender-sensitive and gender-specific) and **29.2%** were gender-blind (see **Table 7**), indicating they could be formulated in a way that considers women, girls and/or gender issues. Additionally, only 8.3% of all outcome statements of the ECA countries were gender-specific, and none of the 2016 roll-out included a gender-specific outcome statement.

**Table 7. Regional Overview: Gender analysis of UNDAF Outcomes**

Gender-specific	Gender-sensitive	Gender-neutral	Gender-blind
10 (8.3%)	53 (44.2%)	22 (18.3%)	35 (29.2%)

<sup>15</sup> The calculations for this table can be found in **Annex V**.

**Figure B. Gender categorization of outcome statements by number and percentages**



\*2013 Roll-out UNDAF; \*\*2015 Roll-out UNDAFs  
2014 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAFs

As **Figure B** shows, overall **the former Yugoslav Republic of Macedonia** was the only country that had one gender-specific outcome and three gender-sensitive outcomes without any gender-blind outcome, which indicates a well-balanced application of twin-track approach of gender. **Albania, Ukraine** and **Moldova** had the highest percentage of gender-responsive outcome statements, with 100% of their outcome statements categorized as gender-sensitive. **Turkey** and **Montenegro** also considered gender in their outcome statements, resulting in 75% of gender-responsive outcomes in their UNDAFs. Additionally, 2016 roll-outs **Ukraine** and **Moldova** join **Albania, the former Yugoslav Republic of Macedonia** and **Montenegro** as the only countries that did not have any gender-blind outcome statements.

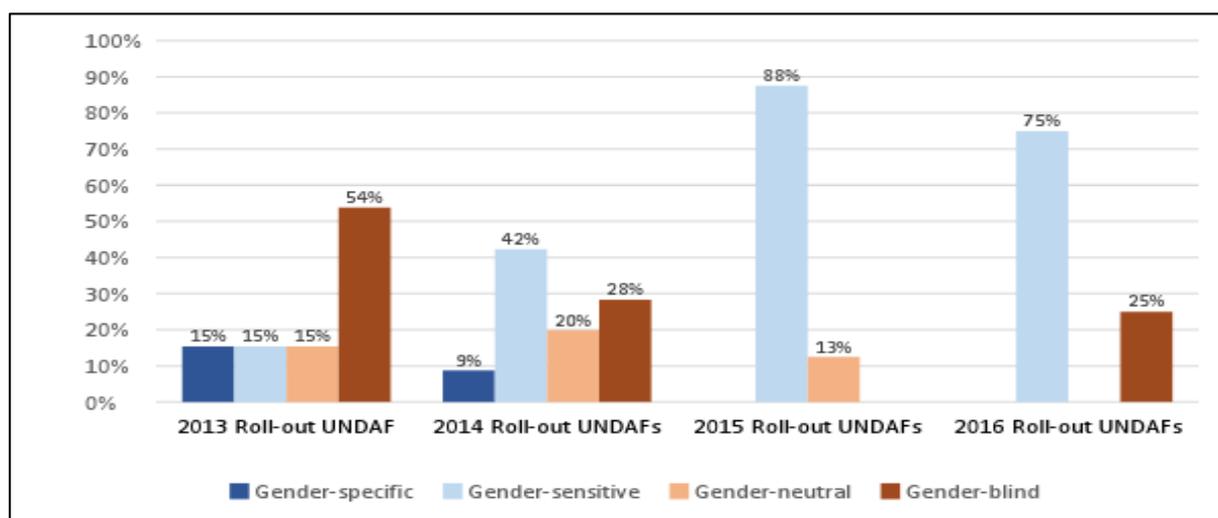
7 out of 18 (39%) countries and territories managed to have gender-specific outcome(s). **Bosnia and Herzegovina, Kosovo** and **Turkey** are the only three UNDAFs that have two gender-specific outcomes. **Armenia, the former Yugoslav Republic of Macedonia, Serbia** and **Uzbekistan** have one gender-specific outcome. Having two gender-specific outcomes is a remarkable achievement and demonstrates a concrete example of their gender-focus approach, especially when 11 other countries failed to do so. As **Figure B** indicates, Bosnia and Herzegovina failed to integrate gender in other 7 outcome statements (53.8%) and so did Turkey and Kosovo in their two other outcome statements (25% and 22% respectively). To have gender-responsive UNDAF outcomes, it is therefore important to ensure the

application of twin-track approach of gender by having both a gender-specific outcome as well as mainstreaming gender in other outcome statements.

14 out of the 17 countries and 1 territory (78%) did not have any gender-specific outcome. **Belarus, Tajikistan and Turkmenistan** had only two gender-sensitive outcomes each (with no gender-specific outcome) and three gender-blind outcome statements. All three countries failed to consider gender in their outcome statements more often than not. While Uzbekistan did have one gender-specific outcome and two gender-sensitive outcome statements, they also had the largest percentage (62.5%) of gender-blind outcome statements.

Comparative analysis of the 2013, 2014, 2015 and 2016 roll-outs, as shown in **Table 8**, revealed that approximately half of the 2013 and 2014 roll-out UNDAFs had a specific focus on gender, but failed to mainstream gender throughout other UNDAF outcome statements. On the other hand, 2015 roll-out UNDAFs (Albania and Montenegro) demonstrated a good performance on mainstreaming gender in their outcome statements (88% of 2015 roll-out UNDAF outcome statements are gender-sensitive), but failed to have a gender-specific outcome. This trend has continued in the 2016 roll-out UNDAFs, in which 75% of UNDAF outcome statements are gender-sensitive (both Ukraine and Moldova achieved 100% gender-sensitivity in outcome statements), but all three countries failed to have a gender-specific outcome. This may be due to the limited number of outcomes (both 2015 and 2016 roll-outs had only 4 outcomes in total), compared to 2013 roll-out (13 outcomes) and 2014 roll-out UNDAFs (average of 6.9 outcomes). There is an increase in gender-blind outcome statements from 2015 to 2016 roll-out as Kyrgyzstan had 3 gender-blind outcome statements. Overall, Table 2 indicates that the application of twin-track approach of gender could be further improved in the majority of UNDAF outcome analyzed, with an exception of the UNDAF from **the former Yugoslav Republic of Macedonia** which demonstrated a good balance of gender focus and gender-mainstreaming without gender-blind outcome.

**Table 8.** 2013, 2014, 2015 and 2016 roll-out UNDAFs by average gender-responsiveness of outcomes (%)



### 3.5 Analysis of Outcome Indicators

A review of 735 outcome indicators from the 18 UNDAFs demonstrated that many countries and territories struggled to mainstream gender throughout the outcome indicators. As shown in **Table 9**, only 38% of the indicators were gender-responsive (15.1% gender-specific and 22.9% gender-sensitive). Though some countries and territories made efforts to consider gender in their indicators, 37.6% were gender-neutral and 24.0% of indicators were gender-blind, implying that there remains significant room for improvement.

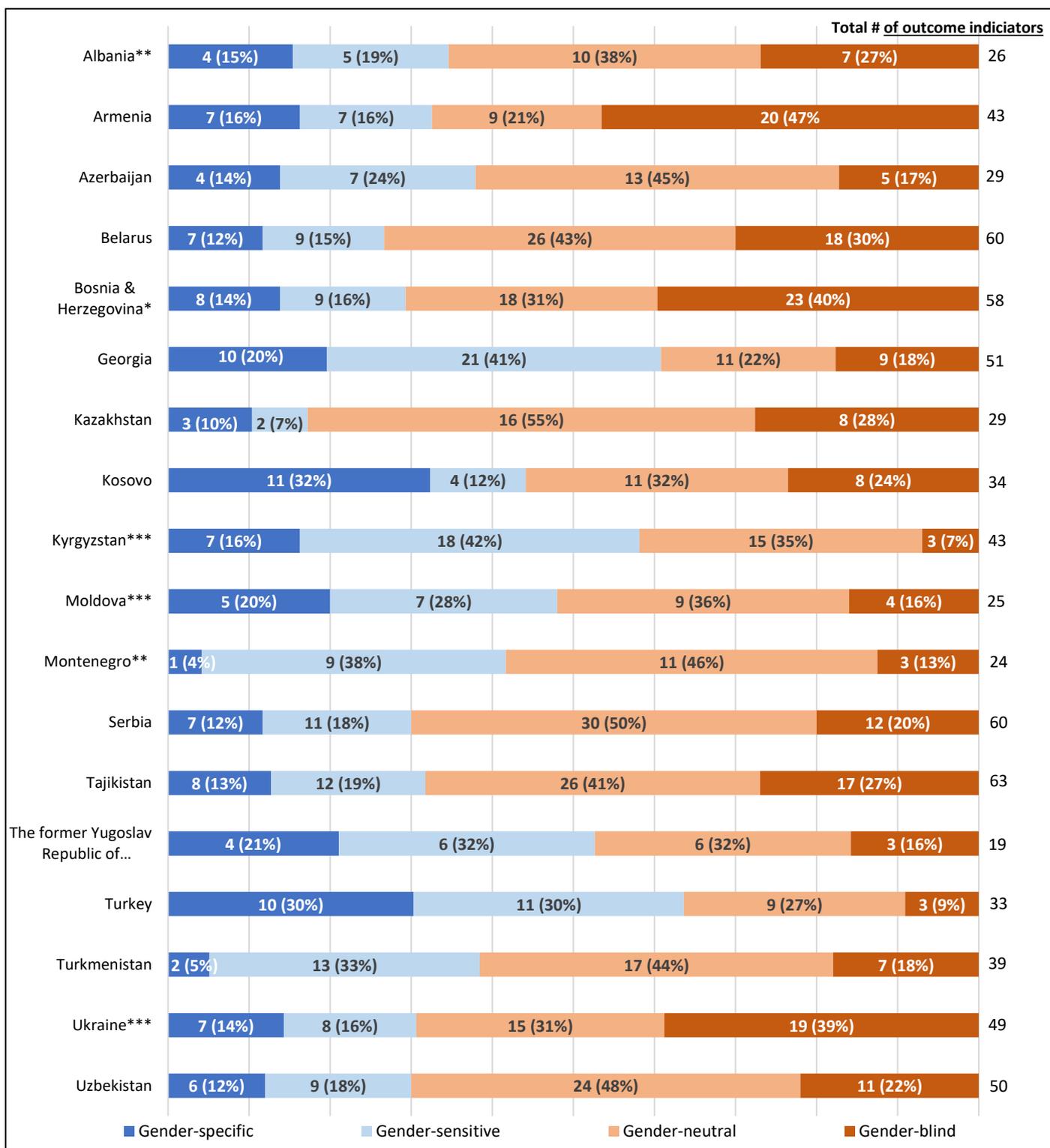
**Table 9.** Regional Overview: Gender analysis of UNDAF Outcome Indicators

Gender-specific	Gender-sensitive	Gender-neutral	Gender-blind
111 (15.1%)	168 (22.9%)	276 (37.6%)	184 (24.0%)

As **Figure C** indicates, overall **Turkey** (60%), **Georgia** (61%) and **Kyrgyzstan** (58%) were the most gender-responsive in their outcome indicators (with the highest percentage of both gender-specific and sensitive). While Albania had

100% of gender-sensitive outcome statements, it fell behind in integrating gender throughout their outcome indicators, with only 34% that were gender-responsive. Similarly, Ukraine had 100% gender-sensitive outcome statements, but only 31% of its outcome indicators were gender responsive. On the other hand, Turkmenistan and Montenegro had the fewest gender-specific outcome statements with Montenegro having only one gender-specific indicator and Turkmenistan having two gender-specific indicators. Kazakhstan demonstrated the lowest prioritization of mainstreaming gender throughout its indicators, with only 17% of gender-responsive indicators (10% gender-specific and 7% gender-sensitive).

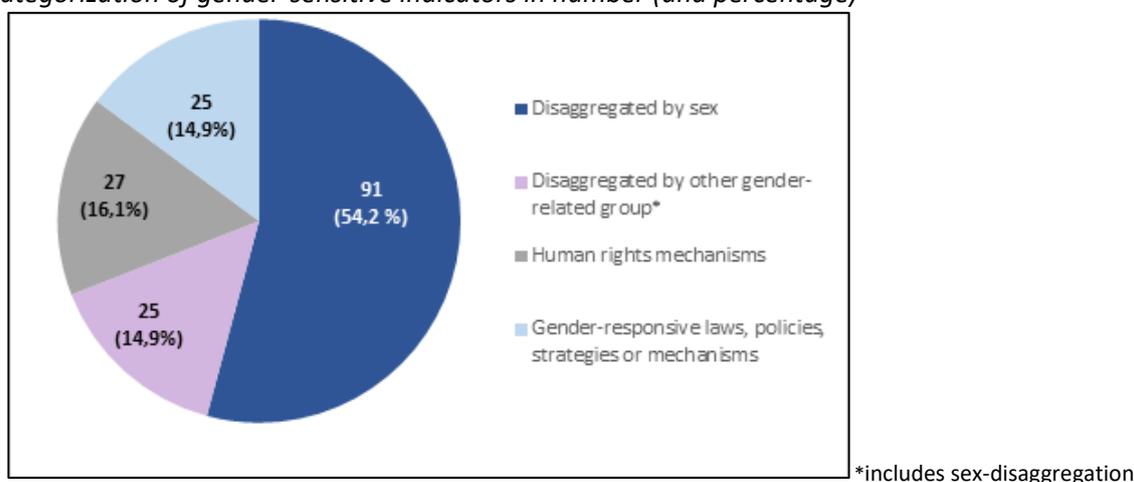
**Figure C. Gender categorization of outcome indicators by number (and percentage)**



\*2013 Roll-out UNDAFs; 2014 Roll-out UNDAFs  
 \*\*2015 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAFs

Out of the 735 total outcome indicators from 18 UNDAFs, 168 indicators were gender-sensitive (23%). In order for indicators to be gender-sensitive, they must have either disaggregated data by sex or by another gender-related group (e.g. victims of domestic violence), considered human rights processes/mechanisms, or included any other type of gender-responsive policy, law, strategy or systematic mechanism. Of the 168 gender-sensitive indicators analyzed, 54.2% had disaggregated data by sex, as seen in **Figure D**.

**Figure D.** *Categorization of gender-sensitive indicators in number (and percentage)*



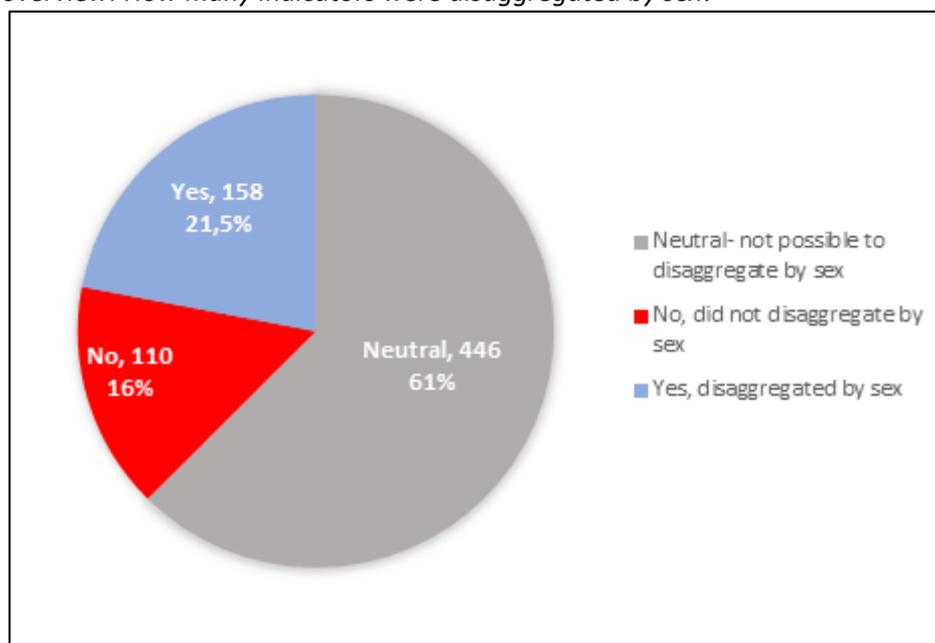
The label 'disaggregated by other gender-related group' includes sex-disaggregation. With the 2016 roll-out, in line with new UNDAF Guidance and programming principle 'Leave No One Behind,' there was an increase in the number of indicators disaggregated by sex, as well as other gender related groups such as region, ethnicity, and age. As a result, in the overall analysis of 18 UNDAFs, the percentage of gender-sensitive indicators disaggregated by other gender-related group has risen from 8% in the previous analysis to 14.9%. Examples of the categorization of gender-sensitive indicators can be found in **Table 10**.

**Table 10.** *Examples of gender-sensitive indicator categorization*

Type of gender-sensitive indicator	Example of outcome indicator
<b>Disaggregated by sex</b>	<b>Belarus</b> 4.1.3: Alcohol abuse at age 15+ (disaggregated by sex and age) <b>Albania</b> 3.2: # of new businesses established by sex of owner <b>Ukraine</b> 1.1.5: Employment rate of population aged 15-70, disaggregated by sex and age
<b>Disaggregated by other gender-related group (Inc. sex disaggregation)</b>	<b>Kyrgyzstan</b> 1.13 Proportion of population living below the national poverty line disaggregated by sex, age and geographic location <b>Tajikistan</b> 3.16: Percentage of most at-risk population living with HIV. (Disaggregated by persons who inject drugs, sex workers, and men who have sex with men) <b>Moldova</b> 1.1: Percentage of people who trust governance institutions (Parliament, Government, justice) by sex and urban/rural status
<b>Human rights mechanisms</b>	<b>Armenia</b> 2.1: %. UN human rights treaty mechanisms recommendations implemented <b>Montenegro</b> 1.3: % of UPR-accepted recommendations fully implemented
<b>Gender-responsive laws, policies, strategies or systematic mechanisms</b>	<b>Georgia</b> 3.1: # of new policies, systems and/or institutional measures at national and sub-national levels to generate/strengthen employment growth and livelihoods for the most vulnerable groups (including women) <b>Bosnia and Herzegovina</b> 11.8: # of policies, guidelines, protocols and standards for healthcare workers developed for delivery of quality SRH services, including vulnerable population.

As shown in **Figure D** above, disaggregating indicators by sex when possible was the most common way that indicators were considered gender-sensitive. Out of all 735 indicators in the region, nearly 61% were marked as neutral or not able to be disaggregated by sex, as shown in the **Figure E**. Only 21.5% of indicators were disaggregated by sex, while 16% failed to disaggregate by sex when they could have.

**Figure E. Regional overview: How many indicators were disaggregated by sex?**



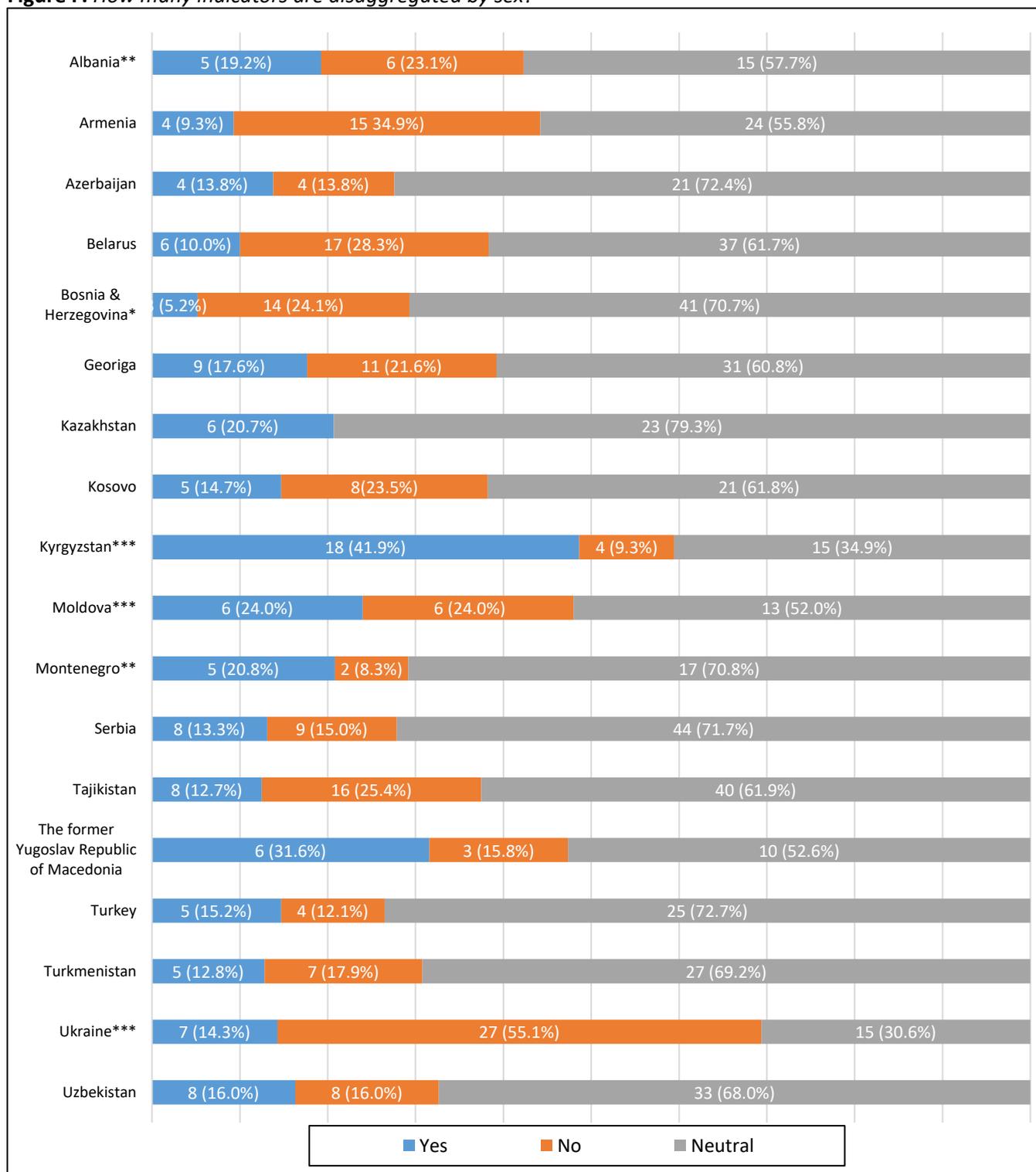
**Table 11** shows the percentage of indicators disaggregated by sex. Out of all indicators that are able to be disaggregated by sex (measuring individuals, girl/boy schools, and male/female-headed houses), only 41.1% of indicators from 18 UNDAFs do so. **Montenegro, the former Yugoslav Republic of Macedonia and Kyrgyzstan** are highlighted for having the highest percentage of sex-disaggregation (71.4%, 66.7% and 85.7% respectively). All three countries disaggregated more than 60% of their outcome indicators by sex (where it was possible to disaggregate). Bosnia and Herzegovina, Armenia, Belarus and Ukraine sex-disaggregated less than 30% of indicators that should have been disaggregated. Kazakhstan is highlighted for being the only country that failed to disaggregate any of their indicators by sex.

**Table 11. Percent of indicators disaggregated by sex**

Sex-disaggregation of UNDAF Outcome Indicators	
	% sex-disaggregated out of those possible to be disaggregated
Albania**	45,5%
Armenia	21,1%
Azerbaijan	50,0%
Belarus	26,1%
Bosnia & Herzegovina*	17,6%
Georgia	45,0%
<b>Kazakhstan</b>	<b>0,0%</b>
Kosovo	38,5%
<b>Kyrgyzstan***</b>	<b>85,7%</b>
Moldova	54,5%
<b>The former Yugoslav Republic of Macedonia***</b>	<b>66,7%</b>
<b>Montenegro**</b>	<b>71,4%</b>
Serbia	47,1%
Tajikistan	33,3%
Turkey	55,6%
Turkmenistan	41,7%
Ukraine***	24,0%
Uzbekistan	50,0%
<b>Total 17 countries and 1 territory</b>	<b>41,1%</b>
*2013 Roll-out UNDAF; 2014 Roll-out UNDAFs	
**2015 Roll-out UNDAFs; ***2016 Roll-out UNDAFs	

As seen in **Figure F** below, **Kyrgyzstan** had the highest percentage (41.9%) of sex-disaggregation across the 18 UNDAFs. **Montenegro** had the third-highest percentage (20.8%) of sex-disaggregation and the lowest percentage of gender-neutral indicators. Kazakhstan did not disaggregate any of their indicators by sex. Even though Kazakhstan had two gender-sensitive indicators, they were about strengthening human rights mechanisms and standards, and thus were not sex-disaggregated.

**Figure F. How many indicators are disaggregated by sex?**



\*2013 Roll-out UNDAF; 2014 Roll-out UNDAFs  
 \*\*2015 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAFs

The low percentage of sex-disaggregated indicators across the 18 UNDAFs may be a result of the shortage of available, accessible, and reliable gender statistics and data in those countries and territories. Countries and territories that

significantly lack statistical capacity and have limited sex-disaggregated data available could have an outcome dedicated to increasing and improving quality data collection. For example, **Turkmenistan Outcome 1** (as seen in **Table 12**) called for increasing availability of quality data and was followed by four indicators to establish and implement effective monitoring and reporting systems. Indicators 1.3 and 1.4 were gender-sensitive because they specified international standards and SDG targets, which emphasize sex-disaggregation when possible.

**Table 12. Turkmenistan Outcome 1-Increasing National Data Capacity**

<b>Outcome 1</b>	Quality data, aligned with international standards, is available to policy makers, legislators, and the interested public to monitor the major goals of National Programmes, the post-2015 SDGs, UNPFD and to formulate new national strategies and programmes
<b>Indicator 1.1</b>	% of the recommendations from the adapted Global Assessment of the National Statistical System implemented
<b>Indicator 1.2</b>	Number of sectors that have developed sector plans and established a system to monitor progress
<b>Indicator 1.3</b>	SDG targets adopted and incorporated into national strategies and sector plans
<b>Indicator 1.4</b>	Availability of a nationalized SDG monitoring and reporting system in keeping with international standards

In addition, the relative increase in sex-disaggregated data in 2016 roll-outs Kyrgyzstan and Moldova is emblematic of good application of core programming principle, ‘Leave No One Behind’ by disaggregating data to address multidimensional cause of poverty, inequalities and discrimination. Of the 18 UNDAFs, **Kyrgyzstan** has the highest percentage of sex-disaggregated indicators (41.9%). Of the 18 indicators disaggregated by sex, 11 were further disaggregated by gender groups such as region, ethnicity, and language. This indicates a well-balanced application of the programming principle ‘Leave No One Behind’ even when data needed to disaggregate by several categories was not available from the National Statistic Committee at the time of development, as shown in **Table 13**. As shown in **Table 14**, **Moldova** also successfully integrated ‘Leave No One Behind’ in indicator 2.2 regarding employment rate with disaggregation of baseline and targets by urban/rural, sex, age and disability, which targets those most at risk of being left behind.

**Table 13. Kyrgyzstan Outcome 2- Example of data disaggregation with application of ‘Leave No One Behind’**

<b>Outcome 2</b>	By 2022, institutions at all levels are more accountable and inclusive ensuring justice, human rights, gender equality and sustainable peace for all. <sup>16</sup>
<b>Indicator 2.4</b>	% Population who believe decision making is inclusive and responsive UNCT plans baseline & targets to disaggregate by: Total Male Female Persons with disability Kyrgyz Uzbek Russian Other
<b>Indicator 2.5</b>	% Population satisfied with their last experience of public services UNCT plans baseline & targets to disaggregate by: Total Female Persons with disability Low income (bottom 40%)
<b>Indicator 2.6</b>	% Positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, law enforcement and judiciary) compared to national distributions UNCT plans baseline & targets to disaggregate by: Total Male Female Persons with disability

<sup>16</sup> Data from National Statistical Committee, no yet available from national systems. UN will advocate with Government for inclusions and disaggregation.

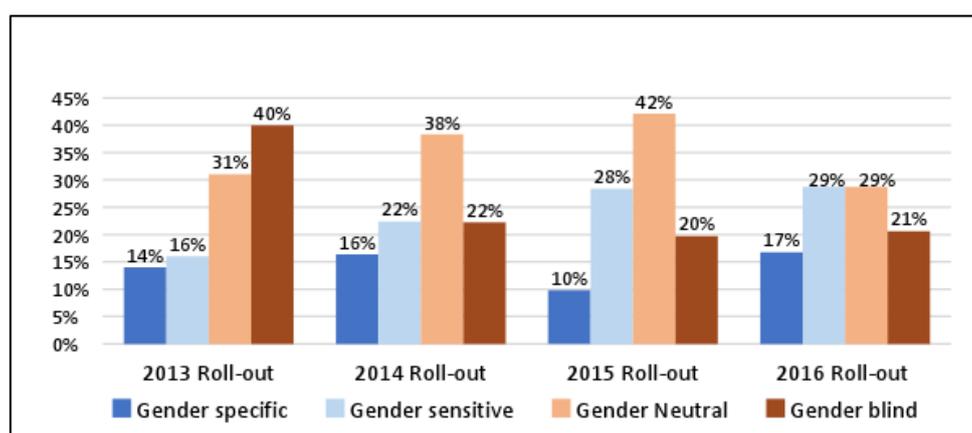
	Kyrgyz Uzbek Russian Other
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**Table 14. Moldova Outcome 2- Example of data disaggregation with application of 'Leave No One Behind'**

<b>Outcome 2</b>	The people of Moldova, in particular the most vulnerable, have access to enhanced livelihood opportunities, decent work and productive employment, generated by sustainable, inclusive and equitable economic growth.	
<b>Indicator 2.2</b>	Employment rate, by urban/rural, sex, age, disability	
	(2015) Total: 40.3 per cent Urban: 42 per cent Rural: 38.9 per cent Women: 38.4 per cent (urban 39.5 per cent; rural 37.5 per cent) Men: 42.3 per cent (urban 44.9 per cent; rural 40.4 per cent) Age: 15-24 years: 18.2 per cent; 25-34 years: 45 per cent; 35-44 years: 58.6 per cent; 45-54 years: 60.6 per cent; 55-64 years: 41.4 per cent (2017) Disability:- <sup>17</sup>	(2022) Total: 44.1 per cent Urban: 46.0 per cent Rural: 42.6 per cent Women: 42.6 per cent (urban 43.8 per cent; rural 41.6 per cent) Men: 45.6 per cent (urban 48.4 per cent; rural 43.6 per cent) Age: 15-24 years: 19.9 per cent; 25-34 years: 49.2 per cent; 35-44 years: 64.1 per cent; 45-54 years: 66.3 per cent; 55-64 years: 45.3 per cent

Overall, this indicator analysis shows some improvement the consideration given to gender between 2013, 2014, 2015 and 2016 roll-out UNDAFs. As seen in **Table 15**, the percentage of gender-responsive indicators (gender-specific and gender sensitive) has increased with each UNDAF roll-out. 30% of indicators were gender-responsive in the 2013 roll-out UNDAFs, 38% were gender-responsive in both the 2014 and 2015 roll-out UNDAFs, and 46% of indicators were gender-responsive in the 2016 roll-out UNDAFs. Moreover, the percentage of gender-blind indicators decreased from 40% to 20% between the 2013 and 2014-2015 roll-out UNDAFs, and remained at a similar percentage (21%) in the 2016 roll-out UNDAFs. The 2016 UNDAF roll-out also marks the highest proportion of gender-specific indicators (17%) among all previous UNDAF roll-outs.

**Table 15. Average of indicator gender-responsiveness per 2013, 2014, 2015 and 2016 roll-out UNDAFs (%)<sup>18</sup>**

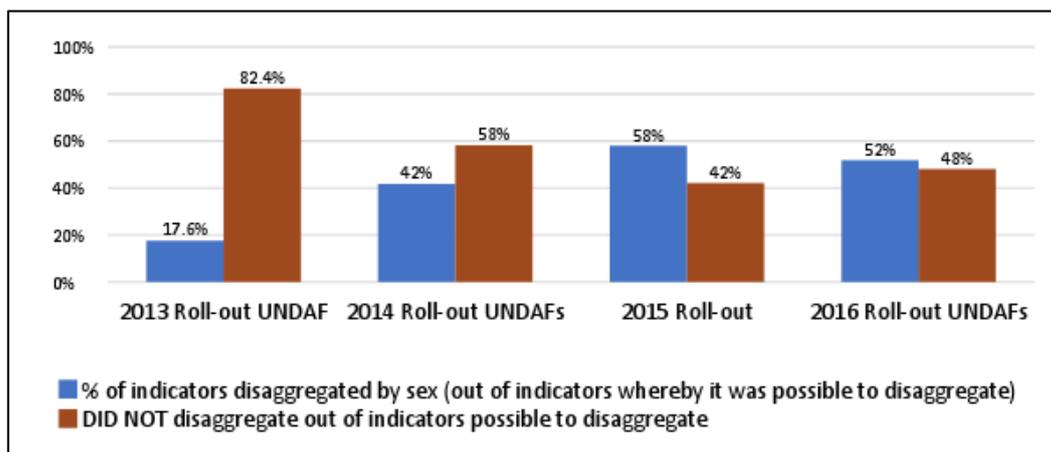


The comparative analysis of four UNDAF generations shows a clear increase in the proportion of gender-responsive outcome indicators with each new roll-out. As mentioned above, most gender-sensitive indicators are disaggregated by sex. As **Table 16** indicates, the percentage of indicators disaggregated by sex (among those possible to disaggregate) has risen from 17.6% in 2013 roll-out UNDAFs, to 40% in 2014, and to 58% in 2015. In the 2016 roll-out, the percentage of sex-disaggregated indicators remains high at 52%.

<sup>17</sup> The baseline data for employment rate by disability will be available in 2018

<sup>18</sup> As each UNDAF roll-out generation has a different number of countries and territories, UNDAF outcome statements and outcome indicators, it is only possible to comparatively analyze the portion of indicators which are gender-responsive.

**Table 16.** Average of sex-disaggregation of outcome indicators (%) per 2013, 2014, 2015 and 2016 roll-out UNDAFs



The overall number of gender-sensitive indicators increased, and in the 2016 roll-out UNDAF the number of gender-specific indicators has increased, there is little difference between 2014 and 2015 roll-out UNDAFs, while 2013 roll-out UNDAF is somewhat behind in mainstreaming gender throughout their indicators.

### 3.6 Gender-Responsiveness by Thematic Area

In order to better understand regional trends for gender-responsiveness, the gender-specific and gender-sensitive outcomes and indicators were linked to eight thematic areas (see **Table 17**). Thematic areas with both gender-responsive outcomes *and* indicators were marked with dark blue, while thematic areas with gender-responsive indicators only were marked in light blue.

Overall, the UNDAF results frameworks demonstrate gender-responsiveness across a broad range of thematic areas. The most common gender-responsive area was the category of social inclusion services, which included education, healthcare, and other public services. By far the weakest non-gender-specific thematic area was environment and disaster risk reduction (DRR). Though seven countries and one territory included at least one gender-responsive indicator in this area, only two outcomes were gender-responsive. Additionally, the gender-specific thematic areas of gender equality and gender-responsive institutional capacity were limited to countries that had gender-specific outcomes.

**Table 17.** Gender-responsive outcomes & indicators by thematic area.

	Accountability, Governance & Justice	Economic Development/ Growth	Social Inclusion Services	Environment / Disaster Risk Reduction	Human rights	Gender-specific theme		
						Ending Violence Against Women	Gender Equality & Women's and Girls' Empowerment	Gender Responsive Institutional Capacity
Albania**								
Armenia								
Azerbaijan								
Belarus								
Bosnia & Herzegovina*								
Georgia								
Kazakhstan								
Kosovo								
Kyrgyzstan** *								
Moldova***								
The former Yugoslav Republic of Macedonia								
Montenegro* *								
Serbia								
Tajikistan								
Turkey								
Turkmenistan								
Ukraine***								
Uzbekistan								

 Gender-responsive outcomes and indicators  
 Gender-responsive indicators only  
 \*2013 Roll-out UNDAFs; 2014 Roll-out UNDAFs; \*\*2015 Roll-out UNDAFs;  
 \*\*\*2016 Roll-out UNDAFs

An example of a gender-blind environment/DRR outcome statement was Uzbekistan's Outcome 6, which specified "rural population" but failed to mention women or girls, who are often more vulnerable in situations of natural disasters. While most of the indicators under Uzbekistan Outcome 6 were gender-neutral and are not listed, Indicator 6.1 could have been disaggregated by sex to monitor if sustainable management and disaster resilience were in fact benefitting men and women equally (see **Table 18**).

**Table 18. Uzbekistan Outcome 8- Example of gender-blind outcome for environment/DRR**

<b>Outcome 6</b>	By 2020, rural population benefit from sustainable management of natural resources and resilience to disasters and climate change
<b>Indicator 6.1</b>	% of low-income rural population particularly in environmentally vulnerable areas

**Albania, Turkey, Ukraine** and **Moldova** were the only countries that considered gender in environment/DRR outcome statement. Although Turkey specifically mentioned women in their outcome statement (see below), the indicators did not follow through in measuring gendered-aspects of environment/DRR. Merely including the word ‘women’ in the outcome statement is not enough to promote gender-responsiveness in this thematic area; the indicators must also be gender-responsive.

***Turkey Outcome 1.3.** By 2020, improved implementation of more effective policies and practices for all men and women on sustainable environment, climate change, biodiversity by national, local authorities and stakeholders, including resilience of the system/communities to disasters.*

On the other hand, **Albania** and **Ukraine** both considered gender in both their DRR outcome statements and indicators.

**Table 19. Ukraine Outcome 1.2- Example of gender-responsive outcome with gender-responsive indicator for environment/DRR**

<b>Outcome 1.2</b>	By 2022, national institutions, private business and communities implement gender-responsive policies and practices to achieve sustainable management of natural resources, preservation of ecosystems, mitigation, adaptation to climate change and generation of green jobs.
<b>Indicator 1.2.4</b>	Share of population benefited from improved coverage by cost-efficient and sustainable energy in the public sector, disaggregated by sex.

**Table 20. Albania Outcome 4- Example of gender-responsive outcome with gender-responsive indicators for environment/DRR**

<b>Outcome 4</b>	Government and non-government actors adopt and implement innovative, gender-sensitive national and local actions for environmental sustainability, climate change mitigation and adaptation, and disaster risk reduction.
<b>Indicator 4.4</b>	Gender action plan for climate change adaptation and mitigation prepared. <i>(Specific indicator)</i>
<b>Indicator 4.3</b>	Number of farmers accessing disaster early warning system. <i>(Sensitive indicator: disaggregated by sex in baseline)</i>

However, **Albania** showed an inconsistency in disaggregation by sex as Indicator 4.3 (see **Table 20**) disaggregated data by sex in the baseline, but not in the target.

Though the environment/DRR outcome of **Georgia** was not gender-responsive, they included two (out of 7) gender-responsive indicators for this outcome, as shown in **Table 21**.

**Table 21. Georgia Outcome 8- Example of gender-responsive indicators under a non-gender-responsive outcome statement environment/DRR**

<b>Outcome 8</b>	By 2020 communities enjoy greater resilience through enhanced institutional and legislative systems for environment protection, sustainable management of natural resources and disaster risk reduction
<b>Indicator 8.1</b>	Integrated DRR and adaptation strategy and action plan that addresses equity and gender considerations is adopted with legally binding protocols and clear division of labour among key national stakeholders
<b>Indicator 8.3</b>	National development policies and plans consistently integrate gender sensitive DRR and climate change issues

Similarly in **Kyrgyzstan**, a gender-blind outcome statement was followed by one gender-specific indicator and one gender-sensitive indicator (see **Table 22**). The outcome statement was classified as gender-blind as it specified 'communities' but did not mention women or girls, who are more vulnerable to climate change and disasters.

**Table 22.** *Kyrgyzstan Outcome 3- Example of gender-blind environment/DRR outcome statement with gender-responsive indicators*

<b>Outcome 3</b>	By 2022, communities and institutions are more resilient to climate and disaster risks and are engaged in sustainable and inclusive natural resource management and risk-informed development
<b>Indicator 3.9</b>	% Total agricultural population with ownership or secure rights over agricultural land, by sex and share of women among owners or right-bearers of agricultural land, by type of tenure
<b>Indicator 3.10</b>	% Women in the boards of land committees pasture committees and water and forest users associations.

Out of the total of 109 indicators measuring environment/DRR in the 18 UNDAFs, only 14 indicators (12.8%) were gender-responsive. In addition to the indicators of Albania, Georgia, Kyrgyzstan, Moldova and Ukraine, there were only six other environment/DRR indicators that were gender-sensitive (as seen in **Table 23**). Though these countries successfully measured gender in a thematic area that is notoriously gender-blind, their outcome statements (not shown) were gender-neutral and could have been reformulated to include gender.

**Table 23.** *Other examples of gender-responsive indicators for environment/DRR*

<b>Kazakhstan Indicator 3</b>	Percentage of national and regional development plans that incorporate gender-responsive economic, social and health aspects of disaster and climate risks
<b>Kosovo Indicator 3.3.4</b>	Percentage of public who consider the environment to be unhealthy, disaggregated by sex and ethnicity
<b>Montenegro Indicator 2.3</b>	A number of specific DRR Action Plans developed, tested and operationalized with involvement of all actors and beneficiaries for specific sectors, institutions, for localities and sites tracing the effects of disasters on women, children and particular vulnerable groups
<b>Serbia Indicator 8.6</b>	Percentage of municipalities that conduct gender-sensitive risk assessments, prepare and conduct local gender-sensitive DRM plans
<b>Tajikistan Indicator 6.1</b>	Number of new green jobs created, environmentally sustainable livelihoods promoted through management of natural resources, ecosystems services, chemicals and waste, disaggregated by sex.
<b>Turkmenistan Indicator 6.3</b>	Availability of DRR and CRM/adaptation legal instruments approved and under implementation with appropriate financial and technical arrangements, and quality sector plans developed and initiated that have DRR/CRM/adaptation practices, include gender aspects and appropriate DRR cross-sector coordination mechanisms included.

## Section IV: Analysis of CCAs and Key Findings

### 4.1 Methodology of CCA Analysis

As part of the UNDAF planning process, Common Country Analysis (CCAs) provide an overview of the development context and issues in a country or territory. Additionally, CCA should identify the root/underlying causes of key gender issues as well as the UN's specific comparative advantage to address these issues. CCA should provide sufficient information for the UN and key stakeholders to determine UN's priorities for the next five years. As of the new UNDAF Guidance released in 2017, the CCA is a minimum requirement in the UNDAF process and should integrate the core programming principle 'Leave No One Behind' to unifying programming and advocacy efforts. To assess CCAs from a gender perspective, this review considered if the CCA had the following elements:

- ★ **A specific section or sub-section on gender**
- ★ **Integration of gender throughout thematic areas**
- ★ **Gender statistics and/or mention of lack of available/reliable sex-disaggregated data**
- ★ **Discussion of root/underlying causes of key gender issues**
- ★ **UN's comparative advantage to address key gender issues**
- ★ **In the 2016 roll-out UNDAF, integration of core programming principle Leave No One Behind**

As discussed under limitations in Section II, a systematic analysis of the CCAs was not always possible because the varying lengths, structure, and content of the CCAs, made it difficult to compare them to each other and to UNDAFs in a consistent manner.

### 4.2 Overall CCA Analysis

All of the countries and territories integrated gender issues in their CCAs to an extent. Some were more effective than others in addressing gender. Often gender was addressed in a dedicated section that highlighted major gender issues and their root causes. **Table 24** indicates the overall gender-responsiveness of the CCAs. Four categories were considered: 1) gender-specific section, 2) overall gender integration (including use of gender statistics), 3) causal analysis of gender issues, and 4) the UN's comparative advantage to address gender issues.

Overall ratings of **Albania, Montenegro, Turkey, Kyrgyzstan** and **Ukraine** were higher than others by having met the full rating for each of the four categories. The comparison between the three generations of CCAs clearly shows that 2015 roll-out countries integrated gender more effectively than 2013, 2014 and 2016 roll-out countries. 2013 roll-out country CCA was considered somewhat gender-responsive, and gender-responsiveness of CCAs among 2014 roll-out countries and territories varied significantly. The gender-responsiveness of CCAs among 2016 roll-out countries Kyrgyzstan and Ukraine was high, while the gender-responsiveness of Moldova's CCA was slightly lower.

**Table 24. Gender-responsiveness of CCAs per countries and territories<sup>19</sup>**

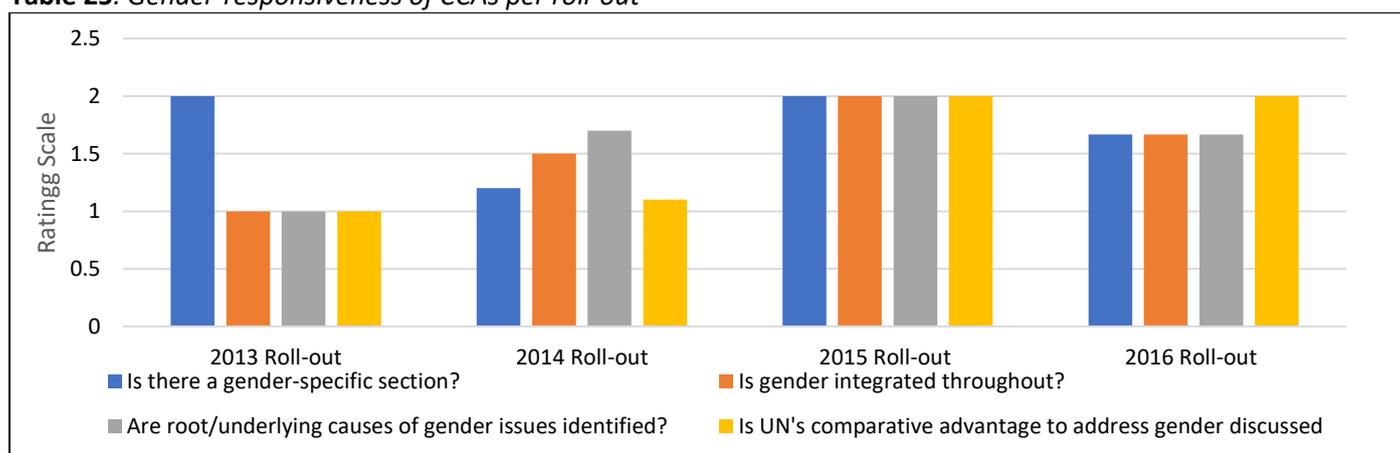
	Is there a gender-specific section?	Is gender integrated throughout?	Are root/underlying causes of gender issues identified?	Is UN's comparative advantage to address gender discussed?
Albania**	▲▲▲	▲▲▲	▲▲▲	▲▲▲
Armenia	CCA not available			
Azerbaijan	▲▲	▲	▲▲▲	▲▲
Belarus	▲▲	▲▲	▲▲▲	▲
Bosnia & Herzegovina*	▲▲▲	▲▲	▲▲	▲▲
Georgia	▲	▲▲▲	▲▲	▲
Kazakhstan	▲	▲	▲	▲
Kosovo	▲▲▲	▲▲	▲▲▲	▲▲▲
Kyrgyzstan***	▲▲▲	▲▲▲	▲▲▲	▲▲▲
Moldova***	▲▲▲	▲▲	▲▲	▲▲▲
The former Yugoslav Republic of Macedonia	CCA not available			
Montenegro**	▲▲▲	▲▲▲	▲▲▲	▲▲▲
Serbia	▲▲▲	▲▲▲	▲	▲
Tajikistan	▲▲	▲▲▲	▲▲▲	▲▲▲
Turkey	▲▲▲	▲▲▲	▲▲▲	▲▲▲
Turkmenistan	▲	▲▲▲	▲▲	▲▲
Ukraine***	▲▲▲	▲▲▲	▲▲▲	▲▲▲
Uzbekistan	▲▲	▲▲▲	▲▲▲	▲▲▲
<b>Rating Scale</b>	Per Category Rating: 2= Yes, Fully, 1=Somewhat, 0-No/Very few Total Rating: High =7 and above, Medium=4 to 6, Low=1 to 5			

▲▲▲ Yes, fully ▲▲ Yes, somewhat ▲ Not at all

\*2013 Roll-out CCA; 2014 Roll-out CCAs

\*\*2015 Roll-out CCAs; \*\*\*2016 Roll-out CCAs

**Table 25. Gender-responsiveness of CCAs per roll-out<sup>20</sup>**



Eight CCAs (**Albania, Bosnia and Herzegovina, Montenegro, Serbia, Turkey, Moldova, Ukraine and Kyrgyzstan**) and assessment (**Kosovo**) with a section on gender equality and gender-specific issues were marked “Yes, fully.” Four others (Azerbaijan, Belarus, Tajikistan and Uzbekistan) were considered “Yes, somewhat” if they had a sub-section on gender issues within a broader section of human rights or inequalities. Three countries (Georgia, Kazakhstan,

<sup>19</sup> The calculations for this table can be found in **Annex VI**.

<sup>20</sup> Calculations for this table, including rating scale, can be found in **Annex VI**.

Turkmenistan) did “Not at all” have a gender-specific section, even though they may have integrated gender in other section of CCAs.

14 out of 16 of CCAs discussed the underlying/root causes of gender issues; some had a separate, detailed section highlighting underlying/root causes, while others made reference to long-standing patriarchal attitudes and norms that inhibit gender progress. Only Kazakhstan and Serbia did *not* explicitly mention underlying/root causes of gender issues in their CCAs.

8 CCAs (**Albania, Montenegro, Tajikistan, Turkey, Uzbekistan, Ukraine, Kyrgyzstan** and **Moldova**) and 1 assessment (Kosovo) mentioned the UN’s comparative advantage to address gender concerns (labeled “Yes, fully”). Three countries (Azerbaijan, Bosnia and Herzegovina, Turkmenistan) only “Somewhat” included the UN’s comparative advantage to address gender, as they did not explain specifically what could be done. The remaining countries (Belarus, Georgia, Kazakhstan, Serbia) did not mention the UN’s comparative advantage to specifically address gender.

The 2016 roll-out countries (**Kyrgyzstan, Moldova** and **Ukraine**) scored highly in terms of gender-responsiveness in their CCAs, as shown in **Table 24**. While all three included a specific section on gender, **Kyrgyzstan** subdivided this section by challenges of gender equality, key areas, progress made in normative framework, underlying causes of gender inequality, the capacity of UN to bring about change, and gender equality and women’s empowerment as a critical SDG catalyst. Conclusions drawn in this section were then reiterated through the document, thus mainstreaming gender-responsiveness throughout the text. **Ukraine** did not sub-divide their gender specific section but ensured the mainstreaming of gender throughout the text by including a chapter entitled “Human Rights and Gender Based Analysis of Key Development Issues” that accounted for the gender dimensions of key development areas. The strong performance of the 2016 roll-out CCAs demonstrates the continued improvement in gender-responsiveness of CCAs since 2013, as 2015 roll-out countries **Albania** and **Montenegro** achieved “Yes, fully” in all four areas related to gender-specific issues and gender concerns.

Moreover, most countries and territories used sex-disaggregated data at least to an extent to integrate gender throughout different thematic areas in their CCAs. Two countries presented significantly few data (Belarus and Kazakhstan), while four other countries (Azerbaijan, Bosnia and Herzegovina, Tajikistan and Turkmenistan) and one territory (Kosovo) had some gender statistics/data, but not throughout different thematic areas. The remaining CCAs presented at least some sex-disaggregated data in different thematic areas, though there were many noticeable gender-blind areas that should have been sex-disaggregated. Thus, across the board, the data and statistics offered in the CCAs were far from sufficient.

When sex-disaggregated data was used in CCAs, the statistics were often related to economic growth and development (e.g. wages or employment rates) and political participation (e.g. the number of female parliamentarians). However, 10 out of 16 CCAs explicitly stated that there was a lack of reliable sex-disaggregated data and gender statistics available. The absence of or insufficient sex-disaggregated data and gender statistics are an overarching issue among all thematic areas. **Table 26** lists the countries that noted their lack of gender-specific data in their CCAs. Several countries mentioned the lack of data on gender-based violence and the need to collect and improve national-level data.

**Table 26.** *Thematic areas lacking sex-disaggregated data in the CCAs (according to countries)*

Country	Thematic Areas lacking gender-specific data
Belarus	Overall; Gender-based violence
Bosnia & Herzegovina*	Overall
Kazakhstan	Overall
Kyrgyzstan**	Bride-knapping and Early Marriage
Moldova**	Overall
Serbia	Women’s participation in decision-making
Turkey	Gender-based violence
Turkmenistan	Income, health, education
Ukraine**	Overall; IDPs, health, gender-based violence
Uzbekistan	Overall; health, LGBT

\*2013 Roll-out UNDAF (CCA); \*\*2016 Roll-out

Even without the availability of sex-disaggregated data, it was still possible for CCAs to acknowledge gender inequalities across different thematic areas. Similar to what was seen in the UNDAF analysis, gender was primarily considered in the following issues: accountability, governance and justice; economic development; social inclusion (health and education); and human rights. Though countries and territories did not specifically mention this area as lacking in gender-statistics, environment/DRR sections did not have any sex-disaggregated data across all CCAs. Likewise, countries and territories did not acknowledge the increased vulnerability of women and girls in the area of environment and DRR.

Of the 2016 roll-out countries, **Ukraine** demonstrated that it is still possible to systematically address weaknesses in the availability of relevant and disaggregated data as it relates to those at risk of being left behind. While highlighting the lack of high quality demographic data, **Ukraine** outlined the intersecting, specific vulnerabilities of those most marginalized. As shown in **Table 27**, Ukraine outlines the compound constraints on the lack of data available for national minorities such as Roma people, who are not registered and live in rural areas.

**Table 27.** *Ukraine CCA-Example of addressing lack of data & 'Leave No One Behind'*

<p><b>National Development Context</b></p> <p><i>1. Political, socio-economic, demographic and environmental</i></p> <p>The availability of high quality demographic data in Ukraine is limited by a lack of disaggregation and relevance, given that the last census was done in 2001. This represents a severe obstacle to the efforts of all stakeholders to monitor, analyze, and report on the situation and to plan and budget for the fulfilment of human rights. <b>The lack of quality data is further complicated and exacerbated by the conflict and precarious political situation in the country. There are serious difficulties in collecting data in areas beyond government control, especially reaching the rural areas for data gathering. This is compounded by constraints for effective communication with local/sub-national authorities and civil society representatives in collecting and sharing pertinent data, and the non-registration of many Roma people. There is consequently a lack of statistics on national minorities, refugees and asylum-seekers.</b></p>
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### 4.3 Comparative Analysis between CCAs and UNDAFs

The practice of using the CCA to inform gender priorities in UNDAF is inconsistent; some countries and territories had a similar level of gender-responsiveness in their UNDAFs as in their CCAs (particularly 2015 roll-out countries), while some others seemed unrelated. The discrepancy between CCAs and UNDAFs suggests that CCAs are not always used to inform UNDAF planning and prioritization process in a systematic manner. However, in the 2016 UNDAFs roll-out where the CCA is now a mandatory requirement there is a relationship between gender-responsiveness in the CCA resulting in gender-responsive UNDAFs.

**Table 28.** Comparative analysis of overall gender-responsiveness between CCA vs UNDAF per country and territory<sup>21</sup>

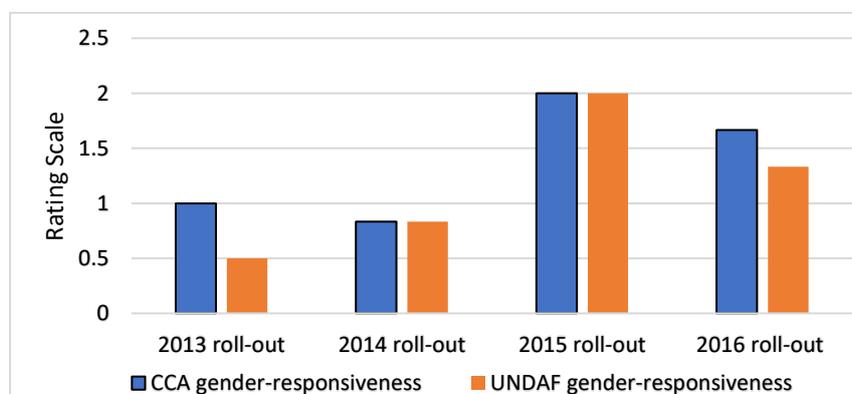
	CCA	UNDAF
Albania**	▲▲▲	▲▲▲
Armenia	✕	▲▲
Azerbaijan	▲▲	▲▲
Belarus	▲	▲
Bosnia & Herzegovina*	▲▲	▲
Georgia	▲	▲▲
Kazakhstan	▲	▲
Kosovo	▲▲▲	▲▲
Kyrgyzstan***	▲▲▲	▲▲▲
Moldova***	▲▲	▲▲
The former Yugoslav Republic of Macedonia	✕	▲▲▲
Montenegro**	▲▲▲	▲▲▲
Serbia	▲▲	▲▲
Tajikistan	▲▲	▲
Turkey	▲▲▲	▲▲▲
Turkmenistan	▲▲	▲
Ukraine***	▲▲▲	▲▲
Uzbekistan	▲▲▲	▲▲
<b>Rating Scale</b>	Per Category Rating: 2= Yes, Fully, 1=Somewhat, 0-No/Very few	

▲▲▲ High ▲▲ Medium ▲ Low ✕ Document not available

\*2013 Roll-out UNDAF/CCA; 2014 Roll-out UNDAF/CCAs

\*\*2015 Roll-out UNDAF/CCAs; \*\*\*2016 Roll-out UNDAF/CCAs

**Table 29.** Comparative analysis of overall gender-responsiveness between CCA vs. UNDAF, per UNDAF roll-out<sup>22</sup>



<sup>21</sup> This table takes the averages from Table 6 and Table 16. Exact 's can be found in **Annex V and VI**.

<sup>22</sup> Calculations for this table, including rating scale, can be found in **Annex VI**

As **Table 28** shows, **Albania, Montenegro, Turkey** and **Kyrgyzstan** were rated the highest compared to others. It is evident that 2015 and 2016 roll-out countries utilized their CCAs more consistently and effectively to develop UNDAFs compared to 2013 and 2014 roll-out countries and territories.

Of 2015 roll-out countries, **Albania** and **Montenegro** show a high level of gender-responsiveness in their UNDAFs and CCAs, which might have led to having more gender sensitive outcomes in their UNDAFs (100% and 75% respectively, as seen in Figure B). Of 2014 roll-out countries, **Turkey** clearly integrated gender throughout both the CCA and UNDAF, demonstrating the highest consideration of gender in both their outcomes and indicators.

On the other hand, some other CCAs and UNDAFs did not seem to be connected, in particular those from 2013 and 2014 roll-out countries and territories. Among 2014 roll-out countries and territories (where CCA was available), half had a similar level of gender-responsiveness between their respective CCAs and UNDAFs, while the rest had discrepancies between the two documents. Most of these inconsistencies show that CCAs were more gender responsive than the respective UNDAFs, with the exception of Georgia, whose UNDAF was marked as more gender-responsive than their CCA.

For example, Tajikistan was rated 'medium' in overall gender-responsiveness in their CCA, but they had a low gender prioritization in their UNDAF (i.e., they did not have any gender-specific outcome statements, and 66% of their indicators were gender-neutral or blind). Uzbekistan also had a high level of gender-responsiveness in their CCA, but their UNDAF did not follow through with the same level of gender-responsiveness (with only 38% and 32% gender-responsive outcomes and indicators respectively). While the CCA of Bosnia and Herzegovina was somewhat gender-responsive, it failed to mainstream gender throughout all the UNDAF outcome statements and indicators (although they have two gender-specific outcomes).

Among the 2016 UNDAFs roll-out, developed under the new UNDAF guidance, the practice of using the CCA to inform gender priorities in the UNDAF is consistent in the CCAs of Kyrgyzstan and Moldova. In Kyrgyzstan, strong gender-responsiveness in the CCA correlated with consistent gender-responsiveness in within the UNDAF. Similarly, Moldova was rated "medium" in overall gender-responsiveness in their CCA and UNDAF. Of the three 2016 roll-out countries, only Ukraine conforms to the previously identified trend that notes discrepancies between CCA and UNDAF. Ukraine scored highly in their CCA which contained a gender-specific section, integrated gender through, identified root causes of gender issues and discussed the UN's comparative advantage to gender. However, their UNDAF scored "medium" as it contained a high percentage of gender blind indicators (39%) and a comparatively low number of gender-responsive indicators (30%).

#### **4.4. Comparative Analysis between CCAs and UNDAFs gender priorities (Environment/DRR and LGBTIQ)**

As seen in **Table 30**, out of 17 countries that had a specific section on environment/DRR in CCAs, eight countries (**Albania, Azerbaijan, Tajikistan, Turkey, Turkmenistan, Uzbekistan, Moldova and Kyrgyzstan**) specifically recognized that women suffer disproportionately from environment/DRR issues in their CCAs. Of those countries, **Uzbekistan** went a step further and outlined specific steps that could be taken to address gender in environment/DRR areas. Six countries (**Albania, Turkey, Tajikistan and Turkmenistan**) considered gender in environment/DRR in both their CCA and UNDAF documents. Two countries (Azerbaijan and Uzbekistan) mentioned women's increased vulnerability to climate change and natural disasters in their CCA, yet did *not* reflect this in their UNDAF priorities. Six UNDAFs (**Georgia, Kazakhstan, Kosovo, Montenegro and Serbia**) integrated gender into their environment/DRR priorities of UNDAF, but did not mention this explicitly in their CCA. Finally, Belarus and Bosnia and Herzegovina did not recognize that women suffer disproportionately from environment/DRR issues in their CCA or UNDAF.

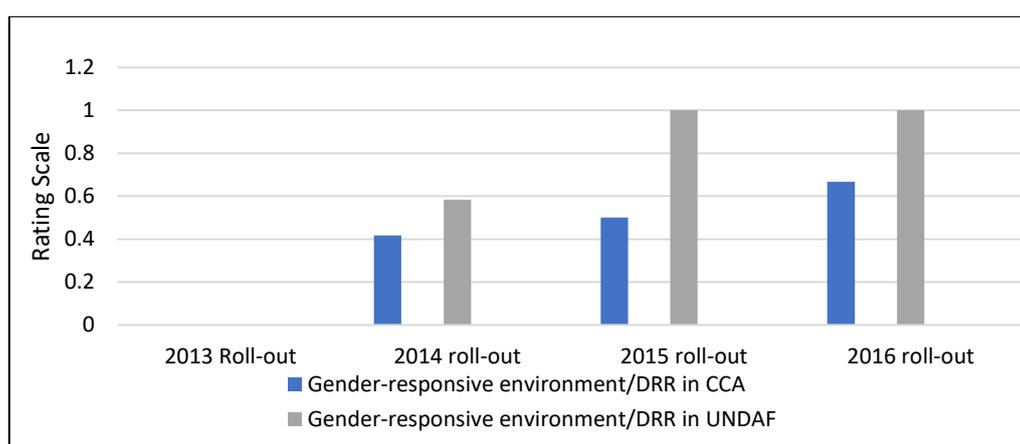
Of the three 2016 roll-out countries, both Kyrgyzstan and Moldova included gender-responsive environment/DRR section in their UNDAF and CCA, while Ukraine only included gender-responsive environment/DRR indicators in their UNDAF and not in their CCA. Both 2015 roll-out countries (Albania and Montenegro) had a gender-responsive environment/DRR section in their UNDAFs, although Montenegro did not have a gender-responsive section on this topic in their CCA. On the other hand, 2013 roll-out country Bosnia and Herzegovina did not have a gender-responsive environment/DRR section in their CCA, which possibly then resulted in a gender-blind environment/DRR section in their UNDAF. 2014 roll-out countries and territories, on the other hand, varied a lot. Tajikistan, Turkey and

Turkmenistan had gender-responsive sections on environment/DRR in both CCA and UNDAF. However, Uzbekistan and Azerbaijan gender-responsive environment/DRR section in CCA did not translate into UNDAF, and three countries and one territory included gender only in their UNDAF environment/DRR section.

**Table 30.** Gender-responsiveness of environment/disaster-risk reduction in CCA vs. UNDAF per country and territory

	Gender-responsive environment/DRR in CCA	Gender-responsive environment/DRR in UNDAF
Albania**	✓	✓
Armenia	CCA not available	
Azerbaijan	✓	✗
Belarus	✗	✗
Bosnia & Herzegovina*	✗	✗
Georgia	✗	✓
Kazakhstan	✗	✓
Kosovo***	✗	✓
Kyrgyzstan***	✓	✓
Moldova	✓	✓
The former Yugoslav Republic of Macedonia	CCA not available	
Montenegro**	✗	✓
Serbia	✗	✓
Tajikistan	✓	✓
Turkey	✓	✓ <sup>23</sup>
Turkmenistan	✓	✓
Ukraine***		✓
Uzbekistan	✓	✗
Rating Scale (used to calculate Table 30)	✓ = 1, ✗ = 0	
*2013 Roll-out UNDAF (CCA) 2014 Roll-out UNDAF (CCA) **2015 Roll-out UNDAFs (CCA) ***2016 Roll-out UNDAFs (CCA)		

**Table 31.** Gender-responsiveness of environment/disaster-risk reduction in CCA vs. UNDAF, per UNDAF roll-out



Another important issue that tends to be neglected in the majority of CCAs and UNDAFs is Lesbian, Gay, Bisexual and Transgender (LGBT) persons. While seven countries (**Albania, Bosnia and Herzegovina, Georgia, Montenegro, Belarus, Serbia and Uzbekistan**) mentioned LGBT groups' increased vulnerability in their CCAs, this was a brief statement and was not reflected in their UNDAFs in a consistent manner.

<sup>23</sup> In Turkey's UNDAF, gender was only considered in the environment/DRR outcome statement and not supported by any indicators.

The four countries that considered LGBT groups in both their CCAs and UNDAFs (**Albania, Montenegro, Serbia and Moldova. Montenegro**) not only considered Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer (LGBTIQ) in their CCA and UNDAF narratives, but also disaggregated indicator baseline and target values by the percentage of LGBTIQ-related human rights mechanisms implemented in the country (e.g. Universal Periodic Review). **Moldova** also considered LGBTI groups' increased vulnerability across both CCA and UNDAF, including LGBTI in their definition of 'most vulnerable,' which was applied across the UNDAF framework. As shown in **Table 32, Moldova** also included LGBTI in indicator baselines and targets to monitor social acceptance of those vulnerable to discrimination, which is a good example of the programming principle 'Leave No One Behind.'

**Table 32. Moldova Outcome 1- Example of 'Leave No One Behind'**

<b>Outcome 1</b>	The people of Moldova, in particular the most vulnerable, demand and benefit from democratic, transparent and accountable governance, gender-sensitive, human rights-and evidence-based public policies, equitable services, and efficient, effective and responsive public institutions.
<b>Indicator 1.6</b>	Social distance (non-acceptance) with regard to groups vulnerable to discrimination (value 0-6) disaggregated by: People with physical disabilities: 2.2 Jews: 2.3 Religious minorities, other than Muslims: 2.3 Roma people: 3.1 People of African descent: 3.1 Muslims: 3.3 People with intellectual and psychosocial disabilities: 3.6 Ex-inmates: 3.6 HIV and AIDS: 4.3 LGBT people: 5.2

## Section V: Conclusion & Recommendations

The analysis of the 18 UNDAFs and 16 CCAs indicates that there have been significant efforts and progress to apply twin-track approach of gender to UNDAFs in the ECA region. However, key findings from this analysis also show that gaps remain to promote gender equality and women's and girls' empowerment in a systematic manner through the UNDAF planning process. This revised report also illustrates some differences and similarities among the four generations of UNDAFs. A comparative analysis of UNDAF roll-outs shows an increase in gender-responsiveness at both the outcome and indicator levels with each new generation. Moreover, the average of sex-disaggregation of outcome indicators increased between 2013 and 2015 roll-out UNDAFs (rising from 17.6% in 2013; 42% in 2014; 58% in 2015) and remained high in 2016 roll-out UNDAF with 52% sex-disaggregation of outcome indicators on average. In the 2016 roll-out, developed with new UNDAF Guidance, improvement was noted in the disaggregation of indicators beyond baseline disaggregation by sex with a number of indicators in **Kyrgyzstan** and **Moldova** disaggregated by sex, as well as other gender related groups such as region, ethnicity or age. This demonstrated integration of the programming principle 'Leave No One Behind' where the compound constraints of region, language, ethnicity, and age on gender are systematically addressed. As a result, the percentage of indicators disaggregated by other gender group across the 18 UNDAFs has risen from 8% to 14.9%.

A comparative analysis of CCAs developed across 2013, 2014, 2015 and 2016 roll-outs also notes an increase in the gender-responsiveness of CCAs. In 2015 and 2016, all CCAs included a section dedication to gender and scored highly in their integration of gender throughout the document. Inconsistencies in the gender-responsiveness in areas such as LGBTI issues and environment and disaster-risk reduction across CCAs and UNDAFs remains a challenge that must be better addressed by future generations. It is important to acknowledge the increased vulnerability of LGBTI groups across both CCA and UNDAF and target assistance through disaggregation of indicator baselines and targets wherever possible. Similarly, the increased vulnerability of women from environment/DRR issues should be outlined in across CCAs and UNDAFs. As demonstrated in the **Ukraine's** CCA, it remains possible to acknowledge the multidimensional causes of inequality, in line with 'Leave No One Behind', even when there is a lack of high quality data available by systematically outlining the various constraints faced by those most at risk of being left behind. However, this should be re-iterated in the UNDAF as well as in the CCA.

Although this analysis was limited to the desk review of UNDAF and CCA documents only, future analysis could build on this work by looking at:

- Analysis at the activity, output and budgetary levels (if joint work plans of all these UNDAFs can be collected);
- Analysis of the UNDAF process and stakeholder involvement; and
- Analysis of actual implementation of UNDAFs and joint work plans at the outcome, output, activity and expenditure levels (if such information can be collected in a consistent manner across all countries and territories).

**Table 33** summarizes the key findings and provides some recommendations for Regional Directors, RCs, UNCTs, Results Groups and GTGs in the ECA region to improve gender-responsiveness of future CCAs and UNDAFs.

**Table 33.** Overall key findings and recommendations for RDs, UNCTs, Results Groups and GTGs

Key Findings	Recommendations
<b>Overall findings and recommendations</b>	
<p><b>Application of twin-track approach of gender (i.e. gender focus and gender mainstreaming) in CCAs and UNDAFs is inconsistent</b> across 17 countries and 1 territory over the four generations of UNDAF roll-outs (2013, 2014, 2015 and 2016).</p> <p><input type="checkbox"/> Some put more emphasis on gender mainstreaming but lack gender focus approach, while some others did well on gender focus approach by having gender-specific outcomes and indicators but failed to integrate gender throughout CCA and UNDAF.</p>	<p><input type="checkbox"/> <b>Essential to use both gender mainstreaming and gender-focus approach in CCA and UNDAF.</b> Good examples for the use of twin-track approach of gender are: Results Frameworks of UNDAFs from the former Yugoslav Republic of Macedonia and Turkey and CCAs from Albania, Montenegro, Turkey, Moldova and Ukraine.</p> <p><input type="checkbox"/> <b>Need stronger gender analysis in CCA to generate key findings</b> to feed into UNDAF planning and translate into gender-responsive outcomes and indicators</p> <p><input type="checkbox"/> <b>Important to integrate gender across all thematic areas</b> (including environment/DRR) and consider all relevant vulnerable/disadvantaged groups</p>
<p><b>Data and statistics:</b></p> <p><input type="checkbox"/> There was a <b>shortage of gender statistics and sex-disaggregated data</b> throughout both the UNDAFs and CCAs. The challenges includes not only insufficient or missing data and gender statistics, but also how to address those gaps strategically in UNDAF.</p>	<p><input type="checkbox"/> If it's recognized as a gap and priority issue in CCA, <b>include a dedicated outcome statement to improve availability, accessibility and use of data</b>, including sex-disaggregated data and gender statistics (<i>e.g., Turkmenistan Outcome 1 seen in Table 11</i>). If having a dedicated outcome is not possible, it needs to be translated into concrete outputs in Joint Work Plan of Results Groups and in M&amp;E plan of UNDAF.</p> <p><input type="checkbox"/> Need to <b>increase the national capacity for collecting and analyzing high-quality data</b> that is relevant, valid, reliable, timely and accessible.</p>
<p><b>Leave No One Behind:</b> Effective parallel application of 'Leave No One Behind' alongside twin-track approach to gender resulted in indicators that were comprehensively disaggregated by sex as well as gender group to target those at risk of being left behind.</p>	<p><input type="checkbox"/> <b>Disaggregation of indicators by sex in a minimum</b> in order to best integrate 'Leave No One Behind'. Good examples of application of Leave No One Behind are <b>Kyrgyzstan</b> (UNDAF &amp; CCA) and <b>Moldova</b> (UNDAF).</p>
<b>UNDAF-specific findings and recommendations</b>	
<p><b>Outcome statements:</b></p> <p><input type="checkbox"/> <b>53% (63 out of 120) of outcome statements were gender responsive, but 29.2% were gender-blind</b> and should have been formulated in a way that is more considerate of gender issues.</p> <p><input type="checkbox"/> <b>7 out of 13 countries and territories with 2013 and 2014 roll-out UNDAFs managed to have</b></p>	<p><input type="checkbox"/> At least one outcome statement should <b>include specific behavioral change of rights-holders and/or duty-bearers to promote gender equality and women's empowerment</b> based on the key findings from CCA</p> <p><input type="checkbox"/> Outcome statements aimed at <b>vulnerable/disadvantaged groups</b> or multiple groups of people should define their specific target populations in the</p>

<p><b>gender-specific outcomes (a total of 10 outcomes), while 2015 and 2016 roll-out countries did not have any gender-specific outcomes.</b> 2015 and 2016 roll-out UNDAFs had fewer outcomes in total (4) than 2013 and 2014 roll-out UNDAFs, which might have been one of the factors of not having any gender-specific outcome.</p>	<p>outcome statement, a footnote, and/or in the UNDAF narrative text and this definition should be consistently applied throughout UNDAF.</p> <ul style="list-style-type: none"> <li>❑ <b>Fewer number of outcomes does not mean that gender cannot be reflected explicitly and/or prioritized in outcome statements.</b> If CCA indicates that gender is a critical issue that needs to be addressed by UN and partners in the next five years, gender-specific or sensitive outcome should be formulated.</li> </ul>
<p><b>Outcome Indicators:</b> Out of 735 outcome indicators from 18 UNDAFs:</p> <ul style="list-style-type: none"> <li>❑ 38% (279 indicators) were gender specific or sensitive, and <b>24.5% (180 indicators) were gender-blind</b>, while 37.6% (276 indicators) were gender-neutral.</li> <li>❑ <b>Among the 268 indicators possible to be disaggregated by sex, only 111 indicators (14.4%) of those were disaggregated by sex.</b></li> <li>❑ In some cases, data disaggregated by sex was not consistent in baseline and target values.</li> <li>❑ A lack of overall gender statistics (ex: GBV/VAW) and of sex-disaggregated data might have been one of the reasons for not having the sufficient number of gender-specific and/or sensitive indicators in Results Frameworks of some UNDAFs.</li> <li>❑ In the 2015 roll-out per outcome statement, at least <b>one indicator was gender-specific or gender-sensitive</b> (including sex disaggregation) to measure gender specific result or gender equality</li> </ul>	<ul style="list-style-type: none"> <li>❑ At least <b>one indicator per outcome statement should be gender-specific or gender-sensitive</b> (including sex disaggregation) to measure gender specific result or gender equality.</li> <li>❑ Where possible/relevant, <b>disaggregate baseline and target values by sex</b> as a minimum requirement to measure gender equality as well as <b>by age and vulnerable/disadvantaged groups defined</b></li> <li>❑ Indicators should be consistently disaggregated by sex <b>in baseline and target values as well as by other vulnerable/disadvantaged groups defined</b></li> </ul>
<p><b>Linkage between outcome statements and indicators:</b> Gender-responsive outcome statements were not always followed through with gender-responsive indicators, and vice versa.</p> <ul style="list-style-type: none"> <li>❑ <b>63 (52.5%) out of 120 outcome statements were gender-responsive (gender-specific or sensitive) but only 279 out of 735 (38%) outcome indicators were gender-responsive.</b></li> <li>❑ 75% of outcome statements from 2016 roll-out UNDAFs were gender-responsive compared to 88% of outcome statements from 2015 roll-out; an improvement from 30% in 2013 roll-out and 51% from 2014 roll-outs.</li> <li>❑ 46% of 2016 roll-out UNDAF outcome indicators were gender-responsive, compared to 38% in 2015 roll out, 29% from 2013 roll-out and 39% from 2014 roll-outs. This shows an improvement in the gender-responsiveness of outcome indicators, but is also evident of discrepancies between the proportion of gender-responsive outcomes statements and indicators.</li> <li>❑ 3 countries out of 18 (17%) had a gender-sensitive outcome statement that had <i>no</i> indicators that measured or considered gender.</li> <li>❑ Comparative analysis of four generations of UNDAFs (2013, 2014, 2015 and 2016 roll-outs) indicates that <b>the portion of gender-blind</b></li> </ul>	<ul style="list-style-type: none"> <li>❑ Due to the limited number of outcomes per UNDAF, even if each outcome statement needs to be very general and cannot be specific to gender equality and women’s and girls’ empowerment (i.e. gender neutral), at least <b>one indicator should be gender specific or sensitive.</b> Avoid gender blind indicator.</li> </ul>

<p><b>outcomes and indicators per UNDAF roll-out has reduced over the three years, while the portion of gender-sensitive outcomes and indicators per UNDAF roll-out has increased. However, the portion of gender-specific outcomes and indicators were also reduced across the four generations of UNDAF roll-outs.</b></p>	
<p><b>Environment/DRR</b> is weakest thematic area for gender</p> <ul style="list-style-type: none"> <li>❑ Only <b>14 out of 109 environment/DRR related</b> outcome indicators were gender-sensitive (12.8%)</li> <li>❑ 7 of 18 CCAs did not consider gender in environment/DRR issues</li> </ul>	<ul style="list-style-type: none"> <li>❑ <b>Gender analysis</b> needs to be conducted more systematically in the areas of <b>environment/DRR</b> in CCA to inform gender responsive UNDAF planning</li> <li>❑ Ensure <b>gender expert(s) fully participate</b> during the formulation stage of outcome statement and indicators for Environment and DRR.</li> <li>❑ Need further collaboration with <b>UNEP and UNDP</b> at CCA and UNDAF drafting stages to apply twin-track approach of gender</li> </ul>
<p><b>CCA-specific findings and recommendations</b></p>	
<p><b>Common Country Analysis: CCA should be used to inform UNDAF priorities, but the use of CCA into UNDAF formulation varied across countries and territories.</b></p> <ul style="list-style-type: none"> <li>❑ <b>6 out of 18 countries and territories (33%)</b> had a similar level of gender-responsiveness between their CCA and UNDAF.</li> <li>❑ CCAs from 2016 roll-out were varied in their gender-responsivity that fed into UNDAF development.</li> <li>❑ 6 out of 18 CCAs (33%) <b>did not thoroughly integrate gender</b> and 8 (44%) did not have a <b>gender-specific section</b></li> <li>❑ Two CCAs did <b>not explicitly identify underlying/root causes of gender issues</b> in their CCAs</li> <li>❑ Of the 2016 roll-out each CCA contained a gender-specific section and discussed the UN’s comparative advantage to address gender. Which is an improvement on previous cycles where 54% did not thoroughly integrate gender and 67% did not discuss UNs comparative advantage to address gender.</li> <li>❑ 7 out of 18 (39%) CCAs had <b>insufficiently presented sex-disaggregated statistics</b>, including no data on <b>gender in environment/DRR</b></li> <li>❑ 7 out of 18 (39%) CCAs mentioned lack of available gender statistics or intention to disaggregate.</li> <li>❑ Out of 9 countries that mentioned <b>LGBT issues</b> in their CCAs, only 5 countries included it in their UNDAF narrative, and two disaggregated an indicator by LGBT-related human rights mechanisms.</li> </ul>	<ul style="list-style-type: none"> <li>❑ CCA should inform whether or not a country or territory should have gender specific priority in the next UNDAF with a gender-specific and/or sensitive outcome(s).</li> <li>❑ CCA should inform those at risk of being left behind and make sure they are included as most vulnerable in UNDAF</li> <li>❑ CCA should have a <b>gender-specific section</b>, or at least a sub-section focused on analysis of key issues related to gender equality and empowerment of women, summarizing <b>key underlying and root causes of key gender issues</b> specific to their context, as well as <b>the UN’s comparative advantage</b> to address those key gender issues and causes in their country or territory</li> <li>❑ Specify <b>the lack of or insufficient gender statistics and sex-disaggregated data</b> as a key issue in CCA.</li> <li>❑ Gender needs to be better integrated throughout all thematic areas, including <b>environment/DRR</b>, starting with the CCA process and continuing onto the UNDAF.</li> </ul>

In addition to the specific recommendations to strengthen the gender-responsiveness of UNDAF and CCA documents listed above, **Table 34** lists several other steps that UNCTs could take to ensure the use of the twin-track approach of gender in the UNDAF planning process and beyond.

**Table 34.** *Additional recommendations to ensure the twin-track approach in CCA and UNDAF processes*

Overall/Support from Senior Management
<ul style="list-style-type: none"> <li>● Need stronger <b>commitment of RCs/UNCTs</b> to apply twin track approach of gender throughout the CCA and UNDAF processes</li> </ul>
At the CCA and UNDAF development stage
<ul style="list-style-type: none"> <li>● <b>TOR of CCA team:</b> <ul style="list-style-type: none"> <li>○ Ensure that the TOR of CCA team (with external consults and/or key UN staff) has specific <b>reference to the use of the programming principles, including gender equality and empowerment of women, Human Rights-Based Approach (HRBA), leave No One Behind (LNOB),</b> in data collection/analysis plan, interview/survey questions, draft document, etc.</li> <li>○ At least one of the CCA team members needs to be <b>capable of leading and conducting gender analysis,</b> proven by his/her previous work, and needs to have specific responsibility to train other CCA team members how to do gender analysis in CCA. As UNCT Albania has done, having a <b>dedicated gender expert</b> (consultant and/or UN staff) who directly works with the CCA team could also ensure gender mainstreaming through the work of CCA team and to have dedicated gender analysis.</li> <li>○ Ensure that the final deliverable of the team (i.e. CCA document) has the specific <b>quality assurance criteria</b> to ensure that CCA has done gender analysis throughout all the thematic areas with: 1) <b>specific sub-section on gender; 2) providing causal analysis of key gender issues; and 3) analysis of UN comparative advantage on gender.</b></li> </ul> </li> <li>● <b>Participation in the process:</b> <ul style="list-style-type: none"> <li>○ Ensure active participation of <b>GTG and/or Result Group on Gender</b> throughout the process of CCA and UNDAF preparation and finalization</li> <li>○ Ensure the participation of key <b>partners and stakeholders, including NGOs/CSOs, government and academia</b> working on gender issues.</li> <li>○ Hold interviews with representatives of the key stakeholders involved in the preparations of CCAs/UNDAs at country-level to reveal barriers prevented to analyzing gender perspective and translating them into gender-sensitive/specific outcomes and indicators.</li> </ul> </li> <li>● <b>Capacity development and training:</b> <ul style="list-style-type: none"> <li>○ UN staff and partners who are involved in the CCA and UNDAF need to be trained on the programming principles, <b>especially gender equality and women’s empowerment, HRBA, LNOB and RBM standards to learn how to apply the twin-track approach of gender in CCA and UNDAF planning.</b></li> <li>○ There should be a dedicated training on integrating gender throughout thematic areas, <b>with specific focus on gender and the environment/DRR.</b></li> <li>○ More dedicated technical support and specific training on statistics and data analysis, including gender statistics and sex-disaggregate data, are needed to strengthen the overall national capacity on statistics.</li> </ul> </li> <li>● <b>At the Strategic Prioritization Retreat (SPR) stage</b> <ul style="list-style-type: none"> <li>○ Ensure that <b>the summary of CCA</b> that is often used by UNCT and key national partners right before and/or during SPR includes <b>the summary of key gender issues, causes and UN comparative advantage.</b></li> <li>○ If UNCT has any preparatory meeting before SPR, ensure that at least <b>GTG chair or a member of GTG who understand the key gender issues in the country participate.</b></li> <li>○ Ensure that <b>SPR facilitator(s)</b> treats all the programming principles equally during the preparation and actual SPR.</li> <li>○ Ensure that <b>agenda of SPR</b> has specific session on the <b>programming principles,</b> including gender equality. If not, ensure that pre-SPR training is provided to all the SPR participants.</li> <li>○ Ensure that gender quality and human rights-related civil society organizations, academia and/or leaders who understand and advocate for gender equality and women’s empowerment in the country participate in SPR.</li> </ul> </li> <li>● <b>Additional gender related resources that can be integrated into CCAs and UNDAFs:</b> <ul style="list-style-type: none"> <li>○ If developed recently, prior to or within the timeframe of the development of the CCA or UNDAF, key findings and recommendations from <b>MAPs Missions</b> should be utilized and integrated into the CCA and UNDAF.</li> <li>○ If conducted recently, prior to or within the timeframe of the development of the CCA or UNDAF, key findings and recommendations from <b>Gender Scorecard</b> exercises should be utilized and integrated into the CCA and UNDAF.</li> </ul> </li> <li>● <b>For additional support:</b></li> </ul>

- Seek support to **ECA Peer Support Group (PSG)** for additional support related to UNDAF and CCA, including on gender. Some of the PSG members are also the member of the Issue-Based Coalition on Gender Equality (IBC-Gender).
- UNCTs could also seek support directly from **IBC-Gender** and/or from **gender experts in the UNDG gender roster**. UNDG Gender Roster includes gender experts who were trained at the global Training of Trainers (ToT) in February 2014 and those who were trained at the ECA Regional ToT in November 2015.

#### Recommendations for the development of joint work plan

- The twin-track approach of gender should be applied to Joint Work Plans of Results Groups, M&E and Communications Groups:
  - There should be at least **one gender-specific or sensitive output** per outcome **with at least one gender specific or sensitive output indicator**.
  - There should be at least **one gender-specific or sensitive activity per output**.
  - Sufficient **human and financial resources** need to be dedicated to the gender-specific and sensitive outputs and activities.
- During the preparation of joint work plan per Result Group, unless the Result Group itself has gender expert, ensure that at least **one member of GTG or Result Group on Gender** is involved throughout the process to ensure gender mainstreaming in outputs, output indicators, activities and budget of each joint work plan.

#### Additional resources for applying the twin-track approach to gender

- United Nations Development Assistance Framework Guidance (UNDG, 2017) <https://undg.org/document/2017-undaf-guidance/>
- UNDAF Companion Guidance (<https://undg.org/programme/undaf-companion-guidances/>), which includes:
  - Common Country Analysis UNDAF Companion Guidance (UNDG, 2017) <https://undg.org/document/common-country-assessment-undaf-companion-guidance/>
  - Programming Principles UNDAF Companion Guidance (UNDG, 2017) <https://undg.org/document/programming-principles-undaf-companion-guidance/>
  - Theory of Change UNDAF Companion Guidance (UNDG, 2017) <https://undg.org/document/theory-of-change-undaf-companion-guidance/>
- Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level (2014) <https://undg.org/document/resource-book-for-mainstreaming-gender-in-un-common-programming-at-the-country-level/>
- Regional Advocacy Paper “Building more inclusive, sustainable and prosperous societies in Europe and Central Asia” (Regional United Nations Development Group Europe and Central Asia and Regional Coordination Mechanism, 2017) <https://undg.org/document/building-more-inclusive-sustainable-and-prosperous-societies-in-europe-and-central-asia-2/>
- SDGs and Gender Equality: UN Interagency Guidance Note for the Europe and Central Asia Region (IBC-Gender, 2017) <https://undg.org/document/sdgs-and-gender-equality-un-interagency-guidance-note-for-the-europe-and-central-asia-region/>
- Gender Equality: A Key SDG Accelerator – a Case Study from the Republic of Moldova (IBC-Gender, 2018) <https://undg.org/document/gender-equality-a-key-sdg-accelerator/>

## Annexes and References

### Annex I: Glossary<sup>24</sup>

**Gender:** The socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis. Gender is relational and refers not simply to women or men but to the relationship between them.

**Gender Equality:** Gender equality entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally.

**Gender Equity:** Fairness and justice in the distribution of responsibilities and benefits between women and men. To ensure fairness, temporary positive measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a justice-based means-equality that is the human rights-based result.

**Gender Identity:** Women's and men's gender identity determines how they are perceived and how they are expected to think and act as men and women.

**Gender Mainstreaming:** The process of assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres.

**Gender Responsive:** Refers to the demonstrated strategy and prioritization of gender to promote gender equality and women's empowerment.

**Gender Roles:** A set of prescriptions for action and behavior assigned to men and women by society according to cultural norms and traditions.

**Leave No One Behind:** Leaving no one behind and reaching the furthest behind first is the central promise of the 2030 Agenda. It represents the unequivocal commitment of Member States to address the multidimensional causes of poverty, inequalities and discrimination, and reduce the vulnerabilities of the most marginalized people, including women, refugees, internally displaced persons, migrants, minorities, indigenous peoples, stateless persons, and populations affected by conflict and natural disasters.

**Sex:** The biological characteristics that define humans as female or male.

**Twin-track approach for gender equality (also known as the multiple-track strategy for gender mainstreaming):** Incorporating both *gender-targeted* interventions (outcomes/indicators) to support gender equality and women's empowerment in specific social groups, specific organizations and/or processes as well as *gender-integrated* efforts to ensure that gender equality is integrated across the substantive work of all sectors (throughout the UNDAF and CCA frameworks). Also known as using *vertical* as well as *horizontal* programming.

**Women's Empowerment:** The process of gaining access and developing women's capacities with a view to participating actively in shaping one's own life and the of one's community economic, social and political terms.

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<sup>24</sup> Most of the definitions were taken from the Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level, UNDG, July 2014.

	Gender-specific outcome(s)	Gender-sensitive outcome(s)
Albania (2015)		<p><b>Outcome 1.</b> State and civil society organizations perform effectively and with accountability for consolidated democracy in line with international norms and standards.</p> <p><i>*Vulnerable groups most relevant for this outcome are: children, women (survivors of domestic violence, rural women, female heads of households, women in politics), youth (unemployed, youth on the move, youth not employed and not in education), persons with disabilities, minorities, LGBT, refugees/asylum seekers, returning migrants and other categories of vulnerable migrants, survivors of human trafficking, people in penitentiary system, victims of environmental degradation, youth affected by drug use</i></p> <p><b>Outcome 2 – Social Cohesion.</b> All women, men, girls and boys, especially those from marginalized and vulnerable groups, are exercising their entitlements to equitable quality services, in line with human rights; and more effective and efficient investments in human and financial resources are being made at central and local levels to ensure social inclusion and cohesion.</p> <p><i>*Vulnerable groups most relevant for this outcome are: children, youth, women, minorities, people/children with special needs or disabilities, elderly people, poor households, single parent households, families without shelter, rural population, migrants, refugees, people/children on the move, returning migrants, victims of violence and human trafficking, children exploited, abused, neglected, trafficked, and involved in labour, unregistered children, people living with HIV/AIDS, men who have sex with men (MSM), injecting drug users (IDU), LGBT, victims of environmental degradation</i></p> <p><b>Outcome 3.</b> Economic growth priorities, policies, and programs of the GoA are inclusive, sustainable, and gender-responsive, with greater focus on competitiveness, decent jobs and rural development.</p> <p><i>*Vulnerable groups most relevant for this outcome are: unemployed young men and women (15 – 29), Roma and Egyptians, persons with disability, returning migrants, women single heads of households, victims of trafficking and/or domestic violence</i></p> <p><b>Outcome 4.</b> Government and non-government actors adopt and implement innovative, gender-sensitive national and local actions for environmental sustainability, climate change mitigation and adaptation, and disaster risk reduction.</p> <p><i>*Vulnerable groups most relevant for this outcome are: poor population, farmers, women, communities, elderly that live in areas affected by climate change and environmental degradation, city dwellers, children</i></p>

Armenia (2014)	<p><b>Outcome 3.</b> By 2020, Armenia has achieved greater progress in reducing gender inequality and women are more empowered and less likely to suffer domestic violence.</p>	<p><b>Outcome 1.</b> By 2020, Armenia’s competitiveness is improved and people, especially vulnerable groups*, have greater access to sustainable economic opportunities.</p> <p><i>*Vulnerable groups most relevant for this outcome are: poor, women, youth, refugees, returning migrants, people prone to migration, people with disabilities, rural population in remote areas</i></p> <p><b>Outcome 2.</b> By 2020, people benefit from improved systems of democratic governance and strengthened protection of human rights.</p> <p><i>Vulnerable groups most relevant for this outcome are: women; youth; minority groups; children; people with disabilities</i></p> <p><b>Outcome 4.</b> By 2020, migration, border, and asylum management systems are strengthened to promote and protect the rights of migrants and displaced people, especially women and girls.</p> <p><b>Outcome 6.</b> By 2020, quality health services are accessible to all, including especially vulnerable groups*.</p> <p><i>*Vulnerable groups most relevant for this outcome are: poor and extremely poor families; children aged 0-5; children with disabilities; women of reproductive age; displaced populations.</i></p>
Azerbaijan (2014)		<p><b>Outcome 1.1.</b> By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p> <p><b>Outcome 2.1.</b> By 2020, Azerbaijan has enhanced institutional capacities for transparent, evidence-based and gender- responsive policy formulation and implementation</p> <p><b>Outcome 2.2.</b> By 2020, Azerbaijan has made progress in line with international human rights mechanisms, including the Universal Periodic Review and other treaty obligations, and has strengthened capacities for implementation, monitoring and reporting aligned with international standards</p>
Belarus (2014)		<p><b>Outcome 1.2.</b> By 2020, state institutions will ensure responsive, accountable and transparent governance to enable citizens to benefit from all human rights in line with international principles and standards</p> <p><b>Outcome 4.3.</b> By 2020, vulnerable groups and the population at large will have equal access to high-quality healthcare, education and social protection services that effectively address their needs.</p> <p><i>(Found in narrative: «...vulnerable population groups, such as: people with disabilities; children deprived of parental care; juveniles in contact with the law (victims, witnesses); children and women survivors and witnesses of violence; adolescents practicing risky behavior; and people living with HIV/AIDS.</i></p>
Bosnia and Herzegovina (2013)	<p><b>Outcome 12.</b> By 2019, more women take part in decision making in political for a and in the economy.</p> <p><b>Outcome 13.</b> By 2019, coordinated multi-sectoral platforms prevent</p>	<p><b>Outcome 9.</b> By 2019, targeted legislations, policies, budget allocations and inclusive social protection systems are strengthened to pro-actively protect the vulnerable*</p> <p><i>*The vulnerable include: IDPs, returnees, children, adults and children with disabilities, Roma, women, migrants, asylum seekers, and the elderly.</i></p>

	<p>and timely respond to gender based violence and provide comprehensive care and support to survivors.</p>	<p><b>Outcome 11.</b> By 2019, provision of targeted health and public health planning documents and services*, including management of major health risks, and promotion of targeted health seeking behaviours, is enhanced**.</p> <p><i>*Targeted health and public health services may include young children’s health and development, sexual and reproductive health, tuberculosis and HIV treatment and prevention, assessment, management and regulation of cardiovascular risks.</i></p> <p><i>**Key health seeking behaviours involve: immunization, infant feeding, responsive parenting, safe sexual practices, family planning, healthy diet and lifestyle choices.</i></p>
Georgia (2014)		<p><b>Outcome 2.</b> By 2020 all people living in Georgia – including children, minority groups, PwD, vulnerable women, migrants, IDPs and persons in need of international protection have increased access to the justice service delivery in accordance with national strategies and UN Human Rights standards</p> <p><b>Outcome 3.</b> By 2020 poor and excluded population groups have better employment and livelihood opportunities as a result of inclusive and sustainable growth and development policies</p> <p><b>Outcome 4.</b> By 2020 vulnerable groups have access to proactive and inclusive gender and child sensitive social protection system that address major vulnerabilities</p> <p><i>*Vulnerable population groups include most at risk adolescents, populations at higher risk of HIV, people living with and affected by HIV, women and young children, people living in conflict-affected areas and migrants</i></p> <p><b>Outcome 6.</b> By 2020 health of the population especially the most vulnerable is enhanced through targeted health policies, and provision of quality, equitable and integrated services, including management of major health risks and promotion of targeted health seeking behavior</p> <p><i>*Vulnerable population groups include most at risk adolescents, populations at higher risk of HIV, people living with and affected by HIV, women and young children, people living in conflict-affected areas and migrants</i></p>
Kazakhstan (2014)		<p><b>Outcome 1.1.</b> Improved equitable access to integrated quality social services (health, education, social protection, legal et al.) for the population, including for socially vulnerable and disadvantaged individuals and groups</p> <p><i>(From narrative: This will include access to services for women, youth, children and vulnerable groups: persons with disabilities, migrants and members of their families, victims of trafficking, refugees, asylum seekers and stateless persons, and those who inject drugs.)</i></p> <p><b>Outcome 1.2.</b> Diversification of the economy provides decent work opportunities for the underemployed, youth and socially vulnerable women and men</p> <p><b>Outcome 2.1:</b> Rights holders benefit from improved policymaking and implementation through enhanced participation at sub-national and national levels</p> <p><i>(From narrative: “... a human rights-based approach to development, specifically empowering women, youth/children and vulnerable groups: persons with disabilities, people living with HIV, internal and external</i></p>

		<p><i>migrant workers, victims of trafficking, refugees, and stateless persons.)</i></p> <p><b>Outcome 3.1.</b> The Government, together with partners, promotes Sustainable Development Goals (SDGs) in the region, and leads in promoting and implementing United Nations principles, standards and Conventions</p>
Kosovo (2014)	<p><b>Outcome 2.1.</b> Education &amp; employment policies and programmes enable greater access to decent employment opportunities for youth and women.</p> <p><b>Outcome 2.2.</b> Women in Kosovo increasingly enjoy their economic rights</p>	<p><b>Outcome 2.3.</b> Social protection policies and schemes enable greater benefits and access to social services to the most vulnerable groups<sup>49</sup></p> <p><sup>49.</sup> <i>Social assistance beneficiaries, persons with disability, victims of domestic violence and children without parental care.</i></p> <p><b>Outcome 3.2.</b> The authorities of Kosovo have improved coverage of quality and equitable essential health care services for Maternal, Neonatal, Child and Reproductive Health (MNCRH) and Non-Communicable Diseases (NCD).</p>
Kyrgyzstan (2016)		<p><b>Outcome 2.</b> By 2022, institutions at all levels are more accountable and inclusive ensuring justice, human rights, gender equality and sustainable peace for all.</p>
The Republic of Moldova (2016)		<p><b>Outcome 1:</b> The people of Moldova, in particular the most vulnerable, demand and benefit from democratic, transparent and accountable governance, gender-sensitive, human rights-and evidence-based public policies, equitable services, and efficient, effective and responsive public institutions.</p> <p><b>Outcome 2:</b> The people of Moldova, in particular the most vulnerable, have access to enhanced livelihood opportunities, decent work and productive employment, generated by sustainable, inclusive and equitable economic growth.</p> <p><b>Outcome 3:</b> The people of Moldova, in particular the most vulnerable, benefit from enhance environmental governance, energy security, sustainable management of natural resources, and climate and disaster resilient development.</p> <p><b>Outcome 4:</b> The people of Moldova, in particular the most vulnerable, demand and benefit from gender-sensitive and human rights-based, inclusive, effective and equitable equality education, health and social policies and services.</p>
The former Yugoslav Republic of Macedonia (2014)	<p><b>Outcome 5.</b> By 2020, state institutions are fully accountable to gender equality commitments, and women and girls are more empowered to make choices and lead lives free from discrimination and violence</p>	<p><b>Outcome 1.</b> By 2020, more women and men are able to improve their livelihoods by securing decent and sustainable employment in an increasingly competitive and job-rich economy</p> <p><b>Outcome 2.</b> By 2020, national and local institutions are better able to design and deliver high-quality services for all residents, in a transparent, cost-effective, non-discriminatory and gender-sensitive manner</p> <p><b>Outcome 3.</b> By 2020, more members of socially excluded and vulnerable groups are empowered to exercise their rights and enjoy a better quality of life and equitable access to basic services</p>
Montenegro (2015)		<p><b>Outcome 1.</b> By 2021, a people-centered accountable, transparent and effective judiciary, Parliament, public administration and independent institutions ensure security, equal access to justice and quality services for all people*.</p> <p><i>* With a particular focus on disadvantaged groups, including ethnic minorities, vulnerable children, people with disabilities, LGBTIQ and the elderly</i></p>

		<p><b>Outcome 3.</b> By 2021, the population has improved access to quality, equitable, inclusive and mutually reinforcing systems of health, education, protection and decent work.</p> <p><i>(From narrative, Main Areas of Work: “Reducing gender inequalities and socio-cultural factors that contribute to the exclusion of socially vulnerable groups in labour market participation and in access to basic services in education, health and social protection.”)</i></p> <p><b>Outcome 4.</b> By 2021, the people of Montenegro are benefitting from an enabling institutional and regulatory framework for sustainable and inclusive economic growth based on innovation, entrepreneurship and competitiveness.</p> <ul style="list-style-type: none"> <li><i>(From narrative, National Priorities: “Increasing the rate of employment and decent work, particularly for women, young people and older workers.”)</i></li> </ul>
Serbia (2014)	<p><b>Outcome 3.</b> By 2020, state institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence</p>	<p><b>Outcome 1.</b> By 2020, people in Serbia, especially vulnerable groups, have their human rights protected and have improved access to justice and security</p> <p><b>Outcome 4.</b> By 2020, high quality, inclusive, equitable, gender-sensitive, and age appropriate health services that protect patient rights are available and utilized by all</p> <p><b>Outcome 5.</b> By 2020, an efficient education system is established that enables relevant, quality, inclusive and equitable education to all, particularly the most vulnerable, and increases learning and social outcomes</p>
Tajikistan (2014)		<p><b>Outcome 1.</b> 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</p> <p><b>Outcome 5.</b> Women, youth, children, persons 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</p>
Turkey (2014)	<p><b>Outcome 3.1.</b> Improved legislation, policies, implementation and accountability mechanisms to enable equal and effective social, economic and political participation of women and girls by 2020.</p> <p><b>Outcome 3.2.</b> Improved legislation, policies, implementation and accountability mechanisms (on prevention and protection) to promote gender equality and reduce all forms of Sexual and Gender Based Violence by 2020.</p>	<p><b>Outcome 1.1.</b> By 2020, relevant government institutions operate in an improved legal and policy framework, and institutional capacity and accountability mechanisms assure a more enabling (competitive, inclusive and innovative) environment for sustainable, job-rich growth and development for all women and men.</p> <p><b>Outcome 1.2.</b> By 2020, all underserved population groups have more equitable and improved access to integrated, sustainable and gender sensitive quality services (e.g. health, education, decent employment, and social protection systems)</p> <p><b>Outcome 1.3.</b> By 2020, improved implementation of more effective policies and practices for all men and women on sustainable environment, climate change, biodiversity by national, local authorities and stakeholders, including resilience of the system/communities to disasters.</p> <p><b>Outcome 2.1.</b> By 2020, central and local administrations and other actors more effectively protect and promote human rights, and adopt transparent, accountable, pluralistic and gender sensitive governance systems, with the full participation of civil society, including the most vulnerable.</p>

Turkmenistan (2014)		<p><b>Outcome 4:</b> The people of Turkmenistan, especially vulnerable groups, enjoy better coverage of quality health care services focusing on women and child health, nutrition, NCDs, TB and Multiple Drug Resistant Tuberculosis (MDRTB), early detection and prevention</p> <p><i>*Focus: young children, children with developmental delays, MDRTB patients, young people, pregnant and lactating women, reproductive age women</i></p> <p><b>Outcome 8.</b> State institutions implement and monitor laws, national programmes, and strategies, in a participatory manner and in line with the country's human rights commitments</p>
Ukraine (2016)		<p><b>Outcome 1.1:</b> By 2022, all women and men, especially young people, equally benefit from an enabling environment that includes labour market, access to decent jobs and economic opportunities.</p> <p><b>Outcome 1.2:</b> By 2022, national institutions, private business and communities implement gender-responsive policies and practices to achieve sustainable management of natural resources, preservation of ecosystems, mitigation, adaptation to climate change and generation of green jobs.</p> <p><b>Outcome 2:</b> By 2022, women and men, girls and boys, equitably benefit from integrated social protection, universal health services and quality education.</p> <p><b>Outcome 3:</b> By 2022, women and men, girls and boys participate in decision-making and enjoy human rights, gender equality, effective, transparent and non-discriminatory public services.</p> <p><b>Outcome 4:</b> By 2022, communities, including vulnerable people and IDPs, are more resilient and equitably benefit from greater social cohesion, quality services and recovery support.</p>
Uzbekistan (2014)	<p><b>Outcome 3.</b> By 2020, children and women in need of protection are covered with comprehensive support in line with human rights standards</p>	<p><b>Outcome 2.</b> By 2020 vulnerable groups<sup>11</sup> benefit more from inclusive, financially sustainable and deficient social protection system.</p> <p><i><sup>11</sup> The vulnerable groups include the elderly, PwD, women and children in difficult socio-economic situation (e.g. low-income families, single mothers) and persons with HIV/AIDS</i></p> <p><b>Outcome 4.</b> By 2020, all people benefit from quality<sup>15</sup>, equitable and accessible health services throughout their life course</p> <p><i><sup>15</sup> Quality health services include entire continuum of care throughout life cycle (children, adolescent/youth, women and men), from prevention to treatment and care, with specific focus on addressing CD and NCDs</i></p>

Annex III: Gender categorization of outcome statements by number and percentage

Gender Analysis of 15 ECA - UNDAF Outcomes									
	Number of UNDAF Outcomes					Percent of UNDAF Outcomes			
	Gender specific outcome	Gender-sensitive outcome	Gender-neutral outcome	Gender-blind outcome	Total of outcomes	Gender-specific %	Gender-sensitive %	Gender-neutral %	Gender-blind %
Albania**	0	4	0	0	4	0.0%	100.0%	0.0%	0.0%
Armenia	1	4	1	1	7	14.3%	57.1%	14.3%	14.3%
Azerbaijan	0	3	1	1	5	0.0%	60.0%	20.0%	20.0%
Belarus	0	2	3	3	8	0.0%	25.0%	37.5%	37.5%
Bosnia & Herzegovina*	2	2	2	7	13	15.4%	15.4%	15.4%	53.8%
Georgia	0	4	3	1	8	0.0%	50.0%	37.5%	12.5%
Kazakhstan	0	4	1	1	6	0.0%	66.7%	16.7%	16.7%
Kosovo	2	2	3	2	9	22.2%	22.2%	33.3%	22.2%
Kyrgyzstan***	0	1	0	4	4	0.0%	25.0%	0.0%	100.0%
Moldova***	0	4	0	0	4	0.0%	100.0%	0.0%	0.0%
The former Yugoslav Republic of Macedonia	1	3	1	0	5	20.0%	60.0%	20.0%	0.0%
Montenegro**	0	3	1	0	4	0.0%	75.0%	25.0%	0.0%
Serbia	1	3	2	3	9	11.1%	33.3%	22.2%	33.3%
Tajikistan	0	2	1	3	6	0.0%	33.3%	16.7%	50.0%
Turkey	2	4	0	2	8	25.0%	50.0%	0.0%	25.0%
Turkmenistan	0	2	3	3	8	0.0%	25.0%	37.5%	37.5%
Ukraine***	0	4	0	0	4	0.0%	100.0%	0.0%	0.0%
Uzbekistan	1	2	0	5	8	12.5%	25.0%	0.0%	62.5%
<b>ECA Region Total</b>	<b>10</b>	<b>53</b>	<b>22</b>	<b>36</b>	<b>120</b>	<b>8.3%</b>	<b>44.2%</b>	<b>18.3%</b>	<b>30.0%</b>

\*2013 Roll-out UNDAF \*\*2015 Roll-out UNDAF  
2014 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAF

Annex IV: Gender categorization of outcome indicators by number and percentage

Gender Analysis of 15 ECA - UNDAF Indicators									
	Number of UNDAF Indicators					Percent of UNDAF Indicators			
	Gender-specific indicator	Gender-sensitive indicator	Gender-neutral indicator	Gender-blind indicator	Total of indicators	Gender-specific %	Gender-sensitive %	Gender-neutral %	Gender-blind %
Albania**	4	5	10	7	26	15.4%	19.2%	38.5%	26.9%
Armenia	7	7	9	20	43	16.3%	16.3%	20.9%	46.5%
Azerbaijan	4	7	13	5	29	13.8%	24.1%	44.8%	17.2%
Belarus	7	9	26	18	60	11.7%	15.0%	43.3%	30.0%
Bosnia & Herzegovina*	8	9	18	23	58	13.8%	15.5%	31.0%	39.7%
Georgia	10	21	11	9	51	19.6%	41.2%	21.6%	17.6%
Kazakhstan	3	2	16	8	29	10.3%	6.9%	55.2%	27.6%
Kosovo	11	4	11	8	34	32.4%	11.8%	32.4%	23.5%
Kyrgyzstan***	7	18	15	3	43	16.3%	41.9%	34.9%	7.0%
Moldova***	5	7	9	4	25	20.0%	28.0%	36.0%	16.0%
The former Yugoslav Republic of Macedonia	4	6	6	3	19	21.1%	31.6%	31.6%	15.8%
Montenegro**	1	9	11	3	24	4.2%	37.5%	45.8%	12.5%
Serbia	7	11	30	12	60	11.7%	18.3%	50.0%	20.0%
Tajikistan	8	12	26	17	63	12.7%	19.0%	41.3%	27.0%
Turkey	10	11	9	3	33	30.3%	33.3%	27.3%	9.1%
Turkmenistan	2	13	17	7	39	5.1%	33.3%	43.6%	17.9%
Ukraine***	7	8	15	19	49	14.3%	16.3%	30.6%	38.8%
Uzbekistan	6	9	24	11	50	12.0%	18.0%	48.0%	22.0%
<b>ECA Region Total</b>	<b>111</b>	<b>168</b>	<b>276</b>	<b>180</b>	<b>735</b>	<b>15.1%</b>	<b>22.9%</b>	<b>37.6%</b>	<b>24.5%</b>

\*2013 Roll-out UNDAF \*\*2015 Roll-out UNDAF  
2014 Roll-out UNDAFs \*\*\*2016 Roll-out UNDAF

<sup>25</sup>Annex V: Overall UNDAF gender-responsiveness percentages

	% of gender-responsive outcome	% of gender-responsive indicator	% of sex-disaggregated data	Average (of all 3 categories)
Albania**	100%	35%	45%	60%
Armenia	71%	32%	21%	41%
Azerbaijan	60%	38%	50%	49%
Belarus	25%	27%	26%	26%
Bosnia & Herzegovina*	31%	29%	18%	26%
Georgia	50%	61%	45%	52%
Kazakhstan	67%	17%	0%	28%
Kosovo	44%	44%	38%	42%
Kyrgyzstan***	75%	58%	54%	62%
Moldova***	100%	48%	14%	54%
The former Yugoslav Republic of Macedonia	88%	53%	67%	69%
Montenegro**	75%	42%	71%	63%
Serbia	44%	30%	47%	40%
Tajikistan	33%	32%	33%	33%
Turkey	75%	63%	56%	65%
Turkmenistan	25%	38%	42%	35%
Ukraine***	100%	31%	12%	48%
Uzbekistan	38%	30%	50%	39%
<b>Rating Scale</b>	<b>High=55 and above, Medium= 36 to 54, Low- 35 and below</b>			
	<b>→→→High</b>			<b>→→Medium</b>
				<b>→Low</b>

\*2013 Roll-out UNDAF ; 2014 Roll-out UNDAF

\*\*2015 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAF

<sup>25</sup> Calculations used to develop Table 6 and Table 16.

<sup>26</sup>Annex VI: Overall CCA gender-responsiveness

	Gender-specific section	Gender integrated throughout	Root Causes on gender issues	UN Comparative advantage to address gender	Total rating
Albania**	2	2	2	2	8
Armenia	<i>CCA not available</i>				
Azerbaijan	1	0	2	1	4
Belarus	1	0	2	0	3
Bosnia & Herzegovina*	2	1	1	1	5
Georgia	0	2	1	0	3
Kazakhstan	0	0	0	0	0
Kosovo	2	1	2	2	7
Kyrgyzstan***	2	2	2	2	8
Moldova***	2	1	1	2	6
The former Yugoslav Republic of Macedonia	<i>CCA not available</i>				
Montenegro**	2	2	2	2	8
Serbia	2	2	0	0	4
Tajikistan	1	1	2	2	6
Turkey	2	2	2	2	8
Turkmenistan	0	2	1	1	4
Ukraine***	2	2	2	2	8
Uzbekistan	1	2	2	2	7
<b>Rating Scale</b>	Per Category Rating: 2= Yes, Fully, 1=Somewhat, 0-No/Very few Total Rating: High =7 and above, Medium=4 to 6, Low=1 to 5				
	▲▲▲ High   ▲▲ Medium   ▲ Low				

\*2013 Roll-out UNDAF; 2014 Roll-out UNDAF

\*\*2015 Roll-out UNDAFs; \*\*\*2016 Roll-out UNDAF

<sup>26</sup> Calculations used to develop Table 16, Table 23 Table 24, Table 28 & Table 30

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